

# UCPATH UPDATE

*CABINET*

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September 20, 2017

BFSI: UCPATH Program

# UCPath September Update

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## UC Path Program

1. UCPath Overview
2. UCPath at UC Merced
3. Timeline of Events
4. Takeaways

# UCPath – Systemwide Payroll

## Overview

- What is UC Path?
  - Replacement of Legacy Payroll Systems
  - Singular Solution UC – Wide
  - UCOP currently only UC entity operating on UCPath.
- Pilot: UC Merced, UCR, UCLA & ASUCLA
- D1: UCI, UCD, UCSB, UCSC, ANR
- D2: All Remaining
- UCPath User Orientation
  - Self-Service portal and data management.

**What is UCPath?** The University of California's priority program to implement a single payroll, benefits, human resources and academic personnel solution for all UC employees.

**BENEFITS OF UCPath**  
CONSISTENT, quality data  
EFFICIENT, accurate payroll  
LOWERED RISK  
RELIABLE, first-rate service

UNIVERSITY OF CALIFORNIA  
*UC President Janet Napolitano:*  
**"UCPath is a PRIORITY FOR THE UNIVERSITY OF CALIFORNIA."**

**BUSINESS TRANSFORMATION**  
UCPath will create efficiencies that support the University of California's CORE MISSION of teaching, research and public service.

**UCPath LOCATIONS**

**10 UC CAMPUSES**  
Berkeley  
Davis  
Irvine  
Los Angeles  
Merced  
Riverside  
San Diego  
San Francisco  
Santa Barbara  
Santa Cruz

**5 UC HEALTH SYSTEMS**  
Davis  
Irvine  
Los Angeles  
San Diego  
San Francisco

**PLUS 5**  
Agricultural & Natural Resources (ANR)  
ASUCLA  
Hastings College of Law  
Lawrence Berkeley National Lab  
UC Office of the President

PeopleSoft, an **INDUSTRY STANDARD** tool.  
**TECHNOLOGY UPGRADE**  
The **idea** for replacing our current system came from **CAMPUS** controllers, chief human resource officers and academic personnel directors.

**STANDARDIZED PROCESSES**  
Experts from throughout the UC system worked together to standardize approximately **100 UC-WIDE PROCESSES**

**SHARED SERVICES**  
To support the UC system, the **UCPath CENTER** will likely employ about **415 PEOPLE**  
The **UCPath Center** in **RIVERSIDE, CA.** has been set up in a **LEED GOLD CERTIFIED** building

**UCPath WILL SUPPORT**  
an active payroll of approximately **190,000 UC EMPLOYEES**

- 60,000 faculty
- 130,000 staff (~40% of whom are covered by collective bargaining agreements)
- Yielding ~250,000 W-2s annually

Questions? Contact the UCPath PMO: [ucpath@ucop.edu](mailto:ucpath@ucop.edu)

UNIVERSITY OF CALIFORNIA **UCPath** UCPath = UC PAYROLL, ACADEMIC PERSONNEL, TIMEKEEPING & HR

# UCPath at UC Merced

UCPath – The PeopleSoft System

Replacement of PPS and SLS Systems with UCPath (PeopleSoft)

