# HRS 750: UDW+ HR Ad Hoc Reports Training

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Subject Areas

1. Select **New** from the Header section. Choose **Analysis**.

This brings to you a list of available **Subject Areas**. Subject Areas group similar data elements together that answer specific business questions. These are granted to users based on security access and role. The following HR Subject Areas may be available to you:

- **HR - Position Assignment**: use this subject area to see the current status of a person and position, as well as all related information.
- **HR - Compensation**: use this subject area to see captured events related to a compensation change for a person or position (including all full-time faculty and administrative employees that are salary or hourly employees).
- **HR - Activity Based Pay**: use this subject area for certain employees that receive activity-based pay as the base compensation for their job (i.e. adjuncts and some student-related positions that are paid for specific activities).
- **HR - Position Assignment Monthly Snapshot**: use this subject area for trending (i.e. monthly, yearly, quarterly) analyses of people and positions over time, from the current date, back to 9/1/2008.
- **Not yet available: HR – Labor Distribution**: this subject area combines Compensation and Activity Pay
- **Not yet available: HR – Change Action**: use this subject area to see HR transactional changes (such as hires, promotions, and terminations).

2. Select **HR - Position Assignment**.
Title of currently opened request (by default this analysis is “Untitled”).

Data elements are stored in an expandable/collapsible tree. Click the plus signs to expand a branch, and the minus signs to collapse it.

- **Facts** are Business Measures. Facts are things that are counted, aggregated, or that allow other mathematical calculations or analyses. Examples include Headcount, Position Open Count, Position Filled Count.

- **Dimensions** are entities that describe how facts are analyzed. They are attributes of facts. Examples include accounts, faculty, student, programs, department, time period, and location. Using dimensions allows you to bring context to the facts.

Selected Columns are where your data elements go.

Filters are used to filter specific elements.

Save and Save As icons to save your analysis.

Catalog displays your saved filters.

Data Elements: Expand a folder by clicking the plus sign, then either double-click or drag and drop the data element into the “Selected Columns” area.
**Key Dimensions (Attributes)**

**As Of Dates**
- **Position Assignment As Of Date**: used to see position related information at past or present date/time
- **Costing Allocation As Of Date**: how a position is funded (if it is not filtered on, you will see all funding sources during the life of the position)

**Costing Allocation**
- **Business Unit, Fund, Org, Program, Project, Account**
- **Costing Allocation Start Date**
- **Costing Allocation End Date**
- **Distribution Percent**

**Day Position Filled**
- **Position Filled Date**

**Day Position Vacated**
- **Position Vacated Date**

**Job Profile**
- **Hierarchy**: Job Family Group → Job Family → Job Profile → Position (or Business Title)
- **Job Family Group**: used to differentiate between types of employees (including Academic, Administrative, Casual, Non-Exempt, Student, Union)

**Person**
- **Last Name, First Name**
- **Employee Flag**: employment status

**Position**
- **Position ID**
- **Position Title**
- **Business Title**
- **Worker Type**: regular, consultant, contractor or fixed term workers

**Position Status**
- **Position Status**: Filled, Unfilled (positions, not jobs), End Assignment, or Closed
- **Current Indicator**: allows you to see the position in the current state; close equivalent to As Of Date = today; use Y or N

**Supervisory Organization**
- **Hierarchy** (broad to narrow): School Group → School → Reporting Department → Organization → Position ID
- **Reporting Department**: cross-walk of various NYU systems (including PeopleSoft Campus Solution, Cayuse, FAME, PeopleSync/Workday and legacy HRIS) into Business Dept names

**Staffing Model**: used to differentiate between a position and job

**Key Facts (Measurements)**
- **Position Filled Count**: may include same person in multiple positions
- **Position Requisition Open Count**: when a requisition for a position is opened
- **Headcount**: actual human bodies. Should match the filled count (except when a person holds 2 positions)
- **Position Vacant Count**
- **Position Closed Count**
Exercise 1: List of all employees in your Organization as of today.

