

Human Resources 2008-09

Institution: Kirkwood Community College (153737)

User ID: P81537371

Human Resources Screening Questions**Does your institution have any part-time staff?**

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

Yes No

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

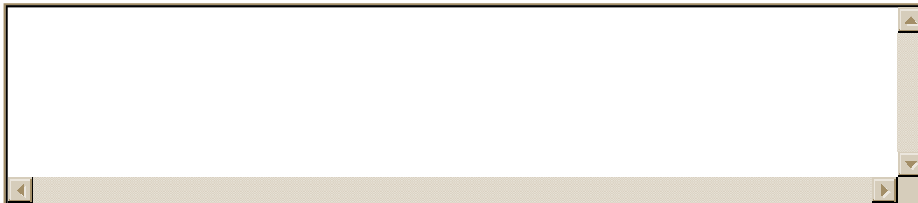
If you answer **Yes** to any of the questions below, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.

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

The completion of the Fall Staff section is optional this year as it is in even-numbered years.Do you wish to complete the **Fall Staff** section this year?If you answer **No**, screens to report **Fall Staff** data will not be displayed.If you answer **Yes**, screens to report **Fall Staff** data will be displayed and you must complete ALL applicable **Fall Staff** screens.

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

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



Institution: Kirkwood Community College (153737)

User ID: P81537371

Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2008 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2008? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

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

Yes

No

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

- NEW race/ethnicity categories (9 categories):

Notes:

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

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

Two or more races

Race and ethnicity unknown

- OLD race/ethnicity categories (7 categories):

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

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

NEW categories:

Notes for NEW categories:

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

Hispanic/Latino

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

OLD categories:

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Categories used in BOTH New and Old:

Nonresident alien

Race and ethnicity unknown

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

As of November 1, 2008

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<u>Primarily instruction</u>			285		285
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	0	0	285	0	285
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	285	0	285
<u>Executive/administrative/managerial</u>				70	70
<u>Other professionals (support/service)</u>				154	154
<u>Technical and paraprofessionals</u>				55	55
<u>Clerical and secretarial</u>				137	137
<u>Skilled crafts</u>					0
<u>Service/Maintenance</u>				68	68
Total full time	0	0	285	484	769
Total from prior year			280	456	736

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part B - Employees by Assigned Position - Part-time staffNumber of part-time staff by faculty status and primary function/occupational activity

As of November 1, 2008

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>			460		460
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	0	0	460	0	460
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	460	0	460
<u>Executive/administrative/managerial</u>				0	0
<u>Other professionals (support/service)</u>				40	40
<u>Technical and paraprofessionals</u>				15	15
<u>Clerical and secretarial</u>				88	88
<u>Skilled crafts</u>					0
<u>Service/Maintenance</u>				38	38
Total part time	0	0	460	181	641
Total from prior year			485	197	682

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Total
<u>Primarily instruction</u>	285	280	460	485	745
<u>Instruction/research/public service</u>	0		0		0
Primarily instruction + Instruction/research/public service	285	280	460	485	745
<u>Primarily research</u>	0		0		0
<u>Primarily public service</u>	0		0		0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	285	280	460	485	745
<u>Executive/administrative/managerial</u>	70	66	0		70
<u>Other professionals (support/service)</u>	154	141	40	27	194
<u>Technical and paraprofessionals</u>	55	55	15	12	70
<u>Clerical and secretarial</u>	137	127	88	89	225
<u>Skilled crafts</u>	0		0		0
<u>Service/Maintenance</u>	68	67	38	69	106
Grand total	769	736	641	682	1,410

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount**Number of full-time instructional staff by contract length/teaching period, gender, and academic rank****As of November 1, 2008**

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	<input type="text"/>	<input type="text" value="24"/>	<input type="text" value="28"/>	52
Associate professors	<input type="text"/>	<input type="text" value="12"/>	<input type="text" value="16"/>	28
Assistant professors	<input type="text"/>	<input type="text" value="34"/>	<input type="text" value="12"/>	46
Instructors	<input type="text"/>	<input type="text" value="15"/>	<input type="text" value="9"/>	24
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	3
Total men	0	85	68	153
Women				
Professors	<input type="text"/>	<input type="text" value="18"/>	<input type="text" value="15"/>	33
Associate professors	<input type="text"/>	<input type="text" value="15"/>	<input type="text" value="12"/>	27
Assistant professors	<input type="text"/>	<input type="text" value="32"/>	<input type="text" value="14"/>	46
Instructors	<input type="text"/>	<input type="text" value="10"/>	<input type="text" value="9"/>	19
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text" value="7"/>	7
Total women	0	75	57	132
Total (men + women)	0	160	125	285
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				285
Total from prior year (Salaries section)		155	125	280

