Purpose:
Once an employee is hired and their record is in the PAC system, changes that cannot be made electronically are submitted using a Personnel Action Form (PAF). The purpose of this job aid is to provide you with the steps on how to generate and complete a PAF to make personal and job record changes to an employee's record. When updating information on an Active PAF, draw a line through the existing data and type or write the new information in the field.

In limited circumstances, a New Hire PAF is used to hire a new administrative employee. If entering data in a blank (new hire) PAF, you are able to select items from drop down lists in certain fields. Otherwise the information is typed or written in the field.

Note: This job aid provides instruction to indicate the correct information in the fields. Depending on if the data is entered on a blank or active PAF, the way to do so varies per the above guidelines.

**Complete a Personnel Action Form (PAF) – Job Aid**

**Purpose:**
Once an employee is hired and their record is in the PAC system, changes that cannot be made electronically are submitted using a Personnel Action Form (PAF). The purpose of this job aid is to provide you with the steps on how to generate and complete a PAF to make personal and job record changes to an employee's record. When updating information on an Active PAF, draw a line through the existing data and type or write the new information in the field.

In limited circumstances, a New Hire PAF is used to hire a new administrative employee. If entering data in a blank (new hire) PAF, you are able to select items from drop down lists in certain fields. Otherwise the information is typed or written in the field.

**Note:** This job aid provides instruction to indicate the correct information in the fields. Depending on if the data is entered on a blank or active PAF, the way to do so varies per the above guidelines.

**STEP . . . ACTION . . . RESULT . . .**

**Generate a PAF**
Generate an Active PAF for the employee from the View Employee Personal Information page in the Manager Self-Service section of the People @ Columbia system. For information on how to print PAFs, access the Manager Self-Service training guide.

You generated and printed a PAF.
<table>
<thead>
<tr>
<th>STEP . . .</th>
<th>ACTION . . .</th>
<th>RESULT . . .</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enter the Effective Date(s) and Action / Reason code(s)</td>
<td>Enter the Action / Reason code(s) and effective date(s) at the top of the PAF. This indicates the type of change(s) to the processing center. Action / Reason codes vary dependent upon the type of transaction. Reference the Action / Reason code chart for a full listing of codes and the individual transaction pages in the HR website for a description of transactions as well as supporting information on submitting those changes.</td>
<td>The purpose and effective dates for the transaction are indicated.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COLUMBIA UNIVERSITY PERSONNEL ACTION FORM</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. EFF. DATE</td>
</tr>
<tr>
<td>2. EFF. DATE</td>
</tr>
<tr>
<td>3. EFF. DATE</td>
</tr>
</tbody>
</table>

For additional information on the types of Effective Dates and their proper use, reference the Effective Dates Job Aid.

| Indicate the Change(s) on the PAF | In the appropriate sections of the PAF, draw/type a single line through information that needs to be changed and print/type the new information in the updated fields. Following are the fields on the PAF and their entry descriptions. | The field data entry is complete. |

How to Complete a PAF_Job Aid_Final
PAF Sections and Fields

**ADMINISTRATIVE DEPARTMENT SECTION**

**Admin Dept NBR**: Enter the employee’s new Administrative Department Number which is the seven-digit department number (e.g., 5202102).

**Admin Dept Name**: Enter the name of the employee’s new department.

**Social Security NBR**: Enter the 9-digit Social Security Number. At Morningside, if the person has applied but does not yet have a Social Security Number, enter “Applied.” They must submit the receipt that they received from the Social Security Administration when they applied for the card. At the Medical Center, call the CUMC Payroll Office to obtain a “Temporary” Social Security Number.

