

Institution: (154095) University of Northern Iowa

Survey: Employees by Assigned Position

Collection Year: 2003

Employees by Assigned Position - full-time (excluding medical schools) as of November 1, 2003					
Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Subtotal
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Primarily instruction	368	174	60		602
Instruction combined with research/public service					
Primarily research					
Primarily public service					
Executive/administrative/managerial	62			38	100
Other professional (support/service)				493	493
Technical/paraprofessional				26	26
Clerical and secretarial				245	245
Skilled crafts				77	77
Service/maintenance				202	202
Total	430	174	60	1,081	1,745

Institution: (154095) University of Northern Iowa

Survey: Employees by Assigned Position

Collection Year: 2003

Employees by Assigned Position - part-time (excluding medical schools) as of November 1, 2003

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Subtotal	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system			
Primarily instruction			153		153	
Instruction combined with research/public service						
Primarily research						
Primarily public service						
Executive/administrative/managerial	1				1	
Other professional (support/service)				75	75	
Technical/paraprofessional				4	4	
Clerical and secretarial				57	57	
Skilled crafts				2	2	
Service/maintenance						
Total	1		153	138	292	

Institution: (154095) University of Northern Iowa

Survey: Fall Staff

Collection Year: 2003

**Full-time faculty (instruction/research/public service) by race/ethnicity, gender,
contract length, and salary class intervals: 2003**

Part A - Full-time faculty on the payroll as of November 1, 2003

Line	Gender	Nonres- ident alien	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ ethnicity unknown	Total
2 Below \$30,000	Men	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	3	0	3
3 30,000-39,999	Men	1	0	0	1	0	7	0	9
	Women	1	0	0	0	1	21	0	23
4 40,000-49,999	Men	8	0	0	2	3	49	0	62
	Women	5	0	0	4	3	76	0	88
5 50,000-64,999	Men	2	9	0	7	5	111	0	134
	Women	0	3	3	3	2	95	0	106
6 65,000-79,999	Men	1	3	1	4	1	66	0	76
	Women	0	1	0	0	0	27	0	28
7 80,000-99,999	Men	1	0	0	5	0	37	0	43
	Women	0	1	0	0	0	4	0	5
8 100,000 and over	Men	0	0	0	0	0	10	0	10
	Women	0	0	0	0	0	1	0	1
9 Full-time faculty on 9/10-month contract	Men	13	12	1	19	9	280	0	334
	Women	6	5	3	7	6	227	0	254
12 40,000-49,999	Men	0	0	0	0	0	3	0	3
	Women	0	0	0	0	0	1	0	1
13 50,000-64,999	Men	0	0	1	0	0	1	0	2
	Women	0	0	0	0	0	5	0	5
14 65,000-79,999	Men	0	0	0	0	0	2	0	2
	Women	0	0	0	0	0	1	0	1
17 Full-time faculty on 11/12-month contract	Men	0	0	1	0	0	6	0	7
	Women	0	0	0	0	0	7	0	7
18 Total full-time faculty (instruction/research/public service)	Men	13	12	2	19	9	286	0	341
	Women	6	5	3	7	6	234	0	261

Institution: (154095) University of Northern Iowa

Survey: Fall Staff

Collection Year: 2003

Full-time employees (other than faculty) by primary occupation, race/ethnicity, gender, and salary class intervals: 2003

