

Human Resources 2006-07

Institution: University of Northern Iowa (154095)

User ID: P61540951

Human Resources Screening QuestionsDoes your institution have any **part-time** staff?

If you answer **Yes** to this question, you will be provided the screens to report part-time staff in the **Employees by Assigned Position (EAP)** and **Fall Staff** sections.

Yes No

Do ALL of the **instructional staff** at your institution fall into any of the following categories?

If you answer **Yes** to any of the questions below, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.

No Yes Are ALL of the instructional staff military personnel?

No Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **July 1 and October 31, 2006** either for the **first time** or **after a break in service** AND **who were still on the payroll of the institution as of November 1, 2006**? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires** in the **Fall Staff section (long version), Part L**.

Yes No

CAVEATS

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Part A - Employees by Assigned Position - Full-time staffNumber of **full-time** staff by faculty status and primary function/occupational activity**As of November 1, 2006**

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Subtotal
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Primarily instruction	392	130	65		587
Instruction/research/public service					0
Primarily research					0
Primarily public service					0
Executive/administrative/managerial	50			43	93
Other professionals (support/service)				503	503
Technical and paraprofessionals				29	29
Clerical and secretarial				234	234
Skilled crafts				68	68
Service/Maintenance				204	204
Total full time	442	130	65	1,081	1,718
Total from prior year	387	142	68	1,120	1,717

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Part B - Employees by Assigned Position - Part-time staffNumber of **part-time** staff by faculty status and primary function/occupational activity**As of November 1, 2006****Faculty status**

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			
<u>Primarily instruction</u>	27		150		177	
<u>Instruction/research/public service</u>					0	304
<u>Primarily research</u>					0	
<u>Primarily public service</u>					0	
<u>Executive/administrative/managerial</u>	1			0	1	
<u>Other professionals (support/service)</u>				70	70	
<u>Technical and paraprofessionals</u>				2	2	
<u>Clerical and secretarial</u>				48	48	
<u>Skilled crafts</u>				0	0	
<u>Service/Maintenance</u>				40	40	
Total part time	28	0	150	160	338	304
Total from prior year			171	164	335	332

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Part C - Employees by Assigned Position - Total number of staff

Total number of staff by employment status and primary function/occupational activity

As of November 1, 2006

Primary function/occupational activity	Full-time	Part-time	Total
<u>Primarily instruction</u>	587	177	764
<u>Instruction/research/public service</u>	0	304	304
<u>Primarily research</u>	0	0	0
<u>Primarily public service</u>	0	0	0
<u>Executive/administrative/managerial</u>	93	1	94
<u>Other professionals (support/service)</u>	503	70	573
<u>Technical and paraprofessionals</u>	29	2	31
<u>Clerical and secretarial</u>	234	48	282
<u>Skilled crafts</u>	68	0	68
<u>Service/Maintenance</u>	204	40	244
Grand total	1,718	642	2,360

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Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount**Number of full-time instructional staff** by contract length/teaching period, gender, and academic rank**As of November 1, 2006**

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors		113	3	116
Associate professors		107	2	109
Assistant professors		76	1	77
Instructors		28	2	30
Lecturers				0
No academic rank				0
Total men	0	324	8	332
Women				
Professors		32	1	33
Associate professors		88	4	92
Assistant professors		52	2	54
Instructors		75	1	76
Lecturers				0
No academic rank				0
Total women	0	247	8	255
Total (men + women)	0	571	16	587
Total from EAP, full-time non-medical section (Primarily instruction and instruction/research/public service lines)				587
Total from prior year (Salaries section)		580	17	597

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Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

**** The reporting of data for this screen is **optional** this year,
but will be mandatory next year for 4-year degree-granting institutions ****

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

As of November 1, 2006**Faculty status**

Gender and academic rank	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system	Without faculty status	Subtotal
Men					
Professors	113				113
Associate Professors	107				107
Assistant Professors	6	68	2		76
Instructors	10	1	17		28
Lecturers					
No academic rank					
Total men	236	69	19	0	324
Women					
Professors	32				32
Associate Professors	86	2			88
Assistant Professors	3	48	1		52
Instructors	25	8	42		75
Lecturers					
No academic rank					
Total women	146	58	43	0	247
Total (men + women)	382	127	62	0	571

