

## Workday@Penn Salary Object Code Changes

### Planning Data Consolidation: FY20 Working Forecast and FY21-FY24 Working Budgets

As part of the Workday@Penn implementation (July 1, 2019), some changes have been made to the salary object codes. To facilitate the transition within Planning, we shifted affected salary data in the FY20 Working Forecast and FY21-FY24 Working Budgets, as shown in the table below. This was a one-time action to move data out of obsolete object codes in order to provide a starting point for the budget cycle. Salary data entry forms will no longer allow data entry into the obsolete object codes.

NOTE: For K-parent roll-ups of salary object codes, please refer to RCM Template 1A on the Budget Office website ([http://www.budget.upenn.edu/About/RCM\\_at\\_Penn/object\\_code\\_aggregations.html](http://www.budget.upenn.edu/About/RCM_at_Penn/object_code_aggregations.html)).

	Object	Object Description (pre-Workday)	Object Description (after Workday implementation on 7/1/19)
<i>MOVED TO</i>	<b>5046</b>	Educational Fellowship	<b>Educational/Predoctoral Fellowship</b>
<i>INSTEAD OF</i>	5045	Pre-Doctoral Fellowship	
<i>MOVED TO</i>	<b>5100</b>	Salaries: Financial/General Administrative Professional Staff	<b>Salaries: Professional Staff (FT EBs)</b>
<i>INSTEAD OF</i>	5101	Salaries: Instruction/Research Professional Staff	
	5102	Extra Services: Financial/General Administrative Professional Staff (FT EBs)	
<i>MOVED TO</i>	<b>5114</b>	Regular Pay: Financial/General Part Time hourly paid Support Staff	<b>Regular Pay: Support Staff (FT EBs)</b>
<i>INSTEAD OF</i>	5110	Salaries: Financial/General Administrative Support Staff (non-exempt salaries weekly paid)	
	5111	Salaries: Instruction/Research Support Staff (weekly)	
	5113	Extra Services/Overtime: Instruction/Research Administrative Salaried Support Staff (weekly)	
	5115	Regular Pay: Instruction/Research Part Time hourly paid Support Staff	
	5116	Extra Services: Financial/General Part Time hourly paid Support Staff (FT EBs)	
<i>MOVED TO</i>	<b>5120</b>	Regular Pay: Financial/General Administrative Support Staff (Unionized Staff)	<b>Regular Pay: Unionized Staff (FT EBs)</b>
<i>INSTEAD OF</i>	5121	Regular Pay: Instruction/Research Support Staff (Unionized staff)	
	5122	Extra Services/Overtime: Financial/General Hourly Support Staff (Unionized staff)	
	5123	Extra Services/Overtime Instruction/Research Hourly Support Staff (Unionized staff)	
	5124	Salaries: Financial/General weekly paid Unionized Staff	
	5125	Salaries: Instruction/Research weekly paid Unionized staff	
	5127	Extra Services/Overtime: Instruction/Research weekly paid Unionized staff	
<i>MOVED TO</i>	<b>5130</b>	Salaried (monthly paid): Financial/General Administrative (temp/part time staff)	<b>Temp/PT monthly paid (PT EBs)</b>
<i>INSTEAD OF</i>	5103	Extra Services: Instruction/Research Professional Staff (FT EBs)	
	5131	Salaried (monthly paid): Instruction/Research (temp/part time staff)	
<i>MOVED TO</i>	<b>5134</b>	Hourly: Financial/General Administrative (temp/part time)	<b>Temp/PT weekly paid (PT EBs)</b>
<i>INSTEAD OF</i>	5117	Extra Services: Instruction/Research Part Time hourly paid Support Staff (FT EBs)	
	5132	Salaried (weekly paid): Financial/General Administrative	
	5133	Salaried (weekly paid): Instruction/Research	
	5135	Hourly: Instruction/Research (temp/part time)	
<i>NO CHANGE</i>	<b>5112</b>	Extra Services/Overtime: Financial/General Administrative Salaried Support Staff (weekly)	<b>Overtime: Support Staff (FT EBs)</b>
<i>NO CHANGE</i>	<b>5126</b>	Extra Services/Overtime: Financial/General weekly paid Unionized Staff	<b>Overtime: Unionized Staff (FT EBs)</b>
We shifted Obj-5050, 5051, and 5055 data to Obj-5054 in Planning. Please review any data in Obj-5054 to evaluate whether it should be moved to a more appropriate object code.			
<i>MOVED TO</i>	<b>5054</b>	Other Teaching - full-time employees (subject to full-time EBs)	<b>Other Full-Time Teaching (FT EBs)</b>
<i>OBSOLETE</i>	5050	Intra-University Honoraria (subject to full-time EBs)	
	5051	Intra-University Consulting (subject to full-time EBs)	
	5055	Extra Non-Teaching Services - Full time employees subject to full time EB	