Part B - Other full-time employees on the payroll as of November 1, 2003

Line	Gender	Nonresi ident alien	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ ethnicity unknown	Total
22 50,000-64,999	Men	0	0	0	0	0	4	0	4
	Women	0	0	0	0	0	3	0	3
23 65,000-79,999	Men	0	1	0	0	0	10	0	11
	Women	0	0	0	0	0	7	0	7
24 80,000-99,999	Men	0	1	0	0	2	30	0	33
	Women	0	0	0	0	0	9	0	9
25 100,000 and over	Men	0	1	0	1	0	23	0	25
	Women	0	0	0	0	0	8	0	8
26 Full-time executive/administrative and managerial	Men	0	3	0	1	2	67	0	73
	Women	0	0	0	0	0	27	0	27
35 Below \$30,000	Men	2	0	0	0	0	8	0	10
	Women	1	6	0	0	0	23	0	30
36 30,000-39,999	Men	1	3	0	0	0	48	0	52
	Women	1	7	1	0	1	72	0	82
37 40,000-49,999	Men	1	6	0	0	0	51	0	58
	Women	3	5	0	0	1	66	0	75
38 50,000-64,999	Men	0	2	0	0	2	77	0	81
	Women	0	1	0	0	1	47	0	49
39 65,000-79,999	Men	1	1	0	0	0	19	0	21
	Women	0	0	0	0	0	13	0	13
40 80,000-99,999	Men	0	0	0	0	0	13	0	13
	Women	0	0	0	0	0	4	0	4
41 100,000 and over	Men	0	0	0	0	0	5	0	5
	Women	0	0	0	0	0	0	0	0
42 Full-time other professional	Men	5	12	0	0	2	221	0	240
	Women	5	19	1	0	3	225	0	253
44 20,000-29,999	Men	0	0	0	0	0	1	0	1
	Women	0	0	0	1	0	1	0	2
45 30,000-39,999	Men	0	0	0	0	0	4	0	4
	Women	0	1	0	0	0	2	0	3
46 40,000-49,999	Men	0	1	0	0	0	14	0	15
	Women	0	0	0	0	0	1	0	1

Institution: (154095) University of Northern Iowa

Survey: Fall Staff

Collection Year: 2003

Full-time employees (other than faculty) by primary occupation, race/ethnicity, gender, and salary class intervals: 2003

Part B - Other full-time employees on the payroll as of November 1, 2003

Line	Gender	Nonresi ident alien	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ ethnicity unknown	Total
48 Full-time technical and paraprofessional	Men	0	1	0	0	0	19	0	20
	Women	0	1	0	1	0	4	0	6
49 Below \$20,000	Men	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	1	0	1
50 20,000-29,999	Men	0	1	0	0	0	1	0	2
	Women	0	1	0	0	0	41	0	42
51 30,000-39,999	Men	0	1	0	0	0	5	0	6
	Women	0	6	0	0	0	104	0	110
52 30,000-39,999	Men	0	0	0	0	0	1	0	1
	Women	0	3	0	0	0	80	0	83
54 Full-time clerical and secretarial	Men	0	2	0	0	0	7	0	9
	Women	0	10	0	0	0	226	0	236
56 20,000-29,999	Men	0	0	0	0	0	1	0	1
	Women	0	0	0	0	0	0	0	0
57 30,000-39,999	Men	0	3	0	1	0	51	0	55
	Women	0	0	0	0	0	5	0	5
58 40,000-49,999	Men	0	0	0	0	0	15	0	15
	Women	0	0	0	0	0	1	0	1
60 Full-time skilled crafts	Men	0	3	0	1	0	67	0	71
	Women	0	0	0	0	0	6	0	6
61 Below \$20,000	Men	0	0	1	0	0	2	0	3
	Women	0	2	0	0	0	13	0	15
62 20,000-29,999	Men	0	6	0	0	1	47	0	54
	Women	1	13	0	0	0	58	0	72
63 30,000-39,999	Men	0	1	1	0	0	30	0	32
	Women	0	1	0	0	0	10	0	11
64 40,000-49,999	Men	0	1	0	0	0	12	0	13
	Women	0	1	0	0	0	1	0	2
66 Full-time service/maintenance	Men	0	8	2	0	1	91	0	102
	Women	1	17	0	0	0	82	0	100
67 Total full-time employees	Men	18	41	4	21	14	758	0	856
	Women	12	52	4	8	9	804	0	889

Institution: (154095) University of Northern Iowa**Survey: Fall Staff****Collection Year: 2003****Part-time employees by primary occupation, race/ethnicity, and gender: 2003**