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Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status

**** The reporting of data for this screen is **optional** this year,
but will be mandatory next year for 4-year degree-granting institutions ****

Number of full-time instructional staff on 11/12-month contracts/teaching periods
by faculty status, gender, and academic rank

As of November 1, 2006**Faculty status**

Gender and academic rank	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Subtotal
Men					
Professors	2		1		3
Associate Professors	2				2
Assistant Professors		1			1
Instructors		1	1		2
Lecturers					
No academic rank					
Total men	4	2	2	0	8
Women					
Professors	1				1
Associate Professors	4				4
Assistant Professors	2				2
Instructors		1			1
Lecturers					
No academic rank					
Total women	7	1	0	0	8
Total (men + women)	11	3	2	0	16

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Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank****As of November 1, 2006**

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	113	9,313,347	82,419	81,141
Associate professors	107	7,006,786	65,484	64,142
Assistant professors	76	4,225,234	55,595	54,611
Instructors	28	1,260,825	45,029	43,805
Lecturers				
No academic rank				
Total men	324	21,806,192		
Women				
Professors	32	2,386,746	74,586	72,635
Associate professors	88	5,398,030	61,341	60,652
Assistant professors	52	2,647,870	50,921	51,063
Instructors	75	3,431,509	45,753	45,196
Lecturers				
No academic rank				
Total women	247	13,864,155		
Total (men + women)	571	35,670,347		

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Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 11/12-month contracts/teaching periods**
by gender and academic rank**As of November 1, 2006**

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	3	216,924	72,308	76,505
Associate professors	2	123,771	61,886	60,941
Assistant professors	1	50,840	⚠ 50,840	51,925
Instructors	2	109,154	54,577	63,182
Lecturers				
No academic rank				
Total men	8	500,689		
Women				
Professors	1	80,206	80,206	78,140
Associate professors	4	256,233	⚠ 64,058	62,286
Assistant professors	2	150,647	75,324	66,368
Instructors	1	41,817	41,817	34,894
Lecturers				
No academic rank				
Total women	8	528,903		
Total (men + women)	16	1,029,592		

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Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits**Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods****As of November 1, 2006**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	568	3,438,564	6,054	5,953
<u>Retirement plans (other than Social Security) - Vested after 5-years</u>				
Medical/dental plans	535	4,873,110	9,109	8,162
Group life insurance	544	258,300	475	467
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	514	403,558	785	778
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	571	2,680,638	4,695	4,611
Unemployment compensation	571	19,985	35	35
Worker's compensation	571	159,880	280	280
Other benefits in kind with cash options				
Total expenditures		11,834,035		

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Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits**Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods****As of November 1, 2006**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	16	99,771	6,236	6,204
<u>Retirement plans (other than Social Security) - Vested after 5-years</u>				
Medical/dental plans	16	142,272	8,892	7,734
Group life insurance	15	7,436	496	496
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	12	10,486	874	796
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	16	77,819	4,864	4,771
Unemployment compensation	16	560	35	35
Worker's compensation	16	4,480	280	280
Other benefits in kind with cash options				
Total expenditures		342,824		

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Part G - Fall Staff - Full-time instruction/research/public service staff - TenuredNOTE: These data are **optional** this year.

Number of **full-time** staff with faculty status who are **Tenured** and whose primary responsibility is **instruction, research, and/or public service** by academic rank, gender, and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident Alien</u>		1					1
<u>Black, non-Hispanic</u>	5	4	1				10
<u>American Indian/Alaska Native</u>		2					2
<u>Asian/Pacific Islander</u>	10	6					16
<u>Hispanic</u>	2	4					6
<u>White, non-Hispanic</u>	96	93	5	10			204
<u>Race/ethnicity unknown</u>							0
Total men	113	110	6	10	0	0	239
Women							
<u>Nonresident Alien</u>							0
<u>Black, non-Hispanic</u>		2		1			3
<u>American Indian/Alaska Native</u>		1					1
<u>Asian/Pacific Islander</u>		5					5
<u>Hispanic</u>		2		1			3
<u>White, non-Hispanic</u>	33	80	5	23			141
<u>Race/ethnicity unknown</u>							0
Total women	33	90	5	25	0	0	153
Total (men+women)	146	200	11	35	0	0	392
Total from EAP							392
Total (men+women) from Fall 2005							387

