

Fall 2019 * HRDM Digest Reports and Definitions

Reports:

HRDMX0101 – Faculty by Rank

Corps of Instruction **
Professor
Associate Professor
Assistant Professor
Instructor
Lecturer

HRDMX0102 – Instructional Faculty by Rank

Instructional Faculty ***
Professor
Associate Professor
Assistant Professor
Instructor
Lecturer

HRDMX0103if - Instructional Faculty by Highest Degree

Instructional Faculty ***
Doctorate
Professional
Masters
Baccalaureate
Other

HRDMX0105 – Faculty by Tenure Status (Corps of Instruction)

Corps of Instruction **
Tenured
Non-Tenure/On Track
Not in a Tenure Type Position

HRDMX0106if_gender – Instructional Faculty by Gender

Instructional Faculty ***
Male
Female

HRDMX0106if_race – Instructional Faculty by Race/Ethnic Origin

Instructional Faculty ***

American Indian or Alaskan Native
 Asian
 Black
 Hispanic
 Multi-Racial
 Native Hawaiian or Pacific Islander
 White
 Unknown

HRDMX0107 – Average Instructional Faculty Salaries

Instructional Faculty ***

Professor
 Associate Professor
 Assistant Professor
 Instructor
 Lecturer

Salary

HRDMX0108 – Full-time Employees by Occupational Class

Full-time Employees

Instructional Faculty
 Instructional Temporary Faculty
 Instructional Other
 Executive/Administrative
 Administrative/Management
 Professional Non-Faculty
 Secretarial/Clerical
 Technical/Paraprofessional
 Skilled Crafts
 Service/Maintenance
 Other

HRDMX0109_gender – Full-time Employees by Gender

Full-time Employees

Male
 Female

HRMDX0109_race – Full-time Employees by Race/Ethnic Origin

Full-time Employees

American Indian or Alaskan Native
Asian
Black
Hispanic
Multi-Racial
Native Hawaiian or Pacific Islander
White
Unknown (Race)

HRDMX1011 - Number and Percent of Courses Taught by Instructor Type

Instructional Faculty
Temporary Faculty
GTA
Part Time (no GTA)
Others

Notes:

* Data reflects employees on payroll as of November 1, 2019.

** The occupational category, called the BCAT, is not limited for inclusion in the Corps. Thus, employees with an instructional BCAT beginning with 2 (faculty), as well as temporary faculty (BCAT of '922' or '932'), administrators (BCAT beginning with "1"), or any other BCAT may be included in the Corps of Instruction. This means that employees who are generally considered "faculty," but who are employed as chairs, deans, or other administrators, are part of the Corps of Instruction.

*** The Full-time Instructional Faculty cohort is a subset of the Corps of Instruction. To be counted as Instructional Faculty, all of the criteria pertaining to the Corps of Instruction must be met. In addition, meeting the following criterion is required: The BCAT must begin with a "2" except those with a 'V' in the fourth position ("V" denotes Temporary Faculty).

Definitions:

Cohort or Column Name	Definition	Reports
Active Employee	Employee is active or on leave (employee status is A, L, or P) as of Nov. 1, 2019 AND Employee received a non-zero paycheck anytime in the last 9 months prior to Nov. 1, 2019	All reports
Administrative/Management	BCAT begins with '3'	HRDMX0108
American Indian or Alaskan Native	Ethnic Origin is not Hispanic and race is American Indian or Alaskan Native	HRDMX0106if_race HRDMX0109_race
Asian	Ethnic Origin is not Hispanic and race is Asian	HRDMX0106if_race HRDMX0109_race
Assistant Professor	Academic Rank (from Faculty Information) is '003'	HRDMX0101 HRDMX0102 HRDMX0107
Associate Professor	Academic Rank (from Faculty Information) is '002'	HRDMX0101 HRDMX0102 HRDMX0107
Baccalaureate	Highest Education Level (this is pulled from the highest degree in the Employee Education records first. If data is not available there, then it is pulled from Employee Profile *) = 'G' (Bachelor's)	HRDMX0103
Black	Ethnic Origin is not Hispanic and race is Black	HRDMX0106if_race HRDMX0109_race
Corps of Instruction	PAYGROUP of 'M03' or 'M01.' AND Tenure status is "Tenured", "Tenure-Track", or "Not in a Tenure Type Position" (equal to 'TEN', 'NTK', 'NA'), or "Not Tenured and Not on Tenure Track" ('NOT'). (Note: NOT is a retired field and is not available for current use in MFE. For GRU, faculty with tenure status = 'NOT' are excluded from the cohort) AND Employee must be full-time (FULL_TIME_INDICATOR = 'Y') or BCAT subcategory = 'Y' (Veteran at Augusta U.) AND Academic rank (from Faculty Information) must equal one of the following: Professor Associate Professor Assistant Professor Instructor Lecturer Senior Lecturer	HRDMX0101 HRDMX0105
Doctorate	Highest Education Level (this is pulled from the highest degree in the Employee Education records first. If data is not available there, then it is pulled from Employee Profile *) = 'J' or 'L' (Academic Doctorate or Post Doctorate)	HRDMX0103
Executive/Administrative	BCAT begins with '1'	HRDMX0108
Female	Gender is Female	HRDMX0106if_gender HRDMX0109_gender

