

## Human Resources 2009-10

Institution: University of Northern Iowa (154095)

User ID: P91540951

**Human Resources Screening Questions****Does your institution have any part-time staff?***If you answer **Yes** to this question, you will be provided the screens to report part-time staff.* Yes  No**Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2009 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, 2009? (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**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?

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

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

Two or more races

**OLD categories:**Black, non-HispanicAmerican Indian/Alaska NativeAsian/Pacific IslanderHispanicWhite, non-Hispanic**Categories used in BOTH New and Old:**Nonresident alienRace 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, 2009**

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>	387	124	64		575
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	387	124	64	0	575
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	387	124	64	0	575
<u>Executive/administrative/managerial</u>	61	1		49	111
<u>Other professionals (support/service)</u>				554	554
<u>Technical and paraprofessionals</u>				26	26
<u>Clerical and secretarial</u>				222	222
<u>Skilled crafts</u>				59	59
<u>Service/Maintenance</u>				205	205
<b>Total full time</b>	448	125	64	1,115	1,752
Total from prior year	<b>443</b>	<b>133</b>	<b>71</b>	<b>1,158</b>	<b>1,805</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, 2009

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	<u>Graduate assistants</u>
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system	Without faculty status		
<u>Primarily instruction</u>			144		144	
<u>Instruction/research/public service</u>	32				32	303
Primarily instruction + Instruction/research/public service	32	0	144	0	176	303
<u>Primarily research</u>					0	
<u>Primarily public service</u>					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	32	0	144	0	176	303
<u>Executive/administrative/managerial</u>				1	1	
<u>Other professionals (support/service)</u>				74	74	
<u>Technical and paraprofessionals</u>				2	2	
<u>Clerical and secretarial</u>				48	48	
<u>Skilled crafts</u>					0	
<u>Service/Maintenance</u>				43	43	
<b>Total part time</b>	32	0	144	168	344	303
Total from prior year	<b>34</b>		<b>180</b>	<b>175</b>	<b>389</b>	<b>307</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, 2009**

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Graduate assistants	Graduate assistants py	Total including Graduate assistants
<u>Primarily instruction</u>	575	<b>587</b>	144	<b>212</b>	0		719
<u>Instruction/research/public service</u>	0		32		303	<b>307</b>	335
Primarily instruction + Instruction/research/public service	575	587	176	212	303	307	1,054
<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	575	587	176	212	303	307	1,054
<u>Executive/administrative/managerial</u>	111	<b>110</b>	1	<b>4</b>	0		112
<u>Other professionals (support/service)</u>	554	<b>567</b>	74	<b>71</b>	0		628
<u>Technical and paraprofessionals</u>	26	<b>29</b>	2	<b>2</b>	0		28
<u>Clerical and secretarial</u>	222	<b>238</b>	48	<b>54</b>	0		270
<u>Skilled crafts</u>	59	<b>63</b>	0		0		59
<u>Service/Maintenance</u>	205	<b>211</b>	43	<b>46</b>	0		248
<b>Grand total</b>	1,752	<b>1,805</b>	344	<b>389</b>	303	<b>307</b>	2,399

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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, 2009**

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="117"/>	<input type="text" value="2"/>	119
Associate professors	<input type="text"/>	<input type="text" value="100"/>	<input type="text" value="3"/>	103
Assistant professors	<input type="text"/>	<input type="text" value="61"/>	<input type="text" value="1"/>	62
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	313	6	319
Total men from prior year		<b>315</b>	<b>7</b>	
<b>Women</b>				
Professors	<input type="text"/>	<input type="text" value="38"/>	<input type="text"/>	38
Associate professors	<input type="text"/>	<input type="text" value="85"/>	<input type="text" value="4"/>	89
Assistant professors	<input type="text"/>	<input type="text" value="57"/>	<input type="text" value="2"/>	59
Instructors	<input type="text"/>	<input type="text" value="69"/>	<input type="text" value="1"/>	70
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	249	7	256
Total women from prior year		<b>258</b>	<b>7</b>	
<b>Total (men + women)</b>	0	562	13	575
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				575
Total from prior year (Salaries section)		<b>573</b>	<b>14</b>	<b>587</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 and above 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, 2009				Total from Part D (Headcount screen)
	Faculty status				
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system	Without faculty status	
<b>Men</b>					
Professors	115		2		117
Associate Professors	98	2			100
Assistant Professors	5	56			61
Instructors	11		24		35
Lecturers					
No academic rank					
<b>Total men</b>	229	58	26	0	313
<b>Total men prior year</b>	<b>226</b>	<b>62</b>	<b>27</b>	<b>0</b>	<b>315</b>
<b>Women</b>					
Professors	38				38
Associate Professors	83	2			85
Assistant Professors	3	54			57
Instructors	25	7	37		69
Lecturers					
No academic rank					
<b>Total women</b>	149	63	37	0	249
<b>Total women prior year</b>	<b>148</b>	<b>68</b>	<b>42</b>	<b>0</b>	<b>258</b>
<b>Total (men + women)</b>	378	121	63	0	562

