


2003

Human Resources, Staff Information, 2003-04

UNO Office of Institutional Effectiveness

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FALL 2003

Institution: UNIVERSITY OF NEBRASKA AT OMAHA (181394)

User ID: P31813941

Fall Staff Screening Questions

Does your institution have any **part-time employees**?

If you answer Yes to this question, you will be provided the screens to report part-time faculty and staff.

Yes No

Does your institution employ any **full-time faculty (instruction/research/public service)**?

If you answer Yes to this question, you must also select the appropriate contract length(s)/teaching period (s) below and you will be provided the screens to report full-time faculty working the appropriate contract length(s)/teaching period(s).

No
 Yes

Contract length/teaching period

- A. Less-than-9-month (working for less than 9 months per year) Yes No
- B. 9/10-month (working for 9 or 10 months per year) Yes No
- C. 11/12-month (working for 11 or 12 months per year) Yes No

CAVEATS

Part A - Fall Staff - Totals

Total full-time faculty (instruction/research/public service) by gender and race/ethnicity

	Men	Women
Nonresident Alien	10	4
Black, non-Hispanic	14	12
American Indian/Alaska Native	2	7
Asian/Pacific Islander	25	8
Hispanic	4	8
White, non-Hispanic	238	139
Race/ethnicity unknown	0	0
Grand total full-time faculty (must equal Part F Grand total)	293	178
Total from Fall 2001	303	178

Part B - Fall Staff - Tech/para - men

Full-time technical and paraprofessional employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total men
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander			1			1
Hispanic						0
White, non-Hispanic			4			4
Race/ethnicity unknown						0
Total men	0	5	0	0	0	5
Total from Fall 2001						8

Part B - Fall Staff - Tech/para - women

Full-time technical and paraprofessional employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total women
Nonresident alien						0
Black, non-Hispanic			2			2
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic						0
White, non-Hispanic			8			8
Race/ethnicity unknown						0
Total women	0	10	0	0	0	10
Total from Fall 2001						10

Part B - Fall Staff - Cler/sec - men

Full-time clerical and secretarial employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total men
Nonresident alien						0
Black, non-Hispanic			5			5
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic						0
White, non-Hispanic	2	19	3			24
Race/ethnicity unknown						0
Total men	2	24	3	0	0	29
Total from Fall 2001						41

Part B - Fall Staff - Cler/sec - women

Full-time clerical and secretarial employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total women
Nonresident alien						0
Black, non-Hispanic		2	9	1		12
American Indian/Alaska Native						0
Asian/Pacific Islander			1			1
Hispanic			3	1		4
White, non-Hispanic	10	119	29		1	159
Race/ethnicity unknown						0
Total women	12	132	31		1	176
Total from Fall 2001					0	190

Part B - Fall Staff - Skilled crafts - men

Full-time skilled crafts employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total men
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic						0
White, non-Hispanic			9	8	8	25
Race/ethnicity unknown						0
Total men		0	9	8	8	25
Total from Fall 2001						30

Part B - Fall Staff - Skilled crafts - women

Full-time skilled crafts employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total women
Nonresident alien						0
Black, non-Hispanic						0
American Indian/Alaska Native						0
Asian/Pacific Islander						0
Hispanic						0
White, non-Hispanic	0					0
Race/ethnicity unknown						0
Total women	0	0	0	0	0	0
Total from Fall 2001						0

Part B - Fall Staff - Serv/maint - men

Full-time service/maintenance employees by salary class intervals and race/ethnicity - men

Men	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total men
Nonresident alien						0
Black, non-Hispanic	21	11	3			35
American Indian/Alaska Native						0
Asian/Pacific Islander	1	1				2
Hispanic	5	4				9
White, non-Hispanic	35	37	8	1		81
Race/ethnicity unknown						0
Total men	62	53	11	1	0	127
Total from Fall 2001						120

Part B - Fall Staff - Serv/maint - women

Full-time service/maintenance employees by salary class intervals and race/ethnicity - women

Women	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total women
Nonresident alien						0
Black, non-Hispanic	7	2				9
American Indian/Alaska Native						0
Asian/Pacific Islander	2					2
Hispanic		1				1
White, non-Hispanic	7	14	2			23
Race/ethnicity unknown						0
Total women	16	17	2	0	0	35
Total from Fall 2001						39

Part B - Fall Staff - Totals - men

Total full-time employees by position and race/ethnicity - men

Men	Executive / administrative/ managerial	Other professionals	Technical/ paraprofessional	Clerical and secretarial	Skilled crafts	Service/ maintenance	Total men
Nonresident alien	0	2	0	0	0	0	2
Black, non- Hispanic American Indian/Alaska Native	0	9	0	5	0	35	49
Asian/Pacific Islander	0	3	1	0	0	2	6
Hispanic	0	2	0	0	0	9	11
White, non- Hispanic	22	147	4	24	25	81	303
Race/ethnicity unknown	0	0	0	0	0	0	0
Grand total	22	163	5	29	25	127	371

