FALL 2014 EMPLOYEE SUMMARY - SOC

TOTAL: 13,963   FACULTY: 4,265   STAFF: 5,696   GRAD ASST: 4,002

The data included in this summary reflect salaried employees at UMD.   Hourly employees are excluded.   Employee data were captured in Fall 2014.

In previous years, head counts were obtained primarily through an employee's Equal Employment Opportunity (EEO) category as these codes were the manner in which UMD was obligated to report on employees to the federal government. However, in fall of 2012, the University transitioned to tracking all employees by Standard Occupation Classification (SOC) code. This is now standard practice among employers and has replaced, or is currently replacing, other methods of tracking employees. The fall 2012 term therefore marked the beginning of new requirements to report on employees using roll-up groupings of SOC codes. In order to complete these new requirements, IRPA is now collecting and freezing these employee data using SOC codes.
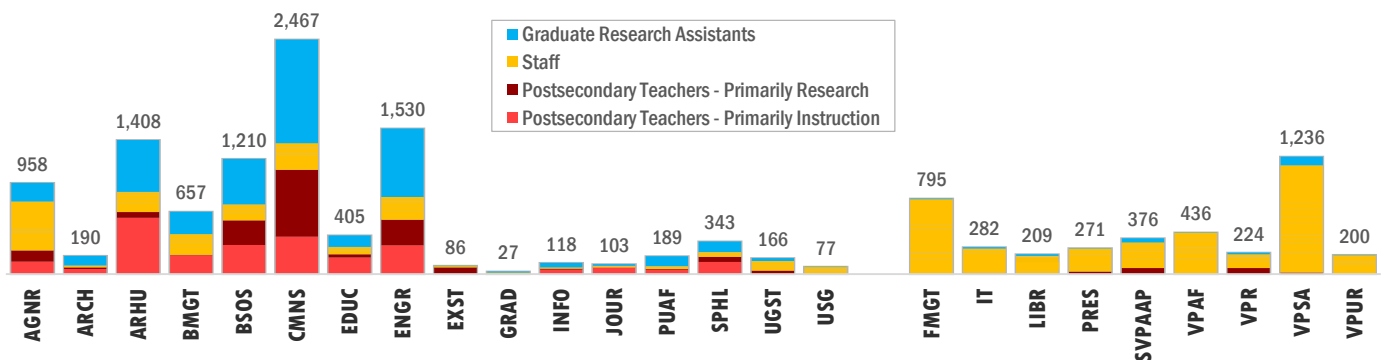
For purposes of annual reporting to the National Centers for Education Statistics, IRPA has a rubric through which the hundreds of SOC codes covering the duties of employees are rolled up into broader categories used in the Integrated Postsecondary Education Data System (IPEDS). These seventeen IPEDS categories are now the way by which IRPA captures data on employees when carrying out a freeze.

