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**Introduction**

Service Request 16903 asks for the addition of two new appointment fields, Performance Evaluation Code and Performance Evaluation Date, to support the Web Merit project. These two fields will be updated primarily via EDB update transactions produced from the web merit process, but the two fields also need to be accessible for update via a new EDB Entry/Update screen (EVAL). In addition, the new fields need to be carried in the HDB. Given the confidential nature of performance evaluation data, there are no current plans to include the new fields on any reports or Inquiry screens.
Overview

The Performance Evaluation Code and Performance Evaluation Date will be added to the appointment table (PPPAPP).

The Performance Evaluation Code is CHAR(1). It has the following values representing standard performance review ratings:

- **X** – no performance evaluation conducted
- **1** – Fails to Meet, Unsatisfactory
- **2** – Partially Meets, Improvement Needed
- **3** – Meets Expectations, Satisfactory
- **4** – Exceeds Expectations, More than Satisfactory
- **5** – Superior, Outstanding

Campuses will be able to define local values for performance ratings as part of the Web Merit application, but the local values must translate to the six generic values above.

The Performance Evaluation Date is DATE, and its default value is '0001-01-01'. For update and display purposes, the Date will be interpreted as MMYY and MM/YY; the day is assumed to be the first of the month (01). It represents the month and year in which the performance evaluation was given to the employee, and makes no representations about the period covered by the evaluation.

The Performance Evaluation Code and Date will be included on the batch EDB update appointment transactions. Error report 1781 identifies a similar requirement for the appointment FLSA code, and will be addressed in these modifications as well. All processes that create such transactions must be reviewed to see if it is appropriate to include the new fields when an existing appointment is copied and added. The following programs create batch EDB update transactions:

- **PPP290** (mass changes) – no change; only Change or Delete transactions are generated
- **PPP680** (merit) – modification required; appointments are copied
- **PPP910** (range) – modification required; appointments are copied
- **PPP875** (title code collapse) – no change; program is rarely used
- **PPP925** (initialize step and O/A fields) – no change; program is rarely used

In researching this request, it became apparent that view PPPVAPT1, used primarily by program PPAPTDST, was inconsistent with PPPVAPP1, and was probably a leftover from the use of program-specific views. The standard PPPVAPP1 view and INCLUDE will be used instead, and PPPVAPT1 will be obsolete.
DDL

Appointment Table (PPPAPP):

TBAPP00C contains statements for creating all the columns for the table PPPAPP.

Add two new columns at the end:

<table>
<thead>
<tr>
<th>Column Name</th>
<th>Data Type</th>
<th>Constraints</th>
</tr>
</thead>
<tbody>
<tr>
<td>APPT_PERF_EVAL_CD</td>
<td>CHAR(1)</td>
<td>NOT NULL WITH DEFAULT,</td>
</tr>
<tr>
<td>APPT_PERF_EVAL_DT</td>
<td>DATE</td>
<td>NOT NULL,</td>
</tr>
</tbody>
</table>

The views PPPVAPP1, PPPVAPP2, and PPPVZAPP will be updated to match. PPPVAPT1 will be obsolete.

The existing table can be ALTERed:

```
ALTER TABLE PPPAPP
ADD APPT_PERF_EVAL_CD   CHAR(1)  NOT NULL WITH DEFAULT;
COMMIT ;
ALTER TABLE PPPAPP
ADD APPT_PERF_EVAL_DT   DATE     NOT NULL WITH DEFAULT
DATE('0001-01-01');
COMMIT ;
```

Appointment History Table (PPPAPN):

TBAPN00C contains statements for creating all the columns for the table PPPAPN.