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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 and above 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, 2009

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	
<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"/>	<input type="text"/>	1
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	 0	0	6
<b>Total men prior year</b>	5	1	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>	4	2	1	0	7
<b>Total (men + women)</b>	9	3	1	0	13



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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, 2009			
	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	117	10,040,440	85,816	<b>87,334</b>
Associate professors	100	7,023,389	70,234	<b>70,102</b>
Assistant professors	61	3,383,683	55,470	<b>57,484</b>
Instructors	35	1,716,895	49,054	<b>48,833</b>
Lecturers				
No academic rank				
<b>Total men</b>	313	22,164,407	70,813	
<b>Women</b>				
Professors	38	2,959,369	77,878	<b>80,415</b>
Associate professors	85	5,381,246	63,309	<b>65,670</b>
Assistant professors	57	3,037,693	53,293	<b>53,231</b>
Instructors	69	3,315,628	48,053	<b>47,983</b>
Lecturers				
No academic rank				
<b>Total women</b>	249	14,693,936	59,012	
<b>Total (men + women)</b>	562	36,858,343	65,584	

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**Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays****Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank****As of November 1, 2009**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	2	171,187	85,594	<b>84,369</b>
Associate professors	3	197,496	65,832	<b>65,585</b>
Assistant professors	1	54,069	54,069	<b>48,126</b>
Instructors				<b>0</b>
Lecturers				
No academic rank				
<b>Total men</b>	<b>6</b>	<b>422,752</b>	<b>70,459</b>	
<b>Women</b>				
Professors				<b>0</b>
Associate professors	4	284,881	71,220	<b>70,173</b>
Assistant professors	2	111,392	55,696	<b>55,696</b>
Instructors	1	45,551	45,551	<b>44,551</b>
Lecturers				
No academic rank				
<b>Total women</b>	<b>7</b>	<b>441,824</b>	<b>63,118</b>	
<b>Total (men + women)</b>	<b>13</b>	<b>864,576</b>	<b>66,506</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, 2009

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	559	3,194,391	5,714	<b>6,323</b>
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	526	5,183,050	9,854	<b>9,740</b>
Group life insurance	531	261,256	492	<b>497</b>
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	484	401,958	830	<b>831</b>
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	559	2,748,738	4,917	<b>4,903</b>
Unemployment compensation taxes	559	11,739	21	<b>14</b>
Worker's compensation taxes	559	195,650	⚠ 350	<b>154</b>
Other benefits in kind with cash options				
<b>Total expenditures</b>		11,996,782	21,347	

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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, 2009**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	13	74,930	5,764	<b>6,367</b>
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	13	122,910	9,455	<b>9,710</b>
Group life insurance	13	6,702	516	<b>499</b>
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	12	10,102	842	<b>808</b>
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	13	66,141	5,088	<b>4,915</b>
Unemployment compensation taxes	13	273	21	<b>14</b>
Worker's compensation taxes	13	4,550	⚠ 350	<b>154</b>
Other benefits in kind with cash options				
<b>Total expenditures</b>		<b>285,608</b>	<b>21,970</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, 2009

