UCPath Project Status Report

Report Date	June 8, 2012	Project Director	Anthony Lo Anthony.Lo@ucop.edu	Executive Sponsors	Nathan Brostrom Peter Taylor		
Project Summary				**Scope**	**Schedule**	**Budget**	**Resources**
Teams continue their intense effort to wrap up outstanding functional designs so that development can be completed within the project's "build window." The vast majority of these designs are related to interfaces, many of which also represent a sizeable work effort for locations which will need to develop corresponding secondary interfaces. The GL/financial system integration workgroups are meeting weekly so that designs can be completed by the end of this month. Wave 1 location implementation activities ramped up notably with the delivery of the first round of converted employee data and the associated clean-up work. The UCPath Center team is making headway in multiple work streams, including staffing, technology and facility planning.							

Key Accomplishments/Decisions

- ✓ Delivered business process maps and related documentation for 51 business process designs. The maps are now under review by location teams. Final versions of the maps will be published in July.
- ✓ Wave 1 locations now have access to converted employee data and may begin data clean up activities.
- ✓ Met with location project managers and IT leads in a full-day session to discuss key project activities, including plans for the second round of Conference Room Pilots (CRP) and testing.
- ✓ Received vendor responses to the case management/knowledge management RFP. Vendor presentations will take place later this month.
- ✓ Default funding will be configured at the department level. Suspense funding may be maintained at the campus or department level per campus preference.

Continuing/Upcoming Activities

- ✓ While locations review and socialize business process maps already completed, detailed planning is underway for the second round of CRP and BPM that will begin in early August.
- ✓ GL/financial system integration teams are meeting weekly. Design activities are on track to be completed this month.
- ✓ ODS design activity will continue through July and will engage all locations via web-based design sessions.
- ✓ Evaluation of RFP responses and vendor demos for case/knowledge management tools will take place through June.
- ✓ Evaluation of test management and automation tools is underway.

Upcoming Key Decisions

✓ Strategy/solution for "GL Tool" and integration with campus financial systems
Status: The strategy and approach for solving for Commitment Accounting gaps have been largely determined. Workgroups are defining the detailed requirements for each area for development of functional specifications.

✓ Agreement on a standard medical center PTO program.
Status: The medical center CHROs are discussing the existing programs. Progress has been made but will need additional engagement and movement to reach agreement and closure.

✓ Identify Wave 2 and Wave 3 locations
Status: The Executive Sponsors are contacting individual locations for Wave 2 candidates.

✓ Catastrophic leave sharing
Status: The Practices Board has had initial discussions on this topic. There is general agreement that there should not be a UC-wide leave bank, and the Practices Board is now determining whether part or all of catastrophic leave sharing programs should be standardized systemwide.

✓ Standard for holiday pay calculations
Status: The Practices Board has reached agreement on standardization of holiday pay calculations. There is some follow-up required regarding delegations of authority for campus-specific variations of holidays.