Part D - Part-time employees on the payroll as of November 1, 2003

Line	Gender	Nonres- ident alien	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ ethnicity unknown	Total
68 Part-time faculty (instruction/research/public service)	Men	3	2	0	1	0	70	0	76
	Women	1	0	0	0	1	75	0	77
70 Part-time executive/administrative and managerial	Men	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	1	0	1
71 Part-time other professionals	Men	0	4	0	0	0	26	0	30
	Women	0	1	0	0	1	43	0	45
72 Part-time technical and paraprofessionals	Men	0	0	0	0	0	2	0	2
	Women	0	0	0	0	0	2	0	2
73 Part-time clerical and secretarial	Men	0	0	0	0	0	1	0	1
	Women	0	0	1	0	2	53	0	56
74 Part-time skilled crafts	Men	0	0	0	0	0	0	0	0
	Women	0	1	0	0	0	1	0	2
76 Total part-time employees	Men	3	6	0	1	0	99	0	109
	Women	1	2	1	0	4	175	0	183

Institution: (154095) University of Northern Iowa

Survey: Fall Staff

Collection Year: 2003

Total employees by race/ethnicity and gender: 2003

Part E - Total employees (full time + part time) (based on totals in Parts A, B, and D)

Line	Gender	Nonres- ident alien	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ ethnicity unknown	Total
77 Grand total employees	Men	21	47	4	22	14	857	0	965
	Women	13	54	5	8	13	979	0	1,072

Institution: (154095) University of Northern Iowa**Survey: Fall Staff****Collection Year: 2003****Tenure of full-time faculty by race/ethnicity, gender, and academic rank: 2003**

Part F - Full-time faculty (instruction/research/public service) as of November 1, 2003

Line	Gender	Nonresident alien	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ethnicity unknown	Total
1 Professors, tenured	Men	0	3	0	7	2	95	0	107
	Women	0	0	0	0	0	34	0	34
2 Associate professors tenured	Men	0	5	2	8	5	87	0	107
	Women	0	2	0	4	2	68	0	76
3 Assistant professors tenured	Men	0	1	0	0	0	11	0	12
	Women	0	0	0	0	0	6	0	6
4 Instructors tenured	Men	0	0	0	0	0	9	0	9
	Women	0	1	0	0	1	15	0	17
7 Total tenured full-time faculty	Men	0	9	2	15	7	202	0	235
	Women	0	3	0	4	3	123	0	133
9 Associate professors non-tenured on tenure track	Men	1	0	0	0	0	3	0	4
	Women	0	0	0	0	0	1	0	1
10 Assistant professors non-tenured on tenure track	Men	9	3	0	2	1	65	0	80
	Women	4	1	3	2	2	57	0	69
11 Instructors non-tenured on tenure track	Men	0	0	0	0	0	5	0	5
	Women	0	1	0	0	0	14	0	15
14 Total non-tenured faculty on tenure track	Men	10	3	0	2	1	73	0	89
	Women	4	2	3	2	2	72	0	85
15 Professors not on tenure track/no tenure system	Men	1	0	0	0	0	0	0	1
	Women	0	0	0	0	0	1	0	1
17 Assistant professors not on tenure track/no tenure system	Men	1	0	0	0	0	0	0	1
	Women	0	0	0	1	0	0	0	1
18 Instructors not on tenure track/no tenure system	Men	1	0	0	2	1	11	0	15
	Women	2	0	0	0	1	38	0	41
21 Total faculty not on tenure track /no tenure system	Men	3	0	0	2	1	11	0	17
	Women	2	0	0	1	1	39	0	43
22 Total full-time faculty (instruction/research/public service)	Men	13	12	2	19	9	286	0	341
	Women	6	5	3	7	6	234	0	261

Institution: (154095) University of Northern Iowa

Survey: Fall Staff

Collection Year: 2003

Full-time new hires by primary occupation, race/ethnicity, and gender: 2003

Part G - Full-time new hires (between July 1, 2003 and October 31, 2003)

