Object Code Rules

Fran Seidita – Director Budget Planning
Workday – Object Code Configuration Rules

All Object Codes (for both Expense and Liabilities) are set up in Workday as Ledger Accounts.

Rules for Object Codes can be set up using the following fields:

- Total Blended FTE% on Worker (benefits will be using this. FT benefits will be offered if FTE% \( \geq 87.5\% \))
- Position Worker Type (employee type - Academic, Staff, Postdoctoral, Student, Temporary)
- Job Profile or Job Category
- Pay Group (weekly, monthly, academic)
- Account Segments
  - Penn Cost Center (Ben Financial Org)
  - Penn Fund (Ben Financial Fund)
  - Penn Program (Ben Financials Prog)
  - Penn CREF (Ben Financials CREF) – entered as XX-YYYY where XX is School/Center

*PT benefits will be offered to those eligible with an FTE% between 43.5% and 87.5%. FT Benefits \( \geq 87.5\% \) FTE*

_Students and Temporary Workers are NOT eligible for FT Benefits._
Object Code Rules can NOT be based on:

- SSN Limit
- Benefits acceptance including ACA Benefits Acceptance

Two New Program Numbers to Assist with Object Code Logic:

- New Program **3020** for CPUP earnings.
  - To determine how to assign 1511/1258 (CPUP EB) vs. 1522/1252 (FT EB)
    - Details included on “Workday - CPUP/CHOP Pay and CPUP Clinical Rate” slide in Object Code Logic Section
- New Program **5406** for Nursing interfund.
  - To determine how to assign 1252
    - Details included on “Accounts for Interfund – Outside of CPUP earnings” slide in Object Code Logic Section
Object Code Logic
### Workday – Accounts for Faculty

<table>
<thead>
<tr>
<th>Earnings</th>
<th>Employee Type</th>
<th>Pay Group</th>
<th>Fund/Program</th>
<th>Job Family</th>
<th>Total Blended FTE</th>
<th>Object Code</th>
<th>Object Code Description</th>
<th>EB Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Academic earnings (except otherwise noted for example One-time Allowance):</td>
<td>Academic</td>
<td>Academic</td>
<td>020200/7472</td>
<td>Scholarly Leave</td>
<td>5030</td>
<td>No EB</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Academic</td>
<td>Academic</td>
<td>Tenure &amp; Clinician-Educator</td>
<td>Standing Faculty</td>
<td>5010</td>
<td>FT</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Academic</td>
<td>Academic</td>
<td>Practice, Visiting, Research (Academic)</td>
<td>Non-Standing Faculty</td>
<td>5011</td>
<td>FT</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Academic</td>
<td>Academic</td>
<td>Clinical, Adjunct, Academic Clinician, Academic Support Staff, CPUP</td>
<td>Non-Standing Faculty</td>
<td>5011</td>
<td>FT</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Academic</td>
<td>Academic</td>
<td>Clinical, Adjunct, Academic Clinician, Academic Support Staff, Administrative, Academic Management, CPUP, Practice, Visiting, Research (Academic)</td>
<td>Faculty-Subject to part time EB</td>
<td>5020</td>
<td>PT</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Academic</td>
<td>Academic</td>
<td>Emeritus</td>
<td>Faculty-Subject to part time EB</td>
<td>5020</td>
<td>PT</td>
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</tr>
<tr>
<td></td>
<td>Academic</td>
<td>Academic</td>
<td>Administrative, Academic Management</td>
<td>Academic Administrative</td>
<td>5056</td>
<td>FT</td>
<td></td>
<td></td>
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</tbody>
</table>
Workday – Accounts for Faculty/Teaching

