

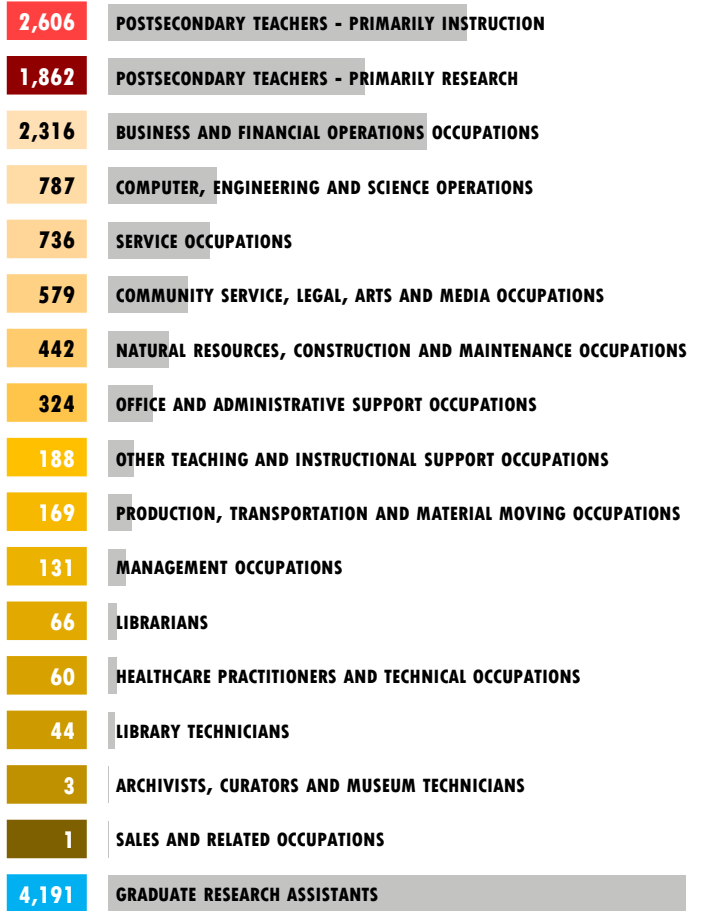
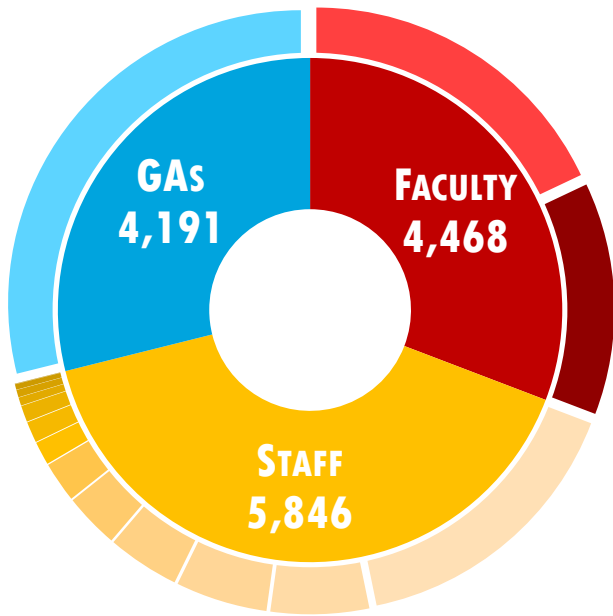
# FALL 2019 EMPLOYEE SUMMARY - SOC

**TOTAL: 14,505**    **FACULTY: 4,468**    **STAFF: 5,846**    **GRAD ASST: 4,191**

The data included in this summary reflect salaried employees at UMD. Hourly employees are excluded. Employee data were captured in Fall 2019.

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.

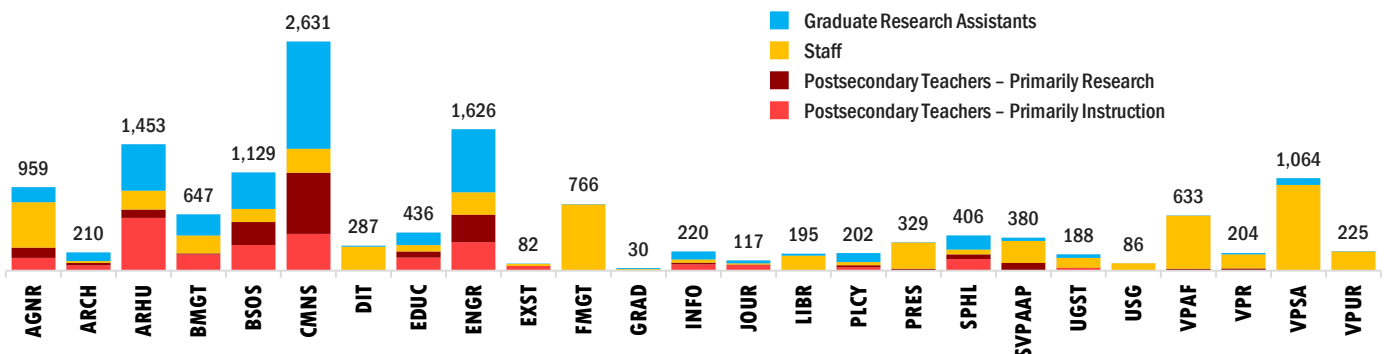
For purposes of annual reporting to the National Centers for Education Statistics, IRPA has a rubric through which the hundreds of SOC codes covering the duties of employees are rolled up into broader categories used in the Integrated Postsecondary Education Data System (IPEDS). These seventeen IPEDS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



