Title	**CUPA Procedures**
Version	1.0
Date	September 29, 2010
Created by	Theresa Porter, Information Technology Consultant, BOR
Edited by	Doug Corwin, Information Technology Consultant, BOR
Copyright	South Dakota Board of Regents
Process Owner	Theresa Porter/Doug Corwin
Dept/Division	BOR/RIS
Get help with this process	Theresa Porter, 605-677-5413 Doug Corwin, 605-677-5834
Processes	cupa_loader_step1.sql
	cupa_4_100_detail_report_step2
	cupa_report2_cursor.sql
	cupa_report3_cursor.sql
	cupa_report5a_90.sql
	Report5a_100.sql
	cupa_report6a_100.sql
	cupa_report7a_100.sql

Description: (business process information).
Faculty Salary Survey just for the states around us, it is similar to Oklahoma. ???They provide us with an excel file we convert to a .csv file and load into our system and run reports off from to see where we stand as far as average salaries compared to surrounding states.

The file we get and convert is Faculty_CUPA_09-10.xls (the name can be slightly different each year). We convert it to Faculty_CUPA_09-10.csv and load into our Oracle UNIX server.

All these processes are currently ran using PL/SQL Developer by a member of RIS.

We start the process in January and produce the reports by the end of March?????

Reference Information: (tables, guides, etc. that help you through the procedure)

Oracle Table that is updated with Faculty_CUPA_09-10.csv (converted incoming file) for CUPA process is CUPA_LOAD.

Here are examples of the excel file we receive and the same file converted to csv.

National Faculty Salary Survey: Multi-Discipline Report

Code / Title	B. Comparison Group Statistics (Based on Reported Average Salaries*) Average
[03.] NATURAL RESOURCES AND CONSERVATION	
03.01 Conservation & Research	
Professor	83,640
Associate Professor	63,315
Assistant Professor	55,102
Instructor	
[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES	
05.02 Ethnic, Cultural Minority & Gender Studies	
Professor	73,648
Associate Professor	
Assistant Professor	
Instructor	
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS	
09.01 Communication & Media Studies	
Professor	71,811

Associate Professor	61,559
Assistant Professor	52,150
Instructor	
09.04 Journalism	
Professor	76,836
Associate Professor	66,523
Assistant Professor	
Instructor	

Here is sample of what the .csv file looks like:

National Faculty Salary Survey: Multi-Discipline Report,
Code/Title,B. Comparison Group Statistics
,(Based on Reported Average Salaries*)
, Average
[03.] NATURAL RESOURCES AND CONSERVATION,
03.01 Conservation & Research,
Professor,"83,640"
Associate Professor,"63,315"
Assistant Professor,"55,102"
Instructor,
"[05.] AREA, ETHNIC, CULTURAL, AND GENDER STUDIES",
"05.02 Ethnic, Cultural Minority & Gender Studies",
Professor,"73,648"
Associate Professor,
Assistant Professor,
Instructor,
"[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS",
09.01 Communication & Media Studies,
Professor,"71,811"
Associate Professor,"61,559"
Assistant Professor,"52,150"
Instructor,
09.04 Journalism,
Professor,"76,836"
Associate Professor,"66,523"
Assistant Professor,
Instructor,

Related Documents: (that may be available)

Upgrade and Version Update Information: (List any version update or change request that has occurred).

Process Name Step 1 : cupa_loader_step1.sql

This process loads the Faculty_CUPA_09-10.csv(the name can be slightly different each year) file into an Oracle table called CUPA_LOAD and then is used to create reports in subsequent processes.

Step	Action
1	Place the file Faculty_CUPA_09-10.csv we created from Faculty_CUPA_09-10.xls we receive on the UNIX server in the directory /u03/MISC
2	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\cupa_loader_step1.sql There are actually 3 items to input into the program before running. 1. The file name 2. If you want to delete all records from CUPA_LOAD 3. Do you want the records from the input file loaded into CUPA_LOAD.

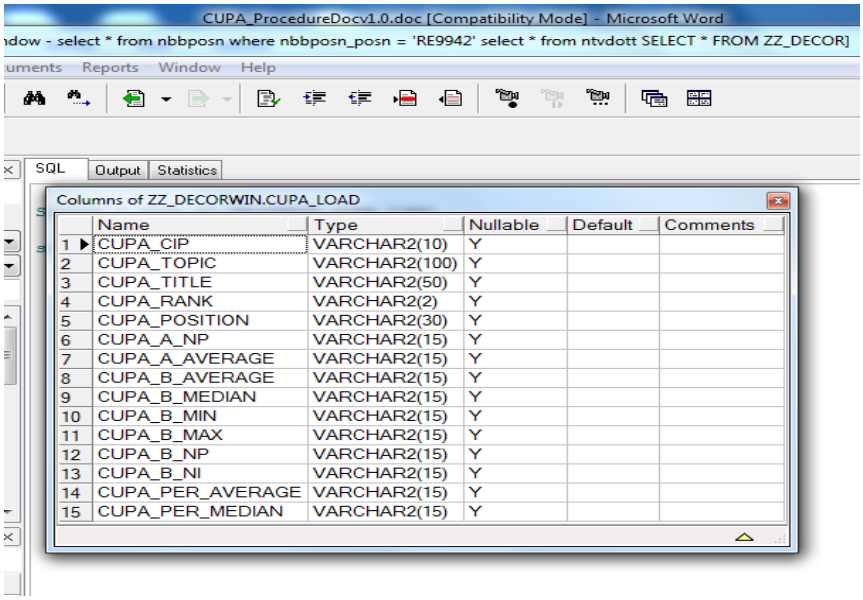
(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

The current owner of the CUPA_LOAD table is ZZ_DECORWIN just as an fyi.

The CUPA_LOAD file has many fields but some are no longer used so the following are what is loaded by this process:

cupa_cip
cupa_topic
cupa_title
cupa_rank
cupa_position
cupa_a_average

Here is the complete list of fields in the CUPA_LOAD table but the last 8 fields are no longer or not currently loaded or used.



