

# UC Davis Human Resources and Academic Personnel Future State Operating Model: Overview and FAQs

## Future State Operating Model (FSOM) Overview

The FSOM is part of the ongoing human resources and academic personnel optimization efforts which are intended to create more efficient operations and a higher quality of service to employees at UC Davis.

It standardizes processes and roles, preparing UC Davis to adopt UCPath technology.

The FSOM consists of four service channels performing select human resource, academic personnel and payroll functions – capitalizing on the work that has taken place over the past several years. Designed to provide specialized support to divisions, schools and colleges with similar needs, the FSOM consists of four service delivery channels:

- Academic Unit Shared Services Center
- College of Agricultural and Environmental Sciences
- HR Shared Services
- UC Davis Health

The FSOM Collaboration Committee is being established in January 2018. It includes representatives of the four service delivery channels, Payroll, Academic Personnel and Human Resources.

The collaborative work to identify and standardize roles, processes and tools across service delivery channels is expected to last approximately six to nine months.

## FAQs

### **Q. Who was consulted on development of the FSOM?**

A. The FSOM was developed after extensive collaboration with stakeholders from across the university (both UC Davis and UC Davis Health). A professional services consulting firm specializing in higher education provided expert analysis and recommendations for the FSOM.

### **Q. What is the purpose of the FSOM Collaboration Committee?**

A. The FSOM Collaboration Committee will identify and standardize roles, process and tools across service delivery channels. It will ensure alignment of key Human Resources and Academic Personnel service delivery issues across the service delivery channels and central offices, as well as provide support to the implementation of FSOM. The initial work of the FSOM Collaboration Committee is expected to last approximately six to nine months.

**Q. When does the FSOM go into effect?**

A. Implementation of the FSOM, including all standard roles and processes established by the FSOM Collaboration Committee, will be completed well before UC Davis transitions to UCPath in March 2019, allowing sufficient time for change management and training.

**Q. How will the FSOM affect my current job responsibilities?**

A. Service channel leadership will consider the impacts to each position on a case-by-case basis. In consultation with the FSOM Collaboration Committee, appropriate staffing strategies will be determined within each service delivery channel. Details of the staffing plans and any potential impacts to current roles will be shared with impacted employees. Appropriate communications, training and support will be provided.