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

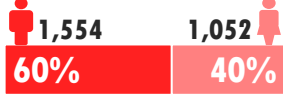


# POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION

**2,606**

2,122.1 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	1,635	62.7%
Black or African American:U.S.	176	6.8%
Asian:U.S.	301	11.6%
American Indian or Alaska Native:U.S.	6	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	4	0.2%
Hispanic:U.S.	131	5.0%
Unknown:U.S.	257	9.9%
Two or More:U.S.	23	0.9%
Foreign	73	2.8%

## COLLEGE/DIVISION: 1 600

AGNR	149	EXST	56	DIT	-
ARCH	63	GRAD	-	FMGT	-
ARHU	607	INFO	75	LIBR	-
BMGT	188	JOUR	67	PRES	-
BSOS	293	PLCY	42	SVPAAP	-
CMNS	422	SPHL	131	VPAF	-
EDUC	152	UGST	34	VPR	1
ENGR	326	USG	-	VPSA	-
				VPUR	-

# POSTSECONDARY TEACHERS – PRIMARILY RESEARCH

**1,862**

1,727.0 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	835	44.8%
Black or African American:U.S.	81	4.4%
Asian:U.S.	227	12.2%
American Indian or Alaska Native:U.S.	1	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	0	0.0%
Hispanic:U.S.	76	4.1%
Unknown:U.S.	158	8.5%
Two or More:U.S.	13	0.7%
Foreign	471	25.3%

## COLLEGE/DIVISION: 1 750

AGNR	115	EXST	-	DIT	1
ARCH	24	GRAD	2	FMGT	-
ARHU	94	INFO	17	LIBR	-
BMGT	11	JOUR	2	PRES	21
BSOS	265	PLCY	20	SVPAAP	89
CMNS	704	SPHL	56	VPAF	21
EDUC	69	UGST	1	VPR	27
ENGR	316	USG	5	VPSA	2
				VPUR	-

**TENURE/TENURE-TRACK FACULTY: 1,424** 1,397.0 FTE  
(FULL-TIME EQUIVALENCY)

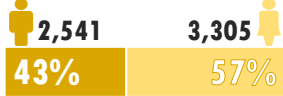
**31.9%** OF ALL 4,468 FACULTY

# STAFF

**5,846**

5,794.4 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	2,702	46.2%
Black or African American:U.S.	1,404	24.0%
Asian:U.S.	444	7.6%
American Indian or Alaska Native:U.S.	9	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	5	0.1%
Hispanic:U.S.	612	10.5%
Unknown:U.S.	490	8.4%
Two or More:U.S.	103	1.8%
Foreign	77	1.3%

## COLLEGE/DIVISION: 1 1,000

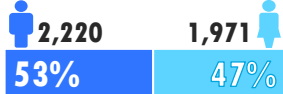
AGNR	521	EXST	22	DIT	275
ARCH	22	GRAD	16	FMGT	760
ARHU	219	INFO	36	LIBR	175
BMGT	204	JOUR	17	PRES	302
BSOS	151	PLCY	39	SVPAAP	255
CMNS	274	SPHL	56	VPAF	611
EDUC	75	UGST	112	VPR	160
ENGR	259	USG	81	VPSA	982
				VPUR	222

# GRADUATE RESEARCH ASSISTANTS

**4,191**

1,889.7 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	1,347	32.1%
Black or African American:U.S.	206	4.9%
Asian:U.S.	211	5.0%
American Indian or Alaska Native:U.S.	2	<0.1%
Native Hawaiian or Other Pacific Islander:U.S.	2	<0.1%
Hispanic:U.S.	144	3.4%
Unknown:U.S.	465	11.1%
Two or More:U.S.	70	1.7%
Foreign	1,744	41.6%

## COLLEGE/DIVISION: 1 1,200

AGNR	174	EXST	4	DIT	11
ARCH	101	GRAD	12	FMGT	6
ARHU	533	INFO	92	LIBR	20
BMGT	244	JOUR	31	PRES	6
BSOS	420	PLCY	101	SVPAAP	36
CMNS	1,231	SPHL	163	VPAF	1
EDUC	140	UGST	41	VPR	16
ENGR	725	USG	-	VPSA	80
				VPUR	3

# COLLEGE/DIVISION ABBREVIATIONS

**AGNR** College of Agriculture & Natural Resources

**ARCH** School of Architecture, Planning, & Preservation

**ARHU** College of Arts & Humanities

**BMGT** Robert H. Smith School of Business

**BSOS** College of Behavioral & Social Sciences

**CMNS** College of Computer, Math & Natural Sciences

**EDUC** College of Education

**ENGR** A. James Clark School of Engineering

**EXST** Office of Extended Studies

**GRAD** Graduate School

**INFO** College of Information Studies

**JOUR** Philip Merrill College of Journalism

**PLCY** School of Public Policy

**SPHL** School of Public Health

**UGST** Undergraduate Studies

**USG** Shady Grove Center

**DIT** Division of Information Technology

**FMGT** Facilities Management

**LIBR** Libraries

**PRES** Office of the President

**SVPAAP** Sr VP Academic Affairs & Provost

**VPAF** VP Administration & Finance

**VPR** VP for Research

**VPSA** VP for Student Affairs

**VPUR** VP for University Relations

## 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.

## 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.