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**Prepared for**

**University of California**

**PeopleSoft HRMS Release 8.3**  
**HR Planning Project**  
**Implementation and Upgrade Assessment**

**May 8, 2002**

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## 1.0 EXECUTIVE OVERVIEW

During the week of April 1, 2002 IBM Global Services, in coordination with the University of California Office of the President, conducted a one-week on site PeopleSoft HRMS 8.3 assessment. The assessment workshops were held at the University of California Office of the President (UCOP), University of California Berkeley (UCB), University of California Davis (UCD), and the University of California Health Systems (UCDHS). The project deliverables were completed offsite from April 8, 2002 through May 7, 2002. Assessment workshop discussions focused on the level of effort, resources and timeline required to support the following goals:

- Provide a recommendation for the suitable technical architecture to support UCD PeopleSoft HRMS 8.3, and the UCDHS HRMS system. Provide a recommendation for desired technologies needed to implement an on-line, real-time messaging interface between the PPS systems and PeopleSoft.
- Provide a high level work plan, schedule, and budget and planning estimates of the costs required to implement UCD PeopleSoft HRMS 8.3 and upgrade the UCDHS system to PeopleSoft HRMS 8.3. In addition, a work plan, schedule, and budget to design and implement a core interface program between UCD, UCDHS, and UCB and the UCOP PPS system.

This assessment examined the existing PeopleSoft 7.5 architecture with all relevant servers (database, application and web) that support the current UCDHS and UCB PeopleSoft applications. IBM consultants along with UCOP, UCB, UCD and UCDHS subject matter experts determined how much the existing production architecture implementation differs from the architecture required for supporting PeopleSoft HRMS 8.3. IBM examined each campus' current infrastructure for HRMS applications, associated interfaces, customizations and business drivers for the PeopleSoft HRMS 8.3 implementation and upgrade.

This planning report summarizes the results from our sessions and includes the following deliverables:

- High-level Visio drawings that document the as-is and to-be architectural design.
- Recommendations for required IT infrastructure enhancements to support PeopleSoft HRMS 8.3.
- Recommendations for technical architecture for real time messaging between Berkeley's PPS and Berkeley's PeopleSoft HRMS, between UCD's PPS, operated by UCOP, and UCD's and UCDHS's PeopleSoft HRMS 8.3.
- PeopleSoft HRMS 8.3 analysis of current implemented functionality.
- Recommendations for PeopleSoft HRMS 8.3 implementation and upgrade including database migration approach, and HRMS implementation and upgrade approaches, and prioritization of application upgrades.
- High-level estimates of the level of effort required to bring the current technical architecture and PeopleSoft HRMS applications up to PeopleSoft HRMS 8.3 requirements.
- High-level project plans for the UCDHS upgrade, the UCD implementation and the UCD, UCDHS and UCB core interfaces.

During this assessment IBM consultants have taken into consideration the following:

1. Overview of Business Objectives and PeopleSoft HRMS 8.3 features.
2. Project Scope Considerations.
3. Approaches to PeopleSoft HRMS 8.3 implementation and upgrade.
4. Assumptions, Risks, Constraints and Critical Success Factors identified, along with possible mitigation strategies for the risks.
5. Other projects and business initiatives affecting the critical path of the project.
6. Technical architecture requirements suitable to support a PeopleSoft HRMS 8.3 implementation/upgrade.

Executing on this project allows UCOP to:

- Better understand the level of effort (tasks), resources and timeline associated with executing on the recommendations identified above.
- Formulate a strategy for implementation/upgrade, and associated plans of action.
- Prioritize initiatives and tasks into phases.

## 2.0 INTRODUCTION

### 2.01 OUR UNDERSTANDING

UCOP maintains a centralized, combined personnel/payroll system. Each of the nine campuses either operates the system or contracts with UCOP to do so. The campuses require additional HR functionality not included in the PPS.

UCB is in the process of implementing PeopleSoft HRMS 8.01 and will be going live in late July or early August of 2002 with the first modules.

UCD is currently contracting with UCOP to operate PPS. In addition, numerous MS Access and FoxPro databases are being used to maintain data that are not maintained in PPS.

