UCPath @ UCSC

Strategic Implementation Partners

UCPath Overview
Agenda

• Systemwide Project History and Scope
• Local Implementation - Work to Date
• High Level Overview of Divisional Key Changes
• Future Deep Dive Topics (Overview)
• Next Steps
Call to Action

- Begin the knowledge transfer process and insure your divisional business processes are in alignment with UCPath

- Test case development with central office superusers and core project team
- Will receive early training on the UCPath system for hands on testing in summer and fall
  - Academic divisions have already identified the academic HR representatives that will be participating as testers

- Be a resource for other divisional users as appropriate
- Help to provide end user support to managers and employees upon go-live

Identify appropriate subject matter experts (based on existing roles) to actively participate in a series of deep dive meetings by subject areas

Identify individuals in your divisions to participate in testing activities that will begin shortly

Participate in the Change Champion Network by cascading communication through division as appropriate and to prepare for go-live
History

• The current UC payroll system (PPS), is a mainframe legacy system that is more than 35 years old and does not meet the requirements of a managing a diverse, complex workforce with increasing payroll complexity

• Although there were previous attempts to replace PPS, the current UCPath project was approved in 2011 and implementation began in early 2012

• The project encompasses both a software solution and a shared service delivery model to gain efficiencies, standardize process and improve quality of data integrity

• This is the most complex, administrative project ever undertaken by UC
UCPath — The Solution

Single systemwide platform (PeopleSoft) will include:
• Human Resource Information System (HRIS)
• Payroll Processing
• Absence Management
• Benefits
• Funding and Budget Allocations
• Employee & Manager Self Service (via Portal)
• Talent Acquisition Manager (Staff)
• ePerformance (Staff)
Deployment Sequence

UCSC will deploy in December 2019 with first paychecks released in January 2020

- Since 2015, UCPath has been deployed at multiple locations
- Currently 45% of all UC employees are being paid from the UCPath system (100,000)
- Throughout 2019 and 2020, the remaining locations are scheduled to deploy *(sequence tbd)*
- UC Santa Cruz will deploy in December 2019

![Graph showing deployment sequence and percentage of employees paid through UCPath](image)
Benefits & Efficiencies

Automation & Systematic Processes
- Approval Workflow Engine (AWE)
- Streamlined data entry
- Automated system edits
- Integrated Recruitment & Performance Management (Staff) (TAM & ePerformance)

Greater Consistency, Efficiency & Standardization
- Enhanced reporting capabilities
- Improved UC Policy and security compliance
- Enhanced employee experience, including upgraded self service portal
- Mass Upload functionality for HR functions
- Automated calculation & derivation of data removing current manual effort

One Central Location
- Information held in one system scalable for future UC growth
- Ability to see employees across UC campuses
- Consistent data across all UC campuses
- Accurate historical reporting (for data converted in UCPath)
- Ability to track additional employee data (e.g. reports to; emergency contact…)

UCPath UCSC PMO
# UCPath Center (UCPC)

Located in Riverside  
Managed by UCOP with an Advisory Board (representative from each location when in production)  
Will employ 450+ when fully operational

## Employee Services (Call Center)

- Provides expertise for submitting transactions (central office superusers or divisional users)
- Direct point of contact for benefits and payroll inquiries
- Provides end-users with transactional & navigation support with UCPath (Manager & Employee Self Service)
- Responds to third party requests for information

## Operational Teams – HR, Payroll, Benefits & Absence Management

- All payroll processing
- Manages benefits eligibility, open enrollment, changes to benefits and provides benefit support for employees
- Delivers new hire benefits orientation
- Commits job data transactions submitted by locations to database
- Support for escalated issues regarding payroll and benefits
- Manages direct billing processes during leaves
<table>
<thead>
<tr>
<th>UCPath Center (UCPC)</th>
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<tbody>
<tr>
<td><strong>Financial Services</strong></td>
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<tr>
<td>• Responsible for financial services related to payroll and benefits:</td>
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<tr>
<td>• Fiscal year-end coordination</td>
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<td>• Payroll taxes and filings</td>
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<td>• General ledger account maintenance and reconciliation</td>
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<td>• Audits and reviews</td>
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<td><strong>Records Fulfillment</strong></td>
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<tr>
<td>• Electronic records management for UCPath</td>
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<tr>
<td>• UCPath reporting support for locations and UCOP</td>
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<tr>
<td>• Responds to third party requests for information</td>
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<tr>
<td><strong>HRIS/IT Management</strong></td>
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<tr>
<td>• UCPath system management</td>
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Campus Responsibilities

