Employee History

General Information

The Employee History tab provides quick access to an employee’s position, academic appointment, compensation, and activity pay history. It is designed to be run one employee at a time, and is most often accessed via drill links from other dashboard pages.

Data Sources

Data are sourced from PeopleSync and are built using the UDW+ Position Assignment, Compensation, and Activity Pay subject areas. In addition, UDW+ has incorporated data converted from legacy HR systems; where available, data for positions, compensation plans, and activity pay in effect on or after 9/1/2009 are included.

Dashboard Prompt Filters

The following dashboard prompts are available for filtering results:

<table>
<thead>
<tr>
<th>Filter</th>
<th>Location</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Id</td>
<td>main</td>
<td>Required field. Type in or search for the employee campus id.</td>
</tr>
<tr>
<td>Name</td>
<td>main</td>
<td>When the Campus Id is not known, search using the name field and then select the corresponding Campus Id value from the prompt above.</td>
</tr>
<tr>
<td>Position</td>
<td>main</td>
<td>Filter results to a subset of data that corresponds to one or more positions for the employee.</td>
</tr>
</tbody>
</table>

Employee Header

A header displays non-position specific data for an employee. When relevant, an indicator for terminated employees, employees on leave, and employees on international assignment will be displayed.

All Positions

Current and former positions and jobs sourced from PeopleSync are displayed in a table. Click the Position Id field to drill to a position history or to filter all elements on the page by a position.

Historical Positions Converted from Legacy Data

Former jobs sourced from legacy HR data systems are displayed in a table. Click the Position Id field to drill to a position history or to filter all elements on the page by a position.

Academic Appointment Details

Academic Appointment details are displayed for positions within the Tenure Track Full Time Faculty and Non Tenure Track Full Time Faculty Job Families. Appointments not associated with a position or associated with positions outside of these job families are not available.

Compensation Plan Details

All available compensation plans throughout time are displayed. Compensation plan types “Bonus” and “Merit” are excluded from this table. Data may be viewed by compensation plan, compensation plan with costing allocation distributions, and by compensation event transactions.

Compensation plans are displayed by position. A history of all compensation events is listed, with the current compensation in effect listed first. As attributes of a compensation plan (e.g. Plan Amount) change over time, a new event row is created and differentiated from previous plan.
events by a new Effective Start date.

Activity Pay Details

All available activities throughout time are displayed.
Data may be viewed by activity or by activity with costing allocation distributions.

Security Notes:
- users without data access to Compensation attributes will be unable to view compensation and activity pay results
- see About this Dashboard: Security for additional security restrictions