Human Resources 2013-14

Institution: Missouri Western State University (178387)

User ID: P1783871

Overview

Human Resources Overview

Welcome to the IPEDS Human Resources (HR) survey component. This survey collects important information about your institution's staff.

Recent changes

There are no changes in reporting for 2013-14. However, clarifications have been made to screens and instructions, to address respondent questions. Also, check out the new FAQs.

Several Occupational Categories have been renamed, to better describe who should be reported in them:

- **New:** Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations (21-0000 + 23-0000 + 27-0000)
- Old: Community Service, Legal, Arts, and Media Occupations
- **New:** Student and Academic Affairs and Other Education Services Occupations (25-2000 + 25-3000 + 25-9000)
- **Old:** Other Teaching and Instructional Support Occupations

One contract type category has been expanded:

- **New:** Multi-year or continuing or at-will contract
- **Old:** Multi-year contract

See the instructions for the **NEW Key Reporting Concepts** section -- basic reporting concepts that will assist you in completing the Human Resources component.

Resources:

- To download the survey materials for this component: Survey Materials

Data reporting reminders:

- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.

To access your prior year data submission for this component: Reported Data

If you have questions about completing this survey, please contact the IPEDS Help Desk at 1-877-225-2568.

Human Re	esources	Screening Questions		
Does your in	nstitution h	ave any <u>part-time</u> staff?		
If you answe	r Yes to this	question, you will be provided the screens to report par	t-time staff.	
			Yes	O No
Does your in	nstitution h	ave 15 or more <u>full-time</u> staff?		
			Yes	O No
O Do ALL o	of the instru	ctional staff at your institution fall into any of the fo	llowing categories?	
		of the questions below, you will NOT be required to rep ill still be required for reporting data for full-time non-inst		for instructional
™ No	Yes	Are ALL of the instructional staff military personnel?		
o No	C Yes	Do ALL of the instructional staff contribute their service	es (e.g., members of a	religious order)?
o No	Yes	Do ALL of the instructional staff teach pre-clinical or cli	nical medicine?	
You may use	e the space	below to provide context for the data you've report	ed above.	



Human Resources Screening Questions				
Does your institution have a tenure system?				
If you answer Yes to this question, you will be provided the screens to report sor	me data by	tenure sta	tus.	
	•	Yes	0	No
Does your institution have graduate assistants?				
If you answer Yes to this question, you will be provided the screens to report gra	aduate assi	istants.		
	•	Yes	0	No
Did your institution hire any full-time permanent staff who were included o	n the payr	oll of the i	nstitution	
between July 1 and October 31, 2013 either for the first time (new to the ins	stitution) c	r after a b	reak in se	rvice
AND who were still on the payroll of the institution as of November 1, 2013	? (Exclude	epersons	who have	
returned from sabbatical leave and full-time instructional staff who are wor	king less-	than-9-mo	nth contra	acts.)
If you answer Yes to this question and your institution has 15 or more full-time so report full-time permanent new hires in Part H .	taff, you wi	ll be provid	ed the scr	eens to
	_	Yes	_	No

•



Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff With Faculty Status **Tenured**

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only
- •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and race/ethnicity	D (Associate professors	Academic Rank Assistant professors			No academic rank	Total
	Professors	professors	professors	Instructors	Lecturers		
Men							1
Nonresident alien		1					
Hispanic/Latino	1		1				_ 2
American Indian or Alaska Native	,						0
Asian	2	2					_ 4
Black or African		1					_ 1
American Native Hawaiian or Other Pacific							0
Islander White			le.				_ 55
Two or more races	30	20	5				_ 0
Race and ethnicity unknown	1	1					_ 2
Total men	34	25	6	6	0		0 65
Women							
Nonresident alien							_ 0
Hispanic/Latino	,						_ 0
American Indian or Alaska Native							0
Asian		1					_ 1

Black or African American							_ 0
Native Hawaiian or Other Pacific							_ 0
Islander							44
White	17	21	3				_ 41
Two or more races	1						_ 1
Race and ethnicity unknown							_ 0
Total women	18	22	3	0	0		0 43
Total (men+women)	52	47	9	0	0	(0 108
Total from prior year							104

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff With Faculty Status On Tenure Track

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only
- •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and			Academic Rank			No academic	
race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
Men							
Nonresident alien			5				_ 5
Hispanic/Latino			1				_ 1
American		'	4				_ 1
Indian or Alaska Native			1				
Asian			2				_ 2
Black or		,					_ 0
African American							
Native Hawaiian or							_ 0
Other Pacific Islander				,		,	
White			25				_ 25
Two or more							0
races							1
Race and ethnicity			1				_ '
unknown Total men	0	0	35	5 0			0 35
Women	· ·	0	00	,			5 00
Nonresident							0
alien							
Hispanic/Latino			1				_ 1
American Indian or							_ 0
Alaska Native Asian							1
, water			1				

