THE ENTERPRISE TRANSFORMATION

Business Partners Network Meeting

TRANSFORM (u)

BUILD (u)

UNIFY (u)

EMPOWER (u)

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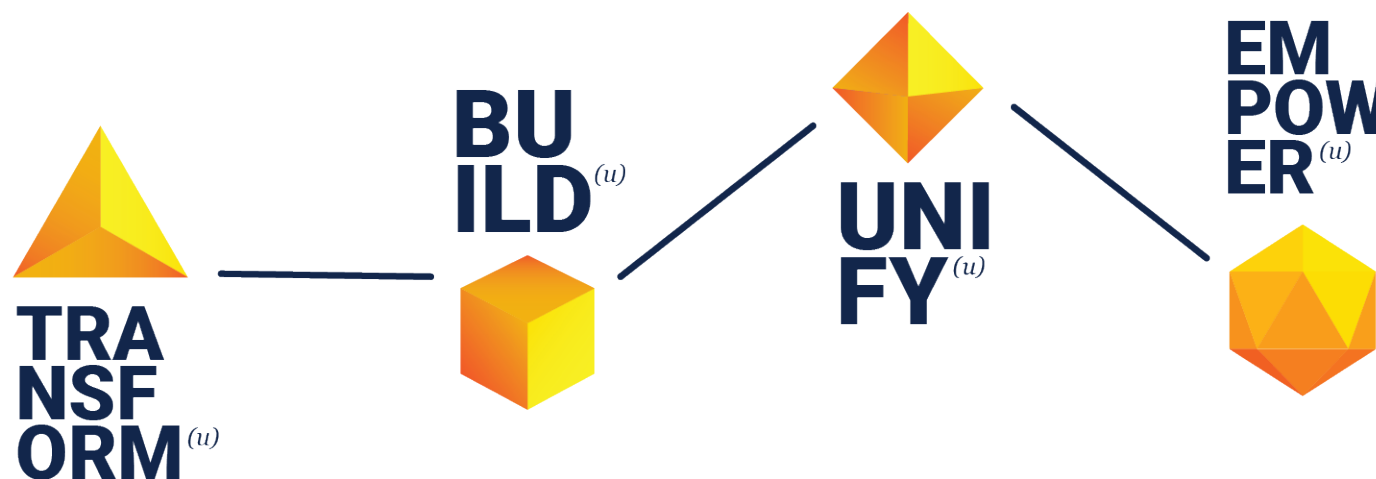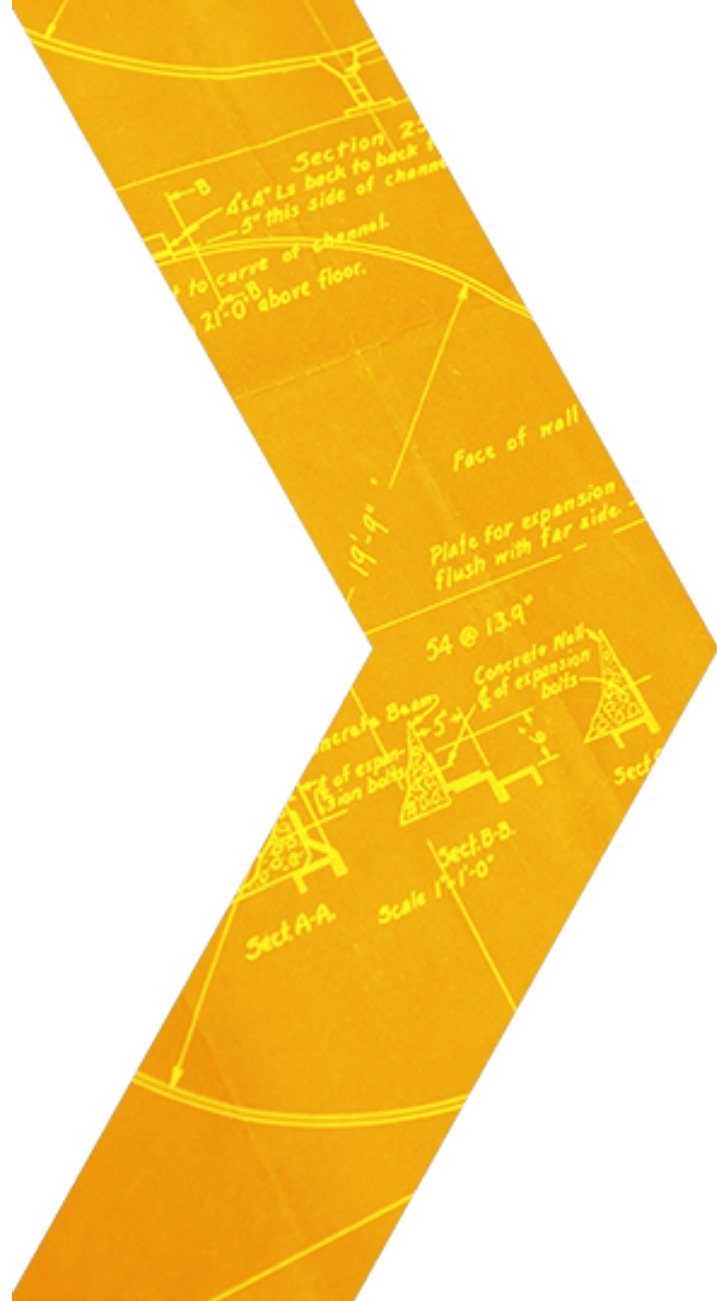
Safe Harbor