Part B - Fall Staff - Totals - women

Total full-time employees by position and race/ethnicity - women

Women	Executive/ administrative/ managerial	Other professionals	Technical/ paraprofessional	Clerical and secretarial	Skilled crafts	Service/ maintenance	Total women
Nonresident alien	0	0	0	0	0	0	0
Black, non- Hispanic	2	10	2	12	0	9	35
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	0	6	0	1	0	2	9
Hispanic	0	2	0	4	0	1	7
White, non- Hispanic	11	156	8	159	0	23	357
Race/ethnicity unknown	0	0	0	0	0	0	0
Grand total	13	174	10	176	0	35	408

Part D - Fall Staff - PT by position - men

Part-time employees by primary occupational activity and race/ethnicity - men

Men	<u>Faculty</u> (<u>instruction/</u> <u>research/</u> <u>public service</u>)	<u>Graduate</u> <u>assistants</u>	<u>Executive/</u> <u>administrative/</u> <u>managerial</u>	<u>Other</u> <u>professionals</u> (<u>support/service</u>)
Nonresident Alien			27	
Black, non-Hispanic	12		2	
American Indian/Alaska Native	2			
Asian/Pacific Islander	4			
Hispanic	8		1	
White, non-Hispanic	131		56	1
Race/ethnicity unknown	1			16
Total men	158		86	1

Men	<u>Technical and</u> <u>paraprofessionals</u>	<u>Clerical and</u> <u>secretarial</u>	<u>Skilled crafts</u>	<u>Service/</u> <u>Maintenance</u>	Total men
Nonresident Alien					27
Black, non-Hispanic					14
American Indian/Alaska Native					2
Asian/Pacific Islander					4
Hispanic					9
White, non-Hispanic		2			207
Race/ethnicity unknown				1	1
Total men		2	0	0	264
Total from Fall 2001					311

Part D - Fall Staff - PT by position - women

Part-time employees by primary occupational activity and race/ethnicity - women

Women	<u>Faculty</u> <u>(instruction/</u> <u>research/</u> <u>public service)</u>	<u>Graduate</u> <u>assistants</u>	<u>Executive/</u> <u>administrative/</u> <u>managerial</u>	<u>Other</u> <u>professionals</u> <u>(support/service)</u>
Nonresident Alien			29	
Black, non-Hispanic	6	6		1
American Indian/ Alaska Native		1		
Asian/Pacific Islander	3	4		1
Hispanic	2	3		
White, non-Hispanic	140	108		2
Race/ethnicity unknown	1			12
Total women	152	151	2	14

Women	<u>Technical and</u> <u>paraprofessionals</u>	<u>Clerical and</u> <u>secretarial</u>	<u>Skilled crafts</u>	<u>Service/</u> <u>Maintenance</u>	Total women
Nonresident Alien					29
Black, non-Hispanic		1			14
American Indian/Alaska Native		1			2
Asian/Pacific Islander					8
Hispanic					5
White, non-Hispanic	2	14		1	279
Race/ethnicity unknown					1
Total women	2	16	0	1	338
Total from Fall 2001					379

Part E - Total Employees

Total employees by gender and race/ethnicity

	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	12	4	27		29	33
Black, non-Hispanic	63	47	14		14	61
American Indian/Alaska Native	2	7	2		2	9
Asian/Pacific Islander	31	17	4		8	25
Hispanic	15	15	9		5	20
White, non-Hispanic	541	496	207		279	775
Race/ethnicity unknown	0	0	1		1	1
Grand total	664	586	264		338	924

Part F - Fall Staff - Faculty with tenure - men

Full-time faculty with tenure by academic rank and race/ethnicity - men

Men	Associate		Assistant	Instructors	Lecturers	No academic rank	Total
	Professors	professors					
Nonresident Alien	1						1
Black, non-Hispanic	2	4					6
American Indian/Alaska Native							0
Asian/Pacific Islander	14	4					18
Hispanic							0
White, non-Hispanic	102	59	2				163
Race/ethnicity unknown							0
Total men	119	67	2	0	0	0	188
Total from Fall 2001							192

Part F - Fall Staff - Non-tenured faculty not on tenure track - men

Full-time non-tenured faculty not on tenure track/no tenure system by academic rank and race/ethnicity - men

Men	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Nonresident Alien			1			4	5
Black, non-Hispanic	1		1			1	3
American Indian/Alaska Native				1			1
Asian/Pacific Islander						1	1
Hispanic							0
White, non-Hispanic	1	1	5	6	4	17	34
Race/ethnicity unknown							0
Total men	2	1	7	7	4	23	44
Total from Fall 2001							50

