Agenda

1. Intro - UCPath 101
2. Deployment sequence
3. Office of the President Go-Live
4. Campus Activities
5. Local Governance
6. Questions
WHY UCPATH?
UCPath Transformation

UCPATH:
UC Payroll, Academic Personnel, Timekeeping & HR

UCPath will:
1. Replace UC’s 35-year old Payroll/Personnel System (PPS) with a single new payroll and HR technology system
2. Standardize payroll and HR processes systemwide
3. Centralize certain HR/APO, benefits and payroll transactional processes within the UCPaPath shared service center
Deployment Sequence

UCOP
- UC Office of the President: 1,793

PILOT
- UCLA: 44,078
- Riverside: 8,198
- Merced: 2,818
- ASUCLA: 1,497

DEPLOYMENT 1
- Davis: 30,532
- Irvine: 19,230
- Santa Barbara: 10,531
- Santa Cruz: 7,784
- ANR: 1,190

DEPLOYMENT 2
- San Diego: 28,459
- UCSF: 22,929
- Berkeley: 22,549
- Hastings: 610
UC Davis Congratulates UCOP on UCPath Go Live
UCOP is Live on UCPATH!

1. UCPATH Go Live
2. UCOP Center is Operational
3. W2s Issued
4. Retirement Program & Fiscal Year End

- 17,034: Paychecks Issued
- 1,838: Employees Paid
- 12 (0.07%): Off-Cycle Checks due to UCPC error
Deployment Approach

UCOP
Deployed Nov. 30, 2015

- 70% of functionality system-wide
- 100% gross to net process system-wide
- Future state operating models
- Shared services
- Future state business processes
- Benefits
- Systemwide vendor interfaces
- 60% of corporate system interfaces
- 50% of collective bargaining
- Comprehensive training and materials
- UCPath portal with employee and manager self service features
- Common data warehouse ($3.5MM cost avoidance)

PILOT

- Academic pay
- Health sciences and student employment
- Additional academic and health sciences functionality

DEPLOYMENTS 1 & 2

- Recruiting
- Performance Management
UCOP Lessons Learned: Report Content

Meta-Themes

- Inter-Team Communication
- External Stakeholder Engagement
- Push vs. Pull Information Sharing
- Local and UCPath PMO Roles and Responsibilities
- Information Gaps between Doers and Decision Makers
- Resource Requirements

Workstreams

- Program Management
- Functional
- Technical
- Conversion
- Testing
- Training
- Change Management and Communications
- Cutover and Operational Readiness
- UCOP Local Program Management
- UCPath Center
- Hypercare and IT Processes
Future State Process Design = CAMPUS ACTIVITIES
Key Local Work-Streams

Functional Delivery
- Requirements Analysis
- Process Design
- Project Management

IT Delivery
- Data Warehouse
- Systems Integration
- New Technology

Readiness & Training
- Risk Management
- Coaching
- Org Assessment
Future State Process Design

Who is Involved?

- Business Alignment Team
- Future State Process Design Group
- Strategic Advisory Committee
- Sponsors

Full rosters at http://ets.ucsb.edu/projects/ucpath
What’s Next

IT Delivery
- Systems
- Integrations
- New DWH
- Reports

Data Conversion
- Clean-up
- Collection

Communication
Governance Structure

UCSB UCPath Sponsors

UCSB UCPath Steering Committee

UCSB UCPath Campus Project Management

UCPath Campus Future State Process Design Team

UCPath Business Alignment Team

UCPath Strategic Advisory Committee
New UCPath Website

http://www.ucpath.ucsb.edu/
QUESTIONS