

Human Resources 2006-07

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Human Resources Screening Questions

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

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

Yes No

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

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

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

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **July 1 and October 31, 2006** 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, 2006**? (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 section (long version), Part L**.

Yes No

CAVEATS

Institution: Indiana University-Kokomo (151333)

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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, 2006

| Primary function/ occupational activity (mutually exclusive categories) | Faculty status | | | Without faculty status | Subtotal |
|---|----------------|-----------------|---|------------------------------|------------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | | |
| <u>Primarily instruction</u> | | | 27 | | 27 |
| <u>Instruction/research/public service</u> | 38 | 21 | | | 59 |
| <u>Primarily research</u> | | | | | 0 |
| <u>Primarily public service</u> | | | 2 | | 2 |
| <u>Executive/administrative/managerial</u> | 5 | | | 5 | 10 |
| <u>Other professionals (support/service)</u> | 4 | 1 | | 45 | 50 |
| <u>Technical and paraprofessionals</u> | | | | 6 | 6 |
| <u>Clerical and secretarial</u> | | | | 41 | 41 |
| <u>Skilled crafts</u> | | | | 1 | 1 |
| <u>Service/Maintenance</u> | | | | 32 | 32 |
| Total full time | 47 | 22 | 29 | 130 | 228 |
| Total from prior year | 48 | 21 | 31 | 128 | 228 |

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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, 2006

| Primary function/ | Faculty status | | | |
|-------------------|----------------|--|--|--|
|-------------------|----------------|--|--|--|

| occupational activity (mutually exclusive categories) | <u>Tenured</u> | <u>On tenure track</u> | Not on tenure track/ no tenure system | Without faculty status | Subtotal | <u>Graduate assistants</u> |
|--|----------------|------------------------|--|------------------------|-----------|----------------------------|
| <u>Primarily instruction</u> | | | 77 | | 77 | |
| <u>Instruction/research/public service</u> | | | | | 0 | |
| <u>Primarily research</u> | | | | | 0 | |
| <u>Primarily public service</u> | | | | 2 | 2 | |
| <u>Executive/administrative/managerial</u> | | | | | 0 | |
| <u>Other professionals (support/service)</u> | | | | | 0 | |
| <u>Technical and paraprofessionals</u> | | | | 1 | 1 | |
| <u>Clerical and secretarial</u> | | | | 8 | 8 | |
| <u>Skilled crafts</u> | | | | | 0 | |
| <u>Service/Maintenance</u> | | | | | 0 | |
| Total part time | 0 | 0 | 77 | 11 | 88 | 0 |
| Total from prior year | 1 | | 75 | 11 | 87 | |

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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, 2006

| Primary function/occupational activity | Full-time | Part-time | Total |
|--|-----------|-----------|-------|
| <u>Primarily instruction</u> | 27 | 77 | 104 |
| <u>Instruction/research/public service</u> | 59 | 0 | 59 |
| <u>Primarily research</u> | 0 | 0 | 0 |
| <u>Primarily public service</u> | 2 | 2 | 4 |

| | | | |
|--|-----|----|-----|
| <u>Executive/administrative/managerial</u> | 10 | 0 | 10 |
| <u>Other professionals (support/service)</u> | 50 | 0 | 50 |
| <u>Technical and paraprofessionals</u> | 6 | 1 | 7 |
| <u>Clerical and secretarial</u> | 41 | 8 | 49 |
| <u>Skilled crafts</u> | 1 | 0 | 1 |
| <u>Service/Maintenance</u> | 32 | 0 | 32 |
| Grand total | 228 | 88 | 316 |

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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, 2006 | | | | |
|---|-------------------|------------|-------------|-----------|
| Gender and academic rank | Less-than-9-month | 9/10-month | 11/12-month | Total |
| Men | | | | |
| Professors | | 10 | 2 | 12 |
| Associate professors | | 7 | 2 | 9 |
| Assistant professors | | 11 | 2 | 13 |
| Instructors | | | | 0 |
| Lecturers | | 3 | 1 | 4 |
| No academic rank | | | | 0 |
| Total men | 0 | 31 | 7 | 38 |
| Women | | | | |
| Professors | | 4 | | 4 |
| Associate professors | | 13 | 5 | 18 |
| Assistant professors | | 12 | 1 | 13 |

| | | | | | |
|---|--|---|----|----|----|
| Instructors | | | | | 0 |
| Lecturers | | | 13 | | 13 |
| No academic rank | | | | | 0 |
| Total women | | 0 | 42 | 6 | 48 |
| Total (men + women) | | 0 | 73 | 13 | 86 |
| Total from EAP, full-time non-medical section (Primarily instruction and Instruction/research/public service lines) | | | | | 86 |
| Total from prior year (Salaries section) | | | | | 85 |

Institution: Indiana University-Kokomo (151333)

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

**** The reporting of data for this screen is **optional** this year,
but will be mandatory next year for 4-year degree-granting institutions ****

