HRS-HCM SECURITY ROLE CATALOG

This catalog is a complete listing of all security roles available to all UW employees for access to the HRS-HCM transactional environment at the time of the publication date listed on the bottom of the page.

Role Name	Role Description
AM Campus Coordinator	UPDATE employee schedule assignments Approve, deny, correct absence entry Update absence balances Review results Update all Employee level pages (Takes, Entitlements, Balances) -Review Employee Balance, - Add/Correction access for Absence Events. - Add Entitlement Overrides - View Absence Calculation Messages - View Payee Status - Create/Adjust Absence Triggers. - Define Absence Calendar Group. - View Absence Calc Processing Results.
AM Configuration View	View only access to all Absence Element Configuration including: - Takes - Entitlements - Balances - Formulas - Durations - Supporting Elements
AM Department Coordinator	Approve, Deny, Correct absence entry View employee level AM data - Review Employee Balance, - Add/Correction access for Absence Events. - View Entitlement Overrides and Balance Adjustments - Create/Adjust Absence Triggers. - Define Absence Calendar Group. - View Absence Calc Processing Results.
AM Employee	Employee Self Service and earning statement Request Absences, View Balances, View Absence history
AM Event Entry	Student/Admin assist Update/Correction to Absence Event Entry View Absence Balances
AM Reports	Process and Review Reports

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Role Name	Role Description
AM Supervisor	Supervisor Approve and Manage their employee's absence request. View Absence History and Balances.
AM View Only	Absence Management view-only role. This role will grant view only access to various attributes and information about an employee. These include having access to their absence events, absence balances and absence calculation results.
Absence for ESS Fluid Monthly	Dynamic role provisioned to monthly-paid employees for Absence Requests.
Absence for Punch Time Users	Employee Self Service and earning statement View Absence history for Punch Time users
BI Budget Coordinator	Budget Coordinator Role. View access only. This role grants inquiry access to areas in the HRS application that Campus Budget users will find useful when developing and monitoring University Budgets as well as Position Control reports . This role has access to view PayCheck, Commitment Accounting and Direct Retro (AKA Salary Cost Transfer) details. NOTE: Budget users should also request: "HR Job Data View Only" and "HR Tenure View Only" roles.

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Role Name	Role Description
BI HRS Qry-Benefits Only	This role allows the user to view benefit information for employees, their dependents, and beneficiaries.
	This role allows view access to employees' annual base benefit rate, historical and current Tax Sheltered Annuity information, Wisconsin Retirement System information, and disability/health/life benefit enrollment codes. Information is also provided to view fields for purposes of benefit counseling sessions with the employee.
	In addition to the above mentioned views for an employee, this role's views also provide access to the following information for employees and their dependents: - Sensitive and non-sensitive personal and benefits data - Enrollment information for all plan types - Individual and family live insurance information
	This role also allows a view to additional sensitive data regarding an employee's dependent and beneficiary information.
	This role contains access to the following sensitive data views: UW_BN_ABBR_VW Annual Benefits Base Rate Data View UW_BN_BENCNS_VW Benefits Counseling Data View UW_BN_DEPENR_VW Benefits Plan Dependent Enrollment Data View UW_BN_DP_PER_VW Benefits Dependent Personal Data View UW_BN_EMDENR_VW Benefits Enrollment Data View UW_BN_EMPENR_VW Employee's Benefits Enrollment Data View UW_BN_EMPPER_VW Employee's Personal Benefit Data View UW_BN_IND_FM_VW Individual Family Life Insurance Data View UW_BN_TSA_HS_VW Historical TSA Data View UW_BN_TSA_VW TSA Data View UW_BN_WRS_VW Wisconsin Retirement System (WRS) Data View UW_BN_BPERSN_VW (Sensitive) Benefits Person Data View UW_BN_DBN_EF_VW (Sensitive) Additional Benefits Dependent and Beneficiary Information Data View UW_BN_ER_BSD_VW (Sensitive) Disability Benefit Enrollment Codes Data View UW_BN_ER_BSH_VW (Sensitive) Health Benefit Enrollment Codes Data View

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Role Name	Role Description
	UW_BN_ER_BSL_VW (Sensitive) Life Benefit Enrollment Codes Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
BI HRS Qry-Non-Sensitive	This role is to be requested by users of the Query Library. Note: Individual ODBC database access is NOT included with this role.
BI HRS Queries-Sensitive	This role is to be requested by users of the Query Library for related Human Resources data views. Note: Individual ODBC database access is included with this role.
BN ACA Reports	Grants access to run ACA audit reports
BN Benefits Report Manager	Access: Benefits Report Manager
BN Benefits View	Access: Read-only benefits data Purpose: Benefits Counseling. Functional activities to include high-level visibility to the employee job and benefits information for the purpose of high level counseling. Location: UW System-wide, including UW Madison division/departments.
BN Campus Benefits Update	Access: Update/Display to enter benefits-related data into the HRS system and run Ben Admin processes. Read only access to payroll (excluding retro pay). Purpose: UW Institution benefits administration. Location: Roles will reside an UW institutions.
BN Deduction Prepay Review	Access: This role will be primarily used to review and correct deduction prepays via the HRS Deduction Prepay Review page that have been loaded as part of the May Multiple prepay process. The role will also be able to used to do the same for prepays that have been manually added. May Multiple prepays will be loaded for all eligible insurances with a default factor of '3'. This role will enable insurance rows to be deleted if the employee does not intend to return in the fall or the default factor to be corrected from '3' to '1' or '2' if the employee intends to terminate/retire mid-summer. Purpose: Enable the review and correction of prepays batch loaded as part of the annual May Multiple process. Location: Campus benefits administrators. In the larger institutions, the role may be assigned to division/department HR or benefits resources.
BN Job Data	This role allows the user to update benefits fields on Job Data.

