IPEDS Human Resources Survey - 2026
USG Cognos Report Definitions

These data definitions are applied to create reports in Cognos for review PRIOR to the IPEDS Human Resources Survey Submission. Please note that some differences between Cognos reports and files submitted to IPEDS (for example, 'requires review' or 'unknown' gender). Review those guidance documents for more information.

Variable	HRDM Field (See HRDM DED for more information)	Source Field OneUSG Table.Field	Expression
Fields in blue are entered in the Managed Faculty Events section and found in the 'Employee Faculty' section of the HRDM DED			
Full Time/Part Time	Fulltime Employment Indicator	PS.JOB. FULL_PART_TIME	Fulltime Employment Indicator = 'Y' or 'N'
Faculty Status	Tenure Status Code	PS_EG_TENURE_DATA.TENURE_STATUS	tenure_status_code in ('NTK', 'NA', 'TEN')
Not on Tenure Track Multi-Year contract	n/a		Always zero since we have no multi-year contracts.
Not on Tenure Track Annual Contract	Tenure Status Code Paygroup Code	PS_EG_TENURE_DATA.TENURE_STATUS PS_JOB.PAYGROUP	tenure_status_code in ('NA') AND paygroup_code in ('M01','M03') *revised 3-31-13 to include M03*
Not on Tenure Track Less than Annual Contract	n/a		Always zero - we have no such contracts. Changed in Fall 2016 when 'Indefinite Duration' was added - employees who were previously counted in this category are now counted there.
Not on Tenure Track Indefinite Duration **(new category in fall 2016)**	Tenure Status Code Paygroup Code	PS_EG_TENURE_DATA.TENURE_STATUS PS_JOB.PAYGROUP	tenure_status_code = 'NA' AND NVL (paygroup_code, 'XX') not in ('M01','M03') *revised 3-31-13 to exclude M03*
Without faculty status	Tenure Status Code	PS_EG_TENURE_DATA.TENURE_STATUS	tenure_status_code IS NULL OR tenure_status_code NOT IN ('NTK', 'NA', 'TEN')
Tenure Track	Tenure Status Code	PS_EG_TENURE_DATA.TENURE_STATUS	tenure_status_code = 'NTK'
Tenured	Tenure Status Code	PS_EG_TENURE_DATA.TENURE_STATUS	tenure_status_code = 'TEN'

IPEDS Academic Rank	Academic Rank	PS_EG_TENURE_DATA.EG_ACADEMIC_RANK	CASE WHEN academic_rank = '001' THEN 'Professor' WHEN academic_rank = '002' THEN 'Associate Professor' WHEN academic_rank = '003' THEN 'Assistant Professor' WHENacademic_rank = '004' THEN 'Instructors' WHEN academic_rank in ('005', '007', '008') THEN 'Lecturers' ELSE 'No Rank'
Professor	Academic Rank	PS_EG_TENURE_DATA.EG_ACADEMIC_RANK	academic_rank = '001'
Associate Professor	Academic Rank	PS_EG_TENURE_DATA.EG_ACADEMIC_RANK	academic_rank = '002'
Assistant Professor	Academic Rank	PS_EG_TENURE_DATA.EG_ACADEMIC_RANK	academic_rank = '003'
Instructor	Academic Rank	PS_EG_TENURE_DATA.EG_ACADEMIC_RANK	academic_rank = '004'
Lecturer	Academic Rank	PS_EG_TENURE_DATA.EG_ACADEMIC_RANK	academic_rank in ('005', '007', '008')
No Rank	Academic Rank	PS_EG_TENURE_DATA.EG_ACADEMIC_RANK	nvl(academic_rank, '006') = '006'
Graduate Assistant	Job Code	PS_JOB.JOBCODE	SUBSTR (job_code, 1, 3) IN ('905', '906', '907', '908', '909')
Gender	Gender Code	PS_PERSONAL_DATA.SEX	CASE WHEN gender_code = 'M' THEN 'Male' WHEN gender_code = 'F' THEN 'Female' ELSE 'Unknown' *IPEDS does not allow 'unknown' gender, these will be converted to 'female.' See 2020 change documentation.
Race/Ethnicity	Race Code US Citizenship Status	PS_DIVERS_ETHNIC.ETHNIC_GRP_CD PS_CITIZENSHIP.CITIZENSHIP_STATUS	CASE WHEN us_citizenship_status = '4' THEN 'Nonresident alien' WHEN race_code = 'B' THEN 'Black or African American' WHEN race_code = 'H' THEN 'Hispanic/Latino' WHEN race_code = 'I' THEN 'American Indian or Alaska Native' WHEN race_code = 'M' THEN 'Two or more races' WHEN race_desc = 'Unknown' THEN 'Race and ethnicity Unknown' ELSE race_desc END