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Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure trackNOTE: These data are **optional** this year.Number of **full-time** staff with faculty status who are **On tenure track** and whose primary responsibility is **instruction, research, and/or public service** by academic rank, gender, and race/ethnicity**As of November 1, 2006**

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident Alien</u>			10				10
<u>Black, non-Hispanic</u>			1				1
<u>American Indian/Alaska Native</u>							0
<u>Asian/Pacific Islander</u>			3				3
<u>Hispanic</u>			1				1
<u>White, non-Hispanic</u>			54	2			56
<u>Race/ethnicity unknown</u>							0
Total men	0	0	69	2	0	0	71
Women							
<u>Nonresident Alien</u>			10				10
<u>Black, non-Hispanic</u>							0
<u>American Indian/Alaska Native</u>							0
<u>Asian/Pacific Islander</u>			3	1			4
<u>Hispanic</u>			1				1
<u>White, non-Hispanic</u>		2	34	8			44
<u>Race/ethnicity unknown</u>							0
Total women	0	2	48	9	0	0	59
Total (men+women)	0	2	117	11	0	0	130
Total from EAP							130
Total (men+women) from Fall 2005							142

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Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure systemNOTE: These data are **optional** this year.

Number of **full-time** staff with faculty status who are **Not on tenure track** and whose primary responsibility is **instruction, research, and/or public service** OR number of **full-time** staff whose primary responsibility is **instruction, research, and/or public service** and who work at an institution with **No tenure system** by academic rank, gender, and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident Alien</u>	1			1			2
<u>Black, non-Hispanic</u>	1						1
<u>American Indian/Alaska Native</u>							0
<u>Asian/Pacific Islander</u>							0
<u>Hispanic</u>				1			1
<u>White, non-Hispanic</u>			2	16			18
<u>Race/ethnicity unknown</u>							0
Total men	2	0	2	18	0	0	22
Women							
<u>Nonresident Alien</u>				1			1
<u>Black, non-Hispanic</u>							0
<u>American Indian/Alaska Native</u>							0
<u>Asian/Pacific Islander</u>							0
<u>Hispanic</u>				1			1
<u>White, non-Hispanic</u>			1	40			41
<u>Race/ethnicity unknown</u>							0
Total women	0	0	1	42	0	0	43
Total (men+women)	2	0	3	60	0	0	65
Total from EAP							65
Total (men+women) from Fall 2005							68

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Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status

NOTE: These data are **optional** this year.

Number of **full-time** staff **Without faculty status** whose primary responsibility is **instruction, research, and/or public service** by gender and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Total
Men	
<u>Nonresident Alien</u>	_____
<u>Black, non-Hispanic</u>	_____
<u>American Indian/Alaska Native</u>	_____
<u>Asian/Pacific Islander</u>	_____
<u>Hispanic</u>	_____
<u>White, non-Hispanic</u>	_____
<u>Race/ethnicity unknown</u>	_____
Total men	
Women	
<u>Nonresident Alien</u>	_____
<u>Black, non-Hispanic</u>	_____
<u>American Indian/Alaska Native</u>	_____
<u>Asian/Pacific Islander</u>	_____
<u>Hispanic</u>	_____
<u>White, non-Hispanic</u>	_____
<u>Race/ethnicity unknown</u>	_____
Total women	
Total (men+women)	
Total from EAP	0
Total (men+women) from Fall 2005	

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Part G - Fall Staff - Full-time instruction/research/public service staff - TotalsNOTE: These data are **optional** this year.Total number of **full-time** staff whose primary responsibility is **instruction, research, and/or public service** by gender and race/ethnicity**As of November 1, 2006**

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	13	11	24
<u>Black, non-Hispanic</u>	12	3	15
<u>American Indian/Alaska Native</u>	2	1	3
<u>Asian/Pacific Islander</u>	19	9	28
<u>Hispanic</u>	8	5	13
<u>White, non-Hispanic</u>	278	226	504
<u>Race/ethnicity unknown</u>	0	0	0
Total (must equal Part H (next part))	332	255	587
Total from Fall 2005	336	261	597

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Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount

NOTE: These data are **optional** this year.