Add four new columns at the end:

<table>
<thead>
<tr>
<th>Column Name</th>
<th>Data Type</th>
<th>Constraints</th>
</tr>
</thead>
<tbody>
<tr>
<td>APPT_PERF_EV_CD</td>
<td>CHAR(1)</td>
<td>NOT NULL WITH DEFAULT,</td>
</tr>
<tr>
<td>APPT_PERF_EV_CD_C</td>
<td>CHAR(1)</td>
<td>NOT NULL WITH DEFAULT,</td>
</tr>
<tr>
<td>APPT_PERF_EVAL_DT</td>
<td>DATE</td>
<td>NOT NULL,</td>
</tr>
<tr>
<td>APPT_PERF_EV_DT_C</td>
<td>CHAR(1)</td>
<td>NOT NULL WITH DEFAULT,</td>
</tr>
</tbody>
</table>

The views PPPVAPN1 and PPPVZAPN will be updated to match.

The existing table can be ALTERed:

```
ALTER TABLE PPPAPN
ADD APPT_PERF_EVAL_CD   CHAR(1)  NOT NULL WITH DEFAULT;
ALTER TABLE PPPAPN
ADD APPT_PERF_EV_CD     CHAR(1)  NOT NULL WITH DEFAULT;
COMMIT ;
ALTER TABLE PPPAPN
ADD APPT_PERF_EVAL_DT   DATE     NOT NULL WITH DEFAULT
DATE('0001-01-01');
ALTER TABLE PPPAPN
ADD APPT_PERF_EV_DT_C   CHAR(1)  NOT NULL WITH DEFAULT;
COMMIT ;
```
**INCLUDE Members**

**Appointment Table (PPPAPP):**

The INCLUDE members corresponding to the views of PPPAPP will be modified to include the two new appointment fields. PPPVAPT1 will be obsolete.

**Appointment History Table (PPPAPN):**

The INCLUDE members corresponding to the views of PPPAPN will be modified to include the four new appointment fields.
**Copy Members**

**CPLNKAP2**
CPLNKAP2 defines the linkage section group item KAPT-INTERFACE for PPAPTDST. Include the two new appointment fields.

**CPLNKAPP**
CPLNKAPP defines the linkage section group item KAPP-INTERFACE for PPAPTUTL. Include the two new appointment fields.

**CPLNKTA2**
CPLNKTA2 defines the linkage section group item KTAP-APPOINTMENT PPAPTDST. Include the two new appointment fields.

**CPWSRAPN**
CPWSRAPN defines working storage for a PPPAPN table row. Include the four new appointment fields.

**CPWSRAPP**
CPWSRAPP defines working storage for a PPPAP table row; it is often used as EXTERNAL. Include the two new appointment fields. In addition, include FILLER at the end of the record to reduce the need for future recompiling of unmodified programs whenever new columns are added to the table.
Performance Evaluation Code
Detail Design

Programs

Modified Programs

PPAPNFET, PPAPNHST
These programs are a standard part of the HDB Fetch/Update complex for the PPPAPN table. Include the four new PPPAPN columns.

PPAPPUTW
This program is a standard part of the EDB Fetch/Update complex for the PPPAPP table. Include the two new PPPAPP columns.

PPAPTDST
This program is a standard appointment and distribution fetch program, called by several other programs. Replace the use of PPPVAPT1 with PPPVAPP1.

PPAXDHG, PPAXDFET, PPAXDUPD, PPAXDUTL
These programs are a standard part of the EDB Fetch/Update complex for the PPPAPP and PPPDIS tables. Include the two new PPPAPP fields.

PPEC002
This program performs appointment title code consistency edits. Include the two new appointment fields.

PPEC026 (new)
This program performs the Performance Evaluation consistency edits. They were placed in a separate program, rather than included in any existing appointment consistency edit programs, to ensure that the edits would be triggered only by changes to the performance evaluation fields. The consistency edits include:
- Warning if the performance evaluation date is after the appointment end date
- Warning if the performance evaluation date is before the appointment begin date
- Warning if the performance evaluation data is being added to an academic appointment
- Reject (warning in batch) if both performance evaluation code and date are not present

PPEM003
This program performs deletes of the appointments and distributions. Include the two new appointment fields.

PPEM112
This program handles the primary title and job group derivations. Include the two new appointment fields for consistency.

PPOPTTR01
This program is called by Online Payroll Time Reporting. Replace view PPPVAPT1 with PPPVAPP1.

