IAMRiverside and Lived Name - Change Impacts

> IAMRiverside (3/20/23) < UCPath Lived Name (6/20/23)

Onboarding Process	Department Impact	SSC Impact	Employee Impact	Contingent Worker Impact	Benefits	Considerations
Standard Hire and Pre-Hire Process	• Enters Onboarding request with name provided by EE/CWR (e.g., resume, application or other)	**For EE/CWR:** • Obtains Legal Name from EE/CWR • Submits Legal Name to UCPath **For CWRs:** • Lived Name request after Onboarding - add the SSN and the Business email (NetID@ucr.edu) after the initial hire form is processed via the Personal Data change template.	• NetID and other downstream accounts (e.g., LDAP record, UCR email, access to wireless, VPN, DUO) generated with **Legal Name**		• Consistency for new and existing EEs/CWRs for NetID and other accounts generated	• Perpetuates issues related to NetID* and accounts generated with Legal Name • Missed opportunity for alignment to Gender Recognition and Lived Name policy
			• Ability to update Lived Name in UCPath	• Must provide SSN and have a NetID@ucr.edu business email to update Lived Name in UCPath		
IAMRiverside	• Confirms name to be used for UCR NetID and downstream accounts • Provide NetID to SSC with Onboarding request		• NetID and other downstream accounts (e.g., LDAP record, UCR email, access to wireless, VPN, DUO) generated with **Lived Name**		• Aligns to the spirit of the Gender Recognition and Lived Name policy	• Inconsistency between new and existing EEs/CWRs • As all UCPath systems will not be remediated until 6/30/24, name inconsistencies across systems • Could continue to highlight issues related to name inconsistencies across UCR systems
			• Should update Lived Name in UCPath to align to NetID and across UCR accounts	• Must provide SSN and business email to update Lived Name in UCPath		

*Requesting a NetID change after it has been issued could result in possible data loss and significant delays due to identity changes in downstream applications.