	Name	Type	Nullable	Default	Comments
1	CUPA_CIP	VARCHAR2(10)	Y		
2	CUPA_TOPIC	VARCHAR2(100)	Y		
3	CUPA_TITLE	VARCHAR2(50)	Y		
4	CUPA_RANK	VARCHAR2(2)	Y		
5	CUPA_POSITION	VARCHAR2(30)	Y		
6	CUPA_A_NP	VARCHAR2(15)	Y		
7	CUPA_A_AVERAGE	VARCHAR2(15)	Y		
8	CUPA_B_AVERAGE	VARCHAR2(15)	Y		
9	CUPA_B_MEDIAN	VARCHAR2(15)	Y		
10	CUPA_B_MIN	VARCHAR2(15)	Y		
11	CUPA_B_MAX	VARCHAR2(15)	Y		
12	CUPA_B_NP	VARCHAR2(15)	Y		
13	CUPA_B_NI	VARCHAR2(15)	Y		
14	CUPA_PER_AVERAGE	VARCHAR2(15)	Y		
15	CUPA_PER_MEDIAN	VARCHAR2(15)	Y		

Further explanation of the process or procedure:

The output is the loaded CUPA_LOAD file if load parameter was selected and in the log it list out each line of data before it inserts into the Oracle table.

Process Name Step 2 : cupa_4_100_detail_report_step2

This process creates a list of Faculty Needs Assesment – 2010(or whatever year) (Detail Report) compared to Surrounding States.

Step	Action
1	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\cupa_4_100_detail_report_step2 Input parameter is institution or % for all.

(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

The program uses the following tables and selection criteria:

NBRJOBS and **NBBPOSN**

For each employee calculate and sum the 9 month salary(nbrjobs_ann_salary/nbrjobs_fte /nbrjobs_factor * 9), sum up the fte, sum up the nbrjobs_ann_salaries.

Select only employees that have active jobs that have an fte > 0.

Decode the first position of nbrjobs_posn to get the *Campus*:

R → R
B → B
D → D
S → X
U → U
Q → Q
M → M
N → N
A → E
E → C
F → U ELSE 'Jan'

Select the record If *Campus* does not = *Q*
OR
If *Campus = Q then as long as ftvorgn_orgn_code_pred = '2NSUR1' OR ftvorgn_orgn_code = '2DHGN1' then select that record.*

NBRJOBS_ECLS_CODE – select records that have ecls of 15,16,17, or 18 with a **nbbposn_pcls_code** not equal to 00250 OR select records that have an ecls of 28 with a **nbbposn_pcls_code** of 00520, 00522, OR 00524

FTVORGN – grab max effective dated row where ftvorgn_orgn_code = pebempl_orgn_code_home and use the FTVORGN_TITLE as the Department

SPRIDEN -- to get pidm and id

SPBPERS -- to get ssn, last name and first name

PEBEMPL – to get jbln
Decode pebempl_jbln_code for Institution
SDSMT → 04
BHSU → 06
DSU → 08
NSU → 05
SDSU → 03
USD → 02 ELSE 'Jan'

PERBFAC – to get disp_code which is the CIP code, if null make '000000'
Nvl(perbfac_disp_code, '000000') CIP

Select only records that if substr(perbfac_disp_code, 5) = '01'
What is the 01 one telling us?????

PERRANK -- to get rank_code to come up with the **TITLE**. Only pull rank codes 1-4 based on max action date Oklahoma does this but not cupa and should it I would think yes??.
Decode perrank_rank_code
1 → PROFESSOR
2 → ASSOCIATE PROFESSOR
3 → ASSISTANT PROFESSOR
4 → INSTRUCTOR

PERBARG – perbarg_bure_code is the last field in the group by clause
SORDEGR – check to see if employee either exists in this table with SORDEGR_TERM_DEGREE= 'Y'
and sordegr_degc_code in one of the following
('DSC','PD','MD','JD','DDO','PHARMD','PHD', 'DPM','DVM','DOP', 'DAUD'
, 'DD', 'DENG', 'DML', 'DME', 'DNUS','DPE','DPA','DPT','THD','DBA','DA'
, 'DAT','DC','DDS','EDD','DHUM', 'SJD','DMA','MLS','MFA')

OR exists
If employee exists in this table with SORDEGR_TERM_DEGREE = 'N' consider null 'N'.

CUPA_LOAD – To get the CUPA average salary uses cupa_cip || '01' to join to perbfac_disp_code and cupa_rank = perrank_rank_code.

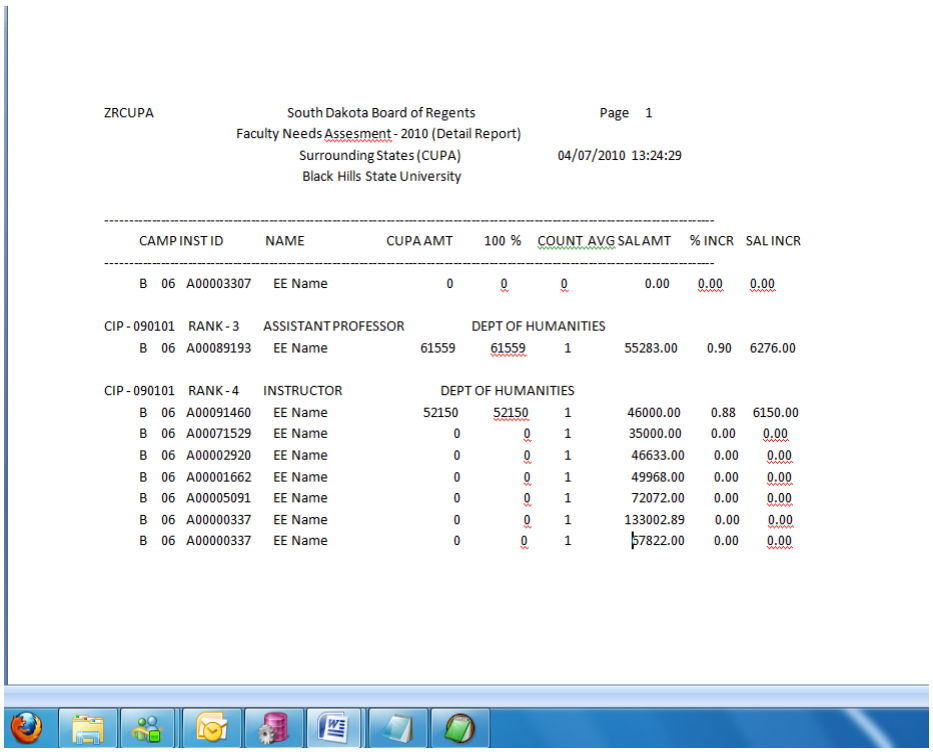
Sample of the report:
The report is grouped by

```
group by spriden_pidm
           , spriden_id
           , spriden_last_name
           , spriden_first_name
           , spbpers_ssn
           , nbrjobs_factor
```

```
      , pebempl_jbln_code
      , DECODE(substr(nbrjobs_posn,1,1), 'R', 'R'
                                       , 'B', 'B'
                                       , 'D', 'D'
                                       , 'S', 'X'
                                       , 'U', 'U'
                                       , 'Q', 'Q'
                                       , 'M', 'M'
                                       , 'N', 'N'
                                       , 'A', 'E'
                                       , 'E', 'C'
                                       , 'F', 'U', 'Jan')
      , perbfac_academic_title
      , FTVORGN_TITLE
      , perrank_rank_code
      , perbfac_disp_code
      , perbarg_bure_code

  order by DECODE (Pebempl_JBLN_CODE, 'SDSMT', '04',
                                      'BHSU',  '06',
                                      'DSU',   '08',
                                      'NSU',   '05',
                                      'SDSU',  '03',
                                      'USD',   '02','Jan')
```