Project Timeline
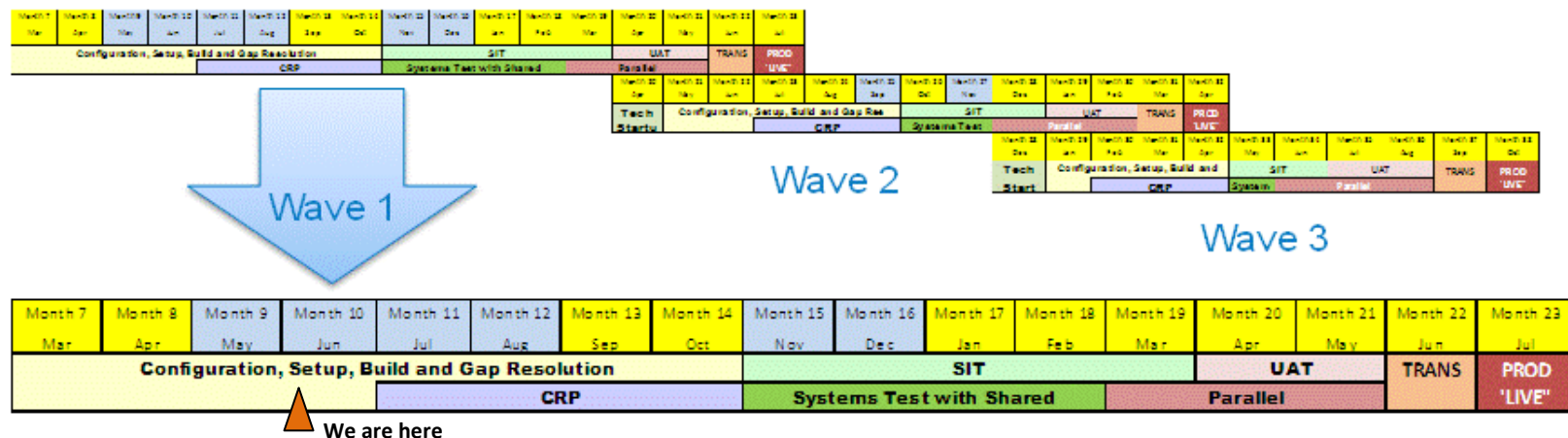
Project Status

Project Management	Start Date	Finish Date	Status	Decisions, Issues and Risks
1. Staffing	8-22-11	ongoing		
2. Project Planning and Tracking	9-6-11	ongoing		The ramp up on functional specification development is behind schedule. Intense focus currently in place to close out existing backlog of partially completed items as well as to ensure a good pipeline of new specifications.
3. Campus Coordination	11-8-11	ongoing		

Project Management
- ✓ **Project Plan** – Wave 1 milestones have been broadly distributed and are available on SharePoint. Updated plans will be posted to the UCPath SharePoint site every two weeks.

- ✓ **Campus Coordination –** Weekly systemwide project conference calls are now taking place biweekly. The UCPath PMO is now conducting a separate weekly planning session with Wave 1 locations. All location project managers and IT leads met in person on May 31 to discuss the process for business process map review, CRP2 planning, ODS development and testing.

System Implementation – Wave 1	Start Date	Finish Date	Status	Decisions, Issues and Risks
1. Integration and Conversion Strategies	10-1-11	1-6-12	Done	**Issues**
2. Process Design	10-15-11	9-30-12		✓ ePerformance and TAM requirements must be addressed to support Wave 2 and 3 campuses that currently utilize this functionality.
3. Configuration	11-1-11	9-30-12		
4. Data Mapping	11-21-11	6-15-12		
5. Update Business Process Maps	1-3-12	5-31-12		✓ Delivery and approval of functional design documents is behind and must be addressed to limit impact on build cycle.
6. Functional Design	1-9-12	8-30-12		
7. Technical Design	1-16-12	9-15-12		✓ Project continues to stress the need for all loctions to review and provide comments on functional designs.
8. Data Clean up	2-9-12	2-28-13		
9. Development	3-5-12	10-30-12		✓ Design work required to address potential system 'gaps' is in progress but currently behind plan. Project team is working to address this lag.
10. Test Planning	5-9-12	10-31-12		
11. System Integration Testing	11-1-12	5-31-13		✓ There are open questions about the ongoing maintenance of Position Management. Is this owned by the campuses (and, if so, where) or owned by the UCPath Center? How are updates initiated?
11. Performance Testing	2-15-13	4-30-13		
12. Payroll Parallel Testing	3-1-13	5-31-13		
13. User Acceptance Testing	4-1-13	5-31-13		
14. Cutover	6-1-13	6-30-13		✓ While the general direction is clear, there are still some gaps/clarifications around access strategy to the PeopleSoft HCM system that need to be closed.
15. Production	7-1-13			

System Implementation

✓ **Process Design** – All completed and pending process maps have been distributed to local PMOs and posted to SharePoint for local review through June. The remaining processes will be mapped later this year when there is more information about additional technology solutions, such as case management. The team presented to the local PMOs the format that will be used for the second round of CRP beginning in August. The configuration workshop component of CRP will be hands-on, intensive and limited to a small number of participants. These participants will also participate in system integration testing targeted to start in November.

