FALL 2018 EMPLOYEE SUMMARY - SOC
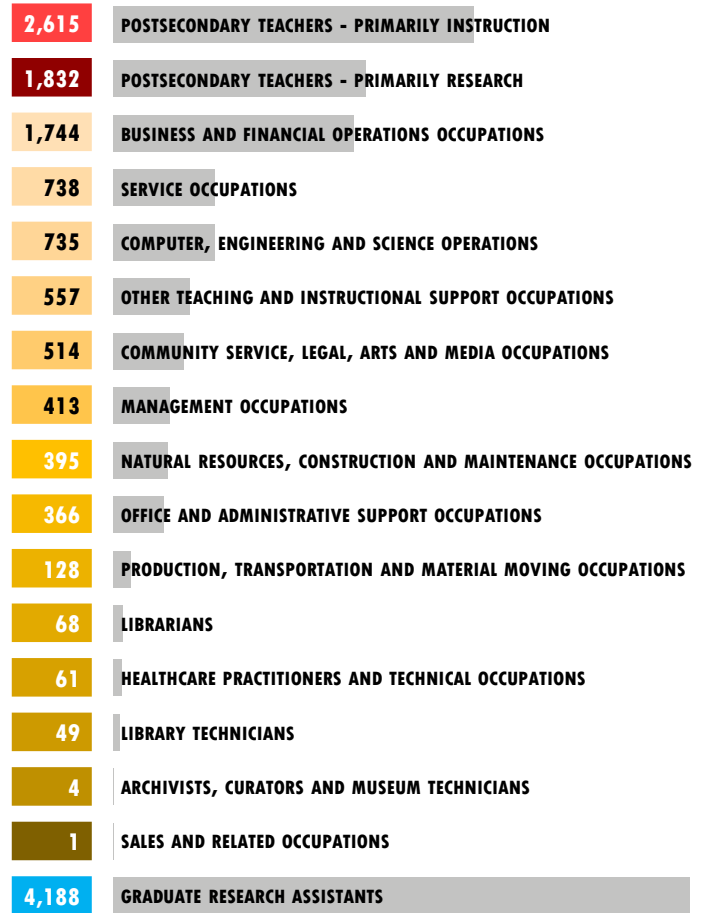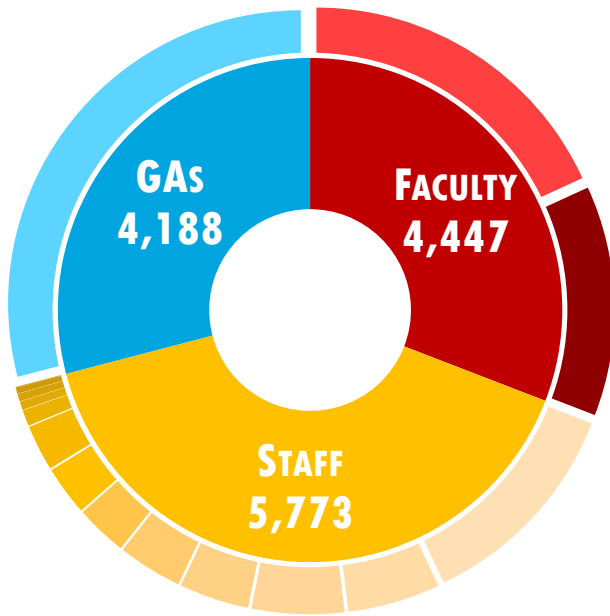
TOTAL: 14,408   FACULTY: 4,447   STAFF: 5,773   GRAD ASST: 4,188

The data included in this summary reflect salaried employees at UMD.   Hourly employees are excluded.   Employee data were captured in Fall 2018.

