

ESPs: Examining Their Employment Status and Workforce Composition

By Vicki J. Rosser and Celeste M. Calkins

Vicki J. Rosser is a professor of higher education in the Department of Educational Psychology and Higher Education, College of Education, University of Nevada, Las Vegas. A manuscript reviewer for more than 10 refereed journals, she is also a consulting editor for Research in Higher Education. Rosser writes extensively about administrative staff, faculty, and student worklife, climate, morale, satisfaction, and retention.

Celeste M. Calkins is a doctoral candidate in the higher education program in the Department of Educational Psychology and Higher Education, College of Education, University of Nevada, Las Vegas. She has reviewed conference proposals for the American Educational Research Association and the Association for the Study of Higher Education. Her current research focuses on the motivation of faculty to teach in higher education.

The Education Support Professional (ESP) workforce throughout higher education includes 10 job classifications or categories:

- (1) natural resources, construction, and maintenance;
- (2) production, transportation, and material moving;
- (3) librarians, curators, and archivists;
- (4) business and financial operations;
- (5) computer, engineering, and science;
- (6) community service, legal, arts, and media;
- (7) health care practitioners and technical;
- (8) service occupations;
- (9) sales and related occupations; and
- (10) office and administrative support.¹

Using U.S. Department of Education data, this article presents an update on the ESP workforce composition throughout higher education, including their overall status by occupation within public and private post-secondary institutions; comparing their 2013 and 2015 employment numbers; examining their part- and full-time status by institutional type and control; and providing data on gender and race/ethnicity by ESP occupation and employment status.²

ESPs: PUBLIC AND PRIVATE EMPLOYMENT STATUS

According to the fall 2015 National Center for Education Statistics (NCES) employment status statistics, the number of full-time ESPs working

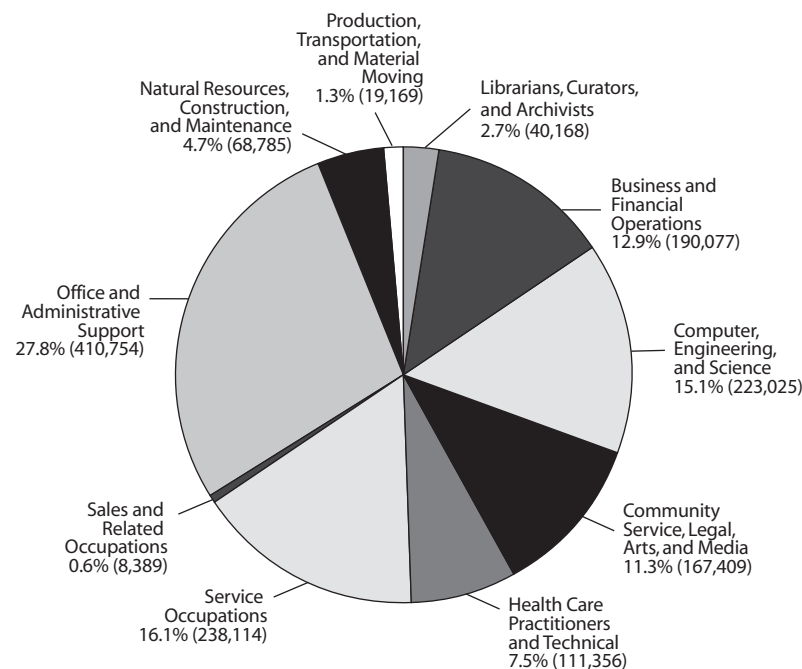
in U.S. postsecondary institutions totaled 1,477,246 (Figure 1). By group, the ESP distribution included: natural resources, construction, and maintenance (68,785 or 4.7 percent); production, transportation, and material moving (19,169 or 1.3 percent); librarians, curators, and archivists (40,168 or 2.7 percent); business and financial operations (190,077 or 12.9 percent); computer, engineering, and science (223,025 or 15.1 percent); community service, legal, arts, and media (167,409 or 11.3 percent); health care practitioners and technical (111,356 or 7.5 percent); service occupations (238,114 or 16.1 percent); sales and related occupations (8,389 or less than 1 percent); and office and administrative support (410,754 or 27.8 percent).

