

UCPATH UPDATE

LEADERSHIP COUNCIL

September 28, 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 & ASUCLA
~UCLA
- 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, Riverside, San Diego, San Francisco, Santa Barbara, Santa Cruz, Davis, Irvine, Los Angeles, Merced

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

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

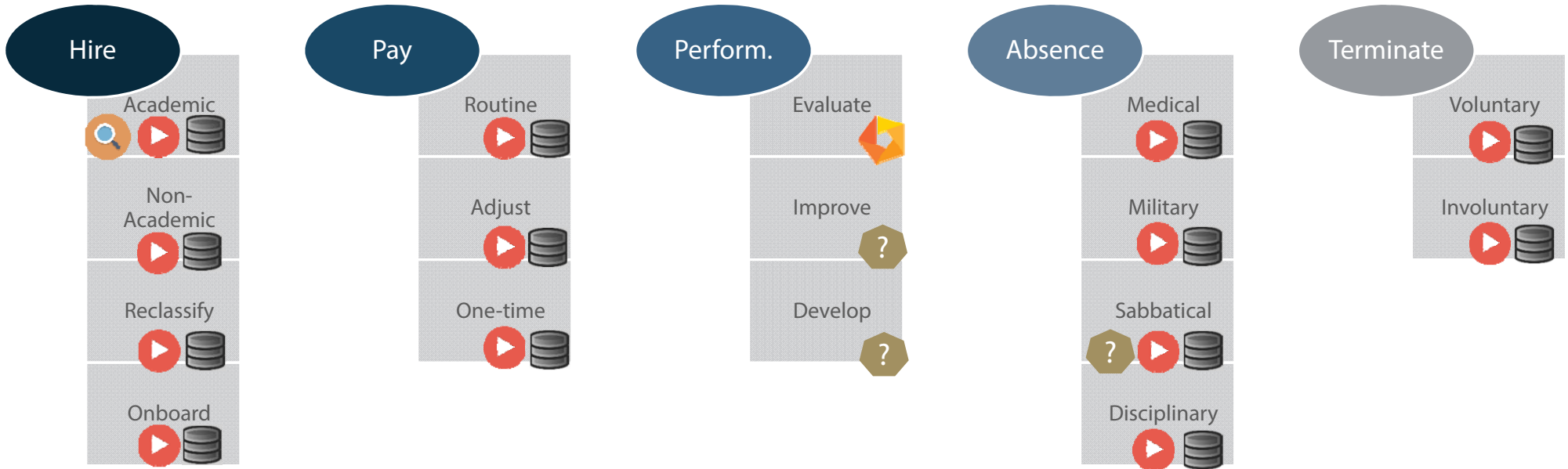
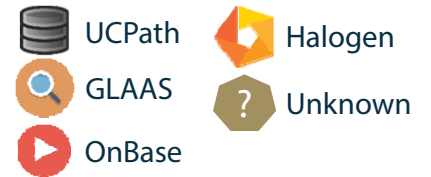
- Large Scale Data Migration
- Tolerance is \$.05



UCPath Program = UCPath System + Campus Personnel Workflow

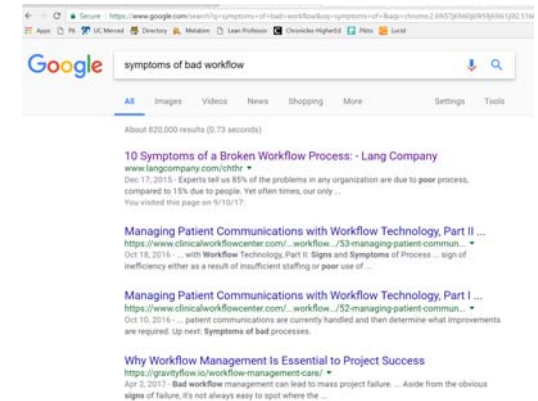
Personnel Landscape

All work required in the administrative management of employees.

