

Human Resources 2005-06

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Human Resources Screening Questions

Does your institution have any **part-time** employees?

If you answer **Yes** to this question, you will be provided the screens to report part-time staff in the **Employees by Assigned Position (EAP)** and **Fall Staff** sections.

Yes No

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

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

No Yes Are ALL of the instructional staff military personnel?

No Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

Did your institution hire any **full-time permanent employees** who were included on the payroll of the institution between **July 1 and October 31, 2005** either for the **first time** or **after a break in service**? (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, you will be provided the screens to report full-time permanent **new hires** in the **Fall Staff, Part G, New Hires**, section.

Yes No

CAVEATS

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Employees by Assigned Position - Part A - Full-time

Number of **full-time** employees by faculty status and primary function/occupational activity
As of November 1, 2005

Primary function/occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Subtotal
	Tenured	On tenure track	Not on tenure track/no tenure system		
Primarily instruction			25		25
Instruction/research/public service	40	20			60
Primarily research					
Primarily public service			6		6
Executive/administrative/managerial	4			5	9
Other professionals (support/service)	4	1		42	47
Technical and paraprofessionals				7	7
Clerical and secretarial				40	40
Skilled crafts				1	1
Service/Maintenance				33	33
Total full time	48	21	31	128	228
Total from prior year	49	20	29	131	229

Employees by Assigned Position - Part B - Part-time						
Number of part-time employees by faculty status and primary function/occupational activity As of November 1, 2005						
Primary function/occupational activity(mutually exclusive categories)	Faculty status			Without faculty status	Subtotal	Graduate assistants
	Tenured	On tenure track	Not on tenure track/no tenure system			
Primarily instruction	1		75		76	
Instruction/research/public service						
Primarily research						
Primarily public service						
<u>Executive/administrative/managerial</u>						
<u>Other professionals (support/service)</u>				2	2	
<u>Technical and paraprofessionals</u>				1	1	
<u>Clerical and secretarial</u>				8	8	
<u>Skilled crafts</u>						
<u>Service/Maintenance</u>						
Total part time	1		75	11	87	
Total from prior year			89	9	98	

Salaries - Part A - Instructional staff by contract length/teaching period				
Number of full-time instructional staff by contract length/teaching period, gender, and academic rank As of November 1, 2005				
Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors		11	2	13
Associate professors		8	2	10
Assistant professors		9	1	10
Instructors				0
Lecturers		2	1	3
No academic rank				0
Total men		30	6	36
Women				
Professors		3	0	3
Associate professors		13	4	17
Assistant professors		14	0	14
Instructors				0
Lecturers		15	0	15
No academic rank				0
Total women		45	4	49

Total (men + women)		75	10	85
Total from EAP, full-time non-medical section (Primarily instruction and Instruction/research/public service lines)				85
Total from prior year (Salaries section)		72	11	83

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Institution: Indiana University-Kokomo (151333)

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Salaries - Part A - 9/10-month contracts/teaching periods

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

As of November 1, 2005

Gender and academic rank	Number	Salary outlays	Average salary
Men			
Professors	11	818,832	74,439
Associate professors	8	448,968	56,121
Assistant professors	9	475,939	52,882
Instructors			0
Lecturers	2	68,090	34,045
No academic rank			0
Total men	30	1,811,829	
Women			
Professors	3	251,322	83,774
Associate professors	13	688,529	52,964
Assistant professors	14	684,024	48,859
Instructors			0
Lecturers	15	563,968	37,598
No academic rank			0
Total women	45	2,187,843	
Total (men + women)	75	3,999,672	
Total from prior year	72	3,827,041	

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Institution: Indiana University-Kokomo (151333)

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Salaries - Part A - 11/12-month contracts/teaching periods

Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank

As of November 1, 2005

Gender and academic rank	Number	Salary outlays	Average salary
Men			
Professors	2	156,862	78,431
Associate professors	2	209,466	104,733
Assistant professors	1	57,600	57,600
Instructors			0
Lecturers	1	38,000	38,000
No academic rank			0

Total men	6	461,928	
Women			
Professors	0	0	0
Associate professors	4	302,185	75,546
Assistant professors	0	0	0
Instructors			0
Lecturers	0	0	0
No academic rank			0
Total women	4	302,185	
Total (men + women)	10	764,113	
Total from prior year	11	858,645	

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Institution: Indiana University-Kokomo (151333)