UCDHS is currently using PeopleSoft 7.5 (commercial) and utilizes a batch process to interface to the UCOP-operated instance of the UCD PPS system.

#### **The Implementation of PeopleSoft HRMS 8.3 for UCD:**

UCD has very limited familiarity with PeopleSoft 7.5 because of their previous limited involvement with the UCDHS implementation of PeopleSoft in August 2000. Although they are using the UCDHS PeopleSoft 7.5 to track specific data such as dual appointments spanning campuses, etc., they are not using the system as a primary source of data. Implementation of PeopleSoft HRMS 8.3 would allow UCD to:

- Provide academic web-enabled functionality with capability to track tenure in an integrated HR system.
- Provide certain identified employees ready access to view and update appropriate personal HRMS information.

- Provide opportunity to extend entry and control of workforce and compensation transactions. Provide an integrated system for HR and the campus to use an information tool without extensive training.
- Provide the web-enabled technology available in PeopleSoft HRMS 8.3 to the campus.
- Provide an environment where UCD can include consideration of HR best practice and continued advancement in HRMS in the strategy and achievement of HR business initiatives.
- Provide an integrated HRMS system; thereby reduce the processing, effort and maintenance of numerous interfaces to and from shadow systems.

### **The upgrade to PeopleSoft HRMS 8.3 for UCDHS:**

PeopleSoft HRMS version 7.5, commercial version, was originally implemented at UCDHS in August of 2000.

Because the original UCDHS implementation was done in an accelerated time frame with limited scope and budget, UCDHS was not able to take full advantage of the functionality and best practices integral to PeopleSoft applications. Their upcoming upgrade to PeopleSoft HRMS 8.3 provides UCDHS with the ability to evaluate and implement new business initiatives within delivered PeopleSoft HRMS 8.3 functionality.

Technology incorporated in PeopleSoft HRMS 8.3 provides web based architecture, more interface options such as Application Messaging (publish-and-subscribe), richer functionality with highly integrated features on a single database, and the technology platform to provide the future solutions to UCDHS's business needs.

With the upgrade the opportunity exists to begin using more PeopleSoft HRMS 8.3 functions such as Workflow. In addition, PeopleSoft HRMS 8.3 will provide the academic functionality not available in PeopleSoft 7.5 commercial version.

## **2.02 APPROACH**

The goal of the UC assessment project was to give the University a better understanding of the level of effort (tasks), resources and timelines associated with executing on the initiatives identified above. This information will allow UC to formulate a strategy for implementation and upgrade, and an associated plan of action. Finally, it will aid UC in prioritizing initiatives and tasks into project phases. The combined efforts of UC and IBM Consulting Services unites University team members' knowledge of the Universities current and future business needs and systems with IBM's Global Services knowledge base of PeopleSoft HRMS 8.3 functional and technical requirements and best practices to design the strategy and plan to complete UC 's initiatives. To develop this plan, we went through the following steps:

1. Reviewed Implementation/Upgrade Project Scope and Objectives
2. Reviewed Functional requirements
3. Reviewed Technical Architecture requirements
4. Performed High Level Review of Customizations
5. Developed and reviewed PeopleSoft HRMS 8.3 Implementation/Upgrade Deployment plans

## 2.03 PARTICIPANTS

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## 3.0 FINDINGS

### Functional

On-site interviews were conducted UCB to review their forthcoming implementation, UCDHS to review their current PeopleSoft installation, UCD to review their requirements for a PeopleSoft HRMS 8.3 pilot program and, with UCOP representatives to assess the PPS system and their need for data for corporate reporting requirements. The following is a summary of the functional findings at each of the four sites.