The information delivered within this presentation was published on 09/11/2019.

This information, while accurate at the time, is subject to change.

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FINANCIALS TRANSFORMATION UPDATE

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Post Go-Live Accomplishments

2,095 Incidents Logged
1,876 Incidents Resolved

5,571 Requests Resolved

275 Participants in 18 Open Lab Sessions

400+ Attendees at Expo

90 New/Enhanced Campus Reports Delivered

$208,454M+ 23K Invoices Paid

10 Unit Wellness Checks Completed

161 Bugs Resolved

24 Communications

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What we're working on

- Adding additional Open Labs for the month of October

- Ability to print Purchase Orders

- Building a more comprehensive list of ship-to addresses

- Adding PI's as assignees on Grants

- Publishing job aids for popular/common Workday reports

- Evaluating workflows and transaction timeframes for efficiency opportunities

HCM TRANSFORMATION UPDATE

HCM Transformation Update

- Program Updates

- Security and Workflow

- Excellence in HR and OneUSG Connect

- Q&A

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OneUSG Connect

Careers

Benefits

Self-Service

Global

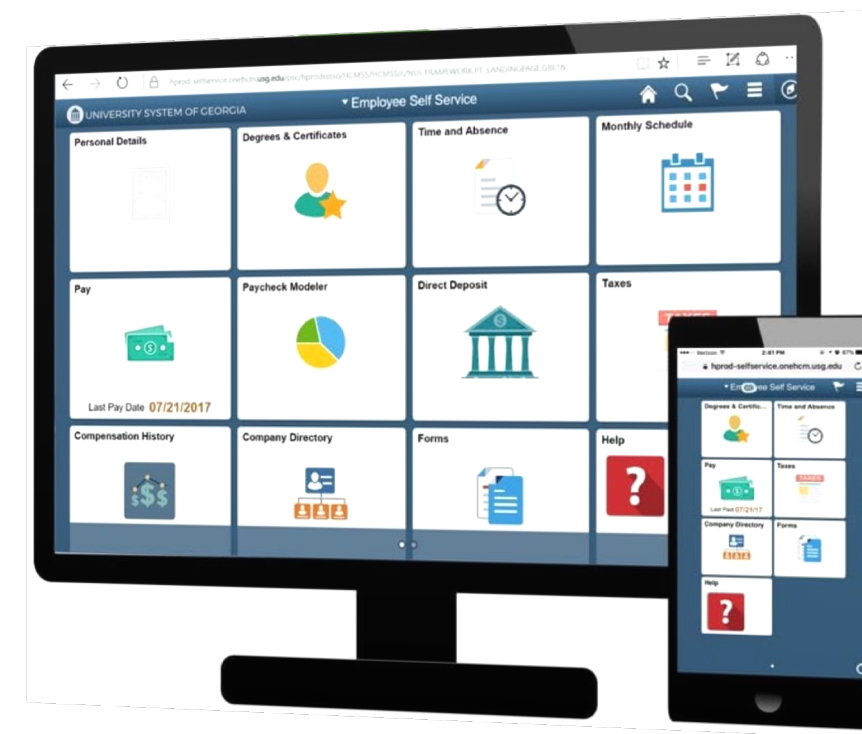Time & Labor / Absence Management
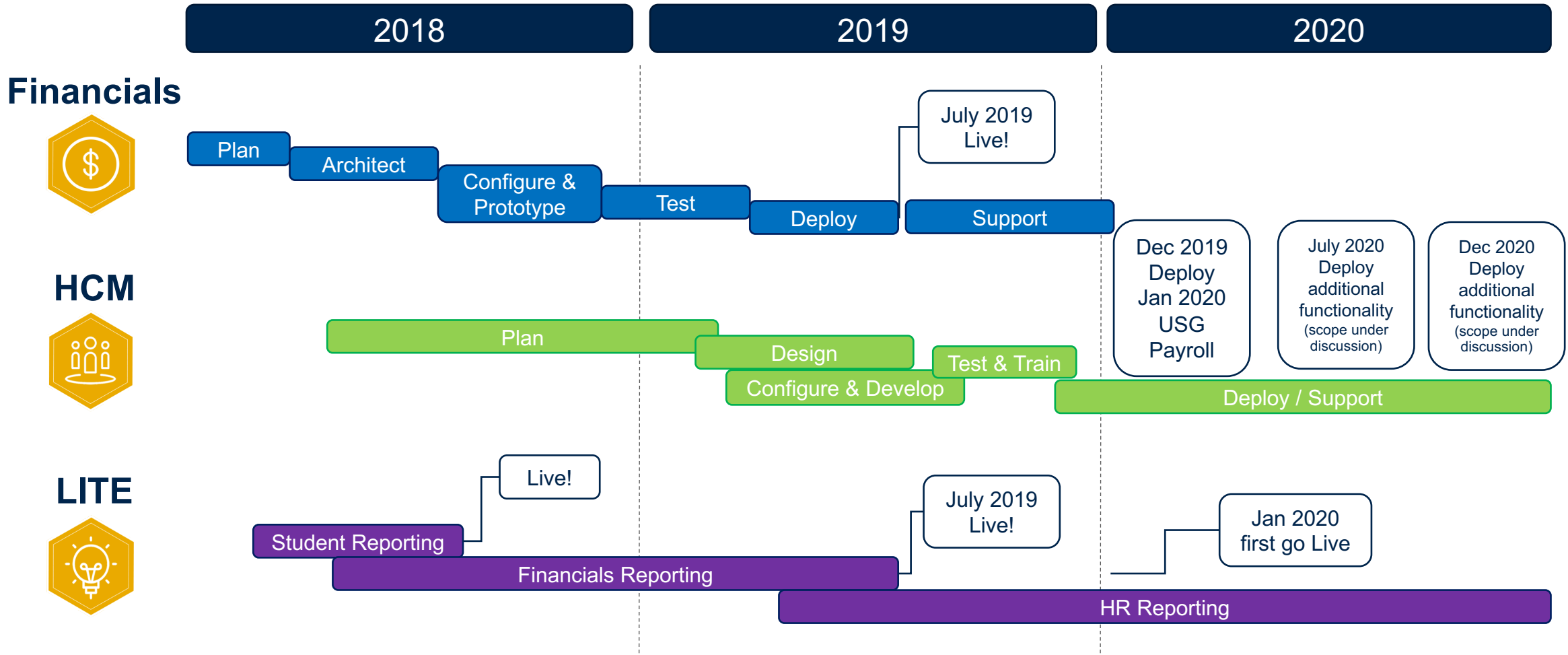
Workforce Administration

Payroll

Commitment Accounting

Faculty Events

Time Clocks

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Enterprise Transformation

