UCPath represents a significant transformation in the way UC works and handles human resources and payroll services.

UCPath Center | Powerful Technology
Position Management is the common thread that binds job, funding, and organizational details together. This feature provides the necessary data and insight for Workforce analytics.

**Define Key Attributes**
- Dept | Job Code
- Standard Hours
- FTE | Max Headcount

**Manage Organization**
- Staffing Levels
- Track Vacancies
- Establish Provision

**Stores Planning Data**
- Stores information related to funding and indicates whether positions are filled or vacant for planning

Position Management is the organizational placeholder for storing position attributes for budgeting, planning and analysis.
Position Management
Foundation

Person
An individual (in UCPath) who has an organizational relationship with the UC system
- Person ID: 60052417
- Name: Bob Smith
- Date of Birth: 07/13/1983
- Org Relationship: Employee

Position
An organizational placeholder storing attributes for budgeting, planning, and analysis
- Position #: 40008289
- Dept: PERS - Human Resources
- Job Code: 000280 - Manager
- FTE: 1.0
- FLSA Status: Exempt

Person + Position = Job Record
A unique instance of employment connecting a person to a position for payroll processing
- Compensation Rate: $5,000
- Employee Class: Career Staff
Roles and Responsibilities

Campus Units

- Request New Positions (Initiator)
- Maintains Vacant Positions

HR/APO

- Maintains filled positions
- Approves/Denies New Positions
- Coordinates new position setup from an approved recruitment request.
Position Management Process

Campus Units
- Requests/Initiates New Positions
- Maintains Vacant Positions

HR/APO
- Approves/Denies Positions
- Maintains Filled Positions

Position Data (Viewer) → Position Control Form (AWE Initiator) → Approval Workflow Engine (AWE)

Emails are generated to initiator when a transaction is approved or denied, with any comments from the initiator or approver.
## What has changed?

<table>
<thead>
<tr>
<th>Current State</th>
<th>UCPATH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-Audit Notification email messages are generated after direct input into PPS for review by designated Mandatory Reviewers</td>
<td>Requires new steps that must be completed prior to the hire or transfer of an employee</td>
</tr>
<tr>
<td>Changes and updates are effective immediately</td>
<td>Requires campus to utilize Position Management</td>
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<tr>
<td>Allows campus departments to correct or change employee data in PPS via direct input by the PPS Preparer</td>
<td>Tracks employees by Position</td>
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<td></td>
<td>Attaches funding by Position</td>
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<tr>
<td></td>
<td>Maintains data of Positions whether filled or vacant</td>
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<td></td>
<td>Extended fulfillment cycle to increase compliance based upon policy mandates</td>
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<td></td>
<td>Proactive rather than reactive processes</td>
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<td></td>
<td>Employee self-service for maintaining personal data in the UCPATH system</td>
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</tbody>
</table>
Position Management

Position management precedes hiring

A position is assigned when an employee is hired or transferred

Positions, vacant or filled, need to be maintained

Position changes automatically flow to Job Record

Maintained by Position

Reports To  Salary Grade
Location     Job Code
Department  FTE
FLSA Status  Union Code
UC Employee Relations Code

Funding

Funding is linked to a position number

Multiple funding sources can be used for a position at the same time

Work study positions will have the WSP letter assigned in the Position Pool ID field

The work study stipend or award amount is stored at the person level in the award table -- not on the Job Record or the Position
UCSB UCPath Website
Training

FAQs
Contact Us