1. Locate and add data elements:
   ● **Organization** (under Supervisory Organization)
   ● **Business Title** (under Position)
   ● **Position ID** (under Position)
   ● **Worker Type** (under Position)
   ● **First Name** (under Person)
   ● **Last Name**
   ● **Employee Flag** = employment status
   ● **Position Status** (under Position Status) = Filled, Unfilled (positions, not jobs), End Assignment, or Closed
   ● **Reporting Department** (under Supervisory Org -> Supervisory Org Reporting Dept) = cross-walk of FAME and Workday Depts. into Business Dept names.
   ● **Position Assignment As Of Date** (under As Of Dates) = used to see position related information at past or present date/time.

Filters

In almost all cases, you wouldn’t want your query to return data from every record in the database. To limit that data, you add filters to your queries. To create a new filter on a given data element, hover over the three lines and click the Filter icon on the drop down menu for that element.

2. Create a filter where **Organization** = (enter your org)
3. Create a filter where **Position Assignment As Of Date** = today’s date in format: MM/DD/YY (example: 8/12/14)
4. Click on the Results tab.

Delete:

Hover over the filter for the data element you would like to delete, and click on the red .

Edit:

To edit a filter, click on the pencil icon next to that data element.

1. Click on Results tab.
**Results**

**Compound Layout** shows the Table view and Title view by default. Additional views may be added such as Pivot Tables, Graphs, Gauges, Maps, etc. and will be covered later in this class.

**Icons** for viewing:
- **Format Container** = change alignment, colors, border styles, etc.
- **Editor** = provides options to edit
- **Remove** = removes given view from compound layout

**Subject Area** = data elements columns can be added directly to a view on the Results tab by double clicking or dragging and dropping.

**Catalog** = displays your saved filters.

**Views** = A list of all created views, which may be added or removed from the Compound Layout. By default, Title and Table already exist.

**Rows** = Displays the first 25 rows. You may view the next 25 rows by clicking the single downward arrow, or view up to 500 rows by clicking the double sided arrow.

---

**Rearrange Columns**

By default, UDW+ will group columns together by their folder structure. You can **rearrange** the columns by dragging and dropping them. Make **Reporting Department** and **Organization** the first two columns:

a. **Grab** the **Reporting Department** column by hovering above its name until you see the multidirectional arrow over the tab on the top.

b. **Drag** it until you see a light-blue line to the left, position it to be the first column, and then **drop** it.

c. Repeat steps for **Organization**, so it is the second column.

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**Save Analysis**

1. **Save** the created analysis by clicking the **Save** icon. The **Save As** option is also available should you wish to save an analysis under a different name or location.

2. Go to **My Folders**, create a new folder by clicking the **New Folder** icon.

3. Name this folder “Training”.

4. In the new **Training** folder, save the analysis as “HR_Position Assignment_Employees by Org”.

5. Click **OK**. Note that the name of the analysis and title have been changed.
Catalog
In the Catalog section, you can open, edit, copy, rename, and perform a variety of other actions accessed through the “More” dropdown option.

Under Shared Folders/ School and Admin Folders, each School/Dept has its own folder, and sub-folders for Finance, HR, Student, and Cross-Functional.

<table>
<thead>
<tr>
<th>Actor</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anyone</td>
<td>Open and Run</td>
</tr>
<tr>
<td>Ad Hoc Users</td>
<td>Edit and Copy</td>
</tr>
<tr>
<td>FO and designated analysts</td>
<td>Save</td>
</tr>
<tr>
<td>DSG</td>
<td>Delete and Rename</td>
</tr>
</tbody>
</table>

6. To access your saved analyses, click on Catalog in the header row.
7. Expand My Folders by clicking on the + sign.
8. Find your training folder.
9. Find your analysis and click Open.

Exercise 2: View a total headcount and position count in your Reporting Department as of 1/1/2015.

1. Go to New and click Analysis.
2. Select the Subject Area: Position Assignment.
3. Add the following dimensions:
   - Reporting Department (under Supervisory Org -> Supervisory Org Reporting Dept)
   - Staffing Model (under Supervisory Org) = used to differentiate between a position and job.
   - Organization (under Supervisory Org)
   - Job Family Group (under Job Profile) = used to differentiate between types of employees (including Academic, Administrative, Casual, Non-Exempt, Student, Union)
   - Worker Type (under Position) = used to differentiate between regular, contractor, adjuncts, post-doc’s or fixed term workers.
   - Position Status (under Position Status) = Filled, Unfilled (positions, not jobs) , End Assignment, or Closed
   - Position Assignment As Of Date (under As Of Date) = used to see position related information at past or present date/time.

