

**Human Resources 2007-08**

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.*

- |                                     |                           |   |
|-------------------------------------|---------------------------|---|
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Are ALL of the instructional staff military personnel?  |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff teach pre-clinical or clinical medicine?                        |

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

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

Yes       No

**CAVEATS**

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

As of November 1, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Primarily instruction			26		26
Instruction/research/public service	35	23			58
Primarily instruction + Instruction/research/public service	35	23	26	0	84
Primarily research					0
Primarily public service			4		4
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	35	23	30	0	88
Executive/administrative/managerial	5			5	10
Other professionals (support/service)	4	1		45	50
Technical and paraprofessionals				6	6
Clerical and secretarial				34	34
Skilled crafts					0
Service/Maintenance				30	30
<b>Total full time</b>	44	24	30	120	218
Total from prior year	47	22	29	130	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, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Total	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system			
Primarily instruction			67		67	
Instruction/research/public service					0	
Primarily instruction + Instruction/research/public service	0	0	67	0	67	0
Primarily research					0	
Primarily public service			1		1	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	68	0	68	0
Executive/administrative/managerial					0	
Other professionals (support/service)					0	
Technical and paraprofessionals				1	1	
Clerical and secretarial				7	7	
Skilled crafts					0	
Service/Maintenance					0	
<b>Total part time</b>	0	0	68	8	76	0
Total from prior year			77	11	88	

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

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Total
<u>Primarily instruction</u>	26	<b>27</b>	67	<b>77</b>	93
<u>Instruction/research/public service</u>	58	<b>59</b>	0		58
Primarily instruction + Instruction/research/public service	84	<b>86</b>	67	<b>77</b>	151
<u>Primarily research</u>	0		0		0
<u>Primarily public service</u>	4	<b>2</b>	1	<b>2</b>	5
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	88	<b>88</b>	68	<b>79</b>	156
<u>Executive/administrative/managerial</u>	10	<b>10</b>	0		10
<u>Other professionals (support/service)</u>	50	<b>50</b>	0		50
<u>Technical and paraprofessionals</u>	6	<b>6</b>	1	<b>1</b>	7
<u>Clerical and secretarial</u>	34	<b>41</b>	7	<b>8</b>	41
<u>Skilled crafts</u>	0	<b>1</b>	0		0
<u>Service/Maintenance</u>	30	<b>32</b>	0		30
Grand total	218	<b>228</b>	76	<b>88</b>	294

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

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
<b>Men</b>				
Professors	<input type="text"/>	<input type="text" value="9"/>	<input type="text" value="1"/>	10
Associate professors	<input type="text"/>	<input type="text" value="6"/>	<input type="text" value="2"/>	8
Assistant professors	<input type="text"/>	<input type="text" value="14"/>	<input type="text" value="1"/>	15
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Lecturers	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	4
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	32	5	37
<b>Women</b>				
Professors	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	4
Associate professors	<input type="text"/>	<input type="text" value="12"/>	<input type="text" value="6"/>	18
Assistant professors	<input type="text"/>	<input type="text" value="13"/>	<input type="text" value="1"/>	14
Instructors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Lecturers	<input type="text"/>	<input type="text" value="11"/>	<input type="text"/>	11
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	40	7	47
<b>Total (men + women)</b>	0	72	12	84
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				84
Total from prior year (Salaries section)		73	13	86

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**Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status****\*\*\*\* Applicable to 4-year degree-granting institutions only \*\*\*\*****Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank****As of November 1, 2007**

Gender and academic rank	Faculty status			Without faculty status	Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<b>Men</b>					
Professors	9				9
Associate Professors	6				6
Assistant Professors		10	4		14
Instructors					
Lecturers			3		3
No academic rank					
<b>Total men</b>	15	10	7	0	32
<b>Total men prior year</b>	17	8	6	0	31
<b>Women</b>					
Professors	4				4
Associate Professors	9	1	2		12
Assistant Professors		10	3		13
Instructors					
Lecturers					11
No academic rank					
<b>Total women</b>	13	11	5	0	40
<b>Total women prior year</b>	13	11	18	0	42
<b>Total (men + women)</b>	28	21	12	0	72