Staff Human Resources & Academic Divisions
- Manager and Employee Consultation
- Time & Attendance
- Recruitment Processes
- Employee Review Processes
- Leave Administration & Support
- Policy Compliance
- Employee & Labor Relations

Benefits
- Disability Management & Accommodations
- Health Care Facilitator Services
- Coordination of Local Benefits Activities

Financial Affairs
- Provides General Ledger Support
- Maintain Chart Of Accounts
- Glacier Administration & Non Resident Alien (NRA) Coordination
- Local Deductions Administration
LOCAL IMPLEMENTATION
WORK TO DATE
UCSC UCPath Implementation Plan

- Local implementation plan approved in 2012
- Over 120 UCSC staff employees working on project in some capacity (10-100%)
- Multiple, concurrent work streams include:
  - Data Conversion
  - Functional System Design
  - Future State Business Process Design
  - Technical Integration & Infrastructure
  - Reporting
  - Testing
  - Change Management and Communication
  - Training
  - Cutover
- After deployment, hypercare and stabilization work efforts will be ongoing
UCSC Executive Steering Committee
The Executive Steering Committee provides high profile support and addresses campus organizational concerns & issues.

- **Sarah Latham**
  VC Business & Administrative Services

- **Peggy Delaney**
  VC Planning & Budget

- **Van Williams**
  VC Information Technology Services

Van Williams
VC Information Technology Services
Peggy Delaney
VC Planning & Budget
Sarah Latham
VC Business & Administrative Services

UCSC Operational Steering Committee
The Operational Steering Committee provides local project oversight, decision making and direction. They also provide necessary resources, review & approve project approach and represent UCSC in UC Path systemwide workgroups.

- **Kirk Lew**
  Financial Affairs

- **Grace McClintock**
  Academic Personnel Office

- **Steven Stein**
  Staff HR

- **Jody Couch**
  ITS - System Applications

- **Kim Register**
  Planning & Budget

UCSC Program Management Office
The UCSC Program Management Office localizes, drives and delivers the UCPath program.

- **Laurie Eppler**
  Program Manager

Diana Taylor
Functional & Conversion Lead
Chad Jordahl
Technical & Testing Lead
Jeff Yowell
Change, Communication & Training Lead
Marion Matundan
Testing & User Support

Core Project Team
The Core Project Team provides local functional expertise, along with divisional and unit subject matter experts.

**APO / Academic Affairs**
- Kristin Mott - Project Manager
- Katy Wilson - CruzPay/Testing/Conversion Lead
- Cris Imai - Division Data Lead

**SHR**
- Nathan McCall - Project Manager
- Karen Schloss - Business Process Lead
- Robin Reid - Operations Lead
- Amy Kile - Talent Acquisition Management Lead
- Shelby Young - ePerformance Lead
- Adrienne Harrell - Change Mgmt & Training Lead

**P&B**
- Todd Graham - Data Warehouse & Reporting Lead
- Troy Lawson - Budget & Resource Lead

**Financial Affairs**
- Monique Leduc - G/L (FIS) Lead
- Abby Tromblee - Payroll Lead
- Joy McCauley - Time & Attendance & ERS Lead

**UCSC Program Management Office**
- Mark Cianca

**UCPath Systemwide Executive Sponsors**
- Nathan Brostrom
- Rachel Nava

**UCPath Systemwide Program Mgmt. Office**
- Mark Cianca

**UCSC @ UCPath Program Team**
- Marion Matundan - Testing & User Support
UCPath Functional System Design

Systemwide fit-gap sessions with subject matter experts to design PeopleSoft to meet 1200+ UC requirements

Guiding principles of design included limited customization and agreement on standardization for all UC campuses and medical centers

Current system design is final for all remaining locations

Any future changes to system design will go through a systemwide review and approval process
Systemwide business processes that standardize and define (at a high level) transactional interactions and responsibility between locations and the UCPath Center.

- Over 100 business processes designed by the UCPC and all locations as part of the business transformation pillar of this project
- Processes continue to evolve based on increased transactional volume, systemwide or mandated requirements and policy changes
- Locations required to align local business processes to systemwide business process designs
Local Business Process Design

Identify and design local business processes that have an entry point into UCPath system or direct transactional interactions with the UCPath Center.