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Salaries - Part B - 9/10-month contracts/teaching periods

Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods As of November 1, 2005

Fringe benefits	Number covered	Expenditures	Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	42	326,127	7,765
<u>Retirement plans (other than Social Security) - Vested after 5-years</u>	37	176,960	4,783
Medical/dental plans	63	403,109	6,399
Group life insurance	75	12,525	167
Other insurance benefits (cafeteria plan, etc.)	0	0	0
Guaranteed disability income protection	75	13,999	187
Tuition plan (dependents only)			
Unrestricted	5	13,729	2,746
Restricted			
Housing plan			
Unrestricted			
Restricted			
Social Security taxes	75	247,022	3,294
Unemployment compensation	75	7,599	101
Worker's compensation	75	11,999	160
Other benefits in kind with cash options			
Total expenditures		1,213,069	
Total from prior year		1,160,979	

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Institution: Indiana University-Kokomo (151333)

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Salaries - Part B - 11/12-month contracts/teaching periods

Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods As of November 1, 2005

Fringe benefits	Number covered	Expenditures	Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	8	91,907	11,488

Retirement plans (other than Social Security) - Vested after 5-years	8	72,677	9,085
Medical/dental plans	10	51,747	5,175
Group life insurance	10	1,670	167
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection	10	2,664	266
Tuition plan (dependents only)			
Unrestricted	1	905	905
Restricted			
Housing plan			
Unrestricted			
Restricted			
Social Security taxes	10	45,755	4,576
Unemployment compensation	10	1,446	145
Worker's compensation	10	2,283	228
Other benefits in kind with cash options			
Total expenditures		271,054	
Total from prior year		327,760	

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Institution: Indiana University-Kokomo (151333)

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Fall Staff - Part F - Instruction/Research/Public Service staff with tenure

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, 2005

Gender and race/ethnicity	Professors	Associateprofessors	Assistantprofessors	Instructors	Lecturers	No academicrank	Total
Men							
Nonresident Alien	0	0	0				0
Black, non-Hispanic	0	0	0				0
American Indian/Alaska Native	0	0	0				0
Asian/Pacific Islander	0	0	0				0
Hispanic	0	1	0				1
White, non-Hispanic	13	9	0				22
Race/ethnicity unknown	0	0	0				0
Total men	13	10	0				23
Women							
Nonresident Alien	0	0	0				0
Black, non-Hispanic	0	0	0				0
American Indian/AlaskaNative	0	0	0				0
Asian/Pacific Islander	0	1	0				1

Hispanic	0	0	0		0
White, non-Hispanic	3	12	1		16
Race/ethnicity unknown	0	0	0		0
Total women	3	13	1		17
Total (men+women)	16	23	1		40
Total from EAP					40
Total (men+women) from Fall 2003					39

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Institution: Indiana University-Kokomo (151333)

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Fall Staff - Part F - 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, 2005

Gender and race/ethnicity	Professors	Associateprofessors	Assistantprofessors	Instructors	Lecturers	No academicrank	Total
Men							
Nonresident Alien		0	0				0
Black, non-Hispanic		0	1				1
American Indian/Alaska Native		0	0				0
Asian/Pacific Islander		0	2				2
Hispanic		0	0				0
White, non-Hispanic		0	5				5
Race/ethnicity unknown		0	0				0
Total men		0	8				8
Women							
Nonresident Alien		0	0				0
Black, non-Hispanic		0	0				0
American Indian/Alaska Native		0	0				0
Asian/Pacific Islander		0	1				1
Hispanic		0	0				0
White, non-Hispanic		1	10				11
Race/ethnicity		0	0				0

unknown							
Total women		1	11				12
Total (men+women)		1	19				20
Total from EAP							20
Total (men+women) from Fall 2003							18

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Institution: Indiana University-Kokomo (151333)

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Fall Staff - Part F - 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, 2005

Gender and race/ethnicity	Professors	Associateprofessors	Assistantprofessors	Instructors	Lecturers	No academicrank	Total
Men							
Nonresident Alien		0	0		0		0
Black, non-Hispanic		0	0		0		0
American Indian/Alaska Native		0	0		0		0
Asian/Pacific Islander		0	0		0		0
Hispanic		0	0		1		1
White, non-Hispanic		0	2		3		5
Race/ethnicity unknown		0	0		0		0
Total men		0	2		4		6
Women							
Nonresident Alien		0	0		0		0
Black, non-Hispanic		0	0		1		1
American Indian/Alaska Native		0	0		0		0
Asian/Pacific Islander		0	0		0		0
Hispanic		0	0		0		0
White, non-Hispanic		3	2		19		24
Race/ethnicity unknown		0	0		0		0

unknown						
Total women		3	2		20	25
Total (men+women)		3	4		24	31
Total from EAP						31
Total (men+women) from Fall 2003						24