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**Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status****\*\*\*\* Applicable to 4-year degree-granting institutions only \*\*\*\*****Number of full-time instructional staff on 11/12-month contracts/teaching periods by faculty status, gender, and academic rank****As of November 1, 2007**

Gender and academic rank	Faculty status			Without faculty status	Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<b>Men</b>					
Professors	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Associate Professors	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Assistant Professors	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<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" value="1"/>	<input type="text"/>	1
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total men</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>5</b>
<b>Total men prior year</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>7</b>
<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" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	6
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 women</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>7</b>
<b>Total women prior year</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>6</b>
<b>Total (men + women)</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>12</b>

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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, 2007**

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	9	696,130	77,348	77,963
Associate professors	6	336,339	56,057	55,324
Assistant professors	14	784,823	56,059	51,434
Instructors				
Lecturers	3	107,996	35,999	35,522
No academic rank				
<b>Total men</b>	<b>32</b>	<b>1,925,288</b>		
<b>Women</b>				
Professors	4	338,922	84,731	82,968
Associate professors	12	637,474	53,123	52,021
Assistant professors	13	665,934	51,226	51,037
Instructors				
Lecturers	11	420,092	38,190	37,651
No academic rank				
<b>Total women</b>	<b>40</b>	<b>2,062,422</b>		
<b>Total (men + women)</b>	<b>72</b>	<b>3,987,710</b>		



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**Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays****Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank****As of November 1, 2007**

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	1	72,262	72,262	78,559
Associate professors	2	218,449	109,225	106,979
Assistant professors	1	60,038	60,038	72,905
Instructors				
Lecturers	1	39,427	39,427	38,654
No academic rank				
<b>Total men</b>	<b>5</b>	<b>390,176</b>		
<b>Women</b>				
Professors				0
Associate professors	6	439,400	73,233	73,966
Assistant professors	1	82,449	82,449	81,000
Instructors				
Lecturers				0
No academic rank				
<b>Total women</b>	<b>7</b>	<b>521,849</b>		
<b>Total (men + women)</b>	<b>12</b>	<b>912,025</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, 2007**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	34	277,742	8,169	8,026
Retirement plans (other than Social Security) - Vested after 5-years	31	151,873	4,899	4,852
Medical/dental plans	60	442,176	7,370	6,996
Group life insurance	72	12,024	167	167
Other insurance benefits (cafeteria plan, etc.)				
Guaranteed disability income protection	72	13,120	182	154
Tuition plan (dependents only)				
Unrestricted	2	2,128	⚠ 1,064	3,821
Restricted				
Housing plan				
Unrestricted				
Restricted				
Social Security taxes	72	246,748	3,427	3,336
Unemployment compensation	72	4,785	⚠ 66	103
Worker's compensation	72	18,343	⚠ 255	162
Other benefits in kind with cash options				
<b>Total expenditures</b>		1,168,939		

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**Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits****Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods****As of November 1, 2007**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
Retirement plans (other than Social Security) - Vested within 5-years	8	73,783	9,223	11,249
Retirement plans (other than Social Security) - Vested after 5-years	8	52,459	6,557	8,409
Medical/dental plans	11	74,498	6,773	6,390
Group life insurance	12	2,004	167	167
Other insurance benefits (cafeteria plan, etc.)				
Guaranteed disability income protection	12	3,001	250	220
Tuition plan (dependents only)				
Unrestricted	1	3,328	3,328	0
Restricted				
Housing plan				
Unrestricted				
Restricted				
Social Security taxes	12	55,245	4,604	4,668
Unemployment compensation	12	1,094	91	147
Worker's compensation	12	4,195	350	232
Other benefits in kind with cash options				
<b>Total expenditures</b>		269,607		

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**Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured****Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity****As of November 1, 2007**

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
White, non-Hispanic	10	7	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	17
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	10	8	0	0	0	0	18
<b>Women</b>							
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	4	12	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	16
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	4	13	0	0	0	0	17
<b>Total (men+women)</b>	14	21	0	0	0	0	35
Total from EAP							35

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**Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track****Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity****As of November 1, 2007**

