

# FALL 2017 EMPLOYEE SUMMARY - SOC

**TOTAL: 14,341**

**FACULTY: 4,428**

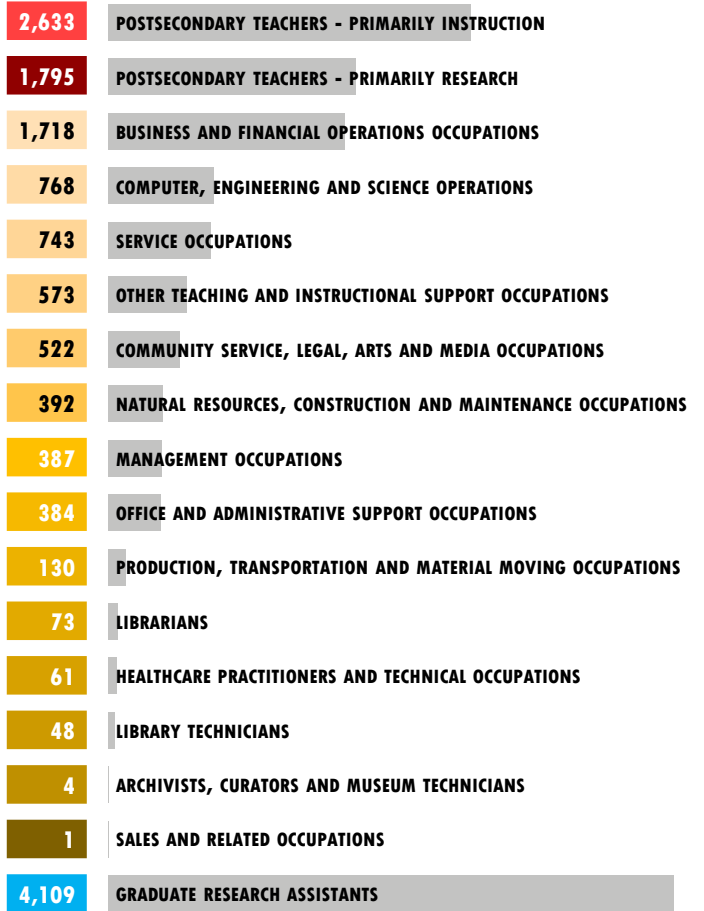
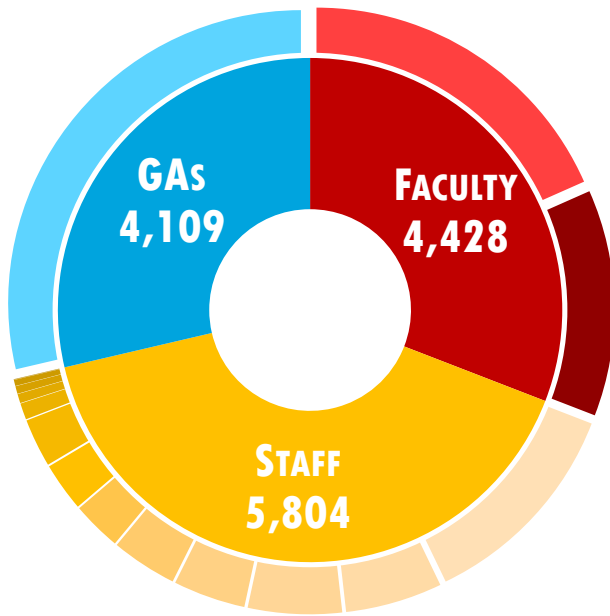
**STAFF: 5,804**

**GRAD ASST: 4,109**

The data included in this summary reflect salaried employees at UMD. Hourly employees are excluded. Employee data were captured in Fall 2017.

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.

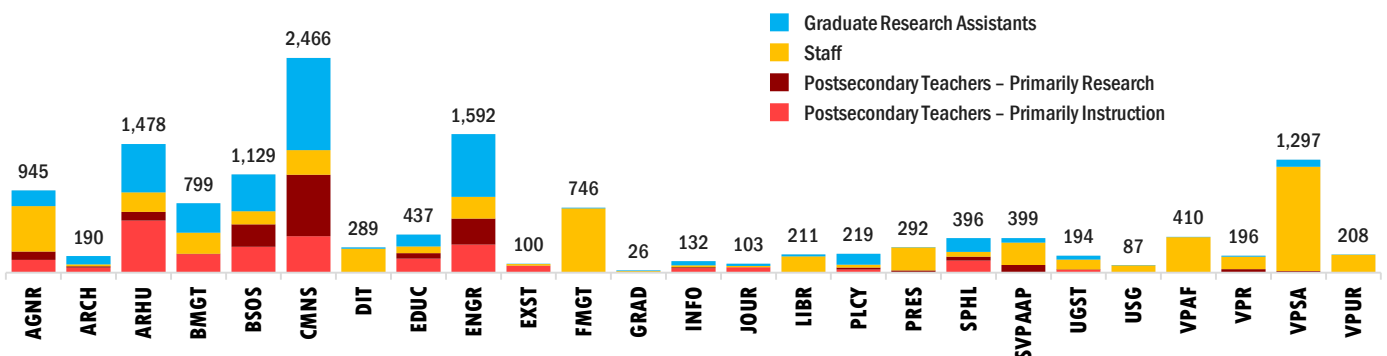
For purposes of annual reporting to the National Centers for Education Statistics, IRPA has a rubric through which the hundreds of SOC codes covering the duties of employees are rolled up into broader categories used in the Integrated Postsecondary Education Data System (IPEDS). These seventeen IPEDS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