**Work Loc**: The location where the employee’s work occurs. Select the appropriate value:

<table>
<thead>
<tr>
<th></th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Morningside</td>
</tr>
<tr>
<td>2</td>
<td>Columbia Univ Medical Center</td>
</tr>
<tr>
<td>3</td>
<td>Harlem Hospital Center</td>
</tr>
<tr>
<td>4</td>
<td>Lamont-Doherty Earth Obs</td>
</tr>
<tr>
<td>5</td>
<td>Nevis</td>
</tr>
<tr>
<td>6</td>
<td>Manhattanville</td>
</tr>
<tr>
<td>7</td>
<td>CU Buildings</td>
</tr>
<tr>
<td>8</td>
<td>Others</td>
</tr>
<tr>
<td>9</td>
<td>GE Building</td>
</tr>
<tr>
<td>10</td>
<td>MI Bassett Hospital</td>
</tr>
<tr>
<td>11</td>
<td>Helen Hayes Hospital</td>
</tr>
<tr>
<td>16</td>
<td>St. Joseph’s Hospital, Newark</td>
</tr>
<tr>
<td>17</td>
<td>Center for Addict &amp; Substance Abuse</td>
</tr>
<tr>
<td>19</td>
<td>Washington, D.C.</td>
</tr>
<tr>
<td>20</td>
<td>White Plains Hospital Center</td>
</tr>
<tr>
<td>21</td>
<td>Lawrence Hospital</td>
</tr>
<tr>
<td>22</td>
<td>New Milford Hospital</td>
</tr>
<tr>
<td>23</td>
<td>Valley Hospital</td>
</tr>
<tr>
<td>24</td>
<td>Nyack Hospital</td>
</tr>
<tr>
<td>25</td>
<td>St. Vincent’s Medical Center (CT)</td>
</tr>
<tr>
<td>26</td>
<td>Stamford Hospital</td>
</tr>
</tbody>
</table>
**NAME SECTION**

Name Prefix: Select the appropriate value for the employee from the dropdown list. Refer to the TBH hiring materials on how to select the appropriate name prefix.

Name Suffix: Select the appropriate value from Junior, Senior, II, III, and IV.

Last, First Middle: Enter the employee’s name, surname first, followed by their first and middle names.

Note: If an employee requests use of a preferred name, enter the information in the Comments Section. No additional backup is required for a Preferred Name update, only for legal name changes.

**PHONE and CONTACTS SECTION**

Off Phone*: The employee’s official Columbia University work number. Enter the complete phone number, including the area code (10-digits in USA).

Res Phone*: The employee’s preferred personal phone number. Enter the complete phone number, including the area code (10-digits in USA).

Mobile Phone*: The employee’s personal mobile / cell phone number. Enter the complete phone number, including the area code (10-digits in USA) in the comments section of the form. Note: an employee may also have a Columbia issued mobile phone with a separate number. If so, enter that also in the comments section.

Fax*: The employee’s official Columbia University work fax number. Enter the complete phone number, including the area code (10-digits in USA).

Primary E-mail: An e-mail address cannot be changed using a PAF. If an employee would like to use an e-mail address other than his / her official Columbia e-mail account, the Columbia e-mail can be forwarded to the other account. Please visit the e-mail forwarding information section on the CUIT website.

*These phone numbers can also be updated online via Employee Self-Service or Manager Self-Service.

**OVERALL STATUS SECTION**

CU Emp Status: This is the current employment status of the employee.

Status Eff Date: This is the date the current employment status is effective.

Original Hire Date: This date indicates the first / initial date of hire. This is the date that the person was first hired at Columbia University. It reflects the first position the person held at the University.

Service Date: This is the Benefits Service Date and is referenced for Retirement, Custom Flexible Service Date Calculation and the 25 Year Club.
**Pay Freq:** This is the schedule by which an employee receives pay. For example, semi-monthly, weekly, bi-weekly or monthly.

**FLSA:** This stands for the Fair Labor Standards Act. It is determined by the position and the field defaults based on the Job Code in the PAC system.

**CU Overall FT / PT Status:** This is a calculated field that determines the overall full-time or part-time status of employees based upon the jobs they currently hold.

**Total Base Salary:** This is a calculated field that displays the total base compensation based upon the jobs an employee currently holds.

### ADDRESS SECTION

**Office Address:** The employee’s official Columbia University work address. Enter the:

- **Building and Room number:** e.g. 450 Kent Hall.
- **Mail Code:** Enter the mail code directly underneath the building and room #, if one exists
- **City, State, Zip Code, and Country:** only use if employee is not located in a campus building or is located at CUMC.

**Check Sequence Code:** You must enter the appropriate 5-digit Check Sequence Code for your department, for all types of employees.

**Home Address:** Enter the City, State, Country and Zip Code. The home address indicates where the employee’s W-2 statements will be mailed. If the employee’s new Home Address reflects a move in / out of New York City or Yonkers, or a change in Home State, the employee may need to complete new Tax Forms.

**Mailing Address:** Do not add a Mailing Address if it is the same as your Home Address. Enter a Mailing Address only if your mail should be sent to an address other than your Home.

W2 Statements are mailed to your Mailing Address if there is one available, else they're sent to your Home Address. If your address is changing because you are moving into or out of New York City or Yonkers or if you are changing home states, you will need to complete new Tax forms. See your Department Administrator after submitting any changes here.