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

As of November 1, 2006

| Gender and academic rank | Faculty status | | | Without faculty status | Subtotal |
|--------------------------|----------------|-----------------|--|------------------------|----------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | | |
| Men | | | | | |
| Professors | 10 | | | | 10 |
| Associate Professors | 7 | | | | 7 |
| Assistant Professors | | 8 | 3 | | 11 |

| | | | | | |
|----------------------------|-----------|-----------|-----------|----------|-----------|
| Instructors | | | | | |
| Lecturers | | | 3 | | 3 |
| No academic rank | | | | | |
| Total men | 17 | 8 | 6 | 0 | 31 |
| Women | | | | | |
| Professors | 4 | | | | 4 |
| Associate Professors | 9 | 2 | 2 | | 13 |
| Assistant Professors | | 9 | 3 | | 12 |
| Instructors | | | | | |
| Lecturers | | | 13 | | 13 |
| No academic rank | | | | | |
| Total women | 13 | 11 | 18 | 0 | 42 |
| Total (men + women) | 30 | 19 | 24 | 0 | 73 |

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

**** The reporting of data for this screen is **optional** this year,
but will be mandatory next year for 4-year degree-granting institutions ****

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

As of November 1, 2006

| | Faculty status | | Without |
|--|----------------|--------|---------|
| | | Not on | |
| | | | |

| Gender and academic rank | Tenured | On tenure track | tenure track/ no tenure system | faculty status | Subtotal |
|----------------------------|----------|-----------------|-----------------------------------|-------------------|-----------|
| Men | | | | | |
| Professors | 2 | | | | 2 |
| Associate Professors | 2 | | | | 2 |
| Assistant Professors | | 1 | 1 | | 2 |
| Instructors | | | | | |
| Lecturers | | | 1 | | 1 |
| No academic rank | | | | | |
| Total men | 4 | 1 | 2 | 0 | 7 |
| Women | | | | | |
| Professors | | | | | |
| Associate Professors | 4 | | 1 | | 5 |
| Assistant Professors | | 1 | | | 1 |
| Instructors | | | | | |
| Lecturers | | | | | |
| No academic rank | | | | | |
| Total women | 4 | 1 | 1 | 0 | 6 |
| Total (men + women) | 8 | 2 | 3 | 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
As of November 1, 2006**

| Gender and academic rank | Number | Salary outlays | Average salary | Prior year |
|--------------------------|--------|----------------|----------------|------------|
|--------------------------|--------|----------------|----------------|------------|

| | | | | Average salary |
|----------------------------|-----------|------------------|--------|----------------|
| Men | | | | |
| Professors | 10 | 779,631 | 77,963 | 74,439 |
| Associate professors | 7 | 387,270 | 55,324 | 56,121 |
| Assistant professors | 11 | 565,772 | 51,434 | 52,882 |
| Instructors | | | | |
| Lecturers | 3 | 106,565 | 35,522 | 34,045 |
| No academic rank | | | | |
| Total men | 31 | 1,839,238 | | |
| Women | | | | |
| Professors | 4 | 331,873 | 82,968 | 83,774 |
| Associate professors | 13 | 676,267 | 52,021 | 52,964 |
| Assistant professors | 12 | 612,447 | 51,037 | 48,859 |
| Instructors | | | | |
| Lecturers | 13 | 489,468 | 37,651 | 37,598 |
| No academic rank | | | | |
| Total women | 42 | 2,110,055 | | |
| Total (men + women) | 73 | 3,949,293 | | |




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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, 2006**

| Gender and academic rank | Number | Salary outlays | Average salary | Prior year Average salary |
|--------------------------|--------|----------------|----------------|------------------------------|
|--------------------------|--------|----------------|----------------|------------------------------|

| Men | | | | | |
|----------------------------|-----------|------------------|---|---------|---------|
| Professors | 2 | 157,117 |  | 78,559 | 78,431 |
| Associate professors | 2 | 213,957 | | 106,979 | 104,733 |
| Assistant professors | 2 | 145,810 |  | 72,905 | 57,600 |
| Instructors | | | | | |
| Lecturers | 1 | 38,654 | | 38,654 | 38,000 |
| No academic rank | | | | | |
| Total men | 7 | 555,538 | | | |
| Women | | | | | |
| Professors | | | | | |
| Associate professors | 5 | 369,831 |  | 73,966 | 75,546 |
| Assistant professors | 1 | 81,000 | | 81,000 | |
| Instructors | | | | | |
| Lecturers | | | | | |
| No academic rank | | | | | |
| Total women | 6 | 450,831 | | | |
| Total (men + women) | 13 | 1,006,369 | | | |




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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, 2006**

