

<b>Package:</b>	PK-HR-CURR-EMPLOYEE-DATA-PODS	Current Employee Data
<b>Author:</b>	Business, Finance and Human Resources, Administrative Data Management	
<b>Purpose:</b>	Provide capability for analysis of current employee attributes.	
<b>Update Frequency:</b>	Daily	
<b>Last Documentation Update:</b>	September 8, 2007	
<b>Data Source:</b>	Banner ODS	
<b>Description:</b>	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 data in the package are either values stored in the Banner system or values derived based on NMSU business rules. Each employee is listed once in the dataset. Position attributes included are related to the employee's Primary job.	
<b>Field Sort</b>	<b>Field Name</b>	<b>Field Description</b>
1	ID	Person's identification number used to access the records associated with the person.
2	NAME	Combination of the person's last, first, and middle initial into one value.
3	LAST_NAME	Last name of the person.
4	FIRST_NAME	Person's first or given name.
5	GENDER	Gender of the person.
6	GENDER_DESC	Gender code description.
7	CITIZENSHIP	Identifies the person's citizen type relationship to the institution's home country.
8	CITIZENSHIP_DESC	Citizen type description.
10	EMPLOYEE_TYPE	NMSU Business rule to categorize employees. Valid values are Regular, Temporary, or Affiliated.
11	EXEMPT_NONEXEMPT_IND	Exempt indicator of the employee. Values are Exempt and Non-Exempt
12	FT_PT_STATUS	Internal part time/full time indicator, used for EEO reporting.
13	FT_PT_STATUS_DESC	Full-Time/Part-Time indicator of the employee's primary position. Values are Full-Time or Part-Time
14	EMPL_GROUP	Groups employee as one of the following: Faculty, Staff, Student, or Unpaid
15	EMPLOYEE_CLASS	Employee class code. Organizes position information consistent with employee groupings. At the employee level, used to help determine controls for benefits, leave, payroll and self-service rules.
16	EMPL_CLASS_DESC	Employee class long description.
17	PAID_FLAG	Groups employees as Paid or Unpaid based on position_employee_class.
18	ORIGINAL_HIRE_DATE	Date the employee was first hired.
19	YEARS_SINCE_ORIGINAL_HIRE	Calculated Years since Original Hire Date
20	ADJUSTED_SERVICE_DATE_REG_ONLY	Date used to determine years of service for leave accrual if the first hire date and current hire date are not equal. REGULAR EMPLOYEES ONLY. TEMPS/AFFILIATED EMPLOYEES ARE NULL.
21	YEARS_ADJUSTED_SERVICE_DATE	Calculated years since Adjusted Service Date.
22	CURRENT_HIRE_DATE	Employees current date of hire. May differ from original date of hire in cases where an employee is re-hired.
23	YEARS_SINCE_CURRENT_HIRE	Calculated years since Current Hire Date.
24	SUMMARY_ORG	Summary Organization of the employee's home organization.
25	SUMMARY_ORG_DESC	Summary Organization Description of the employee's home organization.
26	ORGANIZATION_PARENT	Parent Organization
27	ORGANIZATION_PARENT_DESC	Parent Organization Description
28	HOME_ORGANIZATION	Home Organization
29	HOME_ORGANIZATION_DESC	Home Organization to which this employee belongs to.
30	ORG_CAMPUS	Organization Campus
31	ORG_CAMPUS_DESC	Organization Campus Description
32	ORG_COLLEGE	Organization College Description. Only for Las Cruces-Main campus
33	HOME_ORG_STREET	Home Organization Street Address. Street address line 1.
34	HOME_ORG_CITY	Home Organization City
35	HOME_ORG_STATE	Home Organization State
36	HOME_ORG_ZIP	Home Organization Zip Code
37	HOME_ORG_COUNTY	Home Organization County
38	HOME_ORG_PHONE	Home Organization Phone
39	CONFIDENTIALITY_IND	Specifies whether the person has requested the institution keep some of their information confidential.
40	PHONE_UNLIST_IND	Specifies whether the phone number is to be unlisted.
41	EMPLOYEE_PHONE_TYPE	Type of telephone information such as home phone, emergency contact.

42	EMPLOYEE_PHONE_NUMBER	All recorded pieces of the telephone number combined in a single field. International code, area code, number, extension.
