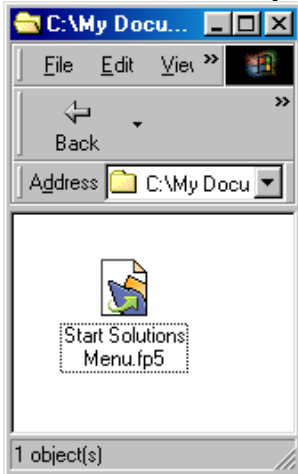


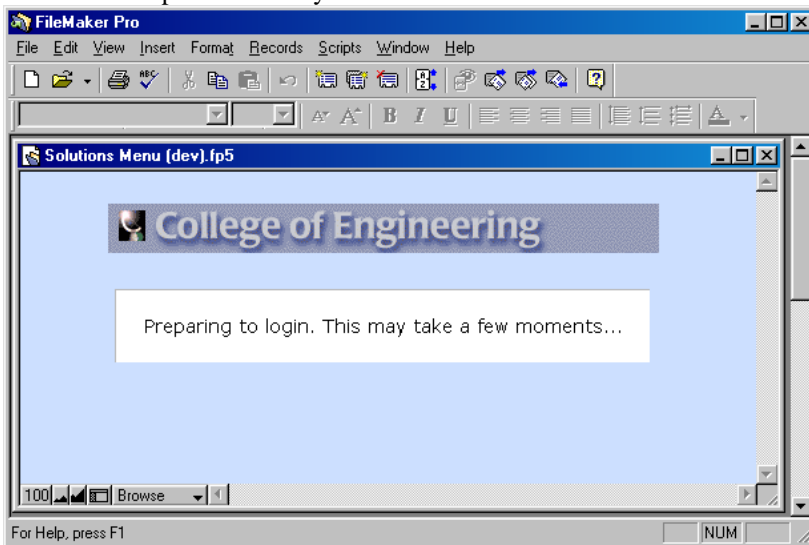
Walk Through of the Proposed Data Infrastructure

Presented by Paul Davis (prd9@cornell.edu) 9/21/01. Discussion at cu-filemaker-L@cornell.edu

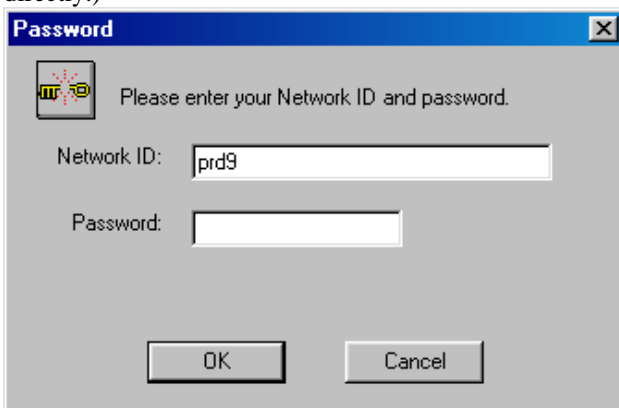
Launching FileMaker: Start FileMaker by double clicking the startup file. This is a small file that we can email to all users. All they need to use it is FileMaker 5.5 and a network connection.



Connecting to the Server: Wait a few seconds while the FileMaker opens and finds the server and launches the logon file. The first time it starts up the server will download the plug-in used by the authentication process silently.



Kerberos Authentication: The login file, which has no user interface, launches SideCar to authenticate the user using their netID and campus password. (The pilot uses CUWebAuth. The final will use Kerberos directly.)

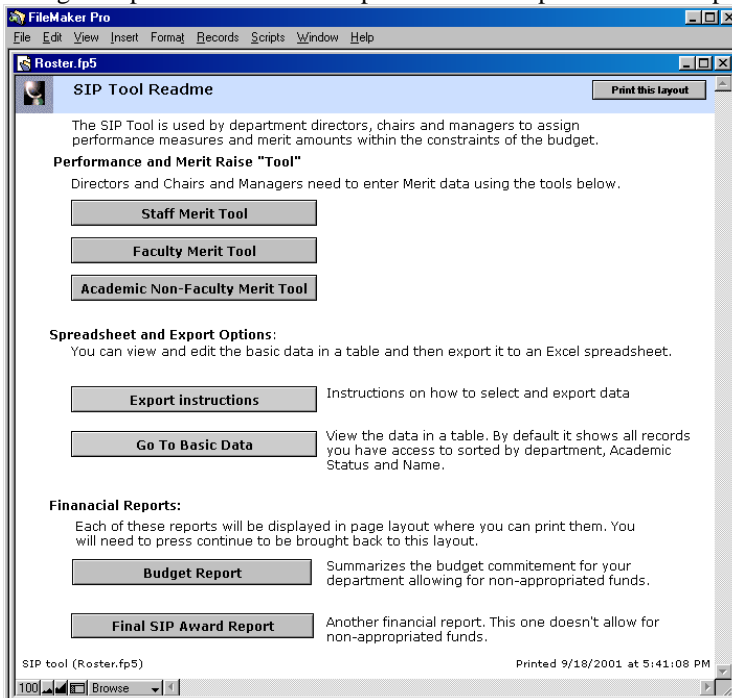


Solutions Menu: Once authenticated, the user's authorizations (permits) are looked up. If they have no permits, the program exits, otherwise the "Menu" file is launched and the netID and permits list are passed to it. Only the "solutions" (AKA: database applications) allowed by the user's permits are displayed. The user can manage the access list for solutions they "own" (indicated by the key icon).



