Project Description
UCPath is a UC system-wide project that will standardize payroll, academic personnel, and human resources processes across locations, resulting in more efficient operations and higher quality of service to employees. This project is currently underway, and though UCSB is in the third implementation wave, we were actively involved in the design phase.

Design Phase Completed
Over the last year the UCPath teams, both the central team at UCOP and the campus/medical center location teams, have worked to complete the design phase of the project. This approved design provides a more accurate understanding of the work that needs to be done prior to go-live.

Current Timeline Status
Now that there is an approved design, the project activities are better understood and more time is required to ensure a successful implementation. This includes testing, development of campus system interfaces, alignment of campus business processes and change management implications.

Based on input from campuses and the UCPath PMO at UCOP, the UCPath Executive Steering Team called for an assessment of the Wave 1 go-live date to include critical project dependencies, key milestones and timelines, and the level of effort necessary for a successful deployment. The best go-live option for Wave 1 locations will be determined from the assessment.

Who Is Involved and How Long Will the Assessment Take?
The UCPath PMO at UCOP and Wave 1 campuses will complete the assessment in mid-February.

How Would a Wave 1 Schedule Change Impact Waves 2 and 3?
The implementation strategy for Waves 2 and 3 is affected by the Wave 1 schedule. The approach for Wave 2 and 3 locations will be reviewed in parallel with the Wave 1 assessment and all options considered to minimize impacts to those schedules.

Will the UCPath Center Plans Be Affected?
The hiring timeline is affected by the Wave 1 go-live date and is under review, though they are moving forward with critical hires.

What Are the Impacts on Continuing and Upcoming Activities?
Most system-wide project timelines will remain unchanged. Each UC location is dependent on the deliverables from the UCPath PMO at UCOP in order to move forward, so it is critical that the work continue according to the existing schedule. Some activities, such as training and certain types of testing, will be changed to accommodate a new timeline. Also, timing and resourcing of support activities for Waves 2 and 3 locations will be assessed.

What Is Being Done at UCSB?
We are currently involved in supporting the transition to a biweekly pay cycle, the development and review of test cases, and the assessment of how completed business process maps compare with our local processes.

Transition Assistance Program Deadline Extended
The application deadline for the Transition Assistance Program loan has been extended until February 27 for nonexempt employees impacted by the transition to a biweekly pay cycle. Visit our website for details.