**NOTE:** NON-RESIDENT ALIENS/FOREIGN STUDENTS, PLEASE CONTACT YOUR DA BEFORE MAKING ANY CHANGES HERE.

### PERSONAL SECTION

**Gender:** Select Male or Female.

**Birth Date:** Enter the employee’s date of birth. Please be sure that it corresponds with that listed on the I-9 Form or official documents.
Ethnicity / Race: Enter the selection(s) made by the employee on the Voluntary Self-Identification of Race and Ethnicity Form. Note: Employees may also update this directly in ESS.

Marital Status: Select the appropriate value from Divorced, Married, Separated, Single, Civil Partnership or Dissolution of Civil Partnership, or Widowed. The default value is Single.

Marital Status Date: Enter the date for the employee’s marital status. Note: A status of Single does not require a date.

Mil Report Status: Field not required.

WORK ELIGIBILITY SECTION

US Citizen: Indicate Yes or No.

Visa Type: Required when US Citizenship is “No”. Enter the type of visa the employee holds. Note: some visa types require additional documentation to be attached. If employee is a Permanent Resident, enter “PR”.

[Visa] Expiration Date: Enter the date that the visa expires. Note: Not required for Permanent Residents.

Perm Res Reg # A: Enter the Permanent Resident registration number here. Please be sure that this field is completed for anyone who is a Permanent Resident.

EDUCATION SECTION

(Please be sure to update this section as the individual obtains new degrees)

For all academic personnel you must list all degrees, institutions, and dates of degree in addition to identifying level of education.

Highest Degree: Select the highest degree earned by the employee from the drop down list (if using the blank PAF), or draw a line through the existing degree and write or type in the new degree (if an active PAF was printed). Next to this, enter the actual degree (e.g., Ph.D., M.D., M.S.).

Note for clinical appointments. When an individual has both a Doctor of Medicine and a PhD, the highest education level should reflect what is closest to being practiced. For example, if the individual is teaching, the PhD is listed as the highest education level and as the highest degree. If the individual is in clinical practice, the MD is listed as the highest education level and the highest degree.

Institution: Enter the name of the Institution from which the employee received the degree. Foreign institutions should be identified by the country in which they are located.

Date: The date that the employee received the degree.
TENURE INFORMATION SECTION

Tenure Status: This is a required field. Click the drop down arrow to the right of the field and select the employee's tenure status (if using the blank PAF), or draw a line through the existing status and enter the updated tenure status (if an active PAF was printed). Tenure status does not apply to Administrative hires, however, as this is a required field, see below for both academic and administrative hire selections.

- Tenure Status = 1. Tenured - is used for faculty who have tenure
- Tenure Status = 2. Tenure of Title - is used for faculty who have tenure of title
- Tenure Status = 3. Non-Tenured But on Track - is used for full-time faculty who are on tenure track
- Tenure Status = 4. Other Non-Tenured - is used for full-time faculty not on tenure track and all part-time faculty
- Tenure Status = 5. None - is used for Officers of Research and Student Officers
- Tenure Status = Not Applicable - is used for officers of administration and support staff (including casual employees)

Tenure Begin Date (Req'd for Statuses of 1 or 2 only) - is required for faculty who have tenure status equal to "1 - Tenured" or "2 - Tenure of Title". Enter the date the tenure was effective using this format MM/DD/YYYY

For more information on tenure, visit the Office of Faculty Affairs Website: (http://www.cumc.columbia.edu/faculty/faculty-affairs) or the Faculty Handbook (http://www.columbia.edu/cu/vpaa/handbook/index.html).

COMPLETE UNIVERSITY TITLE SECTION

The Business Title field is a free form field which is an optional entry for administrative positions and a mandatory entry for academic positions.

Reference the Template-Based Hire training materials in the Training Catalog for guidance on how to enter the Business Title.

POSITION / SALARY INFORMATION SECTION

Position Status: this is status for a position which should always be Active.

Position Type: this indicates the primary or secondary job for an individual, if applicable, and defaults based upon the PAF generated for the employee's job selected.

EMPL Rec: Employment Record indicates the individual position in the People @ Columbia system. Each employee will have an "Empl Rec 0," representing the person's first position; employees with multiple appointments will have "0" and "1", "0," "1," and "2," etc.
NBR of Active Positions: Indicates the number of appointments (see “Empl Rec” above) in the People @ Columbia system. Most administrative and support staff hold only one position.

Position Number: Enter the Position Number. Also, it is required that you also provide the title for approval/review.

Position Number: Indicate the position number if new or different than current.

Pos Dept NBR: Indicate the department where the position resides.

Pos Dept Name: Indicate the name of the department.

