

## Human Resources 2008-09

Institution: University of Northern Iowa (154095)

User ID: P81540951

**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)** section.

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?

**The completion of the Fall Staff section is optional this year as it is in even-numbered years.**

Do you wish to complete the **Fall Staff** section this year?

If you answer **No**, screens to report **Fall Staff** data will not be displayed.

If you answer **Yes**, screens to report **Fall Staff** data will be displayed and you must complete ALL applicable **Fall Staff** screens.

- No, I will not complete Fall Staff
- Yes, I will complete Fall Staff

**You may use the space below to provide context for the data you've reported above.**

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**Human Resources Screening Questions**

**Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2008 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, 2008? (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

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**Screening questions - Method of reporting race and ethnicity for this component****Race/ethnicity question****Which method of reporting race and ethnicity will you use for this component?**

- NEW race/ethnicity categories (9 categories):

Notes:

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

Nonresident alienHispanic/LatinoAmerican Indian or Alaska NativeAsianBlack or African AmericanNative Hawaiian or Other Pacific IslanderWhite

Two or more races

Race and ethnicity unknown

- OLD race/ethnicity categories (7 categories):

Nonresident alienBlack, non-HispanicAmerican Indian/Alaska NativeAsian/Pacific IslanderHispanicWhite, non-HispanicRace and ethnicity unknown

- MIXTURE of new and old race/ethnicity categories (all 14 categories will show on each screen):

**NEW categories:**

Notes for NEW categories:

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

Hispanic/Latino

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

**OLD categories:**

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

**Categories used in BOTH New and Old:**

Nonresident alien

Race and ethnicity unknown

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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, 2008**

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>	383	133	71		587
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	383	133	71	0	587
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	383	133	71	0	587
<u>Executive/administrative/managerial</u>	60			50	110
<u>Other professionals (support/service)</u>				567	567
<u>Technical and paraprofessionals</u>				29	29
<u>Clerical and secretarial</u>				238	238
<u>Skilled crafts</u>				63	63
<u>Service/Maintenance</u>				211	211
<b>Total full time</b>	443	133	71	1,158	1,805
Total from prior year	<b>433</b>	<b>123</b>	<b>67</b>	<b>1,088</b>	<b>1,711</b>

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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, 2008

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		
<u>Primarily instruction</u>	32		180		212	
<u>Instruction/research/public service</u>					0	307
Primarily instruction + Instruction/research/public service	32	0	180	0	212	307
<u>Primarily research</u>					0	
<u>Primarily public service</u>					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	32	0	180	0	212	307
<u>Executive/administrative/managerial</u>	2			2	4	
<u>Other professionals (support/service)</u>				71	71	
<u>Technical and paraprofessionals</u>				2	2	
<u>Clerical and secretarial</u>				54	54	
<u>Skilled crafts</u>					0	
<u>Service/Maintenance</u>				46	46	
<b>Total part time</b>	34	0	180	175	389	307
Total from prior year	<b>34</b>		<b>172</b>	<b>175</b>	<b>381</b>	<b>331</b>

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**Part C - Employees by Assigned Position - Total number of staff****Total number of staff by employment status and primary function/occupational activity****As of November 1, 2008**

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Graduate assistants	Total including Graduate assistants
<u>Primarily instruction</u>	587	<b>576</b>	212	<b>205</b>	0	799
<u>Instruction/research/public service</u>	0		0		307	307
Primarily instruction + Instruction/research/public service	587	576	212	205	307	1,106
<u>Primarily research</u>	0		0		0	0
<u>Primarily public service</u>	0		0		0	0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	587	576	212	205	307	1,106
<u>Executive/administrative/managerial</u>	110	<b>100</b>	4	<b>2</b>	0	114
<u>Other professionals (support/service)</u>	567	<b>513</b>	71	<b>74</b>	0	638
<u>Technical and paraprofessionals</u>	29	<b>29</b>	2	<b>2</b>	0	31
<u>Clerical and secretarial</u>	238	<b>225</b>	54	<b>53</b>	0	292
<u>Skilled crafts</u>	63	<b>63</b>	0		0	63
<u>Service/Maintenance</u>	211	<b>205</b>	46	<b>45</b>	0	257
<b>Grand total</b>	<b>1,805</b>	<b>1,711</b>	<b>389</b>	<b>381</b>	<b>307</b>	<b>2,501</b>

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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, 2008**

