



Ellucian Organizational Unit & User Data Sync

Edge Integration Guide



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Before you begin

Banner® by Ellucian is the most widely used higher education ERP in the world. It provides a comprehensive set of features and future-ready technology to support major workflows in higher education, from student recruiting and retention to talent attraction and management. Ellucian Ethos Integration is a unified, cloud-native integration service that introduces a new hub and spoke design for easy exchange of data between applications, and supports publish/subscribe and request/reply integration models. Over 800 higher education institutions are already using Ellucian Ethos Integration to build integrated solutions for several Ellucian and third-party products.

The integration of Ellucian Talent Management Suite powered by Cornerstone with Banner via Ethos provides institutions with a powerful solution that effectively combines the features of both products.

Cornerstone's and Banner's Organizational Units & User Core Data Sync Integration provides Ellucian Banner clients with the ability to integrate their Cornerstone portal data with Banner data. With this integration, quickly and easily configure and synchronize Core data using a simple interface. Data will synchronize from Banner to Cornerstone to ensure your Cornerstone system has the latest changes in Banner.

This guide describes the processes and procedures users must complete to successfully integrate Banner and Cornerstone Core data via Ethos.

Ethos APIs used for integration

persons

Use the persons API to get the Ethos-based identifier (guid) associated with a given person for inclusion in subsequent API calls where required.

employees

Use the employees API to get the Ethos-based identifier (guid) associated with a given employee for inclusion in subsequent API calls where required.

institution-jobs

Use the institution-jobs API to get the Ethos-based identifier (guid) associated with a given institution job detail record for inclusion in subsequent API calls where required.

institution-employers

Use the institution-employers API to get the Ethos-based identifier (guid) associated with a given employer and other details of an employer for inclusion in subsequent API calls where required.

pay-classes

Use the pay-classes API to get the Ethos-based identifier (guid) associated with a given pay class (Banner Employee Class) for inclusion in subsequent API calls where required.

pay-cycles

Use the pay-cycles API to get the Ethos-based identifier (guid) associated with a given pay cycle (Banner Payroll ID) that may be associated with an Employee Class (represented in the pay-classes API) for inclusion in subsequent API calls where required.

institution-positions

Use the institution-positions API to get the Ethos-based identifier (guid) associated with a given position for inclusion in subsequent API calls where required.

employment-departments

Use the employment-departments API to get the Ethos-based identifier (guid) associated with a given department that may be associated with a given institution-positions or institution-jobs record for inclusion in subsequent API calls where required.

employment-organizations

Use the employment-organizations API to get the Ethos-based identifier (guid) associated with a given employment organization that may be associated with an employee record for inclusion in subsequent API calls where required.

sites

Use the sites API to get the Ethos-based identifier (guid) associated with a given site (Banner campus/ educational institution) for inclusion in subsequent API calls where required.

educational-institutions

Use the educational-institutions API to get the Ethos-based identifier (guid) associated with a given educational-institution that will include an address for the linked site for inclusion in subsequent API calls where required.

Assumptions

Ellucian assumes that institutions integrating Cornerstone with Banner via Ethos have:

- Licensed and implemented or are in the process of implementing Banner, Ethos Integration and Cornerstone.
- Installed and configured Banner Ethos APIs to use Ethos Integration. (refer here for documentation)
- Set-up Ethos Integration with Banner Integration API as an authoritative source. (refer here for documentation)

Prerequisites

Cornerstone Prerequisites

- Cornerstone Learning, Performance, or Recruiting Module
- [Edge Integration](#)

Note: One of the Cornerstone modules and Edge Integration must be implemented prior to any integration testing.

Banner Prerequisites

Preparing your Banner environment for integration with Ethos-based recruitment integration includes:

- Installation or upgrade to the requisite Banner software versions and patches.
- Installation of the requisite database upgrades.
- Deployment and configuration of the Banner Ethos APIs.
- Creation of one or more data masking rules (if desired for additional PII security).
- Creation of a user account for API access by the Cornerstone application.

The following sections explain each of the Banner prerequisites and references appropriate documentation.

Banner Software Versions

The table below lists the minimum required Banner module releases and patches, database upgrades, and API versions for specific integration scenarios.

To update to minimum requirements:

1. Ensure that you have the required Banner module releases and patches installed.
2. Apply the appropriate Banner DB Upgrade. Dependencies and installation instructions are included in the version-specific **Banner Database Upgrade Guide**.
3. Apply the appropriate Banner Ethos API DB Upgrade. This upgrade applies API-specific changes and configuration data, as well as triggers used by the Banner Event Publisher (BEP) for publishing data change events. Specific instructions on this upgrade can be found in the corresponding **Banner Ethos API DB Upgrade Guide**.

With the database upgrades in place, you can deploy the Banner Ethos APIs to an application server. There are two .war files that should be deployed:

- Banner Integration API
- Banner Student API

Documentation on the deployment of these files can be found in the Banner Integration API Installation Guide and Banner Student API Installation Guide, respectively. Although only the Integration API will be used, it's best to have both .war files deployed.

Functionality (integration scenarios):	Admin adds new user record in Banner Admin Admin updates existing record in Banner Admin adds new Organizational Unit record in Banner Admin updates existing Organizational Unit record in Banner
API version:	Banner Ethos API 9.18 or above
Database upgrades:	<ul style="list-style-type: none"> • Ethos API DB Upgrade 9.18 • Banner DB Upgrade 9.18
Software versions for Banner	General 8.11.2, 9.3.15 Finance 8.12.0.4, 9.3.13 HR – Payroll 8.15, 9.3.10 HR - Position Control 8.15, 9.3.10 Banner Admin Common 9.3.16
Software versions for Messaging Components	EMA (Ellucian Messaging Adapter) 3.0 Banner Event Publisher (BEP) 2.0.2/2.0.2.1 or 9.1/9.1.0.1

After the .war files are deployed, the APIs must be configured using the Integration Configuration Settings page (GORICCR). The Banner Ethos API Configuration section below lists the configuration settings that are relevant to the integration.

