

Human Resources 2007-08

Institution: University of Northern Iowa (154095)

User ID: P71540951

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 in the **Employees by Assigned Position (EAP)** and **Fall Staff** sections.

Yes No

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

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

- No Yes Are ALL of the instructional staff military personnel?
 No Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?
 No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2007 either for the first time or after a break in service AND who were still on the payroll of the institution as of November 1, 2007? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

If you answer **Yes** to this question and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in the **Fall Staff section (long version)**.

Yes No

CAVEATS

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Part A - Employees by Assigned Position - Full-time staff**Number of full-time staff by faculty status and primary function/occupational activity**

As of November 1, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>	386	123	67		576
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	386	123	67	0	576
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	386	123	67	0	576
<u>Executive/administrative/managerial</u>	47			53	100
<u>Other professionals (support/service)</u>				513	513
<u>Technical and paraprofessionals</u>				29	29
<u>Clerical and secretarial</u>				225	225
<u>Skilled crafts</u>				63	63
<u>Service/Maintenance</u>				205	205
Total full time	433	123	67	1,088	1,711
Total from prior year	442	130	65	1,081	1,718

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Part B - Employees by Assigned Position - Part-time staff**Number of part-time staff by faculty status and primary function/occupational activity**

As of November 1, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status		
Primarily instruction	33		172		205	
Instruction/research/public service					0	331
Primarily instruction + Instruction/research/public service	33	0	172	0	205	331
Primarily research					0	
Primarily public service					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	33	0	172	0	205	331
Executive/administrative/managerial	1			1	2	
Other professionals (support/service)				74	74	
Technical and paraprofessionals				2	2	
Clerical and secretarial				53	53	
Skilled crafts					0	
Service/Maintenance				45	45	
Total part time	34	0	172	175	381	331
Total from prior year	28		150	160	338	304

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Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity****(Excludes graduate assistants)****As of November 1, 2007**

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Total
<u>Primarily instruction</u>	576	587	205	177	781
<u>Instruction/research/public service</u>	0		0		0
Primarily instruction + Instruction/research/public service	576	587	205	177	781
<u>Primarily research</u>	0		0		0
<u>Primarily public service</u>	0		0		0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	576	587	205	177	781
<u>Executive/administrative/managerial</u>	100	93	2	1	102
<u>Other professionals (support/service)</u>	513	503	74	70	587
<u>Technical and paraprofessionals</u>	29	29	2	2	31
<u>Clerical and secretarial</u>	225	234	53	48	278
<u>Skilled crafts</u>	63	68	0		63
<u>Service/Maintenance</u>	205	204	45	40	250
Grand total	1,711	1,718	381	338	2,092

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Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount**Number of full-time instructional staff by contract length/teaching period, gender, and academic rank****As of November 1, 2007**

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	<input type="text"/>	<input type="text" value="109"/>	<input type="text" value="2"/>	111
Associate professors	<input type="text"/>	<input type="text" value="103"/>	<input type="text" value="2"/>	105
Assistant professors	<input type="text"/>	<input type="text" value="69"/>	<input type="text" value="2"/>	71
Instructors	<input type="text"/>	<input type="text" value="35"/>	<input type="text" value="1"/>	36
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	316	7	323
Women				
Professors	<input type="text"/>	<input type="text" value="34"/>	<input type="text" value="1"/>	35
Associate professors	<input type="text"/>	<input type="text" value="88"/>	<input type="text" value="4"/>	92
Assistant professors	<input type="text"/>	<input type="text" value="49"/>	<input type="text" value="2"/>	51
Instructors	<input type="text"/>	<input type="text" value="74"/>	<input type="text" value="1"/>	75
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	245	8	253
Total (men + women)	0	561	15	576
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				576
Total from prior year (Salaries section)		571	16	587

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

**** Applicable to 4-year degree-granting institutions only ****

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

Gender and academic rank	As of November 1, 2007				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	108		1		109
Associate Professors	102	1			103
Assistant Professors	4	64	1		69
Instructors	11		24		35
Lecturers					
No academic rank					
Total men	225	65	26	0	316
Total men prior year	236	69	19	0	324
Women					
Professors	34				34
Associate Professors	88				88
Assistant Professors	4	44	1		49
Instructors	25	10	39		74
Lecturers					
No academic rank					
Total women	151	54	40	0	245
Total women prior year	146	58	43	0	247
Total (men + women)	376	119	66	0	561