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
<b>Men</b>				
Professors	<input type="text"/>	<input type="text" value="107"/>	<input type="text" value="2"/>	109
Associate professors	<input type="text"/>	<input type="text" value="105"/>	<input type="text" value="3"/>	108
Assistant professors	<input type="text"/>	<input type="text" value="68"/>	<input type="text" value="2"/>	70
Instructors	<input type="text"/>	<input type="text" value="35"/>	<input type="text"/>	35
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	315	7	322
<b>Women</b>				
Professors	<input type="text"/>	<input type="text" value="40"/>	<input type="text"/>	40
Associate professors	<input type="text"/>	<input type="text" value="80"/>	<input type="text" value="4"/>	84
Assistant professors	<input type="text"/>	<input type="text" value="60"/>	<input type="text" value="2"/>	62
Instructors	<input type="text"/>	<input type="text" value="78"/>	<input type="text" value="1"/>	79
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	258	7	265
<b>Total (men + women)</b>	0	573	14	587
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				587
Total from prior year (Salaries section)		<b>561</b>	<b>15</b>	<b>576</b>



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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, 2008				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<b>Men</b>					
Professors	106		1		107
Associate Professors	104	1			105
Assistant Professors	5	61	2		68
Instructors	11		24		35
Lecturers					
No academic rank					
<b>Total men</b>	226	62	27	0	315
<b>Total men prior year</b>	<b>225</b>	<b>65</b>	<b>26</b>	<b>0</b>	<b>316</b>
<b>Women</b>					
Professors	40				40
Associate Professors	80				80
Assistant Professors	3	57			60
Instructors	25	11	42		78
Lecturers					
No academic rank					
<b>Total women</b>	148	68	42	0	258
<b>Total women prior year</b>	<b>151</b>	<b>54</b>	<b>40</b>	<b>0</b>	<b>245</b>
<b>Total (men + women)</b>	374	130	69	0	573

**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

Gender and academic rank	As of November 1, 2008				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<b>Men</b>					
Professors	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Associate Professors	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Assistant Professors	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	2
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total men</b>	5	1	1	0	7
<b>Total men prior year</b>	4	2	1	0	7
<b>Women</b>					
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Associate Professors	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
Assistant Professors	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	2
Instructors	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total women</b>	4	2	1	0	7
<b>Total women prior year</b>	6	2	0	0	8
<b>Total (men + women)</b>	9	3	2	0	14

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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, 2008			
	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	107	9,344,760	87,334	<b>84,738</b>
Associate professors	105	7,360,723	70,102	<b>67,949</b>
Assistant professors	68	3,908,932	57,484	<b>56,419</b>
Instructors	35	1,709,150	48,833	<b>47,351</b>
Lecturers				
No academic rank				
<b>Total men</b>	<b>315</b>	<b>22,323,565</b>		
<b>Women</b>				
Professors	40	3,216,609	80,415	<b>78,282</b>
Associate professors	80	5,253,564	65,670	<b>64,167</b>
Assistant professors	60	3,193,830	53,231	<b>53,038</b>
Instructors	78	3,742,678	47,983	<b>46,532</b>
Lecturers				
No academic rank				
<b>Total women</b>	<b>258</b>	<b>15,406,681</b>		
<b>Total (men + women)</b>	<b>573</b>	<b>37,730,246</b>		

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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**

<b>As of November 1, 2008</b>				
Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	2	168,738	84,369	<b>81,581</b>
Associate professors	3	196,754	65,585	<b>64,747</b>
Assistant professors	2	96,252	48,126	<b>47,091</b>
Instructors			⚠	<b>50,571</b>
Lecturers				
No academic rank				
<b>Total men</b>	<b>7</b>	<b>461,744</b>		
<b>Women</b>				
Professors			⚠	<b>83,475</b>
Associate professors	4	280,690	70,173	<b>67,583</b>
Assistant professors	2	111,392	⚠ 55,696	<b>74,722</b>
Instructors	1	44,551	44,551	<b>43,532</b>
Lecturers				
No academic rank				
<b>Total women</b>	<b>7</b>	<b>436,633</b>		
<b>Total (men + women)</b>	<b>14</b>	<b>898,377</b>		

