FALL 2020 EMPLOYEE SUMMARY - SOC
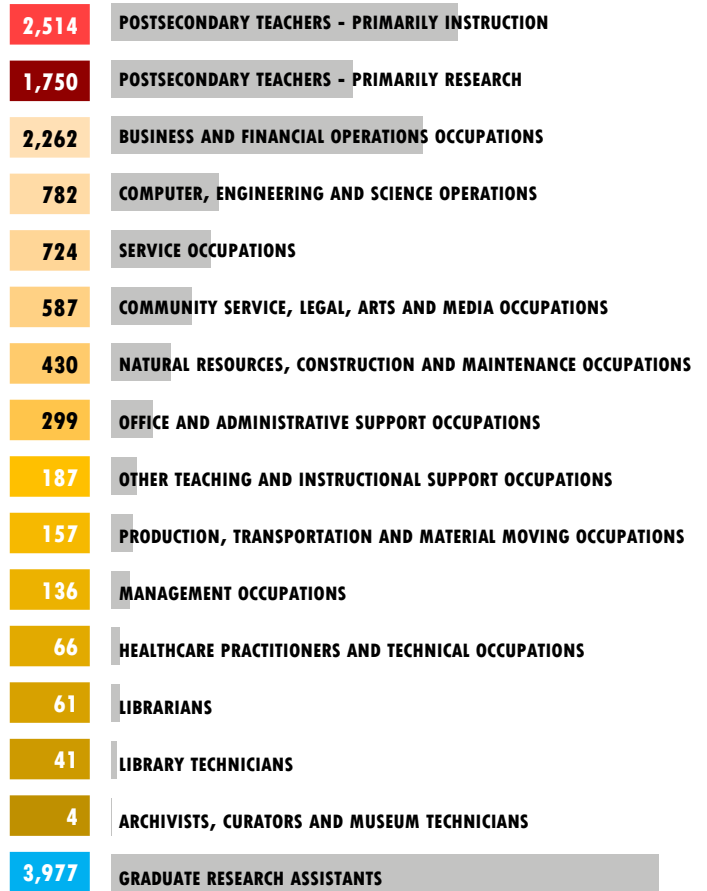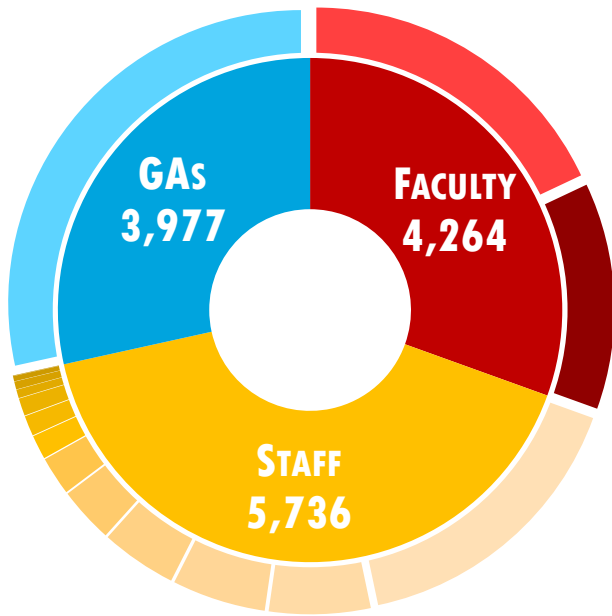
TOTAL: 13,977   FACULTY: 4,264   STAFF: 5,736   GRAD ASST: 3,977

The data included in this summary reflect salaried employees at UMD.   Hourly employees are excluded.   Employee data were captured in Fall 2020.

