April 10, 1998

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XUAN MY HO

Re: Release: 1181
Service Request: 14432
Error Reports: None
Programs: None
DB2 Programs: PPEA001, PPEA002, PPEI740(new), PPOT1181(new), PPP031(new), PPP130,
PPP636(new), PPP711
CICS Programs: None
Copymembers: CPWSXAAR(new)
Include Members: None
DDL Members: None
Bind Members: PPOT1181(new), PPP031(new), PPP636(new)
CICS Maps: None
Forms: UPAY831A, UPAY831B(new)
Table Updates: Code Translation Table, Data Element Table, Process Group Table, System
            Messages Table, Routine Definition Table
Urgency: Not Urgent

Service Request 14432

The Affirmative Action Officers, after conferring with General Counsel and Academic Affairs, have agreed to add an additional code value to Ethnic Origin Code, Data Element EDB0112. The new code value will be "U" with a code interpretation of "Unknown". This new value will be the default value for employees who do not identify their ethnicity.

To support this change, the new value must be added to the Data Element Table.

SR 14432 also calls for changes in the editing for a blank value in Ethnic Origin Code. These changes are:

- A blank Ethnic Origin Code will be set to a default value of "U". The user will be shown a message to this effect, and given the option of entering an explicit value, or ignoring the message and continuing the update,
- The message text should read, "ETHNIC ORIGIN FIELD IS BLANK, WILL BE SET TO U".
Other Changes

One-Time Program
A one-time program has been developed to check the Ethnic Origin Code (EDB0112) on the EDB. If it finds a blank Ethnic Origin Code, the program sets the value to "U".

An Employee Change File (ECF) is produced.

CPS Interface
Program PPP711 (CPS Interface) has been modified so that the new Ethnic Origin Code (EDB0112) value "U" is mapped to the new CPS code value, 15.

The edit which issues message 71-126, "ETHNIC CODE IS INVALID" has been modified so that when the Ethnic Origin Code (EDB0112) value is "U", message 71-126 is not issued.

On-Line Help
The On-Line help entry for Ethnic Origin Code (EDB0112) has been changed to make the new value available in the field level help.

Focus Migration:

Affirmative Action Programs
In support of affirmative action reporting, three FOCEXECs were written in 1993 for PPS. Each of these reports used the affirmative action reporting extract file, produced by the COBOL program PPP635, as its primary input:

1. PPFEE6 This program produced the reports needed to satisfy the EEO-6 reporting requirements.
2. PPFWFA This program produced Work Force Array reports for campus Affirmative Action Offices.
3. PPFTCS This program produced a report of employees by Job Group Identifier within Organizational Unit.

In order to replace the functionality of these FOCEXECs, a new COBOL program, PPP636, has been written for this release.
Title Code Table Reporting

In support of the FOCUS-based Affirmative Action reporting processes described above, the following FOCEXECs displayed abridged Title Code Table information:

1. PPFTCJ: This program produced a display of the Abbreviated Title Name, Title Code, Job Group Identifier and the name of the Personnel Program to which the Title belongs in order by Abbreviated Title Name.
2. PPFTCT: This program produced a display of the same information as did PPFTCJ, sorted by Title Code rather than Abbreviated Title Name.

In order to replace the functionality of these FOCEXECs, a new COBOL program, PPP031, has been written for this release.

DB2 Programs

PPEA001

This modified program performs the edits required for a newly hired employee. The current logic which edits for blank Ethnic Origin Code has been removed.

PPEA002

This modified program performs the edits required for a re-hired employee. The current logic which edits for blank Ethnic Origin Code has been removed.

PPEI740

This new program performs the Implied Maintenance edit for blank Ethnic Origin Code. During update processing, it edits for a blank Ethnic Origin Code value. When it finds a blank, it sets the value to "U", and issues the Implied Maintenance message, "ETHNIC ORIGIN FIELD IS BLANK, WILL BE SET TO U".

PPOT1181

This new one-time program checks the EDB for employee records with blank Ethnic Origin Code, and sets the value to "U". For those employees whose Ethnic Origin Code is set to "U", it produces an Employee Change File (ECF).

PPP031

This new program replaces two reports that display limited Title Code Table information in the same two formats used by PPFTCJ and PPFTCT. The new reports are:

PPP0311 – Title Names by Title Code
PPP0312 – Title Codes by Title Description

As was the case with the original two reports, the user may specify the Titles to be included in the report on the input specification as follows:

ALL: All Titles
ACADEMIC: Titles associated with Personnel Program "A" only
STAFF: Titles associated with either Personnel Program "1" or "2" only
This modified program performs the various functions of Periodic Maintenance. The current logic which edits for blank Ethnic Origin Code has been removed.

