

How is USG Fall 2019 IPEDS HR reporting affected by the 2018 SOC changes?

HR IPEDS reports are broken out by IPEDS Occupational Categories which are defined by SOC codes. The USG IPEDS HR survey reports group the employees into these IPEDS occupational categories using a crosswalk table in HRDM, which maps each BCAT to an SOC category, which is then mapped to the **IPEDS Occupational Category (SOC IPEDS CODE)**. The BCAT_SOC_CROSSWALK table in USGHR looks like this:

Row#	B./	BCAT_DESC	BCAT_IPEDS_DESC	SOC_CODE	SOC_DESC	SOC_IPEDS_CODE	SOC_IPEDS_DESC
1	100	Chancellor	Executive	11-1011	Chief Executives	A	Management Occupations
2	101	Executive Vice Chancellor	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
3	102	President	Executive	11-1011	Chief Executives	A	Management Occupations
4	103	Provost	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
5	110	Chief Academic Affairs Officer / Provost	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
6	112	Chief Business / Finance / Administrative Officer	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
7	114	Chief Development / Advancement Officer	Executive	11-2031	Public Relations & Fundraising Manager	A	Management Occupations
8	116	Chief External Affairs Officer	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
9	118	Chief Student Affairs Officer	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
10	119	Chief Research Officer	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
11	120	Deans, Academic	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
12	125	Deans, Administrative	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
13	130	Assoc/Asst Vice Chancellor	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
14	140	Vice President	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
15	145	Assoc/Asst Vice President	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
16	150	Vice Provost	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
17	155	Assoc/Asst Provost	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
18	160	Chief Accounting Officer/Controller	Executive	11-3031	Financial Managers	A	Management Occupations
19	162	Chief Athletics Administrator	Executive	11-9033	Education Administrators, Postsecondary	A	Management Occupations
20	163	Chief Audit Officer	Executive	11-9199	Manager, All Others	A	Management Occupations

The complete crosswalk table can be found at:

https://www.usg.edu/assets/research/documents/SOC_BCAT_Crosswalk_2019.pdf

Note that HR IPEDS reporting **does not use the SOC_CODE**. It uses the direct cross walking from **BCAT to SOC_IPEDS_CODE/DESC**.

Revisions were made to the SOC Categories by the Bureau of Labor Statistics in 2018. After analyzing the changes in the 2018 categories, it was found that the only change affecting USG HR IPEDS Survey was the mapping of BCAT 453 to a new SOC IPEDS CODE, which was in a different IPEDS category. The change was as follows:

BCAT	BCAT_DESC	SOC_CODE	SOC_DESC	SOC_IPEDS_CODE	SOC_IPEDS_DESC	FROM_FALL_YR	TO_FALL_YR
453	Safety / Risk Management Professional	19-5011	Occu Health Safety Specialist	C	Computer, Engineering, and Science Occupations	2019	9999
453	Safety / Risk Management Professional	29-9011	Occu Health Safety Specialist	M	Healthcare Practitioners and Technical Occupations	0001	2018

Analysis (As Information):

Here is a list of IPEDS Occupational categories (i.e. SOC_IPEDS_DESC) by the SOC_CODES that constitute each category:

SOC_IPEDS_DESC (IPEDS OCCUPATIONAL CATEGORY)	SOC_CODE
Archivists, Curators, and Museum Technicians	25-4011
Archivists, Curators, and Museum Technicians	25-4013
Business and Financial Operations Occupations	13-1011
Business and Financial Operations Occupations	13-1023
Business and Financial Operations Occupations	13-1071
Business and Financial Operations Occupations	13-1111
Business and Financial Operations Occupations	13-1131
Business and Financial Operations Occupations	13-1161
Business and Financial Operations Occupations	13-1190
Business and Financial Operations Occupations	13-2011
Business and Financial Operations Occupations	13-2051
Community Service, Legal, Arts, and Media Occupations	21-1010
Community Service, Legal, Arts, and Media Occupations	21-1012
Community Service, Legal, Arts, and Media Occupations	21-1099
Community Service, Legal, Arts, and Media Occupations	23-1011
Community Service, Legal, Arts, and Media Occupations	23-2010
Community Service, Legal, Arts, and Media Occupations	27-1025
Community Service, Legal, Arts, and Media Occupations	27-1029
Community Service, Legal, Arts, and Media Occupations	27-2010
Community Service, Legal, Arts, and Media Occupations	27-2020
Community Service, Legal, Arts, and Media Occupations	27-2022
Community Service, Legal, Arts, and Media Occupations	27-2099
Community Service, Legal, Arts, and Media Occupations	27-3000
Community Service, Legal, Arts, and Media Occupations	27-3031
Community Service, Legal, Arts, and Media Occupations	27-3099
Community Service, Legal, Arts, and Media Occupations	27-4010
Computer, Engineering, and Science Occupations	15-1081
Computer, Engineering, and Science Occupations	15-1100
Computer, Engineering, and Science Occupations	15-1121
Computer, Engineering, and Science Occupations	15-1122
Computer, Engineering, and Science Occupations	15-1132
Computer, Engineering, and Science Occupations	15-1141
Computer, Engineering, and Science Occupations	15-1151
Computer, Engineering, and Science Occupations	15-1152
Computer, Engineering, and Science Occupations	17-1010
Computer, Engineering, and Science Occupations	17-2011
Computer, Engineering, and Science Occupations	17-2121
Computer, Engineering, and Science Occupations	17-2199
Computer, Engineering, and Science Occupations	19-0000
Computer, Engineering, and Science Occupations	19-1012
Computer, Engineering, and Science Occupations	19-4010
Computer, Engineering, and Science Occupations	19-4011
Computer, Engineering, and Science Occupations	19-4061
Computer, Engineering, and Science Occupations	19-4091
Computer, Engineering, and Science Occupations	19-4099