#### UCOP

- UCOP supports nine campuses and processes payroll for five of the nine campuses. The remaining campuses process payroll using their local PPS system and a payroll file is sent to UCOP monthly that contains all the monthly pay cycle data.
- A consortium consisting of functional and technical representatives from UCOP, UCD, UCDHS and UCB has been formed to begin discussions on implementing a core PeopleSoft HRMS system and defining a common payroll interface that can be implemented at any campus. UCD has been selected to be a pilot implementation for a core HRMS system and the campus and Berkeley are interested in pilot of a real time or near real time messaging interface between PeopleSoft 8.3 and PPS.
- UCOP uses data from the campuses for corporate reporting purposes. This data is currently being stored in a data warehouse
- Union data from each of the campuses is a critical need for UCOP. Although some data is currently being received, more is needed. The ability for the PeopleSoft system to maintain this data is good, but enhancements to PPS at UCOP may be needed to accept this data. Some enhancements are currently underway and will continue as time permits.
- Several web-based self-service applications have been developed for use by all the campuses to make address changes, change W4's, enroll and change benefits data. This data is fed into PPS. Other self service applications (W4 modeling and check stub inquiry) are currently under development.
- UCOP would like to see common core functionality and data definitions among campus PeopleSoft HR applications and a common interface to PPS.

#### UCB

- UCB is currently 1 ½ years into the process of implementing PeopleSoft HRMS 8.01 and will be going live with the first modules in late July or early August 2002. The modules being implemented will be deployed to 10 early adopters and will be rolled out to others as soon as is feasible.
- UCB has a very distributed system and this practice will continue with PeopleSoft.
- UCB is currently using a batch payroll interface to UCOP. They have expressed desire to participate in the data mapping of the new, on line, real time messaging interface, although they would like to see it implemented at UCD prior to their adoption of it.

#### UCD

- UCD has 327 departments. Although they have several organizational charts (for HR, Academics, main campus, etc.) they do not have a high level organizational structure chart that diagrams a departmental structure.
- There are approximately 1500 users of the PPS system with approximately 800 concurrent users. UCD has not specifically determined which self-service modules of PeopleSoft will be utilized, so

- the user populations may increase with the implementation of a new system. Security maintenance currently is centralized.
- HR data entry functions are, for the most part, decentralized and distributed.
  - HR policies and procedures are standardized throughout the campus as much as possible; however, the union contracts frequently dictate the policy. For academics, the policies could vary by title. Benefits are mostly standardized.
  - Frequency types may differ within the campus. Ex: Staff = 2088 annual hours, firefighters = 2920 annual hours.
  - There are currently 75 to 80 different forms being used and are available on a UCD website. Academics have 40 – 50 hardcopy forms. Although automation of these forms is preferable, security could be an issue.
  - Faculty have all types of contracts (9/9, 9/12, 12/12, etc.) that will need to be tracked on PeopleSoft.
  - Currently no faculty development is being tracked. Tenure tracking is done with a combination of manual and shadow system procedures.
  - Other than the base tracking for employees that is currently being reported on the PAN notices, UCD expressed interest in the following PeopleSoft applications:
    - Academic and Tenure Tracking
    - Self-Service Faculty Event tracking
    - Tracking of absences
    - Ad-hoc reporting
    - Affirmative Action
    - Applicant Tracking
    - Employee Position History
    - Employee Relations
    - FTE Calculations
    - Mass changes
    - Performance History
    - Salary History
    - Salary Planning
    - Turnover Statistics
    - Union information
    - Workflow implementation with self-service apps
    - A web-enabled interface to PPS that would require approval prior to committing to the database.

## UCDHS

- UCDHS is currently using PeopleSoft 7.5 (a commercial version) and has 8,000 employees and approximately 250 active departments.
- There are currently 200+ users of the system and that number will increase with the implementation of web self-service applications.
- Security is maintained in the HR department and will remain there with the upgrade to PeopleSoft HRMS 8.3.
- Most of the HR activities are centralized. Inquiry and some position data are decentralized.
- UCDHS is in the process of implementing a Kronos time reporting system. There is no scheduled date for implementation. Some of the data that will be added with the implementation of 8.3 is data that the Kronos system needs; however, the Kronos implementation is not dependent on the PeopleSoft HRMS 8.3 upgrade. UCDHS resources working on the Kronos project will be the same resources required to work on the PeopleSoft HRMS 8.3 upgrade.
- A bi-directional interface to PPS will be required by UCDHS.

- Approximately 28 modification/customizations have been added to PeopleSoft 7.5. Many of these are additions to translate values. Some new Run Control panels have been added. All of these have been documented, although this documentation was not reviewed as part of the assessment.
- PeopleSoft has delivered the base eApps as part of the 8.3 upgrade package for UCDHS. In addition, UCHDS has purchased eProfile Desktop Manager, eRecruit Desktop Manager, and eCompensation Desktop Manager.