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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, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	572	3,616,718	6,323	<b>6,221</b>
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	535	5,210,834	9,740	<b>9,948</b>
Group life insurance	540	268,126	497	<b>488</b>
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	504	418,786	831	<b>814</b>
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	573	2,809,422	4,903	<b>4,811</b>
Unemployment compensation taxes	573	8,022	⚠ 14	<b>21</b>
Worker's compensation taxes	573	88,242	⚠ 154	<b>231</b>
Other benefits in kind with cash options				
<b>Total expenditures</b>		12,420,150		

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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, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	14	89,137	6,367	<b>6,518</b>
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	14	135,939	9,710	<b>9,793</b>
Group life insurance	14	6,984	499	<b>501</b>
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	12	9,694	808	<b>860</b>
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	14	68,803	4,915	<b>5,005</b>
Unemployment compensation taxes	14	196	⚠ 14	<b>21</b>
Worker's compensation taxes	14	2,156	⚠ 154	<b>231</b>
Other benefits in kind with cash options				
<b>Total expenditures</b>		<b>312,909</b>		

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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, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
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="3"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	5
White, non-Hispanic	<input type="text" value="91"/>	<input type="text" value="92"/>	<input type="text" value="5"/>	<input type="text" value="11"/>	<input type="text"/>	<input type="text"/>	199
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	108	107	5	11	0	0	231
<b>Women</b>							
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="4"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
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="40"/>	<input type="text" value="74"/>	<input type="text" value="3"/>	<input type="text" value="23"/>	<input type="text"/>	<input type="text"/>	140
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	40	84	3	25	0	0	152
<b>Total (men+women)</b>	148	191	8	36	0	0	383
Total from EAP							383

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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, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text" value="12"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	12
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
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" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
White, non-Hispanic	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="45"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	46
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	1	62	0	0	0	63
<b>Women</b>							
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	8
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
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" value="3"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	4
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="45"/>	<input type="text" value="11"/>	<input type="text"/>	<input type="text"/>	56
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	0	58	12	0	0	70
<b>Total (men+women)</b>	0	1	120	12	0	0	133
Total from EAP							133



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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, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
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" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	3
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" value="1"/>	<input type="text" value="21"/>	<input type="text"/>	<input type="text"/>	22
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	1	0	3	24	0	0	28
<b>Women</b>							
Nonresident alien	<input type="text"/>	<input type="text"/>	<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" 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"/>	<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" value="1"/>	<input type="text" value="38"/>	<input type="text"/>	<input type="text"/>	39
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	0	1	42	0	0	43
<b>Total (men+women)</b>	1	0	4	66	0	0	71
Total from EAP							71

Institution: University of Northern Iowa (154095)

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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, 2008**

Gender and race/ethnicity	Total
<b>Men</b>	
<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 and ethnicity unknown</u>	<input type="text"/>
<b>Total men</b>	
<b>Women</b>	
<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 and ethnicity unknown</u>	<input type="text"/>
<b>Total women</b>	
<b>Total (men+women)</b>	
Total from EAP	0

Institution: University of Northern Iowa (154095)

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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, 2008**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	17	10	27
<u>Black, non-Hispanic</u>	11	5	16
<u>American Indian/Alaska Native</u>	2	1	3
<u>Asian/Pacific Islander</u>	19	9	28
<u>Hispanic</u>	6	5	11
<u>White, non-Hispanic</u>	267	235	502
<u>Race and ethnicity unknown</u>	0	0	0
<b>Total (must equal Part H (next part))</b>	<b>322</b>	<b>265</b>	<b>587</b>

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Institution: University of Northern Iowa (154095)

User ID: P81540951

**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, 2008

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
<b>Men</b>					
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text" value="16"/>	<input type="text" value="1"/>	17	17
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="11"/>	<input type="text"/>	11	11
<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="19"/>	<input type="text"/>	19	19
<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="262"/>	<input type="text" value="5"/>	267	267
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<b>Total men</b>	0	315	7	322	322
<b>Women</b>					
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text" value="10"/>	<input type="text"/>	10	10
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="4"/>	<input type="text" value="1"/>	5	5
<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="9"/>	<input type="text"/>	9	9
<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="229"/>	<input type="text" value="6"/>	235	235
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<b>Total women</b>	0	258	7	265	265
<b>Total (men+women)</b>	0	573	14	587	587
Total from EAP				587	
Total (men+women) from Fall 2007		<b>561</b>	<b>15</b>		

Institution: University of Northern Iowa (154095)

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**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, 2008