Graduate Assistants - Teaching	25-1191
Healthcare Practitioners and Technical Occupations	29-1000
Healthcare Practitioners and Technical Occupations	29-1020
Healthcare Practitioners and Technical Occupations	29-1029
Healthcare Practitioners and Technical Occupations	29-1031
Healthcare Practitioners and Technical Occupations	29-1051
Healthcare Practitioners and Technical Occupations	29-1060
Healthcare Practitioners and Technical Occupations	29-1069
Healthcare Practitioners and Technical Occupations	29-1123
Healthcare Practitioners and Technical Occupations	29-1131
Healthcare Practitioners and Technical Occupations	29-1141
Healthcare Practitioners and Technical Occupations	29-1190
Healthcare Practitioners and Technical Occupations	29-2052
Healthcare Practitioners and Technical Occupations	29-2056
Healthcare Practitioners and Technical Occupations	29-2060
Healthcare Practitioners and Technical Occupations	29-2099
Healthcare Practitioners and Technical Occupations	29-9011
Librarians	25-4020
Management Occupations	11-1011
Management Occupations	11-1021
Management Occupations	11-2031
Management Occupations	11-3011
Management Occupations	11-3021
Management Occupations	11-3031
Management Occupations	11-3121
Management Occupations	11-9013
Management Occupations	11-9033
Management Occupations	11-9039
Management Occupations	11-9111
Management Occupations	11-9141
Management Occupations	11-9199
Natural Resources, Construction, and Maintenance Occupations	49-1011
Natural Resources, Construction, and Maintenance Occupations	49-2011
Natural Resources, Construction, and Maintenance Occupations	49-3011
Natural Resources, Construction, and Maintenance Occupations	49-9000
Natural Resources, Construction, and Maintenance Occupations	49-9052
Natural Resources, Construction, and Maintenance Occupations	49-9071
Office and Administrative Support Occupations	43-1011
Office and Administrative Support Occupations	43-3031
Office and Administrative Support Occupations	43-3099
Office and Administrative Support Occupations	43-4121
Office and Administrative Support Occupations	43-4161
Office and Administrative Support Occupations	43-6010
Office and Administrative Support Occupations	43-6011
Office and Administrative Support Occupations	43-9199
Other Teaching and Instructional Support Occupations	25-2000
Other Teaching and Instructional Support Occupations	25-9030
Other Teaching and Instructional Support Occupations	25-9041
Other Teaching and Instructional Support Occupations	25-9099
Postsecondary Teachers	25-1000
Postsecondary Teachers	25-1199
Sales and Related Occupations	41-2000
Service Occupations	31-2021

Service Occupations	31-9091
Service Occupations	31-9092
Service Occupations	31-9095
Service Occupations	33-1012
Service Occupations	33-3021
Service Occupations	33-3050
Service Occupations	33-9030
Service Occupations	35-1012
Service Occupations	35-9099
Service Occupations	37-0000
Service Occupations	37-1011
Service Occupations	39-1021
Service Occupations	39-2021
Service Occupations	39-9021

Below is an excerpt from IPEDS 2019-2020 Data Collection System, 2019-2020 Survey Material package:
https://surveys.nces.ed.gov/IPEDS/Downloads/Forms/package_1_43.pdf#page=55&zoom=auto,-458,174

Crosswalk for Degree-Granting Institutions

2019-20 IPEDS Human Resources Occupational Categories to the 2018 Standard Occupational Classification (SOC) Occupational Categories 2019-20 IPEDS HR Occupational Categories