**PEOPLESOFT FUNCTIONALITY**

The following matrix depicts the modules implemented, currently being implemented, or to be implemented at each of the three campuses visited. NOTE: For UCDHS, the PeopleSoft modules that will be used are listed.

**Develop Workforce**

PS MODULE	PHASE ONE			FUTURE PHASE			Comments
	UCB	UCDHS	UCD	UCB	UCDHS	UCD	
Administer Training		X		X		X	UCDHS has modified and is partially using
Budget Training					X	X	
Manage Competencies		X		X		X	UCDHS is partially using
Manage Positions	X	X	X				Partial for all campuses
Plan Careers				X		X	
Plan Successions						X	
Recruit Workforce	X	X	X				
Manage Faculty Events	X	X	X				UCDHS will use with the upgrade

**Administer Workforce**

PS MODULE	PHASE ONE			FUTURE PHASE			Comments
	UCB	UCDHS	UCD	UCB	UCDHS	UCD	
Administer Flexible Service	X						
Administer Workforce	X	X	X				UCB has heavily modified to interface to PPS
Capture Time and Labor							UCB indicated they may want to use if PeopleSoft Payroll were to be implemented
Manage Labor Relations			X	X			
Monitor Absences (Absence Tracking)						X	
Plan Salaries	X	X	X				UCB has heavily modified to interface to TCT/TCS

**Compensate Employees**

PS MODULE	PHASE ONE			FUTURE PHASE			Comments
	UCB	UCDHS	UCD	UCB	UCDHS	UCD	
Administer AP Interface (PS to PS)							
Administer Automated Benefit						X	
Administer Base Benefits		X	X				UCB may use Base Benefits if PeopleSoft Payroll were implemented in the future
Administer Benefits Billing							
Administer COBRA							
Administer FMLA				X		X	
Administer FSA				X			
Administer GL Interface (PS to PS)						X	
Administer NDT (Non-discrimination testing)							
Administer Payroll Interface (PeopleSoft)							
Administer Time and Effort				X			UCB indicated they may want to use if PeopleSoft Payroll were to be implemented
Maintain Payroll Data (PS)							Would be used only with PeopleSoft Payroll
Manage Payroll Process (PS)							Would be used only with PeopleSoft Payroll
Manage Retroactive Processing (PeopleSoft Payroll)							Would be used only with PeopleSoft Payroll
Payroll Reporting (PS)							

**Monitor Workplace**

PS MODULE	PHASE ONE			FUTURE PHASE			Comments
	UCB	UCDHS	UCD	UCB	UCDHS	UCD	
Monitor Health and Safety		X	X	X			UCDHS may use when upgrading
Report Regulations	X	X	X				UCB added addt'l reporting, UCDHS may use when upgrading

**Self-Service**

PS MODULE	PHASE ONE			FUTURE PHASE			Comments
	UCB	UCDHS	UCD	UCB	UCDHS	UCD	
Applicant		X	X	X			UCB may use when upgrading to 8.3
Employee	X	X	X				UCB has customized for use with UC4Yourself
Faculty	X	X	X				
Manager	X	X	X				
eBenefits							
Workflow	X	X	X				UCB is implementing a small part of Workflow

**Technical**

On-site interviews were conducted at three campuses (UCB, UCD and UCDHS) and at UCOP to assess the PeopleSoft implementations, upgrades and PPS processing currently in place.

The following is a summary of the technical findings from each of the four sites.

**UCOP**

- UCOP desires to integrate the existing PPS system with a near real-time messaging interface solution that would be capable of supporting a multi-campus community (UCB, UCD, and UCDHS).
- The UCD PeopleSoft HRMS 8.3 implementation will be the Pilot Project using the newly developed messaging interface solution.
- Each campus has a customized PPS system, whose software and file formats share a common baseline but do contain minor modifications.
- The existing interfaces were designed and implemented as separate projects requiring lengthy development cycles. UCB campus is currently in the testing phase for their interface deployment.
- The current PPS Warehousing updates involve copying the PPS data from each individual database into a combined warehouse. Since this interface only references the touch points, no known impacts to the warehouse exist.
- The current PeopleSoft HR to PPS interfaces do not provide real-time updates to the various campuses and as a result can result in data quality issues.
- The effort levels to maintain the current PPS interface solution will continue with the new PPS interface due to PeopleSoft / PPS upgrades, customizations, etc.
- When the complete requirements for all three PPS interfaces are known, the intellectual capital gained could be critical to UCOP in future planning. The effort levels and costing could then be leveraged to evaluate combination of PPS systems or adopting other common payroll solutions.