Black or African American Native Hawaiian or Other Pacific							0
Islander White		1	20				21
Two or more races			1				1
Race and ethnicity unknown							0
Total women	0	1	23	0	0	0	24
Total (men+women)	0	1	58	0	0	0	59
Total from prior year							59

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

With Faculty Status

Not on Tenure Track - Multi-Year or Continuing or At-will Contract

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only
- •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and			Academic Rank			No academic	
race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
Men							
Nonresident							_ 0
alien	0				<u> </u>	L	0
Hispanic/Latino							_ 0
American							0
Indian or							
Alaska Native							
<u>Asian</u>							_ 0
						L	
Black or							_ 0
African American						L	
Native							0
Hawaiian or							
Other Pacific	'			'	'	,	
Islander							
<u>White</u>							_ 0
						I.	
Two or more							_ 0
races	1				1	l	0
Race and ethnicity							_ 0
unknown							
Total men	0	0	0	0	0	(0 0
Women							
Nonresident							_ 0
alien							
Hispanic/Latino							_ 0
	I .				<u> </u>	L	0
American							_ 0
Indian or Alaska Native						1	
Asian							_ 0
Asiaii							
	1				1	1	

Black or African American							. 0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							. 0
Race and ethnicity							. 0
unknown Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	C	0	0
Total from prior year							

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff With Faculty Status **Not on Tenure Track - Annual Contract**

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only
- •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and			Academic Rank			No academic	
race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
Men							
Nonresident							_ 0
alien	<u> </u>	<u> </u>	L				0
Hispanic/Latino							_ 0
American							_ 2
Indian or Alaska Native				2			
<u>Asian</u>							_ 0
Black or		J		l l			0
African American							
Native							_ 0
Hawaiian or							
Other Pacific Islander	,	,			,		
White							11
		1	1	9			
Two or more races							_ 0
Race and							0
ethnicity			L				
unknown) 1	1	11	(0 13
Total men	·	, ,		''	·		0 13
Women Negronidant							0
Nonresident alien							_ 0
Hispanic/Latino							0
i noparno Lauro							
American							0
Indian or			<u> </u>				
Alaska Native							0
Asian							

Black or African American							0
Native Hawaiian or Other Pacific							0
Islander White							14
vviiite		1	1	12			
Two or more							0
races							
Race and							0
ethnicity							
unknown						_	
Total women	0	1	1	12			14
Total	0	2	2	23	0	0	27
(men+women)							
Total from prior year							22

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff With Faculty Status Not on Tenure Track - Less Than Annual Contract

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only
- •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

Gender and			Academic Rank			No academic	
race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
Men							
Nonresident							_ 0
alien	0						0
Hispanic/Latino							_ 0
American							_ 0
Indian or							
Alaska Native							0
<u>Asian</u>							_ 0
Black or							_ 0
African							
American							0
Native Hawaiian or							_ 0
Other Pacific						1	
Islander							
<u>White</u>							_ 0
Two or more							0
races							
Race and							_ 0
ethnicity							
unknown Total men	0	0	0	0	0		0 0
Women							
Nonresident							_ 0
alien							
Hispanic/Latino							_ 0
American							0
Indian or							
Alaska Native				,	,		
Asian							_ 0

Black or African American Native Hawaiian or Other Pacific						C
Islander						
White						C
Two or more						C
races						
Race and ethnicity						
unknown						
Total women	0	0	0	0	0	0 0
Total (men+women)	0	0	0	0	0	0 0
Total from prior year						

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

Without Faculty Status

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only
- •Include both Primarily Instruction and Instruction Combined with Research and/or Public Service

0



Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff

Part A2 - Full-time 1	nstructional Staff						
		Num	ber of Full-time Instruction	nal Staff			
			As of November 1, 2013	,			
•Report Primarily Instruction	and Instruction Combined	with Research and/or Public	Service separately, as indic	ated below			
			With Faculty status			Without Faculty status	Total
	<u>Tenured</u>	On Tenure Track		Not on Tenure Track			
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Total carried forward from	108	59	0	27	0		0 194
previous screens							
Primarily Instruction	0	0	0	0	0		0 0
Exclusively credit							_ 0
Exclusively not-for- credit							_ 0
Combined credit/not-for- credit							_ 0
Instruction/research/public service staff	108	59		27			_ 194