<table>
<thead>
<tr>
<th>Earnings</th>
<th>Employee Type</th>
<th>Pay Group</th>
<th>Job Family</th>
<th>Total Blended FTE</th>
<th>Object Code</th>
<th>Object Code Description</th>
<th>EB Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allowances: One-time payments and Allowances</td>
<td>Academic</td>
<td>Academic</td>
<td></td>
<td>5057</td>
<td>5057</td>
<td>Academic Allowances</td>
<td>PT</td>
</tr>
<tr>
<td>Summer Instruction</td>
<td>5052</td>
<td>Summer Instruction</td>
<td></td>
<td>FT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer Research</td>
<td>5053</td>
<td>Summer Research</td>
<td></td>
<td>FT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Summer Additional Academic Instruction,</td>
<td>5054</td>
<td>Other Full Time Teaching</td>
<td></td>
<td>FT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff Instruction</td>
<td>Wharton Exec One-time payments</td>
<td>5020 Faculty – Subject to part time</td>
<td>PT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular Administrative Allowance Pay</td>
<td>5056</td>
<td>Academic Administrative</td>
<td>FT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Regular FIAP Pay</td>
<td>5010</td>
<td>Standing Faculty</td>
<td></td>
<td>FT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earnings</td>
<td>Employee Type</td>
<td>Pay Group</td>
<td>Fund</td>
<td>Job Category</td>
<td>Total Blended FTE</td>
<td>Object Code</td>
<td>Object Code Description</td>
</tr>
<tr>
<td>----------</td>
<td>---------------</td>
<td>-----------</td>
<td>------</td>
<td>--------------</td>
<td>------------------</td>
<td>-------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Weekly Overtime Earnings for Staff • Non-Exempt Overtime (e.g. Overtime Straight)</td>
<td>Staff</td>
<td>Weekly</td>
<td>Union</td>
<td></td>
<td>5126</td>
<td>Overtime: Unionized Staff</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td>Staff</td>
<td>Weekly</td>
<td>NE Union</td>
<td></td>
<td>5112</td>
<td>Overtime: Support Staff</td>
<td>FT</td>
</tr>
<tr>
<td>All weekly regular and extra services earnings.</td>
<td>Temporary Student</td>
<td>Weekly</td>
<td></td>
<td></td>
<td>5134</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
</tr>
<tr>
<td>For Example: • Regular Weekly Pay &amp; all Weekly Non-Exempt Leave Pay (e.g. Holiday, Jury Duty)</td>
<td>Staff</td>
<td>Weekly</td>
<td>Union</td>
<td></td>
<td>5120</td>
<td>Hourly Pay: Unionized Staff</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td>Staff</td>
<td>Weekly</td>
<td>NE Union</td>
<td>&lt; 87.5%</td>
<td>5134</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
</tr>
<tr>
<td></td>
<td>Staff</td>
<td>Weekly</td>
<td>NE Union</td>
<td>&gt;= 87.5%</td>
<td>5114</td>
<td>Hourly Pay: FT Support Staff</td>
<td>FT</td>
</tr>
<tr>
<td>Allowances: One-time payments and Allowances</td>
<td>Monthly</td>
<td></td>
<td></td>
<td></td>
<td>5104</td>
<td>Allowances: Professional Staff</td>
<td>PT</td>
</tr>
<tr>
<td>All Monthly earnings, (e.g. Regular Monthly Staff, Vacation Payout, Award)</td>
<td>Temporary</td>
<td>Monthly</td>
<td></td>
<td></td>
<td>5130</td>
<td>Salaries: Temp/Part-time Professional Staff</td>
<td>PT</td>
</tr>
<tr>
<td></td>
<td>Staff</td>
<td>Monthly</td>
<td></td>
<td>&lt; 87.5%</td>
<td>5130</td>
<td>Salaries: Temp/Part-time Professional Staff</td>
<td>PT</td>
</tr>
<tr>
<td></td>
<td>Staff</td>
<td>Monthly</td>
<td></td>
<td>&gt;= 87.5%</td>
<td>5100</td>
<td>Salaries: Professional Staff FT EB</td>
<td>FT</td>
</tr>
</tbody>
</table>