Sample of report



ZRCUPA South Dakota Board of Regents Page 1
Faculty Needs Assesment - 2010 (Detail Report)
Surrounding States (CUPA) 04/07/2010 13:24:29
Black Hills State University

CAMP	INST ID	NAME	CUPA AMT	100 %	COUNT AVG	SAL AMT	% INCR	SAL INCR
B 06	A00003307	EE Name	0	0	0	0.00	0.00	0.00
CIP - 090101	RANK - 3	ASSISTANT PROFESSOR		DEPT OF HUMANITIES				
B 06	A00089193	EE Name	61559	61559	1	55283.00	0.90	6276.00
CIP - 090101	RANK - 4	INSTRUCTOR		DEPT OF HUMANITIES				
B 06	A00091460	EE Name	52150	52150	1	46000.00	0.88	6150.00
B 06	A00071529	EE Name	0	0	1	35000.00	0.00	0.00
B 06	A00002920	EE Name	0	0	1	46633.00	0.00	0.00
B 06	A00001662	EE Name	0	0	1	49968.00	0.00	0.00
B 06	A00005091	EE Name	0	0	1	72072.00	0.00	0.00
B 06	A00000337	EE Name	0	0	1	133002.89	0.00	0.00
B 06	A00000337	EE Name	0	0	1	57822.00	0.00	0.00

The first line of output for each person is:
CIP, RANK, TITLE, DEPARTMENT
Then under the first line list

CAMP, INST, ID, NAME, CUPAAMT, 100%, COUNT, AVG SALARY, % INCR, SAL INCR

Further explanation of the process or procedure:

Process Name Step 3 : cupa_report2_cursor.sql

This process creates a report CUPA Report #2

Step	Action
1	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\cupa_report2_cursor.sql One input parameter is institution.

(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

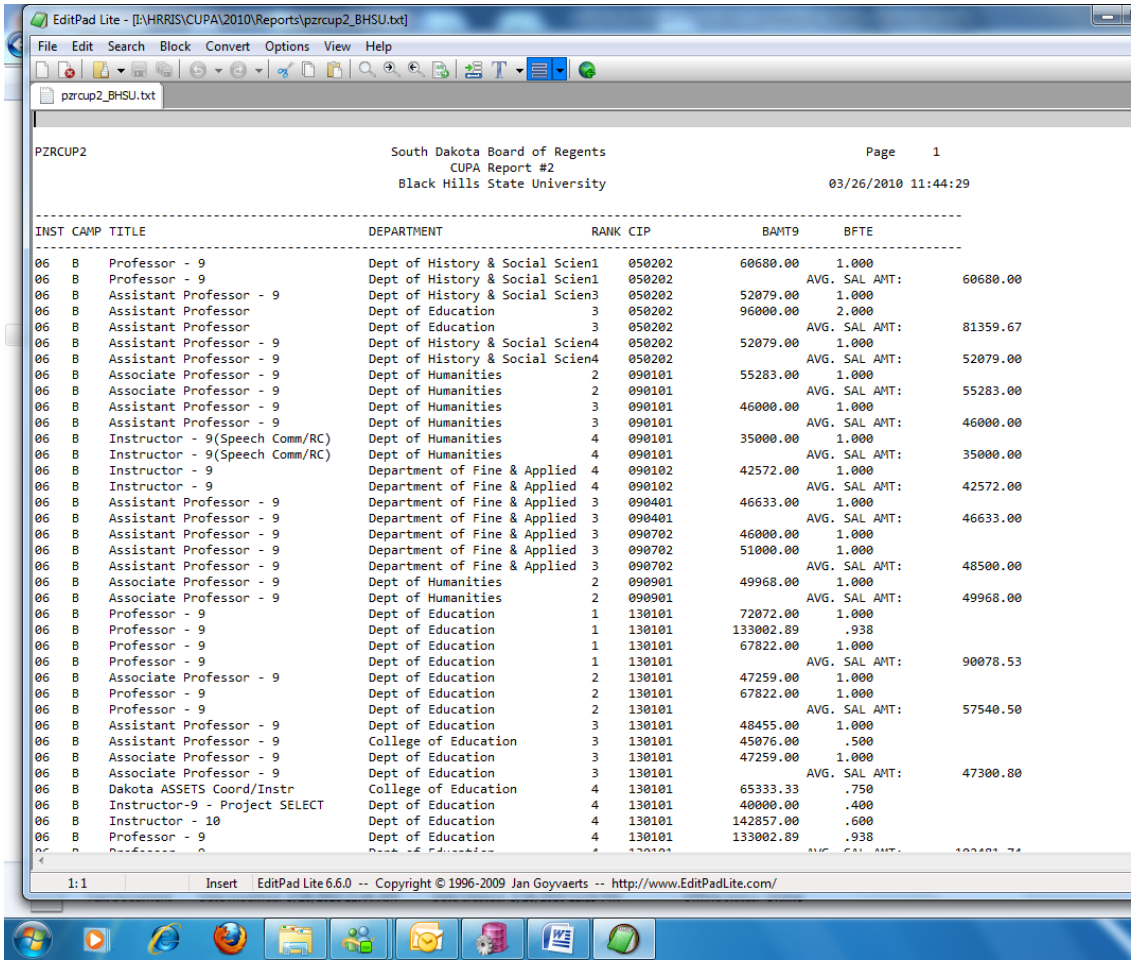
The main selection criteria for is report is the same as Step2 with these exceptions:

To get the TITLE use perbfac_academic_title instead of the decode for perrank_rank_code.

PERBFAC – to get the CIP code just use perbfac_disp_code **do not do** the nvl statement below. Select al records not just those ending with '01'.