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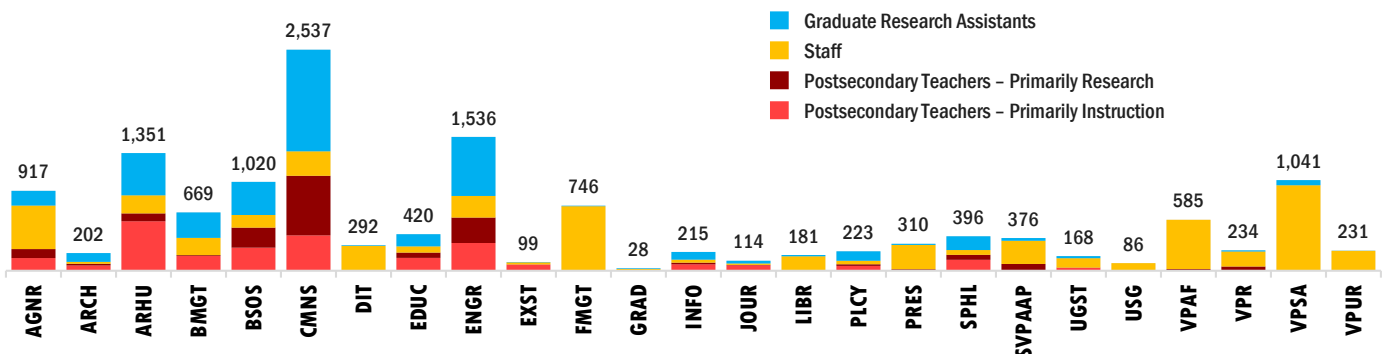
For purposes of annual reporting to the National Centers for Education Statistics, IRPA has a rubric through which the hundreds of SOC codes covering the duties of employees are rolled up into broader categories used in the Integrated Postsecondary Education Data System (IPEDS). These seventeen IPEDS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

GAs 3,977 | FACULTY 4,264 | STAFF 5,736

Count	Category
2,514	POSTSECONDARY TEACHERS - PRIMARILY INSTRUCTION
1,750	POSTSECONDARY TEACHERS - PRIMARILY RESEARCH
2,262	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS
782	COMPUTER, ENGINEERING AND SCIENCE OPERATIONS
724	SERVICE OCCUPATIONS
587	COMMUNITY SERVICE, LEGAL, ARTS AND MEDIA OCCUPATIONS
430	NATURAL RESOURCES, CONSTRUCTION AND MAINTENANCE OCCUPATIONS
299	OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS
187	OTHER TEACHING AND INSTRUCTIONAL SUPPORT OCCUPATIONS
157	PRODUCTION, TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS
136	MANAGEMENT OCCUPATIONS
66	HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS
61	LIBRARIANS
41	LIBRARY TECHNICIANS
4	ARCHIVISTS, CURATORS AND MUSEUM TECHNICIANS
3,977	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	Count
AGNR	917
ARCH	202
ARHU	1,351
BMGT	669
BSOS	1,020
CMNS	2,537
DIT	292
EDUC	420
ENGR	1,536
EXST	99
FMGT	746
GRAD	28
INFO	215
JOUR	114
LIBR	181
PLCY	223
PRES	310
SPHL	396
SVPAAP	376
UGST	168
USG	86
VPAF	585
VPR	234
VPSA	1,041
VPUR	231

POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION

2,514
2,083.0 FTE (FULL-TIME EQUIVALENCY)

GENDER
1,483 — 59% | 1,031 — 41%
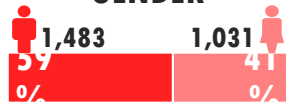
RACE/ETHNICITY:

White:U.S.	1,580	62.8%
Black or African American:U.S.	174	6.9%
Asian:U.S.	296	11.8%
American Indian or Alaska Native:U.S.	5	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	3	0.1%
Hispanic:U.S.	127	5.1%
Unknown:U.S.	238	9.5%
Two or More:U.S.	25	1.0%
Foreign	66	2.6%

COLLEGE/DIVISION: (scale 1 – 600)