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

**** Applicable to 4-year degree-granting institutions only ****

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

As of November 1, 2007

Gender and academic rank	Faculty status				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	2				2
Associate Professors	2				2
Assistant Professors		1	1		2
Instructors		1			1
Lecturers					
No academic rank					
Total men	4	2	1	0	7
Total men prior year	4	2	2	0	8
Women					
Professors	1				1
Associate Professors	4				4
Assistant Professors	1	1			2
Instructors		1			1
Lecturers					
No academic rank					
Total women	6	2	0	0	8
Total women prior year	7	1	0	0	8
Total (men + women)	10	4	1	0	15

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Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays

Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank

Gender and academic rank	As of November 1, 2007			
	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	109	9,236,443	84,738	82,419
Associate professors	103	6,998,744	67,949	65,484
Assistant professors	69	3,892,906	56,419	55,595
Instructors	35	1,657,276	47,351	45,029
Lecturers				
No academic rank				
Total men	316	21,785,369		
Women				
Professors	34	2,661,581	78,282	74,586
Associate professors	88	5,646,666	64,167	61,341
Assistant professors	49	2,598,868	53,038	50,921
Instructors	74	3,443,343	46,532	45,753
Lecturers				
No academic rank				
Total women	245	14,350,458		
Total (men + women)	561	36,135,827		

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

Gender and academic rank	As of November 1, 2007			
	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	2	163,162	81,581	72,308
Associate professors	2	129,493	64,747	61,886
Assistant professors	2	94,181	47,091	50,840
Instructors	1	50,571	50,571	54,577
Lecturers				
No academic rank				
Total men	7	437,407		
Women				
Professors	1	83,475	83,475	80,206
Associate professors	4	270,332	67,583	64,058
Assistant professors	2	149,444	74,722	75,324
Instructors	1	43,532	43,532	41,817
Lecturers				
No academic rank				
Total women	8	546,783		
Total (men + women)	15	984,190		

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Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits

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

As of November 1, 2007

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	559	3,477,281	6,221	6,054
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	521	5,182,928	9,948	9,109
Group life insurance	533	260,021	488	475
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	501	407,780	814	785
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	561	2,698,892	4,811	4,695
Unemployment compensation	561	11,781	⚠ 21	35
Worker's compensation	561	129,591	231	280
Other benefits in kind with cash options				
Total expenditures		12,168,274		

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Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits

Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods

As of November 1, 2007

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	15	97,777	6,518	6,236
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	15	146,901	9,793	8,892
Group life insurance	15	7,509	501	496
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	13	11,185	860	874
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	15	75,080	5,005	4,864
Unemployment compensation	15	315	⚠ 21	35
Worker's compensation	15	3,465	231	280
Other benefits in kind with cash options				
Total expenditures		342,232		

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Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured

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

As of November 1, 2007

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Black, non-Hispanic	<input type="text" value="4"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
American Indian/Alaska Native	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Asian/Pacific Islander	<input type="text" value="10"/>	<input type="text" value="5"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	15
Hispanic	<input type="text" value="1"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
White, non-Hispanic	<input type="text" value="95"/>	<input type="text" value="88"/>	<input type="text" value="4"/>	<input type="text" value="11"/>	<input type="text"/>	<input type="text"/>	198
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	110	104	4	11	0	0	229
Women							
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black, non-Hispanic	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	3
American Indian/Alaska Native	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Asian/Pacific Islander	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Hispanic	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	4
White, non-Hispanic	<input type="text" value="35"/>	<input type="text" value="83"/>	<input type="text" value="5"/>	<input type="text" value="23"/>	<input type="text"/>	<input type="text"/>	146
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	35	92	5	25	0	0	157
Total (men+women)	145	196	9	36	0	0	386
Total from EAP							386

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Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

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

As of November 1, 2007

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	8
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="51"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	53
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	1	65	1	0	0	67
Women							
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="7"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	4
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="33"/>	<input type="text" value="10"/>	<input type="text"/>	<input type="text"/>	43
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	45	11	0	0	56
Total (men+women)	0	1	110	12	0	0	123
Total from EAP							123

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Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system

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

As of November 1, 2007

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	2
Black, non-Hispanic	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	2
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="22"/>	<input type="text"/>	<input type="text"/>	23
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	1	0	2	24	0	0	27
Women							
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="37"/>	<input type="text"/>	<input type="text"/>	37
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
Total women	0	0	1	39	0	0	40
Total (men+women)	1	0	3	63	0	0	67
Total from EAP							67

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

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

As of November 1, 2007

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

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Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2007