Benefits are assigned by blended FTE: 43.5% PT Benefits, or 87.5% FT Benefit levels *Temporary are eligible for ACA benefits – Cannot switch Object code in WD if ACA benefits are accepted
Workday – Accounts for CPUP/CHOP Pay and CPUP Clinical Rate

- CPUP Earnings only allowed on CPUP Academic Jobs (315071) or Penn Medicine Clinician Jobs (110193)
- PSOM must use interfund (014003). Dental must use ORG 5194
- Lines outside of Dental (5194), or PSOM (014003) will follow regular Monthly/Academic rules (e.g. 5110 for FT Penn med clinicians)


<table>
<thead>
<tr>
<th>Earnings</th>
<th>Fund (PSOM) / Org (Dental)</th>
<th>Program</th>
<th>CHOP Obj Code**</th>
<th>CHOP Object Code Description</th>
<th>CPUP Obj. Code</th>
<th>Object Code Description</th>
<th>EB Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPUP Pension Adjustment</td>
<td>014003/5194</td>
<td></td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1514</td>
<td>CPUP Fringe Benefits</td>
<td>CPUP</td>
</tr>
<tr>
<td>CPUP SERP Gross</td>
<td>014003/5194</td>
<td></td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1514</td>
<td>CPUP Fringe Benefits</td>
<td>CPUP</td>
</tr>
<tr>
<td>CPUP Guaranteed Variable Pay</td>
<td>014003/5194</td>
<td></td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1513</td>
<td>CPUP Bonus</td>
<td>CPUP</td>
</tr>
<tr>
<td>CPUP Bonus</td>
<td>014003/5194</td>
<td></td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1512</td>
<td>CPUP Bonus</td>
<td>CPUP</td>
</tr>
<tr>
<td>CPUP Allowance</td>
<td>014003/5194</td>
<td></td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1514</td>
<td>CPUP Fringe Benefits</td>
<td>CPUP</td>
</tr>
<tr>
<td>CPUP Variable Pay</td>
<td>014003/5194</td>
<td>3020</td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1513</td>
<td>CPUP Variable Pay</td>
<td>CPUP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3020/3407</td>
<td>1258</td>
<td>AR H/A Full-time Faculty</td>
<td>1522</td>
<td>Salaries Fulltime Faculty</td>
<td>FT</td>
</tr>
<tr>
<td>CPUP Administrative Pay</td>
<td>014003/5194</td>
<td>3020</td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1511</td>
<td>CPUP Comp: Base Pay</td>
<td>CPUP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3020/3407</td>
<td>1252</td>
<td>AR H/A Full-time Faculty</td>
<td>1522</td>
<td>Salaries Fulltime Faculty</td>
<td>FT</td>
</tr>
<tr>
<td>CPUP Regular Academic</td>
<td>014003/5194</td>
<td>3020</td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1511</td>
<td>CPUP Comp: Base Pay</td>
<td>CPUP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3020/3407</td>
<td>1252</td>
<td>AR H/A Full-time Faculty</td>
<td>1522</td>
<td>Salaries Fulltime Faculty</td>
<td>FT</td>
</tr>
<tr>
<td>CPUP Regular Monthly</td>
<td>014003/5194</td>
<td>3020</td>
<td>1258</td>
<td>AR H/A CHOPPA Payroll</td>
<td>1511</td>
<td>CPUP Comp: Base Pay</td>
<td>CPUP</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3020/3407</td>
<td>1252</td>
<td>AR H/A Full-time Faculty</td>
<td>1522</td>
<td>Salaries Fulltime Faculty</td>
<td>FT</td>
</tr>
</tbody>
</table>

New Program Code 3020 to determine how to assign 1511/1258 (CPUP EB) vs. 1522/1252 (FT EB)