4. Add the following facts:
   - Position Requisition Open Count
   - Position Filled Count - may include same person in multiple positions
   - Position Vacant Count
   - Position Closed Count
   - Headcount - actual human bodies. Should match the filled count (except when a person holds 2 positions).

5. Add the following filters:
   - Reporting Department = (select your Reporting Dept)
   - Position Assignment As Of Date = 1/1/2014

6. Run Results.
7. Save the analysis as “HR_Position Assignment_ Headcount and Position Count by Reporting Org”.
Exercise 3: (on your own) View the costing allocation details (dates and distribution %) for filled positions, within your organization as of one month ago.

1. Go to New and click Analysis.
2. Select the Subject Area: Position Assignment.
3. Add the following dimensions in the order below:
   a. Under, Position:
      ○ Position ID
      ○ Position Title
   b. Under, Position Status:
      ○ Position Status
   c. Under, Sup Org:
      ○ Organization
   d. Under, Costing Allocation:
      ○ Business Unit
      ○ Fund
      ○ Org
      ○ Program
      ○ Project
      ○ Account
      ○ Costing Allocation Start Date
      ○ Costing Allocation End Date
      ○ Distribution Percent
   e. Under, As Of Dates:
      ○ Position Assignment As Of Date
4. Add the following filters:
   ● Organization = (select your own)
   ● Position Status = Filled
   ● Position Assignment As Of Date = one month ago

Note: Within the “As Of Dates” folder, there is Costing Allocation As Of Date. If there no filter on this date, you will see all funding sources during the life of the position. To see the funding sources as of a specific date:

5. Add the Costing Allocation As Of Date column (As Of Dates folder)
6. Create a filter: Costing Allocation As Of Date = one month ago.
7. Run Results.
8. Save as “HR_Position Assignment_Costing Allocation for Filled Positions.”
Column Properties

Column properties opens up a dialog box where you can change numerous things about the appearance and functionality of the field.

1. Go to Days in Position column and select the Column Properties icon.

- Style properties change the data element’s formatting, including fonts, colors, borders, and alignment.
- Column Format properties change the data element’s headings and value suppression settings.
- Data format properties allows you to change how the data element values get displayed. With numeric fields, for example, you can set the number of decimal places to display, choose to display a thousand’s separator, and define negative numbers.
- Conditional Format lets you set formatting when specific conditions are met.

2. Style:
   - Choose font Color, Style, and Background color.

3. Column Format:
   - Check Custom Headings.

4. Data Format.
   - In “Treat Number As”, select Percentage.

Print

1. If you would like to print all of your rows, be sure to click on the double sided arrow at the bottom of your analysis prior to printing. If not, it will only print the first 25 rows.
   - Click the Print icon in the upper left hand corner.
   - Select either Printable PDF or Printable HTML. At this point you can print the output.
   - Close the PDF or HTML window.

Export

5. Click the Export icon.
6. Options:
   a. PDF
   b. Excel - Formatting will be maintained. Limited amount of rows exported - cell limit of 50,000 cells.
   c. PowerPoint 2003 or 2007
   d. Web Archive
   e. Data >
      i. CSV Format (Comma Separated Values)
      ii. Tab delimited Format - Brings over the raw data (not formatting). Total row count exported. It is best practice to use Tab delimited Format when you want to analyze the data.

Note: Both Excel and Data: Row limit is 500,000 rows.
Formulas
You can create a mathematical formula, which can range from simply adding two facts together to finding the percentage of two facts. You start by adding a data element of the same data type as the computed item (for example, if you want to create a new fact, choose a fact field). You are then going to rename the folder heading and column heading and delete the formula presently there. You have now created a “blank slate” to write a new formula.

Exercise 4: View the # of days an active employee has been in their position.