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BN Reconciliation Table View	View-only access to the Benefits Reconciliation Table page which is used for research and analysis of benefits enrollment and deduction discrepancies. Certification Requirements: None
BN TSA Administrator	Access: Update/Display to enter benefits-related data into the Savings Management tables, run Savings Management processes, and run Savings-related reports. Purpose: UW Savings plan administration. Location: The role will be assigned to the 403b Plan Administrator, located at UW System Administration.
BN WRS View Access	View-only access to the HRS WRS Accumulator and WRS Detail Review pages for use by the Service Center for research and anlysis in response to inquiries and by Campus Benefits Administrators for retirement counseling.
BN Workers Compensation Admin	The role is assigned to Workers Compensation (WC) Administrators who need access to run the Workers Compensation report. The role will be assigned to WC administrators at the UW System Administration, the UW Service Center, as well as at each of the UW campuses.
Campus Bfile Restricted Access	This role is able to access a restricted file and have specified access to the documents based on the Electronic Files Group Security page for BFILE. Currently that access will be: Add.
Custom Recruitment Administrat	Custom bolt on role dynamically assigned alongside delivered Recruitment Administrator role.
DB AM Query All Non Sensitive	This role contains query access to all Absence Management data views including absence events, overrides, accumulators, calc results and balances. This role contains access to the following data views: UW_AM_ABSEVT_VW Absence Event Definition Data View UW_AM_ABSOVR_VW Absence Override Definition Data View UW_AM_ACCUM_VW Absence Accumulator Data View UW_AM_ERNDED_VW Absence Management Earnings/Deductions Results Data View UW_AM_RLT_CG_VW Absence Results by Calendar Group Data View UW_AM_PD_HRS_VW (Non-Sensitive) Accumulator PIN Results Data View UW_AM_BAL_VW (Non-Sensitive) Absence Management Balance View UW_GPCAL_RUN_VW Calendar Run Definition In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.

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DB FI Query All Non Sensitive	This role contains access to the data related to department budget actuals, encumbrance earnings, deductions, and taxes and includes funding end dates, amounts, ChartField values and posted actual amounts. This role contains access to the following data views: UW_FN_BUDACT_VW Budget Actuals Data View UW_FN_DEPBUD_VW Department Budget Dates Data View UW_FN_ENCUMB_VW Encumbrance Earnings/Deductions/Taxes for given fiscal year UW_FN_ERDDTX_VW Department Budget Earnings/Deductions/Taxes Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB HR CAT Query Non Sensitive	Grants access to query the Compensation Administration Tool (CAT) data views, containing current and historical compensation and funding data stored with the CAT.
DB HR Query Address Sensitive	This role allows the user to view all address data/information for all people, regardless if the "Release Home Information" flag/checkbox has been checked or not. This role provides access to the following Data View: UW_HR_ADDRES_VW Address Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.

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Role Name	Role Description
DB HR Query All Non Sensitive	This role allows the user to view non-sensitive person data, as well as current and historical job data, and position data. This role will also include views to tenure, education profile, non-sensitive Equal Employment Opportunity data, job code and salary grade history data. This Role provides access to the following Data Views: UW_COMB_APMT_VW Combined (IADS + HCM) Appointment Data View UW_COMB_NSPR_VW (Non-Sensitive) Combined (IADS + HCM) Non-Sensitive Person Data View UW_HIST_ACHG_VW Historical (IADS) Appointment Data View UW_HR_EEO_NS_VW (Non-Sensitive) Equal Employment Opportunity Data View UW_HR_ALLJOB_VW All Job Data View UW_HR_CURJOB_VW Current Job Data View UW_HR_NS_PER_VW (Non-Sensitive) Person Data View UW_HR_JCD_DT_VW Historical Title File - Job Code History Data View UW_HR_SG_ANF_VW Historical Title File - Salary Grade History Data View UW_HR_SGD_JC_VW Historical Title File - Salary Grade Job Code History Data View UW_HR_POS_DA_VW (Non-Sensitive) Position Data View UW_HR_MNGPRF_VW Manage Profile Data View UW_HR_TENURE_VW Tenure Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB HR Query EEO Sensitive	This role allows the user to view sensitive Equal Employment Opportunity data, including National ID, disability, and veteran status information. This role provides access to the following Data View: UW_HR_EEO_VW (Sensitive) Equal Employment Opportunity Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.

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Role Name	Role Description
DB HR Query EmerCT Sensitive	This role allows the user to view sensitive emergency contact data information. This role provides access to the following Data View: UW_HR_EMERCT_VW Emergency Contact Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB HR Query FMLA Sensitive	This role allows the user to view sensitive FMLA (Family Medical Leave Act) data. This role provides access to the following Data View: UW_HR_FMLA_VW In addition, access to all the Non-Sensitive and Sensitive (UW_P_%) Lookup Tables is included.
DB HR Query Person Sensitive	This role allows the user to view sensitive personal information including National ID number and ethnic group. This role provides access to the following Data Views: UW_COMB_PERS_VW (Sensitive) Combined (IADS + HCM) Person Data View UW_HR_PERSON_VW (Sensitive) Person Data View UW_HR_OCTJOB_VW - October Frozen Job View and access to EPM Reports > HR Reports > UW Person Lookup page In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB HR Query VSACZN Sensitive	This role allows the user to view sensitive personal information including Visa/Citizenship data. This role provides access to the following Data Views: UW_COMB_PCHG_VW Combined (IADS + HCM) Person Change Data View UW_HR_VSACZN_VW Visa/Citizen Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.

Role Name	Role Description
DB PY Qry DEDBAL NonSensitive	This role provides access to deduction balance information. This role provides access to the following data views: UW_PY_BAL_DED Deduction Balance Data View UW_PY_BALAD_DED Deduction Balance Adjustment Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB PY Qry DIRDEP NonSensitive	This role provides access to non-sensitive direct deposit information. It does not include account data. This role provides access to the following data views: UW_PY_NS_DDP_VW (Non-Sensitive) Direct Deposit Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB PY Qry Empl Lvl Sensitive	This role provides access to sensitive employee-level payroll records. It will include access to paycheck, additional pay, deduction, and tax information, along with balance data. This role provides access to the following data views: UW_PY_ERNDST_VW (Sensitive) Earnings Distribution Data View UW_PY_PYINFO_VW (Sensitive) Pay Check and Other Pay Earnings Data View UW_PY_TAXDST_VW (Sensitive) Tax Distribution Data View UW_PY_DEDDST_VW (Sensitive) Deduction Distribution Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.