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	13	8	21
<u>Black, non-Hispanic</u>	10	4	14
<u>American Indian/Alaska Native</u>	2	1	3
<u>Asian/Pacific Islander</u>	18	8	26
<u>Hispanic</u>	6	5	11
<u>White, non-Hispanic</u>	274	226	500
<u>Race/ethnicity unknown</u>	0	1	1
Total (must equal Part H (next part))	323	253	576

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

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

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

As of November 1, 2007

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text" value="12"/>	<input type="text" value="1"/>	13	13
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="10"/>	<input type="text"/>	10	10
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	2	2
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="18"/>	<input type="text"/>	18	18
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="6"/>	<input type="text"/>	6	6
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="269"/>	<input type="text" value="5"/>	274	274
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Total men	0	316	7	323	323
Women					
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text" value="8"/>	<input type="text"/>	8	8
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	4	4
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="8"/>	<input type="text"/>	8	8
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="5"/>	<input type="text"/>	5	5
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="219"/>	<input type="text" value="7"/>	226	226
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
Total women	0	245	8	253	253
Total (men+women)	0	561	15	576	576
Total from EAP				576	
Total (men+women) from Fall 2005		580	17		

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervals

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

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

As of November 1, 2007

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
Nonresident Alien		1	3	6		2		12
Black, non-Hispanic		1		5	3	1		10
American Indian/Alaska Native						1		1
Asian/Pacific Islander			1	4	7	4	2	18
Hispanic			1	4	1			6
White, non-Hispanic		11	30	91	64	52	21	269
Race/ethnicity unknown								
Total men	0	13	35	110	75	60	23	316
Women								
Nonresident alien			4	4				8
Black, non-Hispanic				2	1			3
American Indian/Alaska Native					1			1
Asian/Pacific Islander			4	3	1			8
Hispanic			1	3	1			5
White, non-Hispanic		18	40	103	38	14	6	219
Race/ethnicity unknown		1						1
Total women	0	19	49	115	42	14	6	245
Total (men+women)	0	32	84	225	117	74	29	561

Institution: University of Northern Iowa (154095)

User ID: P71540951

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

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

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

As of November 1, 2007

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
Nonresident Alien			1					1
Black, non-Hispanic								
American Indian/Alaska Native					1			1
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic				3		2		5
Race/ethnicity unknown								
Total men	0	0	1	3	1	2	0	7
Women								
Nonresident Alien								
Black, non-Hispanic				1				1
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic			1	1	3	2		7
Race/ethnicity unknown								
Total women	0	0	1	2	3	2	0	8
Total (men+women)	0	0	2	5	4	4	0	15

Institution: University of Northern Iowa (154095)

User ID: P71540951

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

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

As of November 1, 2007

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien								0
Black, non-Hispanic					2	1		3
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic							1	1
White, non-Hispanic				1	8	19	32	60
Race/ethnicity unknown								0
Total men	0	0	0	1	10	20	33	64
Women								
Nonresident Alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander				1				1
Hispanic								0
White, non-Hispanic				1	13	11	10	35
Race/ethnicity unknown								0
Total women	0	0	0	2	13	11	10	36
Total (men+women)	0	0	0	3	23	31	43	100
Total from EAP								100

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class intervals**Number of full-time other professional (support/service) staff by salary class intervals, gender, and race/ethnicity**

Gender and race/ethnicity	As of November 1, 2007							Total
	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	
Men								
Nonresident alien		1		2				3
Black, non-Hispanic	1	3	3	2	1			10
American Indian/Alaska Native								0
Asian/Pacific Islander			2					2
Hispanic	1	1	1					3
White, non-Hispanic	5	40	57	79	31	18	7	237
Race/ethnicity unknown								0
Total men	7	45	63	83	32	18	7	255
Women								
Nonresident alien	1	3	1					5
Black, non-Hispanic	2		6	4		1		13
American Indian/Alaska Native				1				1
Asian/Pacific Islander		1		2				3
Hispanic		1	1	1				3
White, non-Hispanic	10	62	66	70	20	4	1	233
Race/ethnicity unknown								0
Total women	13	67	74	78	20	5	1	258
Total (men+women)	20	112	137	161	52	23	8	513
Total from EAP								513

Institution: University of Northern Iowa (154095)

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

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

As of November 1, 2007

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text" value="9"/>	<input type="text" value="8"/>	20
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	2	1	9	9	21
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	4
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	4
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	4	0	3	1	8
Total (men+women)	0	6	1	12	10	29
Total from EAP						29

