

May 11, 2012

Human Resources Colleagues:

As you know, through the UCPATH initiative, an integrated payroll and human resources system will be deployed to replace the PPS system. In addition, a key piece of the UCPATH initiative is the formation of a system-wide shared service center which will open at the same time that wave 1 campuses go-live with the UCPATH system, currently slated for July 2013. The service center will expand to support additional campuses in two additional waves as they go live with the UCPATH system, currently targeted for April 2014 and October 2014, respectively. UCSF intends to participate in the final wave in October 2014. UCSF representatives, including many of you, have been actively involved in the various system-wide work groups related to the UCPATH initiative.

A shared service center core design team met to determine the scope of services that the UCPATH Center will provide to campuses. The focus of the center will be primarily transaction processing in the areas of payroll, benefits, leave and workforce administration. These are the most common transactional services that most easily lend themselves to standardization and centralization. As has been previously communicated, functions that are NOT in scope include the direct interaction and support we provide our customer departments across the HR life cycle. In addition, also not in scope are specialized HR and AP services including employee and labor relations, talent and performance management, staffing and recruitment and learning services, academic employee and labor relations, academic recruitment, academic advancements. Attached is a summary of the scope of services of the service center. It was announced today that the UCPATH service center will be located in Riverside. Recruitment for positions in the service center will commence in soon.

The various methods of handoff and interaction between the locations and the UCPATH Center are still being defined. The implementation of our new local Human Resources services delivery model will serve us well when we integrate into the UCPATH initiative, as we will have already standardized processes and established a central link to the UCPATH Center. Based on the current timeline, we will not be impacted for at least two and one-half years from now. It is too early to determine the specific impact on UCSF, however, we are committed to sharing the most up-to-date information about this initiative with the Payroll and Human Resources community and will work to mitigate any impact on the workforce as we move forward.

For the most up-to-date information on the UCPATH initiative, go to the UCPATH website: <http://workingsmarter.universityofcalifornia.edu/projects/ucpath/overview/>

Best,
David Odatto