Business Process Area	Total Processes	Mapping Complete	Processes with Pending Issues	Processes Still to be Mapped	Processes Combined or Eliminated
Workforce Administration	18	9	2	4	3
Payroll	32	16	4	11	1
Commitment Accounting	6	0	0	6	0
Benefits	18	12	1	2	3
Compensation	9	4	3	0	2
Absence Management	7	2	1	4	0
Miscellaneous	9	3	0	6	0
TOTALS	**99**	**46**	**11**	**33**	**9**

✓ **Functional Design** – Oracle and UC resources increased the pace of gaps analysis and functional design development. There are 76 known gaps. The UCPath PMO has made final dispositions on 49 gaps. During this review period, the project team completed analysis on 8 gaps and 11 functional designs, which were then available for location review and feedback. 5 interface functional designs were finalized. Of 20 benefits vendors, all have agreed to accept PPS and PeopleSoft files during implementation, reducing the number of interfaces needed and allowing UCPath to transition to industry standard interface formats.

✓ **GL/financial system integration –** All workgroups and the GL Steering Committee are now meeting weekly to document current state processes, discuss business rules and reach agreement on future state processes. The project facilitators have scheduled site visits to UC Santa Cruz and UCLA this month. Workgroups have assessed requirements for work study processing and drafted data elements needed for labor ledger, interfaces to campus and UCOP budgetary systems.

✓ **Technical Development** – Received location feedback to Person and Employment ODS data model groups. ODS planning and design activities were presented to project managers and IT leads on May 31.

✓ **Testing** – The testing strategy and approach were presented to the location PMOs. The team is actively planning test activities for unit testing, system integration testing, parallel payroll testing, user acceptance testing and performance testing.

✓ **Data Conversion** – Successfully launched conversion environment with converted data for validation with Wave 1 locations. The initial data quality dashboard from the conversion follows. Wave 1 locations are now performing data clean-up in source systems.

University of California
DATA INTEGRITY
DASHBOARD
Date: 05/22/2012
Source: UCPath Data Elements

UCPath Conversion Data Quality Dashboard

	ASUCLA	UCLA	UCLAMC	UCM	UCSC	UCOP
	Current Run Dt	Current Run Dt	Current Run Dt	Current Run Dt	Current Run Dt	Current Run Dt
	22-May-12	22-May-12	22-May-12	22-May-12	22-May-12	22-May-12
TOTAL NUMBER OF EMPLOYEES	1,831	30,231	24,603	2,062	10,458	1,465
TOTAL NUMBER OF ERRORS	140	2,107	2,073	162	559	51
Biographic/Demographic Data						
Invalid name suffix	1	306	457	33	46	16
Invalid SSN	0	80	91	13	2	5
Address delivery unclear	110	1,548	1,479	87	425	28
Address missing key fields	1	111	22	16	57	1
Invalid state/country	0	4	3	0	2	0
Wrong zip code	1	15	7	6	11	0
Category Sub-Total	113	2,064	2,059	155	543	50
Immigration Data						
Invalid Citizenship Status	0	2	0	0	1	0
Non-US citizen without country of origin	27	41	14	7	15	1
Category Sub-Total	27	43	14	7	16	1

UCPath Center	Start Date	Finish Date	Status	Decisions, Issues and Risks
1. Blueprint Development	10-15-11	5-10-12	Done	**Issues** ✓ Several key business process decisions are on hold pending selection of tools, such as the case/knowledge management system. ✓ Campuses and medical centers do not yet have the assessment methodology and tools to begin impact assessments. ✓ There are open questions about start-up and ongoing facility roles and responsibilities between UCOP and UC Riverside. Discussions are in progress. ✓ Design and layout of facilities space requirements need to be developed. Currently soliciting and reviewing proposals from architectural firms for design support.
2. Technology Needs Assessment	1-13-12	2-15-13	Done	
3. Define Staffing Roles, Job Descriptions and Levels	2-13-12	7-15-12		
4. Define Case/Knowledge Management Requirements	2-15-12	4-30-12	Done	
5. Interactions Model	2-27-12	6-13-12		
6. Facilities and Infrastructure Planning	4-2-12	6-30-12		
7. Change Management Planning and Communication	4-16-12	8-31-12		
8. Case/Knowledge Management Vendor Selection	5-11-12	7-20-12		
9. Training Curriculum	5-14-12	9-15-12		
10. Transition Planning	6-4-12	10-31-12		
11. Implementation Build Phase (including staffing, training,change management and post go-live stabilization support)	7-1-12	9-30-13		
12. Post/Communicate UCPath Center Positions	7-15-12	10-1-12		
13. Staff recruitment/selection	11-15-12	3-29-13		
14. UCPath Center Employee Training	4-1-13	6-30-13		