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)
<b>Men</b>								
Nonresident Alien		1	1	11		3		16
Black, non-Hispanic			1	6	3	1		11
American Indian/Alaska Native						1		1
Asian/Pacific Islander		1		4	7	4	3	19
Hispanic			1	3	1	1		6
White, non-Hispanic		7	22	88	67	51	27	262
Race/ethnicity unknown								
<b>Total men</b>	0	9	25	112	78	61	30	315
<b>Women</b>								
Nonresident alien		1	2	6	1			10
Black, non-Hispanic				2	2			4
American Indian/Alaska Native					1			1
Asian/Pacific Islander			3	5	1			9
Hispanic			1	3	1			5
White, non-Hispanic		17	42	102	42	20	6	229
Race/ethnicity unknown								
<b>Total women</b>	0	18	48	118	48	20	6	258
<b>Total (men+women)</b>	0	27	73	230	126	81	36	573

Institution: University of Northern Iowa (154095)

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

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, 2008

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)
<b>Men</b>								
Nonresident alien			1					1
Black, non-Hispanic								
American Indian/Alaska Native					1			1
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic				2	1	2		5
Race and ethnicity unknown								
<b>Total men</b>	0	0	1	2	2	2	0	7
<b>Women</b>								
Nonresident alien								
Black, non-Hispanic				1				1
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic			1	1	4			6
Race and ethnicity unknown								
<b>Total women</b>	0	0	1	2	4	0	0	7
<b>Total (men+women)</b>	0	0	2	4	6	2	0	14

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**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, 2008**

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
<b>Men</b>								
Nonresident alien								0
Black, non-Hispanic					1	1		2
American Indian/Alaska Native								0
Asian/Pacific Islander							1	1
Hispanic							1	1
White, non-Hispanic				1	8	19	37	65
Race and ethnicity unknown								0
<b>Total men</b>	0	0	0	1	9	20	39	69
<b>Women</b>								
Nonresident alien								0
Black, non-Hispanic					1			1
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic								0
White, non-Hispanic					13	13	14	40
Race and ethnicity unknown								0
<b>Total women</b>	0	0	0	0	14	13	14	41
<b>Total (men+women)</b>	0	0	0	1	23	33	53	110
Total from EAP								110

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**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****As of November 1, 2008**

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
<b>Men</b>								
Nonresident alien	1	1		2				4
Black, non-Hispanic	1	3	3	2	2			11
American Indian/Alaska Native								0
Asian/Pacific Islander			1	1				2
Hispanic	1	1	1					3
White, non-Hispanic	4	37	51	86	40	15	10	243
Race and ethnicity unknown								0
<b>Total men</b>	7	42	56	91	42	15	10	263
<b>Women</b>								
Nonresident alien	1	3	2					6
Black, non-Hispanic	1	3	3	4	1	1		13
American Indian/Alaska Native					1			1
Asian/Pacific Islander				2				2
Hispanic	1	2	2		1			6
White, non-Hispanic	8	74	81	76	30	4	3	276
Race and ethnicity unknown								0
<b>Total women</b>	11	82	88	82	33	5	3	304
<b>Total (men+women)</b>	18	124	144	173	75	20	13	567
Total from EAP								567



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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, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
<b>Men</b>						
<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" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="15"/>	21
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	1	3	3	16	23
<b>Women</b>						
<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="1"/>	<input type="text"/>	<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" value="1"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	4
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	2	0	3	1	6
<b>Total (men+women)</b>	0	3	3	6	17	29
Total from EAP						29

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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, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
<b>Men</b>						
<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"/>	1	4	1	6
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	0	1	4	1	6
<b>Women</b>						
<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"/>	5	7	<input type="text"/>	12
<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>	11	57	129	23	<input type="text"/>	220
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	11	57	134	30	0	232
<b>Total (men+women)</b>	11	57	135	34	1	238
Total from EAP						238

**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, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
<b>Men</b>						
<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"/>	7	39	10	56
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	0	7	39	10	56
<b>Women</b>						
<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"/>	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"/>	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"/>	1	4	<input type="text"/>	5
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	0	1	6	0	7
<b>Total (men+women)</b>	0	0	8	45	10	63
Total from EAP						63