## UCB

- UCB is currently in the testing phase of its PPS interface project. It was written with SQR and makes use of DB2 database triggers. The interface was developed by several developers over a period of months. The current design only sends data to PPS, with a bi-directional version under design.
- UCB showed interest in participating in a common interface project, particularly during the initial planning and development stages.

## UCD

- The current environment is primarily Sun 5500 series hardware with the Solaris operating system and distributed Oracle systems. The IT staff had minimal experience or familiarity within PeopleSoft or the structured environment of OS/390. This will create additional activities for the existing staff and new hires to acquire the skill-sets necessary to support the proposed infrastructure.
- Their current backbone to UCDHS is being upgraded to a fiber optic cable later in the year.

## UCDHS

- The PeopleSoft install to support UCD has major impacts to the UCDHS infrastructure.
- UCDHS current software levels are PeopleSoft HRMS 7.5, OS/390 2.08 (upgrading to 2.10 in 2002) and DB2 V 6.
- The UCDHS PPS interface is scheduled to run twice a week and was developed by several staff members over a period of 3-4 months. The interface consists of Cobol programs that read from the PeopleSoft tables and format a transaction file which is then transmitted to UCOP PPS for processing. The UCOP PPS system then returns data back to UCDHS for additional processing. The estimate to change the existing PPS interface as part of the upgrade effort is 720 person hours (2 persons at 45 days). The upgrade effort will be conducted in-house utilizing some members from the original development team. This estimate was provided by UCDHS.

## 4.0 RECOMMENDATIONS - GENERAL

The primary project scope is to provide a recommendation for the technical architecture for UCD Human Resource systems, UCDHS Human Resource systems, and the Payroll/Personnel System as well as budget and work plan proposals to implement successfully and quickly to PeopleSoft HRMS 8.3 at UCD and to upgrade PeopleSoft HRMS 8.3 at UCDHS. Decommission of existing customizations will be considered inside the scope of this project. Included within the scope will be thorough testing of the technology changes and their effect on existing interfaces.

It will be necessary for the UCD and UCDHS team members and end users to have completed PeopleSoft HRMS 8.3 functional and PeopleTools 8.17 technical training appropriate to the modules to be included in implementation and upgrade, prior to the start of the project. For UCDHS, a train-the-trainer approach with only delta training should be adapted due the large number of users who are already familiar with the product.

## HRMS Recommendations

We recommend that UCD implement the following HRMS modules in a Phase One implementation:

- Administer Workforce
- Compensate Employees
- Monitor Workplace
- Recruit Workforce
- Manage Faculty Events

Upon completion of the platform activities and after PeopleSoft HRMS 8.3 has been installed and certified the following should occur:

- Conduct a review of the new PeopleSoft HRMS 8.3 functionality with UCD Implementation Team members.
- Perform fit/gap analysis sessions, utilizing best practices wherever possible and reviewing internal workflow, policies and procedures to ensure the system will be implemented with minimal modifications/customizations. Assess the use of Position Management and if use is determined to be a benefit, team should include Budget Office participants.
- While the UCD database is being established UCD team members should begin reviewing their current system data and begin cleansing of data that should not be converted to PeopleSoft.
- Establish accurate and consistent documentation throughout the project.
- We recommend that PeopleSoft HRMS be installed into two separate databases, one for UCD and one for UCDHS.