UCPath Center
- ✓ **Staffing Workstream** – With the UCPath Center HR team on board, the detailed staffing plan is now being developed, and additional job descriptions are in development. UCPath Center jobs will fit within the Career Tracks compensation structure and will be posted UC-wide. The UCPath Executive Director position is posted: www.jobs.ucop.edu/applicants/Central?quickFind=55310.

- ✓ **Technology** – Scoring is underway for the written vendor responses to the case/knowledge management RFP. Evaluation of vendor responses and product demos will take place in June. The telephony RFP is being drafted. The team continues to look for leveraging opportunities with other locations' technology solutions (e.g., UCR's network, UCD's document management).

- ✓ **Facilities** – The Office of Capital Resource Management is soliciting an architectural firm to complete the facility space design. The Facilities Lead job description has been completed. The position will be based in Riverside and report to the central PMO until the Executive Director is hired.

Organizational Change/Communication	Start Date	Finish Date	Status	Decisions, Issues and Risks
1. Change Mgt & Comm Strategies	10-30-11	1-23-12	Done	**Issues**
2. Training Assessment, Strategy and Plan	1-15-12	9-30-12		✓ Previous Change Management and Communication Lead has
3. Change Impact Analysis	4-1-12	12-30-12		left UC and recruitment is underway for a replacement.
4. Organizational Alignment & Readiness	7-1-12	6-30-13		
5. Training Development	9-1-12	3-1-13		
6. Training Deployment	3-1-13	7-30-13		

Organizational Change, Training and Communication

✓ **Communication –** Documented UCPath-related terms and acronymns and posted to SharePoint.

✓ **Training –** The training team has gathered training materials from locations that have transitioned to local shared services centers and are identifying local points of contact for future training activities.

✓ **Impact Analysis –** The UCPath Center Operations Lead is now on board and will now begin development of the tools and methodology for the location impact analyses.

Workstream	Decision Made
Project Management	The project and resulting system will be branded as "UCPath," where Path is an acronym for Payroll, Academic Personnel, Timekeeping and HR.
	Funding model will be based on funding streams and memo has been sent to campuses.
	The overall project timeline will be extended by three months, while the Wave 1 implementation will be extended by six months to July 2013.
	All Wave 1 locations will complete conversions to biweekly pay prior to parallel payroll testing and system go-live.
	UCSD will remain in Wave 2.
Process Standardization	UC will not convert exempt employees who are currently paid monthly to the biweekly pay cycle.
	Pay cycles will be standardized per the recommendation approved last fall to monthly (MO) and biweekly (BW) cycles for all employees (staff and academic personnel).
	Employees who have accrued more than two years' worth of vacation leave will be notified to reduce their accruals to two years' worth or less by June 30, 2013, in compliance with current vacation leave accrual policy. After this date, those who continue to carry more than two years' worth of accrued vacation will not accrue additional vacation leave until they are below the two-year maximum. The provision for a grace period in the current policy will be eliminated.
	UC will change from the current practice of 2088 hours to the more common 2080 annual work hours. To minimize the near-term impact on downstream systems, this change will coincide with Wave 3 implementation or soon thereafter (at a convenient/leveraged transition point).
	UC will maintain the current policy of a maximum of two years' worth of vacation accrual. Those who are currently over the maximum amount will be "grandfathered" and required to reduce their accruals over a period of time to be specified. Once the transition is complete, there will be no exceptions to the policy of a maximum of two years' worth of vacation accruals.
	There should be greater coordination and support for campus pay cycle conversions, including development and changes to PPS and conversion timing. This coordination will maximize synergies of similar efforts at multiple locations.
	Benefits deductions for employees paid biweekly will be split evenly between the first two paychecks in the month. When there is a third paycheck in the month, it will not have benefits (or any voluntary deductions)