Exceptions

- This integration allows for mapping to standard Organizational Unit types only.
- Organizational Unit Custom Fields are not supported.
- User mapping is preset and not configurable at this phase.
- User Custom Fields are not supported.
- Organizational Unit types in the Edge Configuration Screen are labeled with original Cornerstone Titles and do not reflect any OU Type that has been renamed by the client.
- This integration deactivates Organizational Units via Reconciliation. Any records that are removed from the Banner data set will be deactivated during the next integration run. Any records added outside the integration that should not be deactivated by the integration should have the “Allow Reconciliation” field unchecked in the UI or marked as FALSE on a data file.

NOTE: Users are deactivated via a status field in Banner, not via Reconciliation.

Standard Application Configuration

Cornerstone configuration

To configure the integration with Banner and Ethos for your Cornerstone portal, you will need to provide the following information to your Cornerstone contact:

Banner Ethos API Key – Refer to the [Create an Application Record for Cornerstone](#) section for more information.

Banner Ethos API configuration

GORICCR Configuration

The Banner Ethos API deployments for Integration and Student must be configured via the Integration Configuration Settings form (GORICCR) or the API Management Center before they can be used. The **Banner Ethos API Handbook** provides detailed information on the configuration settings.

Customers should configure all required settings for Ethos Integration, and not just the settings required for a single integration. This prevents unforeseen errors when adding a new integration and missing existing configurations for that integration component. Missing required configuration settings also may cause the APIs to not display records.

The specific APIs and associated configurations on the following pages will be used by Cornerstone for integration with Banner. The SOURCE/BANNER VALUE columns are institution-defined values that come from Banner validation pages. The ETHOS TRANSLATION columns will be the Ethos Value to which you are mapping the Banner value. In some cases, the types that are available will be limited to one value.

Persons

PROCESS NAME: HEDM		
SETTING	SOURCE/BANNER VALUE	ETHOS TRANSLATION
ADDRESSES.ADDRESSTYPE	MA	mailing
ADDRESSES.ADDRESSTYPE	BU	business
ADDRESSES.ADDRESSTYPE	HM	home
ADDRESSES.ADDRESSTYPE	SH	school

PROCESS NAME: HEDM		
SETTING	SOURCE/BANNER VALUE	ETHOS TRANSLATION
EMAILS.EMAILTYPE	BU	business

PROCESS NAME: HEDM		
SETTING	SOURCE/BANNER VALUE	ETHOS TRANSLATION
PHONES.PHONETYPE	MOBL	mobile
PHONES.PHONETYPE	BU	business
PHONES.PHONETYPE	FAX	fax

PROCESS NAME: HEDM			
SETTING	SOURCE/BANNER VALUE	ETHOS TRANSLATION	DESCRIPTION
ADDRESS.COUNTRY.DEFAULT	Enter US if using ISO 3166-1 alpha-2 country code. OR Enter USA if using ISO 3166-1 alpha-3 country code.	Enter US if using ISO 3166-1 alpha-2 country code. OR Enter USA if using ISO 3166-1 alpha-3 country code.	Set the 2 or 3 character nation ISO code from STVNATN.
NATION.ISOCODE	Enter US if using ISO 3166-1 alpha-2 country code. OR Enter USA if using ISO 3166-1 alpha-3 country code.	Enter US if using ISO 3166-1 alpha-2 country code. OR Enter USA if using ISO 3166-1 alpha-3 country code.	Set the 2 or 3 character nation ISO code from STVNATN.
PERSON.PHONES.COUNTRY.DEFAULT	US	2-character ISO 3166-1 country code is required	home

PERSON.MATCHRULE	HEDM_PERSON_MATCH	(translation value not required for this setting)	In the Value field of this record, identify the Common Matching Rule that should be used in the process of creating new person records.
PERSON.NAMES.HIERARCHY	1	personal	Translation values can be edited as needed, e.g., 1 for favored, 4 for legal and so on.
	2	favored	
	3	legal	
	4	birth	
PERSON.NAMES.NAMETYPE	BIRTH	birth	
	LEGL	legal	
	PERS	personal	
	FAVD	favored	
PERSON.UPDATESSN	Enter the decision (Y (update) or N (do not update)) as to whether the Banner SSN should be updated from third party system.	Yes or No	The client sets the value. Before the introduction of this parameter, an existing SSN was not updated. If no SSN existed, however, the SSN was populated with the third-party systems value.
PERSON.ADDRESSES.POSTAL.CODE	20191	Null	In the event that a postal code is not received from the external system, enter a default postal code to be used.

educational-institutions

PROCESS NAME: HEDM			
SETTING	SOURCE/BANNER VALUE	ETHOS TRANSLATION	DESCRIPTION
ADDRESSES.DEFAULT.ADDRESSTYPE	home	HM	Of the SOURCE/BANNER VALUES available, choose one of the values to be used for the default address type for educational-institutions.
ADDRESSES.DEFAULT.ADDRESSTYPE	mailing	MA	business
ADDRESSES.DEFAULT.ADDRESSTYPE	business	BU	home

Additional Banner configurations – Required

Other than the GORICCR setting configurations, the steps below from the **Banner Ethos API Handbook** (Release 9.18) should be followed for additional important configurations:

- ISO Code mapping enhancement (p.131)
- UTC Timezone support (p.159)
- Additional configuration for persons and addresses API (p.121)
- ISO 4217 Currency code configuration for GUBINST base currency (p.132)

Note: Currently, Cornerstone does not subscribe to any messages published by Banner to Ethos Integration. As a result, installation and configuration of the Banner Event Publisher, Ellucian Messaging Service, and Ellucian Messaging Adapter is not currently required to support this Data Synchronization of OUs and Users. However, from an Ethos integration architecture perspective, Ellucian recommends installing the messaging components since they enable Banner to fulfill its role as an authoritative application: publishing data change events as well as exposing APIs.

