Q & A WITH PAM LOMBARDO
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Why are we moving to an online timekeeping system?
One of the proposals that came out of the Operational Effectiveness Initiative (OE) in April of 2011 was to implement Kronos as UCSB’s online timekeeping system. The OE committee conducted a survey of campus managers to gauge their readiness to move to an online timekeeping system, and they also reviewed the functionality of Kronos and the system being implemented at UC Irvine at that time. The committee concluded that the manual process for recording and reporting time worked was “labor intensive, prone to errors, and outdated” and that the campus should roll Kronos out to administrative departments first, and then to academic and research units that have more complex requirements due to multi-funded positions and multiple appointments. Beyond that, online timekeeping is much easier to audit, it reduces calculation errors, and it will help us be consistent in how we apply overtime and comp time rules.

Why is this project important?
In order to go live with UCPath, our campus needs to be on an electronic timekeeping system. Also, the work that is being done now to understand the reporting structures for timekeeping is essential before we can begin implementing position management in UCPath. Position management will create a central repository for all UCSB positions that will help us make more informed decisions for budgeting and forecasting purposes.

When will the remaining deployment schedule be published?
As soon as possible. Before we can publish the schedule, we need to:
- Finalize an efficient method of importing data from PPS and the data warehouse into Kronos;
- Develop a training plan that meets the unique needs of academic and research departments;
- Map the interdisciplinary reporting structures that exist on the campus; and
- Determine departments’ unique business requirements and schedule the deployment accordingly.

The project team has been working with business officers in academic and research departments over the last month to accomplish these tasks. We still have a ways to go, but we’re making good progress. Once we are ready to begin the deployment to academic and research departments, we are planning that it will take about 12 months to bring the rest of the campus onto the system.

What rumors have you heard that are true?
The rumor that Java updates have made Kronos difficult to access for some employees is true. When Oracle releases new Java security updates, many Kronos users see a Java alert appear in their browsers. These alerts are annoying, especially for people who don’t have administrative access to download the update or for people who don’t know how to download the update. The Kronos support team will be publishing best practices for managing this issue, as well as working with IT units that support departments to make sure campus computers are properly updated.

Read the full interview at http://www.pmo.ucsb.edu/interview-pam-lombardo