(I've messed with the user interface here a bit. Solutions listed with an X next to them do not yet exist, items with no icon exist but haven't been installed in this pilot yet. The thumbs up icon indicates the one item I've installed for demo purposes.)

SIP Tool: By clicking on the SIP Tool Button, the Menu file launches the SIP Tool, passing the permits and netID so the SIP tool can use them for controlling access to data. The SIP tool launches with a menu listing the options available for a person with this particular set of permits.



Performance and Merit Submission Form: This is what it looks like after clicking on the Staff Merit Tool button. In this example, the data is made up, but the real solution joined the following data: SIP roster; market median data; work force planning; band minimums; and a number of tables we created internally. All told, with the various reporting and lookup tables, there are 15 tables, 460 fields (many of the budget fields are calculated fields), 37 relationships, 128 scripts and 77 layouts.

We used this tool for generating various equity scenarios as we designed our SIP program, having managers enter the performance and SIP awards for faculty, staff and academic non-faculty using different SIP programs for each and doing lots budget reports. All of the data is updated dynamically. If you indicate a staff person is leaving before SIP goes in effect your budge is recalculated on the fly. As you assign merit amounts, your budget variance recalculates instantly. (With this fake data, that aspect of the program isn't working properly, but it works fine with real data.)

The screenshot shows a FileMaker Pro window titled 'Roster.fp5'. The layout is divided into several sections:

- Performance Rating Distribution:** A table with columns for Target, Actual, and Variance.

	Target	Actual	Variance
5 Consistently Surpasses Expectations	15%	17%	2%
4 Frequently Exceeds Expectations	20%	17%	-3%
3 Fully Achieves Expectations	60%	50%	-10%
1 Fails to Achieve Expectations or 2 Needs Improvement	5%	17%	12%
- Budget Variance:** A summary table.

	Budget Committed	Variance
Total Merit Commitment on All Funds	\$9,688	\$1,022,956
Total Merit Commitment on Appropriated Funds	\$6,211	\$1,018,706
Total Merit Commitment on Other Funds	\$3,477	\$4,250
Raise to Min + 2% Commitment on Other Funds	\$1,680	\$1,680
- Market Considerations:** A grid of checkboxes for 'Fully Qualified', 'Fully Competent', 'Able to Train', '*At Risk*', and 'Hot Skills*'. The 'Fully Qualified' column is checked for all staff members.
- Staff Roster Table:**

Delete Line	Performance	Years in Position	Name	Dept	Title	Band	Raise to Band Min+2%	Pre-Merit Comp Rate* (Hourly Rate or Annualized Salary)	'01 Estimated Market Value (85%)	Pct of '01 BMV/ Below '01 BMV	Applicable Merit Range	Merit Increase	Final Compensation
<input type="checkbox"/>	3	.....	Joe	DEMO	Prog/analy 3	F	\$0.00	\$85,168.00	\$46,365.80	184%	\$1300-\$2100	\$1,500.00	\$86,668.00
<input type="checkbox"/>	4	.....	Jane	DEMO	Adminis S4	G	\$0.00	\$45,000.00			\$2515-\$3250	\$2,800.00	\$47,800.00
<input type="checkbox"/>	2	.....	Fred	DEMO	Acct Rep S4	D	\$0.00	\$19.67	\$15.23	129%	\$0.00	\$500.00	\$519.67
<input type="checkbox"/>	5	.....	Kristen	DEMO	Rsc Sup S 2	F	\$1,680.00	\$34,680.00	\$35,830.05	97%	\$2925-\$4125	\$3,500.00	\$38,180.00
<input type="checkbox"/>	3	.....	Ken	DEMO	Admn Asst 3	C	\$0.00	\$13.70	\$12.32	111%	\$0.43-\$0.56	\$0.47	\$14.17
<input type="checkbox"/>	3	.....	Mary	DEMO	Technicn 3	C	\$0.00	\$12.50	\$11.76	106%	\$0.43-\$0.56	\$0.47	\$12.97

At the bottom, there is a note: '* Pre Merit Salary includes any adjustment to raise salary to Band Minimums + 2%. It is either an hourly Funds for this adjustment on appropriated dollars have been provided by the college and departments h'