	(OLD) 2010 SOC Occupational Categories	(NEW) 2018 SOC Occupational Categories
Education, Training, and Library Occupations	25-0000 Education, Training, and Library Occupations	25-0000 Educational Instruction and Library Occupations
Educational Occupations	25-1000 Postsecondary Teachers	25-1000 Postsecondary Teachers
<ul style="list-style-type: none"> • Instructional Staff <ul style="list-style-type: none"> ◦ Primarily Instruction ◦ Instruction Combined with Research and/or Public Service • Research staff • Public Service staff 		
Library and Instructional Support Occupations	25-4000 Librarians, Curators, and Archivists	25-4000 Librarians, Curators, and Archivists
<ul style="list-style-type: none"> • Librarians, Curators, and Archivists <ul style="list-style-type: none"> ◦ Archivists, Curators, and Museum Technicians ◦ Librarians ◦ Library Technicians • Student and Academic Services and Other Education Occupations 	25-4010 Archivists, Curators, and Museum Technicians 25-4020 Librarians 25-4030 Library Technicians	25-4010 Archivists, Curators, and Museum Technicians 25-4020 Librarians and Media Collections Specialists 25-4030 Library Technicians
	25-2000 Preschool, Primary, Secondary, and Special Education School Teachers	25-2000 Preschool, Elementary, Middle, Secondary, and Special Education Teachers
	25-3000 Other Teachers and Instructors	25-3000 Other Teachers and Instructors
	25-9000 Other Education, Training, and Library Occupations	25-9000 Other Educational Instruction and Library Occupations
Other Occupations		
Management Occupations	11-0000 Management Occupations	11-0000 Management Occupation
Business and Financial Operations Occupations	13-0000 Business and Financial Operations Occupations	13-0000 Business and Financial Operations Occupations
Computer, Engineering, and Science Occupations	15-0000 Computer and Mathematical Occupations	15-0000 Computer and Mathematical Occupations
	17-0000 Architecture and Engineering Occupations	17-0000 Architecture and Engineering Occupations
	19-0000 Life, Physical, and Social Science Occupations	19-0000 Life, Physical, and Social Science Occupations
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	21-0000 Community and Social Service Occupations	21-0000 Community and Social Service Occupations
	23-0000 Legal Occupations	23-0000 Legal Occupations
	27-0000 Arts, Design, Entertainment, Sports, and Media Occupations	27-0000 Arts, Design, Entertainment, Sports, and Media Occupations
Healthcare Practitioners and Technical Occupations	29-0000 Healthcare Practitioners and Technical Occupations	29-0000 Healthcare Practitioners and Technical Occupations
Service Occupations	31-0000 Healthcare Support Occupations	31-0000 Healthcare Support Occupations
	33-0000 Protective Service Occupations	33-0000 Protective Service Occupations
	35-0000 Food Preparation and Serving Related Occupations	35-0000 Food Preparation and Serving Related Occupations
	37-0000 Building and Grounds Cleaning and Maintenance Occupations	37-0000 Building and Grounds Cleaning and Maintenance Occupations
	39-0000 Personal Care and Service Occupations	39-0000 Personal Care and Service Occupations
Sales and Related Occupations	41-0000 Sales and Related Occupations	41-0000 Sales and Related Occupations
Office and Administrative Support Occupations	43-0000 Office and Administrative Support Occupations	43-0000 Office and Administrative Support Occupations
Natural Resources, Construction, and Maintenance Occupations	45-0000 Farming, Fishing, and Forestry Occupations	45-0000 Farming, Fishing, and Forestry Occupations
	47-0000 Construction and Extraction Occupations	47-0000 Construction and Extraction Occupations
	49-0000 Installation, Maintenance, and Repair Occupations	49-0000 Installation, Maintenance, and Repair Occupations
Production, Transportation, and Material Moving Occupations	51-0000 Production Occupations	51-0000 Production Occupations
	53-0000 Transportation and Material Moving Occupations	53-0000 Transportation and Material Moving Occupations
Not applicable to HR Survey (Military Specific Occupations are not reported in the IPEDS HR survey)	55-0000 Military Specific Occupations	55-0000 Military Specific Occupations
Graduate Assistants		
Graduate Assistants - Teaching	25-1191 Graduate Teaching Assistant	25-9044 Teaching Assistants, Postsecondary
Graduate Assistants - Research	There is no single SOC Code associated with this IPEDS Occupational Category	There is no single SOC Code associated with this IPEDS Occupational Category
Graduate Assistants - Other	25-4000 Librarians, Curators, and Archivists	25-4000 Librarians, Curators, and Archivists
	25-4010 Archivists, Curators, and	25-4010 Archivists, Curators, and

