Enterprise Performance Management (EPM)
Training Guide
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EPM Overview

What is EPM?
Enterprise Performance Management is a budgeting and planning application that allows users to:

- Identify proposed revenues and expenditures for the upcoming fiscal year.
- Compare current and prior year’s operating budgets.
- Manage position related data such as salary, distribution allocation, and position status (filled or vacant).

Future fiscal year (FY) budgets will be completed in EPM. A copy of the prior FY operating budgets, listing revenues, expenses, and transfers will be loaded in EPM.

Any changes or updates made in EPM are effective for the new budget year, starting September 1 of the new FY.

Budget Administrators are responsible for:

- Reviewing Position information to ensure all budgeted positions and Employees are included in the new budget year.
- Updating InterDepartmental Transfers on a “Source” basis.
- Reconciling Revenues and Expenses for each Cost Center.

Per the Budget Office, all active cost centers must be budgeted in EPM. The only exceptions are cost centers that:

- Do not generate revenue or use carry forward balances to pay expenses
- Begin with a 9 (Agency cost centers)

Steps to Complete Budget

1. Salary Roster (Reports)
2. Position updates (Position Budget Forms)
3. Add New Positions (New Position Form)
4. Fringe Calculations (Other Position Types and Department Budget Form)
5. Intrafund Transfers (Transfers Forms)
6. Department Budget updates (Department Budget Form)

**Note:** *Reconciliation of Changes worksheet is no longer required by the Budget Office. Academic units will still need to complete for the Office of the Provost.*
FY Budget Process Calendar
The Budgets office will post the Budget Process Calendar on the Budgets website (https://www.uta.edu/business-affairs/budgeting). This calendar lists the dates relevant to the Budget Planning Process. Budget Administrators should review the calendar for dates of required actions.

Using EPM Workspace

Getting Started

Browser Requirement
- EPM is compatible with Mozilla Firefox and Google Chrome.
- Do not use Internet Explorer or Safari.
- You must enable popups.

Login to EPM:
- Navigate to the UTA Apps page (myapps.uta.edu).
- Click on the Oracle EPM icon.
- Use the “Company Sign In” button to login with your UTA email and NetID password.

Log in to EPM Test (Training) Site:
- Use the “Company Sign In” button to login with your UTA email and NetID password.

EPM Homepage
To begin, start on the EPM Homepage. The Homepage is where you can access position data, Employee data, set user preferences, and view data forms for budgeting.

You can return to the homepage by clicking either the UTA logo at the top left of the page or the Home icon on the top right of the page.

Announcements
You should monitor the Announcements box for updates regarding EPM
Setting User Preferences

From the main page select Tools, User Preferences.

Display Preferences

This section is used to set the Number Formatting for the data forms.

- Thousands Separator – Select “Comma”
- Decimal Separator – Select “Dot”
- Negative Sign – Select “Prefixed Minus”
- Negative Color – Select “Red”
• Page Options – Indent based on hierarchy
• Click Save

Form Navigation
Navigate the form sections using the Menu Icons above the form. Navigate between available forms using the Form Links found below the icons.

Navigation Icons
1. Search Page
2. Edit Members
Search Page Icon

1. Click on the magnifying glass icon.
2. Enter search parameter.
3. Line will be highlighted.

NOTE: This function allows for text and/or numbers search only on the displayed form.

Edit Members Icon

In EPM, the “Member” is the Department or Cost Center being displayed.

OPTION 1:

1. Click on the pencil icon.
2. The current Department name is displayed. Click on the down arrow.
3. A drop-down list is displayed.
4. Select the needed member name.
5. Click the Apply button.
6. The Department name will update, and the form will return the information for the newly selected Department.

OPTION 2:

1. Click on the pencil icon then on the Member Selector icon

**Note:** On some forms and reports, click on the Cost Center or Department number to open the Select a Member page.

2. The Select a Member page will display.
   On this page you can select a particular Cost Center or Department, based on the permission granted to you. You can either type-in the Cost Center or Department number or drill-down to it using the blue arrows to navigate through the categories.
3. Once the desired Cost Center or Department is found, click on it. The blue check mark indicates that it has been selected.