Position Entry Date: Indicate the date that the person entered their new position. It only changes when the position number changes.

Appt Type: DO NOT COMPLETE. The system generates this field.

Grade: Indicate the appropriate grade for the position.

Salary Plan: Indicate the appropriate salary plan for the employee (or employee’s position?):

<table>
<thead>
<tr>
<th>Admin and Faculty</th>
<th>XMPT:</th>
<th>Exempt Employee Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>1199:</td>
<td>1199 Clerical</td>
<td></td>
</tr>
<tr>
<td>CAFA:</td>
<td>Cafeteria Employees—Prior to 1/1/99 [DOES NOT APPLY TO NEW HIRES]</td>
<td></td>
</tr>
<tr>
<td>CAFB:</td>
<td>Cafeteria Employees—On or After 1/1/99</td>
<td></td>
</tr>
<tr>
<td>211A:</td>
<td>Local 2110—Prior to 10/1/97 [DOES NOT APPLY TO NEW HIRES]</td>
<td></td>
</tr>
<tr>
<td>211B:</td>
<td>Local 2110—From 10/1/97 to 3/31/04 [DOES NOT APPLY TO NEW HIRES]</td>
<td></td>
</tr>
<tr>
<td>211C:</td>
<td>Local 2110—On or After 4/1/04</td>
<td></td>
</tr>
<tr>
<td>32BJ:</td>
<td>32B-32J Salary Plan</td>
<td></td>
</tr>
<tr>
<td>HHT:</td>
<td>1199—Harlem Hospital Tech</td>
<td></td>
</tr>
<tr>
<td>L100:</td>
<td>Local 100—Faculty House</td>
<td></td>
</tr>
<tr>
<td>Code</td>
<td>Description</td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>-------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>L95</td>
<td>Local 95—Head Start</td>
<td></td>
</tr>
<tr>
<td>MARI</td>
<td>Maritime Crew</td>
<td></td>
</tr>
<tr>
<td>MEBA</td>
<td>Marine Engineers</td>
<td></td>
</tr>
<tr>
<td>MM&amp;P</td>
<td>Masters, Mates and Pilots</td>
<td></td>
</tr>
<tr>
<td>NUSS</td>
<td>Non-Union Support Staff</td>
<td></td>
</tr>
<tr>
<td>SSA</td>
<td>SSA Plan</td>
<td></td>
</tr>
<tr>
<td>TWFA</td>
<td>TWU—Facilities—Prior to 3/26/99 [DOES NOT APPLY TO NEW HIRES]</td>
<td></td>
</tr>
<tr>
<td>TWFB</td>
<td>TWU—Facilities—On or After 3/26/99</td>
<td></td>
</tr>
<tr>
<td>TWSA</td>
<td>TWU—Security—Prior to 3/26/99 [DOES NOT APPLY TO NEW HIRES]</td>
<td></td>
</tr>
<tr>
<td>TWSB</td>
<td>TWU—Security—On or After 3/26/99</td>
<td></td>
</tr>
</tbody>
</table>

**Title**: This is the generic title for the position. Note this is different than the Complete University Title. Reference that section for more information.

**Title Effective Date**: Do not enter. This is a system generated field based on the position attributes.

**Comp Rate**: This is the period salary for academic officers. Indicate the exact amount the individual will be paid from the Appointment / Comp Rate Effective Date to the Appointment / Comp Rate End Date. For administrative staff, indicate the annual salary.

**Appt / Comp Rate Eff Date**: Indicate the date the person's appointment and/or compensation rate became effective. For administrative staff who have a position of limited duration, enter the Expected Job End Date in the Comment field.

**Appt / Comp Rate End Date**: Indicate the date the person's appointment / compensation rate ends (if applicable).

**Salary Type**: Indicate the salary type. Options are: **CNTRCT** (Contract), **NAANNL** (Annual), **NAHRLY** (Hourly). Contract (aka Period) Rate is for any finite pay with an end date. Note: in TBH, this is the Comp Rate Code field.

**Annual Rate**: Indicate the person’s annual salary.

**Full Base Salary**: For academic officers only. Indicate the annual salary.
Pay Freq Rate: Indicate the amount the person receives per pay period.

FLSA: This stands for the Fair Labor Standards Act. It is determined by the position and the field defaults based on the Job Code in the PAC system.

FT / PT: Indicate if the position is Full Time or Part Time.

Hours / Week: Indicate the appropriate number of hours for the position.

Hourly Rate: Indicate the person’s hourly rate.

Shift: For union positions only. This is system generated and defaults based on the position.

