

## Human Resources Acronyms

(updated August 2024)

Abbreviation	Definition	Group
AAU	Association of American Universities	Higher Education Term
ADA	Americans with Disabilities Act	Law or Legal Term
ADEA	Age Discrimination in Employment Act	Law or Legal Term
APA	Administrative Program Assistant	Position Title
APS	Administrative Program Specialist	Position Title
ART	Active Recruitment Team	HR Term
ATB	Across The Board	Budget
AVP	Associate (or Assistant) Vice President	Position Title
AY	Academic Year	Higher Education Term
B#	Banner Number	HR Term
BAG	Budget Advisory Group	Budget
BFF	Bona Fide Factors (Related to compensation)	HR Term
BOLI	Bureau of Labor & Industries	Law or Legal Term
BRP	Budget and Resource Planning	University of Oregon Unit or Team
CAS	College of Arts and Sciences	University of Oregon Unit or Team
CBA	Collective Bargaining Agreement	Collective Bargaining
CBSO	Central Business Services Office (Shared Service)	University of Oregon Unit or Team
CHRO	Chief Human Resources Officer	Position Title
CLCO	Classification & Compensation Department	University of Oregon Unit or Team
COLA	Cost of Living Adjustment	HR Term
CompDoc	Comparison Document	HR Term
CoS	Chief of Staff	Position Title
CSA	Campus Security Authority	Position Title
CUPA-HR	College and University Professional Association - Human Resources	Higher Education Organization
DEI	Diversity, Equity and Inclusion	University of Oregon Unit or Team
DH	Department Head	Position Title
DIE	Department Initial Entry	HR Term
DoS	Office of the Dean of Students	University of Oregon Unit or Team
E&G	Education and General (Fund)	Budget Term
EA	Executive Assistant	Position Title
EAP	Employee Assistant Program	HR Term
EHS	Environmental Health and Safety	University of Oregon Unit or Team
EIF	Employee Information Form	Form
ELR	Employee Labor Relations	University of Oregon Unit or Team
EOD	Expansion of Duties (With or Without a pay increase)	HR Term
EPAF	Electronic Payroll Action Form	Form

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(updated August 2024)

ERB	Employee Relations Board	HR Organization
ERF	Earnings Request Form	Form
Excl	Exclusion	HR Term
FASS	Finance & Administrative Shared Services	University of Oregon Unit or Team
FERPA	Family Education Rights and Privacy Act	Law or Legal Term
FIS	Financial Information System (Banner)	Budget Term
FLSA	Fair Labor Standards Act	Law or Legal Term
FMLA	Family Medican Leave Act	Law or Legal Term
FOAPAL	Fund Organization Account Program Activity Location	Budget Term
FTE	Full Time Equivalency	HR term
FY	Fiscal Year	Budget Term
GC/OGC	General Counsel	University of Oregon Unit or Team
GE	Graduate Employee (Formerly GTF - Graduate Teaching Fellow)	Title
GF	General Fund (State appropriation and tuition dollars)	Budget Term
GTF	Graduate Teaching Fellows Federation (grad student union)	Collective Bargaining
HIPAA	Health Insurance Portability and Accountability Act	Law or Legal Term
HR Ops	HR Operations	University of Oregon Unit or Team
HRIS	Human Resources Information System (Banner)	HR Term
ICC	Indirect Cost Credits (revenue generated by the F&A rate charged to sponsored grants)	Budget Term
IDEAL	IDEAL Framework: Inclusion, Diversity, Evaluation, Achievement, Leadership	UO Term
IHP	Institutional Hiring Plan	HR Term
IS	Information Services	University of Oregon Unit or Team
ISS	International Student and Scholar Services	University of Oregon Unit or Team
JCR	Job Change Reason	Form
KSAs	Knowledge, Skills and Abilities (Also refered to as MQs, PCs and PQs)	HR Term
L&D	Learning and Development	University of Oregon Unit or Team
LWOP	Leave Without Pay	HR Term
NDA	Nondisclosure Agreement	Law or Legal Term
NTTF	Non-Tenured Track Faculty	Employee Group
OA	Officer of Administration	Employee Group
OAC	Officers of Administration Council	University of Oregon Unit or Team

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OAR	Oregon Administrative Rules	Law or Legal Term
OBM	Oregon Budget Model	Budget Term
OH (in MyTrack)	OA Hourly	Employee Group
OICRC	Office of Investigations Civil Rights	University of Oregon Unit or Team
OMT	Outside of MyTrack	HR Term
OPA	Other Pay Action (Stipends, ERF, PRF, OVLD)	HR Term
OPE	Other Payroll Expenses	HR Term
OEPA	Oregon Equal Pay Act	Law or Legal Term
ORMI	Office of Risk Management and Insurance	University of Oregon Unit or Team
ORP	Oregon Retirement Plan	Benefits
ORSRP	Oregon Public Service Retirement Plan	Benefits
OtP	Office of the Provost	University of Oregon Unit or Team
OUS	Oregon University System (disbanded in June 2015)	State of Oregon
OVLD	Overload	HR Term
P&T	Promotion & Tenure	HR Term
PA	Pay Action	HR Term
PAA	Payroll Accounting Adjustment	HR Term
PAC	Personal Access Code	IS Term
PAW	Payroll Accounting Web Page	Form
PCS	Purchasing and Contracting Services	University of Oregon Unit or Team
PD	Position Description	HR Term
PEBB	Public Employees' Benefit Board	Benefits
PECBA	Public Employees Collective Bargaining Agreement	HR Term
PERS	Public Employees Retirement System	Benefits
PHAHOUR	Banner form for time entry	Form
PHAREDS	Payroll distribution form	Form
PRF	Payroll Request Form	HR Term
PTR	Post Tenure Review	HR Term
PUP	PageUp People (MyTrack)	HR Term
PUSF	Public University Support Fund (Funds Allocated from HECC)	Budget
PWIVERI	Employee History Screen in Banner	Form
Ret	Retention	HR Term
RTO	Request to Offer	Form
SAIF	State Accident Insurance Fund	Risk Services Organization
SEF	Student Employee Form	HR Term
SEIU	Student Employees International Union (Classified Employees Union)	Collective Bargaining
SHRM	Society for Human Resource Management	HR Organization
SIS	Student Information System	UO Student Term

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SMI	Special Merit Raise	HR Term
SOC	Standard Occupational Classification	HR Term
SOJC	School of Journalism and Communications	University of Oregon Unit or Team
SRS	Safety and Risk Services	University of Oregon Unit or Team
SSEM	Student Success and Enrollment Management	University of Oregon Unit or Team
TACC	Talent Acquisition and Class Comp Team	University of Oregon Unit or Team
TFAB	Tuition and Fee Advisory Board	Budget
TRP	Tenure Reduction Program (Retiring TTF)	HR Term
TTF	Tenured Track Faculty	Employee Group
UA	University Advancement	University of Oregon Unit or Team
UA	United Academics (Faculty Union)	Collective Bargaining
UAF	Unpaid Appointment Form	Form
UESS	Undergraduate Education and Student Success	University of Oregon Unit or Team
UOPA	University of Oregon Police Association (UOPD union)	Collective Bargaining
UOPD	University of Oregon Police Department	University of Oregon Unit or Team
VPEI	Vice President of Equity and Inclusion	Position Title
VPFA	Vice President for Finance and Administration	Position Title
VPRI	Vice President of Research Innovation	Position Title
WOC	Work out of Class	HR Term
WOCC	Work of Comparable Character	HR Term