Current – PPS	Future – UCPath	Definition
*no PPS equivalent	Absence Management	The Absence Management module in PeopleSoft is used to: ● System of record for all paid time off ● Calculate leave accruals for Vacation and Sick (non-Med Center HBS users) ● Manage Extended Leaves
Location/Sub-Location	Business Unit	Each UC campus and med center is identified by a 'Business Unit' which will be used to segregate campus information for reporting and system security access: ● LACMP = UCLA Campus ● LAMED = UCLA Med Center
Appointment Distributions	Commitment Accounting	The Commitment Accounting module in PeopleSoft is used to: ● Manage funding distributions for payroll expense ● Tie funding sources (FAU) to positions regardless of whether an incumbent exists
*no PPS equivalent	Company	All UC campuses are identified as a single 'Company' and consolidated under one federal tax ID to enable system-wide consolidation of employee information for reporting: ● UCS = University of California System-wide
*no PPS equivalent	Contingent Worker	Person information available in PeopleSoft categorized as an 'Contingent Worker' is defined as: ● Workers with an affiliation to the University but does not meet the IRS employment definition of an 'Employee' ● Is assigned to a campus department and manager ● Paid for time worked via accounts payable for compensation not reportable on a W-2 May concurrently hold an employee relationship ● Not eligible for UC benefits or entitlements Examples include: Volunteer, Contractor, Staff Intern, Temp Agency Staff, Unpaid Student Facilitator, Visiting Postdoctoral Researcher, Clinical Associates
Gross to Net Codes (GTN)	Deduction Codes	Deduction Codes include pre and/or post tax reductions from gross pay (i.e., medical premium, parking, United Way), as well as, employer contributions to benefits and are used by the PeopleSoft Payroll process to calculate net pay
Home Department	Department	The current 'Home Department' will be converted from PPS to PeopleSoft and maintained as the home department. This information is primarily used for organizational reporting.

Current – PPS	Future – UCPath	Definition
DOS Codes	Earnings Codes	Earnings Codes include the components of compensation and are used by the PeopleSoft Payroll process to calculate gross pay
Employee	Employee	Person information available in PeopleSoft categorized as an 'Employee' is defined as: ● Individuals hired into a specific job requiring pay reportable on a W-2 ● Terms of employment that are specified by an offer letter, employment contract or verbally, including WOS appointments ● Subject to FLSA regulations
Appointment Type	Employee Class	Employee Class is an employee categorization field in PeopleSoft and will be used to identify the appointment type. Examples include: o Academic faculty o Academic Health Science Trainee o Academic Non-Faculty o Academic Student o CWR Academic o CWR Staff o Career o Contract o Floater o Limited o Partial Year Career o Per Diem o Rehired Retiree o Rehired Retiree – Academic Recall o Student
Appointment Percentage	FTE (Full-Time Equivalent)	Full-Time equivalency is the percentage of full-time that a worker should normally work in a job. PeopleSoft calculates FTE based on the scheduled standard hours entered for the employee divided by full-time standard hours.
FAU	Funding Source or Combination Codes	'Funding Sources' or Combination Codes within PeopleSoft are reflected as chartfield strings that are used to create journal entries when interfaced to the general ledger within the financials system

Current – PPS	Future – UCPath	Definition
Title Code	Job Code	Job Codes in PeopleSoft are used to define Job Titles and related classifications including: Job Families, FLSA, Compensation Rate Ranges and Steps and EEO compliance categories. Job Codes are different from Positions. All employees will be assigned a Job Code; however, Positions can be tracked without an incumbent. For example, you can have a job code representing the Administrative Assistant title, and for that job you can have different Administrative Assistant Positions – one in Human Resources and another in Finance. Positions track details for a specific job in a specific department, location, union and funding source regardless of whether an incumbent exists
*no PPS equivalent	Life Event	A change in the status of the employee including/possibly birth of a child, death of a spouse, loss of a job, marriage, divorce, etc.
Department Address	Location	Pursuant to Union requirements, the Location in PeopleSoft is defined as the campus building and floor.
UID	PeopleSoft EMPLID	During the hire process in PeopleSoft, a notification will be generated to establish a UCLA campus UID. Key campus systems will be adapted to maintain both ID's to include: UID, QDB, CDW and PeopleSoft. Inbound interfaces must include the PeopleSoft Emplid. Employees will be able to identify their PeopleSoft Emplid via their paystubs
*no PPS equivalent	Person of Interest	Person information available in PeopleSoft categorized as an 'Person of Interest' is defined as ● Individuals with a relationship to the University that cannot be defined as either an 'Employee' or a 'Worker' ● Individuals that are not assigned to a department or a manager Examples include: Admitting Physician, Associate of the President/Chancellor, UC Affiliated Organization, Retiree, External Compliance/Auditor

Current – PPS	Future – UCPath	Definition
*no PPS equivalent	Position Management	The Position Management module in PeopleSoft is used to: Define and standardize information for approved positions regardless of an incumbent – attributes include: home department, job code, standard hours, FTE, union affiliation, maximum headcount, etc. Most Positions will be one-to-one to an employee. However, Positions can be assigned one-to-many if all incumbents share the same attributes i.e., job code, department, funding source, etc. Enable recruitment, succession planning, funding and monitoring of turnover and vacancies Maintain reporting relationships through use of "Reports To Position"
*no PPS equivalent	Premium Waiver	A provision included in most life insurance policies exempting the insured from paying premiums after he or she has been disabled for a specified period of time.
Central or departmental HR, Benefits, Payroll, Customer Service, or local helpdesk	UCPath Customer Service	The Customer Service unit within the UCPath Center is responsible for responding to questions and resolving issues primarily via phone i.e., 'call center'.
ITS/PPS Payroll Team	UCPath IT Services	The IT Services unit within the UCPath Center is responsible for: ● Control table updates ● Coordinating in/out bound interfaces ● Resolving PeopleSoft system issues
Central Payroll Services and/or Departmental transaction processors	UCPath Operations	The Operations unit within the UCPath Center is responsible for transactional processing and employee level data changes to include: ● Pay adjustments ● Pay calc & confirm process ● Benefits Administration ● Workforce Admin/Job Data updates
EDB/PPS a) Pay Compute b) EDB entries (excluding FAU info)	UCPath System a) Pay Calc & Confirm b) Workforce Admin/Job Data updates	The scope of the project includes implementing the PeopleSoft Human Capital Management System and a conversion of data from EDB/PPS. a) Pay Calc & Confirm describes the key payroll calculation processes resulting in creation of paychecks b) Workforce Admin/Job Data updates describes the maintenance of employee information including job, salary and department information
Collective Bargaining Unit	Union Code	The Union Code in PeopleSoft identifies an employee's affiliation to a specific bargaining unit.