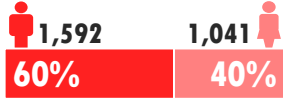


# POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION

# 2,633

2,110.5 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	1,716	65.2%
Black or African American:U.S.	145	5.5%
Asian:U.S.	310	11.8%
American Indian or Alaska Native:U.S.	4	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	4	0.2%
Hispanic:U.S.	121	4.6%
Unknown:U.S.	249	9.5%
Two or More:U.S.	21	0.8%
Foreign	63	2.4%

## COLLEGE/DIVISION: 1 600

AGNR	148	EXST	81	DIT	-
ARCH	58	GRAD	-	FMGT	-
ARHU	598	INFO	52	LIBR	-
BMGT	213	JOUR	63	PRES	-
BSOS	299	PLCY	38	SVPAAP	-
CMNS	419	SPHL	140	VPAF	-
EDUC	164	UGST	36	VPR	-
ENGR	324	USG	-	VPSA	-
				VPUR	-

# POSTSECONDARY TEACHERS – PRIMARILY RESEARCH

# 1,795

1,687.4 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	809	45.1%
Black or African American:U.S.	73	4.1%
Asian:U.S.	242	13.5%
American Indian or Alaska Native:U.S.	1	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	1	0.1%
Hispanic:U.S.	63	3.5%
Unknown:U.S.	161	9.0%
Two or More:U.S.	14	0.8%
Foreign	431	24.0%

## COLLEGE/DIVISION: 1 750

AGNR	96	EXST	-	DIT	2
ARCH	16	GRAD	1	FMGT	-
ARHU	101	INFO	10	LIBR	-
BMGT	6	JOUR	-	PRES	27
BSOS	256	PLCY	20	SVPAAP	87
CMNS	705	SPHL	45	VPAF	-
EDUC	62	UGST	1	VPR	42
ENGR	299	USG	1	VPSA	18
				VPUR	-

**TENURE/TENURE-TRACK FACULTY: 1,456** 1,427.2 FTE (FULL-TIME EQUIVALENCY) **32.9%** OF ALL 4,428 FACULTY

# STAFF

# 5,804

5,744.4 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	2792	48.1%
Black or African American:U.S.	1,369	23.6%
Asian:U.S.	438	7.5%
American Indian or Alaska Native:U.S.	9	0.2%
Native Hawaiian or Other Pacific Islander:U.S.	7	0.1%
Hispanic:U.S.	570	9.8%
Unknown:U.S.	462	8.0%
Two or More:U.S.	87	1.5%
Foreign	70	1.2%

## COLLEGE/DIVISION: 1 1,200

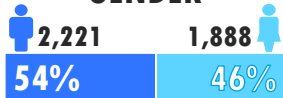
AGNR	519	EXST	17	DIT	273
ARCH	21	GRAD	17	FMGT	740
ARHU	223	INFO	24	LIBR	189
BMGT	240	JOUR	15	PRES	262
BSOS	151	PLCY	34	SVPAAP	259
CMNS	285	SPHL	55	VPAF	409
EDUC	76	UGST	116	VPR	141
ENGR	248	USG	85	VPSA	1,200
				VPUR	205

# GRADUATE RESEARCH ASSISTANTS

# 4,109

1,826.2 FTE  
(FULL-TIME EQUIVALENCY)

## GENDER



## RACE/ETHNICITY:

White:U.S.	1,375	33.5%
Black or African American:U.S.	206	5.0%
Asian:U.S.	190	4.6%
American Indian or Alaska Native:U.S.	5	0.1%
Native Hawaiian or Other Pacific Islander:U.S.	2	0.0%
Hispanic:U.S.	137	3.3%
Unknown:U.S.	502	12.2%
Two or More:U.S.	52	1.3%
Foreign	1,640	39.9%

## COLLEGE/DIVISION: 1 1,100

AGNR	182	EXST	2	DIT	14
ARCH	95	GRAD	8	FMGT	6
ARHU	556	INFO	46	LIBR	22
BMGT	340	JOUR	25	PRES	3
BSOS	423	PLCY	127	SVPAAP	53
CMNS	1,057	SPHL	156	VPAF	1
EDUC	135	UGST	41	VPR	13
ENGR	721	USG	1	VPSA	79
				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.

[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.