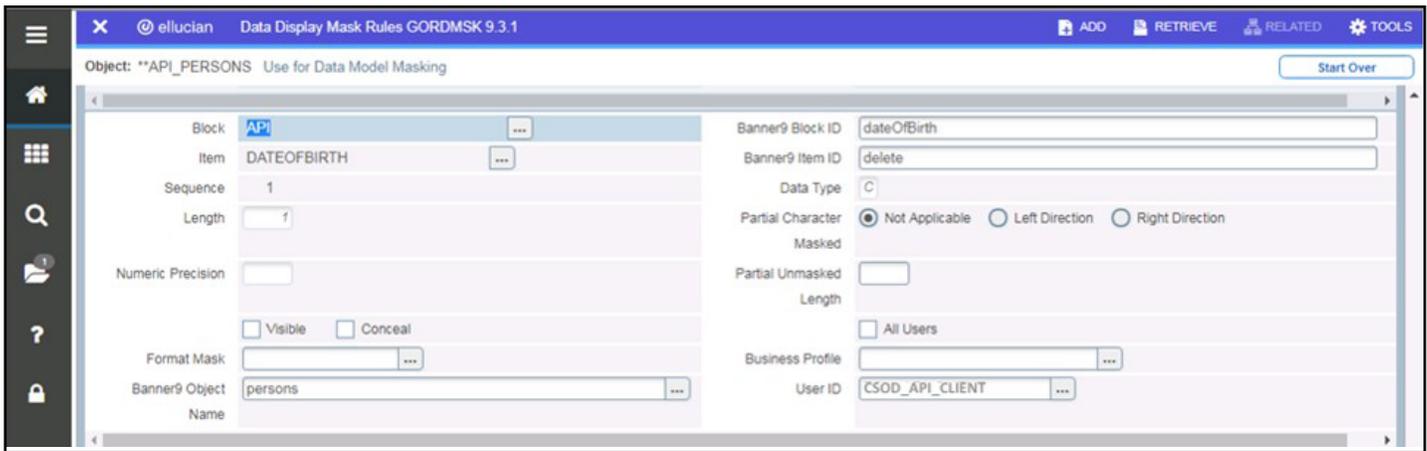
Data Masking Rules for persons data

Cornerstone may make a Persons API call to retrieve the Ethos identifier (GUID) for a person for use in subsequent API calls. This call can result in PII data being exposed that the Cornerstone application does not need.

To suppress information in the persons API response, follow the instructions under **Filtering Content** in the **Data Privacy tasks** section of the **Banner Ethos API Handbook**. You can create one or more rules on the Data Display Mask Rules (GORDMSK) page to filter out specific properties.

The following screen shots shows the GORDMSK page in a Banner 9 environment with three rules for the persons API that filter out gender, SSN, and birth date.

The screenshot displays the Banner 9 Data Display Mask Rules (GORDMSK) configuration page. The page title is "Data Display Mask Rules GORDMSK 9.3.1". The object is "**API_PERSONS Use for Data Model Masking". The rule is configured for the "GENDER" item. The "Banner9 Block ID" is "gender" and the "Banner9 Item ID" is "delete". The "Data Type" is "C". The "Partial Character" is set to "Not Applicable". The "Partial Unmasked" length is empty. The "Business Profile" is empty and the "User ID" is "CSOD_API_CLIENT".



User Account for the Cornerstone application

A Banner administrative account (Oracle user) must be created with the appropriate permissions for Cornerstone to access the Banner Ethos APIs through Ellucian Ethos Integration. Ellucian recommends a separate account with a distinct name (e.g., CSOD_API_CLIENT) for each external application.

The Banner Ethos API Handbook provides the following information on privileges that must be defined for the user account:

- Define Oracle Create Session privilege or the USR_DEFAULT_CONNECT Oracle role as the default role for the user.
- Define the BAN_DEFAULT_M Oracle role as granted to the user. It does not need to be a default role, since it is password protected.
- Define the BANPROXY access set in the Oracle/Banner Security Maintenance Form (GSASECR) or the ALTER USER user name GRANT CONNECT THROUGH BANPROXY.
- Define access to the General Menu (GUAGMNU) Banner security object using the Oracle/Banner Security Maintenance Form (GSASECR). We can grant access to 'GUAGMNU' directly to the user or assign the user to a security class that is granted access to 'GUAGMNU'.
- If Banner has been configured for MEP, the user must be authorized for any VPMI contexts that will be accessed from APIs.

In addition, the user mask account should be added to the following security classes:

- BAN_GENERAL_API_C

Note: For RESTful API access to Banner Human Resources/Position Control data, the Oracle User ID for the API User will need to be added to the User Codes Rules (PTRUSER) with the check boxes set to checked (active) for Master Employer, Master Organization, and Master Employee Class access according to details below.

In addition, Banner 9.x Self-Service applications use BAN_SS_USER to connect to the database instead of the BANPROXY user that has been associated with the Oracle User ID for the API User (per the above instructions).

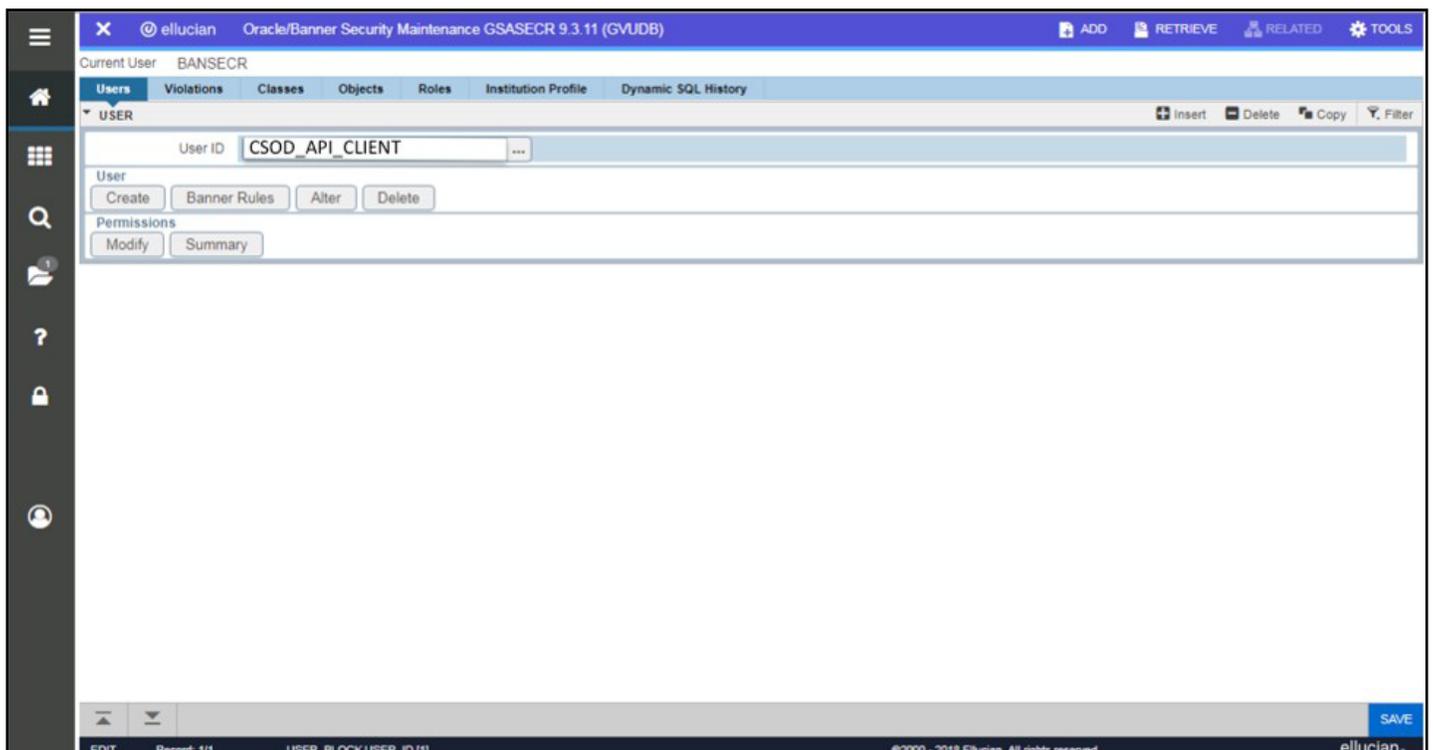
The Banner Student API application also connects to the database with BAN_SS_USER for development and test mode, instead of the BANPROXY user that connects to the database in production mode.