This new program produces the reports PPP6361 (Campus Affirmative Action EEO-6 Report), PPP6362 (Detail by Organizational Unit), PPP6363 (All – Work Force Array), and PPP6364 (All – Salary Range/# of Career Incumbent) list employee Ethnic Origin Code (EDB0112). It replaces the FOCUS Execs PPFTCS, PPFEE6 and PPFWFA. This program uses the extract file from PPP635 as the primary source of information for the reports it generates.

This modified program performs a conversion of Ethnic Origin Code to a numeric value for processing by the CPS Interface. Logic has been added to convert the new Ethnic Origin Code value of "U" to the new CPS code value, 15.

Also, the edit that issues the message 71-126, "ETHNIC CODE IS INVALID" has been modified so that the value of "U" is accepted as valid, and the message is not issued.

This new copymember contains the definition of the affirmative action report file which is produced by PPP635 and read by PPP636; this object is released as part of the conversion of FOCUS reporting programs to COBOL.

A BIND member is included for binding the new one-time program PPOT1181.

A BIND member is included for binding the new report program PPP031.

A BIND member is included for binding the new report program PPP636.
Forms

UPAY831A
UPAY831A is a modified Run Specification record for existing program PPP635, and the new program PPP636.

UPAY831B
UPAY831B is a Run Specification record for the new program PPP031.

Table Updates

Code Translation Table
All the current Ethnic Origin Code values have been added to the Code Translation Table. This includes new 15 character summaries, and new 31 character translations.

<table>
<thead>
<tr>
<th>Code Value</th>
<th>31 Character Translation</th>
<th>15 Character Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>OTHER WHITE</td>
<td>WHITE</td>
</tr>
<tr>
<td>2</td>
<td>CHINESE AMERICAN</td>
<td>ASIAN</td>
</tr>
<tr>
<td>A</td>
<td>BLACK/AFRO AMERICAN</td>
<td>BLACK</td>
</tr>
<tr>
<td>B</td>
<td>JAPANESE AMERICAN</td>
<td>ASIAN</td>
</tr>
<tr>
<td>L</td>
<td>FILIPINO</td>
<td>ASIAN</td>
</tr>
<tr>
<td>R</td>
<td>PAKISTANI/EAST INDIAN</td>
<td>ASIAN</td>
</tr>
<tr>
<td>X</td>
<td>OTHER ORIENTAL</td>
<td>ASIAN</td>
</tr>
<tr>
<td>M</td>
<td>OTHER POLYNESIAN</td>
<td>ASIAN</td>
</tr>
<tr>
<td>Y</td>
<td>SOUTHEAST ASIAN</td>
<td>ASIAN</td>
</tr>
<tr>
<td>C</td>
<td>AMERICAN INDIAN/NATIVE AMERICAN</td>
<td>AMERICAN INDIAN</td>
</tr>
<tr>
<td>E</td>
<td>MEXICAN AMERICAN</td>
<td>HISPANIC</td>
</tr>
<tr>
<td>5</td>
<td>LATIN AMERICAN</td>
<td>HISPANIC</td>
</tr>
<tr>
<td>W</td>
<td>OTHER SPANISH</td>
<td>HISPANIC</td>
</tr>
<tr>
<td>U</td>
<td>UNKNOWN</td>
<td>UNKNOWN</td>
</tr>
</tbody>
</table>

Data Element Table
A new value "U" has been added as a valid value for the Ethnic Origin Code (EDB 0112). "U" designates "Unknown" ethnic origin.

Process Group Table
Action Codes 01 and 02, as well as an explicit change to the Ethnic Origin Code have been added as triggers for PPEI740.

Routine Definition Table
A new module, PPEI740 has been added to perform the logic for editing Ethnic Origin Code.
System Messages Table

The text and severities for messages 08-191 and 12-191 have been changed.

Test Plan

A complete test plan is provided with this release.

Campuses are encouraged to use the base system test materials, as well as performing any other desired local tests.

Installation Instructions

Installation instructions are provided in a separate document.

Timing of Installation

The installation of this release is Not Urgent.

As usual, campuses are encouraged to install this release in as timely a fashion as possible, and in the normal numeric sequence of releases.

If there are any questions, please send electronic mail to Roy.Staples@ucop.edu, or call at (510) 987-0692.

Roy Staples

cc: Jim Dolgonas
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