Rank/Tenure Report

The Rank/Tenure report is intended to be used as a data quality tool. The report compares rank and tenure data between the Cognos reports (from HRDM) and OneUSG (PeopleSoft) and generates an issue message to highlight cases for review. OneUSG records are selected based on the most recent effective date. Records for HR reports are selected based on the most recent rank change date and the most recent tenure status date (selected independently).

For each issue message of the Rank/Tenure report, this document will follow examples backward from the new Rank/Tenure report in Cognos to the HR detail report and then to OneUSG. This guide should serve as a resource to understanding WHY an issue message is generated and how to review the data and resolve the issue as necessary. Note: The actual report provides EMPLID, which is not shown here.

Contents

Issue Message: Multiple Academic Rank Codes with the same Academic Rank Date Not Allowed 2

Issue Message: Multiple Tenure Codes with the same Tenure Status Date Not Allowed 4

Issue Message: “Multiple Academic Rank Codes with the same Academic Rank Date Not Allowed and Multiple Tenure Codes with the same Tenure Status Date Not Allowed” 6

Issue Message: Tenure Status Date or Rank Change Date cannot be earlier than the previous record’s Tenure Status Date or Rank Change Date..... 8

Issue Message: Multiple Academic Rank Codes with the same Academic Rank Date Not Allowed

Looking at Cognos reports (system-level):

How they appear in the new Rank/Tenure report: The purple section shows the most recent rank/tenure record from People Soft (based on the effective date) while the blue shows the record that would be selected for the IPEDS reports (which is not based on effective date but the most recent rank change date (from EG_RNK_CHNG_DT) and the most recent tenure status date (from EG_TRACK_HIRE_DT)). From the Rank/Tenure Report example here, it appears that the same record is showing as the most recent record from PS and the most recent academic rank. However, remember that if there are records with the same date, the logic will randomly select a record (here it selected the record that happens to be the one that matches the latest effective date record from PS).

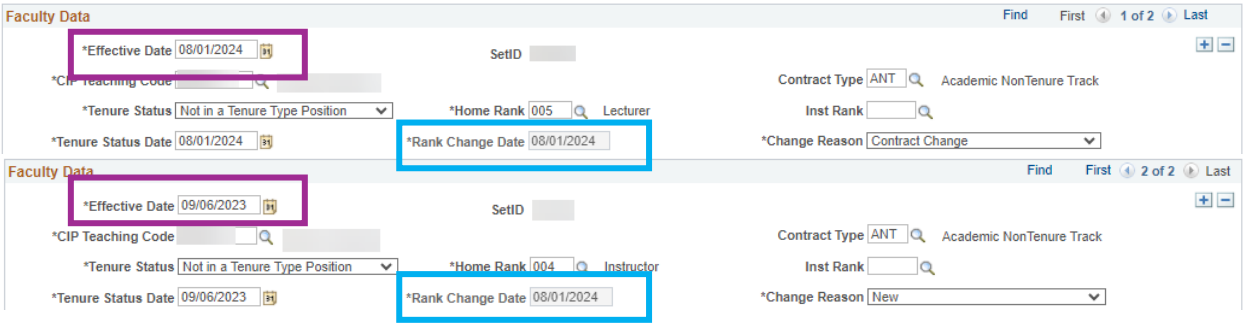
PS TENURE DATE	PS TENURE STATUS	PS ACADEMIC DATE	PS ACADEMIC RANK	HRDM TENURE DATE	HRDM TENURE CODE	HRDM ACADEMIC DATE	HRDM ACADEMIC RANK
08/01/2024	NA	08/01/2024	005	08/01/2024	NA	08/01/2024	005

How they appear in the HR Detail report: Looking at the HR Detail report and comparing to the Rank/Tenure report, you may notice these show different information. This is because if there are records with the same date, the logic will randomly choose one. In this example, that choice was different between the reports.