Part F - Fall Staff Survey - Totals

Total full-time faculty by gender and race/ethnicity

	Total men	Total women
Nonresident Alien	10	4
Black, non-Hispanic	14	12
American Indian/Alaska Native	2	7
Asian/Pacific Islander	25	8
Hispanic	4	8
White, non-Hispanic	238	139
Race/ethnicity unknown	0	0
Grand total full-time faculty (must equal Part A, Grand total)	293	178
Total from Fall 2001	303	178

Part G - Fall Staff - New Hires - men

Faculty new hires (full-time between July 1 and October 31, 2003) by tenure status and race/ethnicity - men

Race/ethnicity	<u>Tenured</u>	<u>Non-tenured on tenure track</u>	Non-tenured not on tenure track	Total men
Nonresident Alien		1		1
Black, non-Hispanic		1		1
American Indian/Alaska Native				0
Asian/Pacific Islander				0
Hispanic				0
White, non-Hispanic		5	1	6
Race/ethnicity unknown				0
Total men	0	7	1	8

Part G - Fall Staff - New Hires - men

All other new hires (full-time between July 1 and October 31, 2003) by position and race/ethnicity - men

Race/ethnicity	<u>Executive/</u> <u>administrative/</u> <u>managerial</u>	<u>Other</u> <u>professionals</u> <u>(support/service)</u>	<u>Technical</u> <u>and</u> <u>paraprofessionals</u>	<u>Clerical</u> <u>and</u> <u>secretarial</u>	<u>Skilled</u> <u>crafts</u>	<u>Service/</u> <u>Maintenance</u>	Total men
Nonresident Alien							0
Black, non- Hispanic American						1	1
Indian/Alaska Native							0
Asian/Pacific Islander		1					1
Hispanic							0
White, non- Hispanic		4		3	2	3	12
Race/ethnicity unknown							0
Total men	0	5	0	3	2	4	14

Part G - Fall Staff - New Hires - women

Faculty new hires (full-time between July 1 and October 31, 2003) by tenure status and race/ethnicity - women

Race/ethnicity	<u>Tenured</u>	<u>Non-tenured on tenure track</u>	Non-tenured not on tenure track	Total women
Nonresident Alien				0
Black, non-Hispanic				0
American Indian/Alaska Native				0
Asian/Pacific Islander				0
Hispanic				0
White, non-Hispanic		3	1	4
Race/ethnicity unknown				0
Total women	0	3	1	4

Part G - Fall Staff - New Hires - women

All other new hires (full-time between July 1 and October 31, 2003) by position and race/ethnicity - women

Race/ethnicity	<u>Executive/</u> <u>administrative/</u> <u>managerial</u>	<u>Other</u> <u>professionals</u> <u>(support/service)</u>	<u>Technical</u> <u>and</u> <u>paraprofessionals</u>	<u>Clerical</u> <u>and</u> <u>secretarial</u>	<u>Skilled</u> <u>crafts</u>	<u>Service/</u> <u>Maintenance</u>	Total women
Nonresident Alien							0
Black, non- Hispanic American Indian/Alaska Native				2			2
Asian/Pacific Islander		1					1
Hispanic White, non- Hispanic	1	4		7		1	13
Race/ethnicity unknown							0
Total women	1	5	0	9	0	1	16

Part G - Fall Staff - New Hires - Totals

Total new hires (full-time between July 1 and October 31, 2003) by gender and race/ethnicity

	Total men	Total women
Nonresident Alien	1	0
Black, non-Hispanic	2	2
American Indian/Alaska Native	0	0
Asian/Pacific Islander	1	1
Hispanic	0	0
White, non-Hispanic	18	17
Race/ethnicity unknown	0	0
Grand total	22	20
Total from Fall 2001	54	45

Print Form(s)

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Salaries Screening Questions

Does your institution employ any **full-time instructional faculty**?

If you answer Yes to this question, you must also select the appropriate contract length(s)/teaching period (s) below and you will be provided the screens to report full-time instructional faculty working the appropriate contract length(s)/teaching period(s).

- No
 Yes

Contract length/teaching period

- A. Less-than-9-month (working for less than 9 months per year) Yes No
 B. 9/10-month (working for 9 or 10 months per year) Yes No
 C. 11/12-month (working for 11 or 12 months per year) Yes No

The following questions relate to either **9/10-month** or **11/12-month full-time instructional faculty**.

If you answer Yes to either of these questions, you will be expected to report expenditures for the benefit in Part B, or to explain why there were no expenditures.