**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, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
<b>Men</b>						
<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" value="3"/>	<input type="text" value="2"/>	<input type="text"/>	8
<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" value="2"/>	<input type="text"/>	<input type="text"/>	2
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="16"/>	<input type="text" value="43"/>	<input type="text" value="18"/>	<input type="text" value="16"/>	93
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	19	48	20	16	103
<b>Women</b>						
<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" value="8"/>	<input type="text"/>	<input type="text" value="1"/>	12
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	4
<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="27"/>	<input type="text" value="56"/>	<input type="text" value="6"/>	<input type="text" value="2"/>	91
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	31	68	6	3	108
<b>Total (men+women)</b>	0	50	116	26	19	211
Total from EAP						211

Institution: University of Northern Iowa (154095)

User ID: P81540951

**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, 2008**

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
<b>Men</b>							
<u>Nonresident alien</u>	0	4	0	0	0	0	4
<u>Black, non-Hispanic</u>	2	11	1	0	0	8	22
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	1	2	0	0	0	0	3
<u>Hispanic</u>	1	3	1	0	0	2	7
<u>White, non-Hispanic</u>	65	243	21	6	56	93	484
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
<b>Total men</b>	69	263	23	6	56	103	520
<b>Women</b>							
<u>Nonresident alien</u>	0	6	0	0	0	0	6
<u>Black, non-Hispanic</u>	1	13	2	12	1	12	41
<u>American Indian/Alaska Native</u>	0	1	0	0	0	1	2
<u>Asian/Pacific Islander</u>	0	2	0	0	1	4	7
<u>Hispanic</u>	0	6	0	0	0	0	6
<u>White, non-Hispanic</u>	40	276	4	220	5	91	636
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
<b>Total women</b>	41	304	6	232	7	108	698
<b>Total (men+women)</b>	<b>110</b>	<b>567</b>	<b>29</b>	<b>238</b>	<b>63</b>	<b>211</b>	<b>1,218</b>
Total from EAP	110	567	29	238	63	211	

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**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	<b>As of November 1, 2008</b>		
	<u>Staff whose primary responsibility is instruction, research, and/or public service</u>	<u>Executive/administrative/managerial</u>	<u>Other professionals (support/service)</u>
<b>Men</b>			
<u>Nonresident alien</u>	2		1
<u>Black, non-Hispanic</u>			1
<u>American Indian/Alaska Native</u>			
<u>Asian/Pacific Islander</u>			
<u>Hispanic</u>	1		
<u>White, non-Hispanic</u>	95	1	17
<u>Race and ethnicity unknown</u>			
<b>Total men</b>	98	1	19
<b>Women</b>			
<u>Nonresident alien</u>	1		
<u>Black, non-Hispanic</u>	1		
<u>American Indian/ Alaska Native</u>	1		
<u>Asian/Pacific Islander</u>	1		1
<u>Hispanic</u>			3
<u>White, non-Hispanic</u>	109	3	48
<u>Race and ethnicity unknown</u>	1		
<b>Total women</b>	114	3	52
<b>Total (men+women)</b>	212	4	71
Total from EAP	212	4	71

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**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, 2008			
	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>
<b>Men</b>				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>
<u>White, non-Hispanic</u>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="12"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	1	1	0	17
<b>Women</b>				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
<u>White, non-Hispanic</u>	<input type="text" value="1"/>	<input type="text" value="52"/>	<input type="text"/>	<input type="text" value="25"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	1	53	0	29
<b>Total (men+women)</b>	2	54	0	46
Total from EAP	2	54	0	46

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**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, 2008

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
<b>Men</b>			
<u>Nonresident alien</u>	3	30	33
<u>Black, non-Hispanic</u>	3	10	13
<u>American Indian/Alaska Native</u>	1		1
<u>Asian/Pacific Islander</u>	0		0
<u>Hispanic</u>	3	2	5
<u>White, non-Hispanic</u>	127	59	186
<u>Race and ethnicity unknown</u>	0		0
<b>Total men</b>	137	101	238
<b>Women</b>			
<u>Nonresident alien</u>	1	43	44
<u>Black, non-Hispanic</u>	3	12	15
<u>American Indian/ Alaska Native</u>	2	3	5
<u>Asian/Pacific Islander</u>	2	3	5
<u>Hispanic</u>	5	9	14
<u>White, non-Hispanic</u>	238	135	373
<u>Race and ethnicity unknown</u>	1	1	2
<b>Total women</b>	252	206	458
<b>Total (men+women)</b>	389	307	696
Total from EAP		307	



