

Headcount FTE Analysis (HFA) Cube Definitions

| Row | Folder | Sub Folder | Fieldname | Definition |
|-----|--------------|------------------------|---------------------------------|--|
| 1 | Measures | FTE | FTE | The full time equivalency percentage assigned to this job. |
| 2 | Measures | Headcount | Headcount | An actual employee, position and job combination. It will equal 1 or zero. |
| 3 | Measures | Salary | Annual Salary | The sum of an employee's salary across all their current, active (i.e., non-terminated) jobs. It excludes Job Suffixes of CE and Position Number C63998. The Job Detail Salary is adjusted when APPT PCT is less than 1. |
| 4 | Measures | Salary | Annual Salary Gift Trust Fund | The dollar amount of the job's salary that is set up to be paid from Gift Trust Funds. |
| 5 | Measures | Salary | Annual Salary Grant Fund | The dollar amount of the job's salary that is set up to be paid from Grant Funds. |
| 6 | Measures | Salary | Annual Salary ICR Fund | The dollar amount of the job's salary that is set up to be paid from ICR Funds. |
| 7 | Measures | Salary | Annual Salary Other Fund | The dollar amount of the job's salary that is set up to be paid from other Funds. |
| 8 | Measures | Salary | Annual Salary Revolving Fund | The dollar amount of the job's salary that is set up to be paid from revolving Funds. |
| 9 | Measures | Salary | Annual Salary Service Plan Fund | The dollar amount of the job's salary that is set up to be paid from service plan Funds. |
| 10 | Measures | Salary | Annual Salary State Fund | The dollar amount of the job's salary that is set up to be paid from state Funds. |
| 11 | Demographics | Age/Gender | Age | The length of time that a person has lived. |
| 12 | Demographics | Age/Gender | Legal Sex Code | The legal sex of an employee. Valid values are F, M, or N. |
| 13 | Demographics | Race Ethnic | AIAN Race Ind | A Y/N flag that indicates whether the employee identifies themselves as American Indian or Alaska Native. |
| 14 | Demographics | Race Ethnic | Asian Race Ind | A Y/N flag that indicates whether the employee identifies themselves as Asian. |
| 15 | Demographics | Race Ethnic | Black Race Ind | A Y/N flag that indicates whether the employee identifies themselves as Black or African American. |
| 16 | Demographics | Race Ethnic | Hispanic Ethnic Ind | A Y/N flag that indicates whether the employee identifies themselves as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. |
| 17 | Demographics | Race Ethnic | Multiple Race Ind | A Y/N flag to indicate whether the employee has selected more than one race. |
| 18 | Demographics | Race Ethnic | NHPI Race Ind | A Y/N flag that indicates whether the employee identifies themselves as Native Hawaiian or Other Pacific Islander or other Pacific Islands. |
| 19 | Demographics | Race Ethnic | White Race | A Y/N flag that indicates whether the employee identifies themselves as white. |
| 20 | Employee | Emp Home Org Hierarchy | Home Campus Name | The description of campus code that owns the employee. |
| 21 | Employee | Emp Home Org Hierarchy | Home Admin Name | The description of the admin code that owns the employee. |

