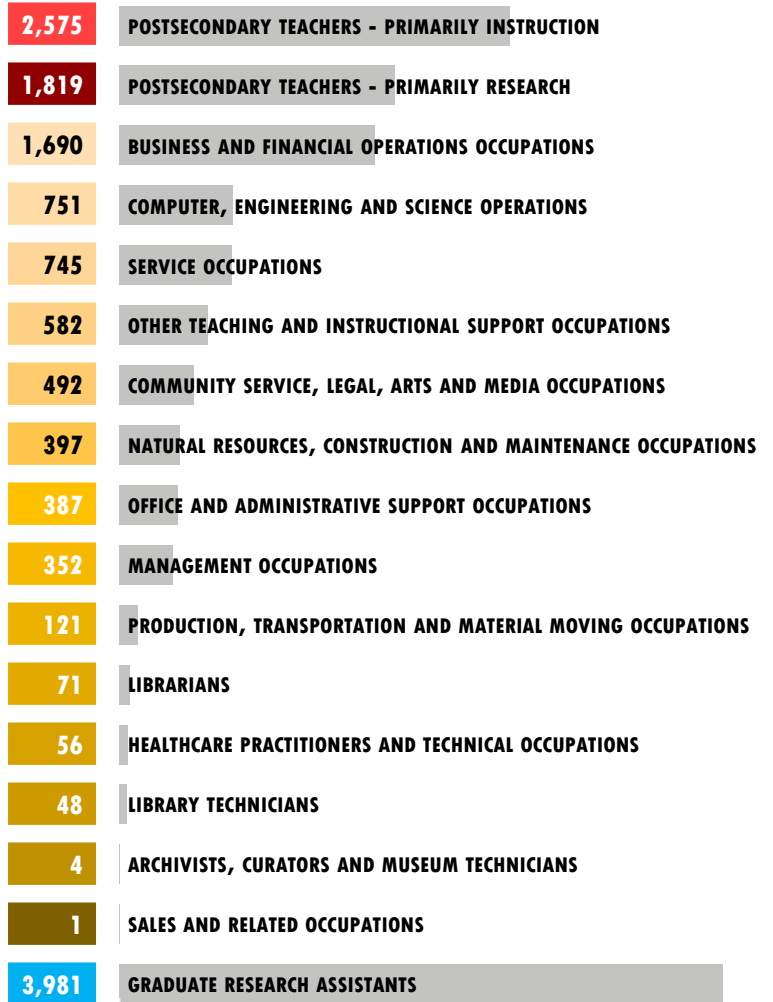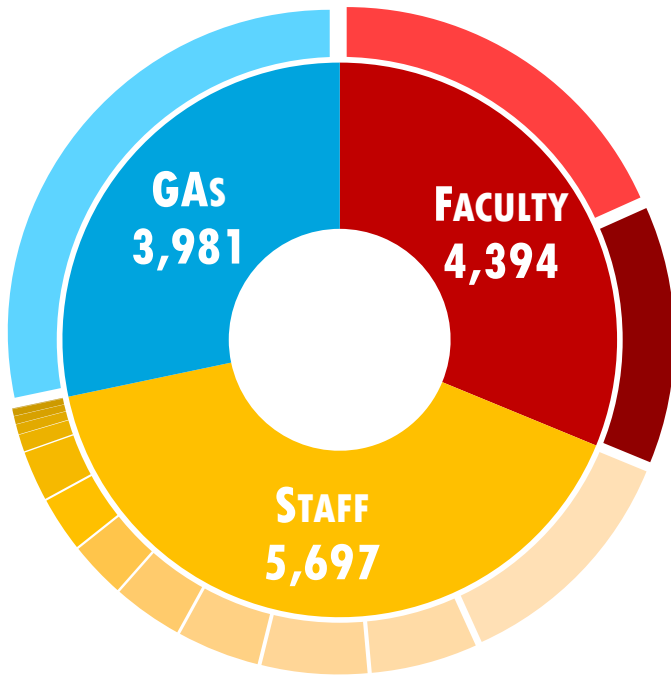# FALL 2016 EMPLOYEE SUMMARY - SOC

TOTAL: 14,072   FACULTY: 4,394   STAFF: 5,697   GRAD ASST: 3,981

The data included in this summary reflect salaried employees at UMD.   Hourly employees are excluded.   Employee data were captured in Fall 2016.