Nvl(perbfac_disp_code, '000000') CIP

Sample of the report:



The report is grouped by

```
group by spriden_pidm
           , spriden_last_name
           , spriden_first_name
           , spbpers_ssn
           , pebempl_jbln_code
           , DECODE(substr(nbrjobs_posn,1,1), 'R', 'R'
                                            , 'B', 'B'
                                            , 'D', 'D'
                                            , 'S', 'X'
                                            , 'U', 'U'
                                            , 'Q', 'Q'
                                            , 'M', 'M'
                                            , 'N', 'N'
                                            , 'A', 'E'
                                            , 'E', 'C'
                                            , 'F', 'U', 'Jan')
           , perbfac_academic_title
           , FTVORGN_TITLE
           , perrank_rank_code
           , perbfac_disp_code
           , perbarg_bure_code
        order by INST, CAMPUS, CIP, RANK;
```

Further explanation of the process or procedure:

Process Name Step 4 : cupa_report3_cursor.sql

This process creates a report of CUPA Report #3

This report is summarized for each university.

Step	Action
1	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\cupa_report3_cursor.sql Input parameter is institution.

(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

The program uses the following tables and selection criteria:

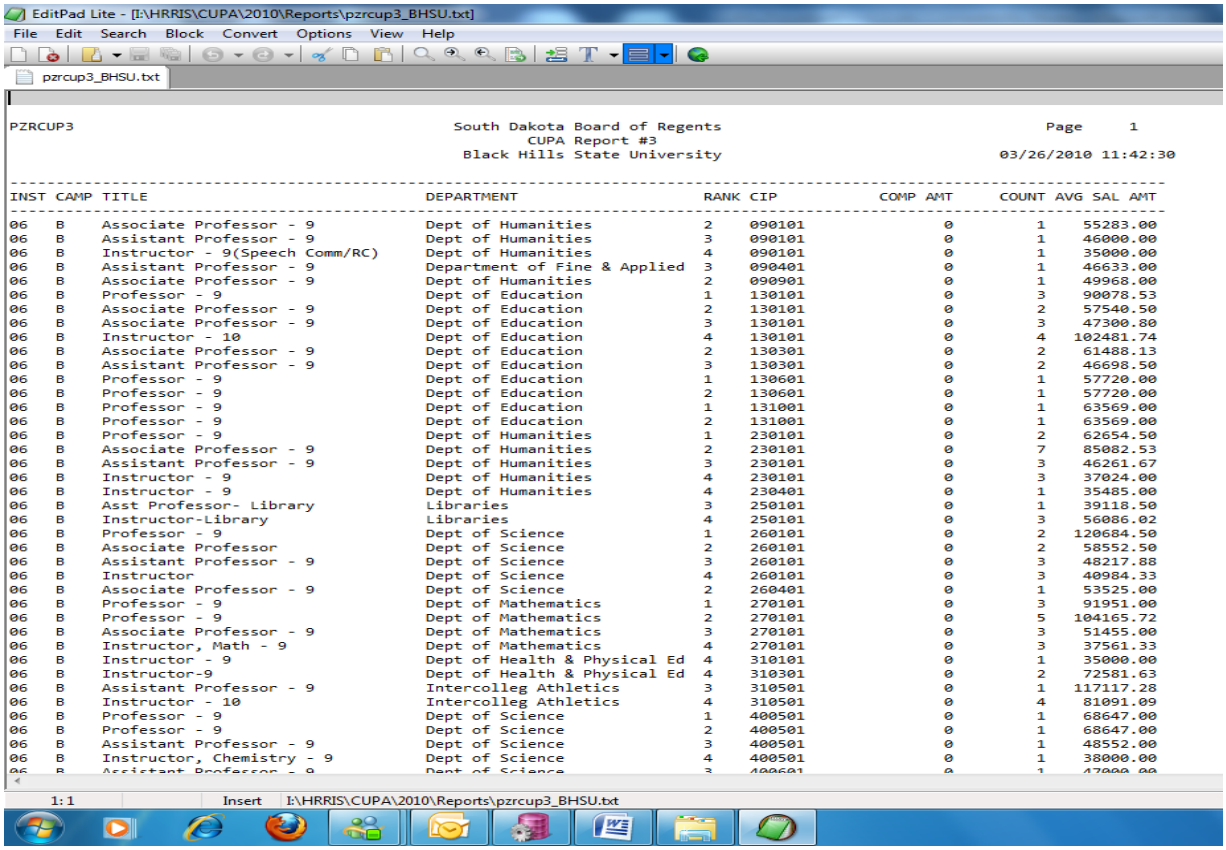
The main selection criteria for is report is the same as Step2 with these exceptions:

To get the TITLE use perbfac_academic_title instead of the decode for perrank_rank_code.

PERBFAC – to get the CIP code just use perbfac_disp_code **do not do** the nvl statement below. Select al records not just those ending with '01'.

Nvl(perbfac_disp_code, '000000') CIP

Sample of the report:



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pzrcup3_BHSU.txt

PZRCUP3 South Dakota Board of Regents Page 1
CUPA Report #3
Black Hills State University 03/26/2010 11:42:30