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Role Name	Role Description
DB PY Qry Empl Lvl NonSensitv	This role provides access to non-sensitive employee-level payroll records. It includes access to paycheck, additional pay, deduction, and tax information, along with balance data. This role provides access to the following data views: UW_PY_ADD_PY_VW Additional Pay Data View UW_PY_CHECK_YTD YTD Check Data View UW_PY_NS_ERD_VW (Non-Sensitive) Earnings Distribution Data View UW_PY_NS_PYI_VW (Non-Sensitive) Pay Check and Other Pay Earnings Data View UW_PY_NS_TXD_VW (Non-Sensitive) Tax Distribution Data View UW_PY_BAL_ARR Arrears Balance Data View UW_PY_BAL_ERNGS Earnings Balance Data View UW_PY_BAL_TAX Tax Balance Data View UW_PY_BALAD_ARR Arrears Balance Adjustment Data View UW_PY_BALAD_ERN Earnings Balance Adjustment Data View UW_PY_BALAD_TAX Tax Balance Adjustment Data View UW_PY_EMPDED_VW General Employee Deduction Data View UW_PY_NS_DDD_VW (Non-Sensitive) Deduction Distribution Data View UW_PYRCD_TBL_VW Payroll Coordinator Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB PY Qry RETRO NonSensitive	This role provides access to retroactive benefit deduction informaiton. This role provides access to the following data views: UW_PY_RETDED_VW Retro Deduction Calculation Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DB PY Qry VSACZN Sensitive	This role allows the user to view sensitive personal information including Visa/Citizenship data. In addition, access to all the Non-Sensitive and Sensitive (UW_P_%) Lookup Tables is included.
DB TAM Query Non-Sensitive	Talent Acquisition Manager Non-Sensitive Data. Information on Job Openings, Recruitment, Applicants and Job Offers.

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Role Name	Role Description
DB TAM Query Sensitive	Talent Acquisition Manager Sensitive Data. Information on Job Openings, Recruitment, Applicants and Job Offers.
DB TL Query All Non Sensitive	This role provides query access to all Time and Labor data views. Information available includes: - Employee Workgroup and Time Reporting Status - Employee Approver and Backup Approver - Exception information - Reported and Payable Time information - Schedule information - Differential assignments - TL Group information This role provides access to the following data views: UW_TL_EMPDTA_VW Basic Time & Labor Employee Data View UW_TL_EXCPTN_VW Time & Labor Exception Data View UW_TL_PAYRPT_VW Reported & Payable Time Data View UW_TL_RPT_TM_VW Reported Time Data View UW_TL_SCH_AS_VW Time & Labor Schedule Assignment Data View UW_TL_EX_DIF_VW Time & Labor Exam Differential Data View UW_TL_GR_DTL_VW Time & Labor Group Detail Data View UW_TL_ST_DIF_VW Time & Labor Student Differential Data View UW_TL_TMEREP_VW Time & Labor Time Reporter Roles Data View In addition, access to all the Non-Sensitive Lookup Tables (UW_P_%) is included.
DYN OAR Manager Approver	Dynamic Approval access to Outside Activities Report Form for Reports To positions to be able to review and update their employee(s) outside activities reported on the form. Sensitive data: No Restricted data: No
Direct deposit self service	This dynamic role will allow the end user to update their direct deposit information. In addition to direct deposit this role will also grant access to the International Payroll Wire Request form.
ESS Garnishments	Allows active employees who have had a garnishment to view payment history and balance information through employee self-service.

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Role Name	Role Description
FI Campus Direct Retro Approvr	FI Campus User Direct Retro Approver Access. This access includes the ability to approve direct retros and prepare them to process through to SFS Financials.
FI Campus Direct Retro Entry	FI Campus User access to enter a direct retro (Salary Cost Transfer). This access allows a user to enter a direct retro (salary cost transfer) into the HRS System. Direct Retros is a mechanism whereby you can change funding distributions for a payroll run through HRS.
FI Campus Funding - All Campus	FI Campus user access to enter funding for more than one business unit. In EXTREME cases, there is funding which crosses business units. This access will be limited to a few individuals and will need approval of Finance Team and Campus Leaders.
FI Campus Funding One BU	FI Campus user access to enter funding for their Business Unit. The role provides access to the custom Funding Entry Page to enter and change funding for employee/job for user's campus only.
FI Campus User Funding Reports	FI Campus User access to Funding Reports to assist in entering funding or maintenance of funding. The finance team has a number of funding reports available to help campuses monitor funding as well as project costs of salary. Examples of funding reports are Direct Retro (SCT) audit report, Dept/Project Inactive Report, Funding Audit Report, Detail Funding Salary Report.
FI Campus User Funding VW Only	FI Campus User View Only, access of customized Funding Entry Page for their campus. The funding pages show funding distributions for employee/job for set effective dates.
FI Campus: Act Distrib Funding	FI Campus User View Only of the detailed employee/job funding distribution for payrolls processed.
FI Campus: Direct Retro VW	FI Campus User Access to viewing salary funding distribution (direct retro) changes for employee/job/payroll period for their campus for payrolls originating in HRS.
FI Campus: Funding Error Rpt	FI Campus User Funding Error Report Access. This is specific to funding errors found after a payroll calc. This access allows a user to view funding edits online (also can be downloaded in excel form) in an effort to make corrections via the Funding Entry Page and prevent said funding to divert to Default Funding (128 PRDFLT 1) .
FI Campus: Retro Plan Fnd VW	FI Campus User Access to view funding for Retro Pay Plan. Retro Pay Plans are normally unclassified pay plan back pay (or true retros) whereby the historical funding must be applied to retro pay periods. This security will give you access to view funding distribution for these payrolls.

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Role Name	Role Description
FI Campus: User Encumb VW Only	FI Campus User Access to view Encumbrance Information. You can view the Departments on your campus which are configured to encumber. Access is also given to view encumbrance messages which relate to problems with calculating encumbrances. In addition, you can see what encumbrances were assigned suspense funding for encumbrances.
FI Finance Review Query	Financial review of HRS paycheck, earnings, deductions, taxes, EDT and accounting lines.
FI RSP Approval Direct Retro	FI RSP User Access to Approve Direct Retros for Funds 144 and 133. For Funds 133 and 144 for MSN (and/or MIL, EXT or any other campus with these requirements) another approval is necessary in order for the Research and Sponsored program office to review any changes in funding that involve funds 133 and 144. Only this access can change the status of a direct retro from RSP approval to Ready for Nightly Batch which flags the direct retro as ready to be interfaced to SFS Financials.
Fluid Announcement Page	This dynamic role provisions users with the fluid announcements tile within the fluid Administrator homepage.
GT Security Form Requester	
HR Ad hoc queries	This role allows the user to run ad hoc public HR HCM queries. These queries can also be scheduled by the user.
HR Add/Maintain POI Update	Add/Maintain POI Update role. [Add/Update Access] This role will be able to add POI (person of interest) types to people already existing in the system. This role will also be able to maintain a person's POI relationship with the UW for existing people. This role will not be able to "Add a Person".