- The consultative processes that occur before these transactions are entered into UCPath were left to the discretion of the unit (owner) to determine if realignment / redesign was needed with campus divisions.

Local team comprised of SHR, APO/Academic Divisions, Financial Affairs, Planning & Budget, inventoried campus cross-functional business processes, focusing on intersection between the UCPath Center and UCSC Central offices.

- Ancillary units were also consulted as needed (Career Center; Risk Services; Financial Aid; Registrar; Office for Diversity, Equity, and Inclusion)

A final inventory of 48 local business process were identified for redesign to align with UCPC.

The local team designed and recommended business processes designs to the Operational Steering Committee for approval.

- These processes inform testing, change management, communication and training requirements.
Technical

Design and build campus enterprise system interfaces directly to UCPath (Tier 1)
Prepare for downstream system (Tier 2) remediation based on UCPath data

Tier 1
• Six UCSC systems with direct interface to/from UCPath (20 unique interface files)
  • Identity Management (IdM), AIS, FIS, CruzPay, Parking, Operational Data Store (ODS)

Tier 2
• 40 downstream “systems” that consume PPS data today need to be remediated or have data converted for future UCPath data
  • UCSC downstream systems will primarily get UCPath data from IdM or Data Warehouse
  • Employee ID, Appointment Type and Employee Title Code are the most common data elements these systems contain
Reporting

Operational, business and audit reporting for functional offices

- UCPath Center has developed 115 systemwide reports, as per systemwide business process requirements, to meet basic campus business and operational needs.

- To augment systemwide reports, local Data Warehouse will design and build reports needed specifically for UCSC. UCSC currently has an inventory of 100+ reports that will be needed for local business operations.

This includes reproducing local corporate reports with UCPath data and building a UCPath Universe” in DWH

- There will be a limited number of reports available upon go-live. In consultation with the project team and existing DWH governance, reports will be prioritized for development.

- There will be ongoing work after the go-live date to remediate and build all of the identified campus reports.

- Any reports that your division created with PPS data will need to be remediated with new UCPath data.
Testing

Testing activities will be both centrally and locally managed.

Integration Testing
• UCPath system functionality, end to end business processes, all Tier-1 and Tier-2 interfaces & systems
  o May 2019 – June 2019: Test case development & training testers
  o July 2019 – Sept 2019: Integration testing execution

User Testing
• Test critical business processes in a “production-like” way to validate operational readiness to go-live; includes handoffs between UCSC central offices and the UCPC; validates UCPath user security and technical handoffs between UCSC and the UCPC.
Change Management & Communication

There are multiple layers to the communication and change management plan

Internal (Building extended team) - Currently underway and ongoing until deployment

- Comprised of superusers (central offices and academic HR representatives) and other divisional users
  Understand system functionality and changes, validate configuration and security/access and prepare for possible internal business process impacts
  These individuals will form our Change Champion network and be actively engaged in helping to deliver information and support to end users upon deployment

External – End Users (Managers and Employees)

- All campus managers and employees who will use the self-service functionality in UCPath (aka: Manager Self Service (MSS) & Employee Self Service (ESS))
- There will be a some activities/communication for employees or managers prior to go live
  - Update employee home address, direct deposit enrollment, verifying paycheck in UCPath Portal, knowing who to call if something is wrong, etc.
Training

Employees who currently have access to PPS are expected to have access to UCPath in the future.

- Some users will be able to see and do more than they currently do in PPS. Will have focused training for divisional/department users.
- Majority of the training will be for central office super-users and academic HR representatives.
- There will be training, under the auspices of Staff HR, for the staff recruitment (TAM) and staff performance appraisal (ePerformance) business processes and functionality.
- Training for manager and employee self-service is also available via systemwide materials.

Will leverage systemwide training materials (system focused) and augment with local business process and context.
HIGH LEVEL OVERVIEW OF KEY CHANGES
Identified Changes

- Changes were identified during local business process design with central office subject matter experts and further reviewed and refined by the core project team over past few months

- Changes have been prioritized by functional area, stakeholder group and level of change (high, medium and low)

- Changes will be included in UCPath @ UCSC communications throughout project
Identified Changes - By Functional Owner

- SHR*: 40%
- Academic Divisions: 30%
- Financial Affairs: 25%
- Other Offices: 5%

*The additional 10% of change impacts for SHR are due to the implementation of TAM & ePerformance for staff employees.
Overview of Identified Divisional Changes

• Terminology and Concept Changes (FTE, Job End Date, Effective Dating, etc.)
  – Ability to track additional data elements (Contingent Workers, Reports To (Supervisor), Organizational Dept, Emergency Contacts, etc.)