Prior year

| Fringe benefits | Number covered | Expenditures | Average expenditures | Average expenditures |
|--|----------------|------------------|---|----------------------|
| <u>Retirement plans (other than Social Security) - Vested within 5-years</u> | 37 | 296,976 | 8,026 | 7,765 |
| <u>Retirement plans (other than Social Security) - Vested after 5-years</u> | 33 | 160,105 | 4,852 | 4,783 |
| Medical/dental plans | 60 | 419,737 | 6,996 | 6,399 |
| Group life insurance | 73 | 12,191 | 167 | 167 |
| <u>Other insurance benefits (cafeteria plan, etc.)</u> | | | | 0 |
| Guaranteed disability income protection | 73 | 11,216 |  154 | 187 |
| Tuition plan (dependents only) | | | | |
| Unrestricted | 4 | 15,284 |  3,821 | 2,746 |
| <u>Restricted</u> | | | | |
| Housing plan | | | | |
| Unrestricted | | | | |
| Â Â Â <u>Restricted</u> | | | | |
| Social Security taxes | 73 | 243,528 |  3,336 | 4,059 |
| Unemployment compensation | 73 | 7,504 | 103 | 101 |
| Worker's compensation | 73 | 11,848 | 162 | 160 |
| Other benefits in kind with cash options | | | | |
| Total expenditures | | 1,178,389 | | |

**Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods
As of November 1, 2006**

| Fringe benefits | Number covered | Expenditures | Average expenditures | Prior year Average expenditures |
|--|----------------|----------------|----------------------|---------------------------------|
| <u>Retirement plans (other than Social Security) - Vested within 5-years</u> | 9 | 101,241 | 11,249 | 11,488 |
| <u>Retirement plans (other than Social Security) - Vested after 5-years</u> | 9 | 75,680 | 8,409 | 9,085 |
| Medical/dental plans | 10 | 63,904 | 6,390 | 5,175 |
| Group life insurance | 13 | 2,171 | 167 | 167 |
| <u>Other insurance benefits (cafeteria plan, etc.)</u> | | | | 266 |
| Guaranteed disability income protection | 13 | 2,858 | 220 | 0 |
| Tuition plan (dependents only) | | | | |
| Unrestricted | | 0 | | 905 |
| <u>Restricted</u> | | | | |
| Housing plan | | | | |
| Unrestricted | | | | |
| <u>Restricted</u> | | | | |
| Social Security taxes | 13 | 60,679 | 4,668 | 5,635 |
| Unemployment compensation | 13 | 1,912 | 147 | 145 |
| Worker's compensation | 13 | 3,019 | 232 | 228 |
| Other benefits in kind with cash options | | | | |
| Total expenditures | | 311,464 | | |

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

NOTE: These data are **optional** this year.

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, 2006

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|--------------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-----------|
| Men | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | | 0 |
| <u>Hispanic</u> | | 1 | | | | | 1 |
| <u>White, non-Hispanic</u> | 12 | 8 | | | | | 20 |
| <u>Race/ethnicity unknown</u> | | | | | | | 0 |
| Total men | 12 | 9 | 0 | 0 | 0 | 0 | 21 |
| Women | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | | 0 |

| | | | | | | | |
|----------------------------------|-----------|-----------|----------|----------|----------|----------|-----------|
| <u>Asian/Pacific Islander</u> | | 1 | | | | | 1 |
| <u>Hispanic</u> | | | | | | | 0 |
| <u>White, non-Hispanic</u> | 4 | 12 | | | | | 16 |
| <u>Race/ethnicity unknown</u> | | | | | | | 0 |
| Total women | 4 | 13 | 0 | 0 | 0 | 0 | 17 |
| Total (men+women) | 16 | 22 | 0 | 0 | 0 | 0 | 38 |
| Total from EAP | | | | | | | 38 |
| Total (men+women) from Fall 2005 | | | | | | | 40 |

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

NOTE: These data are **optional** this year.

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, 2006

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|--------------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
| Men | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | 1 | | | | 1 |
| <u>American Indian/Alaska Native</u> | | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | 3 | | | | 3 |

| | | | | | | | |
|----------------------------------|----------|----------|-----------|----------|----------|----------|-----------|
| Hispanic | | | | | | | 0 |
| White, non-Hispanic | | | 5 | | | | 5 |
| Race/ethnicity unknown | | | | | | | 0 |
| Total men | 0 | 0 | 9 | 0 | 0 | 0 | 9 |
| Women | | | | | | | |
| Nonresident Alien | | | | | | | 0 |
| Black, non-Hispanic | | | | | | | 0 |
| American Indian/Alaska Native | | | | | | | 0 |
| Asian/Pacific Islander | | | 3 | | | | 3 |
| Hispanic | | | | | | | 0 |
| White, non-Hispanic | | 2 | 7 | | | | 9 |
| Race/ethnicity unknown | | | | | | | 0 |
| Total women | 0 | 2 | 10 | 0 | 0 | 0 | 12 |
| Total (men+women) | 0 | 2 | 19 | 0 | 0 | 0 | 21 |
| Total from EAP | | | | | | | 21 |
| Total (men+women) from Fall 2005 | | | | | | | 20 |

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

NOTE: These data are **optional** this year.