TENURE_STATUS_CODE	TENURE_STATUS_DESC	TENURE_STATUS_DATE	ACADEMIC_RANK	ACADEMIC_RANK_DESC	ACADEMIC_RANK_DATE
NA	Not in a Ten Type Pos	Aug 1, 2024	004	Instructor	Aug 1, 2024

Looking at OneUSG (PeopleSoft):

How they appear in OneUSG, useful for institution users who do NOT have PS database access: In the faculty data records, the effective date (EFFDT in the database) is in purple, and the rank change date (EG_RNK_CHG_DT) is in blue. Since the same date, in blue, appears for two different records, the logic for the IPEDS reports will randomly choose one (and it may choose correctly sometimes but it may not).



How they appear in the PeopleSoft database, useful for institution users who have PS database access: Looking at the PeopleSoft database, all rank/tenure records can be seen for this example person. In purple, there are two different effective dates, which is why the system rank/tenure report would show the tenure/rank for the row with the 8/1/2024 EFFDT date for the PeopleSoft record. However, the blue squares show that the rank change date (EG_RNK_CHG_DT) for the two records have the same date with different rank codes, resulting in the issue message **"Multiple Academic Rank Codes with the same Academic Rank Date Not Allowed.**"

EFFDT	EG_TRACK_HIRE_DT	TENURE_STATUS	EG_RNK_CHG_DT	EG_ACADEMIC_RANK
9/6/2023	9/6/2023	NA	8/1/2024	004
8/1/2024	8/1/2024	NA	8/1/2024	005

SOLUTION: Update the rank change date such that the most recent rank has the most recent date. In the example shown here, it appears (from the effective date) that the most recent rank should be 005, so the rank change date for that rank code should be later than 8/1/2024.

Issue Message: Multiple Tenure Codes with the same Tenure Status Date Not Allowed

Looking at Cognos reports (system-level):

How they appear in the new Rank/Tenure report: The purple section shows the most recent rank/tenure record from People Soft (based on the effective date) while the blue shows the record that would be selected for the IPEDS reports (which is not based on effective date but the most recent tenure status date (from EG_TRACK_HIRE_DT)). From the Rank/Tenure Report example here, it appears that the same record is showing as the most recent record from PS and the most recent tenure status. However, if there are records with the same date, the logic will randomly select a record (here it selected the record that does not match the latest effective date record from PS).

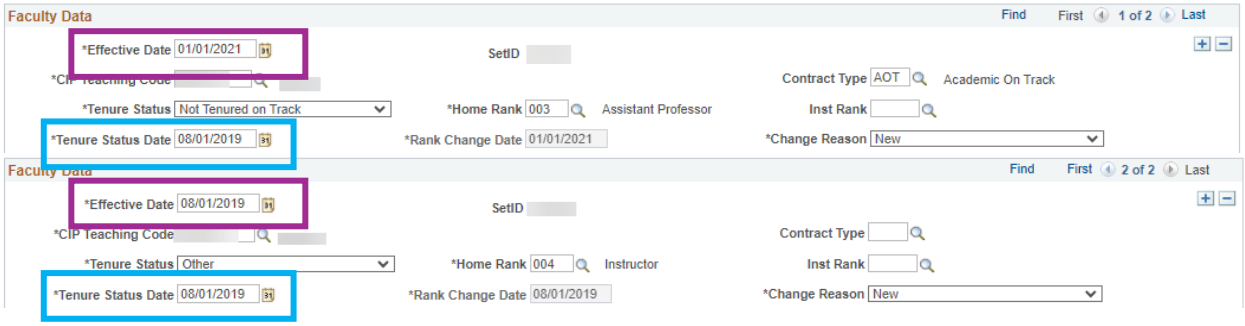
PS TENURE DATE	PS TENURE STATUS	PS ACADEMIC DATE	PS ACADEMIC RANK	HRDM TENURE DATE	HRDM TENURE CODE	HRDM ACADEMIC DATE	HRDM ACADEMIC RANK
08/01/2019	NTK	01/01/2021	003	08/01/2019	OTH	01/01/2021	003

How they appear in the HR Detail report: Here is how this person would appear in the HR Detail report.