43	EMPLOYEE_UM_STREET1	University Mailing first line of the address.
44	EMPLOYEE_UM_STREET2	University Mailing second line of the address.
45	EMPLOYEE_UM_STREET3	University Mailing third line of the address.
46	EMPLOYEE_UM_CITY	University Mailing city
47	EMPLOYEE_UM_STATE	University Mailing state.
48	EMPLOYEE_UM_ZIP	University Mailing address postal code.
49	EMPLOYEE_UM_COUNTY	University Mailing county for this address.
50	EMPLOYEE_UM_NATION	University Mailing nation/country code associated with the address.
51	EMPLOYEE_UP_STREET1	University Physical first line of the address.
52	EMPLOYEE_UP_STREET2	University Physical second line of the address.
53	EMPLOYEE_UP_STREET3	University Physical third line of the address.
54	EMPLOYEE_UP_CITY	University Physical city
55	EMPLOYEE_UP_STATE	University Physical state.
56	EMPLOYEE_UP_ZIP	University Physical address postal code.
57	EMPLOYEE_UP_COUNTY	University Physical county for this address.
58	EMPLOYEE_UP_NATION	University Physical nation/country code associated with the address.
59	EMAIL_TYPE	Type of email address recorded.
60	EMAIL_TYPE_DESC	Email address type description.
61	EMAIL_ADDRESS	Preferred email address.
62	POSITION	Position Number.
63	JOB_SUFFIX	Suffix allows users to define a job with more precision. For example, a user could denote daytime faculty with one suffix and evening school with another.
64	POSITION_TITLE	Position description for the employee's primary position. Defaults from the position title if left blank.
65	POSITION_CONTRACT_TYPE	Indicates whether this is the Primary, Secondary, or Overload position.
66	POSITION_CONTRACT_TYPE_DESC	Description for the type of employee contract.
67	POSITION_STATUS	Status of the Employee_Position (Active, Leave with Benefits, etc.).
68	POSITION_STATUS_DESC	Description of position status.
69	PAY_BASE	Number of pays the employee receives in the year. Used for deferred pay calculations.
70	PAY_MONTH	Number of months the employee will receive payment on the primary job for one year.
71	POSN_PERSONNEL_BEGIN_DATE	Reflects the personnel date of when the employee was hired into position/suffix. Derived from EMPLOYEE_POSITION.POSITION_PERSONNEL_DATE by retrieving the date from the initial job record (prior to any job record changes).
72	POSITION_END_DATE	Date the Employee_Position is scheduled to end. If left blank, the position is indefinite.
73	YEARS_IN_POSITION	Calculated years since employee started employment in primary position.
74	ASSIGNMENT_GRADE	Salary grade.
75	POSITION_EMPLOYEE_CLASS	Employee class code. Organizes position information consistent with employee groupings. At the employee level, it's used to help determine controls for benefits, leave, payroll and self-service rules.
76	POSITION_EMPLOYEE_CLASS_DESC	Employee class description.
77	POSITION_FT_PT_STATUS	Full or part-time status indicator for the employee's primary position based on the full time equivalency percentage.
78	POSN_FT_PT_STATUS_DESC	Values are Full-time or Part-time.
79	POSITION_TYPE	Categorization of position by type. Values are Regular(B1,B5), Temporary(B2,B3,B4), or Affiliated
80	POSITION_GROUP	Groups employees as one of following: Faculty, Staff, Graduate, Student, or Unpaid
81	POSITION_EXEMPT_STATUS	Exempt indicator for the employee's primary position. Values are Exempt and Non-Exempt
82	POSITION_ANNUAL_SALARY	Annual salary for the employee's primary position.
83	FULL_TIME_EQUIVALENCY_PCT	Full time equivalency percentage assigned to this employee's primary position.
84	POSN_DEF_CLASS	Organizes the job classifications for the institution and holds attributes that control title, employee class, eel code and wage and salary data. Also, the primary organizer for the design and maintenance of the position definition. These attributes are inherited when the employee is assigned to the position.

		Position class description or title. Organizes the job classifications for the institution and holds attributes that control title, employee class, eel code and wage and salary data. Also, the primary organizer for the design and maintenance of the position definition. These attributes are inherited when the employee is assigned to the position.
85	POSN_DEF_CLASS_DESC	
86	POSN_DEF_TITLE	Position title.
87	POSN_DEF_TYPE	Single or pooled position.
88	POSN_DEF_EEO_SKILL	Used by institutions of higher education for Equal Employment Opportunity skills reporting as defined by the federal government.
89	POSN_DEF_EEO_DESC	EEO skill description.
90	BUDGET_STATUS	Identifies the current status of the Position Total record. Valid values are active, working, transferred or closed.
91	BUDGET_STATUS_DESC	Position status description.
92	BUDGET_POSN_FTE	Full time equivalency budgeted for this position. FTE that this budget amount is to cover. If the Budget FTE is changed, the Position Budget Basis is adjusted to keep the calculation in balance.
93	BUDGETED_ORGANIZATION	Institution organization to which this Employee_Position's time sheet is sent.
94	BUDGETED_ORG_DESC	Description from budgeted organization if organization is a hiring organization.
95	AMOUNT_BUDGETED	Amount of money budgeted for this position for a fiscal year.
96	AMOUNT_EXPENDED	Total amount of money expended against this organization.
97	AMOUNT_REMAINING	Amount of budgeted money remaining for this position for a fiscal year (Original budget amount minus encumbrance amount minus amount expended).
