**PRESIDENT NAPOLITANO AFFIRMS UCPATH AS A PRIORITY FOR UC**

During a recent meeting with University of California UCPath leaders, President Janet Napolitano emphasized that the project must be a priority for the University of California.

Napolitano cited risk, cost and strategic importance as among the most compelling factors in the need for increased focus on UCPath implementation.

UCPath will provide a single systemwide payroll, benefits and human resources solution with updated technology designed to streamline and standardize administrative processes, and a shared services center that will deliver online and one-on-one assistance to all 190,000 UC employees.

"President Napolitano made it very clear that she believes that this project is a key component in the fulfillment of the university's goal of operational efficiency and effectiveness," said UC Chief Financial Officer Peter Taylor, who attended the meeting. "She has given UCPath a renewed sense of urgency and provided definitive direction for us to accelerate the project."

Napolitano also communicated her desire that the Oakland-based UC Office of the President be the first pilot site and challenged project leadership to bring UCPath into production by the end of the 2014 calendar year.

Development of an integrated work plan is in progress with completion targeted by the end of March. The plan will define the steps that are necessary to complete the work; time required to complete each step; total project length; people and tools required; work that has prerequisites; significant accomplishments; tools needed to verify that the project is performing according to the plan; maintenance strategies; and an ongoing system support plan as the project moves from development to execution. It will reflect all work, at all campuses, required to make the project live.

Citing the business transformation benefits of UCPath, Napolitano challenged leaders to expedite the completion of business process reviews. These processes specify how the University of California's payroll and HR will function in the future. Currently, HR and payroll processes are conducted differently at each campus. UCPath will bring consistency to many of these processes.

Taking part in sequestered and intensive work sessions, UCPath employees from UC locations, Oakland and the Riverside-based UCPath Center have already started the process of reviewing and finalizing the future-state processes.

"President Napolitano has presented us with a tremendous challenge, but she has also given us a renewed sense of purpose," said Sabu Varghese, UCPath project director.

He added that the completion of the project health check has provided a sturdy foundation from which to move into the next stage of the project.

"Many of the issues and concerns that came out of the health check have already been addressed," said Sabu. "This places us on solid ground as we move forward in implementing President Napolitano's directives."

Recent project changes include restructuring the project management team, streamlining the project work force and strengthening project governance with updated bylaws to simplify decision-making.

As a follow-up, President Napolitano met with the UC chancellors the following day and expressed the importance of UCPath to all campuses.

Under the new plan, UC Merced will be the second pilot site, followed by UC Santa Cruz, then UCLA. Other UC sites will then follow in waves. An implementation timeline will be determined as part of the integrated project plan due in late March.