## *Upgrade UCDHS*

Upon completion of any recommended platform activities and after PeopleSoft HRMS 8.3 has been installed and certified, the following should occur:

- Data map any new fields that are present in PeopleSoft HRMS 8.3 that were not in HRMS 7.5.
- Conduct fit analysis for any new functionality, including the academic modules not implemented in HRMS 7.5.
- The current site disaster recovery plans that UCDHS has in place with Comdisco are outdated and should be revised. Any update should take into consideration the requirements for supporting the UC Davis campus.
- UCDHS has three testing environments and one production environment for PeopleSoft. The following reflects the additional hardware needed to support the upgrade:
  - One additional application server should be added, load balanced with failover, providing backup and relief for increased activity to support the PeopleSoft Internet Architecture in the production environment.
  - Two web servers needed to support users within the production environment and an additional web server for the test environment (total of three web servers).
  - Immediately following the upgrade process, the Self-Service modules and additional academic functionality should be evaluated for potential deployment.

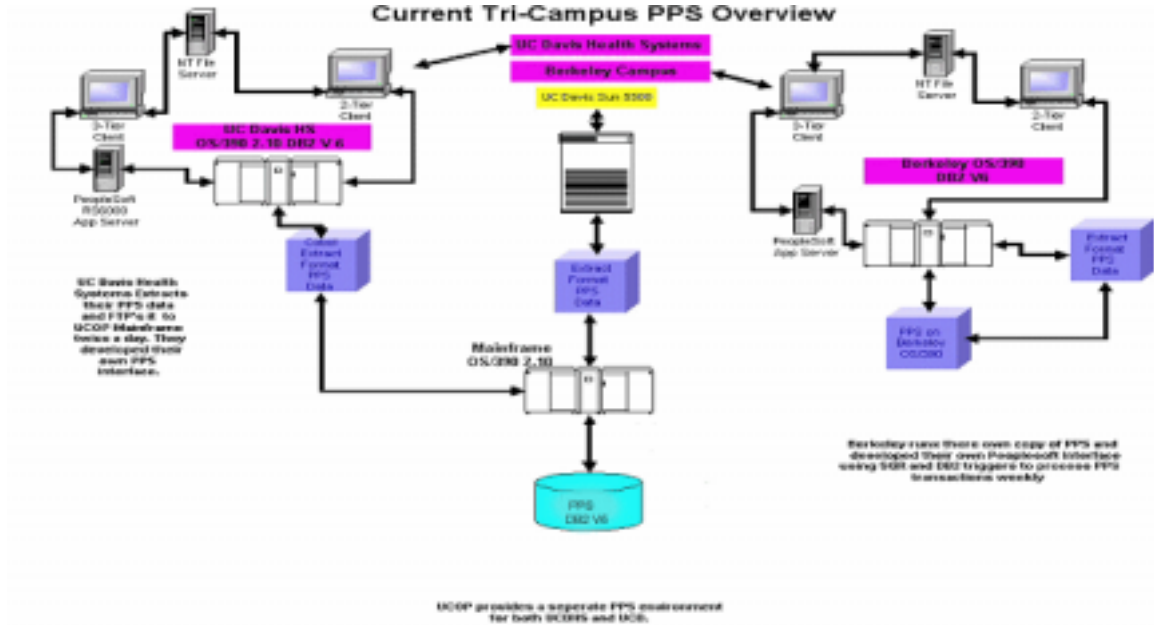
## ***Implementation UCD***

It is recommended that the UCD PeopleSoft implementation be installed and hosted by the UCDHS infrastructure. As part of the implementation effort, the following should occur:

- The UCD implementation testing and production environments should mirror those necessary for the existing UCDHS implementation (upgrade). As currently specified (see prior section), this will include three testing environments and one production environment. The following reflects the hardware needed to support the implementation:
  - Two application servers that are load balanced with failover, providing backup and relief for increased activity to support the PeopleSoft Internet Architecture users in the production environment.
  - Two web servers needed to support users within the production environment and an additional web server for the test environment (total of three web servers).
- The current disk farm should be adequate, but needs to be re-examined as work begins. Since the architecture, help desk support, and operations are already being done at UCDHS, it would be advantageous for the UCD PeopleSoft HRMS servers to reside at UCDHS.
- UCD campus has requested that PeopleSoft authentication be done through the Kerberos authentication process. Although PeopleSoft is LDAP compliant, some customizations may be required to fit it into UC Davis authentication schema. UCB uses Kerberos authentication in their PeopleSoft installation and it may be possible to reuse their solution as part of the UCD implementation.
- Firewall installation is a critical unresolved issue that needs to be examined and resolved prior to PeopleSoft production. Additional meetings by the implementation team will be required to define the best strategy for securing the web access.
- It is recommended that the UCD PeopleSoft database be installed into a separate database than the UCDHS PeopleSoft database. The reasons for this are:
  - Functionality is difficult to separate between the UCD campus and UCDHS using setid. This can cause certain business constraints.
  - Upgrade paths become complicated; one PeopleSoft application cannot be upgraded without the other being upgraded at the same time.
  - Operationally constrained; when one PeopleSoft system is down so is the other.
  - Customizations between PeopleSoft applications can conflict and impact each other's business processes.
  - Performance issues can affect both UCD and UCDHS jointly; when one system is running slow or down the other system will experience the same problem.
  - The PPS real-time interface would not be suitable for 2 different sets of update rules in the same database.