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
<u>Hispanic/Latino</u>	<input type="text" value="3"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	6
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text" value="9"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	15
<u>Black or African American</u>	<input type="text" value="5"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>White</u>	<input type="text" value="99"/>	<input type="text" value="84"/>	<input type="text" value="5"/>	<input type="text" value="11"/>	<input type="text"/>	<input type="text"/>	199
Two or more races	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	117	101	5	11	0	0	234
<b>Women</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	4
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	3
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text" value="37"/>	<input type="text" value="76"/>	<input type="text" value="3"/>	<input type="text" value="23"/>	<input type="text"/>	<input type="text"/>	139
Two or more races	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	38	87	3	25	0	0	153
<b>Total (men+women)</b>	155	188	8	36	0	0	387
Total from EAP							387

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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, 2009

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	10	<input type="text"/>	<input type="text"/>	<input type="text"/>	10
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	3	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	2	41	<input type="text"/>	<input type="text"/>	<input type="text"/>	43
Two or more races	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	2	57	0	0	0	59
<b>Women</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	9	<input type="text"/>	<input type="text"/>	<input type="text"/>	9
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	3	1	<input type="text"/>	<input type="text"/>	4
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	2	40	7	<input type="text"/>	<input type="text"/>	49
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	2	55	8	0	0	65
<b>Total (men+women)</b>	0	4	112	8	0	0	124
Total from EAP							124

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	2
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	2
<u>Black or African American</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	2
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="20"/>	<input type="text"/>	<input type="text"/>	20
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	2	0	0	24	0	0	26
<b>Women</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="33"/>	<input type="text"/>	<input type="text"/>	34
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<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	37	0	0	38
<b>Total (men+women)</b>	2	0	1	61	0	0	64
Total from EAP							64

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009**

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

Gender and race/ethnicity	Total
<b>Men</b>	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	0
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	
<b>Total men</b>	<b>0</b>
<b>Women</b>	
<u>Nonresident alien</u>	0
<u>Hispanic/Latino</u>	0
<u>American Indian or Alaska Native</u>	0
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	
<b>Total women</b>	<b>0</b>
<b>Total (men+women)</b>	<b>0</b>
Total from EAP	0



Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	16	10	26
<u>Hispanic/Latino</u>	7	7	14
<u>American Indian or Alaska Native</u>	0	1	1
<u>Asian</u>	20	9	29
<u>Black or African American</u>	10	4	14
<u>Native Hawaiian or Other Pacific Islander</u>	1	0	1
<u>White</u>	262	222	484
Two or more races	3	3	6
<u>Race and ethnicity unknown</u>	0	0	0
<b>Total (must equal Part H (next part))</b>	<b>319</b>	<b>256</b>	<b>575</b>

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Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009

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

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"/>	16	16
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text" value="7"/>	<input type="text"/>	7	7
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>Asian</u>	<input type="text"/>	<input type="text" value="20"/>	<input type="text"/>	20	20
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="10"/>	<input type="text"/>	10	10
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
<u>White</u>	<input type="text"/>	<input type="text" value="256"/>	<input type="text" value="6"/>	262	262
Two or more races	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	3	3
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<b>Total men</b>	0	313	6	319	319
<b>Women</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text" value="10"/>	<input type="text"/>	10	10
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text" value="7"/>	<input type="text"/>	7	7
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
<u>Asian</u>	<input type="text"/>	<input type="text" value="9"/>	<input type="text"/>	9	9
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	4	4
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>White</u>	<input type="text"/>	<input type="text" value="216"/>	<input type="text" value="6"/>	222	222
Two or more races	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	3	3
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<b>Total women</b>	0	249	7	256	256
<b>Total (men+women)</b>	0	562	13	575	<b>575</b>
Total from EAP				575	
Total (men+women) from Fall 2007		<b>561</b>	<b>15</b>		

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009

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

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>								
<u>Nonresident alien</u>		1	1	10	1	3		16
<u>Hispanic/Latino</u>			1	4	1	1		7
<u>American Indian or Alaska Native</u>								
<u>Asian</u>		1		6	6	4	3	20
<u>Black or African American</u>			1	4	4	1		10
<u>Native Hawaiian or Other Pacific Islander</u>						1		1
<u>White</u>		8	25	80	65	50	28	256
Two or more races				2		1		3
<u>Race and ethnicity unknown</u>								
<b>Total men</b>	0	10	28	106	77	61	31	313
<b>Women</b>								
<u>Nonresident alien</u>		1	2	5	1	1		10
<u>Hispanic/Latino</u>			2	3	1	1		7
<u>American Indian or Alaska Native</u>					1			1
<u>Asian</u>			3	5	1			9
<u>Black or African American</u>				1	2			3
<u>Native Hawaiian or Other Pacific Islander</u>								
<u>White</u>	1	12	40	102	42	15	4	216
Two or more races				2		1		3
<u>Race and ethnicity unknown</u>								
<b>Total women</b>	1	13	47	118	48	18	4	249
<b>Total (men+women)</b>	1	23	75	224	125	79	35	562