Hourly Shift Amount: For union positions only. This is system generated and defaults based on the position.

Annl Shift Amount: For union positions only. This is system generated and defaults based on the position.

Barg Unit: Indicate the appropriate Bargaining Unit (union) if applicable.

Probationary End Date: Indicate the Probationary End Date. Refer to the appropriate collective bargaining unit. Administrative officers do not have a specified probationary period.

Job code: Indicate the appropriate job code per the classification determined by the central administrative HR department.

BU Sen Date: Indicate the effective date that the employee first joined the Bargaining Unit (union).

% Effort: Do Not Enter. This is a system calculated field.

**TERMINATION / RETIREMENT / LAYOFF SECTION**

Action*: Indicate the appropriate Action Code.

Action Reason*: Indicate the appropriate reason for the action.

*Reference the Action / Reason Code Chart for a complete description of action and reason codes.

Effective Date: Indicate the effective date for the action. For terminations / retirements / layoffs, enter the date immediately following the employee’s last working day.

Term Vac Pay Days: Indicate the number of earned and unused vacation and personal days to be paid.
Vacation Pay Amt: Leave blank. This amount is calculated by the HRPC.

Severance Pay Amt: Indicate the agreed upon severance amount to be received by the employee. This amount requires the review, determination and approval of your HR client Manager for administrative personnel and the Provost for academic personnel.

Months: Leave blank.

Weeks: Leave blank.

% of Weeks: Leave blank.

LEAVE OF ABSENCE SECTION

Leave Action*: Indicate the appropriate leave action.

Action Reason*: Indicate the appropriate reason for the action.

*Reference the Action / Reason Code Chart for a complete description of action and reason codes.

Leave Begin Date: Indicate the date that the leave begins.

Leave End Date: Indicate the date that the leave will end.

Expect Ret: Indicate the date that you expect the employee to return.

Actual Return: Indicate the date that the employee actually returned to work.

Partial Pay: Check either the ‘yes’ or ‘no’ box to indicate if the employee receives partial pay during the leave of absence. Use the Comments section of the form to enter any additional information regarding the leave.

- For employees on an unpaid leave of absence (action = LOA), check ‘no’ for partial pay
- For employees on a paid leave of absence (action – PLA), receiving full pay, check ‘no’ for partial pay
- For employees on a paid leave of absence (action = PLA), receiving partial pay, check ‘yes’ for partial pay and indicate the amount of pay to be received during the leave in the comp rate and annual rate fields
## How to Complete a PAF Job Aid

### Attach Supporting Documentation

Attach the required supporting paperwork for the transaction. The documentation required differs depending upon the transaction. Visit the individual transaction pages in the HR website for a description of supporting documentation. You can also contact your HR representative or HR Client Manager for additional guidance.

<table>
<thead>
<tr>
<th>ACTION</th>
<th>RESULT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attach Supporting Documentation</td>
<td>The supporting documentation is attached.</td>
</tr>
</tbody>
</table>

#### Attach Supporting Documentation Table

<table>
<thead>
<tr>
<th>NAME</th>
<th>DATE</th>
<th>NAME</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
<td>Title</td>
<td>Date</td>
<td>Date</td>
</tr>
</tbody>
</table>

#### Comment

Enter any comments in the space provided.

Note: FOR HRPC USE ONLY.

### Sign the PAF

Verify that the form is complete, sign it, attach the appropriate documentation and route it to the appropriate office for approval. Signing the form indicates approval for the transaction. Selected individuals in your department have the authority to sign PAFs. Ensure that the form is signed by those with the authority to do so.

<table>
<thead>
<tr>
<th>ACTION</th>
<th>RESULT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sign the PAF</td>
<td>The PAF entry is complete.</td>
</tr>
</tbody>
</table>

#### Sign the PAF Table

<table>
<thead>
<tr>
<th>NAME</th>
<th>DATE</th>
<th>NAME</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
<td>Title</td>
<td>Date</td>
<td>Date</td>
</tr>
</tbody>
</table>

### View the Updates to the Employee Record

Once the changes are processed by the Human Resources Processing Center (HRPC), they are viewable in the PAC system. Navigate to the Employee Personal and Job Information section of Manager Self-Service (MSS) to view the updated information. You can also run a Personnel Action Record in MSS to view when the transactions processed. There are also HR Manager Reports that provide additional data.

For information on how to navigate MSS and run HR reports, visit the training catalog.

### Notes

- The requested changes are made and viewable in the system.

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How to Complete a PAF Job Aid Final Page 12 of 12