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff						
As of	November 1, 2013					
Race/ethnicity	Total men	Total women	Total (men+women)			
Nonresident alien	6	0	6			
Hispanic/Latino	3	1	4			
American Indian or Alaska Native	3	0	3			
Asian	6	2	8			
Black or African American	1	0	1			
Native Hawaiian or Other Pacific Islander	0	0	0			
White	91	76	167			
Two or more races	0	2	2			
Race and ethnicity unknown	3	0	3			
Total	113	81	194			

Part B1 - Full-time Non-instructional staff

Number of Full-time Non-instructional Staff by Occupational Category

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Men			
Nonresident alien	6	0	
<u>Hispanic/Latino</u>	3		
American Indian or Alaska Native	3		
<u>Asian</u>	6		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
<u>White</u>	91		
Two or more races	0		
Race and ethnicity unknown	3		
Total men	113	0	0
Women			
Nonresident alien	0		
Hispanic/Latino	1		
American Indian or Alaska Native	0		
Asian	2		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	76		
Two or more races	2		



Race and ethnicity unknown	0		
Total women	81	0	0
Total (men+women)	194	0	0
Total from prior year			

Part B1 - Full-time Non-instructional staff Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2013

•Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race for	non-Hispanic/Latino individ	duals only		
Gender and race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Men				
Nonresident				
alien				
Hispanic/Latino				
<u>American</u>				
Indian or				
Alaska Native				
<u>Asian</u>				
Black or				
African				2
American				
<u>Native</u>				
Hawaiian or		L		
Other Pacific Islander				
White				
vviiite			3	17
Two or more			,-	
races				
Race and				
ethnicity				
unknown			_	
Total men	0	0	3	19
Women				
Nonresident				
alien				
Hispanic/Latino				
		J.		1
American				1
Indian or Alaska Native				11
Asian				
Asian				



				1
Black or African American				1
Native Hawaiian or				
Other Pacific Islander				,
White			3	36
Two or more races				1
Race and ethnicity				
unknown	,	,	,	,
Total women	0	0	3	41
Total (men+women)	0	0	6	60
Total from prior year			6	59

Part B1 - Full-time Non-instructional staff

Number of Full-time Non-instructional Staff by Occupational Category

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only

race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19- 0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Men					
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
<u>Asian</u>					
Black or African American				3	
Native Hawaiian or Other Pacific Islander					
White	16	5	7	21	2
Two or more races					
Race and ethnicity unknown					
Total men	16	5	7	25	2
Women					
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					

Black or African American			1		
Native Hawaiian or Other Pacific Islander			1		
White	14	10	5	11	
Two or more races				1	
Race and ethnicity unknown					
Total women	14	10	7	12	0
Total (men+women)	30	15	14	37	2
Total from prior year		15	14	31	1

Part B1 - Full-time Non-instructional staff

Number of Full-time Non-instructional Staff by Occupational Category

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only

race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Occupations	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full- time staff)
Men						
Nonresident						_ 6
alien			I.	l l	I	
Hispanic/Latino	1					_ 0
<u>American</u>						_ 3
Indian or Alaska Native				<u> </u>	J	
<u>Asian</u>			1			_ 7
Black or	,					10
African American	4					
Native						_ 0
Hawaiian or Other Pacific		<u> </u>		<u> </u>		
Islander						
White				[_ 208
_	30		3	13	I	
Two or more				1		_ 1
races Race and		<u> </u>	J	1	1	3
ethnicity						_
unknown	'	1	'	'	1	
Total men	35	5	4	14	1	0 243
Women						
Nonresident						_ 0
alien		<u> </u>	I	I .	I	
Hispanic/Latino	1		1			_ 4
American Indian or						_ 1
Alaska Native	1					
Asian						_ 3

						_
Black or African American	1					3
Native Hawaiian or						1
Other Pacific Islander						
White	17		76			248
Two or more races	2					6
Race and ethnicity unknown						0
Total women	21	0	77	0	0	266
Total (men+women)	56	0	81	14	0	509
Total from prior year	56		74	15		481