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	2
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="6"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	6
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total men</b>	0	0	10	0	0	0	10
<b>Women</b>							
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	2
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="9"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	11
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total women</b>	0	2	11	0	0	0	13
<b>Total (men+women)</b>	0	2	21	0	0	0	23
Total from EAP							23

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

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

As of November 1, 2007

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="4"/>	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text" value="0"/>	7
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total men</b>	0	0	5	0	4	0	9
<b>Women</b>							
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="15"/>	<input type="text" value="0"/>	20
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total women</b>	0	3	3	0	15	0	21
<b>Total (men+women)</b>	0	3	8	0	19	0	30
Total from EAP							30

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status****Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity****As of November 1, 2007**

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

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**Part G - Fall Staff - Full-time instruction/research/public service staff - Totals****Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity****As of November 1, 2007**

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	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>	30	47	77
<u>Race/ethnicity unknown</u>	0	0	0
<b>Total (must equal Part H (next part))</b>	<b>37</b>	<b>51</b>	<b>88</b>



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****Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract length/teaching period, gender, and race/ethnicity****(Include all staff from these functions, including those with and without faculty status.)****As of November 1, 2007**

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
<b>Men</b>					
Nonresident Alien	0	0	0	0	0
Black, non-Hispanic	0	1	0	1	1
American Indian/Alaska Native	0	0	0	0	0
Asian/Pacific Islander	0	3	0	3	3
Hispanic	0	2	1	3	3
White, non-Hispanic	0	26	4	30	30
Race/ethnicity unknown	0	0	0	0	0
<b>Total men</b>	0	32	5	37	37
<b>Women</b>					
Nonresident Alien	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	0
American Indian/Alaska Native	0	0	0	0	0
Asian/Pacific Islander	0	4	0	4	4
Hispanic	0	0	0	0	0
White, non-Hispanic	0	40	7	47	47
Race/ethnicity unknown	0	0	0	0	0
<b>Total women</b>	0	44	7	51	51
<b>Total (men+women)</b>	0	76	12	88	88
Total from EAP				88	
Total (men+women) from Fall 2005		81	10		

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervals****Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity****(Include all staff from these functions, including those with and without faculty status.)****As of November 1, 2007**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
<b>Men</b>								
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	3
Hispanic	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	2
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="6"/>	<input type="text" value="8"/>	<input type="text" value="7"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	26
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total men</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>32</b>
<b>Women</b>								
Nonresident alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	4
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="13"/>	<input type="text" value="11"/>	<input type="text" value="10"/>	<input type="text" value="3"/>	<input type="text" value="3"/>	<input type="text" value="0"/>	40
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total women</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>11</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>44</b>
<b>Total (men+women)</b>	<b>0</b>	<b>16</b>	<b>21</b>	<b>20</b>	<b>10</b>	<b>8</b>	<b>1</b>	<b>76</b>

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**

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

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

**As of November 1, 2007**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
<b>Men</b>								
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	4
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total men</b>	0	1	0	1	1	1	1	5
<b>Women</b>								
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="0"/>	7
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total women</b>	0	0	0	2	2	3	0	7
<b>Total (men+women)</b>	0	1	0	3	3	4	1	12

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

Number of full-time <u>executive/administrative/managerial</u> staff by salary class intervals, gender, and race/ethnicity								
As of November 1, 2007								
Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
<b>Men</b>								
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	4
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total men</b>	0	1	1	0	1	1	3	7
<b>Women</b>								
Nonresident Alien	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian/Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White, non-Hispanic	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	3
Race/ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total women</b>	0	0	0	1	0	0	2	3
<b>Total (men+women)</b>	0	1	1	1	1	1	5	10
Total from EAP								10

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**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, 2007**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
<b>Men</b>								
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	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0
White, non-Hispanic	0	4	0	3	2	2	0	11
Race/ethnicity unknown	0	0	0	0	0	0	0	0
<b>Total men</b>	0	4	0	3	2	2	0	11
<b>Women</b>								
Nonresident alien	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	3	0	0	1	0	0	4
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	0	23	8	4	0	0	0	35
Race/ethnicity unknown	0	0	0	0	0	0	0	0
<b>Total women</b>	0	26	8	4	1	0	0	39
<b>Total (men+women)</b>	0	30	8	7	3	2	0	50
Total from EAP								50