Figure 2 shows the occupational distribution of the more than one million ESPs working in public institutions in fall 2015. The employee breakdown by group: natural resources, construction, and maintenance (51,488 or 5.1 percent); production, transportation, and material

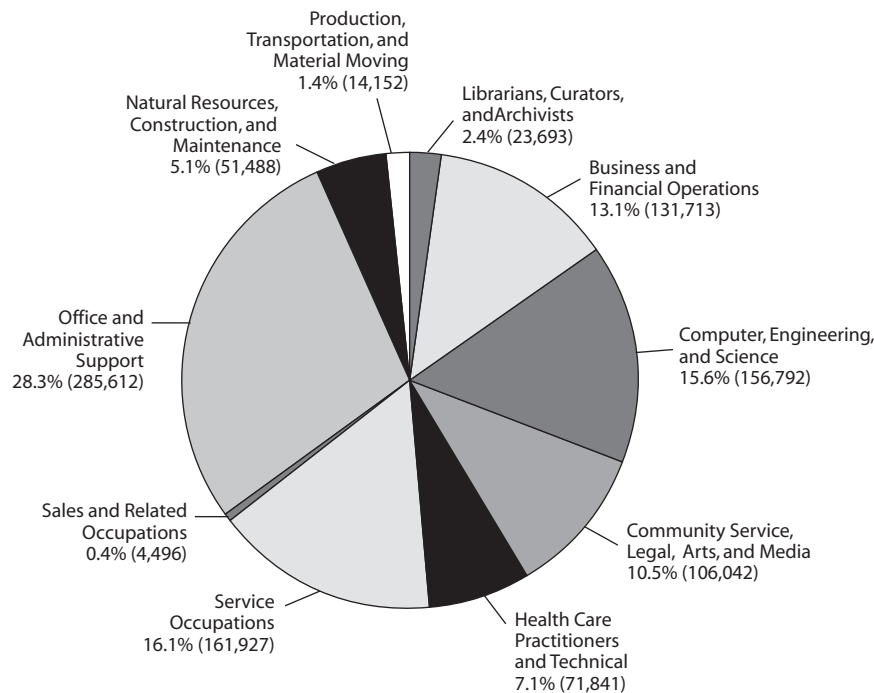
moving (14,152 or 1.4 percent); librarians, curators, and archivists (23,693 or 2.4 percent); business and financial operations (131,713 or 13.1 percent); computer, engineering, and science (156,792 or 15.6 percent); community service, legal, arts, and media (106,042 or 10.5 percent); health care practitioners and technical (71,841 or 7.1 percent); service occupations (161,927 or 16.1 percent); sales and related occupations (4,496 or less than 1 percent); and office and administrative support (285,612 or 28.3 percent).

While fewer ESPs worked in private institutions (469,490, Figure 3), the occupational categories follow similar percentages by category: natural resources, construction, and maintenance (17,297 or 3.7 percent); production, transportation, and material moving (5,017 or 1.1 percent); librarians, curators, and archivists (16,475 or 1.6 percent); business and financial operations (58,364 or 12.4 percent); computer, engineering, and science (66,233 or 14.1 percent); community service, legal, arts, and media

Figure 1. ESPs by Occupation, Fall 2015



Source: U.S. Department of Education, *Staff in Postsecondary Institutions, Fall 2015*.

Figure 2. Percentage Distribution of ESPs by Occupation, Public Institutions, Fall 2015

Source: U.S. Department of Education, *Staff in Postsecondary Institutions, Fall 2015*. Figures reflect full-time ESPs only.

(61,367 or 13.1 percent); health care practitioners and technical (39,515 or 8.4 percent); service occupations (76,187 or 16.2 percent); sales and related occupations (3,893 or less than 1 percent); and office and administrative support (125,142 or 26.7 percent).

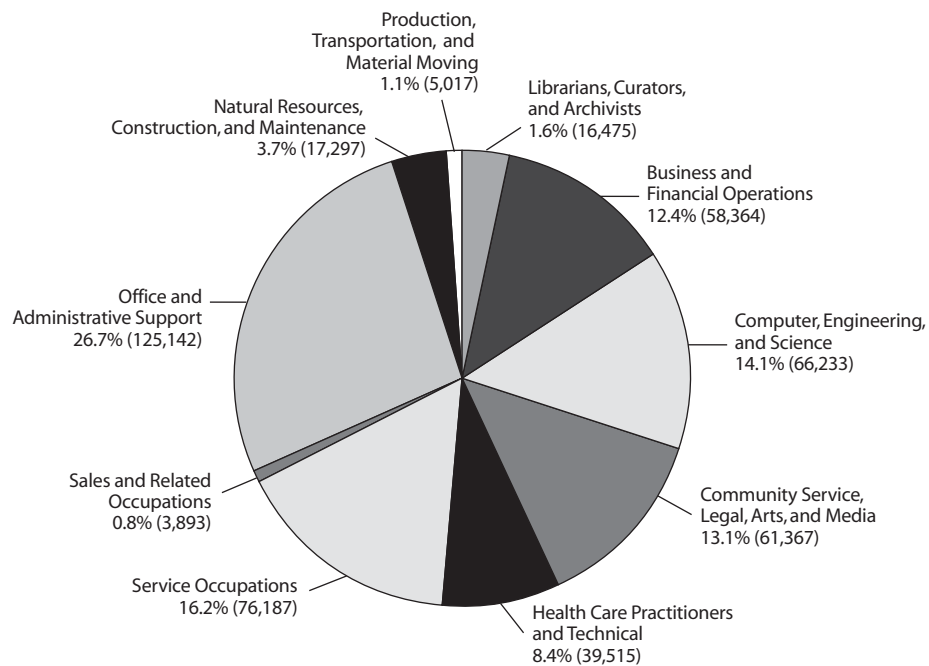
ESPS: EMPLOYMENT STATUS BY 2013 AND 2015