UCM Path-Team Led by Emily Bustos

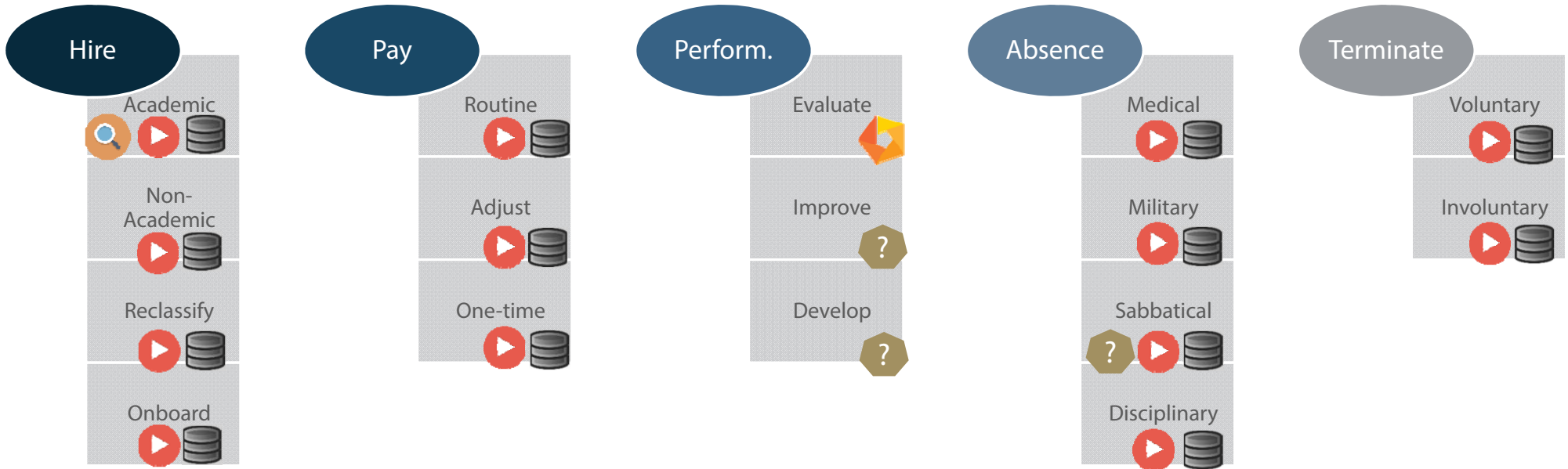
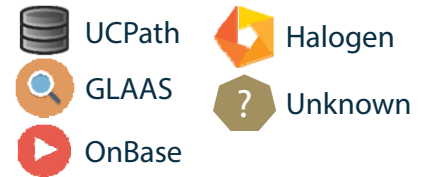
- Large Scale Data Migration
- Tolerance is \$.05



UCPath Program = UCPath System + Campus Personnel Workflow

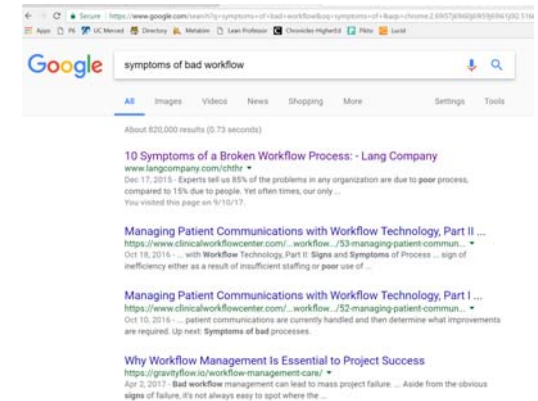
# Personnel Landscape

All administrative work required in the management of employees.