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.
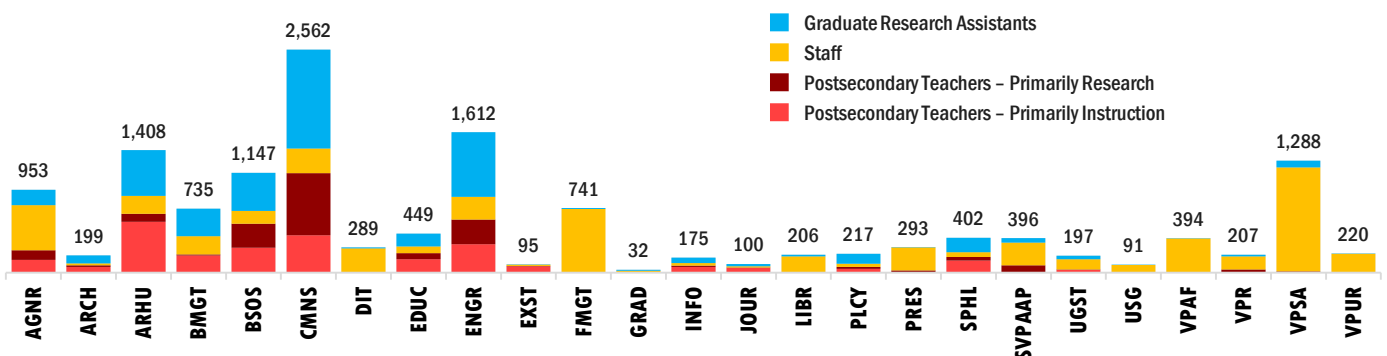
For purposes of annual reporting to the National Centers for Education Statistics, IRPA has a rubric through which the hundreds of SOC codes covering the duties of employees are rolled up into broader categories used in the Integrated Postsecondary Education Data System (IPEDS). These seventeen IPEDS categories are now the way by which IRPA captures data on employees when carrying out a freeze.

GAs 4,188

FACULTY 4,447

STAFF 5,773

2,615	POSTSECONDARY TEACHERS - PRIMARILY INSTRUCTION
1,832	POSTSECONDARY TEACHERS - PRIMARILY RESEARCH
1,744	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS
738	SERVICE OCCUPATIONS
735	COMPUTER, ENGINEERING AND SCIENCE OPERATIONS
557	OTHER TEACHING AND INSTRUCTIONAL SUPPORT OCCUPATIONS
514	COMMUNITY SERVICE, LEGAL, ARTS AND MEDIA OCCUPATIONS
413	MANAGEMENT OCCUPATIONS
395	NATURAL RESOURCES, CONSTRUCTION AND MAINTENANCE OCCUPATIONS
366	OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS
128	PRODUCTION, TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS
68	LIBRARIANS
61	HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS
49	LIBRARY TECHNICIANS
4	ARCHIVISTS, CURATORS AND MUSEUM TECHNICIANS
1	SALES AND RELATED OCCUPATIONS
4,188	GRADUATE RESEARCH ASSISTANTS

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.

EMPLOYEE BREAKOUT by COLLEGES & DIVISIONS

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

College	Value
AGNR	953
ARCH	199
ARHU	1,408
BMGT	735
BSOS	1,147
CMNS	2,562
DIT	289
EDUC	449
ENGR	1,612
EXST	95
FMGT	741
GRAD	32
INFO	175
JOUR	100
LIBR	206
PLCY	217
PRES	293
SPHL	402
SVPAAP	396
UGST	197
USG	91
VPAF	394
VPR	207
VPSA	1,288
VPUR	220

POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION

2,615
2,114.9 FTE
(FULL-TIME EQUIVALENCY)

GENDER
1,583 | 1,032
61% | 39%
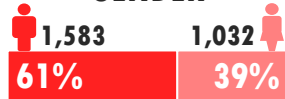
RACE/ETHNICITY:

White:U.S.	1,664	63.6%
Black or African American:U.S.	156	6.0%
Asian:U.S.	310	11.9%
American Indian or Alaska Native:U.S.	5	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	4	0.2%
Hispanic:U.S.	126	4.8%
Unknown:U.S.	256	9.8%
Two or More:U.S.	27	1.0%
Foreign	67	2.6%