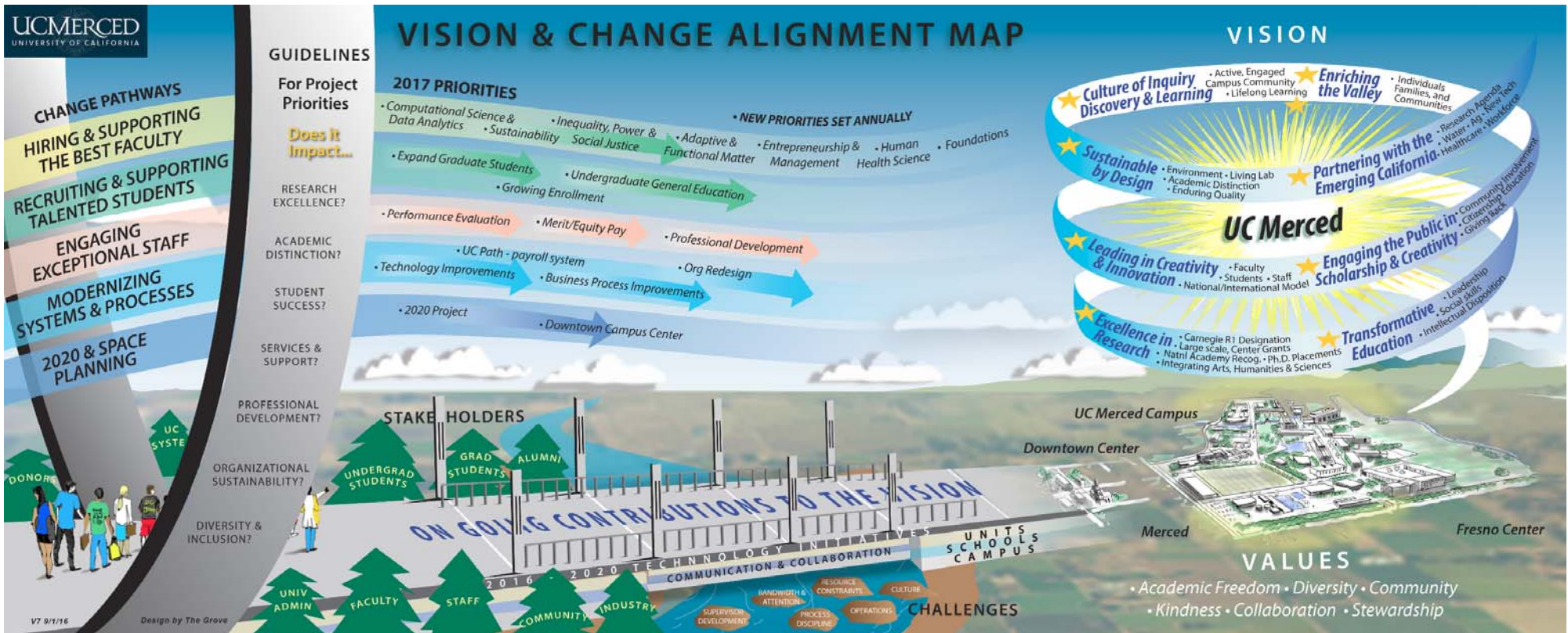


10 Symptoms of a Broken Workflow Process

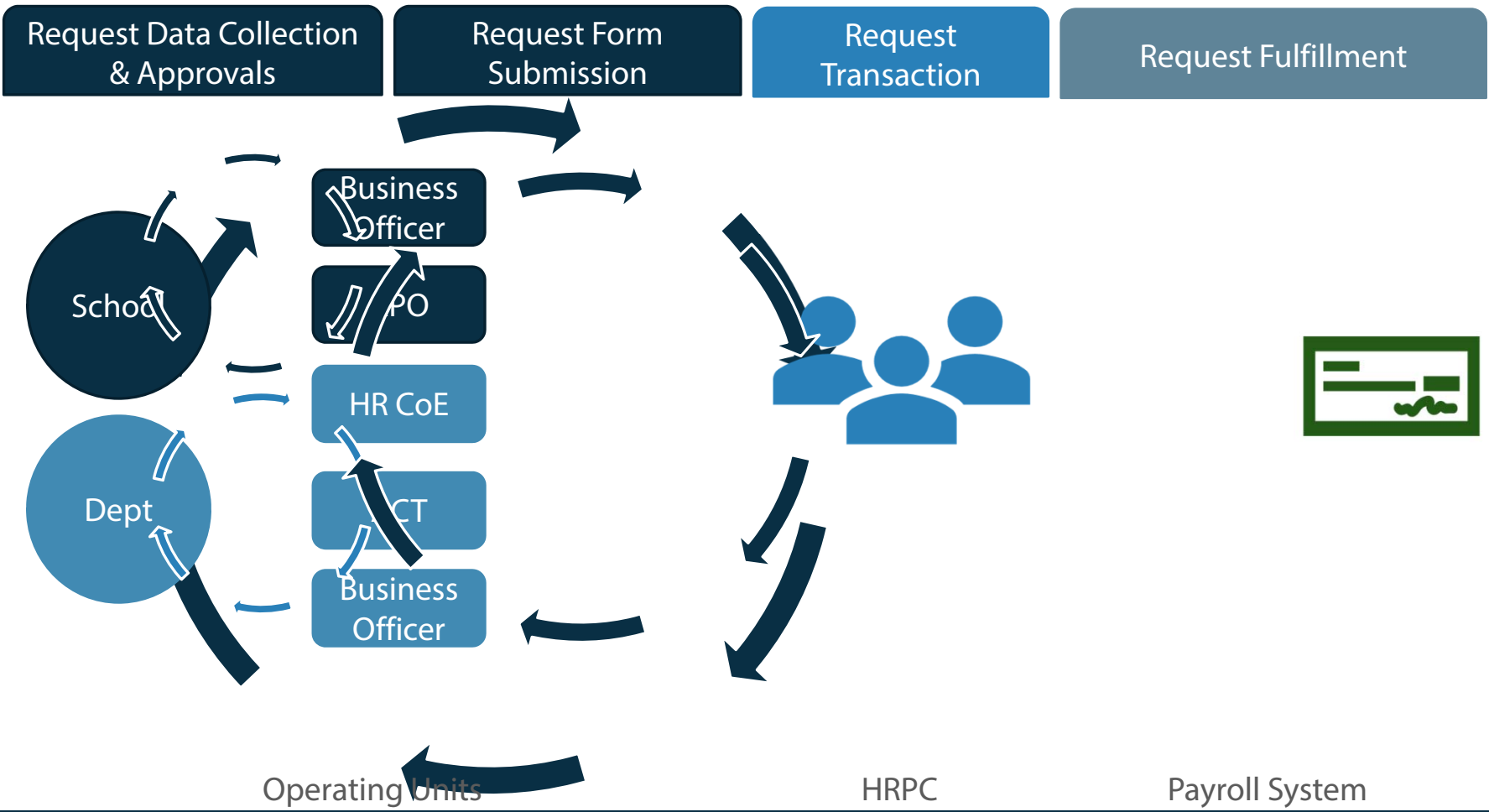
1. Some things just seem to take too long to complete.
2. It was not done right the first time and needs to be reworked.
3. We throw money or people at the problem, but it still exists.
4. High level of frustration due to “that is the way we have always done it”
5. Excessive information exchange, data 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.