2018	2019	2020

Financials

Plan → Architect → Configure & Prototype → Test → Deploy → Support

July 2019 Live!

HCM

Plan → Design → Test & Train

Configure & Develop

Deploy / Support

Dec 2019 Deploy Jan 2020 USG Payroll

July 2020 Deploy additional functionality (scope under discussion)

Dec 2020 Deploy additional functionality (scope under discussion)

LITE

Student Reporting

Live!

Financials Reporting

July 2019 Live!

HR Reporting

Jan 2020 first go Live

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Project Update: Careers

Georgia Tech

Careers is an Applicant Tracking System (ATS) for competitive openings.

What's included in our Careers implementation?

- Profile Management
- Job descriptions
- Careers
- Applicant tracking system
- Third-party integrations
- Accurate (background checks)
- Equifax Compliance Center (onboarding)
- Manage Hires
- Personnel transactions (hire, rehire)

Georgia's Tech Phased Implementation

Phase One – January 2020
- Staff
- Tech Temps
- Potential Pilot (Faculty)

Phase Two – Summer 2020
- Faculty (non-GTRI)

Phase Three – Winter 2021
- GTRI
- Students (some openings)

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System of Record/Integration

- OneUSG Connect will become the system of record for all employee and affiliate data and Georgia Tech Human Resources (GTHR) will serve as the owner of the system

- Complementing systems which enable differentiating business processes not facilitated by OneUSG Connect may remain with manual entry. There will be no integration.