98	TOTAL_ANNUAL_SALARY	Sum of all active positions annual salary as of system date.
99	NO_OF_POSITIONS	Count of all active positions as of system date.
100	POSITION_LOCATION	Location associated with this employee's primary position.
101	POSITION_LOCATION_DESC	Description of the location of the employee's primary position.
102	POSN_ORGANIZATION_PARENT	Parent Organization
103	POSN_ORGANIZATION_PARENT_DESC	Parent Organization Description
104	POSN_SUMMARY_ORG	Summary Organization
105	POSN_SUMMARY_ORG_DESC	Summary Organization Description
106	TIMESHEET_ORGANIZATION	Organization to which the time sheet for this position is sent.
107	TIMESHEET_ORGANIZATION_DESC	Description of the employee's time sheet organization.
108	TIMESHEET_APPR_NAME_1	The Name associated with the first approver position for the employee's primary job timesheet.
109	TIMESHEET_APPR_NAME_2	The Name associated with the second approver position for the employee's primary job timesheet.
110	FACULTY_CATEGORY	Based on summary organization and employee class. Faculty categorized as: Cooperative Education Service, Library, Standard Faculty, or No Faculty Status.
111	FACULTY_DISCIPLINE	Primary discipline code.
112	FACULTY_DISCIPLINE_DESC	Primary discipline code description.
113	ACADEMIC_TITLE	Academic title.
114	ACTIVITY	Indicates whether the primary activity of the faculty member is instructional, research, or administrative.
115	ACTIVITY_DESC	Primary activity description.
116	RANK	Rank code.
117	RANK_DESC	Rank code description.
118	TENURE	Identifies whether this faculty or academic member of staff has tenure.
119	TENURE_DESC	Tenure description.
120	RANK_BEGIN_DATE	Rank effective date.
121	YEARS_IN_RANK	Calculated years since Rank Begin Date
122	TENURE_TRACKING_BEGIN_DATE	Date when tenure tracking started.
123	YEARS_IN_TENURE_TRACK	Calculated years since Tenure Tracking Begin Date
124	TENURE_EFFECTIVE_DATE	Date of the faculty tenure.
125	YEARS_IN_TENURE_EFFECTIVE	Calculated years since Tenure Effective Date
126	APPOINTMENT_EFFECTIVE_DATE	Appointment Effective Date.
127	YEARS_IN_APPOINTMENT_EFFECTIVE	Calculated years since Appointment Effective Date
128	APPOINTMENT_BEGIN_DATE	This records the official begin date of the faculty member's appointment or reappointment.
129	YEARS_IN_APPOINTMENT_BEGIN	Calculated years since Appointment Begin Date
130	ORIGINAL_APPOINT_BEGIN_DATE	Original appointment begin date.
131	YEARS_IN_APPOINTMENT_ORIGINAL	Calculated years since Original Appoint Begin Date
132	APPOINTMENT_ACTION_DATE	The Action Date will generally be the date in which the information was initiated on behalf of the faculty member and typically reflects a date for work organization.

133	YEARS_IN_APPOINTMENT_ACTION	Calculated years since Appointment Action Date
134	DEGREE_LEVEL	Highest degree earned. Valid values are: No Degree, Awards of 1 yr, Awards of less than 2 acad yr, Associate Degree, Diploma, Baccalaureate Degree, Masters Degree, Education Specialist Degree, and Doctorate Degree.
135	DEGR_DATE	Date highest degree was first earned.
136	YEARS_SINCE_DEGREE	Calculated years since highest degree was achieved.
137	ANNL_BEG_BAL	Annual Leave balance at the beginning of the year.
138	ANNL_ACCRUED	Amount of annual leave accrued.
139	ANNL_TAKEN	Amount of annual leave taken this year.
140	ANNL_LEAVE_BAL	Calculated balance for Annual Leave (Beginning Balance + Time Accrued - Time Taken).
141	SICK_BEG_BAL	Sick leave balance at the beginning of the year.
142	SICK_ACCRUED	Amount of sick leave accrued.
143	SICK_TAKEN	Amount of sick taken this year.
144	SICK_LEAVE_BAL	Calculated balance for Sick Leave (Beginning Balance + Time Accrued - Time Taken).
145	COMP_BEG_BAL	Compensatory Time balance at the beginning of the year.
146	COMP_ACCRUED	Amount of compensatory leave accrued.
147	COMP_TAKEN	Amount of compensatory leave taken this year.
148	COMP_LEAVE_BAL	Calculated balance for Compensation Hours Leave (Beginning Balance + Time Accrued - Time Taken).
149	SLB_BEG_BAL	Sick Leave Bank balance at the beginning of the year.
150	SLB_ACCRUED	Amount of sick leave bank leave accrued.
151	SLB_TAKEN	Amount of sick leave bank leave taken this year.
152	SLB_LEAVE_BAL	Calculated balance for Sick Leave Bank Leave (Beginning Balance + Time Accrued - Time Taken).
153	HOURLY_RATE	Regular hourly rate for the employee's primary position.