PPP680
This program generates appointment and distribution transactions to update an employee's records on the EDB as the result of a merit increase. Include the two new appointment fields on the appointment transactions when an appointment is copied from an existing one to create a new one.

PPP910
This program generates appointment and distribution transactions to update an employee's records on the EDB as the result of a range adjustment. Include the two new appointment fields on the appointment transactions when an appointment is copied from an existing one to create a new one.
PPWEAPC
This program is the screen processor for the EDB Entry/Update function EAPC. The Performance Evaluation fields must be cleared out when an existing appointment is copied to create a new appointment. The FLSA Indicator must also be cleared out, to keep EAPC consistent with EAPP.

PPWEAPP
This program is the screen processor for the EDB Entry/Update function EAPP. The Performance Evaluation fields must be cleared out when an existing appointment is copied to create a new appointment.

PPWEVAL (new)
This program is the screen processor for the EDB Entry/Update function EVAL. It will display the appointment number, appointment begin and end dates, title code and name, appointment type, and appointment department. Users will be able to update only the Performance Evaluation Code and Date for existing appointments.

USER08
This program is one of the driver programs for EDB Entry/Update. Include the two new appointment fields.

USER12
This program is another driver program for EDB Entry/Update. Include the two new appointment fields.

Unmodified Programs

All programs that use the following modified copy members will need to be recompiled:
- CPWSRAPP (typically EXTERNAL; in 94 programs as of R1416)
- CPWSRAPN (typically EXTERNAL)
- CPLNKAP2 (linkage for PPAPTDST; in 28 programs as of R1416)
- CPLNKAPP (linkage for PPAPTDST; in 27 programs as of R1416)
- CPLNKTA2 (linkage for PPAPTDST; in 27 programs as of R1416)

In addition, Staffing program SLPGM125 uses some of these copy members.

All programs that use the following modified INCLUDEs will need to be reviewed for recompilation, particularly if any of them are used with SELECT *:
- PPPVAPP1
- PPPVAPP2
- PPPVZAPP
- PPPVAPN1
- PPPVZAPN

PPP620 uses SELECT *. 
CICS Maps

PPEVAL0 (new)
This map is used by the Performance Evaluation Entry/Update screen, and is controlled by the screen processor program PPWEVAL.
**Table Updates**

**Data Element Table (DET):**

The Performance Evaluation Code will be data element 2026. It is an alphanumeric field, and its length is 1. It will trigger new consistency edit 026, and the standard value edits. DE 2026 was previously used for an obsolete Academic Service period, and will need to be deleted first.

The Performance Evaluation Date will be data element 2027. It is a date field, and its length is 4. It will trigger new consistency edit 026, and the standard date edits.

**Routine Definition Table (RTD):**

New consistency routine C026/PPEC026 will be added.

**Process Group Table (PGT):**

New consistency routine C026 will be added to processing group 004

**Data Element to Screen Table (DES):**

The two new appointment fields, DE 2026 and DE 2027, will be added as updateable on new screen EVAL.

**System Messages Table (MSG):**

The following messages will be added:
- 08-943 PERFORMANCE EVALUATION DATE IS AFTER APPOINTMENT END DATE
- 08-944 PERFORMANCE EVALUATION DATE IS BEFORE APPOINTMENT BEGIN DATE
- 08-945 PERFORMANCE EVALUATION CODE AND DATE MUST BOTH BE PRESENT
- 08-946 PERFORMANCE EVALUATION DATA ENTERED FOR AN ACADEMIC APPOINTMENT

**History Data Element Table (PPPHDE):**

The two new appointment fields (DE 2026 and DE 2027) will be included in the HDE.
CICS System Updates

The following items will need to be defined to CICS:

- PPWEVAL
- PPEVAL0
- PPEC026
Data Dictionary and Help Updates

Data Dictionary:

Data elements 2026, Appointment Performance Evaluation Code, and 2027, Appointment Performance Evaluation Date, will be added.

Help Text:

Screen-level help will be added for new function EVAL. Field-specific help will be added for Performance Evaluation Code and Performance Evaluation Date. Help anchors will also be added for the display-only fields.