For these reasons, it may also be helpful to add BAN_SS_USER to the User Codes Rules (PTRUSER) with the check boxes set to checked (active) for Master Employer, Master Organization, and Master Employee Class access according to details below.

- Master level access would be identified for any of the Human Resources Security Level Activation Rules that are checked (active) on the Installation Rules (PTRINST) in Banner Human Resources for the Oracle User ID/API User and BAN_SS_USER on PTRUSER.
- If Create or Update operations will impact salary, e.g., a Create/POST on the institution-jobs API, an update to the Maximum Salary Level value may also be necessary for the Oracle User ID/API User and BAN_SS_USER on PTRUSER.
- Ensure there are no conflicting entries on the specific HR Security pages for the Oracle User ID for the API User and for BAN_SS_USER. HR Security pages include Employer Security (PSAEMPR), Employee Class Security (PSAECLS), and Organization Security (PSAORGN). Entries on these pages may unintentionally restrict access to the data that could lead to rejected API calls and error messages that reference lack of permissions to access an Employer, Employee Class, or an Organization.

Fine-grained security can be implemented, if desired. Refer to the Banner Ethos API Handbook for more information.

The following screen shots from a Banner 9 test environment show configuration for a user account called CSOD_API_CLIENT:



ellucian Alter or Create an ORACLE User ID GSASECR 9.3.11 (GVUDB)

USER User ID CSOD_API_CLIENT

ALTER OR CREATE AN ORACLE USER ID

Lock Unlock Expire Password

Authorize BANPROXY
 Authorize BANJSPROXY

Password
 Verify Password
 Temporary TEMP
 Tablespace
 Default Tablespace USERS
 Default Role USR_DEFAULT_M_USR_DEFAULT_CC
 Profile DEFAULT

Oracle Account OPEN
 Status
 Password Expires
 Locked Date

LOGON DETAILS

First Logon
 Last Logon
 Logon Count

Note: These values are only maintained if the following triggers are enabled: GT_LOGIN_AUDIT_ACCESS GT_LOGOFF_AUDIT_ACCESS

SAVE

ellucian User/Class Privilege Maintenance GSASECR 9.3.11 (GVUDB)

