

Human Resources 2008-09

Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

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.

Empty text area for providing context for the data reported above.

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**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

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**Screening questions - Method of reporting race and ethnicity for this component****Race/ethnicity question****Which method of reporting race and ethnicity will you use for this component?** NEW race/ethnicity categories (9 categories):

Notes:

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

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

Two or more races

Race and ethnicity unknown OLD race/ethnicity categories (7 categories):Nonresident alienBlack, non-HispanicAmerican Indian/Alaska NativeAsian/Pacific IslanderHispanicWhite, non-HispanicRace and ethnicity unknown MIXTURE of new and old race/ethnicity categories (all 14 categories will show on each screen):**NEW categories:**

Notes for NEW categories:

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

Hispanic/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

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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, 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>	489	105	26		620
<u>Instruction/research/public service</u>	19	15			34
Primarily instruction + Instruction/research/public service	508	120	26	0	654
<u>Primarily research</u>	24	3	10		37
<u>Primarily public service</u>	161	4	4		169
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	693	127	40	0	860
<u>Executive/administrative/managerial</u>	30	1	6	21	58
<u>Other professionals (support/service)</u>	69	10		348	427
<u>Technical and paraprofessionals</u>				153	153
<u>Clerical and secretarial</u>				563	563
<u>Skilled crafts</u>				196	196
<u>Service/Maintenance</u>				615	615
<b>Total full time</b>	792	138	46	1,896	2,872
Total from prior year	<b>797</b>	<b>157</b>	<b>103</b>	<b>1,986</b>	<b>3,043</b>

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**Part B - Employees by Assigned Position - Part-time staff**

**Number of part-time staff by faculty status and primary function/occupational activity**

**As of November 1, 2008**

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status		
<u>Primarily instruction</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="42"/>	<input type="text"/>	42	<input type="text" value="327"/>
<u>Instruction/research/public service</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>
Primarily instruction + Instruction/research/public service	0	0	42	0	42	327
<u>Primarily research</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text" value="255"/>
<u>Primarily public service</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	42	0	42	582
<u>Executive/administrative/managerial</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	<input type="text"/>
<u>Other professionals (support/service)</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="5"/>	5	<input type="text"/>
<u>Technical and paraprofessionals</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>
<u>Clerical and secretarial</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	2	<input type="text"/>
<u>Skilled crafts</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>
<u>Service/Maintenance</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1	<input type="text"/>
<b>Total part time</b>	0	0	43	8	51	582
Total from prior year			<b>43</b>	<b>9</b>	<b>52</b>	<b>605</b>

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

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Graduate assistants	Total including Graduate assistants
<u>Primarily instruction</u>	620	<b>624</b>	42	<b>42</b>	327	989
<u>Instruction/research/public service</u>	34	<b>48</b>	0		0	34
Primarily instruction + Instruction/research/public service	654	672	42	42	327	1,023
<u>Primarily research</u>	37	<b>46</b>	0		255	292
<u>Primarily public service</u>	169	<b>182</b>	0		0	169
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	860	900	42	42	582	1,484
<u>Executive/administrative/managerial</u>	58	<b>64</b>	1	<b>1</b>	0	59
<u>Other professionals (support/service)</u>	427	<b>469</b>	5	<b>3</b>	0	432
<u>Technical and paraprofessionals</u>	153	<b>188</b>	0		0	153
<u>Clerical and secretarial</u>	563	<b>594</b>	2	<b>5</b>	0	565
<u>Skilled crafts</u>	196	<b>188</b>	0		0	196
<u>Service/Maintenance</u>	615	<b>640</b>	1	<b>1</b>	0	616
<b>Grand total</b>	2,872	<b>3,043</b>	51	<b>52</b>	<b>582</b>	3,505


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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, 2008**