As presented in Table 1, most categories showed an increase in employment except in the area of natural resources, construction, and maintenance where there was a decrease in numbers from 74,280 to 72,619 or -2.2 percent. The remaining nine categories reflected increases from 8.7 percent in computer, engineering, and science (222,646 to 242,086, respectively) to 26.2 percent in community service, legal, arts, and media (158,069 to 199,546, respectively), followed by growth in these areas: production, transportation, and material moving (18,912

to 22,434 or 18.6 percent); service occupations (235,556 to 278,734 or 18.3 percent); health care practitioners and technical (112,833 to 131,794 or 16.8 percent); business and financial operations (178,481 to 202,585 or 13.5 percent); office and administrative support (434,226 to 490,466 or 13 percent); sales and related occupations (9,391 to 10,501 or 11.8 percent); and librarians, curators, and archivists (41,871 to 45,870 or 9.6 percent).

ESPS: PART-TIME STATUS BY INSTITUTIONAL TYPE AND CONTROL

The total number of part-time ESPs in 2015 was 219,389—161,689 in 4-year and 57,700 in 2-year institutions. Table 2 displays part-time ESPs by occupational categories: librarians, curators, and archivists (5,702 or 2.6 percent of the total); business and financial operations (12,508 or 5.7 percent); computer, engineering, and science (19,061 or 8.7 percent); community service, legal, arts, and media (32,137 or 14.7 percent);

Figure 3. Percentage Distribution of ESPs by Occupation, Private Institutions, Fall 2015

Source: U.S. Department of Education, *Staff in Postsecondary Institutions, Fall 2015*. Figures reflect full-time ESPs only.

Table 1. Comparison of Total ESPs from 2013 to 2015

ESP Occupation	2013	2015	Total Change	Percent Change
Librarians, Curators, and Archivists	41,871	45,870	3,999	9.6%
Business and Financial Operations	178,481	202,585	24,104	13.5
Computer, Engineering, and Science	222,646	242,086	19,440	8.7
Community Service, Legal, Arts, and Media	158,069	199,546	41,477	26.2
Health Care Practitioners and Technical	112,833	131,794	18,961	16.8
Service Occupations	235,556	278,734	43,178	18.3
Sales and Related Occupations	9,391	10,501	1,110	11.8
Office and Administrative Support	434,226	490,466	56,240	13.0
Natural Resources, Construction, and Maintenance	74,280	72,619	-1,661	-2.2
Production, Transportation, and Material Moving	18,912	22,434	3,522	18.6

Source: U.S. Department of Education, National Center for Education Statistics, *Enrollment and Employees in Postsecondary Institutions, Fall 2013 and Fall 2015*.

Table 2. Part-Time and Full-Time ESPs in Two- and Four-Year Institutions

ESP Occupation	Part-Time ESPs				Full-Time ESPs			
	Total	Percent	Part-Time ESPs		Public		Private	
			Two-Year Institutions	Four-Year Institutions	Two-Year Institutions	Four-Year Institutions	Two-Year Institutions	Four-Year Institutions
Librarians, Curators, and Archivists	5,702	2.6%	3,853	1,849	18,177	5,156	16,358	117
Business and Financial Operations	12,508	5.7	10,591	1,917	114,161	17,552	58,111	253
Computer, Engineering, and Science	19,061	8.7	16,435	2,626	140,066	16,726	66,132	101
Community Service, Legal, Arts, and Media	32,137	14.7	24,754	7,383	82,543	23,499	61,124	243
Health Care Practitioners and Technical	20,438	9.3	19,450	988	70,010	1,831	39,476	39
Service Occupations	40,620	18.5	29,610	11,010	126,233	35,694	75,836	351
Sales and Related Occupations	2,112	1.0	1,235	877	2,582	1,914	3,798	95
Office and Administrative Support	79,712	36.3	49,923	29,789	203,144	82,468	124,307	835
Natural Resources, Construction, and Maintenance	3,834	1.7	3,058	776	45,503	5,985	17,218	79
Production, Transportation, and Material Moving	3,265	1.5	2,780	485	12,810	1,342	5,001	16
Total Part-Time ESPs	219,389	100.0	161,689	57,700	815,229	192,527	467,361	2,139

Source: U.S. Department of Education, National Center for Education Statistics, *Enrollment and Employees in Postsecondary Institutions, Fall 2015*.

health care practitioners and technical (20,438 or 9.3 percent); service occupations (40,620 or 18.5 percent); sales and related occupations (2,112 or 1 percent); office and administrative support (79,712 or 36.3 percent); natural resources, construction, and maintenance (3,834 or 1.7 percent); and production, transportation, and material moving (3,265 or 1.5 percent).