INST	CAMP	TITLE	DEPARTMENT	RANK	CIP	COMP AMT	COUNT	AVG SAL AMT
06	B	Associate Professor - 9	Dept of Humanities	2	090101	0	1	55283.00
06	B	Assistant Professor - 9	Dept of Humanities	3	090101	0	1	46000.00
06	B	Instructor - 9(Speech Comm/RC)	Dept of Humanities	4	090101	0	1	35000.00
06	B	Assistant Professor - 9	Department of Fine & Applied	3	090401	0	1	46633.00
06	B	Associate Professor - 9	Dept of Humanities	2	090901	0	1	49968.00
06	B	Professor - 9	Dept of Education	1	130101	0	3	90078.53
06	B	Associate Professor - 9	Dept of Education	2	130101	0	2	57540.50
06	B	Associate Professor - 9	Dept of Education	3	130101	0	3	47300.80
06	B	Instructor - 10	Dept of Education	4	130101	0	4	102481.74
06	B	Associate Professor - 9	Dept of Education	2	130301	0	2	61488.13
06	B	Assistant Professor - 9	Dept of Education	3	130301	0	2	46698.50
06	B	Professor - 9	Dept of Education	1	130601	0	1	57720.00
06	B	Professor - 9	Dept of Education	2	130601	0	1	57720.00
06	B	Professor - 9	Dept of Education	1	131001	0	1	63569.00
06	B	Professor - 9	Dept of Education	2	131001	0	1	63569.00
06	B	Professor - 9	Dept of Humanities	1	230101	0	2	62654.50
06	B	Associate Professor - 9	Dept of Humanities	2	230101	0	7	85082.53
06	B	Assistant Professor - 9	Dept of Humanities	3	230101	0	3	46261.67
06	B	Instructor - 9	Dept of Humanities	4	230101	0	3	37024.00
06	B	Instructor - 9	Dept of Humanities	4	230401	0	1	35485.00
06	B	Asst Professor- Library	Libraries	3	250101	0	1	39118.50
06	B	Instructor-Library	Libraries	4	250101	0	3	56086.02
06	B	Professor - 9	Dept of Science	1	260101	0	2	120684.50
06	B	Associate Professor	Dept of Science	2	260101	0	2	58552.50
06	B	Assistant Professor - 9	Dept of Science	3	260101	0	3	48217.88
06	B	Instructor	Dept of Science	4	260101	0	3	40984.33
06	B	Associate Professor - 9	Dept of Science	2	260401	0	1	53525.00
06	B	Professor - 9	Dept of Mathematics	1	270101	0	3	91951.00
06	B	Professor - 9	Dept of Mathematics	2	270101	0	5	104165.72
06	B	Associate Professor - 9	Dept of Mathematics	3	270101	0	3	51455.00
06	B	Instructor, Math - 9	Dept of Mathematics	4	270101	0	3	37561.33
06	B	Instructor - 9	Dept of Health & Physical Ed	4	310101	0	1	35000.00
06	B	Instructor-9	Dept of Health & Physical Ed	4	310301	0	2	72581.63
06	B	Assistant Professor - 9	Intercolleg Athletics	3	310501	0	1	117117.28
06	B	Instructor - 10	Intercolleg Athletics	4	310501	0	4	81091.09
06	B	Professor - 9	Dept of Science	1	400501	0	1	68647.00
06	B	Professor - 9	Dept of Science	2	400501	0	1	68647.00
06	B	Assistant Professor - 9	Dept of Science	3	400501	0	1	48552.00
06	B	Instructor, Chemistry - 9	Dept of Science	4	400501	0	1	38000.00

1:1 Insert I:\HRRIS\CUPA\2010\Reports\pzrcup3_BHSU.txt

```
group by spriden_pidm
           , spriden_last_name
           , spriden_first_name
           , spbpers_ssn
           , pebempl_jbln_code
           , DECODE(substr(nbrjobs_posn,1,1), 'R', 'R'
                                            , 'B', 'B'
                                            , 'D', 'D'
                                            , 'S', 'X'
                                            , 'U', 'U'
                                            , 'Q', 'Q'
                                            , 'M', 'M'
                                            , 'N', 'N'
                                            , 'A', 'E'
                                            , 'E', 'C'
                                            , 'F', 'U', 'Jan')
           , perbfac_academic_title
           , FTVORGN_TITLE
           , perrank_rank_code
           , perbfac_disp_code
           , perbarg_bure_code
           , perbfac_pidm
      order by INST
             , CAMPUS
             , CIP
             , RANK;
```

Further explanation of the process or procedure:

Process Name Step 5 : cupa_report5a_90.sql

This process creates a report of example "2010 Salary Data to 2009 Oklahoma 90%" Faculty Needs Assessment.

This report is a summarized view for all universities.

Step	Action
1	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\cupa_report5a_90.sql Input parameter is fiscal year just used in the heading.

(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

The program uses the following tables and selection criteria:

NBRJOBS -- for each employee with active jobs that have an fte > 0, sum all salary calculate the 9 month salary(nbrjobs_ann_salary/nbrjobs_factor * 9), sum up the fte. Sum (okl_avg_sal) Oklahoma average salary from ZZ_OKLOHOMA_LOADER table and join the perbfac_disp_code as the CIP and perrank_rank_code

NBRJOBS selects only those NBRJOBS_ANN_SALARY less than or equal to the OKL_AVG_SAL in ZZ_OKLOHOMA_LOADER for that okl_cip (joined to PERBFAC_DISP_CODE) and okl_rank(joined to PERRANK_RANK_CODE).

Decode the first position of nbrjobs_posn to get the *Campus*:

R → R
B → B
D → D
S → X
U → U
Q → Q
M → M
N → N
A → E
E → C
F → U ELSE 'Jan'

Select the record If *Campus* does not = *Q*
OR
If *Campus = Q then as long as ftvorgn_orgn_code_pred = 2NSUR1 OR ftvorgn_orgn_code = 2DHGN1 then select that record.*

NBRJOBS_ECLS_CODE and NBBPOSN
Select records that have and ecls of 15,16,17, or 18 with a nbbposn_pcls_code not equal to 00250 OR select records that have and ecls of 28 with a nbbposn_pcls_code of 00520, 00522, OR 00524

FTVORGN – grab max effective dated row where ftvorgn_orgn_code = pebempl_orgn_code_home
SPRIDEN -- to get pidm and id
PEBEMPL – to get jbln
Decode pebempl_jbln_code for Institution
SDSMT → 04
BHSU → 06
DSU → 08
NSU → 05
SDSU → 03
USD → 02 ELSE 'Jan'
PERBFAC – to get disp_code which is the CIP code.
ZZ_OKLOHOMA_LOADER – uses okl_cip to join to perbfac_disp_code
Include records where okl_rank = 5 and perrank_rank_code = 4
OR
Okl_rank < 4 and okl_rank = perrank_rank_code
PERRANK -- Only pull rank codes 1-4 based on max action date.
PERBARG – not really used just in the join
SORDEGR – check to see if employee either exists in this table with SORDEGR_TERM_DEGREE= 'Y'
and sordegr_degc_code in one of the following
('DSC','PD','MD','JD','DDO','PHARMD','PHD', 'DPM','DVM','DOP', 'DAUD'
, 'DD', 'DENG', 'DML', 'DME', 'DNUS','DPE','DPA','DPT','THD','DBA','DA'
, 'DAT','DC','DDS','EDD','DHUM', 'SJD','DMA','MLS','MFA')

OR exists
If employee exists in this table with SORDEGR_TERM_DEGREE = 'N' consider null 'N'

Report has the following columns:

CAMP –

Decode the first position of nbrjobs_posn to get the *Campus*:

R → R
B → B
D → D
S → X
U → U
Q → Q
M → M
N → N
A → E
E → C
F → U ELSE 'Jan'

INST – Institution/JBLN

TOTAL BAMT – total 9 month salary per institution
summed((nbrjobs_ann_salary / nbrjobs_fte / nbrjobs_factor) * 9) rounded to 2 positions

