Date: May 31, 2017

Subject: Message from our sponsors

**Onboarding Improvements**

As the new FOM processes and UCPath solution details emerge, we are taking note of some of the efficiencies and benefits. We’d like to share a few with you. The onboarding processes has been a source of concern by both departments and new hires. The project team has focused on identifying ways to improve the process, and have identified over a dozen ways to make things better. They include reducing the ‘run around’ effect and consolidating most of the onboarding activities to one place. New hires will have their NET ID and email address ready when they arrive, no waiting.

There will be three New Employee Onboarding Centers (NEO) operated by shared services, and each will offer a warm welcome, support for completing paperwork and signing up for benefits. There will be a more convenient background check process and electronic signature functionality, allowing many items requiring signature to be completed in advance.

There will be checklists for the new employee, the SSC and the departments so that nothing falls through the cracks. The team is building a new employee web portal to provide comprehensive information for new Highlanders. We are not waiting for go-live because many things can be improved now.

**Direct Access to UCRs Data in UCPath**

We wanted to confirm to you that UCR departments and org units will be able to grant view only access to UCPath through EACS. Access can be granted to common subject areas such as HR, Payroll and FAU information. Departments may also control the populations a user can view. For example, a user may be able to see an entire org unit or employees in a certain department. In general, access will mirror the accountability structure currently in use.

Users that are granted access will have access to all information they need to see to do their jobs while protecting confidential data. Users who have requested transactions through ServiceLink will be able to verify the results of their request. UCPath information will also be stored in HRDW and SUPERDOPE for reporting and will be refreshed nightly.

**Time and Attendance Reporting**

One of the most significant improvements are automated timesheet submissions after approval by a supervisor. For monthly (exempt) employees, this enhancement will eliminate approximately 97 percent of manual reviews by payroll administrators. This new TARS functionality will provide shared services capacity (time) to focus on other tasks requiring professional review and expertise.

For more information on the FOM|UCPath project, please visit the website fomucpath.ucr.edu or email fomucpath@ucr.edu.