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, 2006

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|--------------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|----------|
| Men | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | | 0 |
| <u>Hispanic</u> | | | 1 | | 1 | | 2 |
| <u>White, non-Hispanic</u> | | | 3 | | 3 | | 6 |
| <u>Race/ethnicity unknown</u> | | | | | | | 0 |
| Total men | 0 | 0 | 4 | 0 | 4 | 0 | 8 |
| Women | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | | 0 |

| | | | | | | | |
|----------------------------------|---|---|---|---|----|---|----|
| <u>Hispanic</u> | | | | | | | 0 |
| <u>White, non-Hispanic</u> | | 3 | 3 | | 15 | | 21 |
| <u>Race/ethnicity unknown</u> | | | | | | | 0 |
| Total women | 0 | 3 | 3 | 0 | 15 | 0 | 21 |
| Total (men+women) | 0 | 3 | 7 | 0 | 19 | 0 | 29 |
| Total from EAP | | | | | | | 29 |
| Total (men+women) from Fall 2005 | | | | | | | 31 |

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

NOTE: These data are **optional** this year.

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, 2006

| Gender and race/ethnicity | Total |
|--------------------------------------|-------|
| Men | |
| <u>Nonresident Alien</u> | |
| <u>Black, non-Hispanic</u> | |
| <u>American Indian/Alaska Native</u> | |
| <u>Asian/Pacific Islander</u> | |
| <u>Hispanic</u> | |

| | | |
|--------------------------------------|--|---|
| <u>White, non-Hispanic</u> | | |
| <u>Race/ethnicity unknown</u> | | |
| Total men | | |
| Women | | |
| <u>Nonresident Alien</u> | | |
| <u>Black, non-Hispanic</u> | | |
| <u>American Indian/Alaska Native</u> | | |
| <u>Asian/Pacific Islander</u> | | |
| <u>Hispanic</u> | | |
| <u>White, non-Hispanic</u> | | |
| <u>Race/ethnicity unknown</u> | | |
| Total women | | |
| Total (men+women) | | |
| Total from EAP | | 0 |
| Total (men+women) from Fall 2005 | | |

Institution: Indiana University-Kokomo (151333)

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

NOTE: These data are **optional** this year.

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, 2006

| | Total men | Total women | Total (men+women) |
|--------------------------|-----------|-------------|-------------------|
| <u>Nonresident Alien</u> | 0 | 0 | 0 |

| | | | |
|--|-----------|-----------|-----------|
| <u>Black, non-Hispanic</u> | 1 | 0 | 1 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 |
| <u>Asian/Pacific Islander</u> | 3 | 4 | 7 |
| <u>Hispanic</u> | 3 | 0 | 3 |
| <u>White, non-Hispanic</u> | 31 | 46 | 77 |
| <u>Race/ethnicity unknown</u> | 0 | 0 | 0 |
| Total (must equal Part H (next part)) | 38 | 50 | 88 |
| Total from Fall 2005 | 37 | 54 | 91 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

NOTE: These data are **optional** this year.

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, 2006

| Gender and race/ethnicity | Less-than-9-month | 9/10-month | 11/12-month | Total | Total from Part G |
|--------------------------------------|-------------------|------------|-------------|-------|-------------------|
| Men | | | | | |
| <u>Nonresident Alien</u> | | | | 0 | 0 |
| <u>Black, non-Hispanic</u> | | 1 | | 1 | 1 |
| <u>American Indian/Alaska Native</u> | | | | 0 | 0 |
| <u>Asian/Pacific Islander</u> | | 2 | 1 | 3 | 3 |
| <u>Hispanic</u> | | 2 | 1 | 3 | 3 |
| <u>White, non-Hispanic</u> | | 26 | 5 | 31 | 31 |

| | | | | | | |
|--------------------------------------|--|---|----|----|----|----|
| <u>Race/ethnicity unknown</u> | | | | | 0 | 0 |
| Total men | | 0 | 31 | 7 | 38 | 38 |
| Women | | | | | | |
| <u>Nonresident Alien</u> | | | | | 0 | 0 |
| <u>Black, non-Hispanic</u> | | | | | 0 | 0 |
| <u>American Indian/Alaska Native</u> | | | | | 0 | 0 |
| <u>Asian/Pacific Islander</u> | | | 4 | | 4 | 4 |
| <u>Hispanic</u> | | | | | 0 | 0 |
| <u>White, non-Hispanic</u> | | | 40 | 6 | 46 | 46 |
| <u>Race/ethnicity unknown</u> | | | | | 0 | 0 |
| Total women | | 0 | 44 | 6 | 50 | 50 |
| Total (men+women) | | 0 | 75 | 13 | 88 | 88 |
| Total from EAP | | | | | 88 | |
| Total (men+women) from Fall 2005 | | | 81 | 10 | 91 | |

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

NOTE: These data are **optional** this year.