Number of **full-time** staff whose primary responsibility is **instruction, research, and/or public service** by contract length/teaching period, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2006

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
Nonresident Alien		12	1	13	13
Black, non-Hispanic		12		12	12
American Indian/Alaska Native		1	1	2	2
Asian/Pacific Islander		19		19	19
Hispanic		8		8	8
White, non-Hispanic		272	6	278	278
Race/ethnicity unknown				0	0
Total men	0	324	8	332	332
Women					
Nonresident Alien		11		11	11
Black, non-Hispanic		3		3	3
American Indian/Alaska Native		1		1	1
Asian/Pacific Islander		9		9	9
Hispanic		5		5	5
White, non-Hispanic		218	8	226	226
Race/ethnicity unknown				0	0
Total women	0	247	8	255	255
Total (men+women)	0	571	16	587	587
Total from EAP				587	
Total (men+women) from Fall 2005		580	17	597	

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Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervalsNOTE: These data are **optional** this year.

Number of **full-time** staff on **9/10-month contracts/teaching periods** whose primary responsibility is **instruction, research, and/or public service** by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2006

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien		1	6	2	1	2		12
Black, non-Hispanic			1	4	7			12
American Indian/Alaska Native					1			1
Asian/Pacific Islander			2	4	6	6	1	19
Hispanic			2	4	2			8
White, non-Hispanic		10	39	93	62	51	17	272
Race/ethnicity unknown								
Total men	0	11	50	107	79	59	18	324
Women								
Nonresident alien		1	8	1		1		11
Black, non-Hispanic				2	1			3
American Indian/Alaska Native					1			1
Asian/Pacific Islander			5	4				9
Hispanic		1		3	1			5
White, non-Hispanic		21	47	105	33	9	3	218
Race/ethnicity unknown								
Total women	0	23	60	115	36	10	3	247
Total (men+women)	0	34	110	222	115	69	21	571
Total (men+women) from Fall 2005								580

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Part H - Fall Staff - Full-time instruction/research/public service staff on 11/12-month contracts/teaching periods - Salary class intervals

NOTE: These data are **optional** this year.

Number of **full-time** staff on **11/12-month contracts/teaching periods** whose primary responsibility is **instruction, research, and/or public service** by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2006

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien				1				1
Black, non-Hispanic								
American Indian/Alaska Native				1				1
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic			1	3	2			6
Race/ethnicity unknown								
Total men	0	0	1	5	2	0	0	8
Women								
Nonresident Alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic			1	3	2	2		8
Race/ethnicity unknown								
Total women	0	0	1	3	2	2	0	8
Total (men+women)	0	0	2	8	4	2	0	16
Total (men+women) from Fall 2005								17

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Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class intervals

NOTE: These data are **optional** this year.

Number of **full-time executive/administrative/managerial** staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien								0
Black, non-Hispanic				1	1	1		3
American Indian/Alaska Native								0
Asian/Pacific Islander					1			1
Hispanic							1	1
White, non-Hispanic				1	8	16	30	55
Race/ethnicity unknown								0
Total men	0	0	0	2	10	17	31	60
Women								
Nonresident Alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic								0
White, non-Hispanic				1	9	9	14	33
Race/ethnicity unknown								0
Total women	0	0	0	1	9	9	14	33
Total (men+women)	0	0	0	3	19	26	45	93
Total from EAP								93
Total (men+women) from Fall 2005								92

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Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class intervalsNOTE: These data are **optional** this year.Number of **full-time other professional (support/service)** staff by salary class intervals, gender, and race/ethnicity**As of November 1, 2006**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and over	Total
Men								
<u>Nonresident alien</u>	1	2	1					4
<u>Black, non-Hispanic</u>	2	3	2	2	1			10
<u>American Indian/Alaska Native</u>								0
<u>Asian/Pacific Islander</u>		2	1					3
<u>Hispanic</u>	1		1					2
<u>White, non-Hispanic</u>	9	37	54	83	24	17	7	231
<u>Race/ethnicity unknown</u>								0
Total men	13	44	59	85	25	17	7	250
Women								
<u>Nonresident alien</u>		2	2					4
<u>Black, non-Hispanic</u>	2		7	3				12
<u>American Indian/Alaska Native</u>		1						1
<u>Asian/Pacific Islander</u>		1	1	1				3
<u>Hispanic</u>		2	1	1				4
<u>White, non-Hispanic</u>	14	65	73	51	22	3	1	229
<u>Race/ethnicity unknown</u>								0
Total women	16	71	84	56	22	3	1	253
Total (men+women)	29	115	143	141	47	20	8	503
Total from EAP								503
Total (men+women) from Fall 2005								499

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Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervals

NOTE: These data are **optional** this year.