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="255"/>	<input type="text" value="1"/>	256
Associate professors	<input type="text"/>	<input type="text" value="98"/>	<input type="text"/>	98
Assistant professors	<input type="text" value="2"/>	<input type="text" value="64"/>	<input type="text" value="1"/>	67
Instructors	<input type="text" value="5"/>	<input type="text" value="3"/>	<input type="text"/>	8
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	2
<b>Total men</b>	7	420	4	431
<b>Women</b>				
Professors	<input type="text"/>	<input type="text" value="101"/>	<input type="text"/>	101
Associate professors	<input type="text"/>	<input type="text" value="67"/>	<input type="text"/>	67
Assistant professors	<input type="text" value="1"/>	<input type="text" value="37"/>	<input type="text" value="1"/>	39
Instructors	<input type="text" value="10"/>	<input type="text" value="3"/>	<input type="text" value="3"/>	16
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	11	208	4	223
<b>Total (men + women)</b>	18	628	 8	654
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				654
Total from prior year (Salaries section)	<b>18</b>	<b>624</b>	<b>30</b>	<b>672</b>



**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**

Gender and academic rank	As of November 1, 2008				Total from Part D (Headcount screen)
	Faculty status		Not on tenure track/ no tenure system	Without faculty status	
	Tenured	On tenure track			
<b>Men</b>					
Professors	252	3			255
Associate Professors	76	22			98
Assistant Professors	6	58			64
Instructors	3				3
Lecturers					
No academic rank					
<b>Total men</b>	337	83	0	0	420
<b>Total men prior year</b>	336	86	0	0	422
<b>Women</b>					
Professors	101				101
Associate Professors	58	9			67
Assistant Professors	11	26			37
Instructors	1	2			3
Lecturers					
No academic rank					
<b>Total women</b>	171	37	0	0	208
<b>Total women prior year</b>	161	40	1	0	202
<b>Total (men + women)</b>	508	120	0	0	628

**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**

Gender and academic rank	As of November 1, 2008				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<b>Men</b>					
Professors	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1
Associate Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
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"/>	<input type="text"/>	
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	2
<b>Total men</b>	0	0	4	0	4
<b>Total men prior year</b>	0	0	18	0	18
<b>Women</b>					
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Associate Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
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" value="3"/>	<input type="text"/>	3
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>	0	0	4	0	4
<b>Total women prior year</b>	0	0	12	0	12
<b>Total (men + women)</b>	0	0	8	0	8

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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, 2008				
Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	255	20,656,452	81,006	<b>76,601</b>
Associate professors	98	6,611,820	67,468	<b>63,266</b>
Assistant professors	64	3,977,352	62,146	<b>58,247</b>
Instructors	3	138,624	 46,208	<b>33,111</b>
Lecturers				
No academic rank				
<b>Total men</b>	420	31,384,248		
<b>Women</b>				
Professors	101	7,724,124	76,476	<b>71,815</b>
Associate professors	67	4,299,780	64,176	<b>57,717</b>
Assistant professors	37	2,201,616	59,503	<b>56,483</b>
Instructors	3	131,484	43,828	<b>37,370</b>
Lecturers				
No academic rank				
<b>Total women</b>	208	14,357,004		
<b>Total (men + women)</b>	628	45,741,252		

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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, 2008				
Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	1	127,278	127,278	
Associate professors				
Assistant professors	1	67,308	67,308	<b>58,488</b>
Instructors			⚠	<b>6,956</b>
Lecturers				
No academic rank	2	134,544	67,272	<b>60,843</b>
<b>Total men</b>	<b>4</b>	<b>329,130</b>		
<b>Women</b>				
Professors				
Associate professors				
Assistant professors	1	59,400	59,400	
Instructors	3	136,416	⚠ 45,472	<b>13,912</b>
Lecturers				
No academic rank				
<b>Total women</b>	<b>4</b>	<b>195,816</b>		
<b>Total (men + women)</b>	<b>8</b>	<b>524,946</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, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	628	5,763,397	9,177	<b>10,175</b>
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	628	3,839,441	⚠ 6,114	<b>464</b>
Group life insurance				
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection				
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	628	3,499,206	5,572	<b>5,189</b>
Unemployment compensation taxes				
Worker's compensation taxes	628	708,989	1,129	<b>1,051</b>
Other benefits in kind with cash options				
<b>Total expenditures</b>		13,811,033		