AGNR	146	EXST	73	DIT	-
ARCH	61	GRAD	-	FMGT	-
ARHU	568	INFO	74	LIBR	-
BMGT	170	JOUR	63	PRES	-
BSOS	265	PLCY	55	SVPAAP	-
CMNS	407	SPHL	126	VPAF	-
EDUC	148	UGST	34	VPR	5
ENGR	319	USG	-	VPSA	-
				VPUR	-

POSTSECONDARY TEACHERS – PRIMARILY RESEARCH

1,750
1,625.0 FTE (FULL-TIME EQUIVALENCY)

GENDER
1,013 — 58% | 737 — 42%

RACE/ETHNICITY:

White:U.S.	809	46.2%
Black or African American:U.S.	79	4.5%
Asian:U.S.	225	12.9%
American Indian or Alaska Native:U.S.	-	0.0%
Native Hawaiian or Other Pacific Islander:U.S.	-	0.0%
Hispanic:U.S.	75	4.3%
Unknown:U.S.	144	8.2%
Two or More:U.S.	15	0.9%
Foreign	403	23.0%

COLLEGE/DIVISION: (scale 1 – 700)

AGNR	103	EXST	-	DIT	-
ARCH	19	GRAD	2	FMGT	-
ARHU	90	INFO	18	LIBR	-
BMGT	9	JOUR	3	PRES	18
BSOS	230	PLCY	19	SVPAAP	77
CMNS	683	SPHL	57	VPAF	19
EDUC	60	UGST	1	VPR	44
ENGR	292	USG	4	VPSA	2
				VPUR	-

TENURE/TENURE-TRACK FACULTY: **1,394** 1,373.7 FTE (FULL-TIME EQUIVALENCY) **32.7%** OF ALL 4,264 FACULTY

STAFF

5,736
5,690.1 FTE (FULL-TIME EQUIVALENCY)

GENDER
2,477 — 43% | 3,259 — 57%
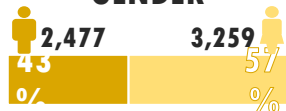
RACE/ETHNICITY:

White:U.S.	2,639	46.0%
Black or African American:U.S.	1,391	24.3%
Asian:U.S.	449	7.8%
American Indian or Alaska Native:U.S.	11	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	6	0.1%
Hispanic:U.S.	617	10.8%
Unknown:U.S.	447	7.8%
Two or More:U.S.	105	1.8%
Foreign	71	1.2%

COLLEGE/DIVISION: (scale 1 – 1,000)

AGNR	500	EXST	23	DIT	285
ARCH	22	GRAD	18	FMGT	741
ARHU	208	INFO	36	LIBR	166
BMGT	198	JOUR	17	PRES	278
BSOS	144	PLCY	41	SVPAAP	267
CMNS	281	SPHL	55	VPAF	566
EDUC	71	UGST	109	VPR	172
ENGR	248	USG	82	VPSA	979
				VPUR	229

GRADUATE RESEARCH ASSISTANTS

3,977
1,785.2 FTE (FULL-TIME EQUIVALENCY)

GENDER
2,086 — 52% | 1,891 — 48%
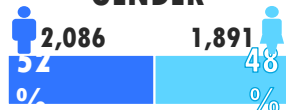
RACE/ETHNICITY:

White:U.S.	1,276	32.1%
Black or African American:U.S.	208	5.2%
Asian:U.S.	246	6.2%
American Indian or Alaska Native:U.S.	2	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	3	0.1%
Hispanic:U.S.	149	3.7%
Unknown:U.S.	465	11.7%
Two or More:U.S.	92	2.3%
Foreign	1,536	38.6%

COLLEGE/DIVISION: (scale 1 – 1,200)

AGNR	168	EXST	3	DIT	7
ARCH	100	GRAD	8	FMGT	5
ARHU	485	INFO	87	LIBR	15
BMGT	292	JOUR	31	PRES	14
BSOS	381	PLCY	108	SVPAAP	32
CMNS	1,166	SPHL	158	VPAF	-
EDUC	141	UGST	24	VPR	13
ENGR	677	USG	-	VPSA	60
				VPUR	2

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.