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**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, 2008						
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women	
<u>Nonresident alien</u>		21	16	33	44	54	60
<u>Black, non-Hispanic</u>		33	46	13	15	46	61
<u>American Indian/Alaska Native</u>		2	3	1	5	3	8
<u>Asian/Pacific Islander</u>		22	16	0	5	22	21
<u>Hispanic</u>		13	11	5	14	18	25
<u>White, non-Hispanic</u>		751	871	186	373	937	1,244
<u>Race and ethnicity unknown</u>		0	0	0	2	0	2
<b>Grand total</b>		842	963	<b>238</b>	<b>458</b>	1,080	1,421

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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, 2008 and still on payroll of the institution as of November 1, 2008)**

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<b>Men</b>					
Nonresident alien	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	4
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="8"/>	<input type="text" value="2"/>	<input type="text"/>	11
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	1	12	2	0	15
<b>Women</b>					
Nonresident alien	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
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"/>	<input type="text" value="13"/>	<input type="text" value="3"/>	<input type="text"/>	16
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	14	3	0	17
<b>Total (men+women)</b>	1	26	5	0	32

Institution: University of Northern Iowa (154095)

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**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, 2008 and still on payroll of the institution as of November 1, 2008)**

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
<b>Men</b>							
Nonresident alien							0
Black, non-Hispanic							0
American Indian/Alaska Native							0
Asian/Pacific Islander							0
Hispanic			1				1
White, non-Hispanic	1	9			1	6	17
Race and ethnicity unknown							0
<b>Total men</b>	<b>1</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>18</b>
<b>Women</b>							
Nonresident alien							0
Black, non-Hispanic		1				1	2
American Indian/Alaska Native							0
Asian/Pacific Islander							0
Hispanic		1					1
White, non-Hispanic		14		5		2	21
Race and ethnicity unknown							0
<b>Total women</b>	<b>0</b>	<b>16</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>24</b>
<b>Total (men+women)</b>	<b>1</b>	<b>25</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>9</b>	<b>42</b>

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, 2008 and still on payroll of the institution as of November 1, 2008)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	4	1	5
<u>Black, non-Hispanic</u>	0	2	2
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0
<u>Hispanic</u>	1	1	2
<u>White, non-Hispanic</u>	28	37	65
<u>Race and ethnicity unknown</u>	0	0	0
<b>Grand total</b>	<b>33</b>	<b>41</b>	<b>74</b>

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**Human Resources Survey Evaluation**

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

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Institution: University of Northern Iowa (154095)

User ID: P81540951

Explanation Report					
Number	Source	Location	Description	Severity	Accepted
<b>Screen: Salaries 11/12 mo</b>					
1	Row 7 Column 4	Screen Entry	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 40457 and 60685. Please fix or explain.	Explanation	Yes
Reason:	The information is correct: the individual included in this category last year has been promoted.				
2	Row 12 Column 4	Screen Entry	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 66780 and 100170. Please fix or explain.	Explanation	Yes
Reason:	The information is correct: the individual included in this category last year has retired.				
3	Row 14 Column 4	Screen Entry	The average salary for one of the academic ranks in 11/12 month contracts 55696, is not within the expected range between 59778 and 89666. Please fix or explain.	Explanation	Yes
Reason:	The information is correct: the individuals included in this category have changed.				
<b>Screen: Benefits 9/10 mo</b>					
4	Row 16 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 14, is not within the expected range between 15 and 27. Please fix or explain.	Explanation	Yes
Reason:	Rates at UNI are reviewed and adjusted annually based on actual usage. This year the rate declined slightly.				
5	Row 17 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 154, is not within the expected range between 162 and 300. Please fix or explain.	Explanation	Yes
Reason:	Rates at UNI are reviewed and adjusted annually based on actual usage. This year the rate declined slightly.				
<b>Screen: Benefits 11/12 mo</b>					
6	Row 16 Column 5	Screen Entry	The average expenditure for one of benefits in 11/12 month contracts 14, is not within the expected range between 15 and 27. Please fix or explain.	Explanation	Yes
Reason:	Rates at UNI are reviewed and adjusted annually based on actual usage. This year the rate declined slightly.				
7	Row 17 Column 5	Screen Entry	The average expenditure for one of benefits in 11/12 month contracts 154, is not within the expected range between 162 and 300. Please fix or explain.	Explanation	Yes
Reason:	Rates at UNI are reviewed and adjusted annually based on actual usage. This year the rate declined slightly.				



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