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, 2006

| 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 | | | | | | | | |
|--------------------------------------|----------|----------|----------|----------|----------|----------|----------|-----------|
| <u>Nonresident Alien</u> | | | | | | | | |
| <u>Black, non-Hispanic</u> | | | 1 | | | | 1 | |
| <u>American Indian/Alaska Native</u> | | | | | | | | |
| <u>Asian/Pacific Islander</u> | | | 1 | | 1 | | 2 | |
| <u>Hispanic</u> | | 1 | 1 | | | | 2 | |
| <u>White, non-Hispanic</u> | | 2 | 5 | 9 | 7 | 2 | 1 | |
| <u>Race/ethnicity unknown</u> | | | | | | | | |
| Total men | 0 | 3 | 8 | 9 | 8 | 2 | 1 | 31 |

| Women | | | | | | | | |
|--------------------------------------|----------|-----------|-----------|-----------|----------|----------|----------|-----------|
| <u>Nonresident alien</u> | | | | | | | | |
| <u>Black, non-Hispanic</u> | | | | | | | | |
| <u>American Indian/Alaska Native</u> | | | | | | | | |
| <u>Asian/Pacific Islander</u> | | | 2 | 1 | | 1 | 4 | |
| <u>Hispanic</u> | | | | | | | | |
| <u>White, non-Hispanic</u> | | 12 | 13 | 9 | 4 | 2 | 40 | |
| <u>Race/ethnicity unknown</u> | | | | | | | | |
| Total women | 0 | 12 | 15 | 10 | 4 | 3 | 0 | 44 |

| | | | | | | | | |
|----------------------------------|----------|-----------|-----------|-----------|-----------|----------|----------|-----------|
| Total (men+women) | 0 | 15 | 23 | 19 | 12 | 5 | 1 | 75 |
| Total (men+women) from Fall 2005 | | | | | | | | 81 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

NOTE: These data are **optional** this year.

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, 2006

| 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 | | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | | |
| <u>Black, non-Hispanic</u> | | | | | | | | |
| <u>American Indian/Alaska Native</u> | | | | | | | | |
| <u>Asian/Pacific Islander</u> | | | | | | 1 | | 1 |
| <u>Hispanic</u> | | | | | | 1 | | 1 |
| <u>White, non-Hispanic</u> | | 1 | | 1 | 1 | 1 | 1 | 5 |

| | | | | | | | | |
|--------------------------------------|----------|----------|----------|----------|----------|----------|----------|-----------|
| <u>Race/ethnicity unknown</u> | | | | | | | | |
| Total men | 0 | 1 | 0 | 1 | 1 | 3 | 1 | 7 |
| Women | | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | | |
| <u>Black, non-Hispanic</u> | | | | | | | | |
| <u>American Indian/Alaska Native</u> | | | | | | | | |
| <u>Asian/Pacific Islander</u> | | | | | | | | |
| <u>Hispanic</u> | | | | | | | | |
| <u>White, non-Hispanic</u> | | | | 1 | 3 | 2 | | 6 |
| <u>Race/ethnicity unknown</u> | | | | | | | | |
| Total women | 0 | 0 | 0 | 1 | 3 | 2 | 0 | 6 |
| Total (men+women) | 0 | 1 | 0 | 2 | 4 | 5 | 1 | 13 |
| Total (men+women) from Fall 2005 | | | | | | | | 10 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

NOTE: These data are **optional** this year.

from Fall 2005

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

NOTE: These data are **optional** this year.

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

As of November 1, 2006

| 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 | | | | | | |
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | 0 |
| <u>Hispanic</u> | | | | | | 0 |
| <u>White, non-Hispanic</u> | | 1 | 2 | | | 3 |
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total men | 0 | 1 | 2 | 0 | 0 | 3 |
| Women | | | | | | |
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | 0 |

| | | | | | | |
|----------------------------------|---|---|---|---|---|---|
| <u>Hispanic</u> | | | | | | 0 |
| <u>White, non-Hispanic</u> | | 1 | 2 | | | 3 |
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total women | 0 | 1 | 2 | 0 | 0 | 3 |
| Total (men+women) | 0 | 2 | 4 | 0 | 0 | 6 |
| Total from EAP | | | | | | 6 |
| Total (men+women) from Fall 2005 | | | | | | 7 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

NOTE: These data are **optional** this year.

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

As of November 1, 2006

| 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 | | | | | | |
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | 0 |
| <u>Hispanic</u> | | | | | | 0 |
| <u>White, non-Hispanic</u> | | 1 | | | | 1 |

| | | | | | | |
|--------------------------------------|---|----|---|---|---|----|
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total men | 0 | 1 | 0 | 0 | 0 | 1 |
| Women | | | | | | |
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | 2 | | | | 2 |
| <u>American Indian/Alaska Native</u> | | 1 | | | | 1 |
| <u>Asian/Pacific Islander</u> | | | 1 | | | 1 |
| <u>Hispanic</u> | | 1 | | | | 1 |
| <u>White, non-Hispanic</u> | | 29 | 6 | | | 35 |
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total women | 0 | 33 | 7 | 0 | 0 | 40 |
| Total (men+women) | 0 | 34 | 7 | 0 | 0 | 41 |
| Total from EAP | | | | | | 41 |
| Total (men+women) from Fall 2005 | | | | | | 40 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals

NOTE: These data are **optional** this year.

