

OneUSG Connect

HR Data Changes



Topics

- Why are data elements changing?
- What data elements are changing?
- How will these data elements be managed moving forward?
- What is the impact of these data element changes?



Why are data elements changing?

- The OneSource project is a business transformation that replaces our aging legacy mainframe HR/Payroll system with a new human resource administration system.
- With this transformation, HR data on the mainframe will be converted to meet field definitions on the new system.
- HR data elements from OneUSG Connect will replace current mainframe data elements are That data provided to downstream systems.



What key data elements are changing?

Data Element	Today	Tomorrow
HR Status	Numbers	Letters
Department Number	Number 3 digit number (Finance and HR)	Alpha numeric string with at least 8 characters (HR Department)
Department Name	Name associated with the 3 digit number (Finance and HR)	HR Department Name Sub-Unit (HR Department)
Faculty/Staff Code (FS Codes)	Numbers UGA sets this value based on payroll system	Numbers UGA set this value based on OneUSG Connect
Job Code (BCAT)	Letters – 4 characters	Letters – 6 characters
Job Classification Code (and description)	Number – 5 digits	Use Job Code (BCAT)
Names		May display slightly different

HR Status

- HR Status is currently stored as a single number in Mainframe HR/Payroll data.
- In OneUSG Connect, this will change to a single letter.



Department Number (HR Department)

- Department numbers are currently stored as a 3 digit number in Mainframe HR/Payroll data.
- In OneUSG Connect this will change to an alpha numeric string with at least 8 characters.
- This value maps to the department number tied to the employee in OneUSG Connect.



Department Name (HR Department Name)

- Department names maps to the department name tied to the employee in OneUSG Connect.
- This may be different than what is currently set in Mainframe HR/Payroll data.



FSCode (Faculty and Staff Code)

- The FSCodes for most faculty, staff, students, student applicants, and retirees should remain the same.
- FSCode of 70 for all OneUSG Connect records of type contingent worker (CWR)
- FS Code of 75 will be set for all OneUSG Connect records of type person of interest (POI).



BCAT (Job Code)

- These codes are currently stored as a 4 character alphanumeric string in Mainframe HR/Payroll data.
- In OneUSG Connect this will change to match the Job Class Code, which is the 6 character alphanumeric string extension of the BCAT code.
- In data feeds, Job Code (BCAT) will be the same as Job Class Code.



Job Class

- Job Class Codes are currently a 5 digit number in Mainframe HR/Payroll data that corresponds to a Job Classification, or title.
- In OneUSG Connect this will change to a 6 character alphanumeric string, which is the extension of the BCAT code.
- This will be the same as Job Code (BCAT).



How will these data elements be managed going forward?

- Where can I find the institutional standard definitions of these HR data elements?
 - These will be in the data cookbook. Target date - Spring 2019
- Who do HR practitioners contact if the data needs to be corrected?
 - Depends on the data which needs to be corrected/changed.



UGAJobs

- New Employee
- Lateral Transfer
- Promotion
- Replacement Position
- Appointment to New Position
- Change % Time Employed
- Transfer
- Change in Pay Type
- Change in Title
- HR reclass: Title only
- HR reclass: Jobclass and title only
- Retroactive changes on any of above may systematically trigger back pay

OneUSG Connect Manager Self Service or Employee Self Service

- Department Initiated Actions
- Continuation Existing Position
- Revise distribution of salary
- Termination
- Rate Range
- Change County Money
- Compression/Market Faculty
- Compression/Market Staff
- Extra compensation including summer pay
- Leave without Pay

- Employee Initiated Actions
- Change First Name
- Change Middle Name
- Change Last Name
- Change Suffix

How will these data elements be managed going forward?

- Who will manage overall changes to these institutional data element so units understand changes, impact to changes, data management of elements, and support structure?
 - The OneUSG Connect System is a shared across USG so any changes will go through a standard process
 - Release notes would be published on changes
 - Standard operating procedures will be developed as needed around the data changes
 - Data Cookbook will include data definitions for HR Data Elements
 - Data Warehouse will be the best source for information moving forward.
Today, units use different tools (QMF, Identity Management, Active Directory)



What is the impact of these data element changes?

- Units need to review the data elements discussed and begin to understand how those elements may be currently used in their business processes/ departments.
- There are enterprise and departmental applications which use these current data elements. The applications should be reviewed and may require changes.