Part-time ESPs by occupational categories at four- and two-year institutions are as follows: librarians, curators, and archivists (3,853 and 1,849, respectively); business and financial operations (10,591 and 1,917); computer, engineering, and science (16,435 and 2,626); community service, legal, arts, and media (24,754 and 7,383); health care practitioners and technical (19,450 and 988); service occupations (29,610 and 11,010); sales and related occupations (1,235 and 877); office and administrative support (49,923 and 29,789); natural resources, construction, and maintenance (3,058 and 776); and production, transportation, and material moving

(2,780 and 485). The table also shows the complete full-time breakdown of ESP occupational categories by four- and two-year institutions, and public and private institutional control.

In brief, ESP positions, as a group, have increased their overall full-time numbers across higher education. While we don't have comparable 2013 numbers for part-time ESPs, their numbers are important to monitor as they can help sustain temporary position maintenance, provided part-time workers don't represent permanent replacements to full-time employees.

ESPS: GENDER AND EMPLOYMENT STATUS BY OCCUPATION

As shown in Table 3, full-time ESP males continue to outnumber females in four occupational categories: computer, engineering, and science; service occupations; natural resources, construction, and maintenance; and production, transportation, and material moving. Whereas women are employed in greater proportions in:

librarians, curators, and archivists; business and financial operations; community service, legal, arts, and media; health care practitioners and technical; sales and related occupations; and office and administrative support.

Comparing full-time ESPs by occupational category, gender, and year 2013 to 2015 employment numbers and changes shows: librarians, curators, and archivists, males (10,802 to 10,484 or -2.9 percent) and females (24,878 to 23,982 or -3.6 percent); business and financial operations, males (44,431 to 48,104 or 8.3 percent), and females 120,618 to 129,465 or 7.3 percent); computer, engineering, and science, males (125,406 to 127,052 or 1.3 percent), and females (76,378 to 76,912 or less than 1 percent); community service, legal, arts, and media, males (56,175 to 59,919 or 6.7 percent), and females (70,530 to 75,353 or 6.8 percent); health care practitioners and technical, males (26,710 to 25,927 or -2.9 percent), and females (63,903 to 64,991 or 1.7 percent); service occupations, males (115,962 to 115,732 or -0.2 percent), and females (79,911 to 81,762 or 2.3 percent); sales and related occupations, males (2,329 to 2,178 or -6.5 percent), and females (4,464 to 4,099 or -8.2 percent); office and administrative support, males (47,293 to 45,635 or -3.5 percent), and females (300,337 to 285,407 or -5 percent); natural resources, construction, and maintenance, males (64,891 to 63,954 or -1.4 percent), and females (4,855 to 4,831 or less than -1 percent); and production, transportation, and material moving, males (13,248 to 13,439 or 1.4 percent), and females (2,484 to 2,465 or less than -1 percent).

In summary, females gained full-time employment numbers in five occupational categories and lost full-time numbers in five. Males gained full-time employment numbers in four categories and lost full-time numbers in six categories.

Table 4 shows a slight shift in part-time ESP occupational categories by gender. Males retain larger part-time employment numbers in three categories: service occupations; natural resources, construction, and maintenance; and production, transportation, and material

moving. Whereas part-time women show larger employment numbers in: librarians, curators, and archivists; business and financial operations; community service, legal, arts, and media; health care practitioners and technical; sales and related occupations; office and administrative support; and computer, engineering, and science.

Part-time ESPs by occupational category, gender, and year 2013 to 2015 employment numbers and changes are also displayed in Table 4: librarians, curators, and archivists, males (1,452 to 1,355 or -6.7 percent) and females (4,739 to 4,347 or -8.3 percent); business and financial operations, males (3,705 to 3,285 or -11.3 percent), and females (9,727 to 9,223 or -5.2 percent); computer, engineering, and science, males (9,455 to 8,632 or -8.7 percent), and females (11,407 to 10,429 or -8.6 percent); community service, legal, arts, and media, males (14,848 to 15,473 or 4.2 percent), and females (16,516 to 16,664 or less than 1 percent); health care practitioners and technical, males (5,554 to 5,008 or -9.8 percent), and females (16,666 to 15,430 or -7.4 percent); service occupations, males (21,647 to 22,339 or 3.2 percent), and females (18,036 to 18,281 or 1.4 percent); sales and related occupations, males (691 to 569 or -17.7 percent), and females (1,907 to 1,543 or -19.1 percent); office and administrative support, males (23,277 to 21,515 or -7.6 percent), and females (63,319 to 58,197 or -8.1 percent); natural resources, construction, and maintenance, males (3,318 to 2,790 or -15.9 percent), and females (1,216 to 1,044 or -14.1 percent); and production, transportation, and material moving, males (2,385 to 2,461 or 3.2 percent), and females (795 to 804 or 1.1 percent).

