

**August 2001
HRIS Follow-up Task Report**

Return completed document to Judy.Thai@ucop.edu by August 30, 2001

ITEM #: 10	Maintain and provide reporting on additional data on faculty
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Team #: 4	Reported by: Barbara Brogan UCSC
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Definition Statement:

- 22-1: add additional academic appointment types, e.g. post-doc, visiting
- 22-2: calculate and report sabbatical credit accrual, usage
- 22-3: add grant, publications, prior employment data
- 22-4: add committee membership data, additional comp, honoraria, awards
- 23 : tenure tracking

Academic Personnel must track and report on data that is not currently captured by PPS. PPS does not calculate essential data, e.g. useage and accrual of sabbatical, additional compensation limits, quarters toward the 8 year limit. Data on publications, committee membership, and honors/awards needed for faculty bio-bibliographies used in faculty review process. Data is required in the faculty processes and for reporting to campus, UCOP, Legislature, and outside agencies.

Re-engineering Required? Y/N: No

Size/Scope (person months)	Small < 1 month	Medium 1-3 months	Large 3-6 months	Extra Large > 6 months	Super Size > 1 Year
Requirements Definition & Development	22-1additional coding 22-2. sabbatical			22-3. faculty data	23 qtr counts and review eligibility 22-4. committee membership and additional comp
Programming	22-1	22-2 23	22-3 22-4		
Campus Implementation		22-1 additional coding 22-2 sabbatical	22-4 committee membership	22-3 faculty data 23 qtr counts and review eligibility	

(Numbers refer to Appendix H numbering)

Comments/Risk Factors:

Availability of knowledgeable users limited. Many essential faculty data elements are not currently collected in PPS or are only provided placeholders requiring the user to do manual calculations. Almost all campuses have developed extensive systems to track, calculate, and report on some of this data. It may be more appropriate to add this data to a campus or UC-wide data warehouse. Variations of campus practices would add to time to develop requirements. Users do not use current fields in PPS (e.g. sabbatical, qtr counts) due to difficulty of reporting and manual calculation requirements. Academic Personnel users tend to see PPS as payroll system and use locally developed systems for their HR needs; user confidence in PPS ability to meet needs beyond payroll is low.

Programming assumptions:

22-1: This need could be met by adding new appointment type values, and possibly some minor consistency edits

22-2, 23: Many of the fields exist in P/PS, but the calculations need to be added to P/PS; programming may be less if we instead need an interface from P/PS to a bolt-on Academic Personnel system. Several campuses have developed Academic Personnel systems that do many of these functions already; perhaps a bolt-on system could be built from them.

22-3, 22-4: Some of this data may have specialized format requirements (such as bibliographic data) and unusual storage requirements (documents, website references, other media) and may need to serve multiple purposes.