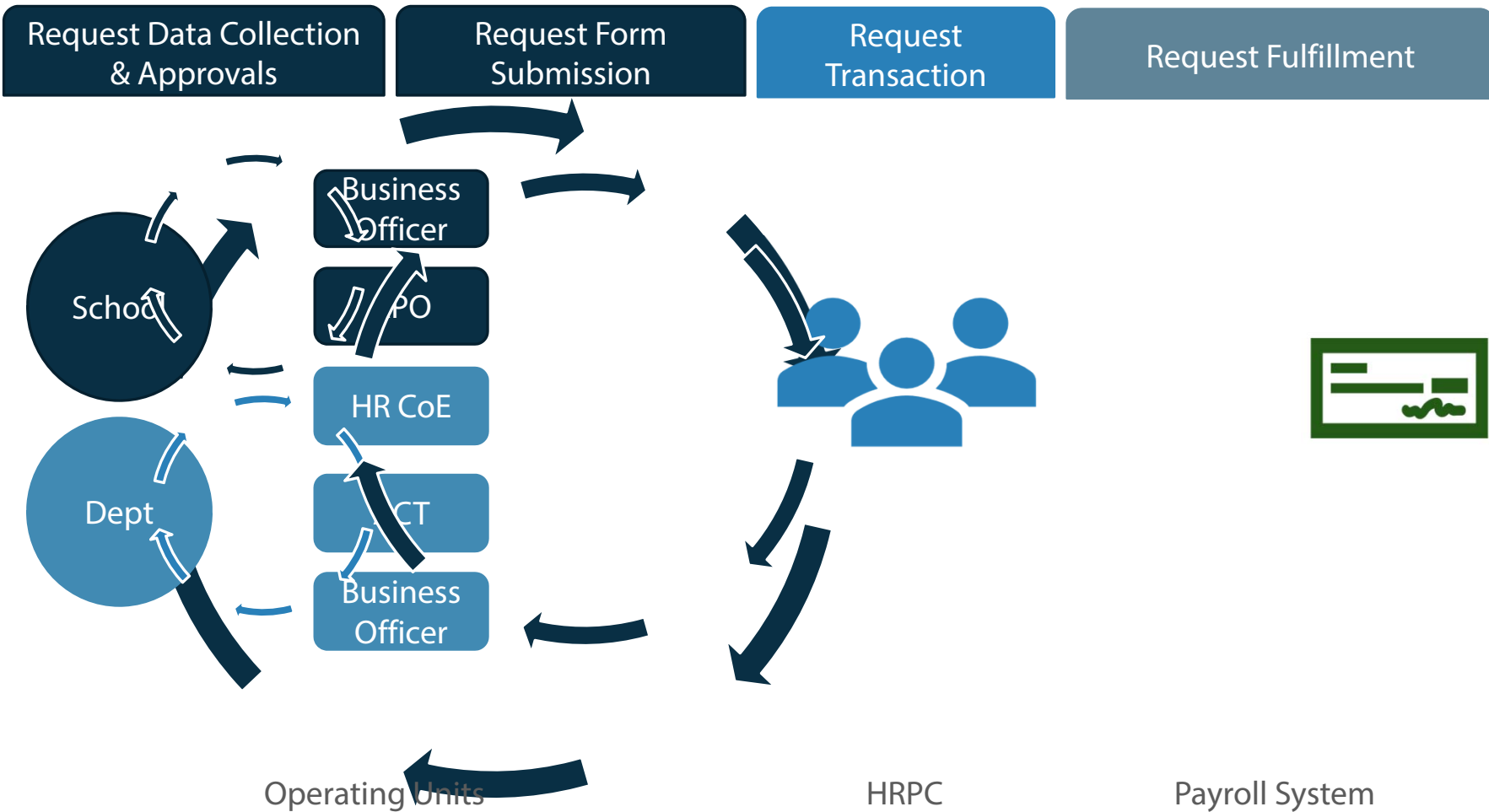


# 10 Symptoms of a Broken Workflow Process

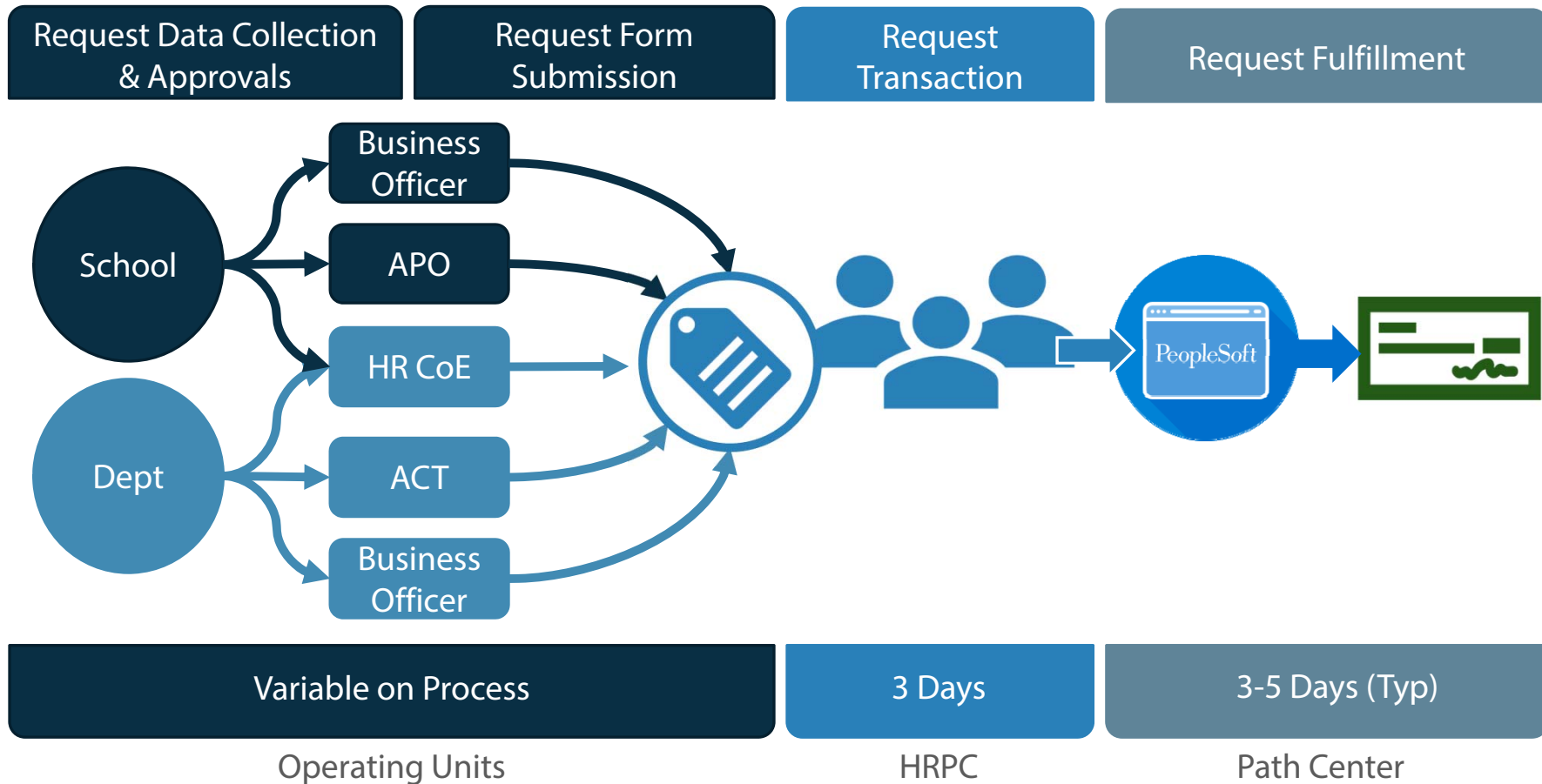
1. Some things just seem to take too long to complete.
2. It was not done right the first time and needs to be reworked.
3. We throw money or people at the problem, but it still exists.
4. High level of frustration due to “that is the way we have always done it”
5. Excessive information exchange, data redundancy, and rekeying
6. High ratio of checking and review
7. Circumvent the process to get the job done.
8. Process is managed in pieces.
9. Process spans departments. There is finger pointing and blame.
10. Managers spend a great deal of time fire fighting.