** CHOP org codes: 4465,4530,4203,4505,4432,4392
## Workday – Accounts for Interfund – Outside of CPUP Earnings

<table>
<thead>
<tr>
<th>Earnings</th>
<th>Fund</th>
<th>Empl Type</th>
<th>Job Family</th>
<th>Penn Cost Center</th>
<th>Total Bld FTE</th>
<th>Obj Code</th>
<th>Object Code Description</th>
<th>EB Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Earnings except the Ones on CPUP special earnings/program combinations</td>
<td>014003</td>
<td>Stud, Temp, Pdoc</td>
<td>WS Job family group –exc. 599072; 217703, 217004, 206060, 217003, 217303</td>
<td>*CHOP org codes: 4465,4530,4203,4505,443,2,4392</td>
<td>1254</td>
<td>1253</td>
<td>H/A Salaries – No EB charged</td>
<td>No EB</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Academic</td>
<td></td>
<td>4465,4530,4203,4505,443,2,4392</td>
<td>&gt;= 87.5</td>
<td>1252</td>
<td>H/A Salaries – Full time Faculty</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Staff</td>
<td></td>
<td>*CHOP org codes: 4465,4530,4203,4505,443,2,4392</td>
<td>&gt;= 87.5</td>
<td>1251</td>
<td>H/A Salaries – Full Time Admin &amp; Staff</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4465,4530,4203,4505,443,2,4392</td>
<td>&lt; 87.5</td>
<td>1253</td>
<td>H/A Salaries – Part time</td>
<td>PT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>WS Job family group –exc. 599072; 217703, 217004, 206060, 217003, 217303</td>
<td>All other cost centers</td>
<td>1524</td>
<td></td>
<td>1524</td>
<td>Interfund Salaries – No EB charged</td>
<td>No EB</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Stud, Temp, Pdoc</td>
<td>All other cost centers</td>
<td>1523</td>
<td></td>
<td>1523</td>
<td>Interfund: Salaries Part time</td>
<td>PT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Academic</td>
<td>All other cost centers</td>
<td>&gt;= 87.5</td>
<td></td>
<td>1522</td>
<td>Interfund: Salaries Fulltime Faculty</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Staff</td>
<td>All other cost centers</td>
<td>&gt;= 87.5</td>
<td></td>
<td>1521</td>
<td>Interfund: Sal Full Time Admin &amp; Staff</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&lt; 87.5</td>
<td></td>
<td>1523</td>
<td>Interfund: Salaries Part time</td>
<td>PT</td>
</tr>
<tr>
<td></td>
<td>000000</td>
<td>Stud, Temp, Pdoc</td>
<td>(ORG 5194 or 2100)</td>
<td>1523</td>
<td></td>
<td>1522</td>
<td>Interfund: Salaries Fulltime Faculty</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Academic</td>
<td>(ORG 5194 or 2100)</td>
<td>&gt;= 87.5</td>
<td></td>
<td>1521</td>
<td>Interfund: Sal Full Time Admin &amp; Staff</td>
<td>FT</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Staff</td>
<td>(ORG 5194 or 2100)</td>
<td>&gt;= 87.5</td>
<td></td>
<td>1523</td>
<td>Interfund: Salaries Part time</td>
<td>PT</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(ORG 5194 or 2100)</td>
<td></td>
<td>1252</td>
<td>H/A Salaries – Full time Faculty</td>
<td>FT</td>
</tr>
</tbody>
</table>

**Note:** ORG refers to the Organization code, and Prog refers to the Program code.
# Workday – Accounts for Graduate Student/Postdocs