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009

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

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>								
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text"/>	6
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total men</b>	0	0	0	2	2	2	0	6
<b>Women</b>								
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	6
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total women</b>	0	0	1	2	4	0	0	7
<b>Total (men+women)</b>	0	0	1	4	6	2	0	13

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009**

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

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
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**Men**

<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="8"/>	<input type="text" value="18"/>	<input type="text" value="34"/>	61
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	0	0	1	9	18	36	64

**Women**

<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	2
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="14"/>	<input type="text" value="14"/>	<input type="text" value="16"/>	45
<u>Two or more races</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<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	0	1	15	14	17	47
<b>Total (men+women)</b>	0	0	0	2	24	32	53	111

Total from EAP 111

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009**

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

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>								
<u>Nonresident alien</u>		3						3
<u>Hispanic/Latino</u>		1	1	1				3
<u>American Indian or Alaska Native</u>								0
<u>Asian</u>				2				2
<u>Black or African American</u>		3	4	2	2			11
<u>Native Hawaiian or Other Pacific Islander</u>								0
<u>White</u>	5	36	53	84	38	15	9	240
<u>Two or more races</u>			1			1		2
<u>Race and ethnicity unknown</u>								0
<b>Total men</b>	5	43	59	89	40	16	9	261
<b>Women</b>								
<u>Nonresident alien</u>	1	1	2					4
<u>Hispanic/Latino</u>	1		1		1			3
<u>American Indian or Alaska Native</u>					1			1
<u>Asian</u>		1	1	1				3
<u>Black or African American</u>	2	5	2	4	1	1		15
<u>Native Hawaiian or Other Pacific Islander</u>								0
<u>White</u>	17	55	80	81	27	4	2	266
<u>Two or more races</u>			1					1
<u>Race and ethnicity unknown</u>								0
<b>Total women</b>	21	62	87	86	30	5	2	293
<b>Total (men+women)</b>	26	105	146	175	70	21	11	554
Total from EAP								554

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009**

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

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>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	2	2	15	19
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	3	2	16	21
<b>Women</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	1	1	<input type="text"/>	2
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	1	3
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	3	1	5
<b>Total (men+women)</b>	0	0	4	5	17	26
Total from EAP						26

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, 2009**

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

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>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text" value="1"/>	6
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	5	1	7
<b>Women</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="7"/>	<input type="text"/>	10
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="7"/>	<input type="text" value="41"/>	<input type="text" value="135"/>	<input type="text" value="21"/>	204
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	7	45	142	21	215
<b>Total (men+women)</b>	0	7	46	147	22	222
Total from EAP						222



Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009**

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

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>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="52"/>	<input type="text"/>	52
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	0	54	0	54
<b>Women</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text"/>	5
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	4	0	5
<b>Total (men+women)</b>	0	0	1	58	0	59
Total from EAP						59

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009**

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

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>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text" value="2"/>	<input type="text"/>	8
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="12"/>	<input type="text" value="42"/>	<input type="text" value="22"/>	<input type="text" value="14"/>	90
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	13	48	24	14	99
<b>Women</b>						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	4
<u>Black or African American</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="9"/>	<input type="text"/>	<input type="text" value="1"/>	11
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="21"/>	<input type="text" value="62"/>	<input type="text" value="5"/>	<input type="text" value="2"/>	90
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<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	22	76	5	3	106
<b>Total (men+women)</b>	0	35	124	29	17	205
Total from EAP						205

Institution: University of Northern Iowa (154095)

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**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  
(excluding instruction/research/public service staff)**