Institution: University of Northern Iowa (154095)

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

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

As of November 1, 2007

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	2
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="6"/>	<input type="text"/>	8
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	3	7	0	10
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="7"/>	<input type="text"/>	10
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="5"/>	<input type="text" value="55"/>	<input type="text" value="140"/>	<input type="text" value="5"/>	205
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	5	58	147	5	215
Total (men+women)	0	5	61	154	5	225
Total from EAP						225

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals**Number of full-time skilled crafts staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2007**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="7"/>	<input type="text" value="43"/>	<input type="text" value="6"/>	56
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	7	45	6	58
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text"/>	5
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	2	3	0	5
Total (men+women)	0	0	9	48	6	63
Total from EAP						63

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals

Number of full-time service/maintenance staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2007

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black, non-Hispanic	<input type="text"/>	3	4	1	<input type="text"/>	8
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	2
White, non-Hispanic	<input type="text"/>	16	44	20	9	89
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	19	50	21	9	99
Women						
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black, non-Hispanic	<input type="text"/>	2	9	1	<input type="text"/>	12
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	1
Asian/Pacific Islander	<input type="text"/>	1	3	<input type="text"/>	<input type="text"/>	4
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text"/>	30	52	6	1	89
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	33	65	7	1	106
Total (men+women)	0	52	115	28	10	205
Total from EAP						205

Institution: University of Northern Iowa (154095)

User ID: P71540951

**Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)
- Totals****Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2007**

Gender and race/ethnicity	<u>Executive/ administrative/ managerial</u>	<u>Other professionals (support/service)</u>	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>	Total
Men							
<u>Nonresident alien</u>	0	3	0	0	0	0	3
<u>Black, non-Hispanic</u>	3	10	1	2	1	8	25
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	2	0	0	1	0	3
<u>Hispanic</u>	1	3	0	0	0	2	6
<u>White, non-Hispanic</u>	60	237	20	8	56	89	470
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	0
Total men	64	255	21	10	58	99	507
Women							
<u>Nonresident alien</u>	0	5	0	0	0	0	5
<u>Black, non-Hispanic</u>	0	13	4	10	0	12	39
<u>American Indian/Alaska Native</u>	0	1	0	0	0	1	2
<u>Asian/Pacific Islander</u>	1	3	0	0	0	4	8
<u>Hispanic</u>	0	3	0	0	0	0	3
<u>White, non-Hispanic</u>	35	233	4	205	5	89	571
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	0
Total women	36	258	8	215	5	106	628
Total (men+women)	100	513	29	225	63	205	1,135
Total from EAP	100	513	29	225	63	205	

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part J - Fall Staff - Part-time professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity**

Gender and race/ethnicity	As of November 1, 2007		
	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
<u>Nonresident Alien</u>	1		1
<u>Black, non-Hispanic</u>			2
<u>American Indian/Alaska Native</u>			
<u>Asian/Pacific Islander</u>	1		
<u>Hispanic</u>	1		
<u>White, non-Hispanic</u>	91	1	15
<u>Race/ethnicity unknown</u>			
Total men	94	1	18
Women			
<u>Nonresident Alien</u>	1		
<u>Black, non-Hispanic</u>			2
<u>American Indian/Alaska Native</u>			
<u>Asian/Pacific Islander</u>	3		1
<u>Hispanic</u>			2
<u>White, non-Hispanic</u>	106	1	51
<u>Race/ethnicity unknown</u>	1		
Total women	111	1	56
Total (men+women)	205	2	74
Total from EAP	205	2	74

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part J - Fall Staff - Part-time non-professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity**

Gender and race/ethnicity	As of November 1, 2007			
	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance
Men				
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>
White, non-Hispanic	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="8"/>
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total men	1	1	0	12
Women				
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
White, non-Hispanic	<input type="text" value="1"/>	<input type="text" value="51"/>	<input type="text"/>	<input type="text" value="31"/>
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total women	1	52	0	33
Total (men+women)	2	53	0	45
Total from EAP	2	53	0	45

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part J - Fall Staff - Graduate assistants and part-time staff totals**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2007**

