IPEDS Human Resources Survey - 2019/2020
USG Cognos Report Definitions

| Field/Filter on Report | HRDM Field (See HRDM DED for more information) (fields in red are from MFE/Employee Faculty data) | Source Field OneUSG Table.Field | Fall 2019 Expression <br> (parts in blue represent changes from Fall 2018) |  |  |  | \% |  |  |  |  |  | Ň |  |  | $\left\lvert\, \begin{aligned} & 0 \\ & \vdots \\ & \vdots \\ & \\ & \hline \end{aligned}\right.$ |  |  |  |  | N |
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| (see chart below for descriptions of the IPEDS Reports from this row or expand this row to see columns I through Y) |  |  |  | $\bar{z}$ | $\bar{z}$ | E | z | $\underline{z}$ | z | $\underline{7}$ | ${ }^{\text {z }}$ | 云 | z | $\underline{z}$ | जु | जू | z | z | z | $\bar{z}$ | $\underline{3}$ |
| Full Time/Part Time | Fulltime Employment Indicator | PS.JOB. FULL_PART_TIME | Fulltime Employment Indicator = 'Y' or 'N' | x | x |  |  | x | x | x | x | x | x | x | x | x | x |  | x | x | x |
| Faculty Status | Tenure Status Code | PS_EG_TENURE_DATA.TENURE_STATUS | tenure_status_code in ('NTK', 'NA', 'TEN', 'NOT') | x | x |  |  | x | x |  |  | ${ }^{\text {x }}$ |  |  |  |  |  |  | x | ${ }^{\text {x }}$ |  |
| Not on Tenure Track Multi Year contract | n/a |  | there will never be any of these since we have no multi-year contracts. Always zero |  |  |  |  |  |  |  | x |  | x |  |  |  |  |  | x | x |  |
| 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', 'NOT') <br> AND paygroup_code in ('M01','M03') <br> (revised 3-31-13 to include M03) |  |  |  |  | x |  |  | x |  | x |  |  |  |  |  | x | x |  |
| Not on tenure track less than annual contract | Fentre Status Code Paygroup Code n/a |  | there will never be any of these since we have no such contracts. Always zero. (changed in fall 2016 when new category of indefinite duration was added and employees who were counted in this category are now counted there) |  |  |  |  |  | x |  | x |  | x |  |  |  |  |  | x | x |  |
| 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 in ('NA', 'NOT') <br> AND NVL (paygroup_code, 'XX') not in ('M01','M03') (revised 3-31-13 to exclude M03 as well as M01) |  |  |  |  |  | x |  | x |  | x |  |  |  |  |  | x | ${ }^{\text {x }}$ |  |
| Without faculty status | Tenure Status Code | PS_EG_TENURE_DATA.TENURE_STATUS | tenure status code IS NULL <br> OR tenure_status_code NOT IN ('NTK', 'NA', 'TEN', 'NOT') |  |  |  |  |  |  | x | x |  | x |  |  |  |  |  | x | x |  |
| Tenure Track | Tenure Status Code | PS_EG_TENURE_DATA.TENURE_STATUS | tenure_status_code = 'NTK' |  | x |  |  |  |  |  | x | x | x |  |  |  |  |  | x | x |  |
| Tenured | Tenure Status Code | PS_EG_TENURE_DATA.TENURE_STATUS | tenure_status_code = 'TEN' | x |  |  |  |  |  |  | x | x | x |  |  |  |  |  | x | x |  |
| 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' when academic_rank = '004' then 'Instructors' when academic_rank in ( ${ }^{\prime} 005$ ', '007') then 'Lecturers' else 'No Rank' |  |  |  |  |  |  |  |  |  |  | x | x |  |  |  |  |  |  |
| Professor | Academic Rank | PS_EG_TENURE_DATA.EG_ACADEMIC_RANK | academic_rank = '001' | x | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| Associate Professor | Academic Rank | PS_EG_TENURE_DATA.EG_ACADEMIC_RANK | academic_rank $=1002$ | x | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| Assistant Professor | Academic Rank | PS_EG_TENURE_DATA.EG_ACADEMIC_RANK | academic_rank = '003' | x | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| Instructor | Academic Rank | PS_EG_TENURE_DATA.EG_ACADEMIC_RANK | academic_rank = '004' | x | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| Lecturer | Academic Rank | PS_EG_TENURE_DATA.EG_ACADEMIC_RANK | academic_rank in ('005', '007') | x | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| No Rank | Academic Rank | PS_EG_TENURE_DATA.EG_ACADEMIC_RANK | nvl(academic_rank, '006') = '006' | x | x | x |  | x | x |  |  |  |  |  |  |  |  |  |  |  |  |