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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, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	8	66,143	⚠ 8,268	<b>3,042</b>
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans	1	6,113	6,113	
Group life insurance				
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection				
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes	8	40,158	⚠ 5,020	<b>1,551</b>
Unemployment compensation taxes				
Worker's compensation taxes	8	8,137	⚠ 1,017	<b>314</b>
Other benefits in kind with cash options				
<b>Total expenditures</b>		120,551		

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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, 2008**

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" value="1"/>	<input type="text"/>	<input type="text"/>	<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"/>	0
Asian/Pacific Islander	<input type="text" value="18"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	20
Hispanic	<input type="text" value="204"/>	<input type="text" value="75"/>	<input type="text" value="6"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="90"/>	378
White, non-Hispanic	<input type="text" value="29"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	32
Race and 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>	252	76	6	3	0	94	431
<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" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
Hispanic	<input type="text" value="89"/>	<input type="text" value="56"/>	<input type="text" value="11"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="89"/>	246
White, non-Hispanic	<input type="text" value="10"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	14
Race and 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>	101	58	11	1	0	91	262
<b>Total (men+women)</b>	353	134	17	4	0	185	693
Total from EAP							693

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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, 2008

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"/>	2	7	<input type="text"/>	<input type="text"/>	<input type="text"/>	9
Hispanic	2	15	40	<input type="text"/>	<input type="text"/>	3	60
White, non-Hispanic	1	5	11	<input type="text"/>	<input type="text"/>	<input type="text"/>	17
Race and 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>	3	22	58	0	0	3	86
<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"/>	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"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Hispanic	<input type="text"/>	9	20	2	<input type="text"/>	4	35
White, non-Hispanic	<input type="text"/>	<input type="text"/>	4	<input type="text"/>	<input type="text"/>	<input type="text"/>	4
Race and 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>	0	9	26	2	0	4	41
<b>Total (men+women)</b>	3	31	84	2	0	7	127
Total from EAP							127



**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
<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" value="1"/>	1
Hispanic	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="5"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	14
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
Race and 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>	<b>1</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>16</b>
<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"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="13"/>	<input type="text"/>	<input type="text" value="9"/>	24
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and 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>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>9</b>	<b>24</b>
<b>Total (men+women)</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>18</b>	<b>2</b>	<b>14</b>	<b>40</b>
Total from EAP							40

Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

**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
<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 and 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 and ethnicity unknown</u>	<input type="text" value="0"/>
<b>Total women</b>	0
<b>Total (men+women)</b>	0
Total from EAP	0

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Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

**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	1	2
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	30	3	33
<u>Hispanic</u>	452	305	757
<u>White, non-Hispanic</u>	50	18	68
<u>Race and ethnicity unknown</u>	0	0	0
<b>Total (must equal Part H (next part))</b>	<b>533</b>	<b>327</b>	<b>860</b>

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Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

**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
<b>Men</b>					
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Black, non-Hispanic	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Asian/Pacific Islander	<input type="text"/>	<input type="text" value="30"/>	<input type="text"/>	30	30
Hispanic	<input type="text" value="8"/>	<input type="text" value="440"/>	<input type="text" value="4"/>	452	452
White, non-Hispanic	<input type="text"/>	<input type="text" value="49"/>	<input type="text" value="1"/>	50	50
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<b>Total men</b>	8	520	5	533	533
<b>Women</b>					
Nonresident Alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Black, non-Hispanic	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	1
American Indian/Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
Asian/Pacific Islander	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	3	3
Hispanic	<input type="text" value="15"/>	<input type="text" value="284"/>	<input type="text" value="6"/>	305	305
White, non-Hispanic	<input type="text"/>	<input type="text" value="18"/>	<input type="text"/>	18	18
Race/ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0
<b>Total women</b>	15	306	6	327	327
<b>Total (men+women)</b>	 23	826	 11	860	860
Total from EAP				860	
Total (men+women) from Fall 2007	<b>33</b>	<b>831</b>	<b>36</b>		

