

**Minutes of the Object Management Group (OMG)
Human Resources Domain Special Interest Group (HR DSIG)
Meetings**

11-16 June 2000

Oslo, Norway

This document contains the minutes, action items, and attendees of the Object Management Group (OMG) Human Resources Domain Special Interest Group (HR DSIG) meetings of 11-16 June 2000, Oslo, Norway. This document does not contain minutes of any other meetings that HR DSIG members may have participated in.

All action items assigned during the HR DSIG meetings are listed in Appendix A—Action Items. A list of HR DSIG meeting attendees is found in Appendix B—Attendees.

**Minutes of the
Human Resources Domain Special Interest Group (HR DSIG)
11 June 2000**

1. 11 JUNE 2000 HUMAN RESOURCES DOMAIN SPECIAL INTEREST GROUP (HR DSIG) MEETING

A brief meeting was held 11 June 2000 to discuss the topics for the week. This discussion included the following items:

- Medical records should go with person to theater. The Department of Defense (DoD) HR systems know where the medical records should go, but should be treated as a blob – this needs to be resolved.
- Enrique Kortright (Navy) emphasized interfacing with the directory tree and tracking protocols. Some of the questions surrounding the interface include:
 - ◇ Is it currently embedded in the Organizational Structure Facility (OSF)?
 - ◇ Pete Rivett, Adaptive Ltd., mentioned interfacing in his proposal. Though Robert Buckley (Navy) would like to see clarification on the topic, Mr. Kortright felt that it should be a part of all proposals.
- Potential to bring together the Human Resources Extensible Markup Language (HR XML) Consortium and the Object Management Group (OMG) efforts. Mr. Buckley stated that Mark Lowenstein, OMG, or Henry Lowe, OMG Liason, could help with this.

The meeting adjourned at 1610.

**Minutes of the
Human Resources Domain Special Interest Group (HR DSIG)
12 June 2000**

2. 12 JUNE 2000 HUMAN RESOURCES DOMAIN SPECIAL INTEREST GROUP (HR DSIG) MEETING

Mr. Buckley opened the meeting at 1005. The 12 June 2000 meeting was designated a Submitters Meeting for the Organizational Structure Facility (OSF). There are three joint submitters: Genesys, Cyborg, and Gazebo, and three individual submitters, 2AB, Adaptive, and Distribution System Technology Center (DSTC).

Discussion continued regarding organization facilities and competencies. Within a CORBA Relationship Facility, it must be decided how objects relate to one another. The parent/child relationship is directional.

The Party Management Facility may overlap with the organizational facility. Parties do allow for organization and the organization can be a party if there is an entity, i.e., Equal Employment Opportunity (EEO) Manager, to be identified.

Some of the following features of competencies and parties relating to organizations were discussed:

- An organization can be a party without people of the organization being aware of it.
- An organization may be competent to perform a certain function that no single individual is able to perform. Competency is the ability of a party to do something.
- A party can have many competencies and can be an organization or person.
- There is an expectation that a person or organization have a particular competency before being eligible to perform a given role. The role may have an expectation attached to it.
- A unit of work competency is related to unit of work within a workflow or project management role. It must have a competency to be performed.
- Training and experience required to achieve role; training/experience – how does it relate to certification (i.e., a person can be certified without the certification authority knowing what training came before).
- Competency – applies to organization.
- Incompetency – lack of relationship

As shown in Figure 2-1—Relationship Between Competency and Party, the competency as it's set fits in the following systems.

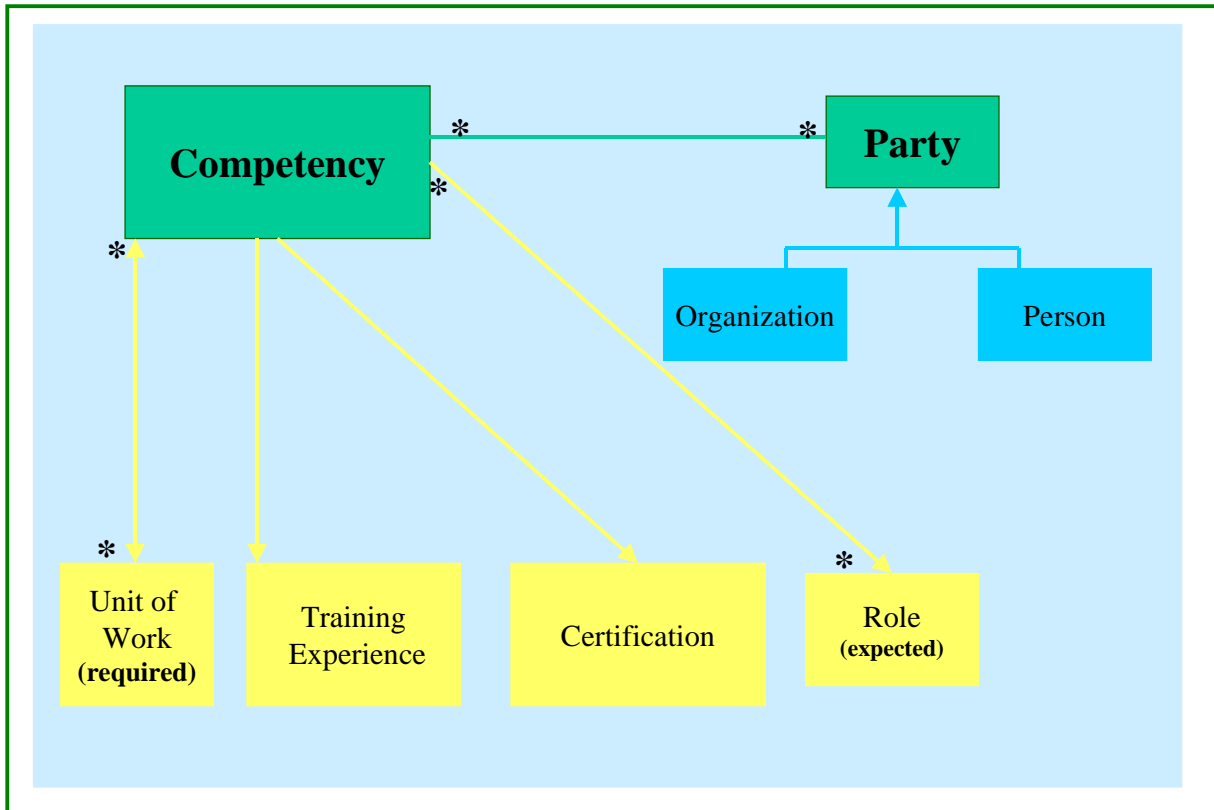


Figure 2-1—Relationship Between Competency and Party

2.1 Department of Defense Specific Competency

In discussing where the competencies within the DoD fit, Mr. Buckley noted the following systems:

- HR
- Workflow
- Project Management
- Training
- Recruiting
- Career Management (Hire through Retire)
- Specific Skills

It was also noted that payroll does not track who or what HR does. All systems work within the competency component.

Figure 2-2—DoD – Specific Competency shows how the competencies relate to the Competencies Component and emphasizes that competency is an object and all systems must “talk” to each other.

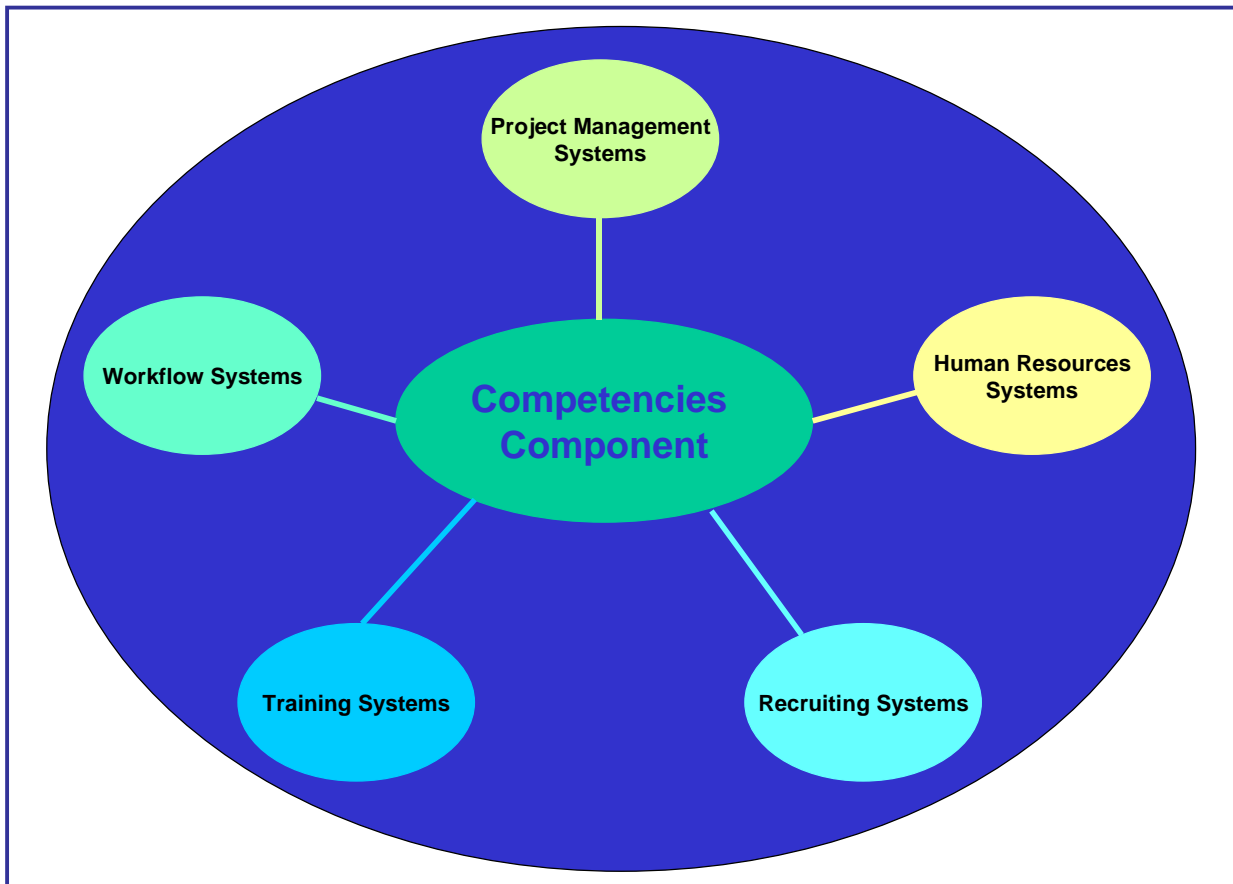


Figure 2-2—DoD – Specific Competency

2.1.1 Department of Defense versus Private Industry Organization Structure

Mr. Buckley and Mr. Kortright decided that the competency Request for Proposals (RFP) must create a competency where all systems communicate. In discussing the DoD fit versus industry standards, the following issues were noted:

- Existing vendor products have competencies and organizational structures. Because they must be in compliance with EEO laws, it may not fit DoD's "don't ask don't tell" policy.
- Even if standardization existed, there would be a low fit because laws that drive private industry are different than what drives the DoD.
- If a particular market focuses on small companies, it would not do well for DoD. Within a market that works with larger corporations, there is still a difficult fit because different laws drive them than do the DoD.
- The DoD is interested in competency, not dependence on a single vendor. They want to have the ability to replace components.
- Within the HR Consortium, there is less interest in specific attributes of a product and more interest in products built in a way which is inheritable by the DoD, creating a "work behind" so they can be reproduced and customized. If products were written so that they could be customized, it would solve problems.

2.1.2 Human Resources Extensible Markup Language

There was much discussion regarding the parallel efforts being made by the HR XML Consortium and the OMG. Mr. Buckley and Mr. Kortright discussed the possibilities of the two enterprises synchronizing so that there will be no duplication of effort. Some of the points raised included:

- The OMG puts out an RFP and submitters submit. When putting out an RFP, clarify that the object to be created must have the extraction of the HR XML definition from an input and export perspective. Need an XML definition first.
- PersonObject – need to decide how to make connection between OMG and the HR XML Consortium effective to keep HR XML and OMG in sync, thus keeping competencies in sync. A formal agreement of synchronization between the two groups must be created.
- The object created must have an HR XML extraction when the OMG has HR XML definition.
- Hold an OMG – sponsored teleconference with HR XML. The HR XML Consortium has larger vendors than the OMG, perhaps making the OMG more willing to use HR XML.
- Want HR XML to go Object Oriented (OO). They're not interested in Unified Modeling Language (UML), but acknowledge that it is needed. If they handle the HR XML Conference, we could handle the UML modeling creating a very tight relationship with them.

Action Item: Bob Buckley is to set up meeting between OMG and HR XML.

The meeting ended at 1130, to resume at 1400.

2.2 Session Two

During Session Two, 1400, the submitters, Mr. Rivett, Zoran Milosovic, Distribution System Technology Center, and Robert Mickley, Gazebo, discussed Nodes, Organization Structures, and Role Types with Mr. Buckley and Mr. Kortright. Clarification was made regarding expectations of the evaluators. Mr. Buckley asked the submitters if they would work on collaboration. Mr. Rivett said that the submitters would meet to discuss it at a later time.

Mr. Rivett expressed confusion over the HR and the Domain Special Interest Group (DSIG) concerning submissions. Mr. Buckley explained that payroll will go through finance, and that both will go through DSIG, saying, “We’re doing all things that pertain to HR.”

Mark Lowenstein, OMG Vice President for Business Development, came in at the end of the meeting to discuss collaboration between the OMG and HR XML Consortium.

Mr. Rivett presented a slide depicted in Figure 2-3—Collaboration Structure. He said that it represented the structure of an organization and doesn’t require a hierarchy. He noted that the subclass node represented a unit.

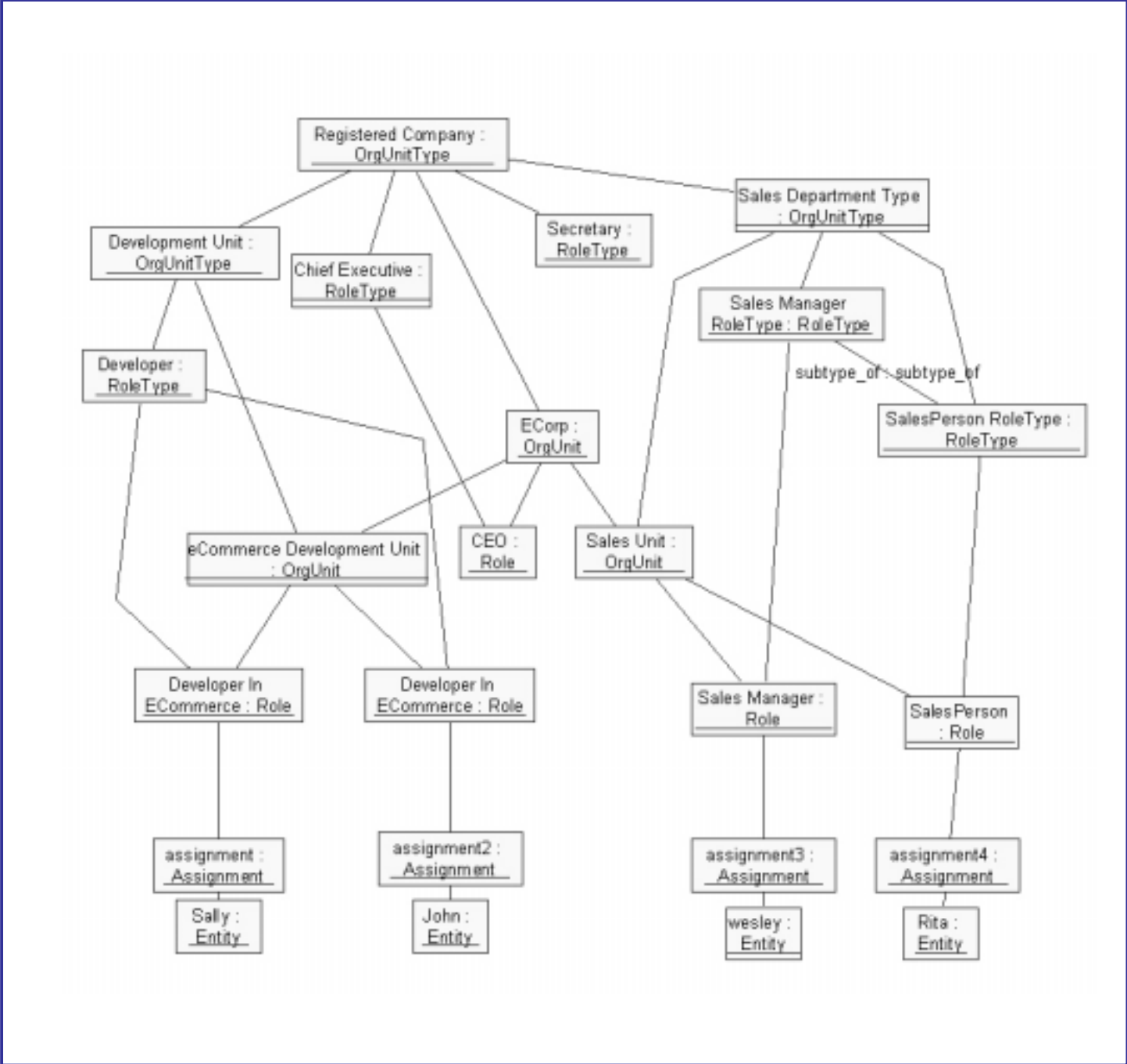


Figure 2-3—Collaboration Structure

2.2.1 Roles and Organizations

From the discussion following Mr. Rivett's slides, there was much debate as to the definition of roles and how they fit in organizations. Some of the following points were made:

- An organization doesn't require a strict hierarchy.
- A node represents a unit. It is a notion of the entity role, the real person, organization, or the thing to be organized.
- Role represents its participation in an organizational structure. The entity role links it with the structure, i.e., this person is in this position. It can be a person, employee, or something more specific.
- Mr. Milosovic said that in the generic sense, a role is a placeholder for behavior in a context. In an organization, one needs to talk about abstractions, i.e., an organizational unit is a role that consists of role instances. It is a mixture of entities and roles. He also stated that role is overused term, thus the confusion.
- An Org node name will name a parent and child relationship.

Mr. Milosovic recommended that the group attend the keynote speech on roles, 0800, Wednesday, by Fred Cummings, OMG. Mr. Kortright and Mr. Buckley decided to attend the plenary.

Action Item: Mr. Kortright and Mr. Buckley to attend the Fred Cummings Plenary, 0800, Wednesday, 14 June.

Mr. Kortright presented the following slide as the beginning of an HR Data Model to be presented at the HR XML Consortium, as depicted in Figure 2-3—Person.

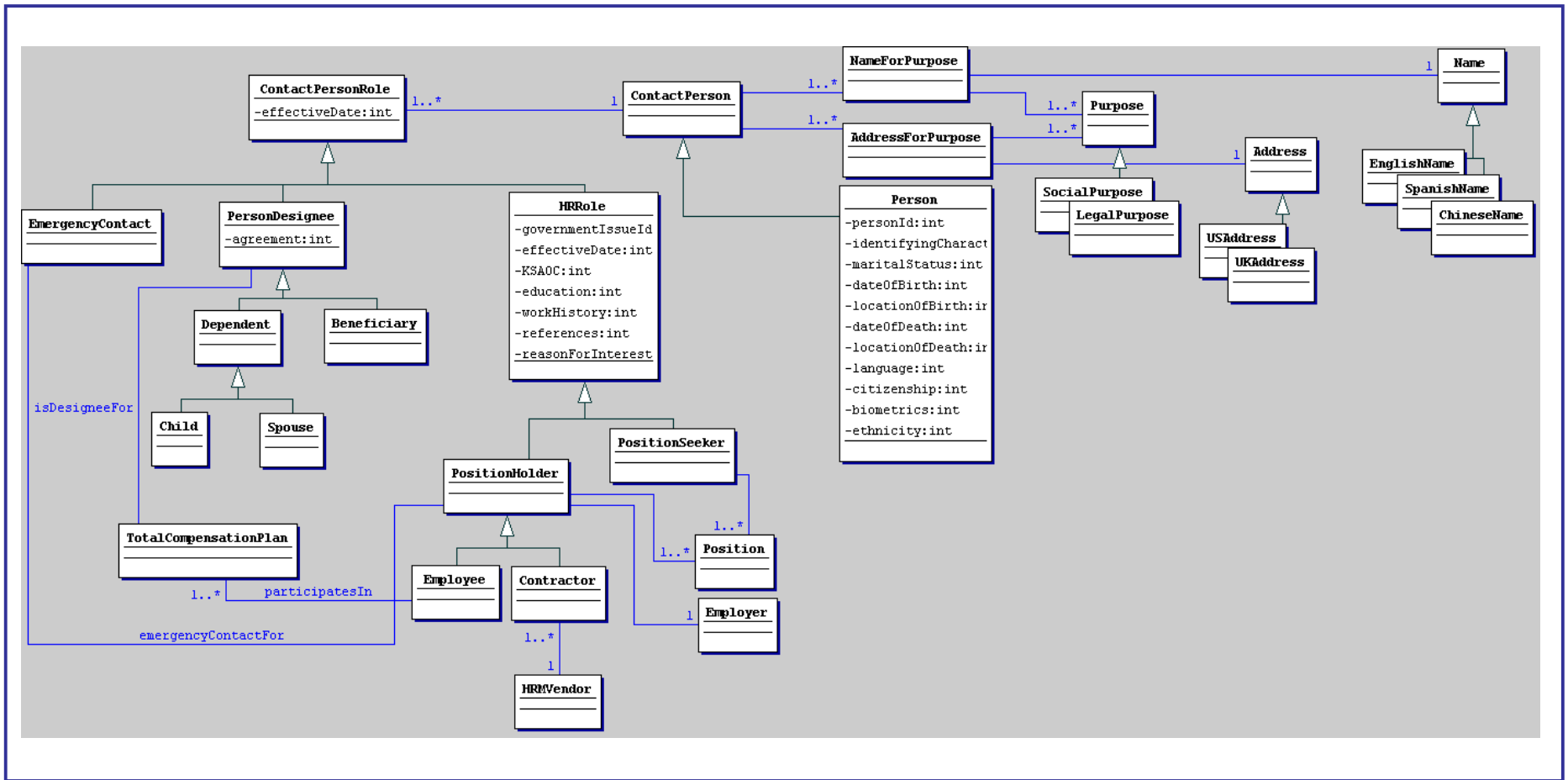


Figure 2-3—Person

In presenting the slides, the following points were made about the HR XML model:

- Mr. Buckley recommended naming the connecting relationship so that when two nodes are connected, the superior node is defined.
- It has a person and person role developed for HR, i.e., person and role are together.
- Synchronize HR XML with the OMG. There is a standard liaison problem bringing resources back to HR XML
- The figures are simplistic.
- The organization structures facility should be acceptable to facilities within and without HR.
- Can have a structure without filling role or entity.

2.2.2 Parties and Competencies

From the discussion of both Mr. Kortright and Mr. Rivett's slides, the participants talked about parties and competencies. Mr. Rivett asked if there were any views on Party Management. Mr. Buckley responded that there was interest only in very general terms – a person or organization can be part of a party. Mr. Buckley continued, saying that HR is interested in competencies of people and organizations.

Mr. Rivett pointed out that capability is an important feature to access in an organization structure. Mr. Buckley responded that there is a need to incorporate capabilities on a sliding scale within competencies. An organization or a unit in an organization has a competency.

Mr. Mickley expressed the view that there are two definitions of the term competency: people and groups as competencies; and the actual competency levels, which are an evaluation of the people or organizations. There is a competency attached to the person, and then the competency required in order to fill a position.

Mr. Mickley asked the evaluators where the submitters stand organizationally, because the RFP requires that submitters define where they are in relation to the Party Management Facility and the use of Roles. He said that his group hoped that this requirement would allow his group to make changes to the Party Management System that would correct problems within it.

Mr. Buckley said that using the Party Management System is up for debate considering competencies. Mr. Mickley suggested that all agree on nomenclature and descriptions for terms such as, role, party, organization, and competency.

Mr. Kortright then asked if it was required to use the Lightweight Directory Access Protocol in the RFP. Mr. Buckley responded that submitters do not have to report on it, but can add it.

2.3 OMG and HR XML Collaboration

Mr. Lowenstein joined the meeting. Mr. Buckley said that the OMG is doing parallel work in HR with the HR XML. It was decided that Mr. Kortright and Steve Munini, Genesys, would work as liaisons between the two groups, pushing, “cross-pollination.” Mr. Lowenstein requested that Mr. Buckley set up a conference call to schedule an OMG – hosted meeting with HR XML.

Action Item: Enrique Kortright and Steve Munini to act as liaisons between OMG and HR XML.

Action Item: Bob Buckley to set up conference call to schedule an OMG – hosted meeting with HR XML.

The meeting closed at 1600.

.

**Minutes of the
Human Resources Domain Special Interest Group (HR DSIG)
13 June 2000**

3. 13 JUNE 2000 HUMAN RESOURCES DOMAIN SPECIAL INTEREST GROUP (HR DSIG) MEETING

The wrap-up meeting for the submitters began at 1500, 13 June. The purpose of the meeting was to determine if the submitters would collaborate, and if so, in what capacity. Those in attendance were Mr. Buckley, Mr. Kortright, Carol Burt, 2AB, Mr. Mickley, Mr. Milosevic, and Mr. Rivett.

There was discussion surrounding specific requirements in the RFP. Much of the debate surrounded how generic the submissions should be and questions arose as to hierarchy versus network.

Mr. Mickley wanted an agreement with any submitter he would work jointly with, that there would be actual people in HR systems. He doesn't want something too generic in organization. Role isn't important until more specific people information is required such as in position. He doesn't want hierarchy implemented between parent/child and doesn't like the built in parent/child hierarchy. He feels that definitions of people tend to be behind a legacy wall and without modeling control. It would be difficult to impose a hierarchical pattern to it. Person, though, could have a customizable attribution set. He wants the nodes and hierarchy to be a separate concept.

Ms. Burt has hierarchy separate from people. She tried to make sure there was a level of indirection that would let you organize people, for instance, location in organization.

Mr. Rivett wants a people element as well, but shouldn't get too specific in subclasses.

Mr. Buckley stated that Ms. Burt and Mr. Mickley were presenting similar ideas, only using different vernacular. Ms. Burt went on to discuss using multiple folders within a system that holds many hierarchies. The different organization structures can have the same descriptions, i.e., one employee who works for different teams. Mr. Mickley stated that with tweaks, he and Ms. Burt's companies could work together. Mr. Rivett also felt that his company could merge with them.

Mr. Milosevic said that there were many similarities but that his company was working on a semantics model. Mr. Mickley then stated that he didn't want to work together. Ms. Burt then stated that if the companies couldn't agree on an Interface Definition Language (IDL), then she would not work with the other submitters.

After more discussion concerning XMI and domain models, Mr. Milosevic suggested that the four groups submit separately. Mr. Rivett stated that they wanted to import and export regardless of IDL and that they can extract information.

Mr. Kortright told the submitters that it was more difficult to evaluate four submissions, but that if it would benefit everyone and create standards, that the evaluation team would be happy to evaluate each.

Ms. Burt asked that everyone have access to all the submission reviews. Mr. Kortright agreed to make all the submission reviews accessible to all submitters.

Mr. Rivett gave his submission in softcopy to Mr. Kortright and Mr. Mickley. The submitters will meet outside of the OMG give each other feedback.

Mr. Kortright and Mr. Buckley also agreed to evaluate Ms. Burt and Mr. Mickley's submissions from the Denver meeting.

Action Item: Mr. Buckley and Mr. Kortright will send out submission reviews to submitters.

Action Item: Mr. Buckley and Mr. Kortright will evaluate the Denver submissions by Ms. Burt and Mr. Mickley.

Action Item: Mr. Mickley, Ms. Burt, Mr. Milosevic, and Mr. Rivett will meet at a future date.

The meeting closed at 1630.

APPENDIX A—ACTION ITEMS

12 June 2000 ACTION ITEMS

Action Item No.	Action Item	Responsible Party
01061200	Set up a meeting or teleconference between HR XML and the OMG.	Bob Buckley Enrique Kortright
02061200	Attend the Business Objectives DTF Plenary, 0900, Wednesday 14 June 00	Bob Buckley Enrique Kortright
03061200	Act as liaisons between OMG and HR XML.	Bob Buckley Enrique Kortright Steve Munini
04061200	Set up conference call to schedule an OMG hosted meeting with HR XML.	Bob Buckley Enrique Kortwright

13 June 2000 ACTION ITEMS

Action Item No.	Action Item	Responsible Party
01061300	Send out submission reviews to submitters.	Bob Buckley Enrique Kortright
02061300	Evaluate the Denver submissions by Ms. Burt and Mr. Mickley.	Bob Buckley Enrique Kortright
03061300	Submitters will meet at a future date.	Mr. Mickley Ms. Burt Mr. Milosevic Mr. Rivett

APPENDIX B—ATTENDEES