# Currently at UC Merced

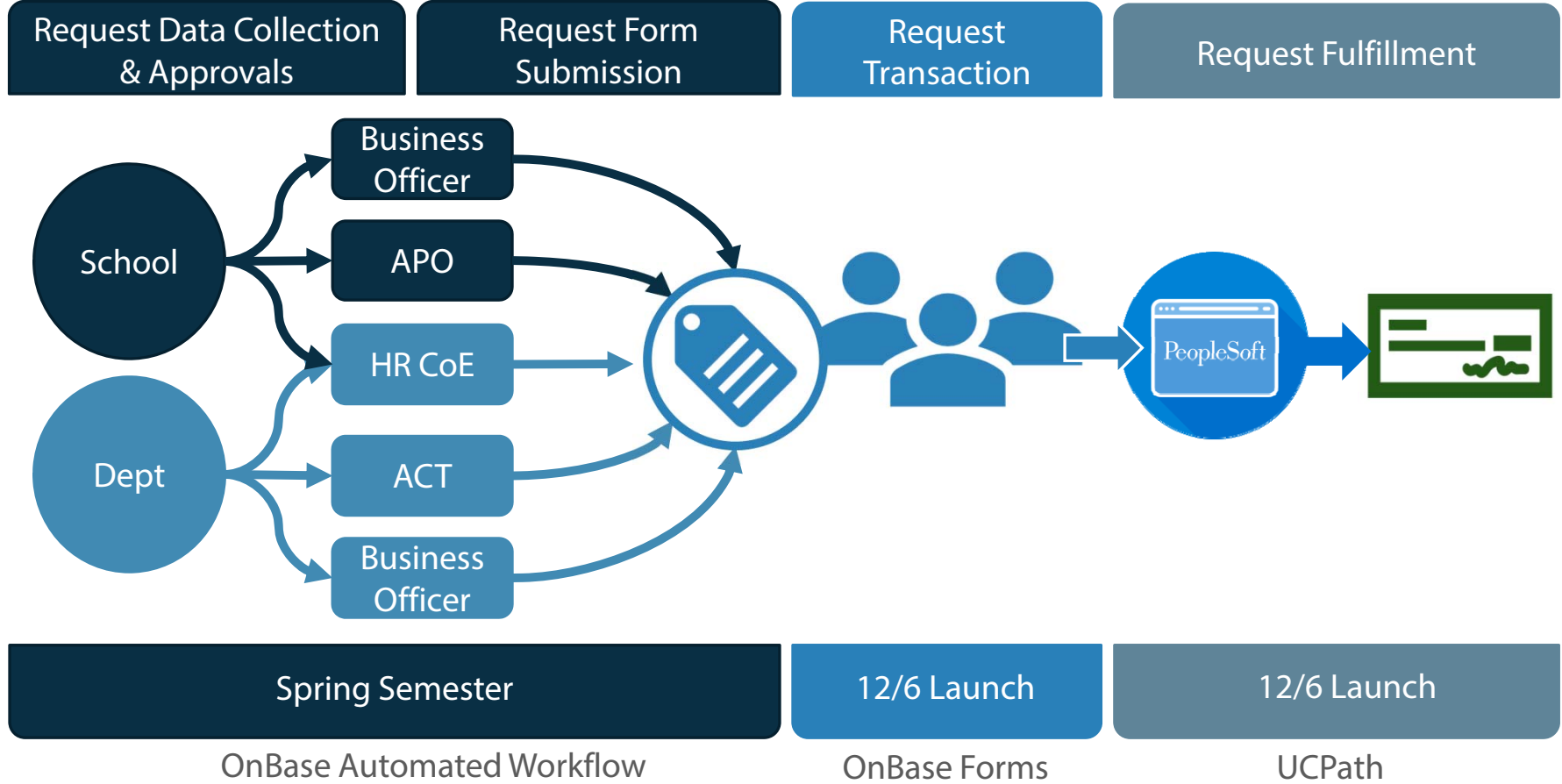


# How Does UCPath Work at UC Merced?

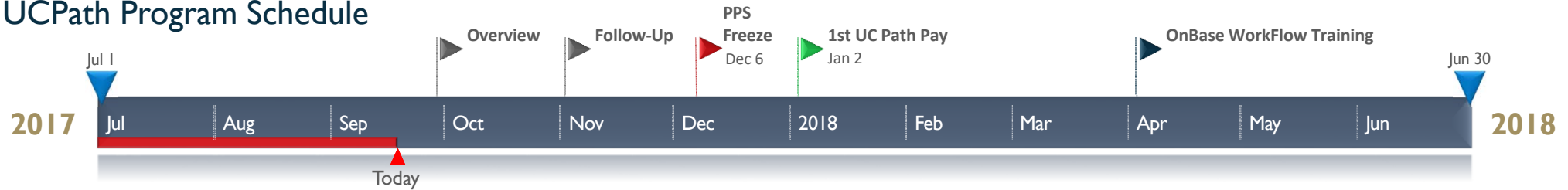




# How Does UCPath Work at UC Merced?



# UCPath Program Schedule



## Training (End to End Operations)

## Outcome

Administrative teams responsible for implementing the new system and standardized processes are prepared to deliver services.

### WHO

HRPC  
Business Officers  
Supervisors  
Management

UC Path – PeopleSoft (Readiness)  
System Design & Configuration

HRPC Training -PeopleSoft  
Led by Path Center and UCM's Technical Team.

Work Flow (Readiness)  
Led by BFSI  
Mapping Internal UCM Processes and aligning to UC Path Data Requirements.

Standard Forms – OnBase Training  
Led by BFSI & OIT & UCM Technical Team  
Meet with HRPC, HR, APO and Business Officers to train on requisite data and approvals for new standardized forms.

Automate Workflow – OnBase Training  
Led by BFSI & OIT & UCM Technical Team  
Enable automatic workflow to capture relevant data and approvals as it proceeds internally, filling the standard form automatically.

## Orientation (Paycheck Recipient)

## Outcomes

- All campus personnel will be aware and educated on what UC Path is and why its important.
- Responsibilities for self management of personal data through self service portal is understood.
- Aware of Orientation/Training Material.
- Know where to seek assistance in the transition.

### WHO

Faculty  
Staff  
Students

Inform Sessions  
Presentations on UCPath Go-Live

Inform Sessions  
Presentations on UCPath Go-Live

Engagement Sessions  
Targeted Discussions

Campaigns  
• Data Veracity  
• Direct Deposit

Campaigns  
• Self-Service Portal

# UCPath September Update



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# UCPath September Update