USER CSOD_API_CLIENT

USER/CLASS PRIVILEGE MAINTENANCE

Count Wild Card User Classes Copy Privileges

Object Name	Role Name
GUAINFC	BAN_DEFAULT_M

Record 1 of 1

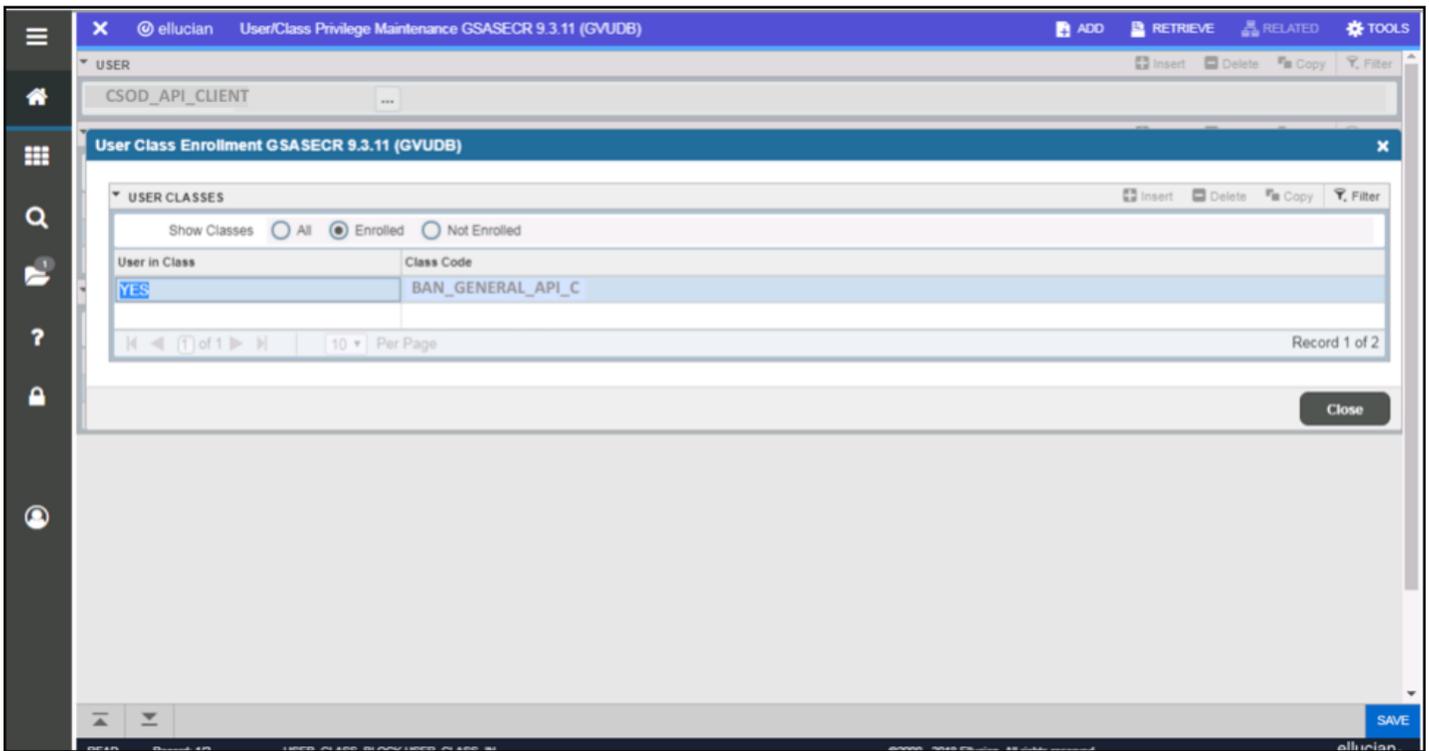
DETAILS

Copy All Tabs

Tab Name	External Tab Description	Tab Access
		Full

Record 1 of 1

SAVE



Firewall Configuration

The Cornerstone application will make requests to your institution's Banner Ethos APIs through Ellucian Ethos Integration, which proxies inbound requests and forwards them to the proper system based on configuration.

For Ellucian Ethos Integration to connect to the Banner Ethos APIs, firewall rules at your institution must allow for inbound HTTP traffic, as described in the following excerpt from the [Ellucian Resources](#) site [here](#).

Ellucian Ethos Integration IPs to Safe List

Ellucian Ethos Integration services request/reply messaging through its Proxy service. The Proxy service, while running in AWS, will need to call to APIs of authoritative systems.

Because of this, your firewall rules must allow for inbound requests from Ellucian Ethos Integration elastic IPs listed here:

Region	Domain	Safe List these IP addresses
U.S.	integrate.elluciancloud.com	52.0.163.27 50.16.144.60
Canada	integrate.elluciancloud.ca	35.182.43.187 35.182.100.39
Europe	integrate.elluciancloud.ie	52.210.253.252 52.19.193.15
Asia-Pacific	integrate.elluciancloud.com.au	54.66.193.28 52.65.227.164

Ethos Integration Configuration

A system administrator must have access to your institution's Ethos Integration Admin console.

The following steps must be taken to ensure all the Ethos Integration Configuration is set up correctly.

Create an Application Record for Authoritative Source Application

The tenant environment in Ethos Integration, to which you will be connecting the Cornerstone application, must include an Application record for Banner Integration API (authoritative source application) and Cornerstone (Partner application).

Please refer to Ellucian Resources documentation to configure Ethos Integration here.

Add Owned Resources for Authoritative Source Application

Add the Owned Resources by referring to the above listed Ethos Integration configuration documentation.

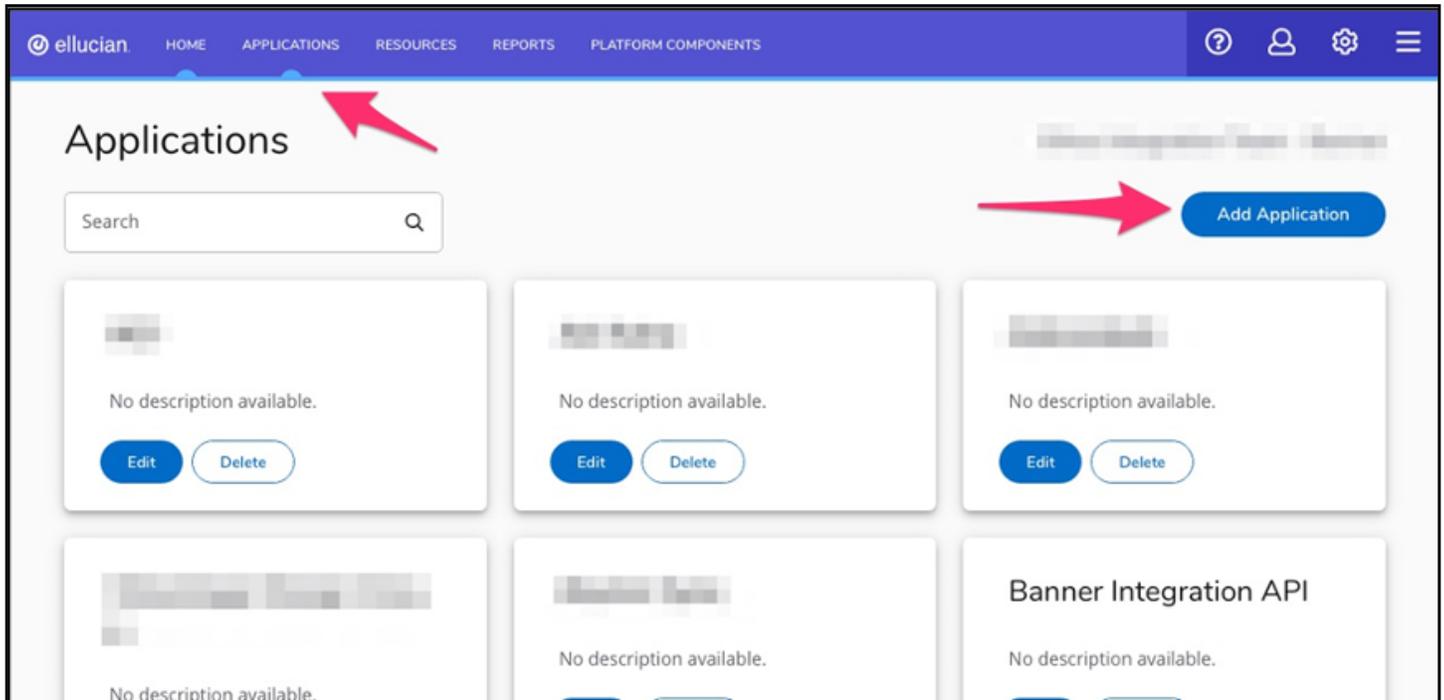
Under the Owned Resources tab of the authoritative source application, the following Ethos Data Model entities, at a minimum, must be listed:

- persons
- employees
- institution-jobs
- institution-employers
- pay-classes
- pay-cycles
- institution-positions
- employment-departments
- employment-organizations
- sites
- educational-institutions

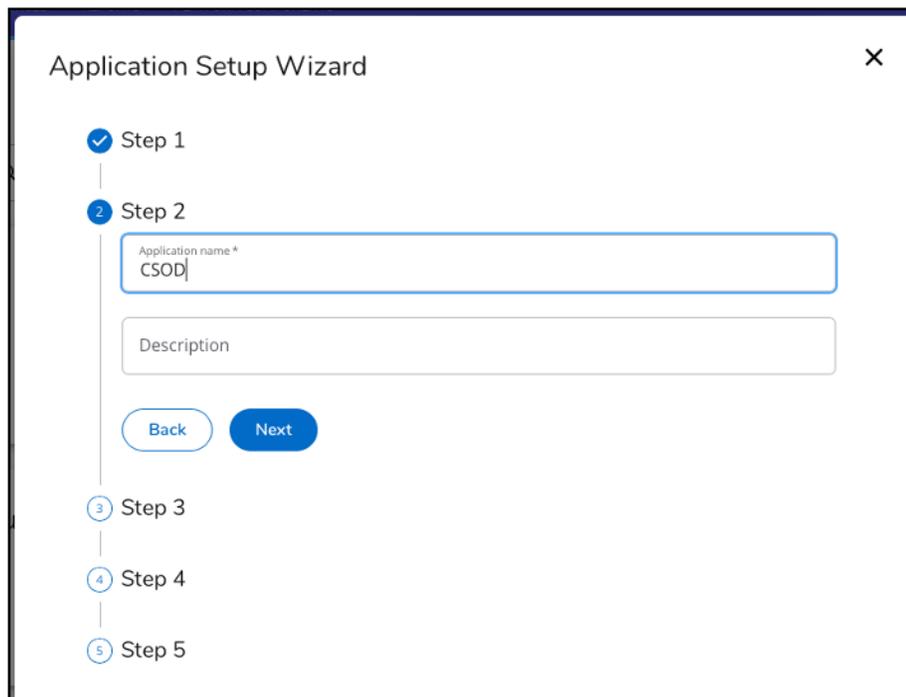
Create an Application Record for Cornerstone

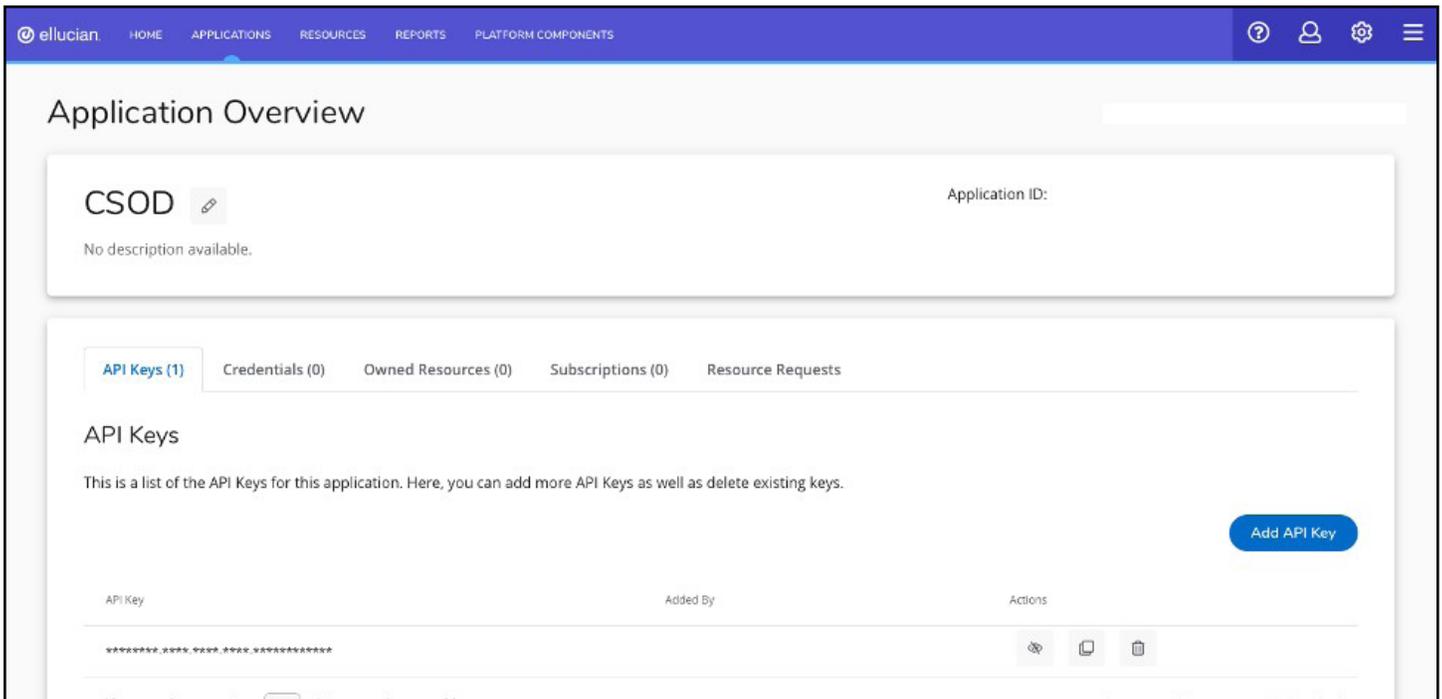
If an Application record does not exist for Cornerstone, use the following steps to create one.

1. On the Applications page of the Ethos Integration management console, click Add Application to add a new Application record.