TENURE_STATUS_CODE	TENURE_STATUS_DESC	TENURE_STATUS_DATE	ACADEMIC_RANK	ACADEMIC_RANK_DESC	ACADEMIC_RANK_DATE
OTH	Other	Aug 1, 2019	003	Assistant Professor	Jan 1, 2021

Looking at OneUSG (PeopleSoft):

How they appear in OneUSG, useful for institution users who do NOT have PS database access: In the faculty data records, the effective date (EFFDT in the database) is in purple, and the tenure status date (EG_RNK_CHG_DT) is in blue. Since the same date is in blue for two different records, the logic for the IPEDS reports will randomly choose one (and it may choose correctly sometimes but it may not).



How they appear in the PeopleSoft database, useful for institution users who have PS database access: Looking at the PeopleSoft database, all rank/tenure records can be seen for this example person. In purple, there are two different effective dated rows, the rank/tenure report would show the most recent effective dated row as the PeopleSoft record. However, in blue, there are two tenure status codes with the same tenure status date (EG_TRACK_HIRE_DT). This produces the following issue message **"Multiple Tenure Codes with the same Tenure Status Date Not Allowed.**"

EFFDT	EG_TRACK_HIRE_DT	TENURE_STATUS	EG_RNK_CHG_DT	EG_ACADEMIC_RANK
8/1/2019	8/1/2019	OTH	8/1/2019	004
1/1/2021	8/1/2019	NTK	1/1/2021	003

SOLUTION: Update the tenure status date such that the most recent tenure status has the most recent date. In the example shown here, it appears (from the effective date) that the most recent tenure status should be NTK, so the tenure status date for that tenure status code should be later than 8/1/2019.

Issue Message: "Multiple Academic Rank Codes with the same Academic Rank Date Not Allowed and Multiple Tenure Codes with the same Tenure Status Date Not Allowed"

Looking at Cognos reports (system-level):

How they appear in the new Rank/Tenure report: The purple section shows the most recent rank/tenure record from People Soft (based on the effective date) while the blue shows the record that would be selected for the IPEDS reports (which is not based on effective date but the most recent rank change date (from EG_RNK_CHNG_DT) and the most recent tenure status date (from EG_TRACK_HIRE_DT)). From the Rank/Tenure Report example here, the same date is showing from PeopleSoft and from the HRDM, yet PS is showing tenure as 'NA' and rank as '004' but HRDM is showing tenure as 'OTH' and rank as '006.'

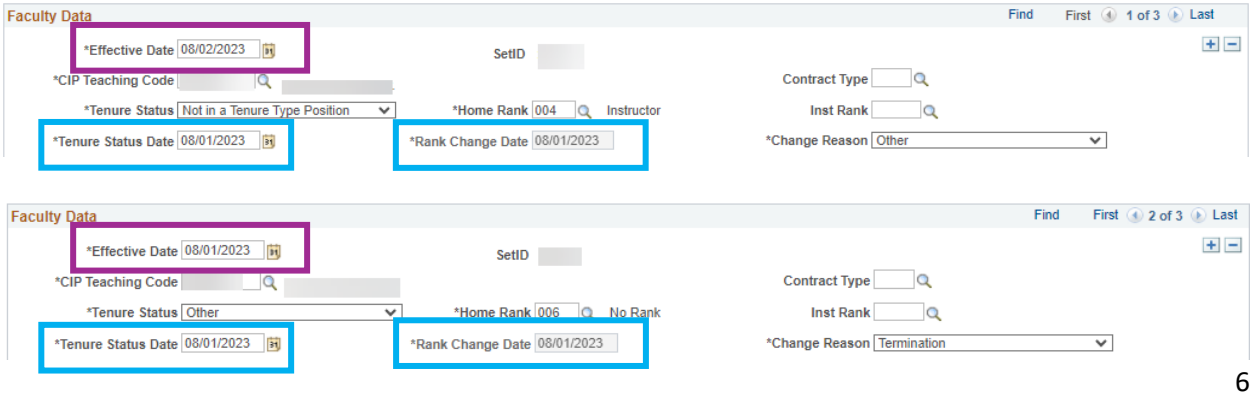
PS TENURE DATE	PS TENURE STATUS	PS ACADEMIC DATE	PS ACADEMIC RANK	HRDM TENURE DATE	HRDM TENURE CODE	HRDM ACADEMIC DATE	HRDM ACADEMIC RANK
08/01/2023	NA	08/01/2023	004	08/01/2023	OTH	08/01/2023	006

How they appear in the HR Detail report: Looking at the HR Detail report and comparing to the Rank/Tenure report, you may notice these show different information. This is because if there are records with the same date, the logic will randomly choose one. In this example, that choice was different between the reports.

