Academic Affairs Fiscal Contacts Meeting

September 18, 2012

Announcements

Year-End Fund Balances

- Academic Affairs department balances in core funds increased by 11% in FY 2012 ($90M to $100M)
- Increases not evenly distributed
- Continuing interest from campus and UCOP in reasons for fund balances
- Requests for explanations of year-end balances will be sent out in next two weeks
- Same template as last year will be used

Graduate Fee Relief Funds

- In 2012, $3M in funding was provided to departments and ORUs to assist in covering the costs of graduate student fee increases
- Funds to be used for graduate support
- EVC will soon request chairs and directors to report on the usage of these funds

Funding Streams – Updates

Decentralization of Benefits Pool

- The Campus Budget Office no longer manages central benefits pools for 19900A.
- All permanent funding in the pools has been allocated to the VC areas. The allocation was based on projected salary and benefits costs for 11/12.
- Academic Affairs allocation was $54M, approximately 27% of salary.

Allocations for Benefits Costs

- Benefits costs in departments vary significantly (from 20% to more than 50% of salary)
- In 12/13 (based on Jul & Aug payroll), the average benefits rate has increased from 27% to 32%.
- Projected benefits cost for 12/13 is $60M.
- Funding for the increased costs is to come from new student tuition revenue, but allocation has not been determined.

Allocations for Benefits Costs (cont.)

- For 12/13, Academic Affairs will allocate funding for benefits costs on 19900A and 20095A based on actual costs
- ORA will manage benefits funding for ORUs and research administration units
- Funding will be allocated for benefits costs for all academic instructional faculty (ladder-rank titles, temporary lecturers, TAs, readers, tutors)
- Funding will be allocated for benefits costs for all permanently budgeted staff positions

Allocations for Benefits Costs (cont.)

- Allocations for benefits will be made on a monthly basis, one month in arrears
- Allocations for July and August costs will be posted to the September ledger
- Any shortfalls in EVC benefits pool will be taken into account in the determination of 13/14 allocations

General Liability Costs

- In the past, funding for general liability costs for salaries on 19900A has been provided from a campus central pool
- Allocations are auto-funded each month and have continued into 12/13
- No allocations have been made for salaries paid from 20095A
- Decentralization of the general liabilities pool will be reviewed by campus in fall quarter.
- Anticipate elimination of auto-funding and allocations from EVC to cover costs

Funding for Salary Increases

- EVCAA is providing funding for 12/13 academic merit costs
- Funding for staff salary increases is still under review by campus
- The new campus budget allocation process would provide funding for these from increased revenue from student fees
- Anticipate decisions regarding funding of staff salary increases by end of fall quarter

Fund Sources for 12/13 EVCAA Allocations

- Temporary FTE – 19900A
- TA FTE – 19900A
- Admin Stipends & Ninths – 19900A
- Equipment Allocations – 19900A
- Faculty Startup & Retention – 19933A or 05397A or 07427A
- Undergraduate Seminars – 19900A
- Graduate Support (incl. block grant) – 19942A
- Summer Admin Support – 20095A

Salary Released by Faculty Leaves

- When faculty take some type of partial leave, whether it is LWOP or sabbatical or FSEP/FLP, departments should create released salary on 19900A first. Pay distributions on 19900A should be reduced first.

Examples

- 100% sabbatical: 50% 20095A and 50% 19900A
- 67% sabbatical, 33% LWOP: 50% 20095A and 17% 19900A
- 50% regular, 50% FLP: 50% 20095A and 0% 19900A (and 50% other fund source)
- 90% regular and 10% FSEP: 50% 20095A and 40% 19900A and 10% other fund

UC PATH – General Info

- Preliminary Info – subject to change

UC PATH – Dates

Milestones	Date
Wave 1 Design Activities/Wave 2 Pre-Activities	On-going
Wave 1 Go-live	July 2013
Wave 2 Kickoff and planning	April 2013
Wave 2 Config, Setup, Build	May 2013-Sept 2013
Wave 2 Test	Oct 2013-Feb 2014
Wave 2 Transition/readiness	March 2013
Wave 2 Go-live	April 2014