As of November 1, 2009

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>							
<u>Nonresident alien</u>		0	3	0	0	0	3
<u>Hispanic/Latino</u>		0	3	1	0	0	5
<u>American Indian or Alaska Native</u>		0	0	0	0	0	0
<u>Asian</u>		1	2	0	0	1	4
<u>Black or African American</u>		1	11	1	1	1	23
<u>Native Hawaiian or Other Pacific Islander</u>		0	0	0	0	0	0
<u>White</u>	61	240	19	6	52	90	468
Two or more races	1	2	0	0	0	0	3
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
<b>Total men</b>	<b>64</b>	<b>261</b>	<b>21</b>	<b>7</b>	<b>54</b>	<b>99</b>	<b>506</b>
<b>Women</b>							
<u>Nonresident alien</u>		0	4	0	0	0	4
<u>Hispanic/Latino</u>		0	3	0	1	0	4
<u>American Indian or Alaska Native</u>		0	1	0	0	1	2
<u>Asian</u>		0	3	0	0	4	7
<u>Black or African American</u>		2	15	2	10	11	40
<u>Native Hawaiian or Other Pacific Islander</u>		0	0	0	0	0	0
<u>White</u>	45	266	3	204	5	90	613
Two or more races	0	1	0	0	0	0	1
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
<b>Total women</b>	<b>47</b>	<b>293</b>	<b>5</b>	<b>215</b>	<b>5</b>	<b>106</b>	<b>671</b>
<b>Total (men+women)</b>	<b>111</b>	<b>554</b>	<b>26</b>	<b>222</b>	<b>59</b>	<b>205</b>	<b>1,177</b>
Total from EAP	111	554	26	222	59	205	1,177

Institution: University of Northern Iowa (154095)

User ID: P91540951

**Part J - Fall Staff - Part-time professional staff****Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2009**

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

Gender and race/ethnicity	<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>	1		
<u>Hispanic/Latino</u>			
<u>American Indian or Alaska Native</u>			
<u>Asian</u>	1		
<u>Black or African American</u>			1
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>	77		21
Two or more races			
<u>Race and ethnicity unknown</u>			
<b>Total men</b>	79	0	22
<b>Women</b>			
<u>Nonresident alien</u>	1		1
<u>Hispanic/Latino</u>			2
<u>American Indian or Alaska Native</u>			
<u>Asian</u>	1		1
<u>Black or African American</u>	4		
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>	89	1	48
Two or more races	2		
<u>Race and ethnicity unknown</u>			
<b>Total women</b>	97	1	52
<b>Total (men+women)</b>	176	1	74
Total from EAP	176	1	74

Institution: University of Northern Iowa (154095)

User ID: P91540951

**Part J - Fall Staff - Part-time non-professional staff**

**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity**

**As of November 1, 2009**

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

Gender and race/ethnicity	<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>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="9"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	0	0	0	12
<b>Women</b>				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White</u>	<input type="text" value="2"/>	<input type="text" value="48"/>	<input type="text"/>	<input type="text" value="31"/>
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	2	48	0	31
<b>Total (men+women)</b>	2	48	0	43
Total from EAP	2	48	0	43

Institution: University of Northern Iowa (154095)

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**Part J - Fall Staff - Graduate assistants and part-time grand total****Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2009**

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

Gender and race/ethnicity	Total (includes Part-time Professionals and Part-time Non- professionals)	<u>Graduate assistants</u>	Part-time grand total (includes graduate assistants)
<b>Men</b>			
<u>Nonresident alien</u>	1	27	28
<u>Hispanic/Latino</u>	1	5	6
<u>American Indian or Alaska Native</u>	1	1	2
<u>Asian</u>	1		1
<u>Black or African American</u>	2	4	6
<u>Native Hawaiian or Other Pacific Islander</u>	0		0
<u>White</u>	107	70	177
Two or more races	0	2	2
<u>Race and ethnicity unknown</u>	0		0
<b>Total men</b>	113	109	222
<b>Women</b>			
<u>Nonresident alien</u>	2	30	32
<u>Hispanic/Latino</u>	2	5	7
<u>American Indian or Alaska Native</u>	0		0
<u>Asian</u>	2	2	4
<u>Black or African American</u>	4	12	16
<u>Native Hawaiian or Other Pacific Islander</u>	0		0
<u>White</u>	219	140	359
Two or more races	2	5	7
<u>Race and ethnicity unknown</u>	0		0
<b>Total women</b>	231	194	425
<b>Total (men+women)</b>	344	303	647
Total from EAP	344	303	647

