



University of California  
San Francisco

# UCPath at UCSF

Project Overview and What to Expect

UCSF UCPath Change Management Team

*March 7<sup>th</sup>, 2019*



- Project Overview
- UCPath Impact
- What to Expect



# What is UCPath?

A common system across UC to support **P**ayroll, **A**cademic Personnel, **T**imekeeping & **H**uman resources



Standardized Processes

UC-wide process and data consolidation



Shared Services

Shared Services Center (UCPC) in Riverside



New Technology

Scalable system built on PeopleSoft

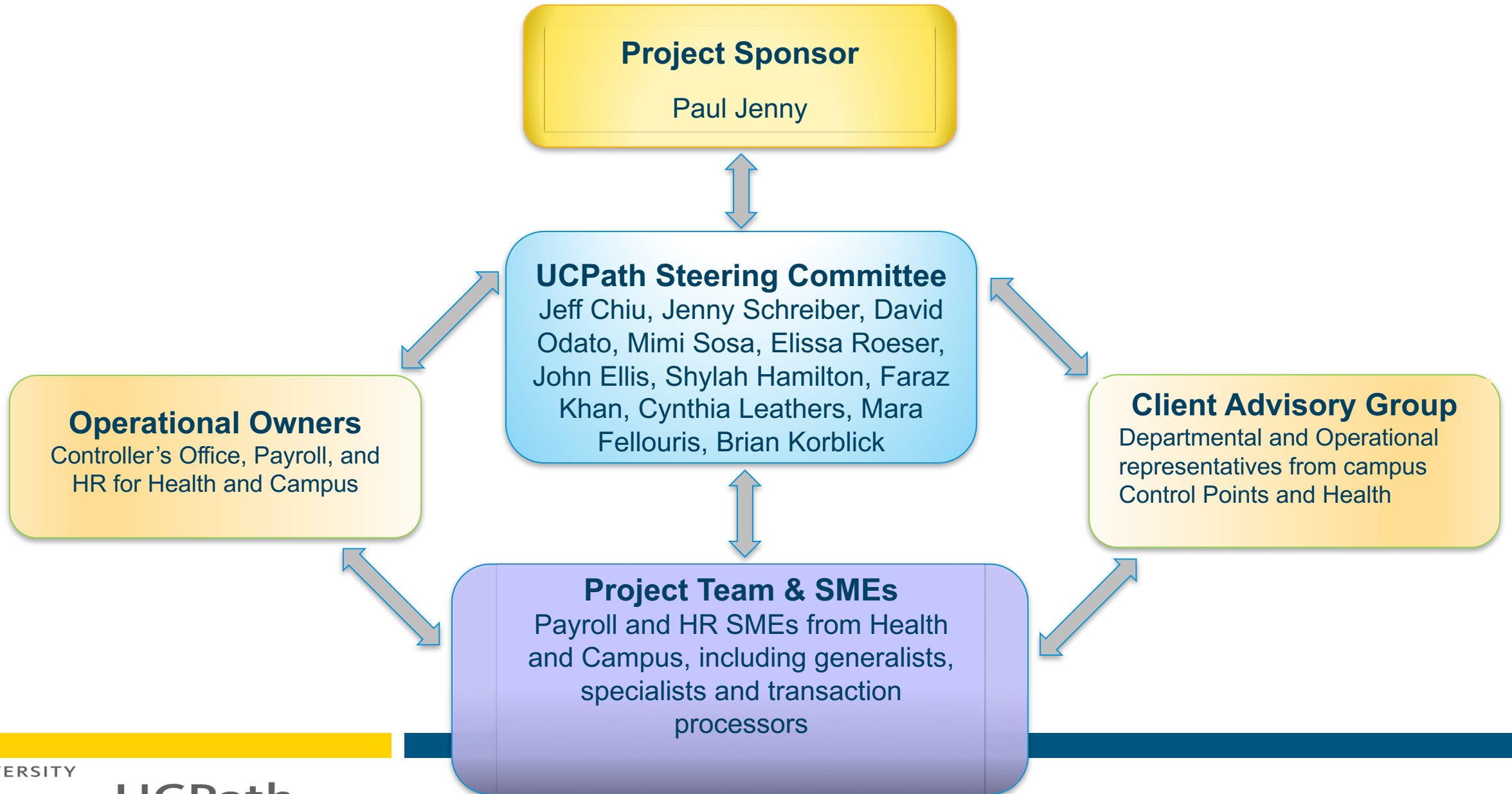
**A single solution**

REPLACING  
11 versions of a  
35 year old system

**For all employees**

The **largest** administrative project in UC history

# UCSF UCPATH Project Governance & Engagement

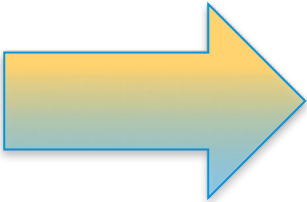


# What's on the table or not?

What out is out of scope	What's under UCSF's control
Changes to the UCPATH system design, data flows and UCPC roles and processes	UCSF roles and hand-offs related to UCPATH
Redesign of UCSF processes that have nothing to do UCPATH	Changes to PeopleConnect to align with UCPATH
UCSF Go-Live date	How well-prepared UCSF will be for going live

