

# HCM: Period Activity Pay – Hire and Rehire

## Overview:

This document explains how to input a Period Activity Pay (PAP). This business process is primarily utilized for employees receiving payment via Stipend and is accessible as an auto-populated step in the hire process, Add job process, Change Job process, Renewal process and/or as additional compensation owed to a current employee. The recommended browser for accessing Workday is Google Chrome. However, Mozilla Firefox and Apple Safari may also be used.

## SU Pre-Workday Process To-Do's:

- **Prior to initiating the Workday process:**
  - Have all information on the On-Boarding Sheet filled out. This is available on the SU Workday website and request the following information:
    - Start and End Dates of Employment
      - Reference the Payroll/HR Processing Calendar on the SU Workday website to ensure that you are initiating the process with enough time for it to complete before the employee's effective date, which should be the start of a pay period.
    - Title
    - Pay (Total Compensation)
    - Work Location
    - Custom Pay Rate (One-time or bi-weekly)
    - Supervisory Organization
    - Costing Allocation
    - FTE calculation\*
    - Academic Period (for Period Activity Pay (PAP))

## Icons referred to in this document



Prompt



Related Actions



Required Field



Checkbox



Calendar



My Tasks



Instruction Information

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## Period Activity Pay – Hire, Rehire

1. The **Add Period Activity Pay** page will auto populate as part of the business process as you navigate and follow each subsequent step.
  - a. Enter the **Academic Period based on the Ob-boarding sheet data**
    1. **ALWAYS MAKE SURE THE PERIOD STARTS WITH “SU”**
  - b. Enter the **Period Activity Rate Matrix, which should ALWAYS be “USM Academic Titles Period Activity Rate Matrix”, unless advised otherwise by HR**

### Add Period Activity Pay

The Scheduled Payment Date in the Payment section is the last day of the Pay Period where the amount will be paid.

Effective Date 02/26/2025

Academic Period \*

Error: The field Academic Period is required and must have a value.

Period Activity Rate Matrix \*

2. Click Submit
3. The next page of the Add Period Activity Pay page will pop-up
  - a. Select the “Reason” as “Period Activity > Add New Activity Pay

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## Add Period Activity Pay Ryaan Muro

Position SU Administration & Finance-VP Ofc, JM (Aurora Edenhart-Pepe)

Total Amount  
0.00 USD

Academic Period \* SU 2025 Spring Regular (01/08/2025-06/10/2025)

The Scheduled Payment Date in the Payment section is the last day of the Pay Period where the amount will be paid.

Rate Matrix USM Academic Titles Period Activity Rate Matrix

Reason \*

Search

← Period Activity > Add New  
Activity Pay

1 item

<input checked="" type="radio"/>	Period Activity > Add New Activity Pay > New Assignment for Existing Employee	*Activity Dates
<input type="radio"/>	Period Activity > Add New Activity Pay > New Contract Already Generated	Start Date *
<input type="radio"/>	Period Activity > Add New Activity Pay > New Hire Assignment	<input type="text"/>
<input type="radio"/>	Period Activity > Add New Activity Pay > Reappointment for Existing Employee	End Date *

b. Under “Activity”, select the applicable activity pay type by clicking “All Activities”.

1. ALWAYS leave a comment IN BOTH COMMENT BOXES noting the semester, course, and department that the Period Activity Pay applies to.

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This screenshot shows a portion of the HCM form. The 'Activity Dates' section includes 'Start Date' (01/16/2024) and 'End Date' (06/30/2024). Below this, there is a 'Comment' field with the text 'Course information should go here.' and a 'Weeks in Activity Period' field with the value 23.86. A red box highlights the comment field.

Rate Matrix USM Academic Titles Period Activity Rate Matrix

Reason x Period Activity > Add New Activity Pay > New Hire Assignment

1 Item

This screenshot shows a more complete view of the HCM form. It includes sections for 'Reportable Hours' (Work Hours Per Week: 10, Work Hours Per Activity Period: 0, Weekly Service Hours: 33.3, Suggested Weekly Service Hours: 33.30, Total Service Hours for Activity Period: 99.90), 'Units' (Unit Type: Credit Hour, Quantity: 3, Assigned Unit Rate: 1,650.00, Default Unit Rate: 100.00), and 'Compensation' (Total Amount: 4,950.00, Currency: USD). A gray oval with the number '1' is highlighted under the 'Costing Overrides' section. The 'Payments' section shows 'Start Date' (02/26/2025) and 'End Date' (03/18/2025).

Econ Spring 2025 Micro

- a. For Activity Dates, the start and end dates should ALWAYS match the contract start and end dates for the position. Follow the guidance from Academic Affairs on the dates for Adjunct contracts.
- b. Fill in the Reportable Hours based on the weekly hours noted on the On-boarding form
- c. For “Units” the “Quantity” should be the number of credit hours being taught tied to the specific Period Activity Pay
  2. The “Assigned Unit Rate” will auto-calculate once Quantity and the “Compensation” “Total Amount” is filled out
- d. Under “Compensation”, enter following:
  3. “Total Amount” that is owed to the employee for this specific position based on the agreed amount in the pre-signed offer/contract letter and what is noted on the on-boarding sheet
  4. ALWAYS CLICK ON THE GRAY OVAL UNDER “COSTING OVERRIDES” TO REFILL THE COSTING ALLOCATION INFORMATION
    - These are the worktags as listed on the on-boarding sheet
    - The “Detail Code” is ALWAYS “DC00001 Contractual Pay”, unless otherwise noted by HR
    - Once the USource is entered the rest of the worktags will auto-populate

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- ALWAYS allocate the percent of the total compensation that will be paid from these worktags

\*Compensation

Currency  
USD

Costing Overrides

0

1 item

	Order	Default (As of Start Date)	Required with no Default (Must have Costing Override)	*Detail Code	USource	Grant	Total Amount	Amount Remaining
+ -	▼	Cost Center: CC290027 SU   VPAF   Fin Services Fund: FD4010 Unrestricted Education and General - State Support Location: SU Conway Hall	Detail Code NACUBO Function Code	<input type="text"/>	<input type="text"/>	<input type="text"/>		

Done Cancel

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4,950.00 USD      0.00 USD  
 Total Amount      Amount Remaining

Project	Gift	**Additional Worktags	Percent	Amount
		<ul style="list-style-type: none"> <li>× Cost Center: CC290001 SU   VPAF   Admin and Finance</li> <li>× Fund: FD4010 Unrestricted Education and General - State Support</li> <li>× Institution Specific Worktags: IW00003 SU</li> <li>× NACUBO Function Code: NF0601 Institutional Support Administrative</li> </ul>	100	4,950.00

- g. For “Payments,” if the employee wants biweekly payments, then the payment Start Date and End Date should be the same as the Activity Dates and the Contract Dates. This will auto populate based on the data entered in the “Activity Dates” entered. The biweekly payments will be automatically calculated—do NOT modify the payment schedule unless under specific guidance from HR.
- h. If the employee wants one lump sum payment at the end of the contract term, make the payment start date the same as the payment end date, which should be the end date of the contract. This end date must be in the future in order to pay out! A PAP will not pay out if the payment end date has passed once the approval process is completed.

4. Click Submit