TENURE_STATUS_CODE	TENURE_STATUS_DESC	TENURE_STATUS_DATE	ACADEMIC_RANK	ACADEMIC_RANK_DESC	ACADEMIC_RANK_DATE
NA	Not in a Ten Type Pos	Aug 1, 2023	004	Instructor	Aug 1, 2023

Looking at OneUSG (PeopleSoft):

How they appear in OneUSG, useful for institution users who do NOT have PS database access: In the faculty data records, the effective date (EFFDT in the database) is in purple, and the tenure status date (EG_TRACK_HIRE_DT) and rank change date (EG_RNK_CHG_DT) are in blue. Since the same date is in blue for two different records, the logic for the IPEDS reports will randomly choose one (and it may choose correctly sometimes but it may not).



How they appear in the PeopleSoft database, useful for institution users who have PS database access: Looking at the PeopleSoft database, all rank/tenure records can be seen for this example person. In purple, there are two different effective dates, which is why the system rank/tenure report would show the tenure/rank for the row with the 8/2/2023 date for the PeopleSoft record. However, the blue squares show that both the tenure status date (EG_TRACK_HIRE_DT) and the rank change date (EG_RNK_CHG_DT) have the same date as the earlier effective dated row from 8/1/2023, but are associated with different rank and tenure values, resulting in the issue message **"Multiple Academic Rank Codes with the same Academic Rank Date Not Allowed and Multiple Tenure Codes with the same Tenure Status Date Not Allowed.**"

EFFDT	EG_TRACK_HIRE_DT	TENURE_STATUS	EG_RNK_CHG_DT	EG_ACADEMIC_RANK
8/1/2017	8/1/2010	TEN	8/1/2017	001
8/1/2023	8/1/2023	OTH	8/1/2023	006
8/2/2023	8/1/2023	NA	8/1/2023	004

SOLUTION: Update TWO dates!

1) Update the tenure status date such that the most recent tenure status has the most recent date. In the example shown here, it appears (from the effective date) that the most recent tenure status should be NA, so the tenure status date for that tenure status code should be later than 8/1/2023.

2) Update the rank change date such that the most recent rank has the most recent date. In the example shown here, it appears (from the effective date) that the most recent rank should be 004, so the rank change date for that rank code should be later than 8/1/2023.

Issue Message: Tenure Status Date or Rank Change Date cannot be earlier than the previous record's Tenure Status Date or Rank Change Date

Looking at Cognos reports (system-level):

How they appear in the new Rank/Tenure report: The purple section shows the most recent rank/tenure record from People Soft (based on the effective date) while the blue shows the record that would be selected for the IPEDS reports (which is not based on effective date but the most recent tenure status date (from EG_TRACK_HIRE_DT) and the most recent rank change date (EG_RNK_CHNG_DT)). From the Rank/Tenure Report example here, the record selected from PeopleSoft based on the latest effective date has a tenure status date and rank change date of 8/01/2013. The record selected based on the HR report logic has a date of 11/15/2018. This results in an issue message of "Tenure Status Date or Rank Change Date cannot be earlier than the previous record's Tenure Status Date or Rank Change Date" since the later effective date records have earlier rank and tenure dates.

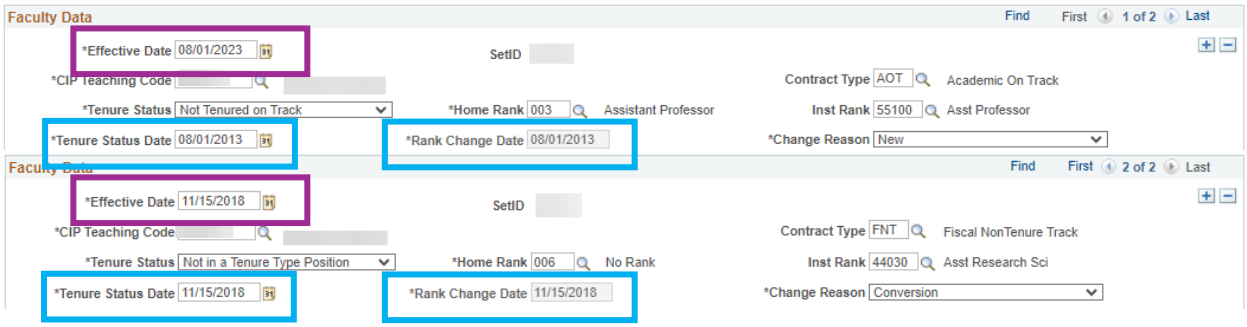
PS TENURE DATE	PS TENURE STATUS	PS ACADEMIC DATE	PS ACADEMIC RANK	HRDM TENURE DATE	HRDM TENURE CODE	HRDM ACADEMIC DATE	HRDM ACADEMIC RANK
08/01/2013	NTK	08/01/2013	003	11/15/2018	NA	11/15/2018	006

How they appear in the HR Detail report: Here is how this person would appear in the HR Detail report.

TENURE_STATUS_CODE	TENURE_STATUS_DESC	TENURE_STATUS_DATE	ACADEMIC_RANK	ACADEMIC_RANK_DESC	ACADEMIC_RANK_DATE
NA	Not in a Ten Type Pos	Nov 15, 2018	006	No Rank	Nov 15, 2018

Looking at OneUSG (PeopleSoft):

How they appear in OneUSG, useful for institution users who do NOT have PS database access: In the faculty data records, the effective date (EFFDT in the database) is in purple, and the rank change date (EG_RNK_CHG_DT) and tenure status date (EG_TRACK_CHG_DT) are in blue. In this example, the record with the later effective date has earlier dates for the rank and tenure, resulting in the issue message "**Tenure Status Date or Rank Change Date cannot be earlier than the previous record's Tenure Status Date or Rank Change Date."**



How they appear in the PeopleSoft database, useful for institution users who have PS database access: Looking at the PeopleSoft database, all rank/tenure records can be seen for this example person. In purple, there are effective dates and the system rank/tenure report would show the tenure/rank for the row with the 8/1/2023 EFFDT date for the PeopleSoft record since it is the latest effective date (and this record has the tenure status date and the rank change date as 8/1/2013). However, as represented in the blue squares, the tenure_status_date (EG_TRACK_HIRE_DT) and rank change date (EG_RNK_CHG_DT) for the most recently effective dated row contains dates older than the older effective dated row. Since the IPEDS HR reports use the most recent tenure status date and rank change date instead of effective date, it would always pick the most recent rank/tenure date (11/15/2018) as seen in blue. This results in the issue message **"Tenure Status Date or Rank Change Date cannot be earlier than the previous record's Tenure Status Date or Rank Change Date.**"

SETID	EFFDT	EG_TRACK_HIRE_DT	TENURE_STATUS	EG_RNK_CHG_DT	EG_ACADEMIC_RANK
18000	11/15/2018	11/15/2018	NA	11/15/2018	006
18000	8/1/2023	8/1/2013	NTK	8/1/2013	003

SOLUTION: In this example, if the effective dates are correct, then the rank change date and tenure status date for the 8/1/2023 would need to be updated to be later than 11/15/2018. Here, it appears that the year '2013' may have been a typo intended to be '2023.'

However, if there were a case where the rank change date and tenure status date were correct and there was an issue with the effective date, then the effective date could be edited (note that this would clear the rank/tenure date report issue but would not affect the Cognos HR reports which are based on tenure status date and rank change date not the effective date).