

HR IT Initiatives/Investments Planned

Legend: Initiatives current or implementation Initiatives planned

 OP System wide initiatives planned

Underscore represents 'packaged' based initiatives

	Campuses										Medical Centers					Lab		UC System-wide
	UCOP-HR	UCB	UCD	UCI	UCLA	UCM	UCR	UCSB	UCSC	UCSD	UCSF	UCDMC	UCIMC	UCLAMC	UCSDMC	UCSEMC	LBNL	UC System-wide
AA/EEO		PeopleSoft 9.0 Upgrade	Rewrite application		Implement PeopleAdmin	Implement Application Recruitment System to support AA/EEO											PeopleSoft 8.9 Upgrade	System wide Risk Management Initiative
Applicant Tracking/Recruiting Management	Implement PeopleAdmin for Applicant Tracking	PeopleSoft 9.0 Upgrade	Implement PeopleAdmin for Applicant Tracking	iGreentree 8.1 Upgrade	Implement PeopleAdmin	Link PAWS to PPS through Identity Management	Integrate JOBS to Hiring Manager Toolbox	Build Interface from PPS to PeopleAdmin	Add functionality for online applications for employment and personnel reviews	Retire Resumix and replace with in-house application	Drafting RFP to replace Brassing	Implement PeopleSoft eRecruit	Developing RFP for applicant tracking	Talent + (Leadership competency system) integration with iGreentree			PeopleSoft 8.9 Upgrade	
Benefits Management	Expand Retiree Section		Implement web-based Case mgt for EAP/Disability	Implement a centralized case management tool							Upgrade or Replace Surveys						PeopleSoft 8.9 Upgrade	
Certification and Licenses							Implement Faculty eFile campus-wide										PeopleSoft 8.9 Upgrade	System wide Risk Management Initiative
Compensation Management	Implement Senior Leadership Compensation Group initiative		Implement PeopleAdmin for Compensation Management	Migrate from Cardiff LiquidBPM Workflow Engine to Quali Enterprise Workflow											Implement Web-based access for employee award & recognition		PeopleSoft 8.9 Upgrade	Standardize Salary Surveys & implement SLIS
Data Repository				Databeacon 6.1 Version Upgrade	Integrate Databases with DataWarehouse through Portal	Build Queries & Reports	Implement HR/Academic Personnel DW	Include Learning & Empl. DB data in Data Warehouse								Implement "Push" Reporting	Implement Data Warehouse	
Grievance Tracking			Replace with an off-the shelf package														Implement PeopleSoft	System wide Risk Management Initiative
HR/Personnel Management		PeopleSoft 9.0 Upgrade	Rewrite and enhance HR Contact Web app	Implement contract lifecycle management											Implement HBS to replace ATS	Develop Online version for Personnel DB	PeopleSoft 8.9 Upgrade	
Leave Accrual Management				Implement Online Leave Mgt						Implement Base UCOP Leave Accrual System								
Payroll Management																		
Performance Management											Continue Rollout within FAS				Implement Online Performance Mgmt	Online Performance Evaluation for viFormPath		Implement UC Merit System
Position Control Management					Implement PeopleAdmin			Build Job Builder Database in-house	Implement PeopleAdmin			Transaction Position in electronic format						
Salary and Jobcode	Implement PeopleAdmin for Job Classification	PeopleSoft 9.0 Upgrade	Implement PeopleAdmin for Salary & Jobcode		Rewrite Title and PayPlan system		Deploy JDT Online & Integrate SEMS				Rollout Job Description Library campus-wide				Implement Online Job Description System		PeopleSoft 8.9 Upgrade	
Salary and Merit History		PeopleSoft 9.0 Upgrade															PeopleSoft 8.9 Upgrade	
Time and Attendance				Enhanced online time reporting for temporary employees				Assess if HR can use Kronos (licensed by Housing Dept)	CruzPay Phase 1 Rollout	Self Service for Online time entry			API Time & Attendance Implementation	Implement HBS Time Application to replace WPS	Implement HBS to replace ATS	Direct access to OLPPS thru Campus Oracle Tables	Web enable LETS Application	
Training and Development		Implement LMS	Implement UCOP LMS	Vendor is migrating TED to Asp.net	Replace with UC LMS Initiative		Implement Campus-wide LMS	Implement Meridian LMS along with UCI		Single sign-on for Enrollment Central	Implement UCOP LMS	Develop Training content			Implement LMS to replace MaxTrac		Implement PeopleSoft Succession Ping.	Implement LMS
Workers Compensation				Implement Juris to replace ValleyOaks												Review vendors in 2007		