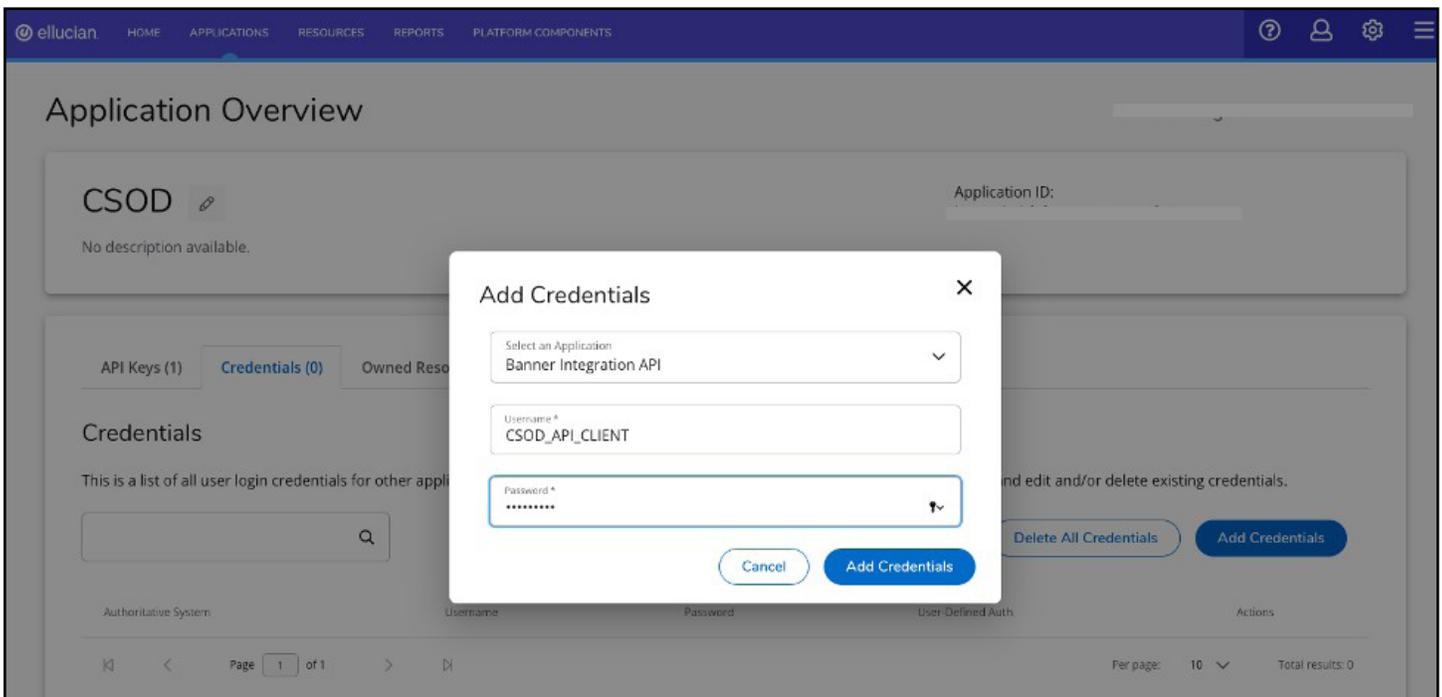


2. Give the Application record a name, like CSOD.

A screenshot of the 'Application Setup Wizard' dialog box. The wizard is titled 'Application Setup Wizard' and has a close button (X) in the top right corner. It shows a progress indicator with five steps: Step 1 (checked), Step 2 (active), Step 3, Step 4, and Step 5. Step 2 is the current step and contains two input fields: 'Application name *' with the text 'CSOD' entered, and 'Description'. Below the input fields are 'Back' and 'Next' buttons.



3. Click the **Credentials** pane.
4. Add a Credentials record.
5. Click the drop-down to select an Application that owns resources (if nothing is displayed, be sure you have configured appropriate Application records for Banner).
6. Select the Application record for Banner Integration API.
7. Add the credentials for the user account you created in Banner (for example, the CSOD_API_CLIENT in the example above).



8. Click the **Subscriptions** pane to add Subscriptions by clicking **Add Subscription**.

The screenshot shows the Ellucian application management console. The top navigation bar includes 'ellucian', 'HOME', 'APPLICATIONS', 'RESOURCES', 'REPORTS', and 'PLATFORM COMPONENTS'. The main content area is titled 'Application Overview' and displays 'CSOD' with 'No description available.' and 'Application ID:'. Below this, there are tabs for 'API Keys (1)', 'Credentials (1)', 'Owned Resources (0)', 'Subscriptions (0)', and 'Resource Requests'. The 'Subscriptions' tab is active, showing a search bar, a 'Delete All Subscriptions' button, and an 'Add Subscriptions' button. A red arrow points to the 'Add Subscriptions' button. Below the buttons is a table header with columns for 'Resource', 'Resource Owner', 'Catalog', and 'Actions'. At the bottom, there is a pagination control showing 'Page 1 of 1' and 'Per page: 10'.

Note: Currently Cornerstone does not subscribe to any messages published by Banner to Ethos Integration