Part B2 - Full-time non-instructional staff Number of Full-time Non-instructional Staff									
			As of November 1, 20	13					
Occupational category			With Faculty status			Without Faculty status	Total		
Codapational dategory	Tenured	On Tenure Track	With Labarty Status	Not on Tenure Track		vviiiout i dodity status	rotar		
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract				
Research staff							_ 0		
							0		
Public Service staff							_ 0		
Archivists, Curators, and Museum Technicians							_ 0		
25-4010				1		1			
Librarians 25-4020							_ 0		
Library Technicians				,			6		
25-4030 Student and						6	60		
Academic Affairs and						60			
Other Education Services Occupations									
25-2000 + 25-3000 + 25-									
9000 Management							_ 30		
Occupations 11-0000						30			
Business and Financial						T.	_ 15		
Operations Occupations 13-0000						15			
Computer, Engineering,						4.4	_ 14		
and Science Occupations						14			
15-0000 + 17-0000 + 19-									
Community, Social							37		
Service, Legal, Arts, Design, Entertainment,						37			
Sports, and Media									
Occupations 21-0000 + 23-0000 + 27-									
0000							_ 2		
Healthcare Practitioners and Technical						2			
Occupations 29-0000									
Total	0	(0	(0	164	4 164		

Total from prior year 151 151

Part C - Full-time summary non-medical

Part C - Full-time summary non-medical Summary of Full-time Non-medical School Staff								
As of November 1, 2013								
Occupational category			With Facult	v status		Without	Total	
	Tenured	·						
		Tenure		Annual	Less-than-annual contract	status		
Primarily Instruction	0	0	0	0	0	0	0	
Exclusively credit							0	
Exclusively not-for-credit							0	
Combined credit/not-for-credit							0	
Instruction/research/public service staff	108	59		27			194	
Research staff							0	
Public Service staff							0	
Archivists, Curators, and Museum Technicians 25-4010							0	
Librarians 25-4020							0	
Library Technicians 25-4030						6	6	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						60	60	
Management Occupations 11-0000						30	30	
Business and Financial Operations Occupations 13-0000						15	15	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						14	14	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						37	37	
Healthcare Practitioners and Technical Occupations 29-0000						2	2	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39- 0000							56	
Sales and Related Occupations 41-0000							0	
Office and Administrative Support Occupations 43-0000							81	



Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	14
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0
Total	509

User ID: P1783871

Part G - Salary Worksheet

Number of Full-time Non-medical Instructional Staff For Calculation of Total Number of Months

Annual Salary, 2013-14

- •Report number of instructional staff by the number of months to be worked.
- •Months reported should correspond with the number of months worked (which may differ from the number of months they are paid).
- •Include ONLY full-time, non-medical instructional staff.
- •Include instructional staff with faculty status and without faculty status
- •Include instructional staff regardless of tenure status.
- •Balance column should include instructional staff whose annual salary covers less than 9 months.

Gender		Month:	s worked		Total	0	Total full-	Balance
and academic rank	12 months	11 months	10 months	9 months	Staff for Salary reporting	OI	time, non- medical, instructional staff from Part A	(All other full-time instructional staff)
Men								
Professors				34	_ 34			
Associate _					_ 26	234		
professors				26				
Assistant _					_ 42	378		
professors				42				
Instructors				11	_ 11	99		
Lecturers					_ 0	0		
No academic rank					0	0		
Total men	0	0	C	11	3 113	1,017	113	0
Women								
Professors				18	18	162		
Associate professors				24	24	216		
Assistant _				27	27	243		
professors			l	21	12	108		
Instructors				12				
Lecturers					_ 0			
No _					_ 0	0		
academic rank								
	0	0	C	8	1 81	729	81	0

Total women								
Total (men + women)	0	0	0	194	194	1,746	194	0

Part G - Salary outlays for instructional staff

Salary Outlays for Full-time Non-medical Instructional Staff Annual Salary Outlays, 2013-14 •Report ANNUAL salary outlays for the full-time, non-medical, instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen. Total Staff for Salary Total Number of Salary Outlays Weighted Average

Gender and academic rank	reporting	Total Number of Months (from Part G, screen 1)	Salary Outlays	Weighted Average Monthly Salaries
Men				
Professors	34	306	2,632,084	8,602
Associate professors	26	234	1,634,710	6,986
Assistant professors	42	378		6,034
Instructors	11	99		4,452
Lecturers	0	(
No academic rank	0	(
Total men	113	1,017	6,988,284	6,871
Women				
Professors	18	162	1,314,846	8,116
Associate professors	24	216	1,473,435	6,821
Assistant professors	27	243		5,573
Instructors	12	108	518,965	4,805
Lecturers	0	()	
No academic rank	0	()	
Total women	81	729	4,661,426	6,394
Total (men + women)	194	1,746	11,649,710	6,672