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Role Name	Role Description
HR Administrator (Update HR)	HR Administrator (Update HR) role. [Add/Update Access and View Access] This role will include adding new positions, add new people (employees and POI's [Persons of Interest]), and add new job/employment instances (additional jobs). * Add/Update access for current personal data * Add/Update access to position data * Add/Update access to job data * Add/Update access to person profile data * Add/Update access to create and maintain Time and Labor (TL) security * Update/correction access for assigning TL work schedules * This role is not able to add/update ethnicity data. * This role is not able to add/update disability/vets data. * This role cannot select the Over Maximum (compensation) checkbox. * This role will be able to initially add a person, including POI's, and add POI relationships/types, but will not be able to maintain POI's. * View access to Visa/Citizenship data * View access to tenure data * View access to governance tracking data * View access to contract data * View Multiple Job Summary data - Benefit Program - Benefit Status - Benefit Record Number - Primary Empl Rcd - Effective Date - Benefit Service Date - Previous WRS State - Previous WRS Local - Health Rate (new field) - Pay Group - Employee Type - Frequency Certification Requirements: None Role Compatibilities: * IF YOU HAVE THIS ROLE, YOU DO NOT NEED ANY OF THE FOLLOWING ROLES: - HR Governance Tracking View - HR Job Data Update or View Only - HR Person Profile Update or View Only - HR Person Update or View Only - HR Position Update or View Only - HR Student Help Update or View Only

Role Name	Role Description
	- HR Tenure View Only - HR View Only - HR Visa View Only
HR CAT Func User RO Access	Grants access for viewing both compensation and funding in the Compensation Administration Tool (CAT) and Additional Adjustments Page (AAP). Also grants ability to run reports, all located within the Compensation Admin Folder accessed via: Workforce Administration > UW External HR Systems > Compensation Admin Tool.
HR CAT Func User UPDATE Access	Grants access to make changes for both compensation and funding in the Compensation Administration Tool (CAT) and Additional Adjustments Page (AAP). Also grants ability to run the Initialization Report (IR), upload the Institutional Planning Spreadsheet (IPS), and run reports, all located within the Compensation Admin Folder accessed via: Workforce Administration > UW External HR Systems > Compensation Admin Tool.
HR Checklist	This role allows users to view and update existing checklists on either the Person Checklist or Person Assignment Checklist pages. Users do not need this role if they already have HR Administrator or HR Manage Hires for Recruiting roles. Sensitive Data: N. Restricted Data: N
HR Configuration View Only	HR Configuration View Only role. [View Only Access] This role only allows view access to all HR configuration tables.
HR Contract Data Correction	Contract Data Correction role. [Correction Access] This role will be able to update/correct status, contract content, and contract type for employees.
HR Contract Data Update	Contract Data Update role. [Add/Update Access] This role will be able to add and update contract status, contract content, and contract type for employees.
HR Disability/Vets Update	Disability/Vets Update role. [Add/Update Access] This role will be able to add and update disability/veteran information. * Add/update disability/veterans data Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Disability/Vets View Only role.
HR Disability/Vets View Only	Disability/Vets View Only role. [View Only Access] This role will be able to view disability/veteran information.

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Role Name	Role Description
HR E-Verify Update	E-Verify Update role. [Add/Update Access] This role will be able to add or update E-Verify status for people. E-Verify is a place to track validation by Federal Government that the person is who they say they are and can be employed. * Add/update E-Verify status Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR E-Verify View Only role.
HR E-Verify View Only	E-Verify View Only role. [View Only Access] This role will only allow to view E-Verify status for people. E-Verify is a place to track validation by Federal Government that the person is who they say they are and can be employed.
HR Emergency Contact Update	Emergency Contact Update role. [Add/Update Access] This role will be able to add and update emergency contact information for people. * Add/update emergency contact data Certification Requirements: None Role Compatibilities: None * If you have this role, you do NOT need the HR Emergency Contact View Only role.
HR Emergency Contact View Only	Emergency Contact View Only role. [View Only Access] This role will only allow view access to people's emergency contact information.
HR Employees on LOA Report	Employees on LOA Report role. [Add/Update Access] This role will be used to run the Employees on Leave of Absence Report.
HR Ethnicity Upd Modify Person	Ethnicity Update role. [Add/Update Access] This is the ethnicity/regional panel for the ""modify a person"" function. This role will be able to add and update the Ethnic Group for people on the Regional page of Personal Information. This role includes update access to the other fields on the Regional page including Military Status and Citizenship Proof 1 (which is used by Eau Claire and Whitewater for I-9 information).

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HR Ethnicity Update Add Person	Ethnicity Update role. [Add/Update Access] This is the ethnicity/regional panel for the "add a person" function. If the user does not have access to add a person, he/she should NOT have this role. This role will be able to add and update the ethnic group for people on the Regional page of Personal Information. This role includes update access to the other fields on the Regional page including Military Status and Citizenship Proof 1 (which is used by Eau Claire and Whitewater for I-9 information).
HR Ethnicity View Add Person	Ethnicity View Only role. [View Only Access] This is the ethnicity/regional panel for the "add a person" function. If the user does not have access to add a person, he/she should NOT have this role. This role will be able to view the ethnic group for people on the Regional page of Personal Information. This role includes view access to the other fields on the Regional page including Military Status and Citizenship Proof 1 (which is used by Eau Claire and Whitewater for I-9 information).
HR Ethnicity Vw Modify Person	Ethnicity View Only role. [View Only Access] This is the ethnicity/regional panel for the ""modify a person"" function. This role will be able to view the Ethnic Group for people on the Regional page of Personal Information. This role includes view access to the other fields on the Regional page including Military Status and Citizenship Proof 1 (which is used by Eau Claire and Whitewater for I-9 information).
HR FMLA Update	FMLA Update role. [Add/Update Access] This role will be able to add and update FMLA information. * Add/update FMLA data Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR FMLA View Only role.
HR FMLA View Only	FMLA View Only role. [View Only Access] This role will be able to view FMLA information. The FMLA roles are intended to be assigned only to those HR staff who handle medical information for employees. Approval of this request should be monitored accordingly.