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Fall Staff - Part F - 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 academic rank, gender, and race/ethnicity
As of November 1, 2005

Gender and race/ethnicity	Total
Men	
Nonresident Alien	
Black, non-Hispanic	
American Indian/AlaskaNative	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total men	
Women	
Nonresident Alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total women	
Total (men+women)	
Total from EAP	0

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Fall Staff - Part F - 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, 2005

	Total men	Total women	Total (men+women)
Nonresident Alien	0	0	0

Black, non-Hispanic	1	1	2
American Indian/Alaska Native	0	0	0
Asian/Pacific Islander	2	2	4
Hispanic	2	0	2
White, non-Hispanic	32	51	83
Race/ethnicity unknown	0	0	0
Total (must equal Part A (next part))	37	54	91
Total from Fall 2003	35	46	81

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Fall Staff - Part A - Instruction/Research/Public Service staff by contract length/teaching period

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

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

As of November 1, 2005

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part F
Men					
Nonresident Alien		0	0	0	0
Black, non-Hispanic		1	0	1	1
American Indian/Alaska Native		0	0	0	0
Asian/Pacific Islander		2	0	2	2
Hispanic		1	1	2	2
White, non-Hispanic		27	5	32	32
Race/ethnicity unknown		0	0	0	0
Total men		31	6	37	37
Women					
Nonresident Alien		0	0	0	0
Black, non-Hispanic		1	0	1	1
American Indian/Alaska Native		0	0	0	0
Asian/Pacific Islander		2	0	2	2
Hispanic		0	0	0	0
White, non-Hispanic		47	4	51	51
Race/ethnicity unknown		0	0	0	0
Total women		50	4	54	54
Total (men+women)		81	10	91	91
Total from EAP				91	
Total (men+women) from Fall 2003		70	11	81	

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Fall Staff - Part A - 9/10-month contracts/teaching periods

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, 2005

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien		0	0	0	0	0	0	0
Black, non-Hispanic		0	1	0	0	0	0	1
American Indian/Alaska Native		0	0	0	0	0	0	0
Asian/Pacific Islander		0	2	0	0	0	0	2
Hispanic		1	0	0	0	0	0	1
White, non-Hispanic		3	4	8	9	2	1	27
Race/ethnicity unknown		0	0	0	0	0	0	0
Total men		4	7	8	9	2	1	31
Women								
Nonresident alien		0	0	0	0	0	0	0
Black, non-Hispanic		1	0	0	0	0	0	1
American Indian/Alaska Native		0	0	0	0	0	0	0
Asian/Pacific Islander		0	0	2	0	0	0	2
Hispanic		0	0	0	0	0	0	0
White, non-Hispanic		15	17	9	4	2	0	47
Race/ethnicity unknown		0	0	0	0	0	0	0
Total women		16	17	11	4	2	0	50
Total (men+women)		20	24	19	13	4	1	81
Total (men+women) from Fall 2003								70

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Institution: Indiana University-Kokomo (151333)

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Fall Staff - Part A - 11/12-month contracts/teaching periods

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, 2005

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien		0		0	0	0	0	0
Black, non-Hispanic		0		0	0	0	0	0
American Indian/Alaska Native		0		0	0	0	0	0
Asian/Pacific Islander		0		0	0	0	0	0
Hispanic		0		0	0	1	0	1

White, non-Hispanic		1	1	1	1	1	5
Race/ethnicity unknown		0	0	0	0	0	0
Total men		1	1	1	2	1	6
Women							
Nonresident Alien		0	0	0	0	0	0
Black, non-Hispanic		0	0	0	0	0	0
American		0	0	0	0	0	0
Indian/Alaska Native		0	0	0	0	0	0
Asian/Pacific		0	0	0	0	0	0
Islander		0	0	0	0	0	0
Hispanic		0	0	0	0	0	0
White, non-Hispanic		0	0	3	1	0	4
Race/ethnicity unknown		0	0	0	0	0	0
Total women		0	0	3	1	0	4
Total (men+women)		1	1	4	3	1	10
Total (men+women) from Fall 2003							11