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank**

Gender and academic rank	As of November 1, 2008			
	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	24	1,559,674	64,986	61,357
Associate professors	12	662,069	55,172	53,304
Assistant professors	34	1,729,497	50,868	48,110
Instructors	15	639,141	42,609	43,359
Lecturers				
No academic rank				
Total men	85	4,590,381		
Women				
Professors	18	1,141,152	63,397	60,041
Associate professors	15	822,897	54,860	51,357
Assistant professors	32	1,609,565	50,299	48,068
Instructors	10	465,024	46,502	43,742
Lecturers				
No academic rank				
Total women	75	4,038,638		
Total (men + women)	160	8,629,019		

Institution: Kirkwood Community College (153737)

User ID: P81537371

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**

Gender and academic rank	As of November 1, 2008			
	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	28	2,119,401	75,693	72,380
Associate professors	16	1,020,887	63,805	60,610
Assistant professors	12	716,206	59,684	56,454
Instructors	9	484,700	53,856	48,018
Lecturers				
No academic rank	3	189,217	63,072	58,975
Total men	68	4,530,411		
Women				
Professors	15	1,082,107	72,140	70,209
Associate professors	12	761,697	63,475	59,744
Assistant professors	14	790,607	56,472	54,575
Instructors	9	482,178	53,575	49,477
Lecturers				
No academic rank	7	361,892	51,699	48,163
Total women	57	3,478,481		
Total (men + women)	125	8,008,892		

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits**Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods****As of November 1, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	160	531,532	3,322	3,306
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	160	909,541	5,685	5,790
Group life insurance	160	34,533	216	204
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	160	55,725	348	329
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	160	706,604	4,416	4,181
Unemployment compensation taxes				
Worker's compensation taxes				
Other benefits in kind with cash options	160	556,800	3,480	3,480
Total expenditures		2,794,735		

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits**Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods****As of November 1, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	125	485,524	3,884	3,882
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	125	710,490	5,684	5,790
Group life insurance	125	31,846	255	241
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	125	51,417	411	390
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	125	645,629	5,165	4,909
Unemployment compensation taxes				
Worker's compensation taxes				
Other benefits in kind with cash options	125	435,000	3,480	3,480
Total expenditures		2,359,906		

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	0	0	0	0
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from EAP							0

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Total men							
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Total women							
Total (men+women)							
Total from EAP							0

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

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

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>Hispanic</u>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
<u>White, non-Hispanic</u>	<input type="text" value="48"/>	<input type="text" value="27"/>	<input type="text" value="44"/>	<input type="text" value="24"/>	<input type="text"/>	<input type="text" value="3"/>	146
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	52	28	46	24	0	3	153
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	4
<u>White, non-Hispanic</u>	<input type="text" value="33"/>	<input type="text" value="26"/>	<input type="text" value="44"/>	<input type="text" value="18"/>	<input type="text"/>	<input type="text" value="7"/>	128
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	33	27	46	19	0	7	132
Total (men+women)	85	55	92	43	0	10	285
Total from EAP							285

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2008

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

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2008

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	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>	2	0	2
<u>Hispanic</u>	4	4	8
<u>White, non-Hispanic</u>	146	128	274
<u>Race and ethnicity unknown</u>	0	0	0
Total (must equal Part H (next part))	153	132	285

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

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

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

As of November 1, 2008

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	2	2
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="2"/>	4	4
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="80"/>	<input type="text" value="66"/>	146	146
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Total men	0	85	68	153	153
Women					
<u>Nonresident Alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	4	4
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="71"/>	<input type="text" value="57"/>	128	128
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Total women	0	75	57	132	132
Total (men+women)	0	160	125	285	285
Total from EAP				285	
Total (men+women) from Fall 2007		155	125		

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity

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

As of November 1, 2008

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Hispanic	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	2
White, non-Hispanic	<input type="text"/>	<input type="text"/>	23	48	9	<input type="text"/>	<input type="text"/>	80
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Total men	0	0	24	51	10	0	0	85
Women								
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Hispanic	<input type="text"/>	<input type="text"/>	3	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
White, non-Hispanic	<input type="text"/>	<input type="text"/>	23	44	4	<input type="text"/>	<input type="text"/>	71
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Total women	0	0	26	45	4	0	0	75
Total (men+women)	0	0	50	96	14	0	0	160