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HR Faculty Relationships Upd	Faculty Relationships Role [Add/Update/Correction Access] This role allows the user to update faculty relationships including Affiliates, Joint Departments, and Joint Executive.
HR Governance Tracking Update	Governance Tracking Update role. [Add/Update Access] This role will be able to add and update division affiliation and senate district information for people. * Add/update division affiliation data * Add/update senate district data Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Governance Tracking View role.
HR Governance Tracking View	Governance Tracking View Only role. [View Only Access] This role will only be able to view division affiliation and senate district information for people. * View division affiliation data * View senate district data Certification Requirements: None Role Compatibilities: None * Functionality contained within this role is included in the HR Administrator role.
HR ImageNow Document Imaging	The Employee Information (ImageNow) role provides access to search the entire HRS data base (all campuses) to find employee data used to link a document in ImageNow. Search criteria are empl ID or Name.
HR JEMS	JEMS role. [Add/Update Access] This role will be able to run and review staged data for HR-JEMs Interface - Job and Employee Management System (PVL/CHRS).
HR Job Data Over Max Update	Job Data Over Max Update role. [Add/Update Access] This role has access to add and update job data information, including access to check the Over Max option on the UW Custom page. This role can add employment instances (additional jobs).

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Role Name	Role Description
HR Job Data Update	Job Data Update role. [Add/Update Access] This role has access to add and update job data information. This role can add employment instances (additional jobs). This role will have add/update access to create and maintain Time and Labor (TL) security, and correction/update access for assigning TL work schedules. * Add/update job data - Add/update work location - Add/update specific job - Add/update payroll - Add/update salary plan/grade - Add/update compensation * Add/update UW custom data - Add/update continuity - Add/update probation type/date - Add/update over/under minimum salary range - Add/update working title - Add/Update encumbrance * This role has no access to check Over Max option on the UW Custom page. * Add/update access to Time and Labor security * Update/correction access for assigning TL work schedules Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Job Data View Only role. * Functionality contained within this role is included in the HR Administrator role.

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Role Name	Role Description
HR Job Data View Only	Job Data View Only role. [View Only Access] This role will only be able to view job data information. * View access to job data - View access to work location - View access to specific job - View access to payroll - View access to salary plan/grade - View access to compensation * View access to UW custom data - View access to continuity - View access to probation type/date - View access to over/under minimum salary range - View access to working title - View access to encumbrance Certification Requirements: None Role Compatibilities: * Functionality included within this role is included in the HR View Only role.
HR JobCd Sal Grd Pln View only	Job Code, Salary Grade, and Salary Plan View Only role [View Only]. This role allows the user to view the configuration pages for Job Codes, Salary Grades, and Salary Plans.
HR LTE Hours Report	LTE Hours Report [Add/Update Access] This role allows the user to run the report that monitors 1043 hours limit for LTE's.
HR Lump Sum Requestor	This role allows the requester to search and select employees to add Lump Sum requests.
HR Mailing Labels Report	Mailing Labels Report role. [Add/Update Access] This role will be used to generate home address labels for all workers in PSHRMS. This can be sensitive data for those people who do not allow the release of home information.
HR Manage Hires for Recruiting	HR Manage Hires for Recruiting role. [Add/Update Access] This role will allow access to process hires, rehires, and transfers from Recruiting Solutions (TAM) using the Manage Hires page. This role will allow Users to process employees in the Manage Hires queue with a Source of Recruiting Solutions. Any user that obtains this role MUST have the HR Administrator role as well. This is critical for the user to adequately process TAM hires with Job Data update access.
HR Outside Activities Form EE	This role will provide employees with access to the OAR Form page

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Role Name	Role Description
HR Over Max Under Min Report	Over Max Under Min Report role. [Add/Update Access] This role will be used to run the report that compares the compensation rate to the maximum and minimum of the salary range and the status of the Over Max and Under Min indicators. There are three options when running this report: The rate is outside the range (over/under) and the indicator is not checked, the rate is inside the range and the indicator is checked, and the rate is outside the range (over/under) and the indicator is checked.
HR P-file Uploader	Human Resources personnel who only upload unrestricted P-Files into an employee's file. These users will not be allowed to view or make any adjustments to the file within HRS.
HR P-file User	Human Resources personnel who needs access to view unrestricted P-Files by individual document or a condensed group of documents (Print). These users would also be able to upload new documents; Edit effective date, Business Unit, and Attached file name for existing documents; Reassign a document from one employee's file into another's file; change the document's "Document Type" name. In addition, the user would able to request for a document to be deleted.
HR P-file View	Human Resources personnel who only needs access to view unrestricted P-Files by individual document or a condensed group of documents (Print)
HR Passport/Visa Expire Rpt	Passport/Visa Expiration Report role. [Add/Update Access] This role will be used to run the Passport/Visa Expiration Report.
HR Pending Future Actions Rpt	Pending Future Actions Report role. [Add/Update Access] This role will be used to run the Pending Future Actions Report.
HR Per Contact & Empl Info Upd	This role allows view access to the employment and person information included in the HR Job Data View Only and HR Person View Only roles as well as update access to the Contact Information tab in Modify a Person and the Employment Information page in Job Data.