Both males and females only showed part-time employment gains in three occupational categories, although the increases were negligible, and lost part-time numbers in the remaining seven. The most interesting aspect of these full- and part-time 2013 and 2015 employment numbers is that the decreases shown in part-time ESPs do not necessarily reflect as employment gains or increases in full-time work opportunities. Also important to note is that female part-time

Table 3. Comparison of Full-Time ESPs by Gender

ESP Occupation: Full-Time	2013	2015	Percent Change
Librarians, Curators, and Archivists			
Male	10,802	10,484	-2.9%
Female	24,878	23,982	-3.6
Business and Financial Operations			
Male	44,431	48,104	8.3
Female	120,618	129,465	7.3
Computer, Engineering, and Science			
Male	125,406	127,052	1.3
Female	76,378	76,912	<1.0
Community Service, Legal, Arts, and Media			
Male	56,175	59,919	6.7
Female	70,530	75,353	6.8
Health Care Practitioners and Technical			
Male	26,710	25,927	-2.9
Female	63,903	64,991	1.7
Service Occupations			
Male	115,962	115,732	-0.2
Female	79,911	81,762	2.3
Sales and Related Occupations			
Male	2,329	2,178	-6.5
Female	4,464	4,099	-8.2
Office and Administrative Support			
Male	47,293	45,635	-3.5
Female	300,337	285,407	-5.0
Natural Resources, Construction, and Maintenance			
Male	64,891	63,954	-1.4
Female	4,855	4,831	- <1.0
Production, Transportation, and Material Moving			
Male	13,248	13,439	1.4
Female	2,484	2,465	- <1.0

Source: U.S. Department of Education, National Center for Education Statistics, *Enrollment and Employees in Postsecondary Institutions, Fall 2013 and Fall 2015*. Table totals may not equal totals from Tables 1 and 2 due to missing demographic data.

workers in computer, engineering, and science outnumber their male counterparts, which is a shift when compared to full-time workers.

ESPS: ETHNICITY AND EMPLOYMENT STATUS BY OCCUPATION

Tables 5 and 6 present changes from 2013 to 2015 in full-time and part-time ESP staffing by race/ethnicity and occupational employment

category.³ Because these tables are quite detailed, overall highlights of the two tables are presented below.

In Table 5, librarians, curators, and archivists showed full-time employment decreases in staff by American Indian or Alaska Native (-7.6 percent), Black or African American (-6.7 percent), White (-4.2 percent), and Asian (less than -1 percent). Business and financial operations

ESPs experienced employment increases with all ethnicities, with the top three as Hispanic or Latino (16.7 percent), Asian (13.4 percent), and Native Hawaiian or Other Pacific Islander (9.1 percent). Computer, engineering, and science reflected employment increases in four of six ethnic categories ranging from a less than 1 percent increase for Black or African American to a substantial increase in Hispanic or Latino ESPs (8.5 percent). Community service, legal, arts,

and media had increases for all ethnicities from White at 5.0 percent to Hispanic or Latino at 12.0 percent. Health care practitioners and technical reflected increases for Hispanic or Latino (11.5 percent), Black or African American (2.4 percent), and White (less than 1 percent), whereas American Indian or Alaska Native (-9.2 percent), Asian (-2.3 percent), and Native Hawaiian or Other Pacific Islander (-4.9 percent) experienced decreases.

Table 4. Comparison of Part-Time ESPs by Gender

ESP Occupation: Part-Time	2013	2015	Percent Change
Librarians, Curators, and Archivists			
Male	1,452	1,355	-6.7%
Female	4,739	4,347	-8.3
Business and Financial Operations			
Male	3,705	3,285	-11.3
Female	9,727	9,223	-5.2
Computer, Engineering, and Science			
Male	9,455	8,632	-8.7
Female	11,407	10,429	-8.6
Community Service, Legal, Arts, and Media			
Male	14,848	15,473	4.2
Female	16,516	16,664	<1.0
Health Care Practitioners and Technical			
Male	5,554	5,008	-9.8
Female	16,666	15,430	-7.4
Service Occupations			
Male	21,647	22,339	3.2
Female	18,036	18,281	1.4
Sales and Related Occupations			
Male	691	569	-17.7
Female	1,907	1,543	-19.1
Office and Administrative Support			
Male	23,277	21,515	-7.6
Female	63,319	58,197	-8.1
Natural Resources, Construction, and Maintenance			
Male	3,318	2,790	-15.9
Female	1,216	1,044	-14.1
Production, Transportation, and Material Moving			
Male	2,385	2,461	3.2
Female	795	804	1.1