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

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

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
<b>Men</b>						
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	0	0	0
White, non-Hispanic	0	1	0	0	0	1
Race/ethnicity unknown	0	0	0	0	0	0
<b>Total men</b>	0	1	0	0	0	1
<b>Women</b>						
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	0	1	0	0	0	1
American Indian/Alaska Native	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0
White, non-Hispanic	0	26	6	0	0	32
Race/ethnicity unknown	0	0	0	0	0	0
<b>Total women</b>	0	27	6	0	0	33
<b>Total (men+women)</b>	0	28	6	0	0	34
Total from EAP						34

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

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



Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
<b>Men</b>						
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	0	5	0	0	0	5
American Indian/Alaska Native	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0
White, non-Hispanic	0	12	6	0	0	18
Race/ethnicity unknown	0	0	0	0	0	0
<b>Total men</b>	0	17	6	0	0	23
<b>Women</b>						
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	0	0	0
White, non-Hispanic	0	7	0	0	0	7
Race/ethnicity unknown	0	0	0	0	0	0
<b>Total women</b>	0	7	0	0	0	7
<b>Total (men+women)</b>	0	24	6	0	0	30
Total from EAP						30

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

Gender and race/ethnicity	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	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	1	0	0	0	0	5	6
<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	0	18	37
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	0
<b>Total men</b>	<b>7</b>	<b>11</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>45</b>
<b>Women</b>							
<u>Nonresident alien</u>	0	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	4	0	1	0	0	5
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0	0	0	0	0
<u>Hispanic</u>	0	0	0	0	0	0	0
<u>White, non-Hispanic</u>	3	35	3	32	0	7	80
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	0
<b>Total women</b>	<b>3</b>	<b>39</b>	<b>3</b>	<b>33</b>	<b>0</b>	<b>7</b>	<b>85</b>
<b>Total (men+women)</b>	<b>10</b>	<b>50</b>	<b>6</b>	<b>34</b>	<b>0</b>	<b>30</b>	<b>130</b>
Total from EAP	10	50	6	34	0	30	

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**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, 2007**

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
<b>Men</b>			
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	31	0	0
Race/ethnicity unknown	0	0	0
<b>Total men</b>	<b>31</b>	<b>0</b>	<b>0</b>
<b>Women</b>			
Nonresident Alien	0	0	0
Black, non-Hispanic	1	0	0
American Indian/ Alaska Native	1	0	0
Asian/Pacific Islander	0	0	0
Hispanic	0	0	0
White, non-Hispanic	35	0	0
Race/ethnicity unknown	0	0	0
<b>Total women</b>	<b>37</b>	<b>0</b>	<b>0</b>
<b>Total (men+women)</b>	<b>68</b>	<b>0</b>	<b>0</b>
Total from EAP	68	0	0

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**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, 2007**

Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance
<b>Men</b>				
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	0	0	0
Race/ethnicity unknown	0	0	0	0
<b>Total men</b>	0	0	0	0
<b>Women</b>				
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	1	7	0	0
Race/ethnicity unknown	0	0	0	0
<b>Total women</b>	1	7	0	0
<b>Total (men+women)</b>	1	7	0	0
Total from EAP	1	7	0	0

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
<b>Men</b>			
<u>Nonresident Alien</u>	0	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	0	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	0	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	0	<input type="text" value="0"/>	0
<u>Hispanic</u>	0	<input type="text" value="0"/>	0
<u>White, non-Hispanic</u>	31	<input type="text" value="0"/>	31
<u>Race/ethnicity unknown</u>	0	<input type="text" value="0"/>	0
<b>Total men</b>	31	0	31
<b>Women</b>			
<u>Nonresident Alien</u>	0	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	1	<input type="text" value="0"/>	1
<u>American Indian/ Alaska Native</u>	1	<input type="text" value="0"/>	1
<u>Asian/Pacific Islander</u>	0	<input type="text" value="0"/>	0
<u>Hispanic</u>	0	<input type="text" value="0"/>	0
<u>White, non-Hispanic</u>	43	<input type="text" value="0"/>	43
<u>Race/ethnicity unknown</u>	0	<input type="text" value="0"/>	0
<b>Total women</b>	45	0	45
<b>Total (men+women)</b>	76	0	76
Total from EAP		0	