## WHAT IS IT?

UCPath is a systemwide program to streamline payroll, benefits, human resources, academic personnel and timekeeping into a single system. At UC Merced, this is the starting point of our commitment to modernizing business systems and processes.

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## WHAT DOES IT MEAN FOR ME?

### BEGINNING JANUARY 2018:

- › Paper paychecks will be mailed to the home address on file with payroll
  - › Online earnings statements will be available through a new UCPath Portal
  - › Centralized transactional processing and some customer services will take place at the shared service center in Riverside
- 



## WHAT SHOULD I DO?

- › Make sure your home address is updated.
  - › Sign up for direct deposit to avoid mailing delays
  - › Keep an eye out for additional communication and outreach from the UCPath team.
  - › Log on to the UCPath portal Jan. 2 to get comfortable with the interface
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## NEED MORE INFO?

**e:** [ucpath@ucmerced.edu](mailto:ucpath@ucmerced.edu)

**w:** [ucpath.ucmerced.edu](http://ucpath.ucmerced.edu)

# Cabinet Takeaways – Training (end to end operations)

## UC Path Requirements (Training)

- Service Level Agreement dictates response from UCPath Center.
- Strict Timeframes for processing at UCPath Center.
- **HRPC is the only authorized department at UCM to interface with UCPath System at UC Merced.**
- **Cutover is at High-Volume Transaction Period**  
(End/Beginning of Semester)
- HyperCare will exist for approximately first 3 months of “Go-Live”

## UCM Operations

- Workshops are currently being scheduled to discuss the new Form intake process with Operating Units.
- Clear Processes and Procedures will be provided to all Administrative Officers for capturing relevant data, approvals and completing requisite form.