TOTAL FTE – total FTE per institution
sum(nbrjobs_fte) rounded to 3 positions

% OF BAMT – total 9 month salary per institution/ total overall 9 month salary all institution * 100 rounded to 3 positions

TOTAL INC. – (total average Oklahoma salary per institution * .90) – total overall 9 month salary per institution

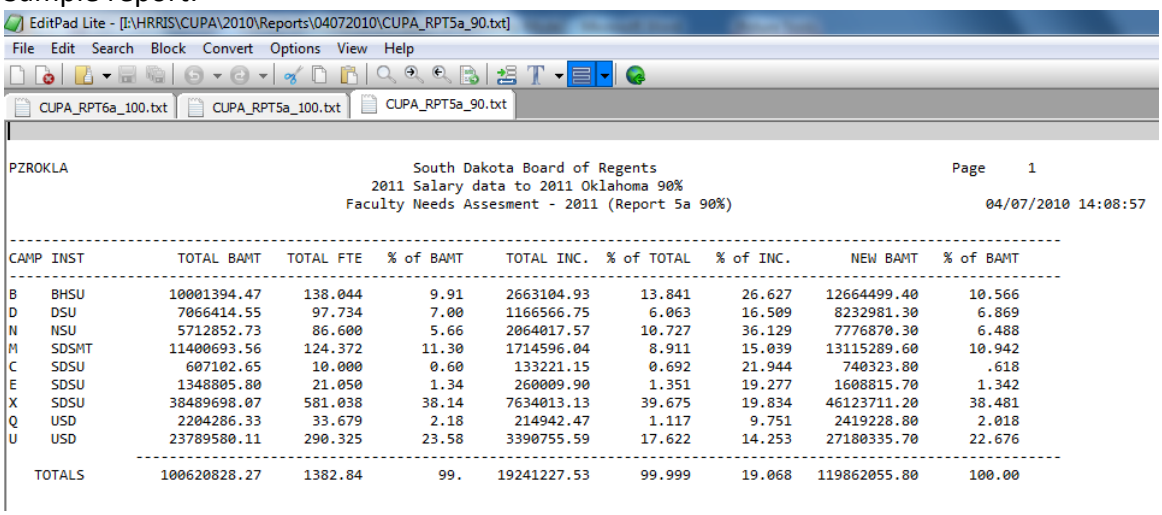
% of TOTAL – ((total average Oklahoma salary per institution * .90) – total overall 9 month salary per institution) / (total average Oklahoma salary for all institutions * .90 - total overall 9 month salary all institution) * 100 rounded to 3 positions

% of INC. – ((total average Oklahoma salary per institution * .90) – total overall 9 month salary per institution) / total 9 month salary per institution) * 100 rounded to 3 positions

NEW BAMT – (total average Oklahoma salary per institution * .90)

% of BAMT - (total average Oklahoma salary per institution * .90) / (total average Oklahoma salary for all institutions * .90)

Sample report:



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CUPA_RPT6a_100.txt | CUPA_RPT5a_100.txt | CUPA_RPT5a_90.txt

PZROKLA South Dakota Board of Regents Page 1
2011 Salary data to 2011 Oklahoma 90%
Faculty Needs Assesment - 2011 (Report 5a 90%) 04/07/2010 14:08:57

CAMP	INST	TOTAL BAMT	TOTAL FTE	% of BAMT	TOTAL INC.	% of TOTAL	% of INC.	NEW BAMT	% of BAMT
B	BHSU	10001394.47	138.044	9.91	2663104.93	13.841	26.627	12664499.40	10.566
D	DSU	7066414.55	97.734	7.00	1166566.75	6.063	16.509	8232981.30	6.869
N	NSU	5712852.73	86.600	5.66	2064017.57	10.727	36.129	7776870.30	6.488
M	SDSMT	11400693.56	124.372	11.30	1714596.04	8.911	15.039	13115289.60	10.942
C	SDSU	607102.65	10.000	0.60	133221.15	0.692	21.944	740323.80	.618
E	SDSU	1348805.80	21.050	1.34	260009.90	1.351	19.277	1608815.70	1.342
X	SDSU	38489698.07	581.038	38.14	7634013.13	39.675	19.834	46123711.20	38.481
Q	USD	2204286.33	33.679	2.18	214942.47	1.117	9.751	2419228.80	2.018
U	USD	23789580.11	290.325	23.58	3390755.59	17.622	14.253	27180335.70	22.676
	TOTALS	100620828.27	1382.84	99.	19241227.53	99.999	19.068	119862055.80	100.00

The report groups by and orders by:

```
 group by pebempl_jbln_code
                , DECODE(substr(nbrjobs_posn,1,1), 'R', 'R'
                                                 , 'B', 'B'
                                                 , 'D', 'D'
                                                 , 'S', 'X'
                                                 , 'U', 'U'
                                                 , 'Q', 'Q'
                                                 , 'M', 'M'
                                                 , 'N', 'N'
                                                 , 'A', 'E'
                                                 , 'E', 'C'
                                                 , 'F', 'U', 'Jan')

        order by pebempl_jbln_code;
```

Further explanation of the process or procedure:

Process Name Step 6 : cupa_report5_cursor.sql

This process creates a report of example “2011 Salary Data CUPA 100%” Faculty Needs Assessment.

This report is a summarized view for all universities broke down by the camp code which is derived from the first position of the nbrjobs_posn then by institution.

Step	Action
1	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\ cupa_report5_cursor.sql Input parameter is fiscal year just used in the heading.

(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

The program uses the following tables and selection criteria:

The main select uses the same tables as Step 5 and the following differences. In this report the amounts are summed per camp then by institution.

NBRJOBS to get the SALARY it uses the summed 9 month salary ((nbrjobs_ann_salary / nbrjobs_fte / nbrjobs_factor) * 9) if the employees 9 month salary minus the CUPA_LOAD.cupa_a_average IS < 0 ELSE if it is not < 0 it uses the summed CUPA_LOAD.cupa_a_average.

Report has the following columns:

CAMP –

Decode the first position of nbrjobs_posn to get the *Campus*:

R → R
B → B
D → D
S → X
U → U
Q → Q
M → M
N → N
A → E
E → C
F → U ELSE 'Jan'

INST – Institution/JBLN

TOTAL BAMT – if the employees 9 month salary minus the CUPA_LOAD.cupa_a_average IS < 0 use the summed 9 month salary per institution calculated as follows((nbrjobs_ann_salary / nbrjobs_fte / nbrjobs_factor) * 9)

ELSE

if it is not < 0 use the summed CUPA_LOAD.cupa_a_average.

