TAM, ePerformance and HRMS Implementation Information

January 17, 2019

**TAM/ePerformance - Implementation Date Change**
The implementation date for UCR and other D2 locations has been changed from **September 2019 to December 2019**. This change was a result of the UCPath Project Management Office (PMO) requesting and receiving approval for a reduced D1 deployment. D1 will now include UC Berkeley, UC Davis, and ANR with UC Irvine moving to D2. The addition of UC Irvine to D2 will require additional time to deploy resulting in this three month extension. A revised D2 project timeline will be communicated in the next few weeks.

**Human Resources Management System (HRMS) – Implementation Date Change**
As HRMS is closely tied to TAM, the HRMS deployment date has also been moved from **September 2019 to December 2019**. This will allow for HRMS change management, communication and training to be aligned with the deployment of TAM and ePerformance.

**ePerformance Testing Update**
Our sincere thanks to our ePer testers whose hard work and dedication made it possible for UCR to complete D1 Integration Testing this past December. **The next testing phase for ePer begins January 29th.**

**ePer Testing Schedule**
- Jan 29, 31, Feb 7, 11, 14, 19

**Testing Goals**
- Maintain previous testing schedule and number of testers
- Reduce number of ePer testing scenarios
- Increase complexity of ePer test cases
- Allow for testers to switch testing modules (e.g. from TAM to ePer)

**ePerformance Working Group Sessions**

Given the implementation timeline extension and ePer testing resuming in late January, **we will be rescheduling next week’s workgroup session to the latter part of February.** At that point we will have conducted testing on the Individual Development Plan and retesting of configuration changes for the Annual/Probation/Rehire/Recall. We will then bring information back to you for feedback and input. Please be on the look-out for an updated meeting request coming soon.

**Background:**

TAM will replace UCR’s current applicant tracking system, iRecruit. TAM allows for full cycle recruitment and selection to include creation of job postings, managing and screening applicants, approving and delivering job offers.
HRMS will centralize UCR developed HR tools into a single application and contain the following new modules:

1. **Job Builder**: Expands Career Tracks to incorporate the Job Description System resulting in all job descriptions being created and maintained in a single application.
2. **Review**: Replaces iReview actions: Equity, Reclass and Reclass Salary Review
3. **Recruitment**: Supplements functionality not available in TAM
4. **Job Code Information**: Contains Title and Pay Plan information

All modules are being developed to provide the same navigation and user experience as the Career Tracks system. Although the HRMS will replace UCR’s HR tools, current functionality will be maintained, and where possible improved.