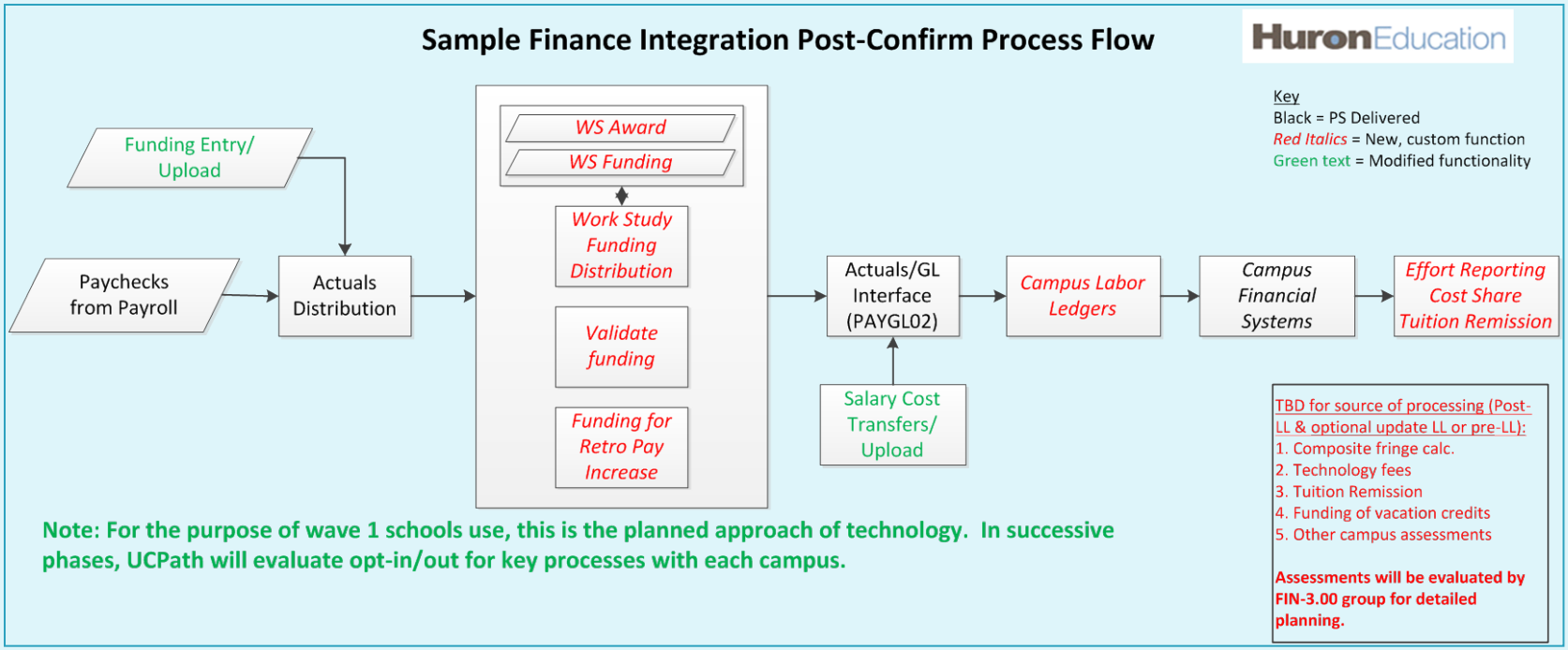
PPS and UC PATH – Differences

- PPS is an integrated HR, payroll, financial system
- UC PATH is primarily an HR system
- Financial integration is a customization or add-on to the Peoplesoft application
- HR roles will be different from financial roles
- HR processes will be separate from financial processes

UC PATH – HR

- Positions are entered into system
  - Title, department, % time, etc.
- People are placed into positions
- Paychecks are generated based on this information
- Access will be very centralized, with little or no department access
- How the position is funded is entered separately
- Paychecks are generated whether or not funding has been entered
- Default funding for positions and departments

UC PATH – GL Integration



Funding Entry

- Funding is entered by fiscal year
- Funding is entered by position
- Relies on effective dates of new funding
  - May not use funding end dates
- Pay distribution is always 100%; position information determines percent of time to pay

Funding Entry (cont.)

- Compensation rate is equivalent to salary rate multiplied by percent time
- FTE % is percentage of time for position, not a permanent budget amount
- No PANs
- Separate web interface for salary cost transfers – No ePET

Funding Entry Mock-Up

[Campus] Funding Entry

SetID:	[Location]	**Department:**	000306	RADIOLOGY	
Fiscal Year:	2012	**Budget Begin Date:**	7/1/2011	**Budget End Date:**	6/30/2012

Funding Entry Find View All 1 of 3 + -

○ **Department** ● **Position** **Position:** 0000001 Assistant III **Current Headcount:** 2 Out of: 3

JOB DATA SNAPSHOT

Name	Empl ID	Empl Rcd	Job Eff Date	Job Eff Seq	Action	Actn Rsn	Department	Comp Rate	Job Code	Job Descr	Pay Basis	FTE %
Timothy Austin	0050023	0	2/1/2012	0	HIR	New Hire	000306	3,125.00	4920U	Assistant III	Annual	0.75
Michael Vinakos	0033012	3	3/15/2012	0	XFR	Change Dept	000306	3,125.00	4920U	Assistant III	Annual	0.75

FUNDING DATA

***Funding Eff Date:** 3/15/2012 **Funding Eff Seq:** 0 ***Status:** Active **Date Entered:** 3/20/2012 **Used by Distribution Process:** ☐

Funding Distribution 1-5 of 5

	SEQ #	GL Bus Unit	Location	Index	Fund	Organization	Program	Account	Combo Code	Funding End Date	Pay Dist %	Pay Amount	Budget Dist %	Ern Cd		
1	1	[Location]		ABC1111								100.00	0.000		+	-
2	2	[Location]		DEF9621							100.000		0.000	OTS	+	-
3	3	[Location]		DEF0011							50.000		37.500	REG	+	-
4	3	[Location]		JKL5588							50.000		37.500	REG	+	-
5	4	[Location]									100.000		0.000		+	-

Total Salary Default Pay Dist %: 100.000 **Total Budget Dist %:** 75.000

Approval Status: Ready for Approval

Color	Meaning
	Campus-specific chartfields. The blue section will be replaced on each campus's funding entry page with the chartfields that the campus uses.
	User-entered fields.
	Fields that default in from Job Data or Commitment Accounting setup data, or are derived on the page and not stored in the database (Approx Pay).

Impacts

- Conversion to biweekly pay cycles for non-exempt employees by Jan 31, 2013
- Discussion of composite benefits rates – using one rate for a group of titles
- Standardization/consolidation of title codes
- Standardization of account codes
- Standardization of campus HR and payroll processes
- Departmental review of business processes

Examples of Other Issues

- How benefits will be attached to earnings
  - PPS uses coding linked to titles and DOS codes to determine how/what benefits are assessed to salary payment
- Staffing list production for permanent positions may be decoupled from HR/Payroll system

UC PATH – More Info

- Campus web site:
  http://blink.ucsd.edu/sponsor/ucpath/index.html

- Campus email list
  Send request to: ucpathproject@ucsd.edu