Institution: University of Northern Iowa (154095)

User ID: P91540951

**Part K - Fall Staff - Total number of staff****Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2009**

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	19	14	28	32	47	46
<u>Hispanic/Latino</u>	12	11	6	7	18	18
<u>American Indian or Alaska Native</u>	0	3	2	0	2	3
<u>Asian</u>	24	16	1	4	25	20
<u>Black or African American</u>	33	44	6	16	39	60
<u>Native Hawaiian or Other Pacific Islander</u>	1	0	0	0	1	0
<u>White</u>	730	835	177	359	907	1,194
Two or more races	6	4	2	7	8	11
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0
<b>Grand total</b>	<b>825</b>	<b>927</b>	<b>222</b>	<b>425</b>	<b>1,047</b>	<b>1,352</b>

Institution: University of Northern Iowa (154095)

User ID: P91540951

**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, 2009 and still on payroll of the institution as of November 1, 2009)

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

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<b>Men</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	2
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="5"/>	<input type="text" value="7"/>	<input type="text"/>	12
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	5	10	0	15
<b>Women</b>					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	2
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="6"/>	<input type="text"/>	9
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	4	8	0	12
<b>Total (men+women)</b>	0	9	18	0	27



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, 2009 and still on payroll of the institution as of November 1, 2009)**

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

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>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black or African American</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	14	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	14
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	15	0	0	0	0	15
<b>Women</b>							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Black or African American</u>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White</u>	<input type="text"/>	15	<input type="text"/>	2	<input type="text"/>	3	20
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	19	0	2	0	3	24
<b>Total (men+women)</b>	0	34	0	2	0	3	39

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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, 2009 and  
still on payroll of the institution as of November 1, 2009)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	2	2	4
<u>Hispanic/Latino</u>	0	2	2
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	1	1	2
<u>Black or African American</u>	1	2	3
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	26	29	55
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0
<b>Grand total</b>	<b>30</b>	<b>36</b>	<b>66</b>

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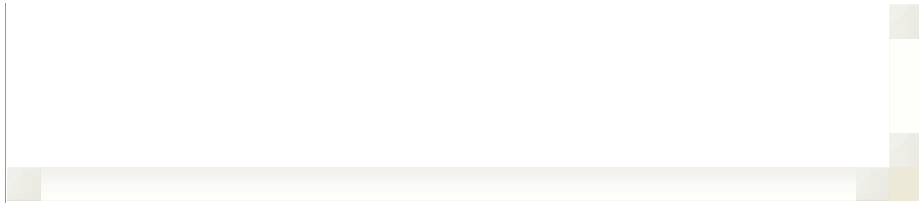
Institution: University of Northern Iowa (154095)

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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: P91540951

<b>Explanation Report</b>					
<b>Number</b>	<b>Source</b>	<b>Location</b>	<b>Description</b>	<b>Severity</b>	<b>Accepted</b>
<b>Global Edits</b>					
1		Perform Edits	The total number of employees in EAP for part-time primarily instruction entered, 144, has an expected range of between 149 and 275. Please explain this difference.	Explanation	Yes
Reason:	Funding for more tenure track faculty hiring reduced the need for part-time faculty.				
<b>Screen: Faculty Status 11/12 mo</b>					
2	Row 21 Column 7	Screen Entry	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason:	There happens to be no male faculty on 11/12 month contracts who are not on the tenure-track system. (last year there was only one)				
<b>Global Edits</b>					
3		Perform Edits	The average expenditure for one of the benefits in 9/10 month contracts, 350, is not within the expected range of between 108 and 200. Please fix or explain.	Explanation	Yes
Reason:	Possible increase in the cost of that benefit/tax.				
<b>Global Edits</b>					
4		Perform Edits	The average expenditure for one of the benefits in 11/12 month contracts, 350, is not within the expected range of between 108 and 200. Please fix or explain.	Explanation	Yes
Reason:	Possibly increase in the cost of that benefit/tax.				