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**Part K - Fall Staff - Total number of staff****Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2007**

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>	7	5	0	1	7	6
<u>American Indian/Alaska Native</u>	0	0	0	1	0	1
<u>Asian/Pacific Islander</u>	4	4	0	0	4	4
<u>Hispanic</u>	4	0	0	0	4	0
<u>White, non-Hispanic</u>	67	127	31	43	98	170
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0
<b>Grand total</b>	82	136	31	45	113	181

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status****Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity****(Hired full time between July 1 and October 31, 2007 and still on payroll of the institution as of November 1, 2007)**

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<b>Men</b>					
Nonresident Alien	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	0
American Indian/Alaska Native	0	0	0	0	0
Asian/Pacific Islander	0	0	1	0	1
Hispanic	0	0	0	0	0
White, non-Hispanic	0	1	2	0	3
Race/ethnicity unknown	0	0	0	0	0
<b>Total men</b>	0	1	3	0	4
<b>Women</b>					
Nonresident Alien	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	0
American Indian/Alaska Native	0	0	0	0	0
Asian/Pacific Islander	0	0	1	0	1
Hispanic	0	0	0	0	0
White, non-Hispanic	0	1	4	0	5
Race/ethnicity unknown	0	0	0	0	0
<b>Total women</b>	0	1	5	0	6
<b>Total (men+women)</b>	0	2	8	0	10

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**Part L - Fall Staff - New hires - Full-time staff by position****Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity****(Hired full time between July 1 and October 31, 2007 and still on payroll of the institution as of November 1, 2007)**

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



Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

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

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	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>	1	1	2
<u>Hispanic</u>	0	0	0
<u>White, non-Hispanic</u>	5	8	13
<u>Race/ethnicity unknown</u>	0	0	0
<b>Grand total</b>	7	9	16
Grand total from Fall 2005	<b>10</b>	<b>12</b>	<b>22</b>

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.

Institution: Indiana University-Kokomo (151333)

User ID: 88G2401

**Explanation Report**

Number	Source	Location	Description	Severity	Accepted
<b>Screen: Benefits 9/10 mo</b>					
1	Row 10 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 1064, is not within the expected range between 1911 and 5731. Please fix or explain.	Explanation	Yes
Reason:	Small population in the category. Higher percentage variances.				
2	Row 16 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 66, is not within the expected range between 73 and 133. Please fix or explain.	Explanation	Yes
Reason:	Benefit cost recovery rates are adjusted each year to reflect the prior year's actual costs and go up and down accordingly.				
3	Row 17 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 255, is not within the expected range between 114 and 210. Please fix or explain.	Explanation	Yes
Reason:	Benefit cost recovery rates are adjusted each year to reflect the prior year's actual costs and go up and down accordingly.				
<b>Screen: Benefits 11/12 mo</b>					
4	Row 16 Column 5	Screen Entry	The average expenditure for one of benefits in 11/12 month contracts 91, is not within the expected range between 103 and 191. Please fix or explain.	Explanation	Yes
Reason:	Benefit cost recovery rates are adjusted each year to reflect the prior year's actual costs and go up and down accordingly. Also, small population in this category.				
5	Row 17 Column 5	Screen Entry	The average expenditure for one of benefits in 11/12 month contracts 350, is not within the expected range between 163 and 301. Please fix or explain.	Explanation	Yes
Reason:	Benefit cost recovery rates are adjusted each year to reflect the prior year's actual costs and go up and down accordingly. Also, small population in this category.				
<b>Screen: Faculty Status 11/12 mo</b>					
6	Row 21 Column 5	Screen Entry	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason:	Ok. Small population in category.				
<b>Global Edits</b>					
7		Perform Edits	The total number of employees in EAP for full-time skilled crafts entered, 0, has an expected range of between 1	Explanation	Yes

			and 30. Please explain this difference.		
Reason:	Small population in this category				



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