SYSTEMS

SPEAK

Tuesday, August 26, 2014
Presentation Agenda

1. UCPath Overview
2. System-wide Project Update
3. UCSB Project Update
4. Business Process Alignment
5. Governance
6. Comments & Questions
Finding This Presentation

Presentations

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<tr>
<th>Date</th>
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What is UCPath?

UCPath is a UC system-wide project to replace UC’s 35 year-old Payroll & Personnel System (PPS) and standardize payroll, academic personnel, and human resources processes across all locations.

- PeopleSoft Human Capital Management is replacing PPS and changing the way the university does business.
- Payroll, human resources, and academic personnel business processes are being re-engineered.
- A shared UCPath Center is being staffed to provide payroll and benefits services to all UC employees.
UCPath Project

SYSTEM-WIDE UPDATE
UCPath Deployment Sequence

PILOT 1
UCOP 1,780

PILOT 2
UCSC 8,217
UC Merced 2,754

PILOT 3
UCLA 47,249
ASUCLA 1,497

Pilots total: 61,497

Deployment 1: 62,510
UC Davis 32,756
UC Irvine 19,835
UC Riverside 3,769
UC Santa Barbara 11,047

Deployment 2: 34,450
UCSF 23,403
ANR 1,150

Deployment 3: 57,684
UC San Diego 29,792
UC Berkeley 23,678
LBNL 3,614
Hastings 610
UCPath Project

UCSB UPDATE
An October 2016 go-live means...

Development needs to be completed by **March 2016**.

- Design local business processes and policies
- Analyze, design & build interfaces
- Plan for data conversion, validation and cleansing
- Plans for testing
- Design organizational changes & plan workforce transitions
- Plans for change management, communications & training
- Implement Kronos
- UCPath integration with PeopleSoft Financials
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**Workstreams**

- **Prerequisite Projects**
- **Business Process Alignment**
- **Interf. & Downstream Systems**
- **Data Conversion**
- **Data Warehouse**
- **Testing**
- **Change Management, Communications & Training**
- **Project Management**

*Draft!*
Project Management

- Risk management
- Cost management
- Cross project planning
- Project management methodology
- Scope management
Change Management & Communications

Stakeholder Engagement

Change Communications

Campus-wide Communication Channels
- Website
- Newsletters
- Systems Speak
- Systems Communication Network
System Integration

We are ready to begin implementing Tier 1 integrations. *(systems that use PPS data)*

We are currently cataloging Tier 2 interfaces. *(systems that use PPS data via Data Warehouse)*
BUSINESS
PROCESS
ALIGNMENT
Future State Process Design = What & Where

Campus Business Process = Who & How
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**Employment Verification**

*(current state)*
## Employment Verification
(with UCPath Center)

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FSPDs = What & Where

Campus Business Processes = Who & How
Employment Verification
(future state)

UCSB

employee requests verification

referred to campus

research records

verification received

UCPath Center

request received/ unable to verify
133 business processes need to be redesigned.

39 fully centralized (UCPath Center)
43 impact central offices
23 impact departments
28 miscellaneous
UCPath Campus Business Process Development Methodology
at UC Santa Barbara

Plans for:
- Change Management
- Communications
- Training
- Stabilization

Priorities & Scheduling

Business Analysis

High Level Findings & Recommended Model

Feasibility Analysis

Project & Organizational Requirements

Feedback Loop
- Business Process team
- Strategic Advisory Committee
- Steering Committee

Implement on Campus

Future State

Implemt on Campus
GOVERNANCE
UCSB UCPath Sponsors (based on role)

- Joel Michaelsen, *Interim Executive Vice Chancellor*
- Marc Fisher, *Vice Chancellor, Administrative Services*
- Pam Lombardo, *Acting Assoc Vice Chancellor, Admin Services*
- Todd Lee, *Assistant Vice Chancellor of Budget & Planning*
- Denise Stephens, *Interim Chief Information Officer*
UCSB UCPath Steering Committee
(based on role)

• Jim Corkill, Controller
• Cynthia Seneriz, Acting Human Resources Director
• Cindy Doherty, Academic Personnel Director
• Elise Meyer, Infrastructure Director, ETS
• tbd, Systems Integrations Director, ETS
Strategic Advisory Committee
(based on role)

TBD  Principal Budget Analyst, Budget Office and Chancellor's Office
Maria Ayllon  UCPath Project Manager, Program Management Office
Linda Flegal  Assistant Dean, Mathematical, Life & Physical Sciences, College of Letters & Science
Allyn Fleming  Director, Planning and Administration, Division of Student Affairs (Co-Chair)
Tilly Govender  Assistant Dean, Social Sciences, College of Letters and Science
Karen Hanson  Assistant Vice Chancellor for Research, Office of Research
Mary Lum  Assistant Dean, Humanities & Fine Arts, College of Letters and Science
David McHale  Director, Facilities Management
Lynn McLaughlin-Hill  Executive Assistant to Vice Chancellor, Administrative Services
Carol Parsons  Executive Director, Academic Programs
Juli Pippin  Assistant Dean for Budget and Administration, College of Engineering (Co-Chair)
Brian Richard  Director, Program Management Office
Dorothy Satomi  Assistant Dean, Gevirtz Graduate School of Education
Lisa Sedgwick  Executive Director for Academic Affairs, Academic Affairs (Co-Chair)
Martin Shumaker  Director, Business and Financial Planning, Housing & Residential Services
Eric Sonquist  Director, Finance & Administration, Institutional Advancement
Denise Stephens  University Librarian, Library
Robert Tarsia  Director, Audit and Advisory Services
Christian Villasenor  Assistant Dean, Graduate Division
QUESTIONS