Role Name	Role Description
HR Person Org & Job Summary VW	Personal Organization and Job Summary role. [Add/Update access] This role consolidates information for a person's organizational relationships (all employment and POI instances), provides a view to all jobs to which an employee is assigned, and allows a display of job information and compensation rates for an employee. * View access to review a person's organizational relationships. * Provides a view to all jobs to which an employee is assigned. * View a display of job information and compensation rates for an employee. * View Multiple Job Summary data - Benefit Program - Benefit Status - Benefit Record Number - Primary Empl Rcd - Effective Date - Benefit Service Date - Previous WRS State - Previous WRS Local - Health Rate (new field) - Pay Group - Employee Type - Frequency Certification Requirements: None Role Compatibilities: * Functionality of this role is included in the HR Administrator role.
HR Person Profile Update	Person Profile Update role. [Add/Update Access] This role will be able to add and update profile information to a person such as faculty sabbatical, degrees earned, areas of study, or language skills. * Add/update faculty sabbatical data * Add/update degrees earned data * Add/update areas of study data * Add/update areas of language skills data Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Person Profile View Only role

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Role Name	Role Description
HR Person Profile View Only	Person Profile View Only role. [View Only Access] This role will only be able to view profile information on a person such as faculty sabbatical, degrees earned, areas of study, or language skills.
HR Person Update	Person Update Role. [Add/Update Access] This role will be able to update personal information, including drivers license, general comments, and other names. This role will not be able to add people, only update current personal information. This role will not be able to add POI relationships/types or maintain POI's. This role has no access to emergency contact information, ethnicity, or disability/vets information. This role can view the person organizational summary page. * Update personal data * Update driver's license data * Update general comments * Update other names * View the person organizational summary page. Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Person View Only role. * Functionality of this role is included in the HR Administrator role.
HR Person View Only	Person View Only role. [View Only Access] This role will only be able to view personal data, but no access to emergency contact information, ethnicity, or disability/vets information. * View personal data * View the person organizational summary page. Certification Requirements: None Role Compatibilities: * Functionality of this role is included in the HR View Only role.
HR Personnel Actions Hist Rpt	Personnel Actions History Report role. [Add/Update Access] This role will be used to run the Personnel Actions History Report.
HR Position Reports	This role will be used to run reports specific to position information.

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Role Name	Role Description
HR Position Update	Position Update role. [Add/Update Access} This role will be able to add positions, and update/maintain positions. * Add position data * Update/Maintain position data * Access to person information is NOT provided in this role. * Access to reports are NOT included in this role. Certification Requirements: None Role Compatibilities: None * If you have this role, you do NOT need the HR Position View Only role. * Functionality of this role is included in the HR Administrator role.
HR Position View Only	Position View Only role. [View Only Access] This role will only be able to view position information. No reports are included in this role. * View position data * Access to reports are NOT included in this role Certification Requirements: None Role Compatibilities: None * Functionality of this role is included in the HR View Only role.
HR Primary Job Audit Report	Primary Job Audit Report role. [Add/Update Access] This role will be used to run the Primary Job Audit Report.
HR Probation Report	Probation Report role. [Add/Update Access] This role will be used to run the Probation Report.
HR Reports	HR Reports [Add/Update Access] This role allows the user to run reports that are considered more general /universal in nature. * Ability to run reports that are considered more general /universal in nature. * The number of reports accessible with this role will continue to grow as more reports are identified. Certification Requirements: None Role Compatibilities: * This role is a consolidation of HR Reports.

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Role Name	Role Description
HR Student Help Update	Student Help Update [Add/Update Access] This role will allow the user to add new Student Help employees, add new employment instances for Student Help employees. * Add/update new Student Help employees * Add new employment instances for Student Help employees * Update Job Data information for Student Help employees * Access to use the Template Based Hire template to create new Student Help employees Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Student Help View Only role. * Functionality of this role is included in the HR Administrator role.
HR Student Help View Only	Student Help View Only [View Only Access] This role will allow the user to only view Job Data for Student Help employees. No personal information is available within this role. * View Job Data information for Student Help employees * No personal information is available within this role. Certification Requirements: None Role Compatibilities: * Functionality of this role is included in the HR View Only role.
HR TBH HR Admin Approval Upd	Template-Based Hire HR Admin Approval role. [Add/Update Access) This role allows the review, update, and approval/administration of saving a pre-defined person on a template (from a Template-Based Hire template) for Student Help employees. NOTE: People who have this role should also have the Template Based Hires Update role (UW_UNV_HR_TBH_UPD role).
HR Template Based Hires Update	Template Based Hires role. [Add/Update Access] This role allows the access to the Template-Based Hire templates. This role will be able to use templates to hire/rehire Student Help, based on each individual campus.

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Role Name	Role Description
HR Tenure Update	Tenure Update role. [Add/Update Access] This role will be able to add and update a person's tenure information. * Add/update a person's tenure data Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Tenure View Only role.
HR Tenure View Only	Tenure View Only role. [View Only Access] This role will only be able to view a person's tenure information. * View a person's tenure data Certification Requirements: None Role Compatibilities: * Functionality of this role is included in the HR Administrator role.
HR UW Whitewater Identity Mgmt	UW Whitewater Identity Mgmt role. [Add/Update Access] Whitewater Identity Management System
HR Union Membership Report	Union Membership Report role. [Add/Update Access] This role will be used to run the Union Membership Report.

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Role Name	Role Description
HR View Only	HR View Only role. [View Only Access] This role will be able to only view general HR information including: personal information (excluding ethnicity and disability/vets information), job data information, and position information. * View personal data - Birth date - National ID - Personal address - Phone number - Email address, etc. * View job data - Work location - Specific job - Union - Payroll - Salary plan/grade - Compensation * View UW custom data - Continuity - Probation type/date - Over/under minimum salary range - Working title - Encumbrance information, etc. * View Multiple Job Summary data - Benefit Program - Benefit Status - Benefit Record Number - Primary Empl Rcd - Effective Date - Benefit Service Date - Previous WRS State - Previous WRS Local - Health Rate (new field) - Pay Group - Employee Type - Frequency * View summary pages - Job summary - Multiple job summaries - Person organizational summary (which identifies employee information and/or POI [person of interest] information). * No reports are included in this role. Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need:

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Role Name	Role Description
	- HR Person View Only - HR Job Data View Only - HR Position View Only - HR Student Help View Only
HR View Only Access With UnMas	This role provides those users that have view only access to HR Data the ability to see the Date of Birth and National ID data "unmasked". Virtually all HR and Benefits staff have Update/Display access to HR data. However, should there be a business need (eg. Employee Trust Fund (ETF) access) for a user (eg. Benefit Assistant; Student Help) with view only access, this role can be requested via OIM protocol. This role has been included as one of the "Authorized Roles" within the Data Masking Configuration Set Up. THIS ROLE SHOULD BE RESTRICTED FOR USERS WITH VIEW ONLY ACCESS TO HR DATA AND THAT HAVE A SPECIFIC BUSINESS NEED TO VIEW DOB & SSN.
HR Visa Update	Visa Update role. [Add/Update Access] This role will be able to add and update citizenship/passport information as well as Visa/permit information. * Add/View citizenship/passport data * Add/View Visa/permit data Certification Requirements: None Role Compatibilities: * If you have this role, you do NOT need the HR Visa View Only role.
HR Visa View Only	Visa View Only role. [View Only Access] This role will only be able to view citizenship/passport and Visa/permit information. * View citizenship/passport data * View Visa/permit data Certification Requirements: None Role Compatibilities: * This role is included in the HR Administrator role.
HR ePerformance Administrator	This role will give access to the Performance Management folder and pages through Workforce Development.
HR ePerformance Manager	This role will give access to the Performance Management folder and pages through Manager Self Service.
HR ePerformance User	This role will give access to the Performance Management folder and pages through Employee Self Service.