This excerpt above shows the IPEDS HR Occupational categories used in HR IPEDS Survey and the soc codes (SOC categories) associated with them. It compares 2010 SOC categories to 2018 SOC categories:

All the IPEDS HR Occupational Categories map to the same 2010 SOC codes as 2018 SOC codes (a couple of these codes have different descriptions, but that does not affect the IPEDS HR Occupational categories). Except for Graduate Assistants – Teaching. **This is not a problem for USG since IPEDS occupational categories for Graduate assistants are not defined by SOC categories at USG, but directly by their BCATS.**

As the excerpt also shows, the IPEDS HR Occupational Categories are all defined by the “major groups”, which are denoted by the first two digits of the SOC code, **EXCEPT** for Group 25 (i.e., 250000), which has minor codes (4 digit) and detail codes (6 digit) scattered across several different IPEDS Occupational Categories.

So, with all the changes in 2018 SOC categories, then, for the purpose of USG IPEDS reporting, it seems like we would not have to be concerned with any changes **EXCEPT for changes in Major Groups.**

From the document: soc_2018_whats_new.pdf:

Table 1. Detailed occupations that moved from one major group to another

<i>2018 SOC code</i>	<i>2018 SOC Title</i>
19-5011	Occupational Health and Safety Specialists
19-5012	Occupational Health and Safety Technicians
27-3092	Court Reporters and Simultaneous Captioners
31-1122	Personal Care Aides
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining
47-5044	Loading and Moving Machine Operators, Underground Mining
53-7065	Stockers and Order Fillers

The minor group “Occupational Health and Safety Specialists and Technicians” (19-5000) moved into major group “Life, Physical and Social Science Occupations” (19-0000) from its former location as a broad occupation, “Occupational Health and Safety Specialists and Technicians” (29-9010 in the 2010 SOC) in the major group “Healthcare Practitioners and Technical Occupations” (29-0000). Four detailed occupations moved across minor groups: “Teaching Assistants, Postsecondary” (25-9044, formerly 25-1191), “Dental Hygienists” (29-1292, formerly 29-2021), “Computer Numerically Controlled Tool Operators” (51-9161, formerly 51-4011), and Computer Numerically Controlled Tool Programmers (51-9162, formerly 51-4012).

Checking these soc codes that have major group changes in our BCAT_SOC crosswalk table.

2010 SOC Code	2010 SOC Title	2018 SOC Code	2018 SOC Title	
23-2091	Court Reporters	27-3092	Court Reporters and Simultaneous Captioners	not in hrdm xwalk
29-9011	Occupational Health and Safety Specialists	19-5011	Occupational Health and Safety Specialists	need to update in xwalk
29-9012	Occupational Health and Safety Technicians	19-5012	Occupational Health and Safety Technicians	not in hrdm xwalk
39-9021	Personal Care Aides	31-1122	Personal Care Aides	both 39 and 31 are in Service Occupations IPEDS category so no need to update xwalk at this time
43-5081	Stock Clerks and Order Fillers	53-7065	Stockers and Order Fillers	not in hrdm xwalk
53-7032	Excavating and Loading Machine and Dragline Operators (#)	47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	not in hrdm xwalk
53-7033	Loading Machine Operators, Underground Mining	47-5044	Loading and Moving Machine Operators, Underground Mining (##)	not in hrdm xwalk

So updates to the BCAT_SOC_CROSSWALK table would be as follows:

A	B	C	D	E	F	G	H
BCAT	BCAT_DESC	BCAT_IPEDS_DESC	SOC_CODE	SOC_DESC	SOC_IPEDS_CODE	SOC_IPEDS_DESC	
453	Safety / Risk Management Professional	Other Professionals	29-9011	Occu Health Safety Specialist	M	Healthcare Practitioners and Technical Occupations	current
453	Safety / Risk Management Professional	Other Professionals	19-5011	Occu Health Safety Specialist	C	Computer, Engineering, and Science Occupations	update to this
825	Client Care Lead	Service/Maintenance	39-9021	Personal and Home Care Aides	O	Service Occupations	39-9021 changes to 31-1122 but 39 and 31 are both in IPEDS category: Service Occupations, so this can be changed but wont affect ipeds
830	Client Care Assistant	Service/Maintenance	39-9021	Personal and Home Care Aides	O	Service Occupations	
825	Client Care Lead	Service/Maintenance	31-1122	Personal Care Aides	O	Service Occupations	
830	Client Care Assistant	Service/Maintenance	31-1122	Personal Care Aides	O	Service Occupations	can update to this but won't affect IPEDS reporting