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Institution: Indiana University-Kokomo (151333)

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Fall Staff - Part B - Executive/administrative/managerial

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

As of November 1, 2005

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien		0	0	0	0		0	0
Black, non-Hispanic		0	0	0	1		0	1
American		0	0	0	0		0	0
Indian/Alaska Native		0	0	0	0		0	0
Asian/Pacific		0	0	0	0		1	1
Islander		0	0	0	0		0	0
Hispanic		0	0	0	0		0	0
White, non-Hispanic		1	2	0	0		1	4
Race/ethnicity unknown		0	0	0	0		0	0
Total men		1	2	0	1		2	6
Women								
Nonresident Alien		0	0	0	0		0	0
Black, non-Hispanic		0	0	0	0		0	0
American		0	0	0	0		0	0
Indian/Alaska Native		0	0	0	0		0	0
Asian/Pacific		0	0	0	0		0	0
Islander		0	0	0	0		0	0
Hispanic		0	0	0	0		0	0
White, non-Hispanic		0	0	1	0		2	3
Race/ethnicity unknown		0	0	0	0		0	0

unknown								
Total women		0	0	1	0		2	3
Total (men+women)		1	2	1	1		4	9
Total from EAP								9
Total (men+women) from Fall 2003								6

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Fall Staff - Part B - Other professionals (support/service)

Number of **full-time other professional (support/service)** employees by salary class intervals, gender, and race/ethnicity

As of November 1, 2005

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 over	Total
Men								
Nonresident alien	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	0	0	0	0
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	1	0	0	0	0	0	1
Hispanic	0	0	0	0	0	0	0	0
White, non-Hispanic	1	4	0	3	2	1		11
Race/ethnicity unknown	0	0	0	0	0	0	0	0
Total men	1	5	0	3	2	1		12
Women								
Nonresident alien	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	3	0	2	0	0	0	5
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0
White, non-Hispanic	1	21	5	3	0	0		30
Race/ethnicity unknown	0	0	0	0	0	0	0	0
Total women	1	24	5	5	0	0		35
Total (men+women)	2	29	5	8	2	1		47
Total from EAP								47
Total (men+women) from Fall 2003								45

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Fall Staff - Part B - Technical and paraprofessionals

Number of **full-time technical and paraprofessional** employees by salary class intervals, gender, and

race/ethnicity						
As of November 1, 2005						
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien		0	0			0
Black, non-Hispanic		0	0			0
American Indian/Alaska Native		0	0			0
Asian/Pacific Islander		0	0			0
Hispanic		0	0			0
White, non-Hispanic		1	2			3
Race/ethnicity unknown		0	0			0
Total men		1	2			3
Women						
Nonresident alien		0	0			0
Black, non-Hispanic		0	0			0
American Indian/Alaska Native		0	0			0
Asian/Pacific Islander		0	0			0
Hispanic		0	0			0
White, non-Hispanic		2	2			4
Race/ethnicity unknown		0	0			0
Total women		2	2			4
Total (men+women)		3	4			7
Total from EAP						7
Total (men+women) from Fall 2003						7

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Fall Staff - Part B - Clerical and secretarial						
Number of <u>full-time clerical and secretarial</u> employees by salary class intervals, gender, and race/ethnicity						
As of November 1, 2005						
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien	0	0	0			0
Black, non-Hispanic	0	0	0			0
American Indian/Alaska Native	0	0	0			0
Asian/Pacific Islander	0	0	0			0
Hispanic	0	0	0			0
White, non-Hispanic	0	1	0			1
Race/ethnicity unknown	0	0	0			0
Total men	0	1	0			1
Women						
Nonresident alien	0	0	0			0

Black, non-Hispanic	1	1	0		2
American Indian/Alaska Native	0	1	0		1
Asian/Pacific Islander	0	1	0		1
Hispanic	0	1	0		1
White, non-Hispanic	2	30	2		34
Race/ethnicity unknown	0	0	0		0
Total women	3	34	2		39
Total (men+women)	3	35	2		40
Total from EAP					40
Total (men+women) from Fall 2003					43

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part B - Skilled crafts

Number of **full-time skilled crafts** employees by salary class intervals, gender, and race/ethnicity
As of November 1, 2005