Donut chart

GAs 4,002

FACULTY 4,265

STAFF 5,696
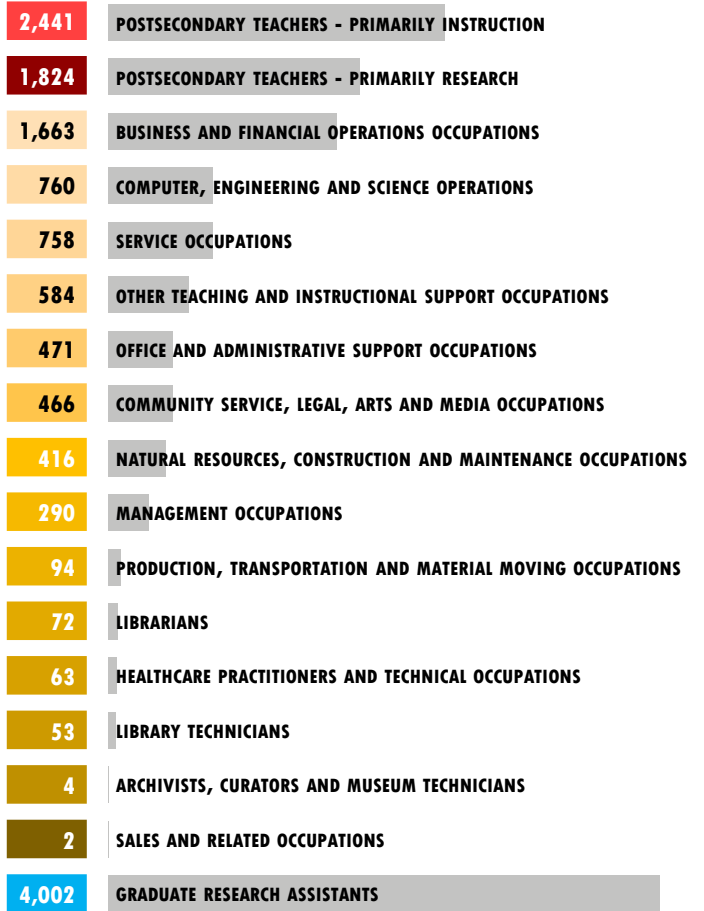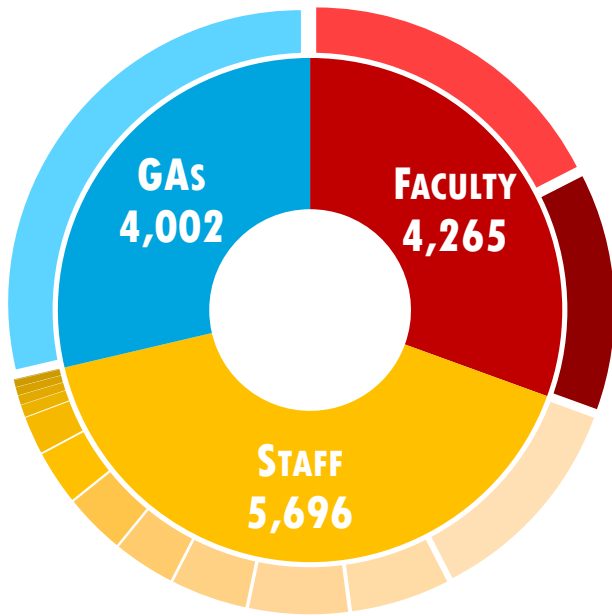
The distinctions between faculty and staff above are ones made by IRPA based on the IPEDS categories. These do not match the faculty and staff designations based on EEO code.

Faculty are the two categories under *Postsecondary Teachers*.
Graduate Assistants are a single category under *Graduate Research Assistants*.
Staff are all other IPEDS categories.

| Count	Category
2,441	POSTSECONDARY TEACHERS - PRIMARILY INSTRUCTION
1,824	POSTSECONDARY TEACHERS - PRIMARILY RESEARCH
1,663	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS
760	COMPUTER, ENGINEERING AND SCIENCE OPERATIONS
758	SERVICE OCCUPATIONS
584	OTHER TEACHING AND INSTRUCTIONAL SUPPORT OCCUPATIONS
471	OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS
466	COMMUNITY SERVICE, LEGAL, ARTS AND MEDIA OCCUPATIONS
416	NATURAL RESOURCES, CONSTRUCTION AND MAINTENANCE OCCUPATIONS
290	MANAGEMENT OCCUPATIONS
94	PRODUCTION, TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS
72	LIBRARIANS
63	HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS
53	LIBRARY TECHNICIANS
4	ARCHIVISTS, CURATORS AND MUSEUM TECHNICIANS
2	SALES AND RELATED OCCUPATIONS
4,002	GRADUATE RESEARCH ASSISTANTS

EMPLOYEE BREAKOUT by COLLEGES & DIVISIONS

Legend:
- Graduate Research Assistants
- Staff
- Postsecondary Teachers - Primarily Research
- Postsecondary Teachers - Primarily Instruction

College/Division	Total
AGNR	958
ARCH	190
ARHU	1,408
BMGT	657
BSOS	1,210
CMNS	2,467
EDUC	405
ENGR	1,530
EXST	86
GRAD	27
INFO	118
JOUR	103
PUAF	189
SPHL	343
UGST	166
USG	77
FMGT	795
IT	282
LIBR	209
PRES	271
SVPAAP	376
VPAF	436
VPR	224
VPSA	1,236
VPUR	200

POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION

2,441
2,002.9 FTE (FULL-TIME EQUIVALENCY)

GENDER
1,493 | 948
61% | 39%
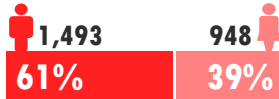
RACE/ETHNICITY:

White:U.S.	1,650	67.7%
Black or African American:U.S.	120	4.9%
Asian:U.S.	258	10.6%
American Indian or Alaska Native:U.S.	3	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	2	0.1%
Hispanic:U.S.	95	3.9%
Unknown:U.S.	234	9.6%
Two or More:U.S.	12	0.5%
Foreign	67	2.7%

COLLEGE/DIVISION: 0 — 600

AGNR	132	EXST	-	FMGT	-
ARCH	53	GRAD	-	IT	-
ARHU	593	INFO	46	LIBR	-
BMGT	198	JOUR	70	PRES	-
BSOS	306	PUAF	45	SVPAAP	-
CMNS	392	SPHL	127	VPAF	-
EDUC	176	UGST	-	VPR	-
ENGR	303	USG	-	VPSA	-
				VPUR	-

POSTSECONDARY TEACHERS – PRIMARILY RESEARCH

1,824
1,648.1 FTE (FULL-TIME EQUIVALENCY)

GENDER
1,168 | 656
64% | 36%

RACE/ETHNICITY:

White:U.S.	866	47.5%
Black or African American:U.S.	68	3.7%
Asian:U.S.	230	12.6%
American Indian or Alaska Native:U.S.	1	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	2	0.1%
Hispanic:U.S.	50	2.7%
Unknown:U.S.	194	10.6%
Two or More:U.S.	5	0.3%
Foreign	408	22.4%

COLLEGE/DIVISION: 0 — 725

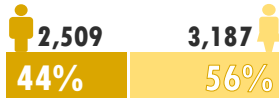|					
AGNR	116	EXST	70	FMGT	-
ARCH	18	GRAD	2	IT	5
ARHU	59	INFO	12	LIBR	-
BMGT	4	JOUR	-	PRES	26
BSOS	260	PUAF	9	SVPAAP	65
CMNS	703	SPHL	54	VPAF	-
EDUC	31	UGST	36	VPR	65
ENGR	269	USG	4	VPSA	16
				VPUR	-

TENURE/TENURE-TRACK FACULTY: 1,480 1,453.2 FTE (FULL-TIME EQUIVALENCY) **34.7%** OF ALL 4,265 FACULTY

STAFF

5,696
5,617.5 FTE (FULL-TIME EQUIVALENCY)

GENDER
2,509 | 3,187
44% | 56%

RACE/ETHNICITY:

White:U.S.	2,843	49.9%
Black or African American:U.S.	1,319	23.2%
Asian:U.S.	420	7.4%
American Indian or Alaska Native:U.S.	15	0.3%
Native Hawaiian or Other Pacific Islander:U.S.	11	0.2%
Hispanic:U.S.	518	9.1%
Unknown:U.S.	451	7.9%
Two or More:U.S.	56	1.0%
Foreign	63	1.1%

COLLEGE/DIVISION: 0 — 1,150

AGNR	514	EXST	15	FMGT	788
ARCH	18	GRAD	15	IT	265
ARHU	211	INFO	13	LIBR	191
BMGT	218	JOUR	17	PRES	243
BSOS	166	PUAF	31	SVPAAP	268
CMNS	281	SPHL	49	VPAF	435
EDUC	79	UGST	103	VPR	142
ENGR	238	USG	71	VPSA	1,128
				VPUR	197

GRADUATE RESEARCH ASSISTANTS

4,002
1,817.5 FTE (FULL-TIME EQUIVALENCY)

GENDER
2,227 | 1,775
56% | 44%

RACE/ETHNICITY:

White:U.S.	1,531	38.3%
Black or African American:U.S.	163	4.1%
Asian:U.S.	166	4.1%
American Indian or Alaska Native:U.S.	4	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	3	0.1%
Hispanic:U.S.	101	2.5%
Unknown:U.S.	482	12.0%
Two or More:U.S.	22	0.5%
Foreign	1,530	38.2%