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[1] Items added with this issue are in **blue** text.

	taken.
Process Standardization, con'd	Factor accrual methodology will be used to accrue vacation leave for all employee populations. (Decision made previously but was missed on earlier lists.)
Data Conversion	Data will be converted for all active employees back to January 1, 2011.
Payroll	Employees will receive two W-2s in the year their location implements UCPath, one from PPS and one from UCPath
GL Integration	All budgeting and forecasting will take place within the campus budget systems. Although budget checking is not in scope for UCPath, the UCPath system will support real-time FAU/funding codes edits currently utilized by campus sytems.
	Composite Benefits Rates will be implemented UC-wide. (Decision made previously but was missed on earlier lists.)
	Default funding will be configured at the department level. Suspense funding may be maintained at the campus or department level per campus preference.
	The financial class (account code) will be six characters (sub – 2 characters and object code – 4 characters). Sub accounts will be maintained systemwide. Location account, department and fund will be required chartfields in FAU (combination code).
UCPath Center	The UCPath Center will be located at UC Riverside.
	There will be one systemwide Shared Service Center. It will provide administrative support for Payroll, Workforce Administration, Leaves of Absence, and Benefits.
	The Shared Service Center will open in conjunction with the Wave 1 go-live of the new HR/payroll system and provide services to Wave 1 locations.
	Campuses and employee populations will not be able to opt out of the systemwide Shared Service Center.
	Employee self-service and manager self-service will be broadly utilized. Data entry for all types of non-self service transactions will occur at the systemwide Shared Service Center.
	The following functions will not be supported centrally within the Shared Service Center: Staffing and Recruiting, Learning Management, Performance Management, Employee and Labor Relations.
	Historical employee documentation will remain at campuses, although there is the possibility of pursuing digital archiving in the future.
	Leave of absence administration at the shared services center will be limited to status management at initial go-live. At a later point, end-to-end leave management administration will be implemented.
	Service Level Agreements will be implemented with shared services center customers (campuses and leadership). SLAs will be phased in following the stabilization of UCPath Center operations.
	The shared services center will operate 7 am to 7 pm. The center will be closed on University holidays and weekends.
	The systemwide shared services center will be called the *UCPath Center*.

UCPath Center, con'd	The Design Team will serve as the Interim Advisory Board to oversee the UCPath Center's design and build until the permanent board is established.
	All employees/customer groups will receive the same excellent service in the standard model with training to ensure knowledge of each customer group.
	A dedicated UCPath Center team will support the specialized needs of central campus HR/Payroll professionals.
	The web and telephone will be the primary means of communication with the UCPath Center. The web portal will be tightly integrated with the underlying PeopleSoft technology so that information updates made in the web portal go directly into PeopleSoft.
	The employee population in each implementation wave will use UCPath for open enrollment and to maintain benefits information.
	Calls to UCPath Center will be recorded for quality purposes.
	Email to UCPath Center will be supported via a common, monitored UCPath Center mailbox.
	Mail and fax communication to UCPath Center is discouraged and generally not accepted. There will be exceptions for doctor communications, power of attorney, and other required documentation.
	Chat and mobile capabilities are not supported for Wave 1, though possibly desired as part of the future vision.
	The UCPath Center will implement technology, including an automatic call distribution system to help route calls to UCPath Center customer service representatives, a case management system to log call information and a knowledge management system to aid in customer support and generally document standard operating procedures.
	The center will be organized into these work areas: Customer Service, Operations, Quality and Performance, Technology and Business Operations.
	At Wave 1 go-live, the customer service representatives will be organized into functional areas of expertise: Workforce Administration, Payroll and Benefits.
	Controllers at the campuses and medical centers will have direct access to the Payroll Operations Team to resolve issues.
	For business continuity planning, UC will not use a "hot site" due to cost of the site and availability of alternate campus locations. In the event updated payroll cannot be run, the previous payroll will be submitted for processing.
	UCPath Center will be staffed with English and Spanish speaking resources and a third party translation vendor will be available for additional language support.
	Internal UC candidates will receive priority consideration for UCPath Center jobs. Employees at all locations will be eligible to apply for positions during each wave.
	As many "critical early hires" as possible will be hired into permanent UCPath Center positions to develop continuity, instill buy-in and to attract the best UC talent possible.
	All check printing will take place at the UCPath Center; there will be no local printing of paychecks.
	The UCPath Center will report to Executive Sponsors Peter Taylor and Nathan Brostrom.