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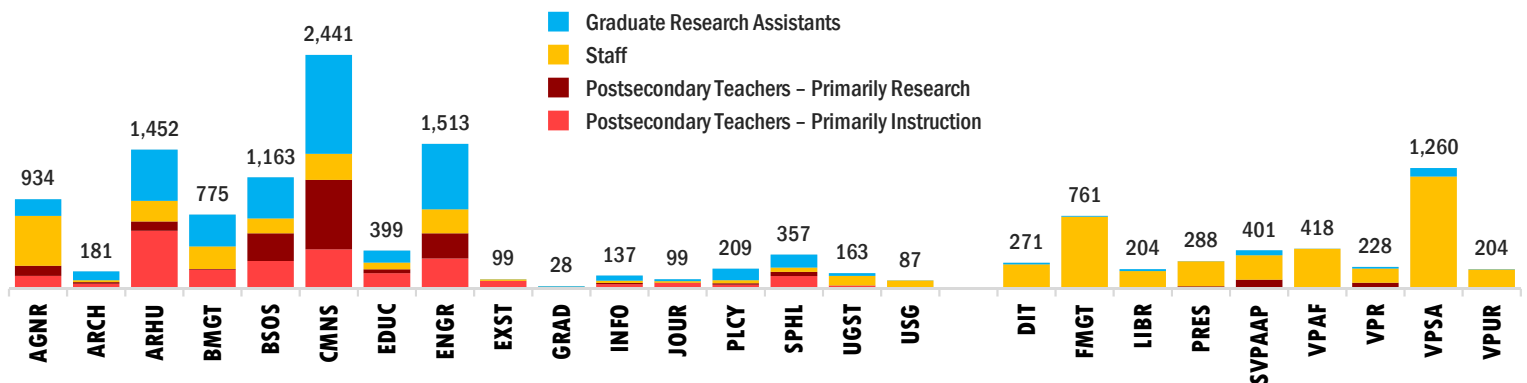
For purposes of annual reporting to the National Centers for Education Statistics, IRPA has a rubric through which the hundreds of SOC codes covering the duties of employees are rolled up into broader categories used in the Integrated Postsecondary Education Data System (IPEDS). These seventeen IPEDS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

GAs 3,981
Faculty 4,394
Staff 5,697

Count	Category
2,575	POSTSECONDARY TEACHERS - PRIMARILY INSTRUCTION
1,819	POSTSECONDARY TEACHERS - PRIMARILY RESEARCH
1,690	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS
751	COMPUTER, ENGINEERING AND SCIENCE OPERATIONS
745	SERVICE OCCUPATIONS
582	OTHER TEACHING AND INSTRUCTIONAL SUPPORT OCCUPATIONS
492	COMMUNITY SERVICE, LEGAL, ARTS AND MEDIA OCCUPATIONS
397	NATURAL RESOURCES, CONSTRUCTION AND MAINTENANCE OCCUPATIONS
387	OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS
352	MANAGEMENT OCCUPATIONS
121	PRODUCTION, TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS
71	LIBRARIANS
56	HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS
48	LIBRARY TECHNICIANS
4	ARCHIVISTS, CURATORS AND MUSEUM TECHNICIANS
1	SALES AND RELATED OCCUPATIONS
3,981	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.
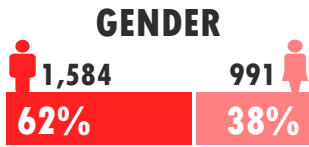
Faculty are the two categories under *Postsecondary Teachers*.
Graduate Assistants are a single category under *Graduate Research Assistants*.
Staff are all other IPEDS categories.

EMPLOYEE BREAKOUT by COLLEGES & DIVISIONS

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

College/Division	Total
AGNR	934
ARCH	181
ARHU	1,452
BMGT	775
BSOS	1,163
CMNS	2,441
EDUC	399
ENGR	1,513
EXST	99
GRAD	28
INFO	137
JOUR	99
PLCY	209
SPHL	357
UGST	163
USG	87
DIT	271
FMGT	761
LIBR	204
PRES	288
SVPAAP	401
VPAF	418
VPR	228
VPSA	1,260
VPUR	204

POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION

2,575
2,071.1 FTE
(FULL-TIME EQUIVALENCY)

GENDER
1,584 | 991
62% | 38%

RACE/ETHNICITY:

White:U.S.	1,691	65.7%
Black or African American:U.S.	133	5.2%
Asian:U.S.	289	11.2%
American Indian or Alaska Native:U.S.	4	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	2	0.1%
Hispanic:U.S.	108	4.2%
Unknown:U.S.	275	10.7%
Two or More:U.S.	18	0.7%
Foreign	55	2.1%

COLLEGE/DIVISION: 1 — 650

AGNR	135	EXST	83	DIT	-
ARCH	52	GRAD	-	IT	-
ARHU	606	INFO	48	LIBR	-
BMGT	200	JOUR	62	PRES	-
BSOS	289	PLCY	42	SVPAAP	-
CMNS	412	SPHL	133	VPAF	-
EDUC	163	UGST	33	VPR	-
ENGR	317	USG	-	VPSA	-
				VPUR	-

POSTSECONDARY TEACHERS – PRIMARILY RESEARCH

1,819
1,708.3 FTE
(FULL-TIME EQUIVALENCY)

GENDER
1,125 | 694
62% | 38%

RACE/ETHNICITY:

White:U.S.	827	45.5%
Black or African American:U.S.	74	4.1%
Asian:U.S.	229	12.6%
American Indian or Alaska Native:U.S.	3	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	1	0.1%
Hispanic:U.S.	57	3.1%
Unknown:U.S.	173	9.5%
Two or More:U.S.	11	0.6%
Foreign	444	24.4%

COLLEGE/DIVISION: 1 — 750

AGNR	105	EXST	-	DIT	2
ARCH	17	GRAD	4	FMGT	-
ARHU	96	INFO	13	LIBR	-
BMGT	6	JOUR	1	PRES	25
BSOS	289	PLCY	16	SVPAAP	95
CMNS	725	SPHL	43	VPAF	-
EDUC	40	UGST	1	VPR	62
ENGR	262	USG	-	VPSA	17
				VPUR	-

TENURE/TENURE-TRACK FACULTY: **1,442** 1,416.1 FTE (FULL-TIME EQUIVALENCY) **32.8%** OF ALL 4,394 FACULTY

STAFF

5,697
5,634.2 FTE
(FULL-TIME EQUIVALENCY)

GENDER
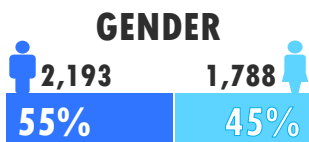2,496 | 3,201
44% | 56%
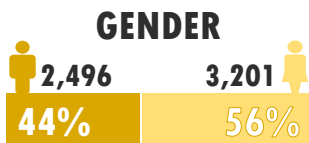
RACE/ETHNICITY:

White:U.S.	2,766	48.6%
Black or African American:U.S.	1,323	23.2%
Asian:U.S.	416	7.3%
American Indian or Alaska Native:U.S.	13	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	8	0.1%
Hispanic:U.S.	549	9.6%
Unknown:U.S.	480	8.4%
Two or More:U.S.	73	1.3%
Foreign	69	1.2%

COLLEGE/DIVISION: 1 — 1,200

AGNR	520	EXST	14	DIT	253
ARCH	20	GRAD	16	FMGT	753
ARHU	216	INFO	23	LIBR	184
BMGT	235	JOUR	16	PRES	261
BSOS	156	PLCY	31	SVPAAP	255
CMNS	272	SPHL	45	VPAF	417
EDUC	70	UGST	100	VPR	149
ENGR	251	USG	85	VPSA	1,154
				VPUR	201

GRADUATE RESEARCH ASSISTANTS

3,981
1,772.0 FTE
(FULL-TIME EQUIVALENCY)

GENDER
2,193 | 1,788
55% | 45%

RACE/ETHNICITY:

White:U.S.	1,388	34.9%
Black or African American:U.S.	166	4.2%
Asian:U.S.	174	4.4%
American Indian or Alaska Native:U.S.	5	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	3	0.1%
Hispanic:U.S.	113	2.8%
Unknown:U.S.	495	12.4%
Two or More:U.S.	35	0.9%
Foreign	1,602	40.2%

COLLEGE/DIVISION: 1 — 1,100

AGNR	174	EXST	2	DIT	16
ARCH	92	GRAD	8	FMGT	8
ARHU	534	INFO	53	LIBR	20
BMGT	334	JOUR	20	PRES	2
BSOS	429	PLCY	120	SVPAAP	51
CMNS	1,032	SPHL	136	VPAF	1
EDUC	126	UGST	29	VPR	17
ENGR	683	USG	2	VPSA	89
				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		**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 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.