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| 22 | Employee | Emp Home Org Hierarchy | Home College Name | The College that 'owns' the employee. |
| 23 | Employee | Emp Home Org Hierarchy | Home Dept Name | The decode of the employee's owning department code. |
| 24 | Employee | Emp Home Org Hierarchy | Home Org Name | The employee's six digit owning organization code and name. |
| 25 | Employee | Emp Home Org Hierarchy | Employee Name | The full name of the employee. |
| 26 | Employee | Employee E-Group Hierarchy | Employee E-Group | The first character of the employee class (e-class) code and its description. |
| 27 | Employee | Employee E-Group | Employee E-Class Desc | The combination of e-class code and description. |
| 28 | Employee | Employee E-Group | Employee Name | The full name of the employee. |
| 29 | Employee | Emp Home Org | Home Admin Code | The Admin Code is the two digit code between the Campus Code and College Code in the Org Hierarchy. Multiple colleges roll up to a admin code. |
| 30 | Employee | Emp Home Org | Home Admin Name | The title of the admin code. |
| 31 | Employee | Emp Home Org | Home Campus Code | The Campus Code is the 1 digit code that identifies the Campus. 1 - Urbana, 2 - Chicago, etc. |
| 32 | Employee | Emp Home Org | Home Campus Name | The title of the 1 digit campus code. 1 - Urbana, 2 - Chicago, etc. |
| 33 | Employee | Emp Home Org | Home College Code | The 2 digit code that identifies the employee's owning college. |
| 34 | Employee | Emp Home Org | Home College Name | The title of the 2 digit college code. |
| 35 | Employee | Emp Home Org | Home Dept Code | The three digit code that identifies the employee's owing department. |
| 36 | Employee | Emp Home Org | Home Dept Name | The title of the three digit department code. |
| 37 | Employee | Emp Home Org | Home Org Code | The six digit code that identifies the employee's owing organization. |
| 38 | Employee | Emp Home Org | Home Org Name | The title of the six digit organization code. |
| 39 | Employee | Emp Home Org | HR Campus Code | The Payroll Campus where the employee physically resides. It is a 1 digit code: C - Chicago, S - Springfield or U - Urbana. |
| 40 | Employee | Emp Home Org | HR Campus Name | The Payroll Campus where the employee physically resides. It is the name associated with the 1 digit code: C - Chicago, S - Springfield or U - Urbana. |
| 41 | Employee | Employee Detail | Employee E-Class Code | The 2 digit code that identifies the type of employee. |
| 42 | Employee | Employee Detail | Employee E-Class Desc | The description of the 2 digit code that identifies the type of employee. |
| 43 | Employee | Employee Detail | Employee E-Group | The description of the 1 character employee group code. |
| 44 | Employee | Employee Detail | Employee Name | The full name of the employee. |
| 45 | Employee | Employee Detail | UIN | The 9 digit University Identification Number. |
| 46 | Employee | Employee Detail | Years Of Service | This is a derived field based on the Adjusted Service date. It is (Today-Load Date)/356. It contains two decimals. |
| 47 | Position-Job | Job E-Group Hierarchy | Job E-Group Desc | The first character of the employee class (e-class) code and its description. |
| 48 | Position-Job | Job E-Group Hierarchy | Job E-Class Desc | The combination of e-class code and description. |
| 49 | Position-Job | Job TS Org Hierarchy | Time Sheet Campus Name | The six digit org code that owns the job. |