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien				0		0
Black, non-Hispanic				0		0
American Indian/Alaska Native				0		0
Asian/Pacific Islander				0		0
Hispanic				0		0
White, non-Hispanic				1		1
Race/ethnicity unknown				0		0
Total men				1		1
Women						
Nonresident alien				0		0
Black, non-Hispanic				0		0
American Indian/Alaska Native				0		0
Asian/Pacific Islander				0		0
Hispanic				0		0
White, non-Hispanic				0		0
Race/ethnicity unknown				0		0
Total women				0		0
Total (men+women)				1		1
Total from EAP						1
Total (men+women) from Fall 2003						1

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part B - Service/Maintenance

Number of full-time service/maintenance employees by salary class intervals, gender, and race/ethnicity As of November 1, 2005						
Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total
Men						
Nonresident alien		0	0			0
Black, non-Hispanic		4	0			4
American Indian/Alaska Native		0	0			0
Asian/Pacific Islander		0	0			0
Hispanic		0	0			0
White, non-Hispanic		14	5			19
Race/ethnicity unknown		1	0			1
Total men		19	5			24
Women						
Nonresident alien		0	0			0
Black, non-Hispanic		0	0			0
American Indian/Alaska Native		0	0			0
Asian/Pacific Islander		0	0			0
Hispanic		0	0			0
White, non-Hispanic		9	0			9
Race/ethnicity unknown		0	0			0
Total women		9	0			9
Total (men+women)		28	5			33
Total from EAP						33
Total (men+women) from Fall 2003						36

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part B - Totals

Total number of full-time employees by primary function/occupational activity, gender, and race/ethnicity As of November 1, 2005							
Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Black, non- Hispanic	1	0	0	0	0	4	5
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	1	1	0	0	0	0	2
Hispanic	0	0	0	0	0	0	0
White, non- Hispanic	4	11	3	1	1	19	39

Race/ethnicity unknown	0	0	0	0	0	1	1
Total men	6	12	3	1	1	24	47
Women							
Nonresident alien	0	0	0	0	0	0	0
Black, non-Hispanic	0	5	0	2	0	0	7
American Indian/Alaska Native	0	0	0	1	0	0	1
Asian/Pacific Islander	0	0	0	1	0	0	1
Hispanic	0	0	0	1	0	0	1
White, non-Hispanic	3	30	4	34	0	9	80
Race/ethnicity unknown	0	0	0	0	0	0	0
Total women	3	35	4	39	0	9	90
Total (men+women)	9	47	7	40	1	33	137
Total from EAP	9	47	7	40	1	33	
Total (men+women) from Fall 2003	6	45	7	43	1	36	138

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part D - PT Professionals by position

Number of **part-time** employees by primary function/occupational activity, gender, and race/ethnicity
As of November 1, 2005

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals(support/service)
Men			
Nonresident Alien	0		0
Black, non-Hispanic	1		0
American Indian/Alaska Native	0		0
Asian/Pacific Islander	2		0
Hispanic	0		0
White, non-	31		1

Hispanic			
Race/ethnicity unknown	0		0
Total men	34		1
Women			
Nonresident Alien	0		0
Black, non-Hispanic	2		0
American Indian/Alaska Native	0		0
Asian/Pacific Islander	0		0
Hispanic	0		0
White, non-Hispanic	40		1
Race/ethnicity unknown	0		0
Total women	42		1
Total (men+women)	76		2
Total from EAP	76	0	2
Total (men+women) from Fall 2003	88		1

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part D - PT Non-professionals by position

Number of **part-time** employees by primary function/occupational activity, gender, and race/ethnicity
As of November 1, 2005

Gender and race/ethnicity	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/Maintenance</u>
Men				
Nonresident Alien	0	0		
Black, non-Hispanic	0	0		
American Indian/Alaska Native	0	0		
Asian/Pacific Islander	0	0		
Hispanic	0	0		
White, non-Hispanic	0	0		
Race/ethnicity unknown	0	0		
Total men	0	0		
Women				
Nonresident Alien	0	0		
Black, non-Hispanic	0	0		
American Indian/Alaska Native	0	0		
Asian/Pacific Islander	0	0		
Hispanic	0	0		
White, non-Hispanic	1	8		

