HCM Privilege Modeling

Compliance requires

1. A reasonable record of who can see and change HR records
2. A well understood policy or granting access
3. Default deny access assignment and timely removal extra access.
The Glossary slide

- Subject
- Function or verb
- Resource
- Qualifier or scope
- Privilege = (subject, function, resource, qualifier)
HCM Privilege Modeling

- Start by interviewing the business partners
- Model subjects, resources, functions and scopes
- Is Central access management and policy expression possible?
  - How can you express and enforce your policy?
  - Groups or directory attributes
  - Policy Decision points for real-time evaluation, xacml or saml queries
- Privilege Provisioning into an application?
  - Provisioning connectors
  - Human-based provisioning
- Is there a hybrid strategy?
  - Gross affiliation from a central authority and business rules in application
## Organizational Participants

<table>
<thead>
<tr>
<th>Tepper Business School</th>
<th>University Advancement</th>
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<tbody>
<tr>
<td>Human Resources</td>
<td>School of Computer Science</td>
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<tr>
<td>Software Engineering Institute</td>
<td>Mellon College of Science</td>
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<tr>
<td>Office General Counsel</td>
<td>Qatar Campus</td>
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<tr>
<td>Campus Affairs</td>
<td>Presidents Office</td>
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<tr>
<td>Australian Campus</td>
<td>Heinz School</td>
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<tr>
<td>Business School</td>
<td>Finance</td>
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<tr>
<td>Business Office</td>
<td>AVP – International Finance</td>
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<tr>
<td>HR</td>
<td>Treasurer</td>
</tr>
<tr>
<td>Dean</td>
<td>Acting CIO</td>
</tr>
<tr>
<td>Deputy Dean</td>
<td>Senior Director</td>
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<tr>
<td>Associate Dean</td>
<td>HR/Payroll Administrator</td>
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<tr>
<td>Assistant to the Deputy Dean</td>
<td>CFO</td>
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<tr>
<td>Faculty</td>
<td>AVP-Controller</td>
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<tr>
<td>Dean’s Office</td>
<td>AVP-Budget and Planning</td>
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Resource and Functions

- Human Capital Management
  - Time Sheets: enter hours, approve
  - Paid Time Off: request, approve, record, view
  - Performance Reviews: provide input, write performance review, perform performance review
  - Salary Review: make preliminary salary recommendation, approve final salary, update salary
- Appointments: create appointment, edit appointment, delete appointment
- Hiring: get position template, submit position description, approve position description, approve offer funding, compose offer letter, approve sign offer letter, provide recruits, enter interview information
- Position Descriptions: get position template, submit position description, approve position description, approve offer funding, compose offer letter, approve sign offer letter, provide recruits, enter interview information
Scoping of Privileges

- Per Division
- Per Department
- Per Program
- Per related set of financial centers
Subscoping

- For undergraduates students
- For graduates students
- For contracted faculty
- When the resource is in a certain status
Everything is easier in the Cloud

- Cloud Recruiting Service
- Local Talent Management Software
- Cloud Time and Labor Application
- Cloud HCM Application
- Cloud International Payroll Application
Cloud Recruiting Service (The HR view)

• The primary object is the “requisition” which sort of maps to “position”

• Roles are
  • Recruiter
  • Recruiter Assistant
  • Hiring Manager
  • Hiring Manager’s Assistant
Cloud Recruiting Service (the application view)

- 423 Recruiting oriented privileges spread over 4 app specific roles
  - Hiring Manager
  - Collaborator
  - HR Manager
  - Recruiter
Access Management in the CORE HCM System

• Everything is based on the organizational hierarchy but you can have multiple organizations
  • Time Card approval hierarchy
  • Performance Review hierarchy
  • Expense approval hierarchy
Summary

• Everything is easier in the cloud, but not access management

• Each peer group does use different roles and language to describe their workflow

• Having policy described outside of applications makes it easier to talk about, audit and change