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| 50 | Position-Job | Job TS Org Hierarchy | Time Sheet Admin Name | The Admin Code is the two digit code between the Campus Code and College Code in the Org Hierarchy. Multiple colleges roll up to a admin code. |
| 51 | Position-Job | Job TS Org Hierarchy | Time Sheet College Name | The College name where the job resides. |
| 52 | Position-Job | Job TS Org Hierarchy | Time Sheet Dept Name | The Department name where the job resides. |
| 53 | Position-Job | Job TS Org Hierarchy | Time Sheet Org Name | The descriptions of the six digit org code that identifies which organization owns the job. |
| 54 | Position-Job | Faculty | Faculty Rank Desc | Professor, Assistant Professor, Associate Professor, etc. |
| 55 | Position-Job | Faculty | Faculty Tenure Desc | A description of where on the tenure track the individual is. E.g. Indefinite Tenure, Probation, etc. |
| 56 | Position-Job | Faculty | Faculty Tenure Track Year | The how long they have been in progress of getting tenured. Year 1 - 6. |
| 57 | Position-Job | Job Detail | Contract Primary Job Ind | Indicates whether the job is Primary (Y) or Secondary/Overload (N). |
| 58 | Position-Job | Job Detail | FTE | The full time equivalency percentage assigned to this job. |
| 59 | Position-Job | Job Detail | Job Annual Salary | The annual salary |
| 60 | Position-Job | Job Detail | Job Appt Percent | This field is used to determine actual FTE worked (Job FTE * Appointment Percent). It is usually 100. |
| 61 | Position-Job | Job Detail | Job Begin Date | Date the job begins. Example valid values are in the following format MM/DD/YYYY. |
| 62 | Position-Job | Job Detail | Job Category Code | A two digit code that classifies the job. Examples include AO - Administrator Other, AP - Academic Professional and AR - Ramp Administrator. |
| 63 | Position-Job | Job Detail | Job Category Desc | The descriptor for the category code that classifies the job. Examples include AO - Administrator Other, AP - Academic Professional and AR - Ramp Administrator. |
| 64 | Position-Job | Job Detail | Job E-Class Code | The two digit employee class code that identifies the type of employee that can have this job. |
| 65 | Position-Job | Job Detail | Job E-Class Desc | The description of the two digit employee class code. |
| 66 | Position-Job | Job Detail | Job E-Group Code | The first character of the employee Class Code. It classifies the type of employee that can have this job. |
| 67 | Position-Job | Job Detail | Job E-Group Desc | The description of the one digit employee group code. |
| 68 | Position-Job | Job Detail | Job End Date | Date the job ends. For most jobs this value will be null or blank. Example valid values are in the following format MM/DD/YYYY. |
| 69 | Position-Job | Job Detail | Job Leave Ind | A Y/N Flag that indicates if a person is on leave or not. |
| 70 | Position-Job | Job Detail | Job Suffix | The two digit code that combine with a position number identify an appointment. |
| 71 | Position-Job | Job Detail | Job Title | The title given the person in the combination of Position Number - Job Suffix |

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| 72 | Position-Job | Job Detail | Lump Sum Ind | A derived field that identifies jobs that are set up for the purpose of paying lump sums. The rule is P-Class Code is 'LUMP' or Job Suffix is 'LP'. |
| 73 | Position-Job | Job Detail | Summer Job Ind | A derived field that identifies jobs that are summer jobs. P-Class = 'SMMR' or Job Detail e-class code = 'MM' or Job Suffix first character is 'S'. |
| 74 | Position-Job | Job TS Org | Time Sheet Admin Code | The Admin Code is the two digit code between the Campus Code and College Code in the Org Hierarchy. Multiple colleges roll up to a admin code. |
| 75 | Position-Job | Job TS Org | Time Sheet Admin Name | This field is the title associated with the two digit Admin code. |
| 76 | Position-Job | Job TS Org | Time Sheet Campus Code | The 1 digit code that identifies the campus which owns the job. E.g. 1- Urbana, 2- Chicago, 4 - Springfield and 9 - University Administration. |
| 77 | Position-Job | Job TS Org | Time Sheet Campus Name | The name that is associated with the one digit campus code. E.g. 1- Urbana, 2- Chicago, 4 - Springfield and 9 - University Administration. |
| 78 | Position-Job | Job TS Org | Time Sheet College Code | The two digit identifier for the College. |
| 79 | Position-Job | Job TS Org | Time Sheet College Name | The title that is associated with the two digit college code. |
| 80 | Position-Job | Job TS Org | Time Sheet Dept Code | The three digit code that identifies the job's owning department. |
| 81 | Position-Job | Job TS Org | Time Sheet Dept Name | The decode of the employee's owning department code. |
| 82 | Position-Job | Job TS Org | Time Sheet Org Code | The employee's six digit owning organization code. |
| 83 | Position-Job | Job TS Org | Time Sheet Org Name | The decode of the employee's job owning organization code. |
| 84 | Position-Job | Position Detail | Bargaining Unit Code | The two digit code that identifies the position's bargaining unit. It is usually a union. E.g. C3 - C-INA Nurses, B2 -C-DEIU Service 73, etc. |
| 85 | Position-Job | Position Detail | Bargaining Unit Desc | The title of the position's bargaining unit code. |
| 86 | Position-Job | Position Detail | PAPE Code | The Principal Administrative Position Exemption (PAPE) is required for Academic Professionals whose positions meet specialized administrative, professional, or technical needs. |
| 87 | Position-Job | Position Detail | PAPE Desc | The title associated for the PAPE code. |
| 88 | Position-Job | Position Detail | P-Class 1st Char Code | The first character of the Position Class Code defines the level of a position. E.g. E - President, N - Director, R - Coordinator, etc. |
| 89 | Position-Job | Position Detail | P-Class 1st Char Desc | The description of the first character of the position class code is the decoding of the code. E.g. E - President, N - Director, R - Coordinator, etc. |
| 90 | Position-Job | Position Detail | P-Class 4th Char Code | The fourth character of the Position Class code provides additional clarification of the Position. Depending on the eclass this will either be a rank modifier or function descriptor. |
| 91 | Position-Job | Position Detail | P-Class 4th Char Desc | The description of the fourth character of the Position Class code is the decoding of the code. |