User ID: P1783871

51-0000 + 53-0000

Part G - Salary outlays for non-instructional staff

Salary Outlays For Full-time Non-medical Non-instructional Staff **Annual Salary Outlays, 2013-14** Occupational category Number of Total salary outlays full-time staff (carried forward from previous screens) Research staff 0 Public Service staff 66 Library and Student and Academic Affairs and Other Education 2,911,606 Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000 30 **Management Occupations** 2,972,975 11-0000 15 **Business and Financial Operations Occupations** 680,835 13-0000 Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000 14 686,256 37 Community, Social Service, Legal, Arts, Design, Entertainment, 1,684,266 Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations 95,535 29-0000 56 Service Occupations 1,575,257 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 0 Sales and Related Occupations 41-0000 81 Office and Administrative Support Occupations 2,582,376 43-0000 Natural Resources, Construction, and Maintenance Occupations 14 461,634 45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations 0



User ID: P1783871

Part D - Part-time staff

Number of Part-time Staff As of November 1, 2013 •Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only Gender and Primarily Instruction and Research staff Public Service staff Instruction/Research/Public Service Staff race/ethnicity Men Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian 2 Black or African American Native Hawaiian or Other Pacific Islander <u>White</u> 76 Two or more races Race and ethnicity unknown 81 Total men Women Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African 5 American Native Hawaiian or Other Pacific Islander White 104 Two or more races



Race and ethnicity unknown			
Total women	112	0	0
Total (men+women)	193	0	0
Total from prior year	208		

Part D - Pai	rt-time staff								
	Number of Part-time Staff								
	As of November 1, 2013								
•Report Hispani	ic/Latino individuals of any r	ace as Hispanic/Latino							
•Report race for	r non-Hispanic/Latino individ	luals only							
- Report race for	non-mapame/Eatino marvie	idais only							
Gender and	Archivists, Curators, and	Librarians	Library Technicians	Student and Academic	Library and				
race/ethnicity	Museum Technicians	25-4020	25-4030	Affairs and Other	Student and				
	25-4010			Education Services	Academic				
				Occupations	Affairs and				
				25-20 00 + 25-3000 + 25- 9000	Other				
				9000	Education Services				
					Occupations				
Men					Сосираноно				
Nonresident					. 0				
alien	0								
Hispanic/Latino					. 0				
<u>American</u>					. 0				
Indian or				L					
Alaska Native					0				
<u>Asian</u>					. 0				
Dlack or					0				
Black or African					J				
American	-		1	L					
Native					0				
Hawaiian or									
Other Pacific									
Islander									
<u>White</u>					. 0				
_				L	0				
Two or more					. 0				
races				I.	0				
Race and ethnicity									
unknown	-		1						
Total men	0	0	0	0	0				
Women									
Nonresident					. 0				
alien									
Hispanic/Latino					0				
American					0				
Indian or									
Alaska Native									
Asian					0				



Black or African American					0
Native Hawaiian or Other Pacific					0
Islander White					0
Two or more races					0
Race and ethnicity unknown					0
Total women	0	0	0	0	0
Total (men+women) Total from prior year	0	0	0	0	0

Part D - Pa	rt-time staff				
		Numbe	r of Part-time Staff		
		As of	November 1, 2013		
- Danart Lianan	nic/Latino individuals of any r		,		
	•	·			
•Report race fo	or non-Hispanic/Latino individ	luals only			
Gender and	Management Occupations	Business and Financial	Computer, Engineering,	Community, Social	Healthcare Practitioners
race/ethnicity	11-0000	Operations Occupations 13-0000	and Science Occupations 15-0000 + 17-0000 + 19-	Service, Legal, Arts,	and Technical
		13-0000	0000 + 17-0000 + 19-	Design, Entertainment, Sports, and Media	Occupations 29-0000
			0000	Occupations	23 0000
				21-0000 + 23-0000 + 27-	
14 - · ·				0000	
Men Nonresident					
alien	0				
Hispanic/Latino					
American					
Indian or Alaska Native					
Asian					
Black or					
African American					
Native					
Hawaiian or					
Other Pacific					
Islander					
<u>White</u>					
Two or more					
races					
Race and					
ethnicity					
unknown Total men	0	0	0	0	0
Women					
Nonresident					
alien					
Hispanic/Latino					
A ma a mi a a m					
American Indian or					
Alaska Native					
Asian					

Black or African American Native					
Hawaiian or Other Pacific Islander					
White Two or more					
races Race and					
ethnicity unknown					
Total women	0	0	0	0	0
Total (men+women) Total from prior year	0	0	0	0	0

i di C D i d	rt-time staff	Number o	f Part-time Staff			
		As of No	vember 1, 2013			
•Report Hispan	nic/Latino individuals of any race as Hispani		•			
	or non-Hispanic/Latino individuals only					
	·					
Gender and race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All part- time staff)
Men					0.0000	J.C)
Nonresident alien						
Hispanic/Latino	2					_ (
American Indian or Alaska Native						(
<u>Asian</u>						_ 2
Black or African American						
Native Hawaiian or Other Pacific Islander						_ (
White						_ 76
Two or more races						-
Race and ethnicity unknown						_ (
Total men	C)	(0 (0 8
Women						
Nonresident alien						_ (
Hispanic/Latino						
American Indian or Alaska Native						
Asian						
						_