Next Steps

- Review your business processes and systems if you are using any of these data elements.
- Technical Webinar October 25: A webinar for technical application owners who currently we are aware of use these fields is being held October 25.
 - An invitation has been sent to technical application owners. If you would like to attend this webinar, please email onesource@uga.edu.
- Applications and business processes may need to be updated.
- Discuss the impact of these data element changes in your unit.
- Additional information will be added to the [HR Data Elements Changes Resource Page](#).

Questions

Project Feedback

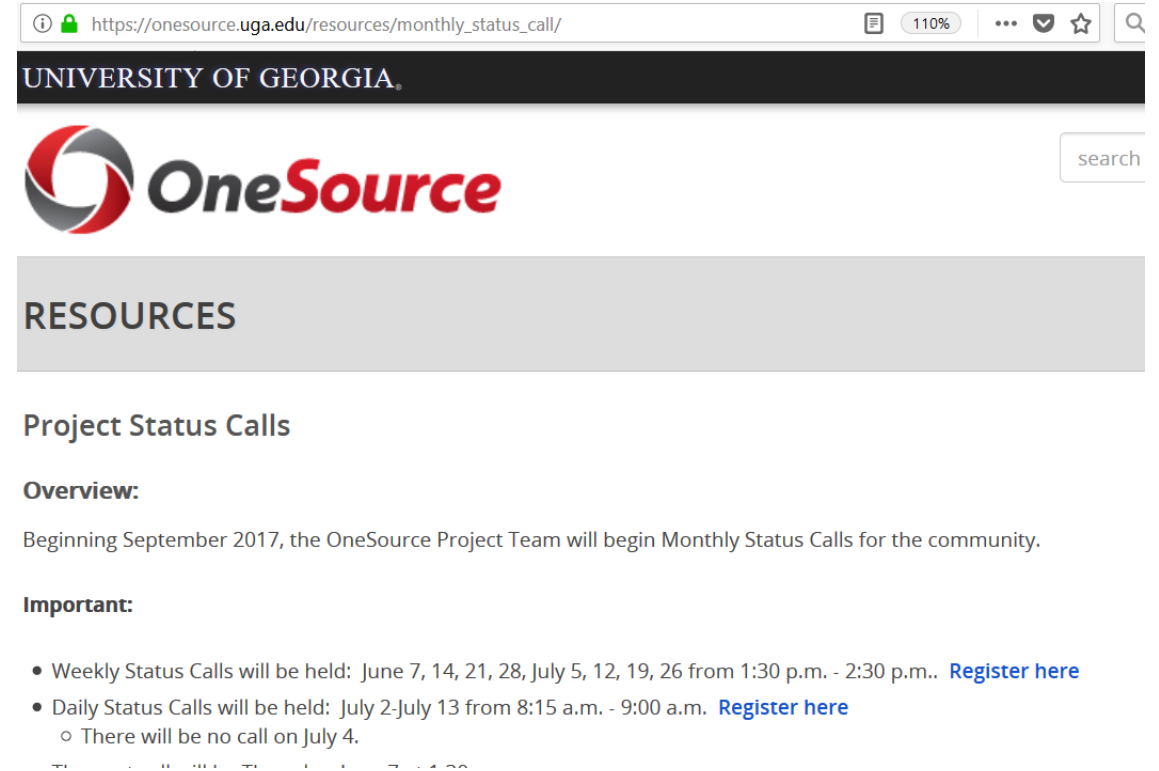
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[Monthly Status Call
Resource Page](#)

Weekly Calls begin November 8.

Daily Calls begin December 17.



The screenshot shows a web browser window with the URL https://onesource.uga.edu/resources/monthly_status_call/. The page header includes the University of Georgia logo and the OneSource logo. Below the header, the word "RESOURCES" is displayed in a grey bar. The main content area is titled "Project Status Calls" and includes an "Overview:" section stating that monthly status calls will begin in September 2017. An "Important:" section lists call schedules: weekly calls from June 7 to July 26 (1:30 p.m. - 2:30 p.m.) and daily calls from July 2 to July 13 (8:15 a.m. - 9:00 a.m.), with a note that there will be no call on July 4. Blue links for "Register here" are provided for both weekly and daily calls.