System Area	Decision Made
Absence Management	Time and attendance patterns 1 and 4 will be adopted for Absence Management. Absence Management will be the system of record for usage and accrual.
	Gap 043: Automate billing setup for leaves – To be addressed with a manual business process. There is no customization that would automate all types of leave transactions. Benefits billing will be addressed as part of leave administration.
	Gap 059: Sick leave reinstatement after rehire – An extension will automate the calculation and maintenance of sick leave.
	Gap 060: Ability to see absence balances as of the absence date – PeopleSoft functionality is consistent with current business practices. Will address with user training.
	Gap 062: Restrict employee self service proxy to supervisor – An extension will accommodate this restriction.
	Gap 063: Notepad capability for absence adjustments – Will be addressed by an extension.
Benefits	Gap 018: Benefits pay banding using prior and current years – Not a gap; will be resolved by configuration.
	Gap 025: Edits for duplicate enrollments – Will be addressed by an extension.
	Gap 041: Benefits eligibility – Multiple eligibility requirements will be resolved with an extension.
	Gap 042: Ability to automatically de-enroll dependents based on marital status and age – Will be resolved with a PeopleSoft extension.
	Gap 044: Consolidated billing rates – An extension will be created to maintain contract rates.
	Gap 045: Retirement contribution percentage limit – Not a gap; will be handled as a configuration item.
	Gap 064: Previous Year Benefits Rates Based on ABBR – An extension will create four additional accumulators to identify earnings for MCB, Life, Executive Life and Disability.
	Gap 066: AYSO Benefit Election Changes – Not a gap; delivered functionality meets business requirements for new hire enrollments.
	Gap 067: Covered comp limits are fiscal year limits, not calendar year limits as in PeopleSoft – Approved for detailed design of change.
	Gap 075: Legal plans – Not a gap; will be addressed by configuration.

[2] Items added with this issue are in **blue** text.

Configuration	UC will be configured as a single entity (one "company" in PeopleSoft nomenclature) within PeopleSoft with a single set of federal and state tax IDs for payroll and W-2 purposes.
Configuration, con'd	Job codes will be standardized across all locations
	UC will not attempt to institute standardized departmental organizations within PeopleSoft.
	PeopleSoft self service and eBenefits capabililties will be used for benefits administration (including open enrollment) instead of AYSO as locations go live in their scheduled waves.
	UCPath campuses will use PeopleSoft HR Business Unit as a location identifier. The HR Business Unit will be used as an identifier for all reports and interfaces. We will phase out the usage of the numeric locations and sub-locations that identify each campus as each wave implements PeopleSoft.
Data and Reporting	Hyperion will be implemented once Wave 3 is live while Business Analytics will be implemented along with each wave.
	Except in extraordinary circumstances, data will not be "pulled" from the PeopleSoft environment; rather, data will be "pushed" to locations for use by local data warehouses or operational data stores (ODS).
	Interfaces will be designed to produce comprehensive data supersets; campuses will pull data they require from these supersets for local use.
	Shared Technology Services will provide data governance for all data elements in UCPath.
	All interfaces and exports will be enriched with production related metadata for better production support and quality assurance.
Interfaces	UCPath interfaces will be pushed over an Enterprise Service Bus to accommodate both current and future requirements. This strategy will drive down the overall long term cost structure and put in place technology that will support subsequent common administrative system needs.
Payroll	Gap 001: Automatic payroll updates to GL – Not a gap; will be resolved with GL interfaces.
	Gap 004: Student FICA exemption – Not a gap; will be handled with existing interface (SIS-FICA Exempt).
	Gap 005: Ability to flip a deduction from non-taxable to taxable – Not a gap; can be handled with standard PeopleSoft deductions.
	Gap 006: Dues retention – Not a gap; existing PeopleSoft functionality can manage retention schedules, and business process will ensure that deduction end dates are entered at time of separation.
	Gap 009: Time and attendance – An interface will be developed to perform FLSA overtime calculations to alleviate the need for campuses to manually compute overtime and enter it into PeopleSoft.
	Gap 010: Edits in the pre-compute payroll process – Custom reports will be created to prevent overpayments to employees .
	Gap 016: Cap for pre-tax parking deductions – Not a gap; parking/transit pre-tax and post-tax deductions will be addressed by parking interface.
	Gap 022: Auto-derivation of agency fees – Will be added as a PeopleSoft extension.
	Gap 023: Managing tax treaty grosses and limits – Not a gap; will be handled with PeopleSoft and interface to Glacier.
	Gap 033: Employee Self Service to update state income tax withholding – Will be resolved with a PeopleSoft extension.
	Gap 034: Limit direct deposit options – Gap will be resolved with a PeopleSoft extension.