• Employee ID - Changing from 9 digits to 8 digits
  – No leading number that is campus identifier

• Paper paycheck delivery sent from UCPC to employee home (not work location)
  – Earnings statements will not be mailed/delivered to employee work address

• Reduced data entry
  – System derives some data elements currently manually entered and unlike PPS, data entry within PeopleSoft does not require significant re-entry of data to change one data element.

• Enhanced security roles allow more specific / specialized access to system
Overview of Identified Divisional Changes

• Financial processes for funding, budget, salary cost transfers & payroll reconciliation process will be different

• Time & Attendance Impacts
  – UCPath will be system of record for absence balances
  – Time feeds directly from CruzPay to UCPath

• Systemwide standardization (system & business processes) means timelines & deadlines are set by the UCPath Center for all locations
  – Mandated payroll calendar with hard deadlines for time and attendance submissions and HR transactions
  – Transaction processing will take longer than today and needs to be accommodated in local business processing timelines
  – Less local control of the system
  – Records request will be through UCPC (after deployment)

Visit campus UCPath website (https://ucpath.ucsc.edu/) to learn more about high level changes for employees & managers
DEEP DIVE TOPICS
Upcoming Topics & Sessions

• Terminology Changes (Glossary)
• Approval Workflow Engine (AWE)
• Position Management & Job Data
• Organizational Structure & Security Roles
• Financial Processing Changes
  – Funding Entry & Salary Cost Transfers
  – Budget Entry
• Talent Acquisition Manager (TAM) *(Staff only)*
• ePerformance *(Staff only)*
• Technical – Downstream Systems
Future Sessions

- Change Management & Communication for Managers and Employees
- Manager and Employee Self Service Functionality
- Training Approach (super-users, divisional users, end-users)
- Readiness and Cutover
- Hypercare
POSITION MANAGEMENT
Position Management - 101

From – PPS

To - UCPath
Position Management - 101

Combines key HR attributes (e.g. job code, department, FTE) in an approved, filled or vacant position. When an employee is hired into a position, a job is created. A job contains unique attributes for that employee (e.g. compensation, step, employee class).

Positions will be created for all active employees converted from PPS to UCPath.

Positions can be created, updated, added or inactivated as per unit decision and process.
APPROVAL WORKFLOW ENGINE (AWE)
Today - PAN Review

In PPS, PAN reviewers verify transactions after the system is updated.

- Preparers can enter transactions into PPS up to the payroll deadline
- PANs are generated and reviewed after the system is updated, potentially after pay compute
- Many reviewers receive PANs, accountability and action required is not always clear
- Reversing entries and submitting corrective transactions is a labor intensive process and may result in adverse impact to the employee (e.g. overpayments)
Future - Approval Workflow Engine (AWE)

**Tomorrow**

In UCPath, AWE approvers must verify transactions before the system is updated. Due to the UCPC involvement in processing these transactions, the timeline for transactions to be committed to the system will be longer. Divisions need to understand and adjust local timelines and deadlines to accommodate this change.

- Transactions are updated in UCPath after they are reviewed and approved on campus and processed by the UCPath Center.
- Online validations enforce data standards and clear accountability and traceability for approvals.
- Transactions can be approved, denied or pushed back by the approvers.
- Ad Hoc approvers or reviewers can be added by the campus.
- Reports allow post-processing notification and review.
AWE Roles

Initiator
• Responsible for entering transactions into UCPath and submitting for approval
• Initiator cannot approve their own actions and transactions cannot be submitted on oneself.

Approver
• Responsible for reviewing and approving transactions
• Approvers can add Ad hoc Approvers and/or Ad hoc Reviewers to a transaction where needed

Ad Hoc Approver
• May be added by an Approver for a specific transaction where an extra set of eyes are needed

AWE Administrator
• Monitors transaction routing and resolves bottle-necks; can re-route transactions but cannot approve
FINANCIAL PROCESS CHANGES
(GENERAL LEDGER CHANGES)
Funding & Budgeting Positions

• Divisions, units and/or department have sole authority and responsibility over funding and budget determinations.