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

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

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

As of November 1, 2008

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
Nonresident alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic				1	1			2
White, non-Hispanic			2	32	22	10		66
Race and ethnicity unknown								
Total men	0	0	2	33	23	10	0	68
Women								
Nonresident alien								
Black, non-Hispanic								
American Indian/Alaska Native								
Asian/Pacific Islander								
Hispanic								
White, non-Hispanic			5	33	17	2		57
Race and ethnicity unknown								
Total women	0	0	5	33	17	2	0	57
Total (men+women)	0	0	7	66	40	12	0	125

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

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

As of November 1, 2008

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident alien								0
Black, non-Hispanic			1			1		2
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic					1			1
White, non-Hispanic			1	7	6	9	12	35
Race and ethnicity unknown								0
Total men	0	0	2	7	7	10	12	38
Women								
Nonresident alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic								0
White, non-Hispanic			1	10	10	7	4	32
Race and ethnicity unknown								0
Total women	0	0	1	10	10	7	4	32
Total (men+women)	0	0	3	17	17	17	16	70
Total from EAP								70

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class intervals**Number of full-time other professional (support/service) staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident alien								0
Black, non-Hispanic			1	1				2
American Indian/Alaska Native								0
Asian/Pacific Islander								0
Hispanic								0
White, non-Hispanic		15	13	14	1			43
Race and ethnicity unknown								0
Total men	0	15	14	15	1	0	0	45
Women								
Nonresident alien								0
Black, non-Hispanic								0
American Indian/Alaska Native								0
Asian/Pacific Islander		1						1
Hispanic		1						1
White, non-Hispanic	7	38	44	18				107
Race and ethnicity unknown								0
Total women	7	40	44	18	0	0	0	109
Total (men+women)	7	55	58	33	1	0	0	154
Total from EAP								154

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervals**Number of full-time technical and paraprofessional staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	1
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	1
<u>White, non-Hispanic</u>	<input type="text"/>	1	12	12	5	30
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	1	12	14	5	32
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>White, non-Hispanic</u>	<input type="text"/>	1	6	11	4	22
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	2	6	11	4	23
Total (men+women)	0	3	18	25	9	55
Total from EAP						55

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part I - Fall Staff - Full-time clerical and secretarial staff- Salary class intervals**Number of full-time clerical and secretarial staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	3	4	<input type="text"/>	<input type="text"/>	<input type="text"/>	7
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	3	5	0	0	0	8
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Asian/Pacific Islander</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic</u>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>White, non-Hispanic</u>	49	66	9	<input type="text"/>	<input type="text"/>	124
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	51	69	9	0	0	129
Total (men+women)	54	74	9	0	0	137
Total from EAP						137

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

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

As of November 1, 2008

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

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals**Number of full-time service/maintenance staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	21	22	3	1	47
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	21	22	3	1	47
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	13	6	1	<input type="text"/>	20
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	14	6	1	0	21
Total (men+women)	0	35	28	4	1	68
Total from EAP						68

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
<u>Nonresident alien</u>	0	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	2	2	0	1	0	0	5
<u>American Indian/Alaska Native</u>	0	0	1	0	0	0	1
<u>Asian/Pacific Islander</u>	0	0	0	0	0	0	0
<u>Hispanic</u>	1	0	1	0	0	0	2
<u>White, non-Hispanic</u>	35	43	30	7	47	162	
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
Total men	38	45	32	8	47	170	
Women							
<u>Nonresident alien</u>	0	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	1	0	1	
<u>American Indian/Alaska Native</u>	0	0	0	1	0	1	
<u>Asian/Pacific Islander</u>	0	1	0	1	1	3	
<u>Hispanic</u>	0	1	1	2	0	4	
<u>White, non-Hispanic</u>	32	107	22	124	20	305	
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
Total women	32	109	23	129	21	314	
Total (men+women)	70	154	55	137	68	484	
Total from EAP	70	154	55	137	0	68	

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Gender and race/ethnicity	As of November 1, 2008		
	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="11"/>
Race and ethnicity unknown	<input type="text" value="230"/>	<input type="text"/>	<input type="text" value="5"/>
Total men	230	0	16
Women			
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black, non-Hispanic	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>
American Indian/ Alaska Native	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>
Asian/Pacific Islander	<input type="text" value="0"/>	<input type="text"/>	<input type="text" value="1"/>
Hispanic	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>
White, non-Hispanic	<input type="text" value="0"/>	<input type="text"/>	<input type="text" value="18"/>
Race and ethnicity unknown	<input type="text" value="230"/>	<input type="text"/>	<input type="text" value="5"/>
Total women	230	0	24
Total (men+women)	460	0	40
Total from EAP	460	0	40

