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. This implementation will also 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 view. Therefore, it may affect anyone that currently accesses employee information using GEMS.

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. This access will not change.

There are currently no limits on the employee population that a GEMS user can see. Row Level Security will provide the capability to grant access to a specific employee population in GEMS.

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.

Will My Screens in GEMS Look Any Different?

The navigation and screens that you have access to now in GEMS will not change. These are assigned by Roles and Permissions and that access is different from RLS security.

Are other systems or processes impacted by Row Level Security?

Row Level Security is only being applied to GEMS. This change will not affect FAST access, PERT reporting or CERTs processes.
What about the Sunshine Laws?

Florida does have the Sunshine Law which allows access to certain data. However, there are over 1,000 exceptions to the Sunshine Law. These exceptions include specific data, documents to protect certain populations such as law enforcement personnel, healthcare workers, etc. RLS will better enable us to comply with these exemptions.

You can view the Florida Sunshine Law and any exemptions via the legislative link: 
http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0100-0199/0119/Sections/0119.01.html

What if my assigned security is different from the actual security that I will need?

The RLS Team has sent out surveys, conducted interviews and is working with a Focus Group to identify business needs and the access levels needed by employees in various job groups. This input is necessary to determine default access levels by Department and Job Code.

Users may request additional access by documenting their business need on a GEMS Access Request Form. Additional access will be granted, once all necessary approvals are received.

When Will Row Level Security Changes Occur?

The RLS Project team has completed several project milestones and User Acceptance Testing (UAT) is scheduled for October. Once UAT sessions with our Focus and Pilot Groups are complete, regression testing will be scheduled if necessary.

Implementation is currently scheduled for November.

Please direct all questions to the RLS group email box – RowLevelSecurity@usf.edu. Our entire project team (HR and IT) has access to this mailbox.