**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)
<b>Men</b>								
Nonresident Alien								
Black, non-Hispanic						1		1
American Indian/Alaska Native								
Asian/Pacific Islander		1		2	13	13	1	30
Hispanic	1	2	18	94	239	82	4	440
White, non-Hispanic				11	31	7		49
Race/ethnicity unknown								
<b>Total men</b>	1	3	18	107	283	103	5	520
<b>Women</b>								
Nonresident alien								
Black, non-Hispanic					1			1
American Indian/Alaska Native								
Asian/Pacific Islander					3			3
Hispanic		4	38	99	122	21		284
White, non-Hispanic				6	11	1		18
Race/ethnicity unknown								
<b>Total women</b>	0	4	38	105	137	22	0	306
<b>Total (men+women)</b>	1	7	56	212	420	125	5	826

**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								Total from Part H (Headcount screen)
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	
<b>Men</b>								
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"/>	<input type="text"/>	1	2	<input type="text"/>	1	4
White, non-Hispanic	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total men</b>	1	0	0	1	2	0	1	5
<b>Women</b>								
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"/>	1	4	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	6
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
<b>Total women</b>	0	1	4	1	0	0	0	6
<b>Total (men+women)</b>	1	1	4	2	2	0	1	11

Institution: University of Puerto Rico-Mayaguez (243197)

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**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	
<b>Men</b>									
Nonresident alien	<input type="text"/>	<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"/>	<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"/>	<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"/>	<input type="text" value="1"/>	1	
Hispanic	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text" value="8"/>	<input type="text" value="12"/>	<input type="text" value="8"/>	34	
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	1	
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
<b>Total men</b>		0	0	1	5	8	13	9	36
<b>Women</b>									
Nonresident alien	<input type="text"/>	<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"/>	<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"/>	<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"/>	<input type="text"/>	0	
Hispanic	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text" value="5"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="1"/>	22	
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	
<b>Total women</b>	1	1	5	5	4	5	1	22	
<b>Total (men+women)</b>	1	1	6	10	12	18	10	58	
Total from EAP								58	

Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

**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**

<b>As of November 1, 2008</b>								
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"/>	<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"/>	<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"/>	<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"/>	<input type="text"/>	0
Hispanic	32	59	36	11	11	6	<input type="text"/>	155
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	1
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	32	59	36	11	12	6	0	156
<b>Women</b>								
Nonresident alien	<input type="text"/>	<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"/>	<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"/>	<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"/>	<input type="text"/>	0
Hispanic	60	98	63	32	15	2	<input type="text"/>	270
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	1
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	60	98	63	32	16	2	0	271
<b>Total (men+women)</b>	92	157	99	43	28	8	0	427
Total from EAP								427



**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
<b>Men</b>						
<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" value="6"/>	<input type="text" value="31"/>	<input type="text" value="72"/>	<input type="text" value="12"/>	<input type="text"/>	121
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	6	31	72	12	0	121
<b>Women</b>						
<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" value="2"/>	<input type="text" value="12"/>	<input type="text" value="14"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	32
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	2	12	14	3	1	32
<b>Total (men+women)</b>	8	43	86	15	1	153
Total from EAP						153

**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
<b>Men</b>						
<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" value="3"/>	<input type="text" value="37"/>	<input type="text" value="72"/>	<input type="text" value="3"/>	<input type="text"/>	115
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	<b>3</b>	<b>37</b>	<b>72</b>	<b>3</b>	<b>0</b>	<b>115</b>
<b>Women</b>						
<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" value="45"/>	<input type="text" value="193"/>	<input type="text" value="193"/>	<input type="text" value="17"/>	<input type="text"/>	448
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	<b>45</b>	<b>193</b>	<b>193</b>	<b>17</b>	<b>0</b>	<b>448</b>
<b>Total (men+women)</b>	<b>48</b>	<b>230</b>	<b>265</b>	<b>20</b>	<b>0</b>	<b>563</b>
Total from EAP						563

**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
<b>Men</b>						
<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>	23	79	88	1	<input type="text"/>	191
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<b>Total men</b>	24	79	88	1	0	192
<b>Women</b>						
<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>	1	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2
<b>Total women</b>	3	1	0	0	0	4
<b>Total (men+women)</b>	27	80	88	1	0	196
Total from EAP						196

**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
<b>Men</b>						
<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>	55	208	237	5	<input type="text"/>	505
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	55	208	237	5	0	505
<b>Women</b>						
<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"/>	<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>	54	44	10	<input type="text"/>	<input type="text"/>	108
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
<b>Total women</b>	56	44	10	0	0	110
<b>Total (men+women)</b>	111	252	247	5	0	615
Total from EAP						615