# Which Systems will change?

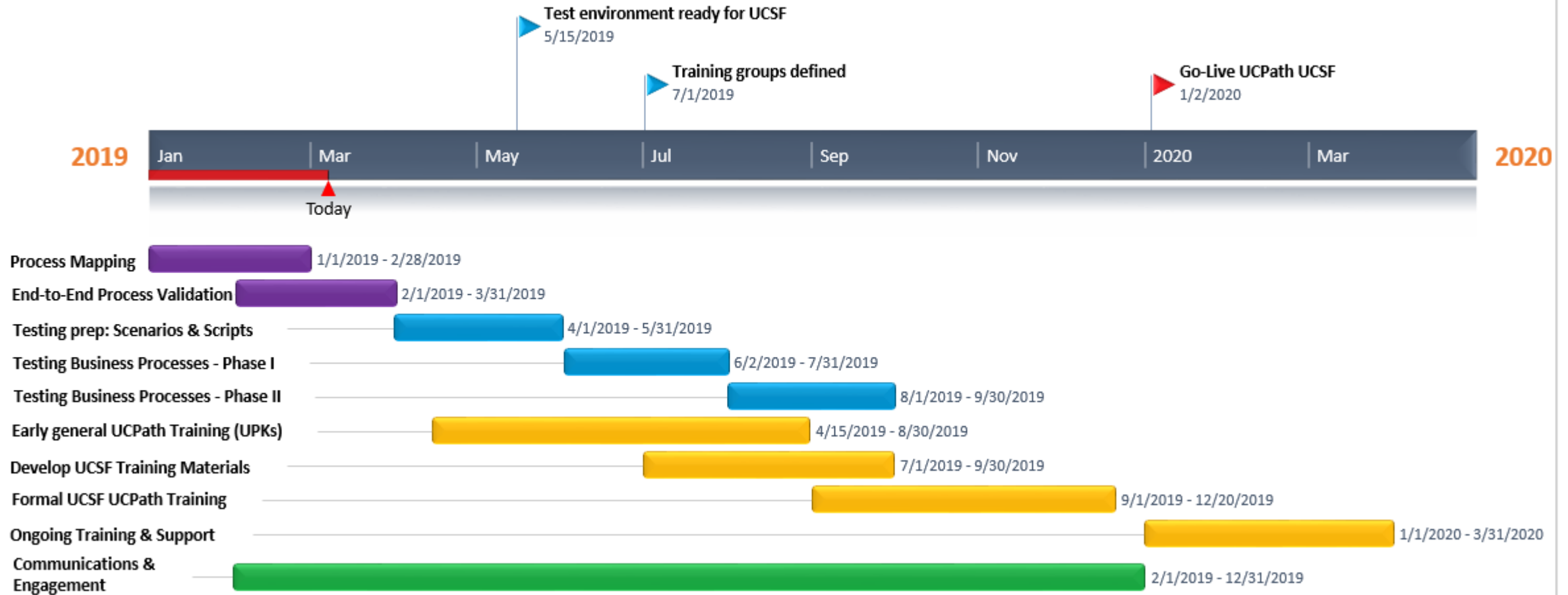
## Changes



## Remains



# High Level Timeline



# Examples of Key Changes

- Position Management ('Position' vs. 'Job')
- Recruitment & Hiring
- Funding entry





# Change: Position Management – a new data structure

## Position

- Department, job code, APU, grade, FLSA, FTE, and supervisor

## Person

- Name, Address, Contact information

## Job

- Step and compensation (adding off scale and Y component)
- Additional Pay



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# Change: Recruitment & Hiring Process

- A **Position must be established** in the UCPATH system before an employee can be hired into a job (a.k.a. appointment).
- **Positions, Jobs and Funding are decoupled** and managed as separate processes in UCPATH.
- Brassring is replaced by TAM – closer systems integration between Recruitment and Hiring process. Health already uses earlier version of TAM.
- Certain changes in terminology: e.g. ‘Concurrent Job’ vs. ‘Dual Appointment’.
- Rehires from other UC campuses: UCPATH uses/inherits same person data
  
- Note: Academic recruitment is not changing

# Change: Funding Entry

**Funding Entry** is the process of entering the COAs and modifying a COA percent. Funding entry has NO impact on how much an employee is paid.

To change position data, job data, or additional pay (ex. Salary, Title, Promotion, or FTE change), those requests will still be submitted via PCMA with TSU keying the update into UCPATH.

### Future State Process:

Population	New Hire / Funding Updates
Academic	Department keys directly into UCPATH Funding Entry
Postdoc & GSR	Department keys directly into UCPATH Funding Entry
Staff	Department keys directly into UCPATH Funding Entry. HR will support during the first 6 months transition.

# What to Expect

- The project team will provide regular briefings and updates on how UCPATH will impact UCSF.
- Leadership and subject matters experts from central administrative offices and departments have been involved in analysis, input sessions and decision since October 2019. We will continue to work with the to assure all perspectives are included in our planning and preparation.
- We will create a network of change agents to assure representation across UCSF departments.
- Opportunities to participate in user testing will be announced.
- Training will be provided through various learning modalities (e.g. classroom, online modules, knowledge base/training materials). Formal training is expected to start in September, but additional learning opportunities will be provided earlier – stay tuned.