## 5.0 TECHNICAL ARCHITECTURE

### 5.01 CURRENT ARCHITECTURE



### 5.02 PROPOSED ARCHITECTURE

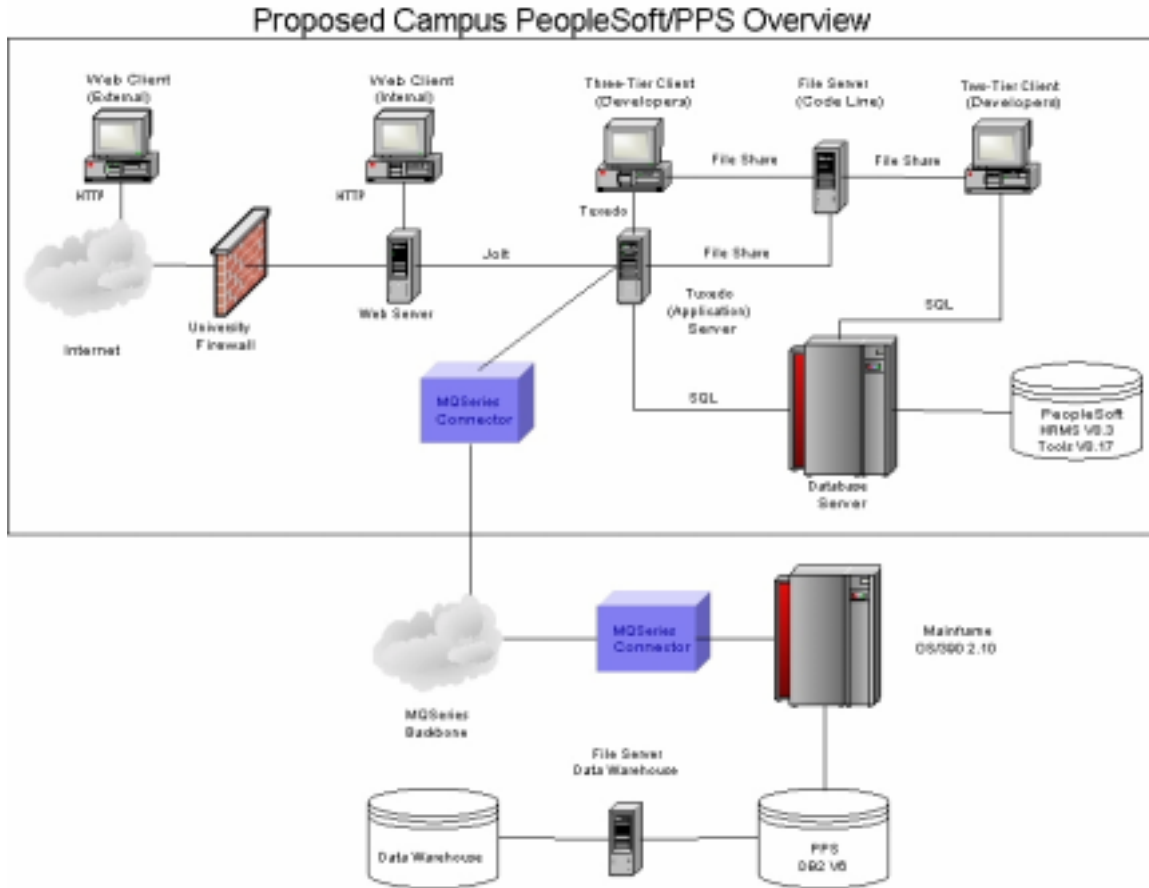
The proposed technical architecture contains PeopleSoft Internet and Intranet users entering the system via a web server. The web server then passes through an application server that then connects thru a fiber optic backbone to the mainframe. The mainframe will serve as a database server. An ESSCON device attached to the mainframe provides high-speed dedicated channels into and out of the mainframe. Once the implementation is commenced, a task should be undertaken to finalize the characteristics of the “to-be” infrastructure and to make any recommendations for additional hardware to support the desired production state.

