Q & A WITH CINDY DOHERTY
DIRECTOR OF UCSB ACADEMIC PERSONNEL

What is UCPath and how will it impact UCSB employees?
At its core, UCPath is a mandate from the UC Office of the President to replace PPS at all UC locations. It’s really much broader than that though because it also includes goals of standardization and centralization of transactional payroll, Human Resource and Academic Personnel activity throughout the UC system. The project is also providing an opportunity for the campus to review how we do things and see if we want to make other changes to leverage the improvements UCPath will present.

How much employees will be impacted really depends on the job the employee holds. All employees will be able to do more self-service and have easier access to information regarding their employment. Employees who do payroll, Human Resource and Academic Personnel work will also see changes in the tools they use to do their work as well as new processes. We don’t know yet what all those changes will be, but we are doing our best to keep everyone informed as we get more answers.

Why is this project important?
The main reason for the project is that our current system, called PPS, is very old and at risk of literally breaking down. The project also gives us the opportunity to reassess the way we do business, streamline processes, and do our work more effectively and efficiently. Although change can be difficult, it’s actually pretty exciting to have the opportunity to make significant improvements in how we do things.

What rumors have you heard that are true?
Every time we’ve heard rumors that the project would be delayed, it has been. When the timeline was originally designed, the complexity of the project was underestimated.

What rumors have you heard that are false?
The biggest false rumor is that there will be mass layoffs in departments. Reduction of staff has never been a goal or anticipated outcome of the project on this campus. The more we learn about UCPath and the work that will, or will not, be done at the Service Center, it becomes more and more apparent that there will continue to be plenty of work to be done at the campus level. The savings UCPath will bring will be in terms of work done better; more accurately and efficiently.

What have been the biggest challenges you have faced during this project?
We’re a very lean campus when it comes to staffing levels. UCOP has very high expectations of campus participation, and it has been difficult to be fully present at the table when we simply don’t have the staff to cover all the necessary tasks. Since this is a system-wide project, we don’t have the luxury of setting our own timeline or making all of the decisions. That said, the number of people on campus who have stepped up to take part in the project has been very impressive, and I’m confident that with all of us working together we will make this project successful at UCSB.

Read the full interview at http://www.pmo.ucsb.edu/questions-cindy-doherty