• In UCPath funding & budget are stored at the position level, not at the employee level, and are separate from job actions in UCPath. (Note: Local business process design accounts for some links between HR actions and funding and a prompt from the appropriate functional unit is built into the local processes.)

• Due to enhanced (granular) security roles in UCPath, funding and budget entry, update and approval access will reside within the division, unit or department.

1. Position Management
   - Position is created and/or updated by SHR/Academic Division

2. Manage Funding
   - Funding and budget (where applicable) is established, or updated, for the position in UCPath.

3. Employee Hired
   - The employee is hired (or re-hired) into a job, which inherits attributes from the position (e.g. funding)
Salary Cost Transfers

• Transfer of expense (salary cost transfer) will be known as Direct Retro in UCPath
• Direct Retro process is used to move salary costs from one account or fund to another (e.g. regular pay and stipends.)
  - Note: Vacation and benefit expenses are moved automatically

Examples

• Move costs from one fund to another (including work study funds).

• Move costs to the appropriate fund to clear the suspense account (FAU that has expired).

• Move costs to the appropriate fund to clear the “default” account (FAU that was valid at the time of entry but is now invalid due to a re-organization).
ORGANIZATIONAL HIERARCHY & SECURITY
Organizational Structure

An organization structure (e.g. division, unit, departments) is created and added to a security tree, which will drive access to information, approval workflow routing, and organizational reporting.

- BAS Division
  - Financial Affairs
  - FAST
- Arts Division
  - CHES
  - Art Dept
  - Music Dept

- University – Santa Cruz

• Note – The existing financial structure will remain in place within Banner.
Organizational Structure

- Positions are assigned to an organizational structure (division, unit, or department)
- Each structure will have its own set of positions
- These structures are represented by the department field in UCPath
- Positions will “report to” other positions
- Your supervisor will be known as your “reports to” and this drives the manager self service access.
  - “Reports To” will be tracked within position management and will drive reporting relationships for CruzPay approvals, performance appraisals for staff, staff hiring with TAM, and LMS tracking
Security 101

User Profile

Role Security (WHAT you can do)

Row Level Security (WHO you can see)
STAFF RECRUITMENTS
Talent Acquisition Manager (Staff Only)

Key Highlights

• TAM is an integrated tool within UCPath and will replace RMS

• Hiring managers and teams will have the ability to create job openings using position numbers created through position management

• Candidates can be routed to a search committee and a search committee can provide disposition of applicants directly within the system

• Job offers will be made directly in the system which will help improve efficiencies

• Once a job offer is accepted, the applicant can be hired without duplicate entry

• This business process is managed by Staff HR
  • Currently RMS has approximately 158 Users and 58 Certified Hiring Managers
ePerformance – Key Highlights

ePerformance is an integrated tool within UCPath that will replace the current performance appraisal tool

Managers & employees will have access through self service to complete annual & probationary evaluations

Managers will be driven by “Reports To” in position management and a separate hierarchy will no longer be needed

Based on UCPath deployment date & annual performance cycle a full rollout will not occur until post go-live

Current performance appraisal tool has 108 administrative users, 802 staff supervisors & 2800 staff employees users

This business process is managed by Staff HR
WHAT COMES NEXT
High-Level Timeline for Divisional Activities

- Implementation Partners Kickoff
- Divisional Deep Dive Sessions
- (Internal) Extended Team Communication
- Employee & Manager Communication (Campus-wide)
- Testing Preparation
- Train Testers
  - Central Office
  - Super Users
  - Divisional Users
- Integration Testing
  - End-To-End Business Process Testing
- User Testing
  - Central Offices
  - Divisional Users
  - UCPath Center
- Deliver Campus Training
  - Divisional Users
  - Remaining Super-Users
  - Employee & Manager Self Service
- Post Go-Live Training

- Cutover
- Go-Live
- Hypercare

- Campus Operational Alignment
- Change Management & Communication
- Testing
- Training
Immediate Deep Dive Sessions – AWE, Position Management, Financial Processes (#1), Technical (if applicable)
- We have developed a “Deep Dive Attendee Guide” to assist you in identifying the appropriate individuals to attend
- Optional approaches: 1-2 day immersion; Each topic separately and staggered; Multiple locations to accommodate based on attendees
- Need to occur in April and May

Organizational Hierarchy and Security
- Will be individual one-on-one meetings with each division to review & validate the organization hierarchy & roles needed (based on business operations)

Will send link to a Google form (along with this deck) to identify individuals to participate in these initial sessions
- This is a starting point to identify key resources for these areas within your division. You will also have the opportunity to have these individuals participate in testing this summer (July-Sept) if available.
- There will be future training sessions in Sept-Nov for additional users as needed and we will be circling back to make sure everyone who needs a role is identified and trained.

