

AP RECRUIT & UCPATH UPDATE

Department Chair Forum

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AP RECRUIT UPDATE

AP Recruit: Background

- › AP Recruit is a secure online academic recruitment management system in production at all 10 UC campuses.
- › UCR went live with an pilot deployment of AP Recruit in the fall of 2013-2014.
- › In 2014-2015 the campus launched a mandatory deployment for all academic recruitments.
- › The AP Recruit system supports the entire recruitment workflow from creation/approval of recruitment plans, application, reference gathering, reviewing by the search committee, creation/approval of the short list and selection of the hired candidate. Reports are built-in to the system, providing for an easy way to create campus and UCOP reports.
- › The AP Recruit system is a single data repository for all recruitment data and documentation.

AP Recruit by the Numbers 2013-2014AY



2013-2014 Recruitment Plans

Organization	Count
Bourns College of Engineering	9
Coll of Hum, Arts & Social Sci	29
College of Nat & Agr Sciences	32
School of Medicine	59
University Library	6
Grand Total	135

2013-2014 Applicants

Organization	Count
Bourns College of Engineering	1123
Coll of Hum, Arts & Social Sci	2125
College of Nat & Agr Sciences	1413
School of Medicine	470
University Library	108
Grand Total	5239

Diversity Survey Response Rate = 91%

AP Recruit by the Numbers 2014-2015AY



2014-2015 Recruitment Plans	
Organization	Count
Bourns College of Engineering	14
Chancellor/EVC	1
Coll of Hum, Arts & Social Sci	39
College of Nat & Agr Sciences	29
Graduate School of Education	5
School of Business Administrat	16
School of Medicine	25
School of Public Policy	3
Undergraduate Education	1
University Library	5
Grand Total	138

2014-2015 Applicants	
Organization	Count
Bourns College of Engineering	164
Chancellor/EVC	5
Coll of Hum, Arts & Social Sci	1250
College of Nat & Agr Sciences	623
Graduate School of Education	30
School of Business Administrat	631
School of Medicine	80
School of Public Policy	1
Undergraduate Education	24
University Library	88
Grand Total	2896

Diversity Survey Response Rate 88%

AP Recruit Governance



Systemwide, the UC Recruit Memorandum of Understanding sets out the governing structure for this 10-campus collaboration. The UC Recruit Governance Board--with input from the program directors at UCI has responsibility for key decision-making about budget requests, priorities for enhancement and data collection, and expansion and maintenance of the program.

Locally, AP Recruit is governed through four distinct advisory groups under the direction of the Vice Provost for Academic Personnel. Change Requests, Recommendations and Issues are managed by the Campus Core Implementation Team composed of personnel from APO and OFSAA.

AP Recruit System Enhancements



- › New features, system improvements and bug fixes are deployed to AP Recruit every two weeks.
- › **Selected Future System Enhancements**
 - › Support for Search Waivers
 - › Applicant Rating System for Search Committee Members
 - › Enhanced personalization of reference emails
 - › One account, multiple applications for Applicants
 - › Enhanced Reporting
 - › School level diversity reporting
 - › Custom recruitment reporting

AP Recruit Access



UCR Users login to AP Recruit using their UCR NetID and password.

- › **Staff:** In-Person training is mandatory each fiscal year. Access is provided upon completion of training. Access is provided through AP Recruit Administrator.
- › **Search Committee + Approvers:** Online training is mandatory each fiscal year and should be completed prior to accessing 2014-2015 Recruitments in AP Recruit. Access is provided through the AP Recruit college/school/unit contact or AP Recruit Analyst.

Resources & Contact information



› Websites

- › Information <http://cnc.ucr.edu/aprecruit/>
- › Production <https://aprecruit.ucr.edu/>

› College/School Contact Information

For questions concerning AP Recruit, please contact your organizations representative for questions.

- › <http://cnc.ucr.edu/aprecruit/contacts.html>

› Central Academic Personnel Office

- › aprecruit@ucr.edu

› Office of Faculty and Staff Affirmative Action (OFSAA)

- › affirmativeaction@ucr.edu

AP Recruit Questions

UCPATH UPDATE

UCPath Quick Facts



- › UCPath stands for
 - › **U**niversity of
 - › **C**alifornia
 - › **P**ayroll,
 - › **A**cademic Personnel,
 - › **T**imekeeping and
 - › **H**uman Resources

UCPath Quick Facts

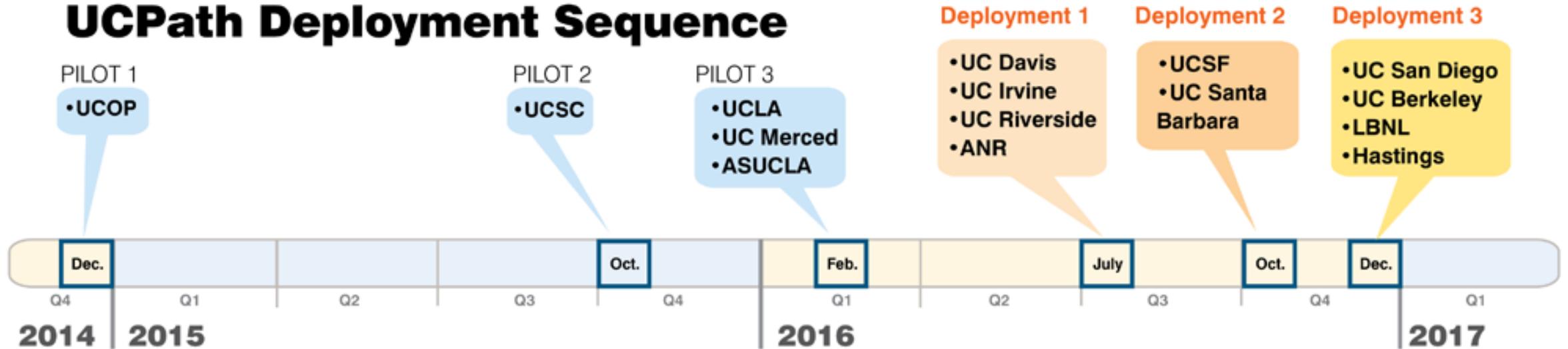


- UC President Janet Napolitano has stated that UCPath is a priority for the University of California.
- UCPath involves two distinct efforts:
 - The replacement of the 35 year old Payroll Personnel System (PPS) at all UC locations (10 campuses, 5 health systems and 5 other UC locations)
 - UCPath will support an active payroll of approximately 190,000 employees UCWide
 - The launch of the **UCPath Shared Services Center (UCPC)** which will provide payroll transaction processing for all UC campuses.
 - The UCPC is located in Riverside and currently has 50 employees. The UCPC is expected to up to 480 people once all campuses go live in the system.
- The UCPath project originally entitled *“the PPS Initiative”*, commenced 5 years ago.

UCPath Deployment



UCPath Deployment Sequence



UCPath Future State Planning at UCR



- ▶ The campus UCPath Steering committee Leadership is currently engaged with Huron Consulting Group in a project aimed at assessing local operating models for HR/AP/Payroll services. The project's intent is to produce aspirational campus future state operating models that will be proposed to support the UCPath implementation.
- ▶ The project began September 22, 2014 and will run through November 21, 2014.
- ▶ Outcomes will be vetted through campus organizations and results presented to the Chancellor in December/January.

UCPath Information Websites



- › UCOP UCPath Site
 - › <http://ucpath.universityofcalifornia.edu/>

- › UCR Local UCPath Site
 - › <http://ucpath.ucr.edu/>

UCPath Questions