Occupational Category	Job Code SOC_IPEDS_CODE, ACTUAL_ACTIVITY_ACADEMIC_PCT, ACTUAL_ACTIVITY_RESEARCH_PCT, ACTUAL_ACTIVITY_PUB_SVC_PCT	PS_JOB.JOBCODE [SOC_IPEDS_CODE is not extracted from OneUSG] PS_BOR_EP_FFE_DAT.BOR_ACT_REP_ACAD PS_BOR_EP_FFE_DAT.BOR_ACT_REP_RESRCH PS_BOR_EP_FFE_DAT.BOR_ACT_REP_PUBLIC	CASE WHEN SUBSTR (job_code, 1, 3) = '907' THEN 'Graduate Assistants - Research' WHEN SUBSTR (job_code, 1, 3) IN ('905', '906', '909') THEN 'Graduate Assistants - Other' WHEN SUBSTR (job_code, 1, 3) = '908' THEN soc_ipeds_desc WHEN SUBSTR (job_code, 1, 3) = '210' THEN soc_ipeds_desc WHEN ACTUAL_ACTIVITY_ACADEMIC_PCT > 50 THEN 'Postsecondary Teachers - Instruction' WHEN ACTUAL_ACTIVITY_RESEARCH_PCT > 50 THEN 'Postsecondary Teachers - Research' WHEN ACTUAL_ACTIVITY_PUB_SVC_PCT > 50 THEN 'Postsecondary Teachers - Public Service' WHEN ACTUAL_ACTIVITY_ACADEMIC_PCT + ACTUAL_ACTIVITY_RESEARCH_PCT + ACTUAL_ACTIVITY_PUB_SVC_PCT >= 50 AND ACTUAL_ACTIVITY_RESEARCH_PCT <= 50 AND ACTUAL_ACTIVITY_PUB_SVC_PCT <= 50 THEN 'Instruction/Research/Public Service' /*IF INSTRUCTIONAL SOC BUT ACTIVITY PCTS NOT INSTRUCTIONAL*/ WHEN SOC_IPEDS_CODE = '2' THEN 'Requires Review' ELSE NVL (soc_ipeds_desc, 'No IPEDS/SOC Category')
IPEDS Instructional Staff	ACTUAL_ACTIVITY_ACADEMIC_PCT, ACTUAL_ACTIVITY_RESEARCH_PCT, ACTUAL_ACTIVITY_PUB_SVC_PCT	PS_BOR_EP_FFE_DAT.BOR_ACT_REP_ACAD PS_BOR_EP_FFE_DAT.BOR_ACT_REP_RESRCH PS_BOR_EP_FFE_DAT.BOR_ACT_REP_PUBLIC	CASE WHEN (ACTUAL_ACTIVITY_ACADEMIC_PCT = 100 OR (ACTUAL_ACTIVITY_ACADEMIC_PCT + ACTUAL_ACTIVITY_RESEARCH_PCT + ACTUAL_ACTIVITY_PUB_SVC_PCT >= 50 AND ACTUAL_ACTIVITY_RESEARCH_PCT <= 50 AND ACTUAL_ACTIVITY_PUB_SVC_PCT <= 50)) AND SOC_IPEDS_CODE <> 'J' THEN 'Y' ELSE 'N' END

Medical Status	Setid, Department Code	PS_JOB.COMPANY PS_JOB.DEPTID	WHEN setid = '12000' AND (DEPTID LIKE '04%' OR DEPTID LIKE '645%') THEN 'Medical' ELSE 'Non-Medical'
9 Month Contract	Paygroup Code	PS_JOB.PAYGROUP	paygroup_code = 'M03'
12 Month Contract	Paygroup Code	PS_JOB.PAYGROUP	paygroup_code = 'M01'
Less Than 9 Month Contract	Paygroup Code	PS_JOB.PAYGROUP	paygroup_code not in ('M01','M03')
Salary	Annual Salary (derived from HRDM and OneUSG data): If employee has no supplemental pay then ANNUAL_SALARY ELSE [from OneUSG] SUM (PS_COMPENSATION.COMPRATE [calculate using COMP_FREQUENCY] where COMP_RATECD not like 'M%' or COMP_RATECD = 'MCAFA')	PS_COMPENSATION.COMPRATE PS_JOB.ANNUAL_RT	
New Hire Permanent	New Hire Indicator (derived from HRDM and OneUSG data): New Hire Indicator condition: ORIGINAL_HIRE_DATE OR REHIRE_DT [from OneUSG] BETWEEN TO_DATE ('20251101', 'YYYYMMDD') AND TO_DATE ('20261031', 'YYYYMMDD') AND FULLTIME_EMPLOYMENT_IND = 'Y' AND REGULAR_EMPLOYMENT_IND = 'Y' [and break in service > 30 days]	PS_EMPLOYMENT.HIRE_DT PS_EMPLOYMENT.REHIRE_DT PS.JOB. FULL_PART_TIME PS_JOB.REG_TEMP	New Hire Indicator = 'Y'