

## SA/HR ID Convergence

### Background

EmplID is the primary identifier used within PeopleSoft HR and SA. It is the primary key at a database level, but also exists predominantly on most interfaces and screens. It is directly analogous to the PSOS EID the SIS SID. The EmplID will be known to each individual user.

Although the HR and SA initiatives are using “separate” databases, all bio/demo data will be synchronized between the two instances using built-in PeopleSoft messaging. All students and staff will share the same ID, the EmplID. A student employee will have only one ID, as will staff members who are taking classes. Moving forward, all new people created in PeopleSoft will go through a search/match process that will drastically reduce duplicate person records.

### Going Forward

EmplID will be 8 digits, to prevent any SSN confusion or collision.

During migration, EmplIDs will be assigned by the following criteria (also see Fig. 1 and Ex. 1):

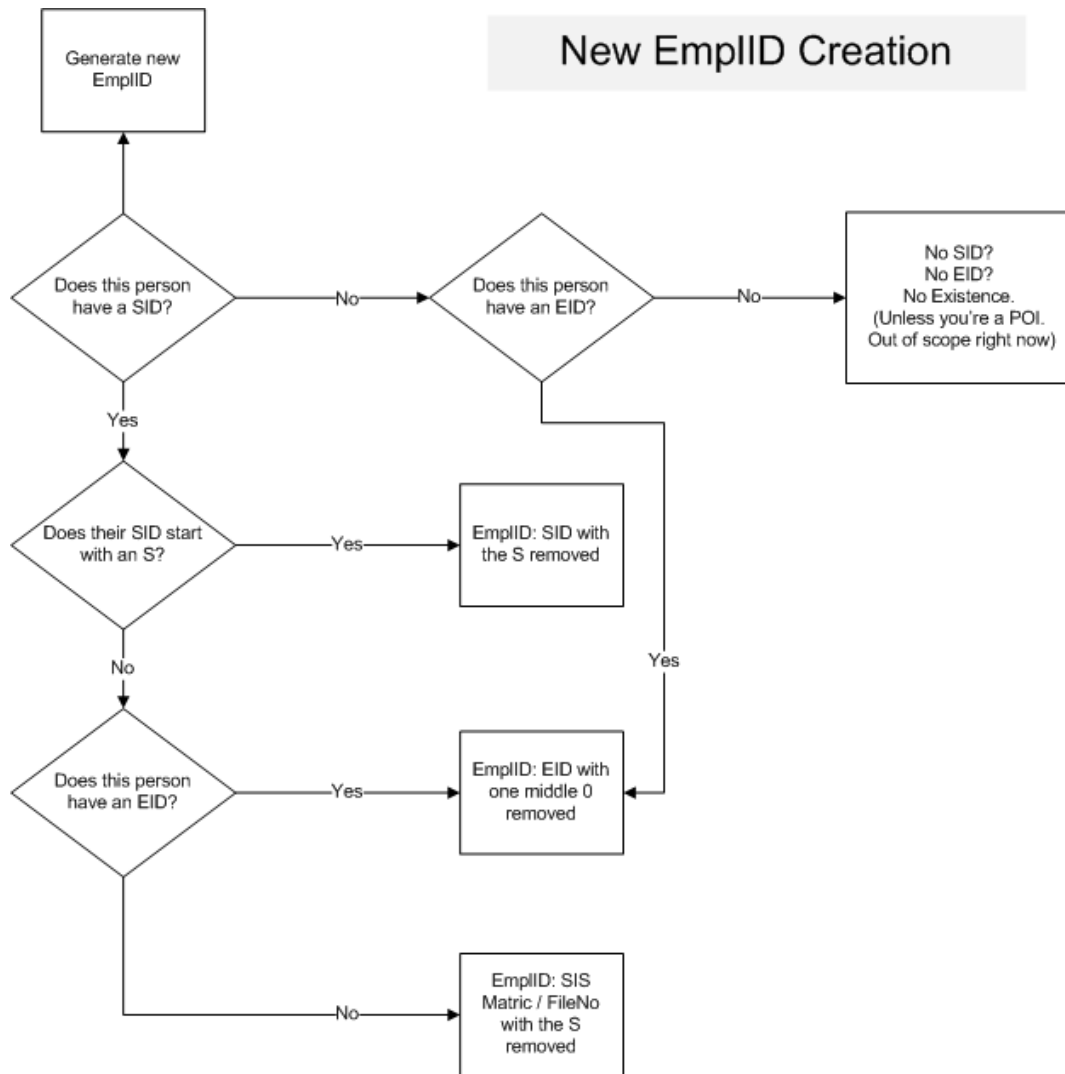
1. Any employee who has a student record with a S based SID will have their EmplID set to that SID.
2. Any employee who has a student record with a SSN-style SID will have their EmplID set to their EID, minus one middle 0.
3. Employees without student records will have new EmplIDs set to their EID, minus one middle 0.
4. Student EmplIDs will be a student’s existing S based SIS SID with the S removed. All students with SSN-style SIDs will have their EmplIDs set to their file number (also known as the “Matric” or “Matriculation” number in SIS). This is the same format as the current S number in SIS.

A common ID already exists, known as the UA\_ID. This is typically hidden from most users, but has been in use for many years by various systems. The UA\_ID table ties together a single person’s SID and EID, and will be used to identify which people fall into each of the four categories listed above.

The EXT\_SYS\_ID table in PeopleSoft will be populated with UA\_ID, old EID, old SID, NetID, and possibly other identifiers, to enable searching for records based on old identifiers.

Post-migration, EmplIDs will be created sequentially by 1 as new records are created in each system. New EmplIDs will start at 20,550,050 in HR, and 21,050,050 in SA.

Fig. 1



Ex. 2

New EmplID Examples					
Name	UA_ID	SID	EID	Matric/FileNo	EmplID
Joe Beets	886125486623	S08622550	(null)	S08622550	<b>08622550</b>
Jill Beets	846224808999	S02021143	128008488	S02021143	<b>02021143</b>
Larry Cable	654098980987	(null)	122004478	(null)	<b>12204478</b>
Matt DirecTV	904987798088	411284578	(null)	S01975092	<b>01975092</b>
Stone Philips	298409822498	651120022	178009224	S18989224	<b>17809224</b>

## An overview of relevant ID's

EmplID: A common key used among all PeopleSoft instances. It is the primary search key for most records

SID: The "Student ID" currently used in SIS, Matrix, and many other ancillary systems

EID: "Employee ID", used in PSOS and many other ancillary systems. Often the primary identifier with insurance companies.

ISO: The number on your CatCard. A new number is given every time someone gets a new CatCard (whether it's lost, split, spindled, etc)

UA\_ID (also know as dbkey): An identifier that links employees and students together with a common ID. It is generated by the UIS system, and has been around for 10+ years. It is currently used internally in a few different systems on campus.

CampusID: A search field that is present on most SA screens. It will be populated with NetID, so most student records can be accessed by knowing the students netid.

NetID: NetID

OperID: Your PeopleSoft administrative login, which will be your NetID.