1. Let’s create a formula that determines the days in current position. Go to New and click Analysis.
2. Select the Subject Area: Position Assignment.
3. Add the following dimensions in the order below:
   - Position ID (under Position)
   - Position Title (under Position)
   - Position Status (under Position Status)
   - Organization (under Sup Org)
   - Position Filled Date (under Day Position Filled)
   - Current Indicator (under Position Status) = allows you to see the position in the current state (when = Y it is a close equivalent to As Of Date = today)
4. Add the following filters:
   - Current Indicator = Y
   - Organization = (select your own)
   - Position Status = Filled
5. Add a dimension data element (any data element that will be used to create the calculated item).
6. For the newly added data element, select the Edit Formula icon from the options drop down menu.
7. In the “Edit Column Formula” box, check Custom Headings.
8. Rename the Folder Heading to “Calculated Field.”
9. Rename the Column Heading to “Days in Position”.
10. In the Column Formula box, delete the default formula presently there.
11. We will create a custom formula that shows:
    Days in Position = Current Date - Position Filled Date
12. Click Insert Function. Under Calendar/Date folder, choose TimestampDiff.
    Formula:
    \[
    \text{TIMESTAMPDIFF(interval, expr, timestamp2)}
    \]
13. Highlight interval and replace with “SQL_TSI_DAY” (must type in) in order to show the difference in days (note: SQL command name is case sensitive).
14. Highlight expr and replace with Position Filled Date column (by selecting it from the Column menu).
15. Highlight timestamp2. Insert function. Under Calendar/Date folder, choose CURRENT_DATE.
    Formula should look like:
    \[
    \text{TIMESTAMPDIFF(SQL_TSI_DAY, "Day Position Filled", "Position Filled Date", CURRENT_DATE)}
    \]
16. When finished, click OK.
17. Run Results. Verify that your newly calculated column accurately displays the results.
18. Save your analysis as “HR_Position Assignment_Days in Position”.
Conditional Formatting

You can create conditions for how cells are formatted. When the value of the cell meets the condition, the format you select is applied to the cell. For example, you can have a cell appear bold when the value is greater than 100. This allows you to identify important data at a quick glance.

1. Let’s create a Conditional Format to display a red flag when there are no open positions.
2. From Days in Position column, select the Column Properties icon.
3. Go to the Conditional Format tab.

   a. Click Add Condition. Choose Days in Position column.
   b. In the New Condition box, select “is less than” and type in “90”. Click OK.
   c. In the Edit Format window, add the image of a red flag. Click OK.
4. Run Results.

Exercise 5: View Filled and Vacant Positions by School.

1. Go to New and click Analysis.
2. Select the Subject Area: Position Assignment.
3. Add the following facts and dimensions in the order below:
   a. Under, As Of Dates:
      o Position Assignment As Of Date
   b. Under, Sup Org > Sup Org Reporting Dept:
      o Reporting Department
      o School Group
      o Staffing Model
   c. Under, Job Profile:
      o Job Family Group
   d. Under, Fact Position Assignment:
      o Position Filled Count
      o Position Vacant Count
4. Add the following filters:
   a. School Group = (select your school)
   b. Position Assignment As Of Date = today
5. Run Results.
**Edit View/Layout**

To *edit* any view, scroll to the far right and click the **Pencil** icon 📊. This will bring you to the *Edit View/ Layout* for that view, where you can add totals, change headings, exclude fields, and much more.

It’s a good idea to uncheck **Display Results** 📋 in the upper toolbar while modifying your analysis. This prevents the results from being displayed in the Editing section, which can improve performance.

To make changes, drag fields into different sections of this pane and when you see the **blue line**, drop it in.

**Prompts**

Creates a dropdown box for the filtered items for that field.

1. Drag **Reporting Department** column and drop into **Table Prompts** area.

**Sections**

Divides into different sections.

2. Drag **Staffing Model** column and drop into **Sections** area.

**Excluded**

Hides the column in the Results, but keeps it in the Criteria.

3. Drag **School Group** and **Position Assignment As Of Date** columns into **Excluded** area.

**Totals**

Add, remove, and format a variety of grand and subtotals 📊

4. To add grand total for each Staffing Model, go to **Columns and Measures** field and click the **Sum** 📊 icon and select “After”.

