MESSAGE FROM THE SPONSORS

With only a few weeks left before we go-live with the FOM|UCPath system, there is a large amount of work remaining, but we are prepared. It is important to note that “go-live” is not a single date, it marks the beginning of a series of activities that will take place over several weeks including the transfer of tables, data and configuration information.

When the process is complete in January, the paychecks of ALL employees will be issued using the new system. As expected with any new implementation, there will be glitches but we are fully prepared to ensure that every employee is paid properly.

In an effort to make the transition as efficient and effective as possible, our stellar training team has developed courses that will aid you with the implementation. Their extensive training will begin with “Super Saturdays,” which are high-level training for the shared services units. Additional training and informational sessions will be offered, and we encourage you to view the courses with your supervisor to determine the level of preparation that you will need.

The FOM|UCPath team is also launching a new campaign, “Build it, Do it, Now’s the time,” which will include messages from the Chancellor, information sessions, guides, videos and emails. This campaign is designed to keep you informed on the changes that will impact you and your department while you learn about the new system and how it will function for you. To learn more about how to receive training, visit the FOM|UCPath training website. To stay updated on the project status and other important information, visit www.fomucpath.ucr.edu.

UCPath BENEFIT: FUNCTIONALITY

UCPath will bring UC’s payroll, benefits and HR systems up-to-date and provide scalability to accommodate future growth. UCPath will automate many manual calculations and processes thereby reducing errors and rework. It will also enable new and expanded functionality, and support the complexities associated with a broad range of employee populations.

UCPath provides:
- Current technology and enhanced scalability
- Common business processes across all UC locations
- One federal payroll tax ID across all UC locations
- Automatic out-of-state tax withholding, imputed income and service credit calculations
- Vendor-supported tax and regulatory maintenance
- Enhanced and integrated employee/manager self-service portal
- Integrated budgeting with commitment accounting
- Contingent worker functionality
- Position management

DATA CONVERSION

The UCPath implementation required the successful conversion of over 380 critical fields in Payroll Personnel System (PPS) and non-PPS into PeopleSoft (PS). This conversion process utilized transformation rules that mapped PPS data to PS fields. As of today, we have executed four conversion cycles and data quality has continued to improve.

IT3 TESTING UPDATE

IT3 testing is complete and all critical and high-priority test cases have been successfully executed or plan to be executed during User Acceptance Testing (UAT). Unresolved defects have a well-defined plan for fixing, have been authorized to be moved to the next iteration/test cycle, have an approved workaround, or have been determined to be out of scope for go-live. UAT begins this week with a Kickoff Presentation. Thank you to all the testers from across campus for their continued support!
READINESS SURVEY

The second Readiness Survey was distributed to randomly selected student and staff employees (academics were not surveyed) in late July. Thus far, project communication has targeted campus leadership and staff whose jobs will be impacted, such as, Shared Services Centers, PPS & UCRFS groups, and FHROG members through Knowledge Transfer sessions, FHROG meetings and monthly messaging packets. Survey results clearly indicate that staff in the targeted population have a greater understanding of the project and impacts, and are more likely to agree with questions and accept the new system than staff outside the targeted population who have very little (if any) knowledge of the project.

The charts below demonstrate how communications have impacted responses based on population:

YES = staff with related job duties
NO = staff with no related job duties

Narrative comments from both surveys indicate that most respondents desire more communication and training. Using the survey results, the go-live communication plan will address these information gaps by:

- Increasing the variety of venues and quantity of communications
- Expanding communications to focus on general employee population
- Increasing visibility of leadership support for project
- Emphasizing upcoming training sessions and change impacts

With a solid communication plan in place, it is expected that results from the third survey, which will be launched in October, will show change to the positive across all populations.

ACADEMIC READINESS NETWORK

Starting this month, the six appointed faculty liaisons from across campus are attending their designated college and departmental meetings. This month we are also launching the Academic section of the FOM|UCPath website. This portion of the website is a resource designed specifically for Academics. It includes step by step instructions on new processes, FAQ’s and a PowerPoint deck detailing the specific impacts on faculty.

PAYROLL PARALLEL TESTING

The UCPath Project Team has completed two payroll runs to compare checks produced in PeopleSoft to PPS for a particular pay cycle and period. Results were compared and differences identified and communicated to Project Managers for follow up. More cycles will follow in order to reach the desired outcome of increasing our confidence in the accuracy of payroll checks produced in UCPath in preparation for go-live.