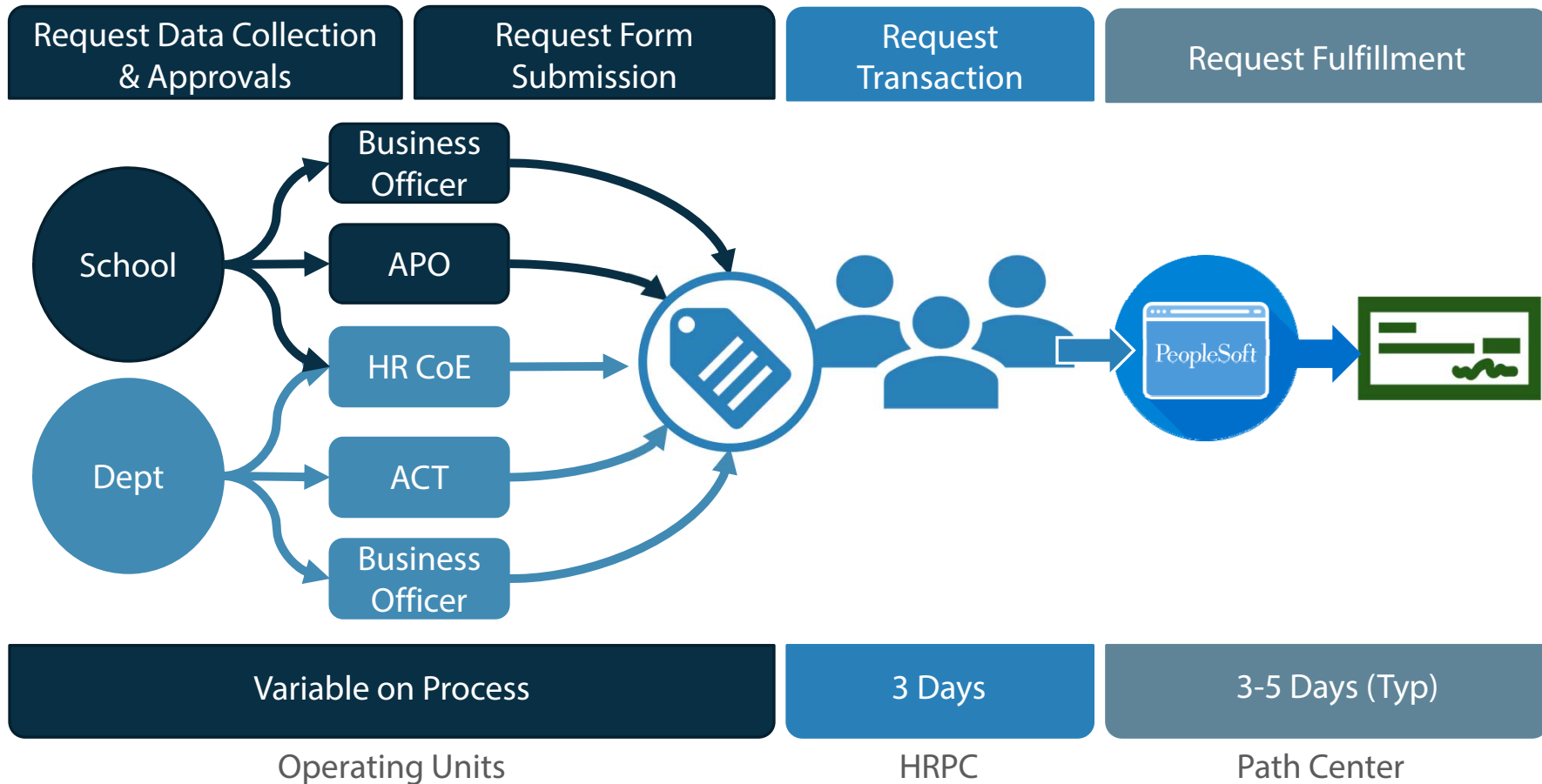
Modernizing Systems and Processes



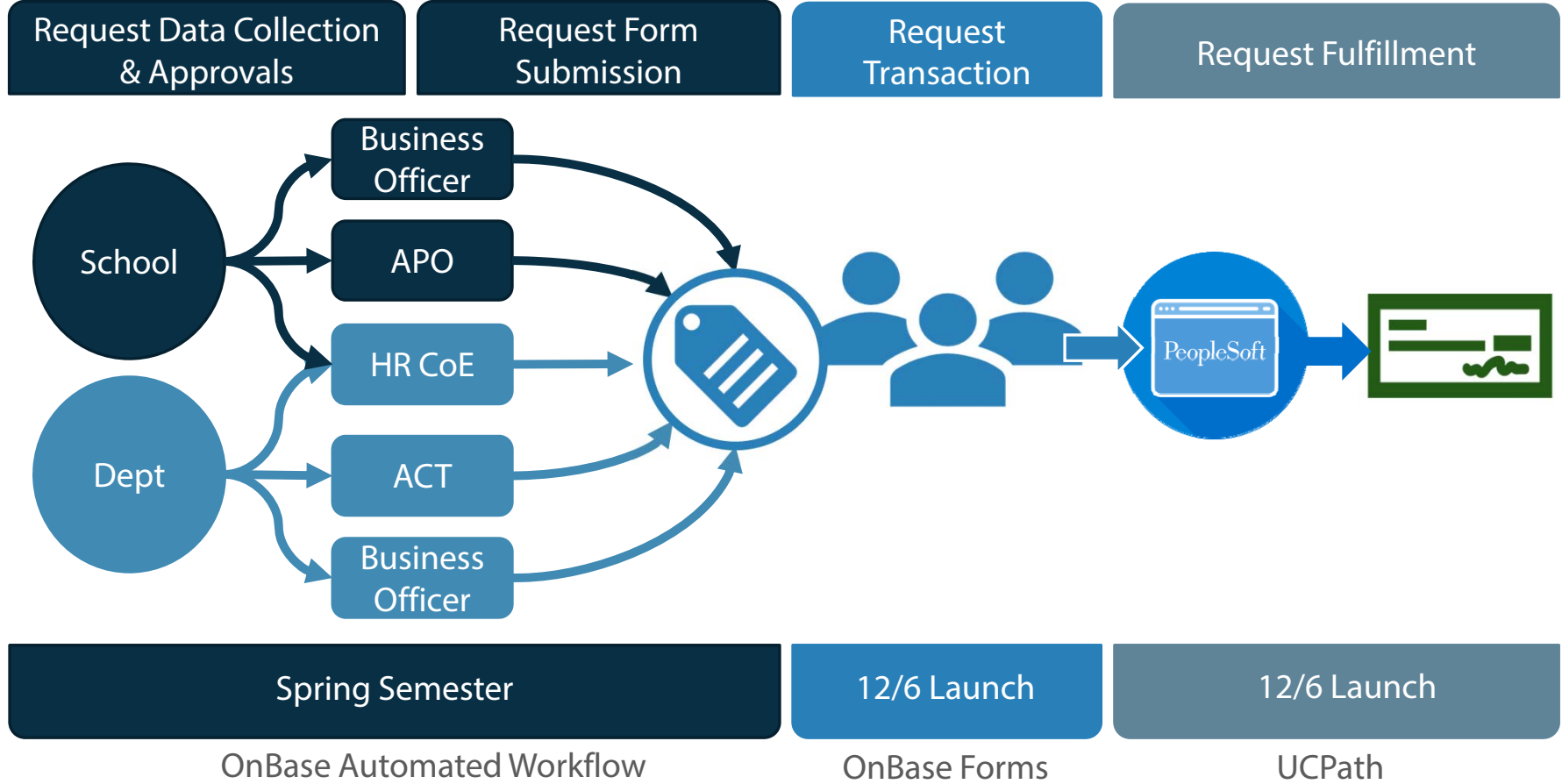
Currently at UC Merced



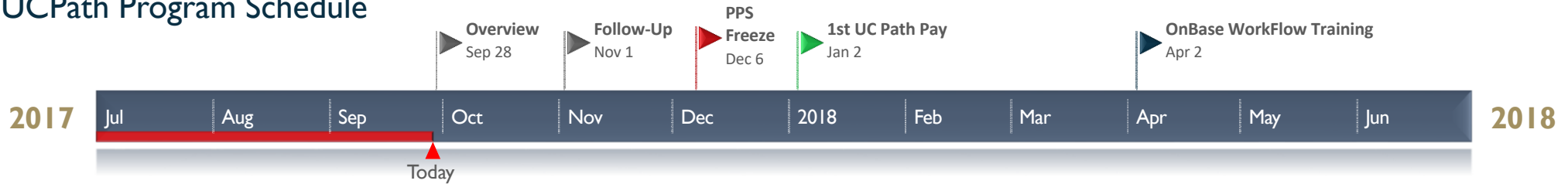
How Does UCPath Work at UC Merced?



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



UNIVERSITY OF CALIFORNIA
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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.



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
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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

w: ucpath.ucmerced.edu

Takeaways – Direct Deposit, Training, Orientation

Recommend No more paper paychecks!

- Encourage everyone to update home address in AYSO
- Encourage anyone receiving a paper paycheck to sign up for Direct Deposit ASAP

Department and Unit Orientation and Training

- UCPATH overview and training sessions will be happening across campus in October and November.
- Updates on the UCPATH system, instructional videos and other materials will be posted online

UCPATH@UCMERCED.EDU

[UCPATH.UCMERCED.EDU](https://ucpath.ucmerced.edu)