Full-time Employee	Fulltime Employment Indicator = 'Y' OR BCAT subcategory = 'Y' (Veteran at Augusta U.)	HRDMX0108 HRDMX0109_race HRDMX0109_gender (and any reports with cohort of Instructional Faculty or Corps of Instruction)
GTA	Employee does not meet criteria for Instructional Faculty or Temporary Faculty AND BCAT is '206', '471', '479', '905', '906', '907', '908', '916', or '918'	HRDMX1011
Hispanic	Ethnic Origin is Hispanic	HRDMX0106if_race HRDMX0109_race
Instructional Faculty	Includes all criteria from the Corps of Instruction definition AND BCAT begins with '2' and the BCAT subcategory (fourth position of the Jobcode) is NOT 'V'	HRDMX0102 HRDMX0103 HRDMX0106 HRDMX0107 HRDMX0111
Instructional Other	BCAT begins with '2' and employee is not already included in Instructional Faculty or Instructional Temporary Faculty	HRDMX0108
Instructor	Academic Rank (from Faculty Information) is '004'	HRDMX0101 HRDMX0102 HRDMX0107
Lecturer	Academic Rank (from Faculty Information) is '005' or '007' (senior lecturer)	HRDMX0101 HRDMX0102 HRDMX0107
Male	Gender is Male	HRDMX0106if_gender HRDMX0109_gender
Masters	Highest Education Level (this is pulled from the highest degree in the Employee Education records first. If data is not available there, then it is pulled from Employee Profile *) = 'I' or 'M' (Master's or Educational Specialist)	HRDMX0103
Multi-Racial	Ethnic Origin is not Hispanic and more than one race is listed	HRDMX0106if_race HRDMX0109_race
Native Hawaiian or Pacific Islander	Ethnic Origin is not Hispanic and race is Native Hawaiian or Pacific Islander	HRDMX0106if_race HRDMX0109_race
Non-Tenure/On Track	Tenure Status Code = 'NTK' (On Tenure Track)	HRDMX0105
Not in a Tenure Type Position	Tenure Status Code = 'NA' (Not in a Tenure Type Position) or 'NOT' (Non Tenure, Not on Track)	HRDMX0105
Other (Degree)	Highest Education Level (this is pulled from the highest degree in the Employee Education records first. If data is not available there, then it is pulled from Employee Profile *) is anything other than Doctorate, Professional, Masters or Baccalaureate level (see definitions)	HRDMX0103
Other (Occupational Class)	Any full-time employee who is not counted in the other occupational categories <i>Note: A lot of these in "Other" column are temporary instructors (BCAT is 922 or 932, but they have no rank so they don't get counted in Instruction/Temporary Faculty category) The rest are other job codes beginning with '9', either temporary or "no IPEDS reporting"</i>	HRDMX0108
Others (Instructors)	Employee does not meet criteria for Instructional Faculty or Temporary Faculty or GTA or Part	HRDMX1011

	Time (e.g., Corps of Instruction who are teaching but not considered mainly instructional)	
Part Time (no GTA)	Employee does not meet criteria for Instructional Faculty or Temporary Faculty or GTA AND Fulltime Employment Indicator = 'N'	HRDMX1011
Professional	Highest Education Level (this is pulled from the highest degree in the Employee Education records first. If data is not available there, then it is pulled from Employee Profile *) = 'K' (Professional	HRDMX0103
Professional Non-Faculty	BCAT begins with '4'	HRDMX0108
Professor	Academic Rank (from Faculty Information) is '001'	HRDMX0101 HRDMX0102 HRDMX0107
Salary	If Paygroup Code = 'M01' (12 month contract) then Annual Salary * .818 Else Annual Salary	HRDMX0107
Secretarial/Clerical	BCAT begins with '5'	HRDMX0108
Service/Maintenance	BCAT begins with '8'	HRDMX0108
Skilled Crafts	BCAT begins with '7'	HRDMX0108
Technical/Paraprofessional	BCAT begins with '6'	HRDMX0108
Temporary Faculty (Instructional)	Includes all criteria from the Corps of Instruction definition AND BCAT is '932' or '922' OR BCAT begins with '2' and the BCAT subcategory (fourth position of the Jobcode) is 'V'	HRDMX0108 HRDMX1011
Tenured	Tenure Status Code = 'TEN' (Tenured)	HRDMX0105
Unknown (Race)	No race given	HRDMX0106if_race HRDMX0109_race
White	Ethnic Origin is not Hispanic and race is White	HRDMX0106if_race HRDMX0109_race

* After the change was made to no longer maintain the Highest Education Level field in OneUSG, a decision was made to pull the highest degree information from the Employee Education data and map that degree level to the existing codes for Highest Education Level. If there is no Employee Education information for an employee, the most recently recorded OneUSG Highest Education Level data will be used.