<table>
<thead>
<tr>
<th>Earnings</th>
<th>Object Code</th>
<th>Object Code Description</th>
<th>EB Rate</th>
<th>Job Profile</th>
<th>Job Profile Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post Doc Non_NRSA</td>
<td>5063</td>
<td>Non-NRSA Postdoctoral Fellow</td>
<td>PT</td>
<td>217603</td>
<td>Postdoctoral Fellow</td>
</tr>
<tr>
<td>Post Doc Non_NRSA</td>
<td>5062</td>
<td>Postdoctoral Researcher</td>
<td>PT</td>
<td>217500</td>
<td>Postdoctoral Researcher</td>
</tr>
<tr>
<td>Post Doc NRSA</td>
<td>5043</td>
<td>Postdoctoral NRSA Fellow</td>
<td>No EB</td>
<td>217703</td>
<td>Postdoctoral Fellow, NRSA</td>
</tr>
<tr>
<td>Grad Fellow-In Class (GF5)</td>
<td>5040</td>
<td>Teaching Assistant</td>
<td>No EB</td>
<td>217004</td>
<td>Teaching Assistant</td>
</tr>
<tr>
<td>Grad Fellow-No Class (GF1)</td>
<td>5049</td>
<td>Teaching Assistant – Summer Appointment</td>
<td>PT</td>
<td>217002</td>
<td>Teaching Assistant – No Class</td>
</tr>
<tr>
<td>Grad Fellow-In Class (GF5)</td>
<td>5041</td>
<td>Research Assistant</td>
<td>No EB</td>
<td>206060</td>
<td>Research Assistant A</td>
</tr>
<tr>
<td>Grad Fellow-No Class (GF1)</td>
<td>5070</td>
<td>Research Assistant – Summer Appointment</td>
<td>PT</td>
<td>206061</td>
<td>Research Assistant – No Class</td>
</tr>
<tr>
<td>Grad Fellow – Degree Requirement (GF6)</td>
<td>5048</td>
<td>Teaching Fellow</td>
<td>No EB</td>
<td>217003</td>
<td>Teaching Fellow</td>
</tr>
<tr>
<td>Grad Fellow – Degree Requirement (GF6)</td>
<td>5044</td>
<td>Research Fellow</td>
<td>No EB</td>
<td>217303</td>
<td>Research Fellow</td>
</tr>
<tr>
<td>Grad Fellow-No Tax Withheld, Education Fellow/Pre Doc Stipend</td>
<td>5046</td>
<td>Education/Predoctoral Fellowship</td>
<td>No EB</td>
<td></td>
<td>* For all Educ fellowship job/Pre-doc Jobs and Education Fellow / Pre-doc One Time Payment Compensation plan</td>
</tr>
<tr>
<td>Grad Student One Time Payment</td>
<td>5134</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
<td></td>
<td>* One-time payment for grad students doing hourly work on side</td>
</tr>
</tbody>
</table>

Postdoctoral Workers & Graduate Students follow: [https://www.finance.upenn.edu/disbursements-payroll/resources-bas](https://www.finance.upenn.edu/disbursements-payroll/resources-bas)
<table>
<thead>
<tr>
<th>Earnings Code</th>
<th>Fund</th>
<th>Object Code</th>
<th>Cost Center</th>
<th>Object Code Description</th>
<th>EB Rate</th>
<th>Job Profile/Job Family Group</th>
<th>Job Profile Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Worker Regular Pay</td>
<td>5134</td>
<td></td>
<td></td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
<td>Job family group student worker (includes 599070)</td>
<td>Student Worker</td>
</tr>
<tr>
<td>Series of WS Earnings</td>
<td>5134</td>
<td></td>
<td></td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
<td>599072</td>
<td>SFS International Work Study</td>
</tr>
<tr>
<td>Series of WS Earnings</td>
<td>5139</td>
<td></td>
<td></td>
<td>Part-Time College Work Study</td>
<td>No EB</td>
<td>All other WS Job Classes – Job family group – except 599072</td>
<td>All WS except SFS International WS, including • Work Study – On Campus • Work Study – Off-Line • Work Study – Community Service, etc.</td>
</tr>
<tr>
<td>Undergraduate Summer Pay</td>
<td>5134</td>
<td></td>
<td></td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
<td>No longer using 217305 – will be paid off comp plan</td>
<td>Comp plans: Summer UG Research, Summer UG Non-research</td>
</tr>
<tr>
<td>Regular Monthly Administrative</td>
<td>5130</td>
<td></td>
<td></td>
<td>Salaried (monthly paid)</td>
<td>PT</td>
<td>900005</td>
<td>Non-Penn Student</td>
</tr>
<tr>
<td>Americore Pay</td>
<td>5130</td>
<td></td>
<td></td>
<td>Salaried (monthly paid)</td>
<td>PT</td>
<td>900018</td>
<td>Americore</td>
</tr>
</tbody>
</table>
# Workday – Accounts for Undergraduate Students and Affiliated Students