- Automated system to system integrations with OneUSG Connect will be limited to:
  - Workday
  - Identity Management (IDM)
  - E-time (Deltek) - GTRI employees

- OneUSG Connect future releases will continue to consider the requirements met by complementing systems for inclusion

SECURITY AND WORKFLOW

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MSS Roles - Manager
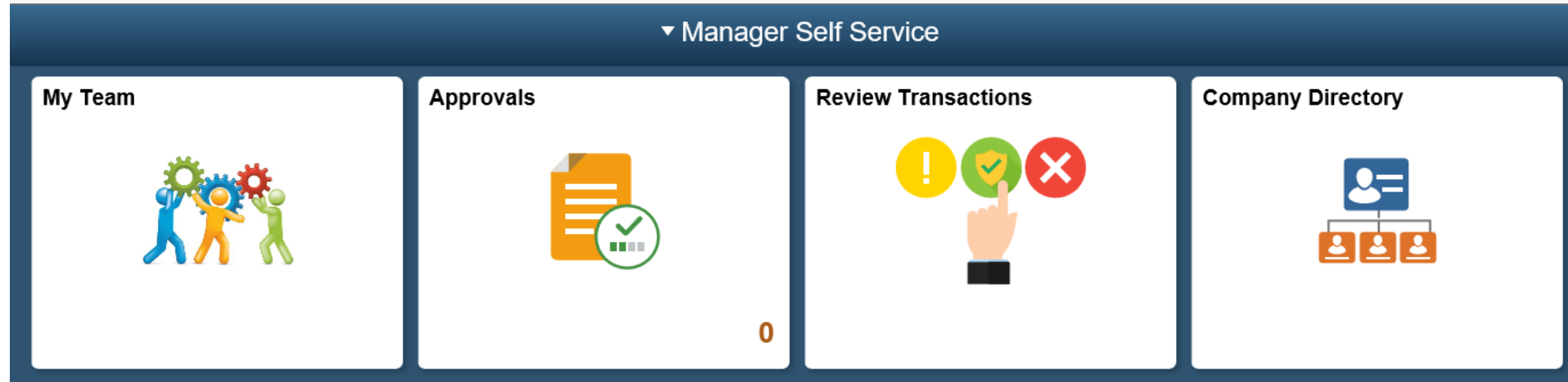
- Employees with direct reports will automatically be assigned with the Manager role and have access to Manager Self-Service (MSS)
- Managers are responsible for:
    - Reviewing and approving timesheets and leave requests
    - Submitting transactions (e.g., position requests, compensation changes, reclassifications, transfers, etc.)

Delegation – Manager Self Service

- OneUSG Connect has functionality which allows Managers to delegate their authority to initiate or approve Manager Self Service transactions to a proxy for a designated length of time

- A proxy is defined as an employee in the Organizational Chart who is one of any of the following: 1 Up – Manager, 1 Over – Peer, 1 Down – Direct Report

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Delegation Recommendations

Delegation Limits	Approval Authority	Long Term Use	Audits
Delegation should be limited to: • MSS initiation functions • A defined period (i.e., Manager out for sick, vacation, etc.)	Authority to approve should not need to be delegated as it is important that Approver "stacks" have enough people for backup: • In the case of small departments or emergencies, the authority to approve can be delegated	If "permanent" delegation of MSS functions is needed: • Delegation is not the appropriate method • Instead, another user should be provisioned with the HR Practitioner role to perform MSS functions	An audit report will be used to monitor delegation activities

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Delegation Vs. Initiator Role

Delegation	Initiator
• Delegation is designed to be temporary and can be assigned to resources one over, one up, or one down in the organizational chart (subject to approval) • Delegation assignments longer than one month will be reviewed by GTHR	• The "Initiator" role is intended as a permanent assignment of manager duties • This role may be assigned such that a particular initiator has responsibility for management of faculty or staff exclusively • Initiators may have responsibility for multiple departments or units • Managers permanently delegating responsibility still retain system access

Security & Workflow Roadshows

Working with selected departments to confirm that the department approvers are correct

Working with selected departments to determine if 'Initiator' role is needed and appropriate

Central Offices will review departmental assignments and adjust where needed
(in consultation with departments)

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Questions

Let's stay connected!

Questions or Feedback?

- **Helpdesk Email:**
  erp.readiness@gatech.edu

- **Website:**
  http://transformation.gatech.edu

Georgia Tech

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