The Problem

UC’s approach to HR and Payroll is less efficient than similar organizations.

Built on 35-year-old technology, our current system (PPS) no longer meets UC’s needs. Our current system

- Is difficult to use
- Requires redundant data entry, manual calculations and significant paper processing
- Is expensive to maintain
- Doesn’t meet the needs of UC’s complex and diverse employee population of 190,000
Also…

- Five campuses/medical centers had or were in the early stages of implementing an identical replacement for PPS at each location
- Additional locations each considering a similar approach
- Both Payroll and HR solutions required, since PPS also used for HR (but differently at each location!)

Opportunity to take a more highly-leveraged approach to gain operational efficiencies
The Solution

UCPath will

- Replace PPS with a single new payroll and HR technology system
- Standardize and streamline payroll and HR processes UC-wide
- Centralize transactional related processes within the UCPath shared services center
New Technology: a single UC-wide system

UCPATH

NEW TECHNOLOGY

STREAMLINED, STANDARDIZED PROCESSES

SHARED SERVICES CENTER

Payroll  Benefits  Finance/GL Integration  Absence Management  Compensation  Workforce Administration
Routine transaction processing and employee support will be provided by the UCPath Center.
Benefits

Modern Technology
- A single integrated payroll and HR solution which is automated, efficient and accurate
- Consistent, quality data for reporting and decision-making
- The ability for employees to access and change more information online
- Visibility and tracking of requests and issues

Consistent Service
- Additional hours of support and staff coverage
- Streamlined processing of routine transactions
- Repeatable, trackable, responsive service level
- Routine feedback opportunities

Lower Cost Over Time
- Experience at other institutions has demonstrated that, over time, UC can expect to deliver payroll and HR services at a lower cost.
Campuses and medical centers will begin to use UCPath in three groups ("waves").

- **WAVE 1**: UCLA, ASUCLA, UCLA Health System, UC Merced, UC Santa Cruz, UCOP
- **WAVE 2**: ANR, UC Davis, UC Davis Health System, UC Riverside, UC San Diego, UC San Diego Health System
- **WAVE 3**: UC Berkeley, UC Irvine, UC Irvine Health, UC SF, UC SF Medical Center, UC Santa Barbara
UC-wide Leadership

Executive Sponsors
Peter Taylor, UC Chief Financial Officer  Nathan Brostrom, UC Executive Vice President

Executive Steering Team
Michael Reese, UC Merced  Bobbi McCracken, UC Riverside  Wendell Brase, UC Irvine
Susan Carlson, UCOP  Tom Andriola, UCOP  Dwaine Duckett, UCOP
Pam Lombardo, UCSB  Erin Gore, UC Berkeley  Sarah Latham, UC Santa Cruz
Jim Leedy, UCPATH Center  John Meyer, UC Davis  Jack Powazek, UCLA
Steve Relyea, UC San Diego  Pam Lombardo, UCSB  Barrie Strickland, UCSF

Management Workgroup
Mike Allred, UC Davis  Paige Macias, UC Irvine  Allison Baird-James, UCLA
Mike Baptista, UCOP  Steve Chilcott, UC Davis MC  David Curry, UCLA
Tricia Hiemstra, UCSB  Sheryl Ireland, UC Merced  Gwen Lake, UCLA MC
Don Larson, UC San Diego  Mary Doyle, UC Santa Cruz  David Odato, UCSF
Jeannine Raymond, UCB  Chuck Rowley, UC Riverside  Peter Woon, UC Irvine MC
Nancy Tanaka, UCOP  Paul Weiss, UCOP  MCDon Larson, UC San Diego

UNIVERSITY OF CALIFORNIA  UCPATH
Campus and Medical Center PMs

**UC Berkeley**  
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**UC Davis**  
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**UC Riverside**  
Josh Bright

**UC San Diego**  
Toni Hock

**UCSF**  
Deb Nikkel

**UC Santa Barbara**  
Maria Ayllon

**UC Santa Cruz**  
Laurie Eppler

**UCOP**  
Gale Sheean-Remotto
Using UCPath
All staff and faculty will use the UCPath Portal to:

- Submit questions
- Track requests in the ticketing system
- Look up answers in a knowledge base
- Review/Change certain employee information directly in the system
Supervisor Area on Portal

Those who manage staff will use the UCPATH Portal to:

- Approve certain transactions through automated approval routing tools
- Review the status of transactions and approvals in the process
- Obtain data for analysis and reporting
- Find management and support information
Support from the UCPath Center

- UC staff, faculty, and managers will contact the UCPath Center for support via the UCPath Portal, phone, or e-mail.
- Issues will be escalated as necessary.
If you have questions about the specific plans for UCPath on your campus or medical center, contact the UCPath team at your location: ucpath.universityofcalifornia.edu/about/management.html
Thank You

Web site  ucpath.universityofcalifornia.edu/
E-mail  UCPath@ucop.edu
E-Newsletter  Looking Forward (located on the UCPath website)