

*Update 3/3/2026: Added language to clarify that there will be a validation requiring country of residence to be populated unless appointment type is Student Employee.*

*Update 3/3/2026: Clarified language stating that zip code must be populated if country is U.S..*

## 2026 Summer Release Enhancements

### Datafeed Changes – FIELD NAMES FINALIZED

- **EMPLOYEE feed**
  - **New field: ZIPCODE\_OF\_RESIDENCE**
    - **Data Type:** VARCHAR2
    - **LENGTH:** 5
    - **Definition:** The zip code of the employee's address used for the W2, otherwise the zip code associated with the employee's local address. It should be consistent with the logic that selects the address used to identify county of residence.
    - Can only be populated if country of residence is U.S.
    - Not required for Appointment\_Type = Student Employee.
  - **New field: STATE\_OF\_RESIDENCE**
    - **Data Type:** VARCHAR2
    - **LENGTH:** 2
    - **Definition:** The U.S. state of the employee's address used for the W2, otherwise the state associated with the employee's local address. It should be consistent with the logic that selects the address used to identify county of residence.
    - If country is not in the U.S., state is expected to be coded as FR-Foreign Country
    - Not required for Appointment\_Type = Student Employee.
  - **New field: COUNTRY\_OF\_RESIDENCE**
    - **Data Type:** VARCHAR2
    - **LENGTH:** 3
    - **Definition:** The country of the employee's address used for the W2, otherwise the country associated with the employee's local address. It should be consistent with the logic that selects the address used to identify county of residence.
    - Not required for Appointment\_Type = Student Employee.
  - **New field: EMPL\_FACULTY\_CATEGORY\_CD\_INST**
    - **Data Type:** VARCHAR2
    - **LENGTH:** 3
    - **Definition:** The institution-specific value corresponding to the HRDM-standardized value for EMPL\_FACULTY\_CATEGORY\_CODE.
  - **Existing field: EMPL\_FACULTY\_CATEGORY\_CODE**
    - Expand population of this field to include all research and public service staff
    - Existing memo with previous guidance on EMPL\_FACULTY\_CATEGORY\_CODE: [Empl faculty category code Guidance.docx](#)

- This field will be the sole way used to identify research and public service staff for IPEDS.
  - This field will still be required for employees with a JCAT code that maps to SOC code 251000 – Postsecondary Teachers.
  - The change will be that staff in other JCAT codes/SOC codes that meet the IPEDS definition of research staff or public service staff should be marked in this field.
- **POSITION BUDGET feed**
  - **Existing field: NCAS\_BUDGET\_CODE**
    - Institutions should begin resending values for this field in July 2026.
- **COMPENSATION feed**
  - **Existing field: NCAS\_BUDGET\_CODE\_ACTUAL**
    - Institutions should begin resending values for this field in July 2026.

#### HRDM Validation Updates

- **New error validation: Triggers if more than 10% of permanent employees in the employee feed are missing data on the compensation data feed.**
  - Excludes employees who are employee\_type NPE.
- **New error validation: Triggers if more than 10% of permanent employees in the employee feed are missing data on the benefits data feed.**
  - Excludes employees who are employee\_type NPE.
- **New error validation: If zip code of residence on employee feed is populated, it cannot be more than 5 digits**
  - For SSCs with 9-digit zips, only the first 5 digits will be pulled into HRDM.
- **New error validation: Zip code of residence must be populated if country of residence is United States**
  - Excludes employees with appointment type Student Employee
- **New error validation: Zip code of residence can be populated only if country of residence is United States**
  - Excludes employees with appointment type Student Employee
- **New error validation: State of residence must be populated**
  - Excludes employees with appointment type Student Employee
  - If populated, state value must be a valid value in the UNCDM States dimension table
  - If country is not in the U.S., state is expected to be coded as FR-Foreign Country
- **New error validation: Country of residence must be populated**
  - Excludes employees with appointment type Student Employee
  - If populated, country value must be a valid value in the UNCDM Countries dimension table.

- **New error validation: If populated, state of residence must be a value in the UNCDM States dimension table**
  - Dimension table: [https://uncdm.northcarolina.edu/sdm/dictionary\\_dimensions.php?DIM=S](https://uncdm.northcarolina.edu/sdm/dictionary_dimensions.php?DIM=S)
  - UNCDM\_STATES\_D in Redshift
- **New error validation: If populated, country of residence must be a value in the UNCDM Countries dimension table**
  - Dimension table: [https://uncdm.northcarolina.edu/sdm/dictionary\\_dimensions.php?DIM=ISO](https://uncdm.northcarolina.edu/sdm/dictionary_dimensions.php?DIM=ISO)
  - UNCDM\_COUNTRIES\_D in Redshift
- **Reactivated validation: NCAS Budget Code must be populated for records on the position budget and compensation feeds**
- **Reactivated validation: NCAS Budget Code must be a valid value in the UNCDM Budget dimension table**

#### HRDM Dataset Updates

- **PERIOD\_CODE** -- All reporting and staging datasets will have a new field called PERIOD\_CODE. This is a derived field created by UNCSO that assigns a character value in the format of YYYYMM for the calendar month of each submission. The July 2026 submission will have a PERIOD\_CODE of 202607.
  - This field will be populated retroactively.
- **RECORD\_MODIFIED\_BY** and **RECORD\_MODIFIED\_DATE** -- All reporting datasets will have new fields named RECORD\_MODIFIED\_BY and RECORD\_MODIFIED\_DATE. These are new derived fields created by UNCSO to track when data were submitted/refreshed and whether the data were populated from the regular submission process or another means.
  - These fields will be populated in July 2026 and moving forward.
- **New datafeed fields added to HRDM datasets.**
  - ZIPCODE\_OF\_RESIDENCE, STATE\_OF\_RESIDENCE, COUNTRY\_OF\_RESIDENCE, EMPL\_FACULTY\_CATEGORY\_CD\_INST.

#### HRDM Dimension Table Updates

- Existing States and Countries dimension tables will be added to the HRDM interface.

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#### Other enhancements

- **Deprecation of the Last Closed, Open, and frozen annual PDF datasets**
  - The All Submissions PDF will continue to contain each month of data.