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Role Name	Role Description
HRS OBIEE Non-HRS Queries-NS	Allow Users to run OBIEE HRS related analysis/reports with non-sensitive information created by campuses. Users will be unable to access the OBIEE HRS Shared Queries Library.
HRS to Budget Comparison Rpt	HRS to Budget Comparison Report Role. This report will use a live database connection between HRS and the legacy Budget System to allow users to individually request a report in real time. The report is typically used during and at the end of the Budget development phase to compare the differences between HRS and Budget data. The report will display fields including but not limited to: Budget ID HRS Empl ID and Empl Rcd Home Department Funding UDDS HRS End Date The report will include comparisons for: Position Number Job/Title Code Title Pay Basis Rate Certification Required - None Role Compatibilities: HRS to Budget Comparison Report Role
IR DB AM Query Library	This role is to be requested by users of the Query Library for related Absence Management data views. Note: Individual ODBC database access is included with this role.
IR DB BN Snstve Query Library	This role is to be requested by users of the Query Library for related Benefits data views. Note: Individual ODBC database access is included with this role.
IR DB FI Query Library	This role is to be requested by users of the Query Library for related Finance Integration data views. Note: Individual ODBC database access is included with this role.

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Role Name	Role Description
IR DB HR CAT Query Non Sens	IR Role. Grants access to query the Compensation Administration Tool (CAT) data views, containing current and historical compensation and funding data stored with the CAT.
IR DB HR Query Library	This role is to be requested by users of the Query Library for related Human Resources data views. Note: Individual ODBC database access is included with this role.
IR DB PY Query Library	This role is to be requested by users of the Query Library for related Payroll data views. Note: Individual ODBC database access is included with this role.
IR DB PY Snstve Query Library	This role is to be requested by users of the Query Library for related Payroll data views. Note: Individual ODBC database access is included with this role.
IR DB TAM Query Lib Sensitive	This role is to be requested by users of the Query Library for related Talent Acquisition Manager Sensitive data views. Includes information on Job Openings, Recruitment, Applicants and Job Offers. Note: Individual ODBC database access is included with this role.
IR DB TAM Query Library	This role is to be requested by users of the Query Library for related Talent Acquisition Manager Non-Sensitive data views. Includes information on Job Openings, Recruitment, Applicants and Job Offers. Note: Individual ODBC database access is included with this role.
IR DB TL Query Library	This role is to be requested by users of the Query Library for related Time & Labor data views. Note: Individual ODBC database access is included with this role.
Non-Person Profile View Only	

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Role Name	Role Description
OBIEE Private Content Author	- Allows a user to "author" analyses which contain HR or finance data. i.e. Develop off the RPD - However the user, will be unable to place any authored content into the UWSYS owned catalog directories, or author any content contained within the UWSYS owned directories, EXCEPT for the UWSYS - Submission folder where analyses can be placed for potential inclusion in the UWSYS - Shared library. - Users with this role will also be unable to see the UWSYS working folders: UWSYS - QA, and UWSYS - Staging.
Outside Activities Query Acces	Outside Activities Query Access Access to queries associated to Outside Activities reporting
PT Access to security tools	Access to security pages for users. Allows users to view details about roles that can be requested through OIM or dynamically provisioned roles.
PY Additional Payroll	This universal role will allow the user the ability to manage an employees additional pay record.
PY Direct Deposit Update	This universal role allows staff to manage the direct deposit information for an employee.
PY Direct Deposit View Only	This universal role allows staff to view the direct deposit information for an employee.
PY General Deduction Processin	This role allows the user update access to the General Deductions page only where employee's deductions can be established, changed or ended.
PY Payline View	PY Campus, SC, Affinity group users - given the ability to have view/display access ONLY to the UW Payline Adjustment Page for both the Earnings and General deductions and Benefits tabs.
PY Payroll Balance View	This role allows the user the ability to see all employee balances by type and by period.
PY Payroll Edit View	This role allows the user to view setup pages relevant to the production of payroll and payroll cycles.
PY Payroll Processing	This universal role permits staff the ability to manage an employees payroll related data.
PY Payroll Query Process	This universal role will permit staff to run queries which have been written in HRS.
PY Payroll View	This universal role permits users access to an employees payroll-related information.
PY Query View	This role allows staff view access to established system queries.
PY Retro Pay Update	This universal role allows payroll coordinators to manage retro pay amounts prior to loading them to paylines. This will permit changes to the amounts or stopping them from processing forward to paylines and paychecks.

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Role Name	Role Description
PY Retro Pay View	This universal role allows users to view retro pay amounts that have been calculated on employees. They can see the status of the retro pay to determine if it has already been sent to paylines.
PY Retro Payroll Process	This universal role permits staff to view and update transactions used in the processing of retroactive payroll-related data.
PY Review Paycheck	The role provides online access to review employee paycheck information for each pay period. This access does not display garnishment details for employees.
PY Substantial Presence VW	This role allows the user to view the Substantial Presence Test for foreign nationals to drive FICA deductions.
PY Tax Processing	This universal role allows staff to add and update tax information at an employee-level.
PY Tax View	This universal role allows staff access to employee and system tax set-up pages.
PY UNV File Processing Upload	This Universal role will be necessary to upload the various files attached by external users and processes.
PY Union Dues Exclusion Tbl	This universal role will allow staff to manage the union dues exclusion table used in the processing of union dues deductions.
PY Union Dues Exclusion V	This role allows the user to view the union dues exclusion information for staff not required to pay fair share.
PY Workstudy Awards	This universal role permits staff to update workstudy award-related data.
PY Workstudy File Process	This universal role will be used to attach and retrieve employee-level workstudy award files.
PY Workstudy Job Ind	This universal role allow staff the ability to manage the workstudy job indicator used to indicate the ability for specific jobs to liquidate workstudy awards.
PY Workstudy Setup	This universal role permits staff to manage calendar and roll-over processes used in facilitating workstudy processes.
PY Workstudy View	This role permits staff to view information regarding workstudy system parameters and employee award-related information.
Payroll File View Access	Allows users to upload, view, print, and request delete for e-Payroll Files only. This role will have access to view sensitive and restricted data.
Recruiter	

