

Disclaimer: These mappings are subject to change due to ongoing development

UIS_COLUMN_NAME	UIS_COLUMN_TYPE	HCM TABLE	HCM COLUMN	EPM SOURCE TABLE	EPM_SOURCE_COLUMN	EPM_SOURCE_COLUMN_TYPE
CHRONOLOGY_KEY	CHAR(16 BYTE)					
CHRONOLOGY_DATE	DATE					
HIST_END_DATE	DATE					
HOME_DEPT_NO	CHAR(5 BYTE)	PS_JOB	DEPTID	PS_UA_EMPL_POS	DEPTID	VARCHAR2(10)
EMPLOYEE_FTE	NUMBER(5,2)	PS_JOB	FTE	PS_UA_EMPL_POS	JOB_FTE	NUMBER(7,6)
GENDER	CHAR(1 BYTE)	PS_PERONAL_DATA_H	SEX	PS_UA_EE_DEM_VW	SEX	VARCHAR2(1)
ETHNICITY	CHAR(1 BYTE)	PS_ETHNIC_GRP_TBL	ETHNIC_GROUP	PS_UA_EE_DEM_VW	ETHNICITY	VARCHAR2(1)
BIRTH_DATE	DATE	PS_PERONAL_DATA_H	BIRTHDATE	PS_UA_EE_DEM_VW	BIRTHDATE	DATE
HIRE_DATE	DATE	PS_PER_ORG_INST	ORIG_HIRE_DT	PS_UA_EE_DEM_VW	ORIG_HIRE_DT	DATE
EMPLOYEE_NAME	CHAR(25 BYTE)	PS_PERONAL_DATA_H	NAME	PS_UA_EE_DEM_VW	NAME	VARCHAR2(50)
RET_PLAN_CODE	CHAR(1 BYTE)	PS_RTRMNT_PLAN	BENEFIT_PLAN	PS_F_BNF_ENRLMT		
EMPLOYEE_STATUS_CODE	CHAR(1 BYTE)	PS_JOB	EMPL_STATUS	PS_UA_EMPL_POS	EMPL_STAT_CD	VARCHAR2(1)
EMP_STATUS_BEGIN_DATE	DATE	PS_JOB	EFFDT	PS_UA_EMPL_POS	POS_STATUS_DT	DATE
EMPLOYMENT_TYPE	CHAR(1 BYTE)	PS_JOB	EMPL_TYPE	PS_UA_EMPL_POS	EMPL_TYPE_CD	VARCHAR2(1)
VISA_TYPE	CHAR(2 BYTE)	PS_VISA_PMT_DATA	VISA_PERMIT_TYPE	PS_UA_EE_DEM_VW	VISA_PERMIT_TYPE	VARCHAR2(3)
VESTING_DATE	DATE	PS_RTRMNT_PLAN	EFFDT			
PCN	CHAR(6 BYTE)	PS_JOB	POSITION_NBR	PS_UA_EMPL_POS	POSITION_NBR	VARCHAR2(8)
POSITION_DEPT_NO	CHAR(5 BYTE)	PS_POSITION_DATA	DEPTID	PS_D_POS	POS_DEPTID_SID	NUMBER
POSITION_TITLE1	CHAR(10 BYTE)			N/A		
POSITION_TITLE2	CHAR(10 BYTE)			N/A		
POSITION_TITLE3	CHAR(10 BYTE)			N/A		
POSITION_TITLE4	CHAR(10 BYTE)			N/A		
PAYGRADE_GROUP	CHAR(2 BYTE)	PS_JOBCODE_TBL	GRADE	PS_UA_EMPL_POS	GRADE	VARCHAR2(3)
PAYGRADE_STEP	CHAR(2 BYTE)			N/A		
POSITION_FTE	NUMBER(5,2)	PS_S_POSITION_DATA	FTE	PS_UA_EMPL_POS	POSITION_FTE	NUMBER(7,6)
POSITION_START_DATE	DATE	PS_JOB	POSITION_ENTRY_DT	PS_D_POS	EFF_START_DT	DATE
POSITION_END_DATE	DATE			PS_D_POS	EFF_END_DT	DATE
POSITION_ERE	CHAR(1 BYTE)			N/A		
POSITION_INC_TRACK_STAT	CHAR(2 BYTE)					
POSITION_INC_TRACK_DATE	CHAR(6 BYTE)	PS_UA_TITLE_EE_DTL	UA_TITLE_YR_RANK OR UA_TITLE_TENURE	PS_UA_TITLE_EE_DTL	UA_TITLE_YR_RANK or UA_TITLE_TENURE	NUMBER(38)
POSITION_INC_TRACK_FY	VARCHAR2(4 BYTE)					
POSITION_INC_TRACK_CODE	VARCHAR2(2 BYTE)	PS_UA_TITLE_EE_DTL	UA_TITLE_CSTAT_FAC OR UA_TITLE_CSTAT_ADM	PS_UA_TITLE_EE_DTL	UA_TITLE_CSTAT_FAC or UA_TITLE_CSTAT_ADM	VARCHAR2(2)
HIST_START_DATE	DATE	PS_JOB	EFFDT			
ACTIVITY_CODE_1	CHAR(2 BYTE)	PS_JOB	ACTION AND ACTION_REASON	PS_UA_EE_JOB_VW	ACTION	
ACTIVITY_AMOUNT_1	NUMBER(19,3)				ACTION_REASON	VARCHAR2(3)
ACTIVITY_CODE_2	CHAR(2 BYTE)	See above				
ACTIVITY_AMOUNT_2	NUMBER(19,3)	See above				
ACTIVITY_CODE_3	CHAR(2 BYTE)	See above				
ACTIVITY_AMOUNT_3	NUMBER(19,3)	See above				
ACTIVITY_CODE_4	CHAR(2 BYTE)	See above				