5. Click **Done**.


**Sort**

Hover-over a column header to apply sorts. Click the up arrow to “**Sort Ascending**” or down arrow to “**Sort Descending**.”
Pivot Table

1. Let’s create a Pivot Table where we view position facts by Job Family and Position Status.

2. In the Results tab, click the New View icon in the top toolbar.

3. Select Pivot Table. A Pivot Table view will be added to the bottom of the Compound Layout.

4. Scroll down to find your Pivot Table. Click the pencil icon to edit.

   Additional features:
   - Rows and Columns = define the pivot table’s rows and columns
   - Measures = where you put value data elements you want to appear in the pivot table

   Tip: It’s a good idea to uncheck Display Results icon in the upper toolbar while modifying your analysis. This prevents the results from being displayed in the Editing section, which can improve performance.

5. Make the following edits to the Pivot Table:
   a. Table Prompts: Staffing Model
   b. Columns: Job Family Group (or Reporting Department)
   c. Rows: Job Family Group (or Job Family Group)
   d. Exclude: School Group and Position Assignment As Of Date.
   e. Measures: Position Filled Count and Position Vacant Count

6. Click Done and scroll down to view the results.

7. You may rearrange columns and rows in a pivot table, to suit your data needs (such as moving the Reporting Department to the Rows, and Job Family Group or Staffing Model to Columns).

8. Save your analysis as “HR_Position Assignment_Filled and Vacant Positions by School”.

Please do not re-pivot large data sets as it will crash the system.

Views

Duplicate: DO NOT press the Duplicate View button in the Views section. This will crash the server.
**XML Code**
Sharing XML codes is a great way to troubleshoot any issues you may be having with your analysis or sharing your analysis with another user. You may be asked to send your XML code to the DSG Analyst or another user for troubleshooting.

**Obtaining and Sending XML Codes:**

1. In your analysis, go to the **Advanced** tab.
2. Under **Analysis XML**, highlight and copy the entire section (Ctrl+A to select all and Ctrl+C to copy).
3. **Paste** it into an email send to the appropriate person.

**Applying XML Codes:**
If someone sends you XML code that you wish to apply:

1. Create a **new analysis** using any subject area.
2. Go to the **Advanced** tab.
3. In the **Analysis XML** section, **delete** any code that is currently there.
4. **Copy** the entire contents of the XML code that was sent to you.
5. **Paste** the XML code into the **Analysis XML** section (using Ctrl+V to paste).
6. Click **Apply XML**.
7. Go to the **Results** tab to run the analysis.
Authorized Analyses - DSG

- Visit Catalog → Shared Folders → School and Administrative Folders → Authorized Analyses - DSG → Human Res Reporting → Common Reports/ Templates for useful ad hoc reports and templates.
- Choose More → Copy.

- Then go to My Folders and either Right-Click and choose Paste or choose the Paste icon in the Catalog header.
- Remember to change the filters on the report to suit your needs.
Additional Exercises/Functionality

**Exercise: Create a pie graph that shows the headcount for various job families within your organization.**

**Graphs**

When creating an analysis for graphs, it is important to use the highest level of data, or most summarized. Since you’ll be pulling data at the granular level, it is also important to use a filter for the time period. Let’s create a simple analysis that can be used to create a pie graph.

1. **Go to** **New** **and click** **Analysis**.
2. **Select the Subject Area:** **Position Assignment**.
3. **Add the following dimensions in the order below:**
   - Job Family Group
   - Job Family
   - Position Assignment As Of Date
4. **Add the following fact:**
   - Headcount
5. **Add the following filters:**
   - Organization = (select your own)
   - Position Assignment As Of Date = today’s date

**Pie Graph**

1. **Add a** **New View** **and select** **Graph > Pie**. UDW+ will attempt to create a visualization based on your data set and type of Graph selected (this almost always needs to be edited).
   - **Measures** “Slice Size” = where you put your facts: Headcount
   - **Pies and Slices** “Pies” = creates a pie for each value
   - **Pies and Slices** “Slices” = what makes up the pie: Job Family

