

Institution: Missouri Western State University (178387)

User ID: P1783871

Overview**Human Resources Overview**

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

Data Reporting Reminders

- Report each employee only once. If an employee could be coded in more than one occupation, code the employee in the occupation that requires the highest level of skill OR if there is no measurable difference in skill requirements, code the employee in the occupation in which they spend the most time.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.
- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen and save before continuing.
- When reporting salary data (applicable to degree-granting institutions only) include all full-time, non-medical school, instructional staff - both with and without faculty status.

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- To access your prior year data submission for this component: [Reported Data](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

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

Human Resources Screening Questions

Does 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.

☒ Yes ☐ No

Does your institution have 15 or more full-time staff?

☒ 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, you will **NOT** be required to report **Part G - Salaries** for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

☒ 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)?

The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

☐ No, I will not report data by gender and race/ethnicity this year

☒ Yes, I will report data by gender and race/ethnicity this year

You may use the space below to provide context for the data you've reported 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 some data by tenure status.

	<input checked="" type="radio"/> Yes	<input type="radio"/> No
--	--------------------------------------	--------------------------

Does your institution have graduate assistants?

If you answer **Yes** to this question, you will be provided the screens to report graduate assistants.

	<input checked="" type="radio"/> Yes	<input type="radio"/> No
--	--------------------------------------	--------------------------

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2014 either for the *first time* (new to the institution) or *after a break in service* **AND** who were still on the payroll of the institution as of November 1, 2014? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires** in **Part H**.

	<input checked="" type="radio"/> Yes	<input type="radio"/> No
--	--------------------------------------	--------------------------

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Tenured

Number of Full-time Instructional Staff

With Faculty Status

Tenured

As of November 1, 2014

- 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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		3					3
Hispanic/Latino	1		1				2
American Indian or Alaska Native							0
Asian	2	2					4
Black or African American		1					1
Native Hawaiian or Other Pacific Islander							0
White	29	24	5				58
Two or more races							0
Race and ethnicity unknown	1						1
Total men	33	30	6	0	0	0	69

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian		2					2
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	19	18	4				41
Two or more races							0
Race and ethnicity unknown							0
Total women	19	20	4	0	0	0	43

Total (men+women)	52	50	10	0	0	0	112
Total from prior year							108

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

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

As of November 1, 2014

- 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

Men

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

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian			2				2
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		2	22				24
Two or more races			1				1
Race and ethnicity unknown							0
Total women	0	2	26	0	0	0	28
Total (men+women)	0	2	61	0	0	0	63
Total from prior year							59

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-Year Contract

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Multi-Year or Continuing or At-will Contract</u> As of November 1, 2014							
•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							
Men							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0
Women							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
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 by Academic Rank and Tenure Status - Annual Contract

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

As of November 1, 2014

- 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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native				2			2
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		1		10			11
Two or more races							0
Race and ethnicity unknown							0
Total men	0	1	0	12	0	0	13

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			2	10			12
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	2	10	0	0	12
Total (men+women)	0	1	2	22	0	0	25
Total from prior year							27

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Less-than-annual Contract</u> As of November 1, 2014							
•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							
Men							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
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 - Without Faculty Status



Number of <u>Full-time Instructional Staff</u>	
Without Faculty Status	
As of November 1, 2014	
•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	
Men	
Race/ethnicity	Without Faculty Status
Nonresident alien	0
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	
Total men	0
Women	
Race/ethnicity	Without Faculty Status
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	
Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2014

•Report Primarily Instruction and Instruction Combined with Research and/or Public Service separately, as indicated below

	With <u>Faculty status</u>					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Instructional staff</u>	112	63	0	25	0	0	200
Total carried forward from previous screens	112	63	0	25	0	0	200
<u>Primarily Instruction</u>	0	0	0	0	0	0	0
 Exclusively credit							0
 Exclusively not-for-credit							0
Combined credit/not-for-credit							0
<u>Instruction/research/public service staff</u>	112	63		25			200

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff			
As of November 1, 2014			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	8	0	8
Hispanic/Latino	3	1	4
American Indian or Alaska Native	3	0	3
Asian	6	4	10
Black or African American	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0
White	94	77	171
Two or more races	0	1	1
Race and ethnicity unknown	2	0	2
Total	117	83	200
Total from prior year			194