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part J - Fall Staff - Part-time non-professional staffNumber of part-time staff by primary function/occupational activity, gender, and race/ethnicity

Gender and race/ethnicity	As of November 1, 2008			
	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance
Men				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>White, non-Hispanic</u>	<input type="text" value="5"/>	<input type="text" value="13"/>	<input type="text"/>	<input type="text" value="12"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="3"/>	<input type="text" value="8"/>	<input type="text"/>	<input type="text" value="3"/>
Total men	8	21	0	17
Women				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
<u>White, non-Hispanic</u>	<input type="text" value="6"/>	<input type="text" value="49"/>	<input type="text"/>	<input type="text" value="17"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="1"/>	<input type="text" value="16"/>	<input type="text"/>	<input type="text" value="3"/>
Total women	7	67	0	21
Total (men+women)	15	88	0	38
Total from EAP	15	88	0	38

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Gender and race/ethnicity	As of November 1, 2008					
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>		0	0	0	0	0
<u>Black, non-Hispanic</u>		6	1	1	0	7
<u>American Indian/Alaska Native</u>		1	1	1	0	2
<u>Asian/Pacific Islander</u>		2	3	0	2	2
<u>Hispanic</u>		6	8	0	2	6
<u>White, non-Hispanic</u>	308	433	41	90	349	523
<u>Race and ethnicity unknown</u>	0	0	249	255	249	255
Grand total		323	446	292	349	615

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
Nonresident alien	<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"/>	0
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text"/>	<input type="text"/>	8	<input type="text"/>	8
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	8	0	8
Women					
Nonresident alien	<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"/>	0
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White, non-Hispanic	<input type="text"/>	<input type="text"/>	3	<input type="text"/>	3
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	0	0	3	0	3
Total (men+women)	0	0	11	0	11

Institution: Kirkwood Community College (153737)

User ID: P81537371

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

Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)

Gender and race/ethnicity	<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>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="3"/>	8
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	1	3	0	2	0	3	9
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text" value="4"/>	<input type="text" value="14"/>	<input type="text"/>	<input type="text" value="12"/>	<input type="text"/>	<input type="text" value="3"/>	33
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	4	14	0	13	0	3	34
Total (men+women)	5	17	0	15	0	6	43

Institution: Kirkwood Community College (153737)

User ID: P81537371

Part L - Fall Staff - New hires - Totals**Total number of full-time permanent new hires by gender and race/ethnicity****(Hired full time between July 1 and October 31, 2008 and
still on payroll of the institution as of November 1, 2008)**

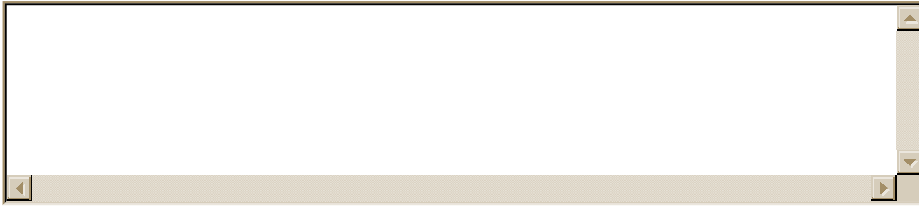
	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	0	0	0
<u>Black, non-Hispanic</u>	1	0	1
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	0	1	1
<u>Hispanic</u>	0	0	0
<u>White, non-Hispanic</u>	16	36	52
<u>Race and ethnicity unknown</u>	0	0	0
Grand total	17	37	54

Institution: Kirkwood Community College (153737)

User ID: P81537371

Human Resources Survey Evaluation

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



Institution: Kirkwood Community College (153737)

User ID: P81537371

Explanation Report

Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The total number of employees in EAP for part-time other professionals (support/service) entered, 40, has an expected range of between 19 and 35. Please explain this difference.	Explanation	Yes
Reason:	We had a general increase in the number of PT professional level positions added at the college, many due to new grant funded positions.				
2		Perform Edits	The total number of employees in EAP for part-time service/maintenance entered, 38, has an expected range of between 49 and 89. Please explain this difference.	Explanation	Yes
Reason:	We had a full department of part-time service employees that were converted to full-time positions as well as other various positions that were PT and converted to FT.				

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