Race/ethnicity unknown	0	0		
Total women	1	8		
Total (men+women)	1	8		
Total from EAP	1	8	0	0
Total (men+women)from Fall 2003	1	7		

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part D - PT Graduate assistants

Number of **part-time** employees by primary function/occupational activity, gender, and race/ethnicity
As of November 1, 2005

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
Men			
Nonresident Alien	0		0
Black, non-Hispanic	1		1
American Indian/Alaska Native	0		0
Asian/Pacific Islander	2		2
Hispanic	0		0
White, non-Hispanic	32		32
Race/ethnicity unknown	0		0
Total men	35		35
Women			
Nonresident Alien	0		0
Black, non-Hispanic	2		2
American Indian/ Alaska Native	0		0
Asian/Pacific Islander	0		0
Hispanic	0		0
White, non-Hispanic	50		50
Race/ethnicity unknown	0		0
Total women	52		52
Total (men+women)	87		87
Total from EAP			0
Total (men+women) from Fall 2003			

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part E - Total Employees

Total number of employees by employment status, gender, and race/ethnicity
As of November 1, 2005

	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	6	8	1	2	7	10

American Indian/Alaska Native	0	1	0	0	0	1
Asian/Pacific Islander	4	3	2	0	6	3
Hispanic	2	1	0	0	2	1
White, non-Hispanic	71	131	32	50	103	181
Race/ethnicity unknown	1	0	0	0	1	0
Grand total	84	144	35	52	119	196
Grand total from Fall 2003	79	140	41	56	120	196

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part G - New Hires by 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, 2005)

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/no tenure system		
Men					
Nonresident Alien		0	0		0
Black, non-Hispanic		0	0		0
American Indian/Alaska Native		0	0		0
Asian/Pacific Islander		1	0		1
Hispanic		0	0		0
White, non-Hispanic		0	4		4
Race/ethnicity unknown		0	0		0
Total men		1	4		5
Women					
Nonresident Alien		0	0		0
Black, non-Hispanic		0	0		0
American Indian/Alaska Native		0	0		0
Asian/Pacific Islander		1	0		1
Hispanic		0	0		0
White, non-Hispanic		2	1		3
Race/ethnicity unknown		0	0		0
Total women		3	1		4
Total (men+women)		4	5		9

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Institution: Indiana University-Kokomo (151333)

Fall Staff - Part G - New Hires By position

Number of all other **full-time permanent new hires** by primary function/occupational activity, gender, and race/ethnicity
(Hired full time between July 1 and October 31, 2005)

Gender and race/ethnicity	<u>Executive/administrative/managerial</u>	<u>Otherprofessionals(support/service)</u>	<u>Technicalandparaprofessional</u>
Men			
Nonresident Alien	0	0	0
Black, non-Hispanic	0	0	0
American Indian/Alaska Native	0	0	0
Asian/Pacific Islander	0	0	0
Hispanic	0	0	0
White, non-Hispanic	1	2	0
Race/ethnicity unknown	0	0	0
Total men	1	2	0
Women			
Nonresident Alien	0	0	0
Black, non-Hispanic	0	0	0
American Indian/Alaska Native	0	0	0
Asian/Pacific Islander	0	0	0
Hispanic	0	0	0
White, non-Hispanic	0	3	0
Race/ethnicity unknown	0	0	0
Total women	0	3	0
Total (men+women)	1	5	0

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Fall Staff - Part G - 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, 2005)

	Total men	Total women
Nonresident Alien	0	0
Black, non-Hispanic	0	1
American Indian/Alaska Native	0	0
Asian/Pacific Islander	1	1

Hispanic	0	0
White, non-Hispanic	9	10
Race/ethnicity unknown	0	0
Total	10	12
Total from Fall 2003	12	18

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Human Resources Survey Evaluation

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

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Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Explanation Report

Number	Source	Location	Description	Severity	Accepted
Global Edits					
1	Perform Edits		The average salary for the academic rank Professors, men in 11/12-month contracts/teaching periods, 78431, should be equal to or greater than that of the lower rank, 104733. Please fix or provide an explanation.	Explanation	Yes
Reason: We have an associate professor who previously a regular professor and he kept the professor salary which caused the average to be higher.					
Screen: Benefits 11/12 mo					
2	Screen Entry	Row 19 Column 4	The number entered, 271054, has an expected range of between 278597 and 393312. Please explain this difference.	Explanation	Yes
Reason: error in prior reporting of Social Security totals					