Part B1 - Full-time Non-instructional Staff by Occupational Category

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	8	0	
Hispanic/Latino	3		
American Indian or Alaska Native	3		
Asian	6		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	94		
Two or more races	0		
Race and ethnicity unknown	2		
Total men	117	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	1		
American Indian or Alaska Native	0		
Asian	4		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	77		
Two or more races	1		
Race and ethnicity unknown	0		
Total women	83	0	0

Total (men+women)	200	0	0
Total from prior year	194		

Part B1 - Full-time Non-instructional Staff by Occupational Category

Number of Full-time Non-instructional Staff


by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	 Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				2
Native Hawaiian or Other Pacific Islander				
White			2	20
Two or more races				
Race and ethnicity unknown				
Total men	0	0	2	22

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				1
Asian				1
Black or African American				3
Native Hawaiian or Other Pacific Islander				
White			5	37
Two or more races				1
Race and ethnicity unknown				
Total women	0	0	5	43
Total (men+women)	0	0	7	65
Total from prior year			6	60

Part B1 - Full-time Non-instructional Staff by Occupational Category

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

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
Nonresident alien					
Hispanic/Latino				1	
American Indian or Alaska Native					
Asian					
Black or African American				4	
Native Hawaiian or Other Pacific Islander			1		
White	14	4	7	21	2
Two or more races					
Race and ethnicity unknown					
Total men	14	4	8	26	2

Women

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
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian				1	
Black or African American			1	1	
Native Hawaiian or Other Pacific Islander					
White	13	12	4	11	
Two or more races					
Race and ethnicity unknown					
Total women	13	12	5	13	0
Total (men+women)	27	16	13	39	2
Total from prior year	30	15	14	37	2

Part B1 - Full-time Non-instructional Staff by Occupational Category

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 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- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						8
Hispanic/Latino	1					5
American Indian or Alaska Native						3
Asian						6
Black or African American	3					10
Native Hawaiian or Other Pacific Islander						1
White	33		6		15	218
Two or more races						0
Race and ethnicity unknown						2
Total men	37	0	6	15	0	253

Women

Race/ethnicity	Service Occupations 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- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						0
Hispanic/Latino	1		1			3
American Indian or Alaska Native	1					2
Asian	1					7
Black or African American	1					6
Native Hawaiian or Other Pacific Islander						0
White	16		76		1	252
Two or more races						2
						0

Race and ethnicity unknown						
Total women	20	0	77	1	0	272
Total (men+women)	57	0	83	16	0	525
Total from prior year	56		81	14		509

Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status

Number of <u>Full-time</u> Non-instructional Staff							
As of November 1, 2014							
Occupational category	With <u>Faculty status</u>					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Research staff							0
Public Service staff							0
Archivists, Curators, and Museum Technicians							0
25-4010							
Librarians							0
25-4020							
Library Technicians						7	7
25-4030							
🔍 Student and Academic Affairs and Other Education Services Occupations						65	65
25-2000 + 25-3000 + 25-9000							
Management Occupations						27	27
11-0000							
Business and Financial Operations Occupations						16	16
13-0000							
Computer, Engineering, and Science Occupations						13	13
15-0000 + 17-0000 + 19-0000							
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations						39	39
21-0000 + 23-0000 + 27-0000							
Healthcare Practitioners and Technical Occupations						2	2
29-0000							
Total	0	0	0	0	0	169	169
Total from prior year						164	164

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2014

•Data will not be generated on this screen until the relevant screens in the previous section have been completed.

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
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	112	63		25			200
Research staff							0
Public Service staff							0
Archivists, Curators, and Museum Technicians 25-4010							0
Librarians 25-4020							0
Library Technicians 25-4030						7	7
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						65	65
Management Occupations 11-0000						27	27
Business and Financial Operations Occupations 13-0000						16	16
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						13	13
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						39	39
Healthcare Practitioners and Technical Occupations 29-0000						2	2
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							57
Sales and Related Occupations 41-0000							0
Office and Administrative Support Occupations 43-0000							83
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							16
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							0
Total							525

Part G - Salaries Worksheet

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

Annual Salary, 2014-15

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include **ONLY** full-time 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 worked

Gender and academic rank	🔍 Months worked				🔍 Total Staff for Salary reporting	🔍 Total Number of Months	Total full-time instructional staff from Part A	🔍 Balance (All other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors				33	33	297		
Associate professors				31	31	279		
Assistant professors				41	41	369		
Instructors				12	12	108		
Lecturers					0	0		
No academic rank					0	0		
Total men	0	0	0	117	117	1,053	117	0
Women								
Professors				19	19	171		
Associate professors				22	22	198		
Assistant professors				32	32	288		
Instructors				10	10	90		
Lecturers					0	0		
No academic rank					0	0		
Total women	0	0	0	83	83	747	83	0
Total (men + women)	0	0	0	200	200	1,800	200	0