HRS-HCM SECURITY ROLE CATALOG

Role Name	Role Description

Setup Training Tables-ReadOnly	This role will provide view access to employee training records, mandatory course set up and access to the mandatory training course status query; UW_HR_MAND_TRAIN_STATUS. The role includes view access to the following navigation's:
	
	    Workforce Development>Profile Management>Training
	    Administer Training>Student Enrollment>Enroll in Course
	    Administer Training>Student Enrollment>Enroll by Group
	    Administer Training Define Course/Cost Details>Courses
	    Administer Training Define Course/Cost Details>Category/Subcategory
	    Reporting Tools>Query>Query Viewer
	        UW_HR_MAND_TRAIN_STATUS
	        UW_HR_MAND_TRAIN_UNDELIV_EMAIL

TA Affirmative Action	The TA Affirmative Action role has full access to applicant data, can view sensitive information such as ethnicity and gender. They have access to any job openings within their Business Unit. Examples could be: AA Officers, Provost.
TA Approval Administrator	TA Approval Administrator: This role must be used in conjunction with the Recruiter role. The TA Approval Administrator can approve or deny a Job Opening or Job Offer on behalf of all the approvers in the approval chain. It is highly recommended to limit this role to 1 or 2 Recruiters per Business Unit.
TA Coordinator	Coordinators have access to applicant materials. They cannot view sensitive information such as ethnicity and gender. However, can take actions on an applicant such as Prepare Job Offer and Change Applicant Status. Examples could be: Academic Department Associates, Dean Assistants, Program Assistants.
TA Hiring Manager	Hiring Managers have access to applicant materials. They can take limited actions on an applicant such as creating interview evaluations. They cannot view sensitive information, such as ethnicity and gender. Examples could be: Deans, Department Chairs, Directors.
TA Interview Participant	Dynamic role that includes base access for TAM for interviewers or interested parties.

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Role Name	Role Description
TL Employee Timeclock	Time and Labor Role for Employee Timeclock. This role should be granted to employees who will be reporting time via an external time clock device. This role will only grant view access to the employee timesheet - time can not be directly reported in the system by the employee. (This role is expected to be used by employees in Madison Housing and Madison Athletics.)
TL Employee Web Clock	Time and Labor role for Employee Webclock. This role will give access to an employee to enter their time online within HRS through the Web Clock, allowing them to "punch" in or out and record the time they are starting or finishing work.
TL Security	Time and Labor role to support new employee activities, including setting up TL Security (including assigning supervisors and payroll coordinators) and assigning schedules.
TL UNV Non-UW Supervisor/Appr	Time and Labor role for Non-UW Supervisors. THIS ROLE SHOULD BE ASSIGNED TO ANYONE SELECTED AS A NON-UW TIME APPROVER ON THE MAINTAIN TL SECURITY PAGE (or backup). This role will grant access to review and approve time.
TL UNV Payroll Coordinator	Time and Labor role for Payroll Coordinators. THIS ROLE SHOULD BE ASSIGNED TO ANYONE SELECTED AS A PAYROLL COORDINATOR ON THE MAINTAIN TL SECURITY PAGE. This role will grant access to review and approve time. It will also grant the ability to report/change time entries, assign schedules, maintain an employee's payroll coordinators, time approvers, and other TL security items.
TL UNV Supervisor / Approver	Time and Labor/Absence role for Supervisors. THIS ROLE SHOULD BE ASSIGNED TO ANYONE SELECTED AS A TIME APPROVER ON THE MAINTAIN TL SECURITY PAGE (or backup). This role will grant access to review and approve time, approve and manage their employees' absence requests. Allows users to view Absence History and Balances for their staff as well.
TL UNV Time and Absence Report	This role provides access to employee timesheets for purposes of recording time on their behalf. It also allows for absence entry through the punch timesheet. This role does not provide the ability to approve time or absence entries made through the timesheet.
TL UNV View Only	Time and Labor view-only role. This role will grant view-only access to various attributes and information about an employee. These include having access to their reported time, schedule information, TL security information, and their workgroup assignments.

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Role Name	Role Description
Time and Absence MSS Dashboard	This security role is dynamically provisioned to anyone getting the dynamic UW_UNV_TL Supervisor security role. It provides a user with access to the Time & Absence MSS Dashboard.
Timesheet for CL employees	Time and Labor Role for Employee Timesheet. This dynamic role is assigned to classified employees who meet the criteria specified in the timesheet query.
UW Prov Campus Template Create	Role will allow provisioned users to create role templates for their campus to be used for the HRS Provisioning GT process.
UWBI HRS BI Publisher Consumer	Provides the ability to consume BI Publisher reports, created in the BI tool, which utilize the HRS ¿EPM¿ data connection
View POI Relationship	View POI Relationship role. [View Only Access] This role will only be able to view POI relationship information. * View access to Person of Interest Relationship
WFAP Approvals	Dynamic role will grant approval page to all users who are on an approval page or inserted into the approval chain.
Workflow Addl Pay File Upload	Grants access to upload and process files to be submitted for approval within the additional pay workflow process.
Workflow Exception Dashboard	Workflow Exception Dashboard role. [Update Access and View Access] This role for the full access to the Workflow Exception Dashboard, which will include viewing human resources errors and results as well as ability to claim, reclaim and unclaim an error. Certification Requirements: Yes
eBenefits Role	Dynamic role to grant access to benefits self service.
eBenefits for Open Enrollment	Dynamic role to grant access to benefits self service during open enrollment.
eP-file Restricteded Add	Allows Human Resource Personnel to add documents into Restrcited files, but does not allow for any other activity within a P-File regardless of other roles given to the user.