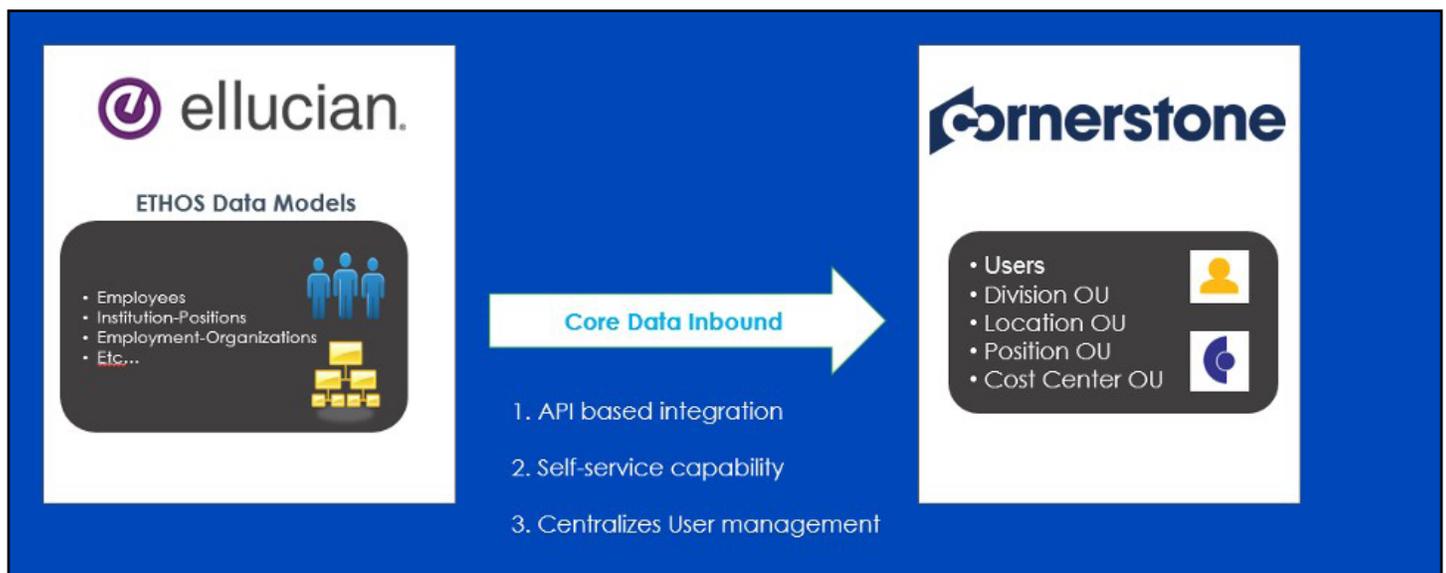
Provide Cornerstone with the API Key

Cornerstone needs the Application record API Key to configure your institution's environment to be able to make API requests through Ethos Integration.

In the Ellucian Ethos Integration management console, go to the main page of the Cornerstone Application record and copy the API Key. Send this over a secure communication channel to your contact at Cornerstone.

OU and User Data Synchronization

Cornerstone's Ellucian Banner Core Data Organizational Unit & User Sync Integration provides Ellucian Banner clients the ability to integrate their Cornerstone portal with Banner. With this integration, quickly and easily configure and synchronize Core data using a simple interface. Data will synchronize from Banner to Cornerstone to ensure your Cornerstone system has the latest changes in Banner.



Data exchanges between Banner and Cornerstone are scheduled and batched. Each time the integration runs, all the data in the selected Organizational Units and all Users who fill Organizational Jobs in Banner will be synchronized into Cornerstone. Inactive or Removed Organizational Unit and Users will be deactivated automatically.

Example OU Record:

Edit All Campuses

Define Location

Name

ID

Description

Example OU Record:

Edit Adjunct Faculty

General | Related Jobs | Roles | Responsibilities | Attributes | Competencies | Training

Define Position

Name

ID

Description

Design ↔ HTML

Example User:

Home New Connect Compensation Learning Performance Succession Recruit ILT Content Reports Admin Integration Suite

Users

Use these boxes and pop-up menus below to define your search criteria.

Last Name City Manager Select OU Criteria ▼

LORI State Approver

User ID Zip Active ▼

User Name Country ▼

Email

+ Add User + Create New Group

Q Search

Search Results

User #	User Name	User ID	Status	Identifier	Manager	Approver	Options
	Foreman, Lori	LForeman	Active				▼

(1 Result)

Cornerstone

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Edge setup

Add the Edge Integration in Cornerstone

Admin > Tools > Edge > Marketplace

- Search for Banner
- Select the Banner Core Data Inbound Integration
- Select Purchase

Edge Integration Setup

Admin > Tools > Edge > Integrations

- Select the Banner Core Data Inbound Integration
- API Key – provided by Ellucian
- Notification Email – list all email addresses that should receive the notification email for this integration. Multiple addresses should be separated by a Comma and NO spaces (i.e. jsmith@email.com, jdoe@email.com)

Organizational Unit Mapping

- Organizational Unit Type – Select the Cornerstone Organizational Unit Type
- Ethos API Mapping – Select the Ethos Data type that you will map to the Cornerstone OU Type. You can see recommendations in Appendix A below.

Please fill in the fields below to configure your integration.

Setup Instructions

API Key * [Redacted]

Notification Email * [Redacted]

Organizational Unit Mapping

Organizational Unit Type	Ethos API Endpoint	Remove
Division		[Remove]
Position		[Remove]
Cost Center		[Remove]
Location		[Remove]

+ Add New Organizational Unit Mapping

Appendix

A: Available OU Mapping Options

Region	Domain	Safe List these IP addresses
Institution Positions	api/institution-positions	Recommended to Map to Position
Sites	api/sites	Recommended to Map to Location
Employment Departments	api/employment-departments	Commonly mapped to Cost Center
Employment Organizations	api/employment-organizations	Sometimes mapped to Division
Employers	api/institution-employers	
Position Classifications	api/position-classifications	
Pay Classes	api/pay-classes	
Pay Cycles	api/pay-cycles	

B. Development Opportunity Participation / Transcript Mapping

CSOD Field Name	Ethos Field Name	Ethos Mapping	Comments
User ID	Banner Source ID	Persons > Credentials > Value = BannerSourceID	
Username	Banner ID	Persons > Credentials > Value = BannerID	
Active	Employee Status	Employees > Status	1. Banner value of "Active" to CSOD value of "Active"
2. Banner value of "Terminated" to CSOD value of "Inactive"			
3. Banner value of "On Leave" to CSOD value of "Active"			
Absent	Employee Status	Employees > Status	Set to "True" if Banner value is "On Leave"
Prefix	Title	Persons > Names > Title	
First Name	First Name	Persons > Names > First Name (type = preferred)	
Last Name	Last Name	Persons > Names > Last Name (type = preferred)	

Suffix	Pedigree	Persons > Names	
> Pedigree (type = preferred)			
Email	Business Email	Persons > Emails	
> Address (Type = business)			
Personal Email	Personal Email	Persons > Emails	
> Address (Type = personal)			
Work Phone	Business Phone Number	Persons > Phones	
> Number (Type = business)			
Home Phone	Home Phone Number	Persons > Phones > Number (Type = home)	
Mobile Phone	Mobile Phone Number	Persons > Phones > Number (Type = mobile)	
Fax	Fax Phone Number	Persons > Phones > Number (Type = fax)	
Country	Country Code	Addresses > Place > Country > Code	
Address Line 1	Business Address	Addresses > Address Lines (Type = business)	
City	Locality	Addresses > Place	
> Locality (Type = business)			
State	Region Title	Addresses > Place > Region > Code	
Zip Code	Postal Code	Addresses > Place > Postal Code	
Required Approvals	Defaulted to "1"		
Last Hire Date	Start On Date	Employees > Start On	
Manager ID	Supervisor ID	Institution Jobs > Supervisor > ID (Job Preference = primary)	
Language	Language Preference	Persons > Language (preference = primary)	

Location ID	**Based on OU Configuration		
Position ID			
Grade ID			
Division ID			
Cost Center ID			