Number of **full-time technical and paraprofessional** staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>					1	1
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>		2	1	10	7	20
<u>Race/ethnicity unknown</u>						0
Total men	0	2	1	10	8	21
Women						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>		3		1		4
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>		1		2	1	4
<u>Race/ethnicity unknown</u>						0
Total women	0	4	0	3	1	8
Total (men+women)	0	6	1	13	9	29
Total from EAP						29
Total (men+women) from Fall 2005						29

Institution: University of Northern Iowa (154095)

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Part I - Fall Staff - Full-time clerical and secretarial staff- Salary class intervals

NOTE: These data are **optional** this year.

Number of **full-time clerical and secretarial** staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>			1	1		2
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>			4	4		8
<u>Race/ethnicity unknown</u>						0
Total men	0	0	5	5	0	10
Women						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>			4	6		10
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>		8	70	136		214
<u>Race/ethnicity unknown</u>						0
Total women	0	8	74	142	0	224
Total (men+women)	0	8	79	147	0	234
Total from EAP						234
Total (men+women) from Fall 2005						234

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Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals

NOTE: These data are **optional** this year.

Number of **full-time skilled crafts** staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>				1		1
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>				1		1
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>			9	49	3	61
<u>Race/ethnicity unknown</u>						0
Total men	0	0	9	51	3	63
Women						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>						0
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>			3	2		5
<u>Race/ethnicity unknown</u>						0
Total women	0	0	3	2	0	5
Total (men+women)	0	0	12	53	3	68
Total from EAP						68
Total (men+women) from Fall 2005						68

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Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervalsNOTE: These data are **optional** this year.Number of **full-time service/maintenance** staff by salary class intervals, gender, and race/ethnicity**As of November 1, 2006**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>		4	2	1		7
<u>American Indian/Alaska Native</u>				1		1
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>			2			2
<u>White, non-Hispanic</u>		21	40	16	7	84
<u>Race/ethnicity unknown</u>						0
Total men	0	25	44	18	7	94
Women						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>		3	8	1		12
<u>American Indian/Alaska Native</u>			1			1
<u>Asian/Pacific Islander</u>		1	3			4
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>		46	43	4		93
<u>Race/ethnicity unknown</u>						0
Total women	0	50	55	5	0	110
Total (men+women)	0	75	99	23	7	204
Total from EAP						204
Total (men+women) from Fall 2005						198

Institution: University of Northern Iowa (154095)

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Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff) - TotalsNOTE: These data are **optional** this year.Total number of **full-time** staff by primary function/occupational activity, gender, and race/ethnicity**As of November 1, 2006**

Gender and race/ethnicity	<u>Executive/</u> <u>administrative/</u> <u>managerial</u>	<u>Other</u> <u>professionals</u> <u>(support/service)</u>	<u>Technical 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							
<u>Nonresident</u> <u>alien</u>	0	4	0	0	0	0	4
<u>Black, non-</u> <u>Hispanic</u>	3	10	1	2	1	7	24
<u>American</u> <u>Indian/Alaska</u> <u>Native</u>	0	0	0	0	0	1	1
<u>Asian/Pacific</u> <u>Islander</u>	1	3	0	0	1	0	5
<u>Hispanic</u>	1	2	0	0	0	2	5
<u>White, non-</u> <u>Hispanic</u>	55	231	20	8	61	84	459
<u>Race/ethnicity</u> <u>unknown</u>	0	0	0	0	0	0	0
Total men	60	250	21	10	63	94	498
Women							
<u>Nonresident</u> <u>alien</u>	0	4	0	0	0	0	4
<u>Black, non-</u> <u>Hispanic</u>	0	12	4	10	0	12	38
<u>American</u> <u>Indian/Alaska</u> <u>Native</u>	0	1	0	0	0	1	2
<u>Asian/Pacific</u> <u>Islander</u>	0	3	0	0	0	4	7
<u>Hispanic</u>	0	4	0	0	0	0	4
<u>White, non-</u> <u>Hispanic</u>	33	229	4	214	5	93	578
<u>Race/ethnicity</u> <u>unknown</u>	0	0	0	0	0	0	0
Total women	33	253	8	224	5	110	633
Total (men+women)	93	503	29	234	68	204	1,131
Total from EAP	93	503	29	234	68	204	
Total (men+women) from Fall 2005	92	499	29	234	68	198	1,120

