

## **What's Happening?**

The Division of Human Resources, UCO Payroll and Information Technology have teamed up to implement Row Level Security (RLS) in GEMS.

## **Why?**

Row level security provides additional levels of security for employee data maintained in GEMS and will position USF to take advantage of delivered system functionality in the future.

## **Who is Affected?**

Row Level Security controls the employee population that a GEMS User can access; therefore, it may affect anyone that currently uses GEMS to access employee information.

## **How will GEMS Users Be Affected?**

GEMS Users are currently granted access to pages in GEMS based on their functional business need. This is done through the use of Permission Lists and Roles that grant users access to certain pages in GEMS. Based on business need, these Permission Lists also determine the level of access a user may have such as: view only, update, correction, etc. Row Level Security will provide the capability to grant access to a specific employee population based on business need.

Under the new configuration of GEMS, users will be limited to the distinct and approved department's population.

For example: When a GEMS user has a business need to access employee data for a specific department and doesn't need to see employee data for employee's outside of that department, that need can be addressed with Row Level Security.

## **When Will Row Level Security Changes Occur?**

The RLS Project team has started work on the project plan and data gathering. We will be reaching out for members of the GEMS Community to participate as part of a Focus Group and as the project progresses, we will be reaching out for individuals to participate as part of the Pilot Group.

It is estimated that the RLS Implementation will take six months.