ACTIVITY_AMOUNT_4	NUMBER(19,3)	See above				
SALARY_HOUR_RATE	NUMBER(19,3)	PS_JOB	HOURLY_RT	PS_UA_EMPL_POS	HOURLY_RT	HOURLY_RT
POS_TYPE	CHAR(1 BYTE)	PS_UA_POSITION_EXT	UA_POSN_TYPE_CD			
POS_PAY_RATE	CHAR(1 BYTE)	PS_UA_COMPENSATION				
PAY_TERM	CHAR(1 BYTE)	PS_UA_COMPENSATION				
POS_FTE_AUTHORIZED	NUMBER(10,2)					
HIST_CREATION_DATE	DATE					
ACCOUNT_FUND_CODE1	CHAR(1 BYTE)	PS_DEPT_BUDGET_EARN	ACCT_CD			
ACCOUNT_FUND_PCT1	NUMBER(5,0)	PS_DEPT_BUDGET_EARN	DISP_PCT			
ACCOUNT_FUND_CODE2	CHAR(1 BYTE)	PS_DEPT_BUDGET_EARN	ACCT_CD			
ACCOUNT_FUND_PCT2	NUMBER(5,0)	PS_DEPT_BUDGET_EARN	DISP_PCT			
ACCOUNT_FUND_CODE3	CHAR(1 BYTE)	PS_DEPT_BUDGET_EARN	ACCT_CD			
ACCOUNT_FUND_PCT3	NUMBER(5,0)	PS_DEPT_BUDGET_EARN	DISP_PCT			
ACCOUNT_FUND_CODE4	CHAR(1 BYTE)	PS_DEPT_BUDGET_EARN	ACCT_CD			
ACCOUNT_FUND_PCT4	NUMBER(5,0)	PS_DEPT_BUDGET_EARN	DISP_PCT			
EFFECTIVE_TERM_DATE	DATE	PS_JOB	EFFDT			
EMP_STATUS_END_DATE	DATE			N/A		
STATUS_REASON	CHAR(2 BYTE)	PS_JOB	ACTION_REASON	PS_D_EMPL_JOB	ACN_RSN_CD	VARCHAR2(3)
POSITION_TITLE5	CHAR(10 BYTE)					
BENEFITS_FLAG	CHAR(2 BYTE)	PS_S_BEN_DEFN_PGM	BENEFIT_PROGRAM			
EID	CHAR(9 BYTE)	PS_JOB	EMPLID	PS_UA_EMPL_POS	EMPLID	EMPLID
FLSA_CODE	CHAR(1 BYTE)	PS_JOB	FLSA_STATUS	PS_UA_EMPL_POS	FLSA_STAT_CD	FLSA_STAT_CD

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HCM COLUMN

DERRIVATION

DEPTID	Use POS_DEPTID_SID to join back to the DEPT_ID in PS_D_DEPT
EFFDT	WHEN LAST CHAR OF BENEFIT_PLAN = 'V'
DEPTID	Use POS_DEPTID_SID to join back to the DEPT_ID in PS_D_DEPT
UA_TITLE_YR_RANK OR UA_TITLE	Choose field depending on contract status UA_TITLE_CSTAT below
UA_TITLE_CSTAT_FAC OR UA_TIT	Choose field depending on Faculty or Admin/Professional
ACTION AND ACTION_REASON	Activity codes are being replaced by a combination of Action\Reason
POS_PAY_RATE	If COMP_RATECD = SAL/SAL9, PAY_RATE = A; if COMP_RATECD = HRLY, PAY_RATE = H
PAY_TERM	If COMP_RATECD = SAL, PAY_TERM = Fiscal; if COMP_RATECD = SAL9, PAY_TERM = Academic
EFFDT	Effective date of ACTION\REASON for termination.
BENEFIT_PROGRAM	BEN - ELIGIBLE, L05 - LIMITED