Source: U.S. Department of Education, National Center for Education Statistics, *Enrollment and Employees in Postsecondary Institutions, Fall 2013 and Fall 2015*. Table totals may not equal totals from Tables 1 and 2 due to missing demographic data.

In the service occupations there were three increases: Native Hawaiian or Other Pacific Islander (6.9 percent), Hispanic or Latino (6.8 percent), and Asian (4.2 percent). Sales and related occupations had decreases in five ethnicities ranging from -3.7 percent American Indian or Alaska Native to -24.0 percent Native Hawaiian or Other Pacific Islander. Only Asian had an increase (1.4 percent). Office and administrative support displayed four ethnicities with decreases: American Indian or Alaska Native (-5.6 percent), White (-5.5 percent), Black or African American (-5.0 percent), and Asian (-3.3 percent). The top three ethnicities that showed decreases in natural resources, construction, and maintenance were Native Hawaiian or Other Pacific Islander (-28.1 percent), Black or African American (-6.0 percent), and Asian (-2.0 percent). Finally, production, transportation, and material moving had employment increases with four ethnicities: Native Hawaiian or Other Pacific Islander (12.0 percent); Hispanic or Latino (4.9 percent), Black or African American (2.4 percent), and White (less than 1 percent).

While gains and losses in full-time workers were mostly mixed across the ethnicities, Hispanic or Latino ESPs showed increases in nine of the 10 occupational categories. Native Hawaiian or Other Pacific Islander lost numbers in four categories and gained in six, while, Asian and Black or African American showed gains in five categories and losses in the other five. American Indian or Alaska Native and White each lost numbers in six and showed gains in four categories.

Part-time employment increases or decreases in staff by ESP category and ethnicity are displayed in Table 6. With librarians, curators, and archivists, three ethnic groups showed the largest decrease in part-time workers: Native Hawaiian or Other Pacific Islander (-27.0 percent); American Indian or Alaska Native (-20.0 percent), and Hispanic or Latino (-19.0 percent). In the business and financial operations, American Indian or Alaska Native and

Native Hawaiian or Other Pacific Islander both had decreases of 21.0 percent, and Black or African American had a decrease of 14.0 percent. Three groups in the area of computer, engineering, and science had decreases: American Indian or Alaska Native (-29.0 percent) Asian (-15.0 percent), and White (-9.5 percent). Community service, legal, arts, and media displayed increases with Hispanic or Latino (5.2 percent), Black or African American (4.3 percent), and Asian (4.0 percent).

In the area of health care practitioners and technical, results were mixed. Decreases were reflected with American Indian or Alaska Native (-14.5 percent) and White (-12.4 percent), while increases were seen with Hispanic or Latino (14.8 percent), Native Hawaiian or Other Pacific Islander (3.6 percent), and Black or African American (2.9 percent). Service occupations represented increases with these ethnicities: American Indian or Alaska Native (17.0 percent), Asian (6.8 percent), and Hispanic or Latino (5.3 percent). Sales and related occupations reflected substantial decreases with the following ethnicities: Black or African American (-41.4 percent), Hispanic or Latino (-27.3 percent), and White (-20.6 percent). The primary decreases in part-time workers in the office and administrative support area were with Asian (-11.0 percent), Black or African American (-10.9 percent), and White (-10.6 percent). Once again substantial decreases were reflected in natural resources, construction, and maintenance with these three ethnicities: American Indian or Alaska Native (-53.6 percent), Black or African American (-24.5 percent), and White (-17.7 percent). Finally, production, transportation, and material moving had mixed results with Asian showing a substantial decrease of -17.5 percent, while Hispanic or Latino (15.3 percent) and American Indian or Alaska Native (12.5 percent) both showed increases.