Payroll, con'd	Gap 035: Paycheck printing customizations – Gap will be resolved with a PeopleSoft extension.
	Gap 036: SAS 115 audit capability for payroll entries – Will be resolved with reporting.
	Gap 037: Union deductions for employees with multiple jobs – An extension will allow union deductions to be taken against earnings for represented position.
	Gap 038: Postive pay file – Not a gap; will be handled by two interfaces.
	Gap 039: Retroactive title code change – Will be resolved with business process and custom reports.
	Gap 040: Direct deposit for non-net pay – Not a gap; can be accommodated with delivered functionality.
	Gap 049: Pre-distribution payroll audit reports – Gap will be resolved with customized reporting.
	Gap 074: Accrual rules for biweekly pay periods that straddle months – Will be resolved via configuration.
Position Management	UC will implement full use of Position Management.
Technology	Legacy interfaces currently include some protected information (e.g., SSN) and will be remediated as part of the project. The UCPath project team has drafted design guidelines that incorporate UC Security Policies related to Personally Identifiable Information (PII), Restricted Information and Personal Health Information.
	Use of Master Data Management, Enterprise Service Bus, and Oracle IDM tools will be limited to UCPath usage until after Wave 3 go live.
	s/FTP services will be managed by paired key certificates; directory username/password management will be deprecated.
	Shared Technology Services will be the only team authorized to communicate directly with the hosting services vendor.
Workforce Administration	Gap 013: Ability to store academic units – Not a gap; will be resolved with known interface.
	Gap 024: Rollup of multiple appointments to primary for benefits eligibility purposes – Will be resolved by an extension.
	Gap 026: Modify label name of address on Personal Data – Label name will not be modified.
	Gap 027: Handling off or above scale salaries – Not a gap; will be handled using delivered functionality.
	Gap 028: Save edit on Appt End Date – To be resolved with report or modification.
	Gap 030: "Single" employee names and employee names longer than 30 characters – Will be handled by exception via business process.
	Gap 046: Employee disclosures – An extension will allow employees to authorize release of personal information.
	Gap 054: Add campus location – An extension will allow a custom translation field to HR business unit, providing flexibility and avoiding the need to hard code business unit data in interfaces. (This gap was subsequently voided by the decision to use PeopleSoft's HR business unit as a location identifier.)
	Gap 055: Add CTO category to Title Code – Not a gap; will be handled by delivered functionality in configuration.
	Gap 056: Add field for SMG – Not a gap; to be addressed by delivered PeopleSoft fields and configuration.
	Gap 057: Non-payroll compensation reporting – Not a gap; will be addressed by business process.
	Gap 069: Department code table – An extension will allow tracking of department types.
	Gap 070: Additional information on Person Organization Summary – Will be resolved with an extension.
	Gap 072: Add status data to Person Checklist – Will be resolved with an extension.

	Gap 073: Birthdate warning if entered date shows employee less than 18 years old – Will address using current employment business process of requiring a work permit for employees less than 18 years old.