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
Men			
<u>Nonresident Alien</u>	2	33	35
<u>Black, non-Hispanic</u>	2	6	8
<u>American Indian/Alaska Native</u>	2		2
<u>Asian/Pacific Islander</u>	1	1	2
<u>Hispanic</u>	3	2	5
<u>White, non-Hispanic</u>	117	74	191
<u>Race/ethnicity unknown</u>	0		0
Total men	127	116	243
Women			
<u>Nonresident Alien</u>	1	48	49
<u>Black, non-Hispanic</u>	4	12	16
<u>American Indian/ Alaska Native</u>	0	2	2
<u>Asian/Pacific Islander</u>	4	4	8
<u>Hispanic</u>	3	4	7
<u>White, non-Hispanic</u>	241	145	386
<u>Race/ethnicity unknown</u>	1		1
Total women	254	215	469
Total (men+women)	381	331	712
Total from EAP		331	

Institution: University of Northern Iowa (154095)

User ID: P71540951

Part K - Fall Staff - Total number of staff**Total number of staff by employment status, gender, and race/ethnicity**

Gender and race/ethnicity	As of November 1, 2007					
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	16	13	35	49	51	62
<u>Black, non-Hispanic</u>	35	43	8	16	43	59
<u>American Indian/Alaska Native</u>	2	3	2	2	4	5
<u>Asian/Pacific Islander</u>	21	16	2	8	23	24
<u>Hispanic</u>	12	8	5	7	17	15
<u>White, non-Hispanic</u>	744	797	191	386	935	1,183
<u>Race/ethnicity unknown</u>	0	1	0	1	0	2
Grand total	830	881	243	469	1,073	1,350

Institution: University of Northern Iowa (154095)

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

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

(Hired full time between July 1 and October 31, 2007 and still on payroll of the institution as of November 1, 2007)

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
Nonresident Alien	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	2
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text" value="1"/>	<input type="text" value="7"/>	<input type="text" value="11"/>	<input type="text"/>	19
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	1	9	11	0	21
Women					
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black, non-Hispanic	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text" value="2"/>	<input type="text" value="4"/>	<input type="text" value="8"/>	<input type="text"/>	14
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	2	5	8	0	15
Total (men+women)	3	14	19	0	36

Institution: University of Northern Iowa (154095)

User ID: P71540951

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

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

(Hired full time between July 1 and October 31, 2007 and still on payroll of the institution as of November 1, 2007)

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident Alien	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Black, non-Hispanic	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	2
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text" value="1"/>	<input type="text" value="19"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	27
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	1	21	0	0	3	5	30
Women							
Nonresident Alien	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Black, non-Hispanic	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	4
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text"/>	<input type="text" value="21"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text" value="5"/>	30
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	27	0	4	0	6	37
Total (men+women)	1	48	0	4	3	11	67

Institution: University of Northern Iowa (154095)

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Part L - Fall Staff - New hires - Totals**Total number of full-time permanent new hires by gender and race/ethnicity****(Hired full time between July 1 and October 31, 2007 and
still on payroll of the institution as of November 1, 2007)**

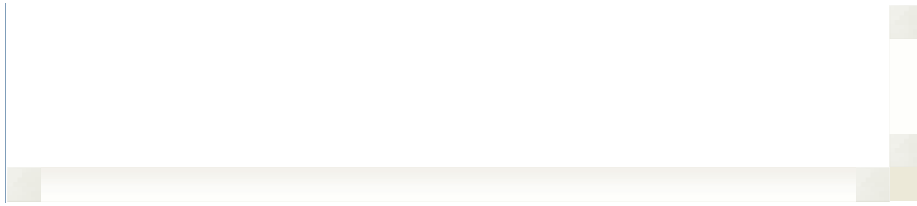
	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	3	3	6
<u>Black, non-Hispanic</u>	2	5	7
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0
<u>Hispanic</u>	0	0	0
<u>White, non-Hispanic</u>	46	44	90
<u>Race/ethnicity unknown</u>	0	0	0
Grand total	51	52	103
Grand total from Fall 2005			

Institution: University of Northern Iowa (154095)

User ID: P71540951

Human Resources Survey Evaluation

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



Institution: University of Northern Iowa (154095)

User ID: P71540951

Explanation Report					
Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The average expenditure for one of benefits in 9/10 month contracts 21, is not within the expected range between 25 and 45. Please fix or explain.	Explanation	Yes
Reason:	Rates at UNI are reviewed and adjusted annually based actual usage. For this fiscal year, the unemployment rate has declined.				
Global Edits					
2		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 21, is not within the expected range between 25 and 45. Please fix or explain.	Explanation	Yes
Reason:	Rates at UNI are reviewed and adjusted annually based actual usage. For this fiscal year, the unemployment rate has declined.				

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