<table>
<thead>
<tr>
<th>Earnings Code</th>
<th>Fund</th>
<th>Object Code</th>
<th>Cost Center</th>
<th>Object Code Description</th>
<th>EB Rate</th>
<th>Job Profile/Job Family Group</th>
<th>Job Profile Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Worker Regular Pay</td>
<td></td>
<td>5134</td>
<td></td>
<td>Hourly Administrative Part-time</td>
<td>PT</td>
<td>Job family group student worker (includes 599070)</td>
<td>Student Worker</td>
</tr>
<tr>
<td>Series of WS Earnings</td>
<td></td>
<td>5134</td>
<td></td>
<td>Hourly Administrative Part-time</td>
<td>PT</td>
<td>599072</td>
<td>SFS International Work Study</td>
</tr>
<tr>
<td>Series of WS Earnings</td>
<td></td>
<td>5139</td>
<td></td>
<td>Part-Time College Work Study</td>
<td>No EB</td>
<td>All other WS Job Classes – Job family group – except 599072</td>
<td>All WS except SFS International WS, including Work Study – On Campus, Work Study – Off-Line, Work Study – Community Service, etc.</td>
</tr>
<tr>
<td>Undergraduate Summer Pay</td>
<td></td>
<td>5134</td>
<td></td>
<td>Hourly Administrative Part-time</td>
<td>PT</td>
<td>No longer using 217305 – will be paid off comp plan</td>
<td>Comp plans: Summer UG Research, Summer UG Non-research</td>
</tr>
<tr>
<td>Regular Monthly Administrative</td>
<td></td>
<td>5130</td>
<td></td>
<td>Salaries: Temp/Part-time Professional Staff</td>
<td>PT</td>
<td>900005</td>
<td>Non-Penn Student</td>
</tr>
<tr>
<td>Americore Pay</td>
<td></td>
<td>5130</td>
<td></td>
<td>Salaries: Temp/Part-time Professional Staff</td>
<td>PT</td>
<td>900018</td>
<td>Americore</td>
</tr>
</tbody>
</table>
Obsolete Object Codes
The following object codes will no longer be used because we cannot determine assignment between Financial/General and Instruction/Research:

<table>
<thead>
<tr>
<th>Obsolete Object Code</th>
<th>Obsolete Object Description</th>
<th>EB Rate</th>
<th>Object Code to be Used</th>
<th>Draft Modified Description</th>
<th>EB Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>5101</td>
<td>Salaries: Instruction/Research Professional Staff</td>
<td>FT</td>
<td>5100</td>
<td>Salaries: Professional Staff FT EB</td>
<td>FT</td>
</tr>
<tr>
<td>5115</td>
<td>Regular Pay: Instruction/Research Part Time hourly paid Support Staff</td>
<td>FT</td>
<td>5114</td>
<td>Hourly Pay: FT Support Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5121</td>
<td>Regular Pay: Instruction/Research Support Staff (Unionized staff)</td>
<td>FT</td>
<td>5120</td>
<td>Hourly Pay: Unionized Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5131</td>
<td>Salaried (monthly paid): Instruction/Research (temp/part time staff)</td>
<td>PT</td>
<td>5130</td>
<td>Salaries: Temp/Part-time Professional Staff</td>
<td>PT</td>
</tr>
<tr>
<td>5135</td>
<td>Hourly: Instruction/Research (temp/part time)</td>
<td>PT</td>
<td>5134</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
</tr>
</tbody>
</table>

Educational Fellowship and Pre-Doctoral Fellowship will be merged to accommodate new combined compensation plan.
The following object codes related to salaried weekly employees will no longer be used:

<table>
<thead>
<tr>
<th>Obsolete Object Code</th>
<th>Obsolete Object Description</th>
<th>EB</th>
<th>Object Code to be Used</th>
<th>Draft Modified Description</th>
<th>EB Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>5110</td>
<td>Salaries: Financial/General Administrative Support Staff (non-exempt salaries weekly paid)</td>
<td>FT</td>
<td>5111</td>
<td>Hourly Pay: FT Support Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5111</td>
<td>Salaries: Instruction/Research Support Staff (weekly)</td>
<td>FT</td>
<td>5114</td>
<td>Hourly Pay: FT Support Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5113</td>
<td>Extra Services/Overtime: Instruction/Research Administrative Salaried Support Staff (weekly)</td>
<td>FT</td>
<td>5124</td>
<td>Hourly Pay: Unionized Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5124</td>
<td>Salaries: Financial/General weekly paid Unionized Staff</td>
<td>FT</td>
<td>5125</td>
<td>Hourly Pay: Unionized Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5125</td>
<td>Salaries: Instruction/Research weekly paid Unionized staff</td>
<td>FT</td>
<td>5127</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
</tr>
<tr>
<td>5127</td>
<td>Extra Services/Overtime: Instruction/Research weekly paid Unionized staff</td>
<td>FT</td>
<td>5132</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
</tr>
<tr>
<td>5132</td>
<td>Salaried (weekly paid): Financial/General Administrative</td>
<td>PT</td>
<td>5133</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
</tr>
<tr>
<td>5133</td>
<td>Salaried (weekly paid): Instruction/Research</td>
<td>PT</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Obsolete Expense Object Codes

The following object codes related to removing Extra Services Separation for weekly and monthly staff employees will no longer be used:

<table>
<thead>
<tr>
<th>Obsolete Object Code</th>
<th>Obsolete Object Description</th>
<th>EB</th>
<th>Object Code to be Used</th>
<th>Draft Description</th>
<th>EB Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>5122</td>
<td>Extra Services/Overtime: Financial/General Hourly Support Staff (Unionized staff)</td>
<td>FT</td>
<td>5120</td>
<td>Hourly Pay: Unionized Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5123</td>
<td>Extra Services/Overtime Instruction/Research Hourly Support Staff (Unionized staff)</td>
<td>FT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5116</td>
<td>Extra Services: Financial/General Part Time hourly paid Support Staff (FT EBs)</td>
<td>FT</td>
<td>5114</td>
<td>Hourly Pay: FT Support Staff</td>
<td>FT</td>
</tr>
<tr>
<td>5117</td>
<td>Extra Services: Instruction/Research Part Time hourly paid Support Staff (FT EBs)</td>
<td>FT</td>
<td>5134</td>
<td>Hourly Pay: Temporary/Part-time</td>
<td>PT</td>
</tr>
<tr>
<td>5102</td>
<td>Extra Services: Financial/General Administrative Professional Staff (FT EBs)</td>
<td>FT</td>
<td>5100</td>
<td>Salaries: Professional Staff FT EB</td>
<td>FT</td>
</tr>
<tr>
<td>5103</td>
<td>Extra Services: Instruction/Research Professional Staff (FT EBs)</td>
<td>FT</td>
<td>5130</td>
<td>Salaries: Temp/Part-time Professional Staff</td>
<td>PT</td>
</tr>
</tbody>
</table>

The following object codes will no longer be used:

<table>
<thead>
<tr>
<th>Obsolete Object Code</th>
<th>Object Code Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5050</td>
<td>Intra-University Honoraria (subject to full-time EBs)</td>
</tr>
<tr>
<td>5055</td>
<td>Extra Non-Teaching Services – Full time employees subject to full time EB</td>
</tr>
<tr>
<td>5051</td>
<td>Intra-University Consulting (subject to full-time EBs)</td>
</tr>
</tbody>
</table>

*Note: Honoraria should not normally be paid.*