Black or African American						
Native Hawaiian or Other Pacific						0
Islander						107
White			3			107
Two or more races						1
Race and ethnicity unknown						0
Total women	0	0	3	0	0	115
Total (men+women)	0	0	3	0	0	196
Total from prior year			3			211

Part D - Graduate assistants

Number of Graduate Assistants As of November 1, 2013 •Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only Community, Social Gender and Teaching Research Management Occupations Business and Financial Computer, Engineering, Library and Student and Healthcare Practitioners Total 25-1191 11-0000 Operations Occupations and Science Occupations Service, Legal, Arts, Academic Affairs and and Technical race/ethnicity 13-0000 Design, Entertainment, Other Education Services 15-0000 Occupations 29-0000 + 17-0000 Sports, and Media Occupations 25-4000 + 19-0000 Occupations + 25-2000 21-0000 + 25-3000 + 23-0000 + 25-9000 + 27-0000 Men Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity unknown 0 Total men Women Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian

Black or African American Native Hawaiian or Other Pacific										0
Islander										
White									_	5
	2						3			
Two or more										0
races										
Race and										0
ethnicity										
unknown			,			,		,		
Total women	2	0	0	0	0	0	3		0	5
Total	3	0	0	0	0	A	5		0	8
(men+women)	ŭ	o o	ŭ	ŭ	· ·	₽ 0	o de la companya de		ŭ	Ŭ
						1				40
Total from prior	6					1	3		1	IU
year										

Part E - Part-time staff

Part E - Part-time Staff		Nu	mber of Part-time Staff				
		A	s of November 1, 2013				
			,				
Occupational category			With Faculty status			Without Faculty status	Total
o coupational category	Tenured	On Tenure Track	That I dodity oldido	Not on Tenure Track		Thinbut I dodity otatao	i otal
	<u></u>		Multi-year, continuing, or	Annual contract	Less-than-annual contract		
			at-will contract				
Primarily Instruction	0	0	0	C	0		0 0
Exclusively							_ 0
credit				I			0
Exclusively not- for-credit							_ 0
Combined credit/not-for-credit							_ 0
Instruction/research/public service							_ 193
staff	1			1	191		
Research staff							_ 0
Public Service staff				,			_ 0
Archivista Curatora and Museum							0
Archivists, Curators, and Museum Technicians							_ 0
25-4010							0
Librarians 25-4020							_ 0
<u>Library Technicians</u> 25-4030							_ 0
Student and Academic Affairs and							_ 0
Other Education Services							
Occupations 25-2000 + 25-3000 + 25-9000							
Management Occupations 11-0000							_ 0
Business and Financial Operations							_ 0
Occupations 13-0000							
Computer, Engineering, and Science							_ 0
Occupations 15-0000 + 17-0000 + 19-0000							
Community, Social Service, Legal,							_ 0
Arts, Design, Entertainment, Sports, and Media Occupations							
21-0000 + 23-0000 + 27 -0000							
Healthcare Practitioners and Technical Occupations							_ 0
29-0000				1		I	

Total	1	0	0	1	191	0 193
Total from prior year	1	0		1	206	0 208

Part F - Part-time summary non-medical

ratti - rait-time summary no			art-time Staff				
	As o	f Novem	ber 1, 2013				
	A3 U	i Noveill	Dei 1, 2013				
Occupational category			With Faculty	/ status		Without	Total
	Tenured	_ On		on Tenur		Faculty status	
		Tenure Track	Multi-year, continuing, or at-will contract		Less-than-annual contract	Status	
Primarily Instruction	0	0	0	0	0	0	
Exclusively credit							0
Exclusively not-for-credit							0
Combined credit/not-for-credit							0
Instruction/research/public service staff	1			1	191		193
Research staff							0
Public Service staff							0
Archivists, Curators, and Museum Technicians 25-4010							0
Librarians 25-4020							0
Library Technicians 25-4030							0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							0
Management Occupations 11-0000							0
Business and Financial Operations Occupations 13-0000							0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							0
Healthcare Practitioners and Technical Occupations 29-0000							0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							0
Sales and Related Occupations 41-0000							0
Office and Administrative Support Occupations							3



43-0000	
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0
Graduate Assistants	8
Teaching 25-1191	3
Research	0
Management Occupations 11-0000	0
Business and Financial Operations Occupations 13-0000	0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	5
Healthcare Practitioners and Technical Occupations 29-0000	0
Total	204

