

Cube**Cube:** CU-Employee**Author:**

Business, Finance and Human Resources
Administrative Data Management

Purpose:

Provide capability for analysis of current employee attributes.

Update Frequency: Daily**Last Documentation Update:** December 19, 2007**Data Source:**

Banner ODS

Description:

Current Employees are defined as employees who currently hold an active position in the Banner system based on effective dates in comparison to the current date. The dimensions in the cube are either values stored in the Banner system or values derived based on NMSU business rules. Each employee is counted once. Position attributes included are related to the employee's Primary job.

Measures:**Current Employee**

Represents the count for current employees.

FTE of Primary Position

Full time equivalency assigned to the employee. Full-time is represented as 1.0.

Annual Salary for Primary Position

Annual salary for the employee's primary position.

Hourly Rate

Regular hourly rate for employee's primary position.

No of Jobs within Position (Differentials)

Count of all active positions related to the employee's primary position. Differential jobs are included.

Total Salary for Position (includes any Diffs)

Total annual salary amount of all active positions related to the employee's primary position. Differential jobs are included.

Amount Budgeted for Position

Amount of money budgeted for this position for the current fiscal year.

Total Number of Positions Held

Count of all active positions currently held by the employee at this institution.

Total Salary for all Positions Held

Total annual salary amount of all active positions currently held by the employee at this institution.

Years in Primary Position

Number of years employee has occupied their current primary position.

Years of Service

Number of years employee has been employed at this institution as a Regular employee.

Years Since Highest Degree Earned

Number of years since the employee achieved their highest degree.

Employee Annual Leave Balance

Calculated balance for Annual Leave (Beginning Balance + Time Accrued - Time Taken).

Employee Sick Leave Balance

Calculated balance for Sick Leave (Beginning Balance + Time Accrued - Time Taken).

Employee Compensatory Leave Balance

Calculated balance for Compensatory Leave (Beginning Balance + Time Accrued - Time Taken).

Employee Sick Leave Bank Balance

Calculated balance for Sick Leave Bank (Beginning Balance + Time Accrued - Time Taken).

Years in Tenure Track

Calculated years since Tenure Tracking Begin Date.

Years in Rank

Calculated years since Rank Begin Date.

Years in Appointment (by Eff Date)

Calculated years since Appointment Effective Date.

Years in Appointment (by Appt Begin Date)

Calculated years since Appointment Begin Date.

Years in Appointment (by Appt Orig Date)

Calculated years since Appointment Original Date.

Years in Appointment (by Appt Action Date)

Calculated years since Appointment Action Date.

Dimensions:**Employee Organization Campus**

Campus of the employee's primary position location.

Employee Group

Employee group as defined by NMSU HR Business Rules. Value is derived from the employee class of the primary position. Valid values are Faculty, Staff, Graduate, Student and Unpaid.

Employee Organization**-Parent Organization****--Position Location**

Employee Organization is a nested dimension. The Employee Organization dimension represents the owning Summary Organizations (as defined by NMSU Business Rules) of the employee's primary position. Summary Organizations do not necessarily represent the official organization hierarchy but rather how organizations are commonly reported on for both internal and external reporting. The Position Location is also commonly known as the hiring organization.

Employee Class

Employee class code and description associated with the employee's primary position.

Employee Type

Employee type as defined by NMSU HR Business Rules. Value is derived from the benefit code tied to the employee class code of the primary position. Valid values are Affiliated, Regular, and Temporary.

Exempt/Non-Exempt Indicator

Exempt indicator for the employee's primary position.

Full-Time/Part-Time

Indicates whether the employee's primary position is either a full-time or part-time position. The value is derived from the employee class code of the employee's primary position.

EEO Skill Code

Used by institutions of higher education for Equal Employment Opportunity skills reporting as defined by the federal government.

Years of Service Range

Dimension used to categorize Years of Service by 5-year increments for regular employees.

Years in Current Position

Dimension used to categorize Years in the current primary position by 5-year increments.

Non-Professional Salary Range (IPEDS)

Dimension used to categorize salary by the predefined Non-Professional Salary Range used in IPEDS HR reporting.

Professional Salary Range (IPEDS)

Dimension used to categorize salary by the predefined Professional Salary Range used in IPEDS HR reporting.

Salary Indicator

Indicates whether employee's primary position is a salaried or hourly paid position.

Position Class/ Position/ Name**-Position****--Name**

Position Class/ Position/ Name is a nested dimension. Position class organizes the job classifications for the institution and holds attributes that control title, employee class, eeo code and wage and salary data. These attributes are inherited when the employee is assigned to the position. Position is the actual position number and job suffix assigned to the active job. The name contains both the name and Banner ID of the current incumbent.

Position Status

Current position status of the employee's primary position.

Position Assignment Grade

Salary grade for the employee's primary position.

Citizenship

Identifies the person's citizen type relationship to the institution's home country.

Pay Contract

Defines the pay contract of the employee's primary position. Valid values are 8-month or less, 9/10-month and 11/12-month.

Pay Months

Number of months the employee will receive payment for the primary position in one year.

Faculty Category

Faculty category derived from employee group and position location. Values are predefined for IPEDS HR Reporting.

Rank

Faculty Rank of the employee.

Tenure

Tenure Status of the employee.

Faculty Discipline

Faculty Discipline of the employee.

Academic Title

Academic title of the employee.

Paid Indicator

Indicates whether the primary position is a paid or unpaid position.

Organization College

Organization College represents the owning organization for the employee's primary position. Valid values are colleges at Main Campus only. All other units are represented as *Administrative Unit*.

FREEZE_DATE

Date the data in the cube is refreshed.