In terms of part-time ESP workers, all ethnicities showed losses in five or more occupational categories. American Indian or Alaska

Table 5. Comparison of Full-Time ESPs by Ethnicity

ESP Occupation: Full-Time	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Race/Ethnicity Unknown	Non-Resident Alien
Librarians, Curators, and Archivists									
2013	145	1,692	2,607	1,680	47	28,192	372	685	260
2015	134	1,691	2,432	1,728	51	27,020	403	762	245
Percent Change	-7.6%	-<1.0%	-6.7%	2.9%	8.5%	-4.2%	8.3%	11.2%	-5.8%
Business and Financial Operations									
2013	838	9,678	18,838	12,606	318	116,579	1,537	3,640	1,015
2015	846	10,971	20,170	14,706	347	122,815	2,066	4,490	1,158
Percent Change	1.0%	13.4%	7.1%	16.7%	9.1%	5.4%	34.4%	23.4%	14.1%
Computer, Engineering, and Science									
2013	810	21,577	12,541	11,508	325	138,192	1,829	4,694	10,308
2015	830	22,211	12,589	12,482	310	137,933	2,249	5,367	9,993
Percent Change	2.5%	2.9%	<1.0%	8.5%	-4.6%	-<1.0%	23.0%	14.3%	-3.1%
Community Service, Legal, Arts, and Media									
2013	660	4,132	14,619	8,943	353	92,494	1,327	3,363	814
2015	733	4,597	15,537	10,015	392	97,149	1,739	4,239	871
Percent Change	11.1%	11.3%	6.3%	12.0%	11.1%	5.0%	31.1%	26.1%	7.0%
Health Care Practitioners and Technical									
2013	325	9,222	9,912	5,666	123	58,340	556	3,671	2,798
2015	295	9,009	10,148	6,315	117	58,542	728	3,600	2,164
Percent Change	-9.2%	-2.3%	2.4%	11.5%	-4.9%	<1.0%	30.9%	-1.9%	-22.7%
Service Occupations									
2013	1,324	6,611	47,112	27,066	467	105,268	1,331	5,089	1,605
2015	1,319	6,887	46,635	28,911	499	104,266	1,597	5,620	1,760
Percent Change	-<1.0%	4.2%	-1.0%	6.8%	6.9%	-1.0%	20.0%	10.4%	9.7%
Sales and Related Occupations									
2013	27	217	844	619	25	4,804	112	133	12
2015	26	220	709	559	19	4,503	97	130	14
Percent Change	-3.7%	1.4%	-16.0%	-10.0%	-24.0%	-6.3%	-13.4%	-2.3%	16.7%
Office and Administrative Support									
2013	2,013	11,067	53,535	34,120	654	232,107	6,147	6,787	1,200
2015	1,901	10,697	50,843	34,818	685	219,443	3,770	7,567	1,319
Percent Change	-5.6%	-3.3%	-5.0%	2.1%	4.7%	-5.5%	-38.7%	11.5%	9.9%
Natural Resources, Construction, and Maintenance									
2013	582	1,260	7,623	6,038	153	51,862	515	1,513	200
2015	586	1,235	7,169	6,159	110	51,201	482	1,665	178
Percent Change	1.0%	-2.0%	-6.0%	2.0%	-28.1%	-1.3%	-6.4%	10.0%	-11.0%
Production, Transportation, and Material Moving									
2013	130	384	2,486	1,635	25	10,514	98	373	87
2015	120	381	2,546	1,715	28	10,548	124	379	63
Percent Change	-7.7%	-1.0%	2.4%	4.9%	12.0%	<1.0%	26.5%	1.6%	-27.6%

Source: U.S. Department of Education, National Center for Education Statistics, *Enrollment and Employees in Postsecondary Institutions, Fall 2013 and Fall 2015*. Table totals may not equal totals from Tables 1 and 2 due to missing demographic data.