Institution: University of Northern Iowa (154095)

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Part J - Fall Staff - Part-time professional staffNOTE: These data are **optional** this year.Number of **part-time** staff by primary function/occupational activity, gender, and race/ethnicity**As of November 1, 2006**

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
<u>Nonresident Alien</u>	2		1
<u>Black, non-Hispanic</u>	1		1
<u>American Indian/Alaska Native</u>			
<u>Asian/Pacific Islander</u>	2		
<u>Hispanic</u>			
<u>White, non-Hispanic</u>	85	1	16
<u>Race/ethnicity unknown</u>			
Total men	90	1	18
Women			
<u>Nonresident Alien</u>	1		
<u>Black, non-Hispanic</u>			3
<u>American Indian/ Alaska Native</u>	2		
<u>Asian/Pacific Islander</u>	1		
<u>Hispanic</u>			3
<u>White, non-Hispanic</u>	83		46
<u>Race/ethnicity unknown</u>			
Total women	87	0	52
Total (men+women)	177	1	70
Total from EAP	177	1	70
Total (men+women) from Fall 2005	171	3	65

Institution: University of Northern Iowa (154095)

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Part J - Fall Staff - Part-time non-professional staffNOTE: These data are **optional** this year.Number of **part-time** staff by primary function/occupational activity, gender, and race/ethnicity**As of November 1, 2006**

Gender and race/ethnicity	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>
Men				
<u>Nonresident Alien</u>				
<u>Black, non-Hispanic</u>				1
<u>American Indian/Alaska Native</u>				1
<u>Asian/Pacific Islander</u>				
<u>Hispanic</u>				2
<u>White, non-Hispanic</u>	1	1		9
<u>Race/ethnicity unknown</u>				
Total men	1	1	0	13
Women				
<u>Nonresident Alien</u>				
<u>Black, non-Hispanic</u>				3
<u>American Indian/Alaska Native</u>				
<u>Asian/Pacific Islander</u>				
<u>Hispanic</u>		1		
<u>White, non-Hispanic</u>	1	46		24
<u>Race/ethnicity unknown</u>				
Total women	1	47	0	27
Total (men+women)	2	48	0	40
Total from EAP	2	48	0	40
Total (men+women) from Fall 2005	3	52		41

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Part J - Fall Staff - Graduate assistants and part-time staff totalsNOTE: These data are **optional** this year.Number of **part-time** staff by primary function/occupational activity, gender, and race/ethnicity**As of November 1, 2006**

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
Men			
<u>Nonresident Alien</u>	3	30	33
<u>Black, non-Hispanic</u>	3	13	16
<u>American Indian/Alaska Native</u>	1		1
<u>Asian/Pacific Islander</u>	2	5	7
<u>Hispanic</u>	2	4	6
<u>White, non-Hispanic</u>	113	68	181
<u>Race/ethnicity unknown</u>	0	1	1
Total men	124	121	245
Women			
<u>Nonresident Alien</u>	1	52	53
<u>Black, non-Hispanic</u>	6	19	25
<u>American Indian/ Alaska Native</u>	2		2
<u>Asian/Pacific Islander</u>	1	2	3
<u>Hispanic</u>	4		4
<u>White, non-Hispanic</u>	200	109	309
<u>Race/ethnicity unknown</u>	0	1	1
Total women	214	183	397
Total (men+women)	338	304	642
Total from EAP		304	
Total (men+women) from Fall 2005		332	

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Part K - Fall Staff - Total number of staffNOTE: These data are **optional** this year.