Round to 2 positions

TOTAL FTE – total FTE per institution
sum(nbrjobs_fte) rounded to 3 positions

% OF BAMT – TOTAL BAMT (SEE LOGIC ABOVE)/ TOTAL BAMT (SEE LOGIC ABOVE EXCEPT IT IS FOR ALL INSTITUTIONS COMBINED) * 100 rounded to 3 positions.

TOTAL INC. – total average CUPA salary per institution – **TOTAL BAMT** per institution.

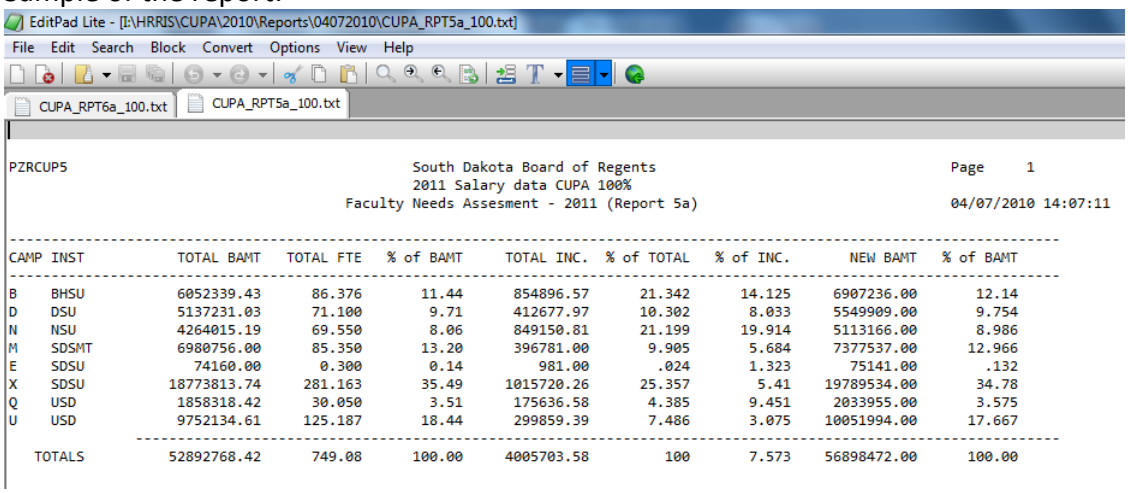
% of TOTAL – (total average CUPA salary per institution – **TOTAL BAMT** per institution) / (total average CUPA salary for all institutions - **TOTAL BAMT** for all institution) * 100 rounded to 3 positions

% of INC. – (total average CUPA salary per institution – **TOTAL BAMT** per institution) / **TOTAL BAMT** per institution) * 100 rounded to 3 positions

NEW BAMT – (total average CUPA salary per institution + **TOTAL BAMT** per institution)

% of BAMT - (total average CUPA salary per institution + **TOTAL BAMT** per institution) / (total average CUPA salary for all institutions) * 100 rounded to 3 positions

Sample of the report:



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CUPA_RPT6a_100.txt | CUPA_RPT5a_100.txt

PZRCUP5 South Dakota Board of Regents Page 1
2011 Salary data CUPA 100%
Faculty Needs Assesment - 2011 (Report 5a) 04/07/2010 14:07:11

CAMP	INST	TOTAL BAMT	TOTAL FTE	% of BAMT	TOTAL INC.	% of TOTAL	% of INC.	NEW BAMT	% of BAMT
B	BHSU	6052339.43	86.376	11.44	854896.57	21.342	14.125	6907236.00	12.14
D	DSU	5137231.03	71.100	9.71	412677.97	10.302	8.033	5549909.00	9.754
N	NSU	4264015.19	69.550	8.06	849150.81	21.199	19.914	5113166.00	8.986
M	SDSMT	6980756.00	85.350	13.20	396781.00	9.905	5.684	7377537.00	12.966
E	SDSU	74160.00	0.300	0.14	981.00	.024	1.323	75141.00	.132
X	SDSU	18773813.74	281.163	35.49	1015720.26	25.357	5.41	19789534.00	34.78
Q	USD	1858318.42	30.050	3.51	175636.58	4.385	9.451	2033955.00	3.575
U	USD	9752134.61	125.187	18.44	299859.39	7.486	3.075	10051994.00	17.667
	TOTALS	52892768.42	749.08	100.00	4005703.58	100	7.573	56898472.00	100.00

The report groups by and orders by:

```
group by pebempl_jbln_code
                , DECODE(substr(nbrjobs_posn,1,1), 'R', 'R'
                                                 , 'B', 'B'
                                                 , 'D', 'D'
                                                 , 'S', 'X'
                                                 , 'U', 'U'
                                                 , 'Q', 'Q'
                                                 , 'M', 'M'
                                                 , 'N', 'N'
                                                 , 'A', 'E'
                                                 , 'E', 'C'
                                                 , 'F', 'U', 'Jan')

        order by pebempl_jbln_code;
```

Further explanation of the process or procedure:

Process Name Step 7 : cupa_report6a_100.sql

This process creates a report of example "2011 Salary data CUPA 100% Faculty Needs Assesment - 2011 (Report 6a)

This report is a summarized view for each institution.

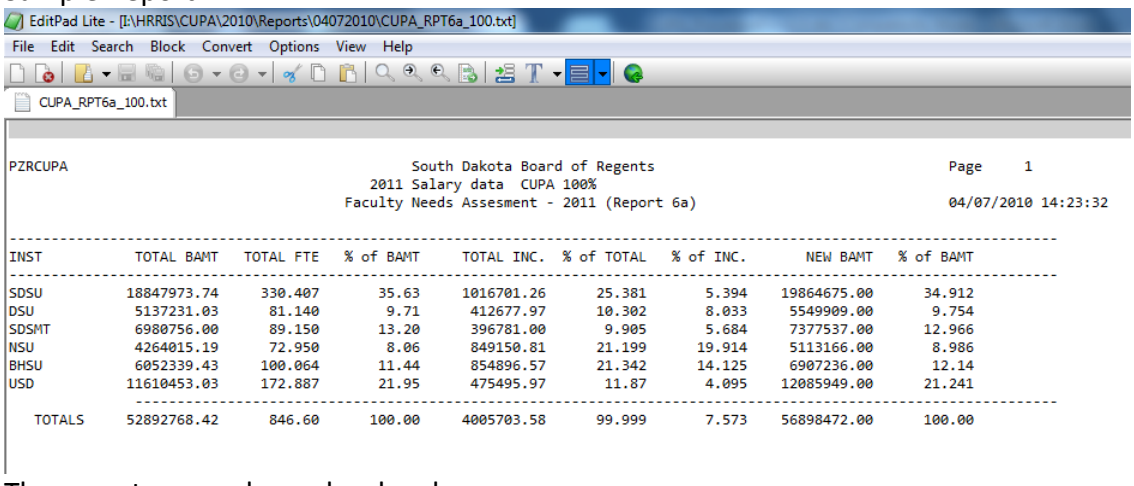
Step	Action
1	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\cupa_report6a_100.sql Input parameter is fiscal year just used in the heading.