| Graduate Assistant | Job Code | PS_JOB.JOBCODE | SUBSTR (job_code, 1, 3) IN ('905', '906', '907', '908','909') |  |  |  |  |  |  |  |  |  |  |  |  |  |  | x |  |  |  |
| Gender | Gender Code | PS_PERSONAL_DATA.SEX | case when gender_code ='M' then 'Male' when gender_code ='F' then 'Female' else 'Unknown' | x | x |  |  | x | x | x |  | x |  | x | x |  | x | x |  | x | x |


| Race/Ethnicity | Race Code <br> US Citizenship Status | PS_DIVERS_ETHNIC.ETHNIC_GRP_CD PS_CITIZENSHIP.CITIZENSHIP_STATUS (prior to Dec. 8, 2019) <br> PS_BOR_CITIZEN_PRO.CITIZENSHIP_STATUS (after Dec. 8, 2019) |  |  |  |  |  | x |  |  |  |  |  | $\left.\left.\right\|^{x}\right\|^{x}$ |
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| New Hire Permanent | Original Hire Date | PS_EMPLOYMENT.HIRE_DT (this was changed in 2019 extraction from CMPNY_SENIORITY_DT because CMPNY_SENIORITY_DT can be overriden). PS.JOB. FULL_PART_TIME PS_JOB.REG_TEMP | original_hire_date BETWEEN TO_DATE ( '20181101', <br> 'YYYYMMDD') AND TO_DATE ( '20191031', 'YYYYMMDD') <br> AND FULLTIME_EMPLOYMENT_IND = 'Y' <br> AND REGULAR_EMPLOYMENT_IND = 'Y' |  |  |  |  |  |  |  |  |  |  |  | x | x ${ }^{\text {x }}$ |
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| Part A-1 | Number of full-time instructional staff with faculty status who are tenured |
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| Part A-2 | Number of full-time instructional staff with faculty status who are on tenure track |
| Part A-3 | Number of full-time instructional staff with faculty status who are Not on tenure track with multi-year contract |
| Part A-4 | Number of full-time instructional staff with faculty status who are Not on tenure track with annual contract |
| Part A-5 | Number of full-time instructional staff with faculty status who are Not on tenure track with less than annual contract |
| Part A-6 | Number of full-time instructional staff without faculty status |
| Part A-7 | Number of full-time instructional staff by tenure status, medical school status, and function |
| Part B-1 | Number of full-time non-instructional staff by occupational category, gender, and race/ethnicity |
| Part B-2 | Number of full-time non-instructional staff |
| Part G-1 | Number of full-time instructional staff for calculation of total number of months [part G1 and G2 are combined into one Cognos report] |
| Part G-2 | Salary outlays for full-time instructional staff by gender and academic rank |
| Part G-3 | Salary outlays for full-time non-instructional staff by occupational category |
| Part D-1 | Number of part-time staff by occupational category, gender, and race/ethnicity |
| Part D-2 | Number of graduate assistants by occupational category, gender, and race/ethnicity |
| Part E-1 | Number of part-time staff by tenure status, medical school status and occupational category |
| Part H-1 | Number of newly hired full-time permanent instructional staff by tenure status, gender, and race/ethnicity (Hired full time between November 1, 2015 |
| Part H-2 | Number of newly hired full-time staff by occupational category, gender, and race/ethnicity (Hired full time between November 1, 2015 and October <br> 31, 2016 and still on payroll of the institution as of November 1, 2014) |