Line	Gender	Nonres-ident alien	Black, non-Hispanic	American Indian or Alaska Native	Asian or Pacific Islander	Hispanic	White, non-Hispanic	Race/ethnicity unknown	Total
2 Faculty non-tenured on tenure track	Men	1	1	0	3	0	14	0	19
	Women	0	0	0	2	1	19	0	22
6 Other professionals (support service)	Men	0	0	0	0	0	3	0	3
	Women	0	0	0	0	0	2	0	2
8 Clerical and secretarial	Men	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	2	0	2
10 Service/maintenance	Men	0	0	0	0	0	1	0	1
	Women	0	0	0	0	0	3	0	3
11 Total faculty	Men	1	1	0	3	0	14	0	19
	Women	0	0	0	2	1	19	0	22
12 Total non-faculty	Men	0	0	0	0	0	4	0	4
	Women	0	0	0	0	0	7	0	7
13 Total new hires	Men	1	1	0	3	0	18	0	23
	Women	0	0	0	2	1	26	0	29

Institution: (154095) University of Northern Iowa**Survey: Salaries****Collection Year: 2003**

Salaries of full-time instructional faculty on 9/10-month contracts/teaching periods by gender and academic rank: as of November 1, 2003			
Rank	Number	Salary outlays	Average salary
Men			
Professors	108	8,352,392	77,337
Associate professors	110	6,730,455	61,186
Assistant professors	90	4,788,424	53,205
Instructors	26	1,177,505	45,289
Lecturers			
No academic rank			
Total men	334	21,048,776	
Women			
Professors	34	2,378,727	69,963
Associate professors	74	4,267,135	57,664
Assistant professors	74	3,660,169	49,462
Instructors	66	2,851,994	43,212
Lecturers			
No academic rank			
Total women	248	13,158,025	
Total (men + women)	582	34,206,801	

Institution: (154095) University of Northern Iowa

Survey: Salaries

Collection Year: 2003

Salaries of full-time instructional faculty on 11/12-month contracts/teaching periods by gender and academic rank: as of November 1, 2003			
Rank	Number	Salary outlays	Average salary
Men			
Professors			
Associate professors			
Assistant professors			
Instructors	1	59,127	59,127
Lecturers			
No academic rank			
Total men	1	59,127	
Women			
Professors			
Associate professors	1	91,310	91,310
Assistant professors	1	55,442	55,442
Instructors	2	161,900	80,950
Lecturers			
No academic rank			
Total women	4	308,652	
Total (men + women)	5	367,779	

Institution: (154095) University of Northern Iowa**Survey: Salaries****Collection Year: 2003****Fringe benefits of full-time instructional faculty on 9/10-month contracts/teaching periods: academic year 2003-04**

Fringe benefits	Number covered	Expenditures	Average expenditures
Retirement plans (other than Social Security) - vested within 5-years	581	3,327,546	5,727
Retirement plans (other than Social Security) - vested after 5-years			
Medical/dental plans	561	4,041,425	7,204
Group life insurance	554	250,774	453
Other insurance benefits (cafeteria plan)			
Guaranteed disability income protection	513	337,554	658
Tuition plan (dependents only)			
Housing plan			
Social Security taxes	582	2,868,532	4,929
Unemployment compensation	582	20,370	35
Worker's compensation	582	40,740	70
Other benefits in kind with cash options			
Total expenditures		10,886,941	

Institution: (154095) University of Northern Iowa

Survey: Salaries

Collection Year: 2003

Fringe benefits of full-time instructional faculty on 11/12-month contracts/teaching periods: academic year 2003-04			
Fringe benefits	Number covered	Expenditures	Average expenditures
Retirement plans (other than Social Security) - vested within 5-years	5	31,421	6,284
Retirement plans (other than Social Security) - vested after 5-years			
Medical/dental plans	4	27,045	6,761
Group life insurance	4	2,143	536
Other insurance benefits (cafeteria plan)			
Guaranteed disability income protection	4	3,117	779
Tuition plan (dependents only)			
Housing plan			
Social Security taxes	5	26,198	5,240
Unemployment compensation	5	175	35
Worker's compensation	5	350	70
Other benefits in kind with cash options			
Total expenditures		90,449	