COLLEGE/DIVISION: 1 — 600

AGNR	148	EXST	75	DIT	-		
ARCH	65	GRAD	-	FMGT	-		
ARHU	586	INFO	67	LIBR	-		
BMGT	199	JOUR	57	PRES	-		
BSOS	287	PLCY	43	SVPAAP	-		
CMNS	430	SPHL	139	VPAF	-		
EDUC	155	UGST	35	VPR	-		
ENGR	329	USG	-	VPSA	-		
				VPUR	-		

POSTSECONDARY TEACHERS – PRIMARILY RESEARCH

1,832
1,698.1 FTE
(FULL-TIME EQUIVALENCY)

GENDER
1,105 | 727
60% | 40%

RACE/ETHNICITY:

White:U.S.	829	45.3%
Black or African American:U.S.	75	4.1%
Asian:U.S.	239	13.0%
American Indian or Alaska Native:U.S.		0.0%
Native Hawaiian or Other Pacific Islander:U.S.	1	0.1%
Hispanic:U.S.	76	4.1%
Unknown:U.S.	176	9.6%
Two or More:U.S.	12	0.7%
Foreign	424	23.1%

COLLEGE/DIVISION: 1 — 750

AGNR	110	EXST	1	DIT	2
ARCH	21	GRAD	2	FMGT	-
ARHU	92	INFO	15	LIBR	-
BMGT	10	JOUR	2	PRES	28
BSOS	276	PLCY	25	SVPAAP	84
CMNS	713	SPHL	41	VPAF	-
EDUC	71	UGST	1	VPR	36
ENGR	281	USG	4	VPSA	17
				VPUR	-

TENURE/TENURE-TRACK FACULTY: **1,443** 1,411.6 FTE (FULL-TIME EQUIVALENCY) **32.4%** OF ALL 4,447 FACULTY

STAFF

5,773
5,715.9 FTE
(FULL-TIME EQUIVALENCY)

GENDER
2,537 | 3,236
44% | 56%

RACE/ETHNICITY:

White:U.S.	2,744	47.5%
Black or African American:U.S.	1,346	23.3%
Asian:U.S.	436	7.6%
American Indian or Alaska Native:U.S.	10	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	7	0.1%
Hispanic:U.S.	572	9.9%
Unknown:U.S.	491	8.5%
Two or More:U.S.	90	1.6%
Foreign	77	1.3%

COLLEGE/DIVISION: 1 — 1,200

AGNR	519	EXST	16	DIT	276
ARCH	22	GRAD	19	FMGT	733
ARHU	203	INFO	29	LIBR	187
BMGT	212	JOUR	16	PRES	263
BSOS	146	PLCY	35	SVPAAP	263
CMNS	283	SPHL	55	VPAF	393
EDUC	77	UGST	118	VPR	153
ENGR	263	USG	85	VPSA	1,191
				VPUR	216

GRADUATE RESEARCH ASSISTANTS

4,188
1,867.3 FTE
(FULL-TIME EQUIVALENCY)

GENDER
2,242 | 1,946
54% | 46%
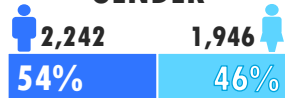
RACE/ETHNICITY:

White:U.S.	1,376	32.9%
Black or African American:U.S.	200	4.8%
Asian:U.S.	204	4.9%
American Indian or Alaska Native:U.S.	4	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	3	0.1%
Hispanic:U.S.	151	3.6%
Unknown:U.S.	500	11.9%
Two or More:U.S.	54	1.3%
Foreign	1,696	40.5%

COLLEGE/DIVISION: 1 — 1,100

AGNR	176	EXST	3	DIT	11
ARCH	91	GRAD	11	FMGT	8
ARHU	527	INFO	64	LIBR	19
BMGT	314	JOUR	25	PRES	2
BSOS	438	PLCY	114	SVPAAP	49
CMNS	1,136	SPHL	167	VPAF	1
EDUC	146	UGST	43	VPR	18
ENGR	739	USG	2	VPSA	80
				VPUR	4

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		**DIT**	Division of Information Technology
BSOS	College of Behavioral & Social Sciences		**FMGT**	Facilities Management
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
PLCY	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 the fall of 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.