

**ATTACHMENT
ANNUAL PERSONNEL REPORT SUMMARY OF CHANGES**

All changes listed are implemented in the 2026-27 Data Submission.

NUMBER: 0000		ELEMENT NAME: Global Changes		
DESCRIPTION: A list of generic changes that affect all data elements in the Annual Personnel Reports data element dictionary.				
Change Date	Implement Year	Change Code	Change	Reason
2026-07-01	2026-27	DS-Change	Remove 'X' from selection criteria of report IPEDS Survey Report	Remove 'X' Not Reported' from all reportable Sex values
2026-07-01	2026-27	DS-Change	Remove 'X' from selection criteria of report College Employee Headcounts by Sex and Ethnicity	Remove 'X' Not Reported' from all reportable Sex values
2026-07-01	2026-27	DS-Change	Remove 'X' from selection criteria of report College Employee Headcounts by Sex and Ethnicity – IPEDS	Remove 'X' Not Reported' from all reportable Sex values

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NUMBER: 0035		ELEMENT NAME: Sex		
DESCRIPTION: Indicates employee’s sex.				
Change Date	Implement Year	Change Code	Change	Reason
2026-07-01	2026-27	TV-Delete	Delete Value ‘X’ – Unknown/Not Reported	Remove 'X' Not Reported' from all reportable Sex values

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NUMBER: 0060		ELEMENT NAME: Date Hired at the Institution		
DESCRIPTION: This is primarily to indicate new employees or employees who are rehired following termination at the institution. Do not enter a new date for those returning from a leave of absence. Format = MMDDCCYY.				
Change Date	Implement Year	Change Code	Change	Reason
2026-07-01	2026-27	ED-Added	Date Hired at Institution (DE 0060) GT Todays Date - Critical	Improve Data Quality