Part H - New Hires - Full-time instructional staff

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only
- •Include Primarily Instruction and Instruction Combined with Research and Public Service

Gender and			With Faculty status			Without Faculty status	Total
race/ethnicity	<u>Tenured</u>	On Tenure Track		Not on Tenure Track			
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Men							
Nonresident							_ 0
alien		<u> </u>				ļ	_ 1
Hispanic/Latino		1					- '
American						,	_ 1
Indian or				1			
Alaska Native							0
<u>Asian</u>							_ 0
Black or							_ 0
African							
American							
Native							_ 0
Hawaiian or Other Pacific					-]	
Islander							
White							_ 10
		7	ļļ.	3	 		
Two or more							_ 0
races Race and	<u> </u>	<u> </u>		<u> </u>		<u> </u>	_ 0
ethnicity							_
unknown	,					,	
Total men		0	8 _, 0		4 0		0 12
Women							
Nonresident							_ 0
alien							_ 0
Hispanic/Latino							_ 0
American						1	_ 0
Indian or							
Alaska Native							

Asian							0
Black or African American							0
Native Hawaiian or Other Pacific slander							0
White		2		7			9
Two or more races							0
Race and ethnicity unknown							0
Total women	0	2	0	7	0	0	9
Total (men+women)	0	10	0	11	0	0	21

Part H - New Hires - Full-time staff								
Number of Newly Hired Full-time Staff								
		(Hired full time between J	luly 1 and October 31, 20	13 and				
		still on payroll of the inst	itution as of November 1,	, 2013)				
Report Hispanio	/Latino indivi	iduals of any race as Hispan	ic/Latino					
		/Latino individuals only						
·	·							
Gender and	Instructional	Research staff	Public Service staff	Library and Student and Academic				
race/ethnicity	Staff			Affairs and Other Education				
	(from Part H, screen 1)			<u>Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25				
	ii, scieeii i)			-9000				
Men								
Nonresident alien	0							
Hispanic/Latino	1							
American Indian	1							
or Alaska Native								
Asian	0							
	0							
Black or African American	0							
Native Hawaiian	0							
or Other Pacific								
slander White	10							
vviiite	.0			1				
Two or more	0							
races Race and	0							
ethnicity	· ·							
unknown	40							
Total men	12	0	C	1				
Women Nonresident	0							
alien	- U							
Hispanic/Latino	0							
Amorioon Indian	0							
American Indian or Alaska	U							
Native		,	,					
Asian	0							
	0							



Black or African American	0				
Native Hawaiian or Other Pacific Islander	0				
White	9			6	
Two or more races	0				
Race and ethnicity unknown	0				
Total women	9	0	0		6
Total (men+women)	21	0	0		7

Part H - New Hires - Full-time non-instructional s
--

Number of Newly Hired Full-time Non-instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino
- •Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity I 1-0000 Business and Financial Operations Occupations and Science Occupations and Financial Operations Occupations on Technical Operations		i non-mapamo/Latino marvio	•			
Nonresident allen		Management Occupations 11-0000	Operations Occupations	and Science Occupations 15-0000 + 17-0000 + 19-	Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-	and Technical Occupations
American	Men					
Hispanic/Latino	Nonresident					
American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White 2 1 1 3 3						
Indian or Alaska Native Asian	Hispanic/Latino					
Alaska Native Asian Black or African American Hawaiian or Other Pacific Islander White 2 1 1 3 3 Two or more races Race and ethnicity unknown Total men 2 1 0 3 0 Women Nonresident alien	American					
Asian Black or African American Native Hawaiian or Other Pacific Islander White 2 1 1 3 Two or more races Race and ethnicity unknown Total men 2 1 0 3 0 Women Nonresident alien						
Black or African American Native Hawaiian or Other Pacific Islander White 2 1 3 3 5 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7						
African American Native Hawaiian or Other Pacific Islander White 2 1 1 3 Two or more races Race and ethnicity unknown Total men 2 1 0 3 0 3 0 Women Nonresident alien	<u>Asian</u>					
African American Native Hawaiian or Other Pacific Islander White 2 1 1 3 Two or more races Race and ethnicity unknown Total men 2 1 0 3 0 Women Nonresident alien	D					
American Native Hawaiian or Other Pacific Islander White 2 1 1 3 Two or more races Race and ethnicity unknown Total men Vomesident alien	Black or African					
Hawaiian or Other Pacific Islander White 2 1 1 3 Two or more races Race and ethnicity unknown Total men Nonresident alien						
Other Pacific Islander White	Native					
Islander White 2 1 1 3 Two or more races Race and ethnicity unknown Total men 2 1 0 3 0 Women Nonresident alien	Hawaiian or					
White 2 1 1 3 Two or more races Race and ethnicity unknown Total men 2 1 0 3 0 Women Nonresident alien	Other Pacific					
2						
races Race and ethnicity unknown Total men Nonresident alien	vvnite	2	1		3	
Race and ethnicity unknown Total men 2 1 0 3 0 Women Nonresident alien						
ethnicity unknown Total men 2 1 0 3 0 Women Nonresident alien						
unknown 0 3 0 Total men 2 1 0 3 0 Women Nonresident alien 0						
Total men 2 1 0 3 0 Women Nonresident alien —						
Women Nonresident alien		2	1	0	3	0
Nonresident alien			· ·		J	o de la companya de
alien						
		1				
	i iispariio/Latiiio					