Table 6. Comparison of Part-Time ESPs by Ethnicity

ESP Occupation: Part-Time	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Race/Ethnicity Unknown	Non-Resident Alien
Librarians, Curators, and Archivists									
2013	25	228	459	283	15	4,829	71	251	30
2015	20	238	479	229	11	4,377	62	258	28
Percent Change	-20.0%	4.4%	4.4%	-19.0%	-27.0%	-9.4%	-13.0%	2.8%	-6.7%
Business and Financial Operations									
2013	57	616	1,035	826	34	10,109	107	535	113
2015	45	644	893	752	27	9,365	150	519	113
Percent Change	-21.0%	4.5%	-14.0%	-9.0%	-21.0%	-7.4%	40.0%	-3.0%	0.0%
Computer, Engineering, and Science									
2013	116	2,057	1,345	1,518	27	13,717	212	732	1,138
2015	82	1,753	1,303	1,449	34	12,416	254	764	1,006
Percent Change	-29.0%	-15.0%	-3.1%	-4.5%	26.0%	-9.5%	20.0%	4.4%	-11.6%
Community Service, Legal, Arts, and Media									
2013	147	745	2,941	1,870	78	23,276	302	1,788	217
2015	146	775	3,068	1,967	80	23,424	371	2,073	233
Percent Change	<-1.0%	4.0%	4.3%	5.2%	2.6%	1.0%	22.8%	15.9%	7.4%
Health Care Practitioners and Technical									
2013	83	2,245	1,714	891	28	15,520	118	746	875
2015	71	2,275	1,764	1,023	29	13,597	144	708	827
Percent Change	-14.5%	1.3%	2.9%	14.8%	3.6%	-12.4%	22.0%	-5.1%	-5.5%
Service Occupations									
2013	223	942	7,693	4,322	92	23,733	312	1,992	374
2015	261	1,006	7,380	4,549	69	24,431	419	2,085	420
Percent Change	17.0%	6.8%	-4.1%	5.3%	-25%	2.9%	34.3%	4.7%	12.3%
Sales and Related Occupations									
2013	15	55	367	187	3	1,873	42	139	17
2015	15	53	215	136	4	1,487	64	129	9
Percent Change	0.0%	-3.6%	-41.4%	-27.3%	33.3%	-20.6%	52.4%	-7.2%	-47.1%
Office and Administrative Support									
2013	458	3,947	12,402	9,840	199	54,310	1,080	3,092	1,268
2015	433	3,513	11,047	9,809	187	48,564	1,052	3,538	1,569
Percent Change	-5.5%	-11.0%	-10.9%	<-1.0%	-6.0%	-10.6%	-2.6%	14.4%	23.7%
Natural Resources, Construction, and Maintenance									
2013	28	99	535	273	14	3,180	62	287	56
2015	13	85	404	225	13	2,618	31	405	40
Percent Change	-53.6%	-14.1%	-24.5%	-17.6%	-7.1%	-17.7%	-50.0%	41.1%	-28.6%
Production, Transportation, and Material Moving									
2013	16	40	474	170	0	2,253	29	176	22
2015	18	33	464	196	8	2,214	22	288	22
Percent Change	12.5%	-17.5%	-2.1%	15.3%	N/A	-1.7%	-24.1%	63.6%	0.0%

Source: U.S. Department of Education, National Center for Education Statistics, *Enrollment and Employees in Postsecondary Institutions, Fall 2013 and Fall 2015*. Table totals may not equal totals from Tables 1 and 2 due to missing demographic data.

Native and White lost employees in eight categories, Black or African American lost part-time workers in seven categories, Hispanic or Latino lost workers in six categories, and Asian and Native Hawaiian or Other Pacific Islander had equal gains and losses in five categories.

SUMMARY

The good news is that after many years of decline in the ESP workforce, all occupational categories showed an increase in full-time employment *except* in the area of natural resources, construction, and maintenance.

Regarding gender, females had full-time employment increases in five occupational categories, while also losing ground in five. Males gained full-time workers in four categories while losing full-time numbers in six. In terms of part-time workers, both males and females only reflected increases in three occupational categories, although the increases were negligible, and lost numbers in the remaining seven. Finally, female part-time workers were in greater number than their male counterparts in computer, engineering, and science.

While gains and losses in full-time workers were mostly mixed across the ESP ethnicities, Hispanic or Latino ESPs showed increases in nine of the 10 occupational categories. Native Hawaiian or Other Pacific Islander lost numbers in four categories and gained in six, while White lost numbers in six and showed gains in four categories. All ESP ethnicities experienced losses with part-time workers in five occupational categories or more.

We must continue to monitor part-time ESPs to aid and help sustain position maintenance, but not at the cost of full-time employee replacement.

NOTES

¹ Integrated Postsecondary Education Data System (IPEDS), 2012–2013.

² U.S. Department of Education, 2013 and 2015.

³ According to IPEDS reporting instructions, “Institutions must report aggregate data to the U.S. Department of Education using the nine categories below. Racial/ethnic designations are requested only for United States citizens, resident aliens, and other eligible non-citizens.

- Hispanic or Latino, regardless of race,
- American Indian or Alaska Native,
- Asian,
- Black or African American,
- Native Hawaiian or Other Pacific Islander,
- White,
- Two or more races.

In addition, the following categories may be used:

- Nonresident alien
- Race and ethnicity unknown.”

For the purposes of this article, we use the term “ethnicity.”

REFERENCES

U.S. Department of Education, Integrated Postsecondary Education Data System. 2012. “2012–13 Human Resources (HR) Occupational Categories compared with 2011–12 IPEDS HR Primary Function/Occupational Activity Categories.” Retrieved from: http://nces.ed.gov/ipeds/resource/download/IPEDS_HR_2012-13_compared_to_IPEDS_HR_2011-12.pdf.

_____, National Center for Education Statistics (NCES). 2016. *Enrollment and Employees in Postsecondary Institutions, Fall 2015*; Washington, D.C.

_____, National Center for Education Statistics (NCES). 2014. *Enrollment and Employees in Postsecondary Institutions, Fall 2013*; Washington, D.C.