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| 92 | Position-Job | Position Detail | P-Class 5th Char Code | The fifth character of the Position Class code provides additional clarification of the Position. E.g. B - Interim, C - Acting, F - Visiting, etc. |
| 93 | Position-Job | Position Detail | P-Class 5th Char Desc | The description of the fifth character of the position class code is the decoding of the code. E.g. B - Interim, C - Acting, F - Visiting, etc. |
| 94 | Position-Job | Position Detail | P-Class Code | The Five Digit Position Class Code. |
| 95 | Position-Job | Position Detail | P-Class Desc | The title of the five digit Position Class Code. |
| 96 | Position-Job | Position Detail | Position Budget Profile Code | The two digit code that identifies how the position is budgeted. E.g. B - Grant, R - Recurring, X - Not Budgeted, etc. |
| 97 | Position-Job | Position Detail | Position Budget Profile Desc | The description associated with the two digit budget profile code. E.g. B - Grant, R - Recurring, X - Not Budgeted, etc. |
| 98 | Position-Job | Position Detail | Position COA | The Chart of Accounts Code that owns the position from a budgeting stand point. |
| 99 | Position-Job | Position Detail | Position Number | The six digit unique identifier for a position. The first character designates the campus that owns that position. |
| 100 | Position-Job | Position Detail | Position Org Code | The six digit org code that owns the position for a budgeting stand point. |
| 101 | Position-Job | Position Detail | Position Org Title | The organization title of the position org code. |
| 102 | Position-Job | Position Detail | Position Title | The title of the position, which is associated with a job, that is associated with an employee. |
| 103 | Position-Job | Position Detail | Position Title No Loc | A derived field that looks at the first character of the Position Number. It tells the name of the campus that owns the position. |
| 104 | Salary Range | | Job Salary Range Lower Value | The Office of Access and Equity reports counts of people in various salary bands. This field is lowest number of one of these bands. |
| 105 | Salary Range | | Job Salary Range Name | The Office of Access and Equity reports counts of people in various salary bands. This field is the name of that band. |
| 106 | Salary Range | | Job Salary Range Upper Value | The Office of Access and Equity reports counts of people in various salary bands. This field is highest number of one of these bands. |
| 107 | Time | | Academic Period | The Academic period in months. The first Academic period is August 16-September 15. Since the headcount data is loaded on the 10 th of each month, we define the first academic period as September, the 2 nd as October, etc. |
| 108 | Time | | Academic Year | The four digit academic year for the University of Illinois. The academic year runs from Aug 16th to Aug 15th. |
| 109 | Time | | Calendar Month | The name of the calendar month. January, February, March, etc. |
| 110 | Time | | Calendar Year | The four digit Gregorian calendar year. |

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|-----|--------|------------|---------------|---|
| 111 | Time | | Fiscal Month | The name of the fiscal month. July, August, September, etc. |
| 112 | Time | | Fiscal Period | This field is the month number of the fiscal year. E.g. 1 - July, 2 - June, 3 - August, etc. |
| 113 | Time | | Fiscal Year | The four digit budget year for the University of Illinois. The fiscal year runs from July 1 to June 30. |