American Indian or Alaska Native Asian					
Black or African American					
Native Hawaiian or					
Other Pacific Islander					
White	1				
Two or more races				1	
Race and ethnicity					
unknown	1	0	0	1	0
Total women Total	3	1	0		0
(men+women)		'	U		O .

Part H - New Hires - Full-time non-instructional staff and Total New Hires Number of Newly Hired Full-time Non-instructional Staff and Total New Hires

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- •Report Hispanic/Latino individuals of any race as Hispanic/Latino

•Report race fo	r non-Hispanic/Latino individuals only					
race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full- time new hires)
Men						
Nonresident alien						_ (
Hispanic/Latino						_ 1
American Indian or Alaska Native						_ 1
Asian						_ (
Black or African American						_ (
Native Hawaiian or Other Pacific Islander						_ (
White	2		3			22
Two or more races						_
Race and ethnicity unknown						C
Total men	2	2 (3 (0 24
Women						
Nonresident alien						_ 0
Hispanic/Latino						_
American Indian or Alaska Native						C

Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White			7			23
Two or more races						1
Race and ethnicity unknown						0
Total women	0	0	7	0	0	24
Total (men+women)	2	0	10	0	0	48

Institution: Missouri Western State University (178387)
User ID: P1783871

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

Summary

Human Resources Component Summary

User ID: P1783871

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the Data Center and sent to your institution's CEO in November 2014.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

Number of staff by employment status and occupational category: Fall 2013						
Occupational category	Reported	Reported values				
	Number of full-time staff	Number of part-time staff				
Total number of staff	509	196	574			
Instructional Staff	194	193	258			
Primary Instruction	0	0	0			
Exclusively credit	0	0	0			
Exclusively not-for-credit	0	0	0			
Combined credit/not-for-credit	0	0	0			
Instruction/research/public service	194	193	258			
Research Staff	0	0	0			
Public Service Staff	0	0	0			
Library and Student and Academic Affairs and Other Education Services Occupations SOC	66	0	66			
Librarians, Curators, and Archivists SOC 25-4000	6	0	6			
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0			
Librarians SOC 25-4020	0	0	0			
Library Technicians SOC 25-4030	6	0	6			
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	60	0	60			
Management Occupations SOC 11-0000	30	0	30			



Number of staff by employment status and occupational category: Fall 2013						
Business and Financial Operations Occupations SOC 13-0000	15	0	15			
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	14	0	14			
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	37	0	37			
Healthcare Practitioners and Technical Occupations SOC 29-0000	2	0	2			
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	56	0	56			
Sales and Related Occupations SOC 41-0000	0	0	0			
Office and Administrative Support Occupations SOC 43-0000	81	3	82			
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	14	0	14			
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	0	0			

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2013-14

71044011110) 041 2010 11									
Academic rank	Month	s Covered	by Annual	Salary				Weighted	
	12 months	11 months	10 months	9 months	for Salary reporting	Number of Months	Salary Outlays	Average Monthly Salaries	
All Ranks				194	194	1,746	\$11,649,710	\$6,672	
Professor				52	52	468	\$3,946,930	\$8,434	
Associate professor				50	50	450	\$3,108,145	\$6,907	
Assistant professor				69	69	621	\$3,634,967	\$5,853	
Instructor				23	23	207	\$959,668	\$4,636	
Lecturer									
No academic rank									

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Human Resources

Missouri Western State University (178387)

Source	Description	Severity	Resolved	Options				
Screen	Screen: Graduate assistants by R/E/G							
	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes					
Reason:	ason: The value for last year was one and the value for this year is zero. The graduate assistant that was counted last year was not replaced in that position because the graduate assistants this year do not have the same skill sets as the one from last year.							