COLLEGE/DIVISION: 0 — 1,100

AGNR	196	EXST	1	FMGT	7
ARCH	101	GRAD	10	IT	12
ARHU	545	INFO	47	LIBR	18
BMGT	237	JOUR	16	PRES	2
BSOS	478	PUAF	104	SVPAAP	43
CMNS	1,091	SPHL	113	VPAF	1
EDUC	119	UGST	27	VPR	17
ENGR	720	USG	2	VPSA	92
				VPUR	3

COLLEGE/DIVISION ABBREVIATIONS

AGNR	College of Agriculture & Natural Resources		**SPHL**	School of Public Health
ARCH	School of Architecture, Planning, & Preservation		**UGST**	Undergraduate Studies
ARHU	College of Arts & Humanities		**USG**	Shady Grove Center
BMGT	Robert H. Smith School of Business		**FMGT**	Facilities Management
BSOS	College of Behavioral & Social Sciences		**IT**	Information Technology
CMNS	College of Computer, Math & Natural Sciences		**LIBR**	Libraries
EDUC	College of Education		**PRES**	Office of the President
ENGR	A. James Clark School of Engineering		**SVPAAP**	Sr VP Academic Affairs & Provost
EXST	Office of Extended Studies		**VPAF**	VP Administration & Finance
GRAD	Graduate School		**VPR**	VP for Research
INFO	College of Information Studies		**VPSA**	VP for Student Affairs
JOUR	Philip Merrill College of Journalism		**VPUR**	VP for University Relations
PUAF	School of Public Policy			

ADDITIONAL BACKGROUND INFORMATION

The Integrated Postsecondary Education Data System (IPEDS) is a set of interrelated surveys designed to collect institution-level data in such areas as enrollments, program completions, faculty, staff, and finances from all primary providers of postsecondary education. The University of Maryland complies with federal reporting policies for all of these surveys; each collection item has specific reporting guidelines established so that the federal government, consumers, and other constituents are able to compare institutions in a fair manner.

The IPEDS Human Resource (HR) survey, which includes faculty and staff job categorizations, underwent major revisions in the fall of 2012. The IPEDS survey classification revisions represent a change from the previous HR data classification based on Equal Employment Opportunity (EEO) categories, which had remained unchanged for the last decade. The new survey classifications reflect the requirements of the 2010 Standard Occupational Classification (SOC) system from the US Department of Labor's Bureau of Labor Statistics. SOC codes were developed to classify workers according to detailed occupational definitions which reflect changes in the workforce over the last decade and a comprehensive effort to conduct better data analysis across all federal government departments. These categories facilitate collecting, calculating, and disseminating data about workers across all the sectors of industry. There are nineteen total job categories, seventeen of which are applicable to our campus.

It is important to note that the previous employment categories for HR reporting are inherently different than the current SOC system. Previously, there were nine possible EEO categories for employees that were assigned by the University System of Maryland (USM) based on a variety of elements including title, job description, Fair Labor Standards Act (FLSA) status, and responsibilities of the job. Under the nineteen new IPEDS categories, SOC codes were assigned by the USM essentially with the same logic but with more detail due to the increase in job categories. As a result, comparisons can create a one-to-many relationship (e.g., one EEO category maps to more than one of the new IPEDS categories). Therefore comparisons should not be made of those data from before and after the changeover to SOC assignment.

View more details on the individual IPEDS categories.

FAQ

Why don't these numbers match previous reports on employees?
The IPEDS HR survey was changed in fall 2012 to comply with the requirement to align IPEDS HR reporting with the 2010 Standard Occupational Classification (SOC) system. The change resulted in more possible job classifications such that attempts to compare EEO categories to IPEDS categories are inexact. Efforts to do these comparisons will result in a one-to-many relationship from EEO categories to IPEDS categories (i.e., the single EEO category '02' for Faculty maps to ten IPEDS categories).

Which number should I use: IPEDS or EEO?
When requesting an official figure from our office, the census figures reported to the federal government will be used. This means that when asking for official counts of any employee group (i.e., faculty, staff, etc.), you will receive individuals broken down by IPEDS categories as this is how these data are being reported. We encourage all our campus constituents to kindly use these figures as official statistics to remain consistent with our federal census numbers.