Number of **full-time skilled crafts** staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2006

| 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 | | | | | | |
|--------------------------------------|----------|----------|----------|----------|----------|----------|
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | 0 |
| <u>Hispanic</u> | | | | | | 0 |
| <u>White, non-Hispanic</u> | | | | 1 | | 1 |
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total men | 0 | 0 | 0 | 1 | 0 | 1 |
| Women | | | | | | |
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | 0 |
| <u>Hispanic</u> | | | | | | 0 |
| <u>White, non-Hispanic</u> | | | | | | 0 |
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total women | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (men+women) | 0 | 0 | 0 | 1 | 0 | 1 |
| Total from EAP | | | | | | 1 |
| Total (men+women) from Fall 2005 | | | | | | 1 |

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

NOTE: These data are **optional** this year.

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

As of November 1, 2006

| 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 | | | | | | |
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | 4 | | | | 4 |
| <u>American Indian/Alaska Native</u> | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | 0 |
| <u>Hispanic</u> | | | | | | 0 |
| <u>White, non-Hispanic</u> | | 14 | 6 | | | 20 |
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total men | 0 | 18 | 6 | 0 | 0 | 24 |
| Women | | | | | | |
| <u>Nonresident alien</u> | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | 0 |
| <u>Hispanic</u> | | | | | | 0 |

| | | | | | | |
|----------------------------------|---|----|---|---|---|----|
| <u>White, non-Hispanic</u> | | 8 | | | | 8 |
| <u>Race/ethnicity unknown</u> | | | | | | 0 |
| Total women | 0 | 8 | 0 | 0 | 0 | 8 |
| Total (men+women) | 0 | 26 | 6 | 0 | 0 | 32 |
| Total from EAP | | | | | | 32 |
| Total (men+women) from Fall 2005 | | | | | | 33 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff) - Totals

NOTE: These data are **optional** this year.
 Total number of **full-time** staff by primary function/occupational activity, gender, and race/ethnicity
As of November 1, 2006

| Gender and race/ethnicity | <u>Executive/ administrative/ managerial</u> | <u>Other professionals (support/service)</u> | <u>Technical and paraprofessionals</u> | <u>Clerical and secretarial</u> | <u>Skilled crafts</u> | <u>Service/ Maintenance</u> | Total |
|--------------------------------------|--|--|--|---------------------------------|-----------------------|-----------------------------|-------|
| Men | | | | | | | |
| <u>Nonresident alien</u> | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <u>Black, non-Hispanic</u> | 1 | 0 | 0 | 0 | 0 | 4 | 5 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <u>Asian/Pacific Islander</u> | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| <u>Hispanic</u> | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| <u>White, non-Hispanic</u> | 4 | 11 | 3 | 1 | 1 | 20 | 40 |
| <u>Race/ethnicity</u> | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|----------------------------------|-----------|-----------|----------|-----------|----------|-----------|------------|
| unknown | | | | | | | |
| Total men | 7 | 11 | 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 | 34 | 3 | 35 | 0 | 8 | 83 |
| Race/ethnicity unknown | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total women | 3 | 39 | 3 | 40 | 0 | 8 | 93 |
| Total (men+women) | 10 | 50 | 6 | 41 | 1 | 32 | 140 |
| Total from EAP | 10 | 50 | 6 | 41 | 1 | 32 | |
| Total (men+women) from Fall 2005 | 9 | 47 | 7 | 40 | 1 | 33 | 137 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Part J - Fall Staff - Part-time professional staff

NOTE: These data are **optional** this year.

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

As of November 1, 2006

| | | | |
|--|--|--|--|
| | | | |
|--|--|--|--|

| Gender and race/ethnicity | Staff whose primary responsibility is instruction, research, and/or public service | Executive/administrative/managerial | Other professionals (support/service) |
|---------------------------------------|--|-------------------------------------|---------------------------------------|
| Men | | | |
| <u>Nonresident Alien</u> | | | |
| <u>Black, non-Hispanic</u> | 2 | | |
| <u>American Indian/Alaska Native</u> | | | |
| <u>Asian/Pacific Islander</u> | | | |
| <u>Hispanic</u> | | | |
| <u>White, non-Hispanic</u> | 30 | | |
| <u>Race/ethnicity unknown</u> | | | |
| Total men | 32 | 0 | 0 |
| Women | | | |
| <u>Nonresident Alien</u> | | | |
| <u>Black, non-Hispanic</u> | 2 | | |
| <u>American Indian/ Alaska Native</u> | | | |
| <u>Asian/Pacific Islander</u> | | | |
| <u>Hispanic</u> | | | |
| <u>White, non-Hispanic</u> | 45 | | |
| <u>Race/ethnicity unknown</u> | | | |
| Total women | 47 | 0 | 0 |
| Total (men+women) | 79 | 0 | 0 |
| Total from EAP | 79 | 0 | 0 |
| Total (men+women) from Fall 2005 | 76 | | 2 |

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

NOTE: These data are **optional** this year.