2. **Edit the Graph:** move **Job Family Group** to be a table prompt.
3. **Modify the Graph Title:**
   a. **On** **the properties toolbar at the top**, **click** **on** **the** **Edit graph properties** icon.
   b. **Go** **to** **the tab** **Titles and Labels**.
   c. **Uncheck** **the option** **to “Use measure name as graph title”**. **Rename** **the Title to “Headcount by Job Family”**.
   d. **To show percentages** **in your graph**, **click** **on** **Data Markers**.
   e. **In** **Display Options** **tab**, change **Show Data Labels** to “Always”.
   f. **Click** **OK**.
4. **Click** **Done**. **Note** **that graphs** are drillable when you use hierarchy fields.
5. **Save** **your analysis** as “**Pie Graph**.”
6. **Using** the same data, try creating a **Bar Graph**.
Exercise: View the days a current vacant position has been unfilled.

Continuing with the training scenario #6,
1. Go to the Criteria tab.
2. Delete the Position Filled Date and Days in Position columns (by selecting Delete from each column’s menu options).
3. Add Position Vacated Date (under Day Position Vacated).
5. Change Position Status filter to Unfilled.
6. Add any dimension data element to be a “blank slate” for your calculation.
7. Select the Edit Formula icon from the options drop down menu for that data element.
8. In the “Edit Column Formula” box, check Custom Headings.
9. Rename the Folder Heading to Calculated Field.
10. Rename the Column Heading to “Days Position Unfilled”.
11. In the Column Formula box, delete the default formula presently there.
12. Create the following custom formula that shows:
   
   Days Position Unfilled = Position Vacated Date - Current Date

13. Insert function.
14. Under Calendar/Date folder, choose TimestampDiff, which is:

   Formula:
   
   TIMESTAMPDIFF(interval, expr, timestamp2)

15. Highlight interval and replace with “SQL_TSI_DAY” (must type in) in order to show the difference in days (Reminder: SQL command name is case sensitive).
16. Highlight expr and replace with Position Vacated Date column.
17. Highlight timestamp2. Insert function [f...]. Under Calendar/Date folder, choose CURRENT_DATE.

   Formula should look like:
   
   TIMESTAMPDIFF(SQL_TSI_DAY, "Day Position Vacated","Position Vacated Date", CURRENT_DATE)

18. When finished, click OK.
19. Run Results. Verify that your newly calculated column accurately displays the results.
20. Save your analysis with the title “Days Position Unfilled”.
Preview Results in Dashboard View

If you want to drill down on a hyperlink, such as Job Family Group, to view more details, you can use the “Show how results will look on a Dashboard” view. This will avoid adding additional columns and filters to your analysis.

1. In the Results tab, click the Show how results will look on a Dashboard icon to preview.

2. In the Dashboard Preview window, drill into the Job Family Group, to Job Family, to Job Profile as desired to see the results. A new column will be added for each.
   
   Hierarchy: Job Family Group -> Job Family -> Job Profile -> Position (or Business Title)

3. When finished, click the delete icon in the upper right-hand corner to close the Dashboard Preview window. (Be careful not to close the UDW+ window.)

Exercise: Create an analysis for your school that shows Total Headcounts by Full time or Part time employees as of today, by each Organization.

Hint: Under Position, Time Type shows full time and part time status.

Copy and Paste Style Format

If you want to copy and apply the style properties from one column to another:

2. Open the Column Properties window for the column from which you wish to copy the formatting.

3. On the Style tab, click the Copy Cell Format icon and click OK.

4. Open the Column Properties window for the column to which you want to apply the copied formatting and click the Paste Cell Format icon.

5. To restore the default setting and Clear Cell Format (eraser) icon.

Note: Changes made to a column in the Criteria tab will apply to all views within the analysis. Changes made to a column in the Results tab will apply only to that specific view.
Congratulations! You have successfully completed the HRS 750: UDW+ Ad Hoc Reports Training course!

Recommended System Settings

Recommended System Settings
- UDW+ Client
- Adobe Flash Player
- Adobe Reader
- VPN (if working outside of NYU network)

Contact

The Decision Support Group (DSG) is here to help!
- Email: askDSG@nyu.edu
- Phone: 212-998-2900
- Web: www.nyu.edu/datawarehouse/dsg