4. Click OK.

5. Now the Cost Center or Department will show in a yellow cell, indicating that the change has not been saved, thus the form is not yet for the new selection.

6. Click the Go arrow to update the form with the new Cost Center or Department selection.
EPM Forms

The forms inside EPM are cloud service pages modeled after an Excel worksheet that are used to view, enter, and update budget data.

Different cell colors in a data form indicate the following:

- **White**: Data was entered or changed in a cell and saved.
- **Yellow**: Data was entered or changed in a cell, but not saved.
- **Gray**: Data cannot be edited or changed, read-only cells.
- **Comments**: A triangle in the upper-right corner of a cell indicates that a comment is in the cell.
Steps for Budget Process Input
This represents the order of operations for reviewing, changing, or updating budget items to prepare the future FY budget.

1. Salary Roster Reports
2. Position Budget Forms
3. New Positions
4. Other Positions/Fringe Budget
5. Transfer Forms for IntraFund Transfers
6. Departmental Budget Forms

Forms for Input
These are the forms where data will be input, changed, or updated.

- POSITION BUDGET FORMS – Position, Salary, and Fringe expense planning by Position, Cost Center, and Department.
- TRANSFER FORMS – Intrafund transfer activity between Cost Centers.
- DEPARTMENTAL BUDGET FORMS – Budget preparation by Cost Center and General Ledger (GL) Accounts.

Salary Roster
Departments can run the Salary Roster report for their Departments in EPM and have access to view, print, and download a report in HTML, PDF, or XLS format.

1. From the main page, select Reports.
2. Select the Salary Roster icon.
3. The report page populates. Select the desired format:
   - HTML – displays report on screen with options for other formatting
   - PDF – generates downloadable, printable PDF of report
   - Excel – generates Microsoft Excel file of report
4. The Department number displayed can be changed by clicking on the blue Department number. This will open the Select a Member box; select the Department as per previous instruction.

5. Depending on the format chosen, the Salary Roster report will be displayed or opened and saved in Excel.

If needing to run the report for a different Department, update the Department number as per previous instruction.

There are five reports in the Salary Roster Section.

Salary Roster for Selected Dept – Dept Users report
This report lists all positions in a Department, including incumbent and pay rate information. Note: this report shows the working version, the version that department users are able to update.

Salary Roster for Selected Dept – Dept Users CURR VER
This version is the current view as the Budget Office makes updates in EPM and is read only.

Salary Roster for Selected Dept – Dept Users FINAL
This report is the ‘post final’ version which displays the final New FY operating budget that is loaded into UTShare. Merits have been added so data on this report represents the total salary
for each position/Employee. This report is available in Production after budget period closes. And is used to create a “planning budget” for the next FY.

Salary Roster for Selected Dept – Dept Users CY vs FY
This report compares the prior FY’s final budget (final or post final version) to the current budget year for a selected version and unit/departments; includes salary, fringe, and FTE account groups with variance columns. Note, report selection for version is new to department users. The positions listed on the report are based on the current budget year version selected. Located in: Reports > Salary Roster > Salary Roster for Selected Dept – Dept Users CY vs Prior FY

Position by Version for Selected Dept
This report lists all changes for each position by version in EPM. It is useful if you want a historical view what and when changes were made to a position in EPM.

**Position Data Comparison**

**Export Position Data**
Before any changes are made, it is suggested that the Position data be exported to Excel. The export is used to review position data for the entire Department. This data includes funding data, allocation percentage, compensation rate and FTE information. The Excel export spreadsheet is for viewing only.

**Export Position Steps**
1. From the Existing Positions by Department or Existing Positions by Cost Center forms, click on the ACTIONS button to expand the menu.
2. Scroll down and click on Spreadsheet Export.
3. Click on the EXPORT button to continue.
4. NAME and SAVE.
5. Click CLOSE.

**Export Position Data After Changes**
After changes are made in EPM and saved, it is recommended to EXPORT and compare the before and after revision spreadsheets.

**NOTE:** *This process can also be used on the Departmental Budget Form ZS and ZS with GL.*
Position Budget Forms

The Position Budget forms are used to view and edit position data in a Department or Cost Center. Position data can be displayed by Department, Cost Center, or Position. Positions are pulled into EPM by Funding Department and Cost Center (which may not be the owner of the position).

Split funded positions will show all funding distributions if the Department is the same or by using the Departments by Position form if the Departments are different. If other funding Department(s) are not within your security, you will only see those distribution’s attributes not associated with the Comp Data.

Budget Administrators must review and make the necessary changes to the position data forms, such as:

- Add new hires or transfers
- Change funding allocation
- Make salary changes
- Fill or Vacate a Position
- Budget Other Position Types (Part-time, Faculty, Wages, etc.).

Position Data Forms

1. From the homepage, select Departmental Budget.
2. Select Position Budget Forms.

These forms are used to manage position data such as:

- Employee Name and Employee ID
- Position Name and Number
- Position Status (Filled, Vacant)
- Employee Class (Faculty, Classified, A&P), and FTE
- Owning Department
## Form Name and Description

<table>
<thead>
<tr>
<th>Form Name</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Existing Positions by Department</td>
<td>Display all Budgeted Positions for all associated Cost Centers with data at the chosen Department.</td>
</tr>
<tr>
<td>Existing Positions by Cost Center</td>
<td>Display all Budgeted Positions for a chosen Cost Center.</td>
</tr>
<tr>
<td>Departments by Position</td>
<td>Displays all data records for a given Position.</td>
</tr>
<tr>
<td>New Positions</td>
<td>Planning form for new positions or adding a known new position to a Department/Cost Center.</td>
</tr>
<tr>
<td>Other Position Types</td>
<td>Planning form for new student positions, part-time staff/faculty, and GTA/GRA. Budgeted at a total dollar for salary and fringe.</td>
</tr>
</tbody>
</table>

### Employee Classes

- A&P – Administrative & Professional
- CL – Classified
- CLN – Classified Paid Hourly
- FA1 – Faculty (Regular/Tenure/Tenure Track
- FA2 – Faculty Non-Tenure Track

### FTE_Load - Full-Time Equivalency

- Full-time or 1 FTE – 40 hours-per-week position
- Part-time or 0.5 FTE – 20 hours-per-week position

### Headcount - The physical number of Employees in a position

- 1 Headcount, 1 FTE – one person in a 40 hours-per-week position
- 1 Headcount, 0.5 FTE – one person in one 20 hours-per-week position
- 0 Headcount, 1 FTE – vacant position
Existing Positions

Existing positions can be edited by typing new information in the form cell. To edit existing position information, click in a cell in the first column to select the row. This method can be used when filling a vacant position that is already listed, updating salary, updating distribution percentage with no change to the combo code.

Action Menu

Use the action menu navigation options available on right-click on the position number cell and the Actions menu to navigate between Position forms and to perform other actions.
<table>
<thead>
<tr>
<th>Action Menu</th>
<th>On Form</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Copy Position</td>
<td>All</td>
<td>Copies all data records for a selected Position/Department/Cost Center within your allowed security access. This action is used to split funding on a position.</td>
</tr>
<tr>
<td>Transfer Position</td>
<td>Existing Positions Forms</td>
<td>Copies all data records for a selected Position/Department/Cost Center within your allowed security access. The rule does not adjust the Distrb %. You must update that after the fact. Clears all information but keeps position number, Cost Center combo code and changes the status to None.</td>
</tr>
<tr>
<td>Delete Position</td>
<td>All</td>
<td>DELETES all data for selected row except the position number and combo code. <strong>There is no undo for this action.</strong> To add back, edit information by typing directly into cells.</td>
</tr>
<tr>
<td>Vacate Position</td>
<td>Existing Positions Forms</td>
<td>Clears out Employee Name, Employee ID, Benefit Plan, and Coverage Code to vacate a Position row. EPM recalculates the salary and fringe for the vacant position. Salary (Comp Rate) and Distrb % remain unless changed by you.</td>
</tr>
<tr>
<td>Browse to Form</td>
<td>Existing Positions Forms</td>
<td>Navigation shortcuts to get to Existing Position forms. (Would be better to use the links instead of the actions.)</td>
</tr>
<tr>
<td>Transfer Employee</td>
<td>Existing Positions Forms</td>
<td>Use to move an Employee from one position to another, retaining both positions for Budget. Fringe attributes follow Employee.</td>
</tr>
<tr>
<td>Position Focus</td>
<td>Existing Positions Forms</td>
<td>Isolates one position to review or update.</td>
</tr>
</tbody>
</table>

**Position Funding**

**Position Funding Change**

NOTICE: Ensure the **correct** Department and Cost Center combo has been selected **before** entering any Position and Transfer amounts.

If the position changes funding from one Cost Center or Department to another Cost Center or Department, **and the Department user has security access to make changes in both areas**, the position can be transferred using the Transfer Position action.

If the Department user does not have security access to make changes in both Departments, the transfer process cannot be used. The Source Department will need to delete the position.
using the Delete Position action and the Destination Department will need to add the position using the “New Positions” data form and selecting the next available “New Position”. Use comments to identify the UTShare Position ID.

**Note:** If the transferred position is filled, the fringe attributes will follow the Employee to the destination Department/Cost Center.

**Split Funded Positions**
Each Department that partially funds a position will take responsibility for budgeting their portion of the split position.

Each Department manages only their portion and can see only their portion of the position. However, using the Position Focus section will show the other funding Departments, so that a Department will know all the funding sources. (Does not show other Departments monetary portion of the funding).

No audit is in place to know whether a position is budgeted in full (100%) or has matching compensation rates. Communication with the other Department is necessary.

**Employee Transfers**
If the Employee transfers from one position to a vacant position within the same Department or within a Department that the user has security access to make changes in, use Transfer Employee (and vacate source position) action. (Employee attributes follow.)

**Note:** May need to adjust salary and distributions if required.

If the Employee transfers from one position in one Department to a position in a different Department that the user does not have security access to make changes in, the transfer process cannot be used. The Source Department needs to vacate the position using the Vacate Position action and the Destination Department needs to add to the destination position with the Employee attributes. Fringe will not follow the Employee in this situation and will need to be evaluated.

**New Position Form**
The New Position form is used to enter a new position(s) for a Department.

- **CONFIRM YOU HAVE SELECTED THE CORRECT DEPARTMENT AND COST CENTER COMBO FIRST.**
• Enter the first new position in the New Position 1 line.
• Provide all needed information to push position to the existing Position forms:
  o Employee Name and Employee ID
  o Employee Class (Facility, Classified, A&P)
  o Owning Department
  o Head Count and FTE
  o Comp Rate and Distribution
  o Coverage code and benefit plan if known.
• Add the UTShare Position ID, if it is known, as a comment for tracking purposes.
• Ensure that you SAVE the updates

The new position will appear in the Existing Position by Department and Existing Positions by Cost Center.

Note: If the Combo Code does not automatically load, there is a mismatch between the Department and Cost Center.

Fringe Calculations and Rates

Filled Budgeted Positions - Fringe rates for filled budgeted positions are automatically updated with the Employee’s current elections at the time the position data is pulled from UT Share and loaded into EPM. Users do not have access to modify the fringe rates for filled budgeted positions.

Employee Transfers - Fringe rates for filled budgeted positions will follow an Employee who is transferred during the budget process.

Vacant Budgeted Positions - Fringe rates for vacant budgeted positions are calculated using TRS as the retirement option and a weighted average for health insurance. Users do not have access to modify the fringe rates for vacant budgeted positions.

Other Position Types - Other position types include part-time faculty, wages, graduate students, etc. Fringe rates can be manually calculated with 3% or adjusted by using the MARS Payroll Fringe Cost Analysis report or viewing the current fringe rates on the UTA Payroll web page. Find report in MARS > Dashboard dropdown list > Payroll > Fringe Cost Analysis. Find Payroll documents at https://www.uta.edu/business-affairs/payroll/

Additional fringe budget - Additional fringe budget can be added on the Other Position Types form in the Additional Fringe Adj cell if necessary.
Other Position Types

The Other Position Types data form allows for salary budgeting not specifically associated with position IDs but as a whole number along with the proposed associated fringe amounts for part-time faculty, wages, GRA/GTA’s, etc. Once entered, the amounts will be visible on the Departmental Budget Forms.

On the Other Position Types form, confirm you have selected the correct Department and Cost Center combo.

Enter the amount for the specific position type along with the fringe expense.

The new amounts will be visible on the departmental budget forms.

Additional Fringe Adj is for those Departments wishing to budget additional fringe dollars not associated to any salary specification.

Other Forms

Cost Centers by Department

- Shows all cost centers for department even if there are no budgeted revenue/expenses
- Summary that includes prior year actuals for cost centers within assigned department(s)
- Review listing of cost centers in department
- Located in Departmental Budget > Other Forms

Salary Reserve Accounts by CC – Dept with Unit

- This read only form shows the salary reserve data and departments can select at department/unit/All Depts levels. They can also select the fiscal year and version.
- Located in: Departmental Budget > Other Forms.

Prior FY Budget vs Dept Working Totals for CC by Dept

- Comparison of Prior Year Final budget to current year Department Working Total budget by cost center for all departments (budgeted cost centers only)
• Displays grand total for each department and suppresses cost centers with no data
• Available funding and total budgeted expense should balance to zero for each cost center
• Located in: Departmental Budget > Other Forms

Budget Transfers

Transfer Forms
Transfers are entered in EPM by the Source Cost Center, meaning the Cost Center that is giving the money will enter the Transfer. Receiving Cost Centers should not enter expected transfers.

Transfer updates are input into the Intrafund Transfer Out – Add Transfer form ONLY. The Cost Center Transfer Summary tab, Intrafund Transfer Out ZS tab, and the Intrafund Transfer In – View Transfer tab are for summary and view ONLY.

Transfer on Departmental Budget Form
• Transfers Out reflect on 71400 GL
• Transfers In reflect on 70400 GL

Transfer Out/In Definitions
• Transfers Out refers to source Cost Center
• Transfers In refers to the destination Cost Center
Note: Review all changes on transfer forms and on Departmental Budget Forms. **If a Department is transferring funds outside of their Department, it is suggested to communicate to the Destination Department. **

Transfer Forms

<table>
<thead>
<tr>
<th>Form Name</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost Center Transfer Summary</td>
<td>Displays all transfer activity for a given Cost Center.</td>
</tr>
<tr>
<td>Intrafund Transfer Out ZS</td>
<td>Displays all transfer out activity for all Cost Centers.</td>
</tr>
<tr>
<td>Intrafund Transfer Out – Add Transfer</td>
<td>Data form used to budget a transfer to a Cost Center. You must select your Source Cost Center and the Destination Cost Center.</td>
</tr>
<tr>
<td>Intrafund Transfers In- View Transfers</td>
<td>Read-only form that displays all Transfers In for a Cost Center.</td>
</tr>
</tbody>
</table>

Departmental Budget Forms

Overview

The Departmental Budget Form is used to reconcile revenues and expenses for a specific Cost Center. The Departmental Budget Form provides revenues and expenditures for the current and prior year budgets. You can project the budget for the new year based on this information.

<table>
<thead>
<tr>
<th>FY21 Actuals</th>
<th>FY22 Actuals</th>
<th>FY21 Budget</th>
<th>FY22 Budget</th>
<th>FY23 YearTotal</th>
<th>FY23 YearTotal</th>
<th>FY23 Final</th>
<th>FY23 Final</th>
<th>FY23 Baseline Budget</th>
<th>FY23 Department Working Total</th>
<th>FY23 Dept Working vs Bl Budget Incr (Decr)</th>
<th>FY23 Bud Office vs Dept Working Incr (Decr)</th>
<th>FY23 Final vs Bud Office Incr (Decr)</th>
<th>FY23 Post Final vs Final Incr (Decr)</th>
</tr>
</thead>
</table>

Note: On all Department Budget forms, entries should, and can only, be made in the Department Working Total column.

Department Budget Form ZS
This form can be used to budget Maintenance and Operations, Travel, Scholarships and Reserve at the summary “B” account level. The “B” level cells are open on this form. (Users have options for M&O budgeting.)

Departmental Budget Form ZS with GL

This form can be used to budget specific expenses for Maintenance and Operations, Travel, Scholarships and Reserve at the GL account level. The GL account level cells are open on the budget form.
Department Budget Form – All KK
This form is used to add a GL account so users have access to budget in that account. Once the account is located, enter the budget dollar amount on this form. The GL account and budget amount will then appear on the other two forms.

### Departmental Budget Forms

<table>
<thead>
<tr>
<th>Form Name</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Departmental Budget Form ZS</td>
<td>Displays all budget information for a given Cost Center. Amounts are summarized.</td>
</tr>
<tr>
<td></td>
<td>Use this form to make adjustments in the Department Working Total column.</td>
</tr>
<tr>
<td>Departmental Budget Form ZS with GL</td>
<td>Displays all budget information displayed at the General Ledger (GL) level. Amounts are</td>
</tr>
<tr>
<td></td>
<td>broken down to corresponding GL account line.</td>
</tr>
<tr>
<td>Departmental Budget Form – All KK</td>
<td>Displays all KK/GL accounts available. Use this form to add a new GL Account for FY.</td>
</tr>
</tbody>
</table>

### Longevity
Fringe benefits are calculated automatically for filled and vacant budgeted positions (See Fringe Calculations). Fringe benefits are not automatically calculated for “Other Position Types” (See Other Position Types form).

Longevity is not included in the fringe benefits calculations.

- Longevity estimations apply to all fund groups beginning with the FY 21-22 Budget process.
- Longevity can be budgeted on either the Departmental Budget Form ZS or Departmental Budget Form ZS with GL.
- Users need to estimate the longevity expense and enter for all cost centers.
- Departments can use UTZ_HA_VAC_SICK_LEAV_BAL_DEPT query to check longevity. – Find in HCM Reporting Tools > Query Viewer in UTShare.
  Criteria: CO – enter ARL, Calendar Group – enter time frame, Department ID – enter 6-digit department number.

Form Navigation
Click on the Cost Center number to change the Cost Center. (See previous instructions for how to edit member selection). Budget Administrators should review and make the necessary changes or adjustments to the Departmental Budget Form by Cost Center, such as:

- Review Baseline Budget column. This section displays the prior FY budget amounts.
- Verify the salary totals. If changes are required in salaries, return to appropriate form to make changes.
- Enter estimated income.
• Verify transfer totals. If changes are required, return to the transfer form to make changes.
• Enter estimated expenses not tied to a specific input form, e.g. travel, M & O, etc.
• Make sure that your budget balances (revenues/transfer in = expenses/transfer out), meaning the Total Income and Expenses row totals at “0”. This row can be seen at the top and the bottom of the form.

**NOTE:** Questions regarding adjustments to E&G allocations and Designated Tuition allocations should be directed to the Unit managers for support units or ARP directors for academic units. The mandatory fee revenue estimates will be provided by the Budget Office.

Budget data on Departmental Budget Forms are displayed by General Ledger Account. The GL Account is used to identify the nature of a financial transaction such as A&P Salaries (51101), Office/Computer Supplies (63003), etc.

Listed below are different types of GL Accounts:

<table>
<thead>
<tr>
<th>UT Share General Ledger Accounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>GL Account</td>
</tr>
<tr>
<td>------------</td>
</tr>
<tr>
<td>4XXXX</td>
</tr>
<tr>
<td>5XXXX</td>
</tr>
</tbody>
</table>

The budget will be loaded at the B level. (e.g. B1000, B1100, B4000, etc.).

This image displays expense Budget Accounts and the associated general ledger accounts.
Contacts and Resources

Budget Office Resources

For budget questions or help with EPM, please contact the Budget Resource representative that has been assigned to your departmental Unit. The Budget Resource list, detailing the Budget Resource assigned to the different UTA Units, is posted on the Budgets website (https://www.uta.edu/business-affairs/budgeting).
Budgets, Planning and Analysis
Web page: https://www.uta.edu/business-affairs/budgeting/

- View Budget Process Calendar
- View Budget Resource Information
- Access other budget planning process information and aids

Knowledge Services Training
Web page: https://www.uta.edu/business-affairs/training/

- Register for Classes
- Join Business Affairs Listserv
- View and/or Print Training Materials
- UPK
- Training Guides
- Job Aid
- Quick References