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

As of November 1, 2006

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

| | | | | |
|----------------------------------|---|---|---|---|
| <u>Race/ethnicity unknown</u> | | | | |
| Total women | 1 | 8 | 0 | 0 |
| Total (men+women) | 1 | 8 | 0 | 0 |
| Total from EAP | 1 | 8 | 0 | 0 |
| Total (men+women) from Fall 2005 | 1 | 8 | | |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Part J - Fall Staff - Graduate assistants and part-time staff totals

NOTE: These data are **optional** this year.

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

As of November 1, 2006

| Gender and race/ethnicity | Subtotal | <u>Graduate assistants</u> | Part-time total |
|--------------------------------------|-----------|----------------------------|-----------------|
| Men | | | |
| <u>Nonresident Alien</u> | 0 | | 0 |
| <u>Black, non-Hispanic</u> | 2 | | 2 |
| <u>American Indian/Alaska Native</u> | 0 | | 0 |
| <u>Asian/Pacific Islander</u> | 0 | | 0 |
| <u>Hispanic</u> | 0 | | 0 |
| <u>White, non-Hispanic</u> | 30 | | 30 |
| <u>Race/ethnicity unknown</u> | 0 | | 0 |
| Total men | 32 | | 32 |
| Women | | | |
| <u>Nonresident Alien</u> | 0 | | 0 |
| <u>Black, non-Hispanic</u> | 2 | | 2 |

| | | | | |
|---------------------------------------|-----------|--|---|-----------|
| <u>American Indian/ Alaska Native</u> | 0 | | | 0 |
| <u>Asian/Pacific Islander</u> | 0 | | | 0 |
| <u>Hispanic</u> | 0 | | | 0 |
| <u>White, non-Hispanic</u> | 54 | | | 54 |
| <u>Race/ethnicity unknown</u> | 0 | | | 0 |
| Total women | 56 | | | 56 |
| Total (men+women) | 88 | | | 88 |
| Total from EAP | | | 0 | |
| Total (men+women) from Fall 2005 | | | | |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Part K - Fall Staff - Total number of staff

NOTE: These data are **optional** this year.
 Total number of staff by employment status, gender, and race/ethnicity
As of November 1, 2006

| Gender and race/ethnicity | Full-time men | Full-time women | Part-time men | Part-time women | Total men | Total women |
|--------------------------------------|---------------|-----------------|---------------|-----------------|------------|-------------|
| <u>Nonresident alien</u> | 0 | 0 | 0 | 0 | 0 | 0 |
| <u>Black, non-Hispanic</u> | 6 | 7 | 2 | 2 | 8 | 9 |
| <u>American Indian/Alaska Native</u> | 0 | 1 | 0 | 0 | 0 | 1 |
| <u>Asian/Pacific Islander</u> | 4 | 5 | 0 | 0 | 4 | 5 |
| <u>Hispanic</u> | 4 | 1 | 0 | 0 | 4 | 1 |
| <u>White, non-Hispanic</u> | 71 | 129 | 30 | 54 | 101 | 183 |
| <u>Race/ethnicity unknown</u> | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand total | 85 | 143 | 32 | 56 | 117 | 199 |
| Grand total from Fall 2005 | 84 | 144 | 35 | 52 | 119 | 196 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

NOTE: These data are **optional** this year.

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, 2006 and still on payroll of the institution as of November 1, 2006)

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

| | | | | | |
|-------------------------------|----------|----------|----------|----------|-----------|
| <u>White, non-Hispanic</u> | | 1 | 3 | | 4 |
| <u>Race/ethnicity unknown</u> | | | | | 0 |
| Total women | 0 | 3 | 3 | 0 | 6 |
| Total (men+women) | 0 | 4 | 6 | 0 | 10 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

NOTE: These data are **optional** this year.