Part G - Salary outlays for instructional staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2014-15

•Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total Number of Months (from Part G, screen 1)	? Total Annual Salary Outlays	? Weighted Average Monthly Salaries
Men				
Professors	33	297	2,486,273	8,371
Associate professors	31	279	2,001,473	7,174
Assistant professors	41	369	2,254,925	6,111
Instructors	12	108	486,184	4,502
Lecturers	0	0		
No academic rank	0	0		
Total men	117	1,053	7,228,855	6,865
Women				
Professors	19	171	1,480,957	8,661
Associate professors	22	198	1,381,120	6,975
Assistant professors	32	288	1,657,030	5,754
Instructors	10	90	390,669	4,341
Lecturers	0	0		
No academic rank	0	0		
Total women	83	747	4,909,776	6,573
Total (men + women)	200	1,800	12,138,631	6,744

Part G - Salary outlays for non-instructional staff

Salary Outlays for <u>Full-time</u> Non-instructional Staff		
Annual Salary Outlays, 2014-15		
Occupational category	? Number of full-time staff (carried forward from previous screens)	? Total annual salary outlays
Research staff	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	72	3,125,981
Management Occupations 11-0000	27	2,767,299
Business and Financial Operations Occupations 13-0000	16	788,616
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	13	635,390
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	39	1,778,839
Healthcare Practitioners and Technical Occupations 29-0000	2	97,446
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	57	1,643,599
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	83	2,681,667
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	16	532,556
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2014

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native	1		
Asian			
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	79		
Two or more races			
Race and ethnicity unknown	1		
Total men	83	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native			
Asian	2		
Black or African American	3		
Native Hawaiian or Other Pacific Islander			
White	116		
Two or more races	2		
Race and ethnicity unknown			
Total women	124	0	0
Total (men+women)	207	0	0
Total from prior year	193		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
Nonresident alien	0				0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White					0
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	0	0

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
Nonresident alien	0				0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White					0
Two or more races					0
Race and ethnicity unknown					0
Total women	0	0	0	0	0

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

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
Nonresident alien	0				
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					
Total men	0	0	0	0	0

Women

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
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					
Total women	0	0	0	0	0

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 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- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						1
Asian						0
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White						79
Two or more races						0
Race and ethnicity unknown						1
Total men	0	0	0	0	0	83

Women

Race/ethnicity	Service Occupations 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- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						2
Black or African American						3
Native Hawaiian or Other Pacific Islander						0
White				3		119
Two or more races						2
Race and ethnicity unknown						0

Total women	0	0	3	0	0	127
Total (men+women)	0	0	3	0	0	210
Total from prior year			3			196

Native Hawaiian or Other Pacific Islander											
White	2							3			5
Two or more races											0
Race and ethnicity unknown											0
Total women	2	0	0	0	0	0	0	5	0		7
Total (men+women)	6	0	0	0	0	0	0	10	0		16
Total from prior year	3							5			8

Part E - Part-time Staff by Occupational Category and Tenure Status

Number of Part-time Staff

As of November 1, 2014

Occupational category	With <u>Faculty status</u>					Without Faculty status	Total
	Tenured	On Tenure Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Primarily Instruction</u>	0	0	0	0	0	0	0
? Exclusively credit							0
? Exclusively not-for-credit							0
Combined credit/not-for-credit							0
<u>Instruction/research/public service staff</u>	2			1	204		207
<u>Research staff</u>							0
<u>Public Service staff</u>							0
<u>Archivists, Curators, and Museum Technicians</u>							0
25-4010							0
<u>Librarians</u>							0
25-4020							0
<u>Library Technicians</u>							0
25-4030							0
? <u>Student and Academic Affairs and Other Education Services Occupations</u>							0
25-2000 + 25-3000 + 25-9000							0
<u>Management Occupations</u>							0
11-0000							0
<u>Business and Financial Operations Occupations</u>							0
13-0000							0
<u>Computer, Engineering, and Science Occupations</u>							0
15-0000 + 17-0000 + 19-0000							0
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>							0
21-0000 + 23-0000 + 27-0000							0
<u>Healthcare Practitioners and Technical Occupations</u>							0
29-0000							0
Total	2	0	0	1	204	0	207
Total from prior year	1	0		1	191	0	193