Total number of staff by employment status, gender, and race/ethnicity

As of November 1, 2006

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	17	15	33	53	50	68
<u>Black, non-Hispanic</u>	36	41	16	25	52	66
<u>American Indian/Alaska Native</u>	3	3	1	2	4	5
<u>Asian/Pacific Islander</u>	24	16	7	3	31	19
<u>Hispanic</u>	13	9	6	4	19	13
<u>White, non-Hispanic</u>	737	804	181	309	918	1,113
<u>Race/ethnicity unknown</u>	0	0	1	1	1	1
Grand total	830	888	245	397	1,075	1,285
Grand total from Fall 2005	829	888	233	434	1,062	1,322

Institution: University of Northern Iowa (154095)

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Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status

NOTE: These data are **optional** this year.

Number of **full-time permanent new hires** whose primary responsibility is **instruction, research, and/or public service** by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2006 and still on payroll of the institution as of November 1, 2006)

Gender and race/ethnicity	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Nonresident Alien		2			2
Black, non-Hispanic					0
American Indian/Alaska Native					0
Asian/Pacific Islander					0
Hispanic					0
White, non-Hispanic		6	6		12
Race/ethnicity unknown					0
Total men	0	8	6	0	14
Women					
Nonresident Alien		2			2
Black, non-Hispanic			1		1
American Indian/Alaska Native					0
Asian/Pacific Islander					0
Hispanic			1		1
White, non-Hispanic		6	4		10
Race/ethnicity unknown					0
Total women	0	8	6	0	14
Total (men+women)	0	16	12	0	28

Institution: University of Northern Iowa (154095)

User ID: P61540951

Part L - Fall Staff - New hires - Full-time staff by position

NOTE: These data are **optional** this year.

Number of **full-time permanent new hires** by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2006 and still on payroll of the institution as of November 1, 2006)

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident Alien		1					1
Black, non-Hispanic American Indian/Alaska Native							0
Asian/Pacific Islander		1					1
Hispanic							0
White, non-Hispanic	2	5				2	9
Race/ethnicity unknown							0
Total men	2	7	0	0	0	2	11
Women							
Nonresident Alien							0
Black, non-Hispanic American Indian/Alaska Native							0
Asian/Pacific Islander							0
Hispanic							0
White, non-Hispanic	1	13				1	15
Race/ethnicity unknown							0
Total women	1	13	0	0	0	1	15
Total (men+women)	3	20	0	0	0	3	26

Institution: University of Northern Iowa (154095)

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Part L - Fall Staff - New hires - TotalsNOTE: These data are **optional** this year.Total number of **full-time permanent new hires** by gender and race/ethnicity**(Hired full time between July 1 and October 31, 2006 and still on payroll of the institution as of November 1, 2006)**

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	3	2	5
<u>Black, non-Hispanic</u>	0	1	1
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	1	0	1
<u>Hispanic</u>	0	1	1
<u>White, non-Hispanic</u>	21	25	46
<u>Race/ethnicity unknown</u>	0	0	0
Grand total	25	29	54
Grantd total from Fall 2005			

Institution: University of Northern Iowa (154095)

User ID: P61540951

Human Resources Survey Evaluation

Were any staff members difficult to categorize? If so, please explain in the box below.

Institution: University of Northern Iowa (154095)

User ID: P61540951

Explanation Report

Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The average salary for the academic rank Assistant professors, men in 11/12-month contracts/teaching periods, 50840, should be equal to or greater than that of the lower rank, 54577. Please fix or provide an explanation.	Explanation	Yes
Reason:	This issue is due to the small number of employees in this group, 11/12-month faculty, men. There are only eight men in the entire group. The average of the two Instructor's salaries is higher than the one Asst Professor in this category. There is enough difference in the positions (for instance, required qualifications, vs. availability), that the salary for one of the instructors is justifiably higher than that of this Asst Professor.				
2		Perform Edits	The average salary for the academic rank Associate professors, women in 11/12-month contracts/teaching periods, 64058, should be equal to or greater than that of the lower rank, 75324. Please fix or provide an explanation.	Explanation	Yes
Reason:	This issue is due to the small number of employees in this group, 11/12 month faculty, women. There are only eight women in the entire group. One of the two Asst. Professors has a higher salary due to some additional responsibilities. The other Asst. Professor's wage is lower than the average of the Associate Professors in this group.				

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