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, 2006 and still on payroll of the institution as of November 1, 2006)

| Gender and race/ethnicity | <u>Executive/</u> <u>administrative/</u> <u>managerial</u> | <u>Other</u> <u>professionals</u> <u>(support/service)</u> | <u>Technical</u> <u>and</u> <u>paraprofessionals</u> | <u>Clerical</u> <u>and</u> <u>secretarial</u> | <u>Skilled</u> <u>crafts</u> | <u>Service/</u> <u>Maintenance</u> | Total |
|--------------------------------------|--|--|--|---|---------------------------------|---------------------------------------|----------|
| Men | | | | | | | |
| <u>Nonresident Alien</u> | | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | | 0 |
| <u>Hispanic</u> | | | | | | | 0 |
| <u>White, non-Hispanic</u> | | 1 | | | | | 1 |
| <u>Race/ethnicity unknown</u> | | | | | | | 0 |
| Total men | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| Women | | | | | | | |

| | | | | | | | | |
|--------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| <u>Nonresident Alien</u> | | | | | | | | 0 |
| <u>Black, non-Hispanic</u> | | | | | | | | 0 |
| <u>American Indian/Alaska Native</u> | | | | | | | | 0 |
| <u>Asian/Pacific Islander</u> | | | | | | | | 0 |
| <u>Hispanic</u> | | | | | | | | 0 |
| <u>White, non-Hispanic</u> | | 1 | | | | | | 1 |
| <u>Race/ethnicity unknown</u> | | | | | | | | 0 |
| Total women | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Total (men+women) | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Part L - Fall Staff - New hires - Totals

NOTE: These data are **optional** this year.
 Total number of **full-time permanent new hires** by gender and race/ethnicity

(Hired full time between July 1 and October 31, 2006 and still on payroll of the institution as of November 1, 2006)

| | Total men | Total women | Total (men+women) |
|--------------------------------------|-----------|-------------|-------------------|
| <u>Nonresident Alien</u> | 0 | 0 | 0 |
| <u>Black, non-Hispanic</u> | 0 | 0 | 0 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 |
| <u>Asian/Pacific Islander</u> | 0 | 2 | 2 |
| <u>Hispanic</u> | 1 | 0 | 1 |
| <u>White, non-Hispanic</u> | 4 | 5 | 9 |
| <u>Race/ethnicity unknown</u> | 0 | 0 | 0 |
| Grand total | 5 | 7 | 12 |

Grantd total from Fall 2005

10

12

22

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

Human Resources Survey Evaluation

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

A text input field with a scroll bar and navigation buttons (back, forward, up, down).

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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, 78559, should be equal to or greater than that of the lower rank, 106979. Please fix or provide an explanation. | Explanation | Yes |
| Reason: Commitment to Excellence, increases to keep quality faculty | | | | | |
| 2 | Perform Edits | | The average salary for one of the academic ranks in 11/12 month contracts 72905, is not within the expected range between 48960 and 69120. Please fix or explain. | Explanation | Yes |
| Reason: Hired an additional faculty memeber | | | | | |
| 3 | Perform Edits | | The average salary for the academic rank Associate professors, women in 11/12-month contracts/teaching periods, 73966, should be equal to or greater than that of the lower rank, 81000. Please fix or provide an explanation. | Explanation | Yes |

Reason: One additional faculty added

Screen: Benefits 9/10 mo

| | | | | |
|------------------------|-----------------|---|-------------|-----|
| Row 8 4 Column 5 | Screen Entry | The average expenditure for one of benefits in 9/10 month contracts 154, is not within the expected range between 159 and 224. Please fix or explain. | Explanation | Yes |
|------------------------|-----------------|---|-------------|-----|

Reason: correct - rate change from .35% to .284%

| | | | | |
|-------------------------|-----------------|--|-------------|-----|
| Row 10 5 Column 5 | Screen Entry | The average expenditure for one of benefits in 9/10 month contracts 3821, is not within the expected range between 2335 and 3295. Please fix or explain. | Explanation | Yes |
|-------------------------|-----------------|--|-------------|-----|

Reason: Variable due to selective nature of benefit

| | | | | |
|-------------------------|-----------------|--|-------------|-----|
| Row 15 6 Column 5 | Screen Entry | The average expenditure for one of benefits in 9/10 month contracts 3336, is not within the expected range between 3451 and 4870. Please fix or explain. | Explanation | Yes |
|-------------------------|-----------------|--|-------------|-----|

Reason: Problem with prior reporting at 7.65 soc. + 1.45 med.; should have been 6.20 + 1.45 with ceiling applied

Screen: Benefits 11/12 mo

| | | | | |
|------------------------|-----------------|---|-------------|-----|
| Row 5 7 Column 5 | Screen Entry | The average expenditure for one of benefits in 11/12 month contracts 6390, is not within the expected range between 4399 and 6210. Please fix or explain. | Explanation | Yes |
|------------------------|-----------------|---|-------------|-----|

Reason: corret, elective participation as well as level of coverage (self, spouse, children, etc)

| | | | | |
|-------------------------|-----------------|---|-------------|-----|
| Row 15 8 Column 5 | Screen Entry | The average expenditure for one of benefits in 11/12 month contracts 4668, is not within the expected range between 4790 and 6762. Please fix or explain. | Explanation | Yes |
|-------------------------|-----------------|---|-------------|-----|

Reason: Problem with prior reporting at 7.65 soc. + 1.45 med.; should have been 6.20 + 1.45 with ceiling applied