Does your institution have a **tuition plan benefit** that applies to dependents (e.g. spouses, children, etc.)?

- No
 Yes, and that plan is not restricted
 Yes, and that plan is restricted

Does your institution have a **housing plan benefit**?

- No
 Yes, and that plan is not restricted
 Yes, and that plan is restricted

CAVEATS

Part A - Salaries - 9/10-month contracts/teaching periodsSalaries of full-time instructional faculty on 9/10-month contracts/teaching periods by gender and academic rank

Rank	Number	Salary outlays	Average salary
Men			
Professors	115	8,526,102	74,140
Associate professors	71	4,442,928	62,576
Assistant professors	55	2,966,394	53,934
Instructors	17	612,766	36,045
Lecturers	4	155,590	38,898
No academic rank	0	0	0
Total men	262	16,703,780	
Women			
Professors	25	1,741,782	69,671
Associate professors	55	3,263,917	59,344
Assistant professors	61	3,140,753	51,488
Instructors	19	654,812	34,464
Lecturers	5	189,062	37,812
No academic rank	1	54,822	54,822
Total women	166	9,045,148	
Total (men + women)	428	25,748,928	
Total from prior year	441	25,866,819	

Part A - Salaries - 11/12-month contracts/teaching periodsSalaries of full-time instructional faculty on 11/12-month contracts/teaching periods by gender and academic rank

Rank	Number	Salary outlays	Average salary
Men			
Professors	4	394,599	98,650
Associate professors	3	258,850	86,283
Assistant professors	3	173,615	57,872
Instructors	0	0	0
Lecturers	0	0	0
No academic rank	9	617,245	68,583
Total men	19	1,444,309	
Women			
Professors	2	144,921	72,460
Associate professors	1	75,505	75,505
Assistant professors	1	57,741	57,741
Instructors	0	0	0
Lecturers	0	0	0
No academic rank	1	54,462	54,462
Total women	5	332,629	
Total (men + women)	24	1,776,938	
Total from prior year	26	1,907,970	

Part B - Fringe benefits - 9/10-month contracts/teaching periods

Fringe benefits of full-time instructional faculty on 9/10-month contracts/teaching periods

Fringe benefits	Number	Expenditures	Average
	covered		expenditures
<u>Retirement plans (other than Social Security) - Vested</u> within 5-years	428	1,931,169	4,512
Retirement plans (other than Social Security) - Vested after 5-years			
Medical/dental plans	428	1,942,692	4,539
Group life insurance	428	12,840	30
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection			
Tuition plan (dependents only)	52	99,840	1,920
Housing plan			
Social Security taxes	428	1,969,794	4,602
Unemployment compensation			
Worker's compensation			
Other benefits in kind with cash options			
Total expenditures		5,956,335	
Total from prior year		5,879,795	

Part B - Fringe benefits - 11/12-month contracts/teaching periods**Fringe benefits of full-time instructional faculty on 11/12-month contracts/teaching periods**

Fringe benefits	Number covered	Expenditures	Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	24	133,271	5,553
Retirement plans (other than Social Security) - Vested after 5-years			
Medical/dental plans	24	108,936	4,539
Group life insurance	24	720	30
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection			
Tuition plan (dependents only)	4	7,680	1,920
Housing plan			
Social Security taxes	24	135,936	5,664
Unemployment compensation			
Worker's compensation			
Other benefits in kind with cash options			
Total expenditures		386,543	
Total from prior year		396,242	

Part B - Fringe benefits - 9/10-month contracts/teaching periods**Fringe benefits of full-time instructional faculty on 9/10-month contracts/teaching periods**

Fringe benefits	Number covered	Expenditures	Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	428	1,931,169	4,512
Retirement plans (other than Social Security) - Vested after 5-years			
Medical/dental plans	428	1,942,692	4,539
Group life insurance	428	12,840	30
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection			
Tuition plan (dependents only)	52	99,840	1,920
Housing plan			
Social Security taxes	428	1,969,794	4,602
Unemployment compensation			
Worker's compensation			
Other benefits in kind with cash options			
Total expenditures		5,956,335	
Total from prior year		5,879,795	

Part B - Fringe benefits - 11/12-month contracts/teaching periods**Fringe benefits of full-time instructional faculty on 11/12-month contracts/teaching periods**

Fringe benefits	Number covered	Expenditures	Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	24	133,271	5,553
Retirement plans (other than Social Security) - Vested after 5-years			
Medical/dental plans	24	108,936	4,539
Group life insurance	24	720	30
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection			
Tuition plan (dependents only)	4	7,680	1,920
Housing plan			
Social Security taxes	24	135,936	5,664
Unemployment compensation			
Worker's compensation			
Other benefits in kind with cash options			
Total expenditures		386,543	
Total from prior year		396,242	