

## 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:**

<b>Cohort or Column Name</b>	<b>Definition</b>	<b>Reports</b>
Active Employee	Employee is active or on leave (employee status is A, L, or P) as of Nov. 1, 2019 <b>AND</b> 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.' <b>AND</b> 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) <b>AND</b> Employee must be full-time (FULL_TIME_INDICATOR = 'Y') or BCAT subcategory = 'Y' (Veteran at Augusta U.) <b>AND</b> 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 <b>AND</b> 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 <b>AND</b> 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 <b>AND</b> 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 <b>AND</b> 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.