Developers have the option of connecting to the database through the web clients, the three-tier clients or directly to the database through two-tier. For the purposes of this discussion, the access required DBA role is represented by the two-tier connection.

The MQ Series messaging software is deployed on the same physical server which supports the Tuxedo (Application) Server. Events in each PeopleSoft environment will pass the same information that the current PPS interfaces handle today. After the data is formatted, messages are published via MQ Series which are then sent to UCOP’s subscriber broker. Upon receipt the subscriber broker will complete the real time update process within PPS. This mechanism will also be used to publish data back to PeopleSoft

when changes are initiated from PPS. The business logic that is currently defined in the existing interfaces will have to be reimplemented in the new system.

The logical architecture diagram shown below assumes that UCD / UCDHS and UC Berkeley will utilize the same baseline as represented. This diagram does not address some of the unique physical issues such as the planned upgrade of the UCD Campus to a fiber optic network; the load balancing and redundancy benefits which may be accomplished by deploying dual physical web servers and/or Tuxedo (Application) Servers; nor the potential use of the existing EMC/Shark disk farms. There are economies of scale which may be gained by making use of the existing UCDHS infrastructure and procedural requirements that already exist, including the help desk and support staff.



## HIGH LEVEL PROJECT PLAN

See Attachment A for details

### UCD PeopleSoft HRMS 8.3 Implementation Plan

No of Months	Mo 1	Mo 2	Mo 3	Mo 4	Mo 5	Mo 6	Mo 7	Mo 8	Mo 9	Mo 10	Mo 11	
Prepare												
Design												
Configure												
Deploy												
Post Implementation Support												

### UCDHS PeopleSoft HRMS 8.3 Upgrade Plan

No of Weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
Prepare																								
Design																								
Configure																								
Deploy																								
Post Implementation Support																								

### Core Interface Project – UCD, UCDHS, UCB

No of Weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
<b>UCD</b>																								
Planning & Assessment																								
Hardware/Software Installation																								
Data Mapping All Campuses																								
Define Functional Rules																								
Code Connectors																								
Test																								
Implement/Deploy																								
<b>UCDHS</b>																								
Planning & Assessment																								
Hardware/Software Installation																								
Test																								
Implement/Deploy																								
<b>UCB</b>																								
Planning & Assessment																								
Hardware/Software Installation																								
Test																								
Implement/Deploy																								

## 6.0 RESOURCE HOURS

See Attachment B for details

### UCD PeopleSoft HRMS 8.3 Implementation Resources

Resources	Hours
IBM Resources (14)	19,848
UCD Resources (07)	11,760
UCDHS Resources (04)	6,720
<b>Total (25)</b>	<b>38,328</b>

### UCDHS PeopleSoft HRMS 8.3 Upgrade Resources

Resources	Hours
IBM Resources (10)	6,656
UCDHS Resources (09)	8,280
<b>Total (19)</b>	<b>14,936</b>

### Core Interface Project – UCD

Resources	Hours
IBM Resources (02)	1,920
UCDHS Resources (for UCD) (01)	960
UCD Resource (01)	960
<b>Total (04)</b>	<b>3,840</b>

### Core Interface Project – UCDHS

Resources	Hours
IBM Resources (02)	1,120
UCDHS Resources (01)	560
<b>Total (03)</b>	<b>1,780</b>

### Core Interface Project – UCB

Resources	Hours
IBM Resources (02)	1,120
UCB Resources (01)	560
<b>Total (03)</b>	<b>1,780</b>