Institution: University of Puerto Rico-Mayaguez (243197)

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

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

**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
<b>Men</b>							
<u>Nonresident alien</u>	0	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	0	0	0	0
<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>	34	155	121	115	191	505	1,121
<u>White, non-Hispanic</u>	1	1	0	0	0	0	2
<u>Race and ethnicity unknown</u>	0	0	0	0	1	0	1
<b>Total men</b>	<b>36</b>	<b>156</b>	<b>121</b>	<b>115</b>	<b>192</b>	<b>505</b>	<b>1,125</b>
<b>Women</b>							
<u>Nonresident alien</u>	0	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	0	0	1	1
<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>	22	270	32	448	2	108	882
<u>White, non-Hispanic</u>	0	1	0	0	0	0	1
<u>Race and ethnicity unknown</u>	0	0	0	0	2	1	3
<b>Total women</b>	<b>22</b>	<b>271</b>	<b>32</b>	<b>448</b>	<b>4</b>	<b>110</b>	<b>887</b>
<b>Total (men+women)</b>	<b>58</b>	<b>427</b>	<b>153</b>	<b>563</b>	<b>196</b>	<b>615</b>	<b>2,012</b>
Total from EAP	58	427	153	563	196	615	

Institution: University of Puerto Rico-Mayaguez (243197)

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**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)
<b>Men</b>			
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	23	1	3
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	23	1	3
<b>Women</b>			
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	2	<input type="text"/>	<input type="text"/>
Hispanic	15	<input type="text"/>	2
White, non-Hispanic	2	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	19	0	2
<b>Total (men+women)</b>	42	1	5
Total from EAP	42	1	5

**Part J - Fall Staff - Part-time non-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			
	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>
<b>Men</b>				
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>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"/>
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total men</b>	0	0	0	1
<b>Women</b>				
<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"/>
<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"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
<b>Total women</b>	0	2	0	0
<b>Total (men+women)</b>	0	2	0	1
Total from EAP	0	2	0	1

Institution: University of Puerto Rico-Mayaguez (243197)

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**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, 2008

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
<b>Men</b>			
<u>Nonresident alien</u>	0	<input type="text"/>	0
<u>Black, non-Hispanic</u>	0	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	0	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	0	<input type="text" value="1"/>	1
<u>Hispanic</u>	28	<input type="text" value="286"/>	314
<u>White, non-Hispanic</u>	0	<input type="text"/>	0
<u>Race and ethnicity unknown</u>	0	<input type="text" value="22"/>	22
<b>Total men</b>	28	309	337
<b>Women</b>			
<u>Nonresident alien</u>	0	<input type="text"/>	0
<u>Black, non-Hispanic</u>	0	<input type="text"/>	0
<u>American Indian/ Alaska Native</u>	0	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	2	<input type="text"/>	2
<u>Hispanic</u>	19	<input type="text" value="244"/>	263
<u>White, non-Hispanic</u>	2	<input type="text"/>	2
<u>Race and ethnicity unknown</u>	0	<input type="text" value="29"/>	29
<b>Total women</b>	23	273	296
<b>Total (men+women)</b>	51	582	633
Total from EAP		582	



Institution: University of Puerto Rico-Mayaguez (243197)

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**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	0
<u>Black, non-Hispanic</u>	1	2	0	0	1	2
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	31	3	1	2	32	5
<u>Hispanic</u>	1,573	1,187	314	263	1,887	1,450
<u>White, non-Hispanic</u>	52	19	0	2	52	21
<u>Race and ethnicity unknown</u>	1	3	22	29	23	32
<b>Grand total</b>	1,658	1,214	<b>337</b>	<b>296</b>	1,995	1,510

Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

**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		
<b>Men</b>					
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"/>	3	<input type="text"/>	<input type="text"/>	3
Hispanic	<input type="text"/>	4	<input type="text"/>	<input type="text"/>	4
White, non-Hispanic	<input type="text"/>	4	<input type="text"/>	<input type="text"/>	4
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total men</b>	0	11	0	0	11
<b>Women</b>					
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Black, non-Hispanic	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	1
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"/>	3	3	<input type="text"/>	6
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
<b>Total women</b>	0	4	3	0	7
<b>Total (men+women)</b>	0	15	3	0	18

**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	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	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	3	1	2	8	15
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and 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>	0	1	3	1	2	8	15
<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"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Hispanic	<input type="text"/>	6	<input type="text"/>	1	<input type="text"/>	1	8
White, non-Hispanic	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Race and 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>	0	6	0	1	0	1	8
<b>Total (men+women)</b>	0	7	3	2	2	9	23

Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

**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>	0	1	1
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	3	0	3
<u>Hispanic</u>	19	14	33
<u>White, non-Hispanic</u>	4	0	4
<u>Race and ethnicity unknown</u>	0	0	0
<b>Grand total</b>	26	15	41

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Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

**Human Resources Survey Evaluation**

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



Institution: University of Puerto Rico-Mayaguez (243197)

User ID: P82431971

Explanation Report					
Number	Source	Location	Description	Severity	Accepted
<b>Screen: Full Time</b>					
1	Row 16 Column 4	Screen Entry	The number entered, 46, has an expected range of between 73 and 133. Please explain this difference.	Explanation	Yes
Reason:	At this moment we have 35 instructors on study leaves of absence and some of them are in this category.				
<b>Screen: Headcount</b>					
2	Row 25 Column 2	Screen Entry	The number entered, 23, has an expected range of between 24 and 42. Please explain this difference.	Explanation	Yes
Reason:	This numbered has been check and validated.				
3	Row 25 Column 4	Screen Entry	The number entered, 11, has an expected range of between 26 and 46. Please explain this difference.	Explanation	Yes
Reason:	At this moment we have 35 instructors on study non paid leaves of absence and some of them are in this category.				
<b>Screen: Headcount</b>					
4	Row 19 Column 4	Screen Entry	The number entered, 8, has an expected range of between 21 and 39. Please explain this difference.	Explanation	Yes
Reason:	At this moment we have 35 instructors on study leaves of absence and some of them are in this category.				
<b>Global Edits</b>					
5		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 46208, is not within the expected range between 26489 and 39733. Please fix or explain.	Explanation	Yes
Reason:	Different Faculties on Campus have different salary ranges. Depending on the Faculties in which last year's instructors were working and which they are this year a different payment is given.				
<b>Screen: Salaries 11/12 mo</b>					
6	Row 7 Column 4	Screen Entry	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 5565 and 8347. Please fix or explain.	Explanation	Yes
Reason:	At this moment we have 35 instructors on study leaves of absence. This personnel doesn't receive any accountable salary for this period which explains why there is a reduction on average salary to this category.				
7		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 45472, is not within the expected range between 11130 and 16694. Please fix or explain.	Explanation	Yes
Reason:	Different Faculties on Campus have different salary ranges. Depending on the Faculties in which last year's instructors were working and which they are this year				

a different payment is given.					
<b>Screen: Benefits 9/10 mo</b>					
8	Row 5 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 6114, is not within the expected range between 325 and 603. Please fix or explain.	Explanation	Yes
Reason:	In previous years we were only reporting expenditures for one month and not for the entire year.				
<b>Global Edits</b>					
9		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 8268, is not within the expected range between 2130 and 3954. Please fix or explain.	Explanation	Yes
Reason:	Difference is due to the decrease from 30,in 2007, to 8 full time instructional staff in 2008.				
10		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 5020, is not within the expected range between 1086 and 2016. Please fix or explain.	Explanation	Yes
Reason:	Difference is due to the decrease from 30,in 2007, to 8 full time instructional staff in 2008.				
11		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 1017, is not within the expected range between 220 and 408. Please fix or explain.	Explanation	Yes
Reason:	Difference is due to the decrease from 30,in 2007, to 8 full time instructional staff in 2008.				
<b>Screen: Faculty Status 9/10 mo</b>					
12	Row 37 Column 7	Screen Entry	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason:	At this moment we have 35 instructors on study leaves of absence and some of them are in this category.				





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