HRDM Digest Reports and Definitions

FALL 2020

The HR Digest reports provide information about the faculty employed in the University System of Georgia. The data reflect employees on payroll as of November 1, 2020.

Corps of Instruction[1] Reports

Faculty by Rank
HRDMX0101 (Corps of Instruction)
Professor
Associate Professor
Assistant Professor
Instructor/Lecturer

Instructional Faculty[2] Reports

Instructional Faculty by Rank
HRDMX0102
Professor
Associate Professor
Assistant Professor
Instructor/Lecturer

Average Instructional Faculty Salaries
HRDMX0107
Professor
Associate Professor
Assistant Professor
Instructor/Lecturer

Instructional Faculty by Race/Ethnic Origin
HRDMX0106if_race
American Indian or Alaskan Native Asian
Black
Hispanic
Multi-Racial
Native Hawaiian or Pacific Islander
White
Unknown

Instructional Faculty by Gender
HRDMX0106if_gender
Male
Female
Unknown

Instructional Faculty by Highest Degree
HRDMX0103if
Doctorate
Professional
Masters
Baccalaureate
Other

Instructional Faculty by Tenure Status
HRDMX0105if
Tenured
Non-Tenure/On Track
Not in a Tenure Type Position

Full-time Employee Reports

Full-time Employees by Occupational Class
HRDMX0108
Instructional Faculty
Instructional Temporary Faculty
Instructional Other
Executive/Administrative
Administrative/Management
Professional Non-Faculty
Secretarial/Clerical
Technical/Paraprofessional
Skilled Crafts
Service/Maintenance
Other

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[1] The occupational category, called the BCAT, is not limited for inclusion in the Corps. Faculty (employees with an instructional BCAT beginning with '2'), temporary faculty (BCAT of '922' or '932'), administrators (BCAT beginning with '1'), or any other BCAT may be included in the Corps of Instruction. Employees who are considered faculty but who are employed as chairs, deans, or other administrators are part of the Corps of Instruction.

[2] The Full-time Instructional Faculty cohort is a subset of the Corps of Instruction. To be counted as Instructional Faculty, the criteria pertaining to the Corps of Instruction must be met, plus the BCAT must begin with a '2' except those with a 'V' in the fourth position ('V' denotes Temporary Faculty).

Full-time Employees by Gender
HRDMX0109_gender
Male
Female
Unknown

Full-time Employees by Race/Ethnic Origin
HRMDX0109_race
American Indian or Alaskan Native Asian
Black
Hispanic
Multi-Racial
Native Hawaiian or Pacific Islander
White
Unknown (Race)

Other Reports
Number and Percent of Courses Taught by Instructor Type
HRDMX1011
Instructional Faculty
Temporary Faculty
GTA
Part Time (no GTA)
Others

Definitions

Category/Variable	Definition	Reports
Active Employee	Employee is active or on leave (employee status is 'A', 'L', 'P', 'S', 'W') as of Nov. 1, 2020 AND Employee received a non-zero paycheck anytime in the last 9 months prior to Nov. 1, 2020	All reports
Instruction Group		
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/Senior Lecturer/Lecturer	HRDMX0101 HRDMX0105
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 HRDMX1011
Rank		
Professor	Academic Rank (from Faculty Information) is '001'	HRDMX0101 HRDMX0102 HRDMX0107
Associate Professor	Academic Rank (from Faculty Information) is '002'	HRDMX0101 HRDMX0102 HRDMX0107
Assistant Professor	Academic Rank (from Faculty Information) is '003'	HRDMX0101 HRDMX0102 HRDMX0107
Instructor	Academic Rank (from Faculty Information) is '004'	HRDMX0101 HRDMX0102 HRDMX0107
Lecturer	Academic Rank (from Faculty Information) is '005', '007' (senior lecturer), or '008' (principal lecturer)	HRDMX0101 HRDMX0102 HRDMX0107
Salary		
Salary	If Paygroup Code = 'M01' (12 month contract) then Annual Salary * .818, else Annual Salary	HRDMX0107

Race/Ethnicity		
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
Black	Ethnic Origin is not Hispanic and race is Black	HRDMX0106if_raceH RDMX0109_race
Hispanic	Ethnic Origin is Hispanic	HRDMX0106if_race HRDMX0109_race
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
Unknown (Race)	No race given	HRDMX0106if_race HRDMX0109_race
White	Ethnic Origin is not Hispanic and race is White	HRDMX0106if_race HRDMX0109_race
Gender		
Female	Gender is Female	HRDMX0106if_gender HRDMX0109_gender
Male	Gender is Male	HRDMX0106if_gender HRDMX0109_gender
Unknown	Gender is Unknown	HRDMX0106if_gender HRDMX0109_gender
Highest Degree[3]		
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
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 Doctorate)	HRDMX0103
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

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[3] 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.

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
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	HRDMX0103
Tenure Status		
Tenured	Tenure Status Code = 'TEN' (Tenured)	HRDMX0105
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
Full-time Employee		
Full-time Employee	Fulltime Employment Indicator = 'Y' OR BCAT subcategory = 'Y' (Veteran at Augusta U.)	HRDMX0108 HRDMX0109_race HRDMX 0109_gender Any reports with cohort of Instructional Faculty or Corps of Instruction)
Occupational Class[4]		
Executive/Administrative	BCAT begins with '1'	HRDMX0108
Instructional Other	BCAT begins with '2' and employee is not already included in Instructional Faculty or Instructional Temporary Faculty	HRDMX0108
Administrative/Management	BCAT begins with '3'	HRDMX0108
Professional Non-Faculty	BCAT begins with '4'	HRDMX0108
Secretarial/Clerical	BCAT begins with '5'	HRDMX0108
Technical/Paraprofessional	BCAT begins with '6'	HRDMX0108
Skilled Crafts	BCAT begins with '7'	HRDMX0108
Service/Maintenance	BCAT begins with '8'	HRDMX0108
Other (Occupational Class)	Any full-time employee who is not counted in the other occupational categories	HRDMX0108

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[4] A lot of the "Other" column includes temporary instructors (BCAT is '922' or '932', but they have no rank so they don't get counted in Instruction/Temporary Faculty category) or have job codes beginning with '9' (either temporary or "no IPEDS reporting")

Instructor Type		
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
GTA	Employee does not meet criteria for Instructional Faculty or Temporary Faculty AND BCAT in ('206', '471', '479', '905', '906', '907' ,'908','916' , or '918')	HRDMX1011
Part Time (no GTA)	Employee does not meet criteria for Instructional Faculty or Temporary Faculty or GTA AND Fulltime Employment Indicator = 'N'	HRDMX1011
Others (Instructors)	Employee does not meet criteria for Instructional Faculty or Temporary Faculty or GTA or Part-time (e.g., Corps of Instruction who are teaching but not considered mainly instructional)	HRDMX1011