Part F - Part-time Summary

Summary of Part-time Staff							
As of November 1, 2014							
Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
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	2			1	204		207
Research staff							0
Public Service staff							0
Archivists, Curators, and Museum Technicians							0
25-4010							0
Librarians							0
25-4020							0
Library Technicians							0
25-4030							0
Student and Academic Affairs and Other Education Services Occupations							0
25-2000 + 25-3000 + 25-9000							0
Management Occupations							0
11-0000							0
Business and Financial Operations Occupations							0
13-0000							0
Computer, Engineering, and Science Occupations							0
15-0000 + 17-0000 + 19-0000							0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							0
21-0000 + 23-0000 + 27-0000							0
Healthcare Practitioners and Technical Occupations							0
29-0000							0
Service Occupations							0
31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							0
Sales and Related Occupations							0
41-0000							3
Office and Administrative Support Occupations							0
43-0000							0
Natural Resources, Construction, and Maintenance Occupations							0
45-0000 + 47-0000 + 49-0000							0
Production, Transportation, and Material Moving Occupations							0
51-0000 + 53-0000							16
Graduate Assistants							6
Teaching							0
25-1191							0
Research							0
Management Occupations							0
11-0000							0
Business and Financial Operations Occupations							0
13-0000							0

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		0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		10
Healthcare Practitioners and Technical Occupations 29-0000		0
Total		226

Part H - New Hires, Full-time Instructional Staff by Tenure Status
Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

- 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

Men

Race/ethnicity	With <u>Faculty status</u>					Without Faculty status	Total
	Tenured	On Tenure	Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Nonresident alien</u>		3					3
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>		6		3			9
<u>Two or more races</u>							0
<u>Race and ethnicity unknown</u>							0
Total men	0	9	0	3	0	0	12

Women

Race/ethnicity	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure	Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian		2					2
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1	7		3			11
Two or more races							0
Race and ethnicity unknown							0
Total women	1	9	0	3	0	0	13
Total (men+women)	1	18	0	6	0	0	25

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

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

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	3			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	9			2
Two or more races	0			
Race and ethnicity unknown	0			
Total men	12	0	0	2

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	2			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	11			2
Two or more races	0			
Race and ethnicity unknown	0			
Total women	13	0	0	2
Total (men+women)	25	0	0	4

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

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

•Report race for non-Hispanic/Latino individuals only

Men

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
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American				1	
Native Hawaiian or Other Pacific Islander					
White				1	
Two or more races					
Race and ethnicity unknown					
Total men	0	0	0	2	0

Women

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
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American				1	
Native Hawaiian or Other Pacific Islander					
White		2		2	
Two or more races					
Race and ethnicity unknown					
Total women	0	2	0	3	0
Total (men+women)	0	2	0	5	0

Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

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

Men

Race/ethnicity	Service Occupations 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- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						3
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	1			1		14
Two or more races						0
Race and ethnicity unknown						0
Total men	1	0	1	0	0	18

Women

Race/ethnicity	Service Occupations 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- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						2
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	2			3		22
Two or more races						0

Race and ethnicity unknown						0
Total women	2	0	3	0	0	25
Total (men+women)	3	0	4	0	0	43

Human Resources Survey Evaluation

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

No.

Prepared by

This survey component was prepared by:		
<input checked="" type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other
Name: Steve Saffell		
Email: saffell@missouriwestern.edu		
How long did it take to prepare this survey component?		
52 hours		0 minutes
The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.		
The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.		
Thank you for your assistance.		

Summary**Human Resources Component Summary**

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 2015.

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 2014**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	525	210	595
Instructional Staff	200	207	269
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	200	207	269
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	72	0	72
Librarians, Curators, and Archivists SOC 25-4000	7	0	7
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	0	0	0
Library Technicians SOC 25-4030	7	0	7
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	65	0	65
Management Occupations SOC 11-0000	27	0	27
Business and Financial Operations Occupations SOC 13-0000	16	0	16
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	13	0	13
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	39	0	39
Healthcare Practitioners and Technical Occupations SOC 29-0000	2	0	2
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	57	0	57
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	83	3	84
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	16	0	16

**Number of staff by employment status and occupational category:
Fall 2014**

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 2014-15**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks				200	200	1,800	\$12,138,631	\$6,744
Professor				52	52	468	\$3,967,230	\$8,477
Associate professor				53	53	477	\$3,382,593	\$7,091
Assistant professor				73	73	657	\$3,911,955	\$5,954
Instructor				22	22	198	\$876,853	\$4,429
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)

There are no errors for the selected survey and institution.