(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

This report is identical to STEP 6 except it is not broke down by institution only. Calculations are the same as STEP 6.

Differences:
NBRJOBS_ECLS_CODE and NBBPOSN -- this report includes code 00250
Select records that have and ecls of 15,16,17, or 18 with a nbbposn_pcls_code not equal to 00250 OR select records that have and ecls of 28 with a nbbposn_pcls_code of 00520, 00522, OR 00524

Sample Report: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File Edit Search Block Convert Options View Help
CUPA_RPT6a_100.txt

PZRCUPA South Dakota Board of Regents Page 1
2011 Salary data CUPA 100%
Faculty Needs Assesment - 2011 (Report 6a) 04/07/2010 14:23:32

INST	TOTAL BAMT	TOTAL FTE	% of BAMT	TOTAL INC.	% of TOTAL	% of INC.	NEW BAMT	% of BAMT
SDSU	18847973.74	330.407	35.63	1016701.26	25.381	5.394	19864675.00	34.912
DSU	5137231.03	81.140	9.71	412677.97	10.302	8.033	5549909.00	9.754
SDSMT	6980756.00	89.150	13.20	396781.00	9.905	5.684	7377537.00	12.966
NSU	4264015.19	72.950	8.06	849150.81	21.199	19.914	5113166.00	8.986
BHSU	6052339.43	100.064	11.44	854896.57	21.342	14.125	6907236.00	12.14
USD	11610453.03	172.887	21.95	475495.97	11.87	4.095	12085949.00	21.241
TOTALS	52892768.42	846.60	100.00	4005703.58	99.999	7.573	56898472.00	100.00

The report groups by and orders by:

```
group by pebempl_jbln_code;
```

Further explanation of the process or procedure:

Process Name Step 8 : cupa_report7a_100.sql

This process creates a report with a heading of:

2011 Salary data CUPA 100%

Faculty Needs Assesment - 2011 (Report 7)

This report is a summarized view by RANK.

Step	Action
1	Using PL/SQL Developer Run I:\HRRIS\CUPA\2010\cupa_report7a_100.sql

(Use this space for zoom detail screen shots, further information or leave it blank for note-taking)

This report is identical to STEP 6 except it is not broke down by institution only. Calculations are the same as STEP 6.

Differences:

NBRJOBS_ECLS_CODE and NBBPOSN -- this report includes code 00250

Select records that have and ecls of 15,16,17, or 18 with a nbbposn_pcls_code not equal to 00250 OR select records that have and ecls of 28 with a nbbposn_pcls_code of 00520, 00522, OR 00524

To get Rank Title

PERRANK -- to get rank_code to come up with the **TITLE**. Only pull rank codes 1-4 based on max action date Oklahoma does this but not cupa and should it I would think yes??.

Decode perrank_rank_code

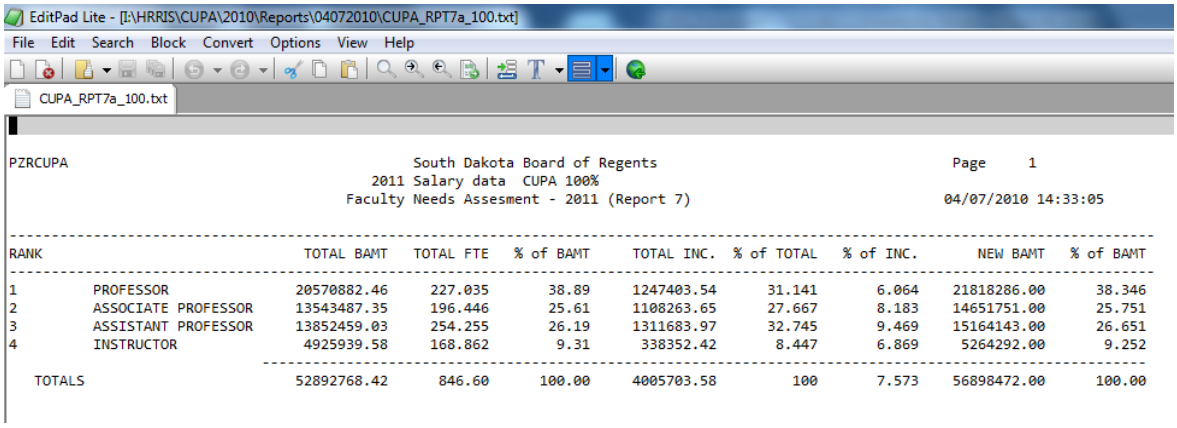
1 → PROFESSOR

2 → ASSOCIATE PROFESSOR

3 → ASSISTANT PROFESSOR

4 → INSTRUCTOR

Sample of the report:



PZRCUPA South Dakota Board of Regents Page 1
2011 Salary data CUPA 100%
Faculty Needs Assesment - 2011 (Report 7) 04/07/2010 14:33:05

RANK		TOTAL BAMT	TOTAL FTE	% of BAMT	TOTAL INC.	% of TOTAL	% of INC.	NEW BAMT	% of BAMT
1	PROFESSOR	20570882.46	227.035	38.89	1247403.54	31.141	6.064	21818286.00	38.346
2	ASSOCIATE PROFESSOR	13543487.35	196.446	25.61	1108263.65	27.667	8.183	14651751.00	25.751
3	ASSISTANT PROFESSOR	13852459.03	254.255	26.19	1311683.97	32.745	9.469	15164143.00	26.651
4	INSTRUCTOR	4925939.58	168.862	9.31	338352.42	8.447	6.869	5264292.00	9.252
TOTALS		52892768.42	846.60	100.00	4005703.58	100	7.573	56898472.00	100.00

The report groups by and orders by:

```
group by decode (perrank_rank_code,      1, 'PROFESSOR'
                                       , 2, 'ASSOCIATE PROFESSOR'
                                       , 3, 'ASSISTANT PROFESSOR'
                                       , 4, 'INSTRUCTOR')
                , perrank_rank_code

order by RANK;
```

Further explanation of the process or procedure: