What is the status of the UCPath project on a system-wide level?

The pace of work is accelerating as the project team focuses on two key priorities:

- The development of a system-wide Integrated Project Plan that is inclusive of all activities required for each campus and medical center to implement UCPath. The target completion date for this plan is late March.

- The design and standardization of system-wide future state business processes identified as “touch points” between the campus/medical centers and the UCPath Center. To date, there are 104 documented touch points. The target completion date for this work is April 7, 2014.

What is a future state business process?

“Future state business processes” refers to understanding, agreeing, and documenting how UCPath will transform all campus activities related to payroll and personnel.

Within the context of the UCPath Project, there are two types of business processes that will be done differently in the future: system-wide and local.

System-wide business processes are touch points that will align the payroll and personnel operations of each UC campus and medical center with the processes and requirements of the UCPath Center and the PeopleSoft Human Capital Management system. These touch points will be standardized across all UC locations.

Local business processes are the payroll and personnel operations in each UCSB department and central HR, Academic Personnel, and Payroll office that need to take place in order to submit and receive information from the UCPath Center and the PeopleSoft Human Capital Management system.

For example, once a system-wide decision for processing a new hire’s employment information through the UCPath Center is finalized (touch point), UCSB will need to design the local process of how we collect and send the new hire’s employment information to the UCPath Center.

What have been the biggest challenges with the UCPath project?

At a system-wide level, the standardization of payroll and personnel business practices across all UC campuses and medical centers is incredibly complex. Because these activities rely on extensive functional expertise, campuses are experiencing some bottlenecks with our Subject Matter Experts.

In addition to these system-wide difficulties, the biggest challenges at UCSB are determining how the project implementation and ongoing support will be funded and having no control over the schedule and scope of the project.

What has been done to identify the impact that UCPath will have on current payroll administrators at UCSB?

This is one of our top priorities. As part of the Business Process Alignment workstream, we are documenting the current state, designing future state, and analyzing and documenting changes and gaps. This information will inform the UCPath Communications, Change Management, and Training plans, and it will help us support departments through this transition.

FOR MORE INFORMATION

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Financial System Go-Live Strategy

The Financial System Implementation Project (FSIP) is a phased implementation of PeopleSoft Financials to modernize UCSB’s financial system, move systems off of the mainframe, and dramatically improve the stability and functionality of UCSB’s financial system.

UCSB and Ciber FSIP team members are currently testing the new PeopleSoft Financials system aggressively and preparing to assume the responsibilities of operating it.

If testing continues to go well, our plan is to go-live by April 30, 2014. However, our chief priority is to mitigate risk to the campus.

The Project Sponsors and Campus Controller will not sign off to adopt the system until enough testing has been done to reasonably assure them that risks to the campus have been mitigated. If this doesn’t happen by April 30, 2014, then the go-live date will be extended.

The following project activities must be completed by the project team and sponsors before UCSB adopts the new financial system:

- Complete final items in System Integration Testing.
- Finalize new business process documentation.
- Complete staff training and the development of training materials.
- User Acceptance Testing.
- Project Sponsors and Campus Controller assess risk and mitigation strategies.
- Project Sponsors and Campus Controller sign off to adopt the system.

Electronic Timekeeping: Kronos Version 7 Update

Electronic Timekeeping is a project to implement Kronos as the official campus timekeeping system. When completed, employees' time and attendance data will be gathered electronically and exported to the campus payroll system.

Significant progress is being made on the implementation of Kronos v.7. The project team hopes to bring existing Kronos users onto v.7 by early summer if the following dependencies are completed on time:

- The Kronos production environment is being transferred from Housing IT to a more robust production environment in ETS.
- Data import interfaces between Kronos and PPS are being built to make it easier to set up and maintain employees in Kronos.
- Training plans, documentation, and schedules are being developed for new and existing Kronos users.

If these dependencies are completed on time, the project team hopes to accomplish the following milestones between April and June:

Production Environment
- Complete testing with the Academic/Research Advisory Committee.
- Integrate data import interfaces with the Kronos v.7 production instance.
- Complete the rollout of the new Kronos v.7 production instance.

Existing Kronos Users
- Complete campus-wide v.7 training for existing v.6.3 users.
- Transition current Kronos v.6.3 users to v.7.

New Kronos Users
- Begin scheduling the rollout for new departments coming onto Kronos.