Ask that you complete this for your division in next 5 days. Please call the PMO if you have questions about attendees.
What Is On Your Mind

• What didn’t we answer or talk about?
• What has you the most worried/concerned/excited?
• Suggestions on how to build and enhance the collaborative effort?
• Questions?
Questions?
Email us @
ucspath@ucsc.edu
### Deep Dive Attendee Guide

The deep dive sessions start the knowledge transfer process to inform you about the UCPath business processes that may directly impact business operations within your division and provide the information necessary for you to align divisional (or unit/department) business processes based on UCPath changes. They will also enable you (or your selected designee) to identify and/or recommend the assignment of specific UCPath roles within your division.

There will be future opportunities to engage additional individuals (as necessary) and provide hands-on training for these roles and processes in UCPath.

**NOTE**: If a division/unit has already identified individual(s) who will be performing work within UCPath, they may volunteer to participate in end-to-end business process testing this summer. Early UCPath training will be offered for testers during May & June (exact hours/dates TBD). The UCPath business process testing will take place from mid-July through mid-Sept. A commitment to participate in testing during that timeframe will be expected. The number of hours per week should be less than 5 on average, but is dependent on the systemwide testing schedules.

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<tr>
<th>Deep Dive Session</th>
<th>What type of division role or person would be appropriate to attend?</th>
<th>What should we know or be able to do after this session?</th>
<th>When must these roles and processes be defined or completed?</th>
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<tbody>
<tr>
<td>Approval Workflow (AWE)</td>
<td>Individuals who have a current or future role in determining or approving funding expense for personnel, salary cost transfers or staff recruitments.</td>
<td>Be informed about functionality of AWE and their role (initiator or approver) with it as well as the timing implications for transactions (pre-approval, not post-approval, like PANs)</td>
<td>Ideally, prior to testing in August, but required by October 2019</td>
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<td>Position Management/Job Data</td>
<td>Staff Hiring Divisions: The current ‘Divisional Approver’ for RMS needs to attend since this same type of role will”approve” transactions for staff positions in UCPath.</td>
<td>For staff positions, identify who will be approving staff positions (after entered by SHR compensation). This may or may not be the same person who will be approving job openings and job offers within TAM. (RMS replacement)</td>
<td>Ideally, prior to testing in August but required by October 2019</td>
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<tr>
<td>Financial Processes #1 (funding entry, budget entry, salary cost transfers)</td>
<td>Business Managers or those involved in managing funding and/or budget for personnel expenses and/or the person who is the divisional approver for staff actions in RMS.</td>
<td>Be informed about system and business processes, in UCPath, to determine (or recommend) divisional business processes for funding and salary cost transfers (initiate/approver roles) &amp; budget entry (approval through AWE not applicable)</td>
<td>Ideally, prior to testing in August, but required by October 2019</td>
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<td>Security &amp; Organization Structure (Reports To)</td>
<td>Individuals who understand their divisional organizational and reporting structure.</td>
<td>Will need to validate the initial draft of department names and mapping. Determine if supervisors populated in CruzPay are accurate and if not, provide a list of supervisors by employee.</td>
<td>Ideally, prior to testing in August but required by October 2019. BAS &amp; UR will be more complex &amp; should start earlier.</td>
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<td>Technical Meetings (if applicable)</td>
<td>Technical individual for division that understands their system functionality and the PPS (now UCPath) it receives from another source. (Refer to System Context Diagram in deck)</td>
<td>Remediate internal system and convert data (if applicable).</td>
<td>Ideally be ready for internal testing in July-Sept 2019 or by November 2019, prior to cutover.</td>
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High Level UCSC UCPath Context Diagram

UCPath PeopleSoft HCM

PCSSC @ Berkeley Computer Center (DDODS, file transfers, batch processing)

UCSC Tier-1

UCSC Tier-2/n

Identity Mgmt

ODS

Academic Info Sys

Financial Info Sys

TAPS System

CruzPay

Data Warehouse

Multiple reports and downstream systems incl FMW, Career Center, Library

Note: This summarized view excludes some interfaces for clarity of presentation