USG Unified ERP Update

Georgia Tech

A&F Town Hall

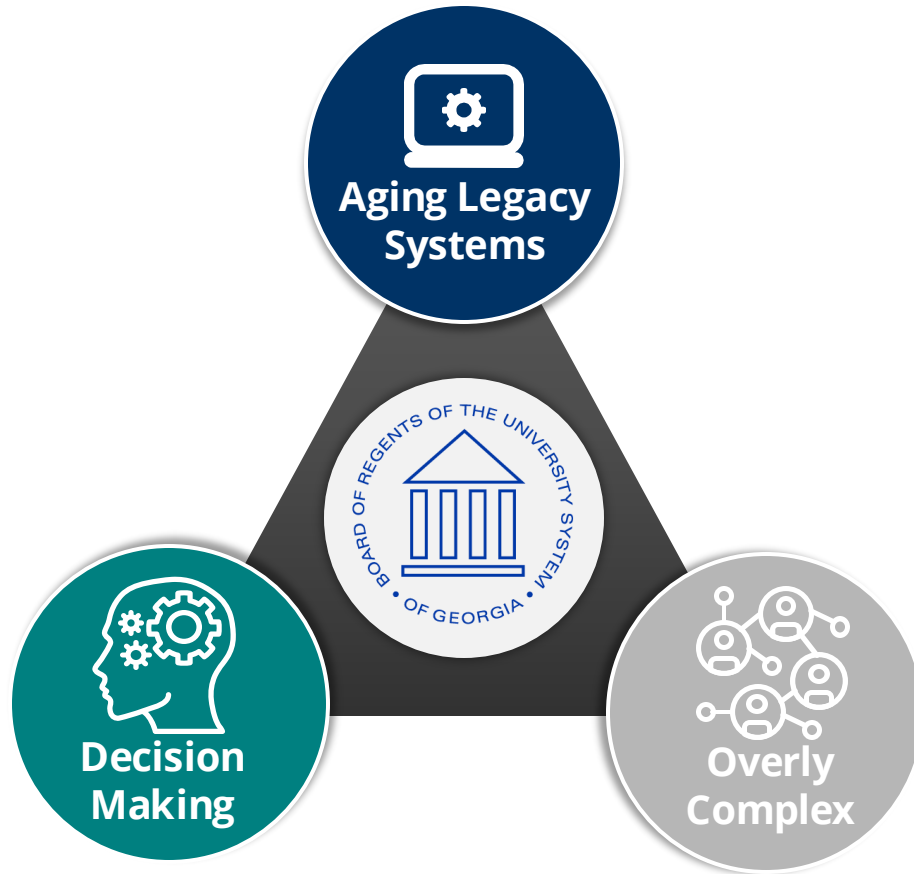*Feb 21, 2025*

Project Background: Current State

Many systems with related data do not "talk to each other"
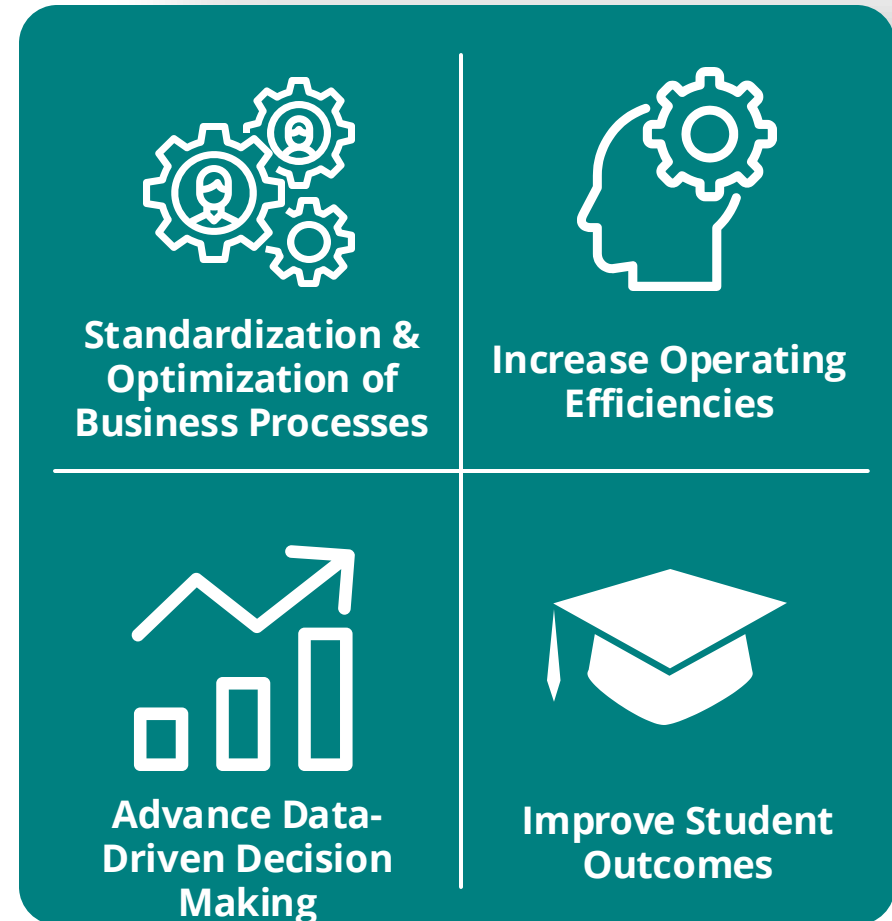
Accessing data is a time-consuming, manual process

No robust data warehouse to match the data across systems

Doesn't support the complex work and mission of USG

Difficult to share information across USG and perform timely analyses

HR, FIN & Student in a variety of hosting models

Core systems are getting increasing outdated, making them difficult to maintain, upgrade, and secure

Our "Why"

Current Challenges

Vision

Aging Legacy Systems

Decision Making

Overly Complex

Standardization & Optimization of Business Processes

Increase Operating Efficiencies

Advance Data-Driven Decision Making

Improve Student Outcomes

Vision

Aligned with the USG Strategic Plan 2029 and supporting the goal of being recognized as the best system of higher education in the United States, the Unified ERP project will modernize the user experience for students, faculty, and staff by replacing current disparate institutional legacy applications through the **unification and standardization of those systems onto a single, modern Software as a Service (SaaS) Enterprise Resource Planning (ERP) platform across the entire University System** that will enable standardization and optimization of business processes, increase operating efficiencies, advance data-driven decision making, and improve student outcomes across the system, positioning USG for continued excellence in higher education for decades to come.

Guiting Principles

Single

All institutions will use the selected ERP solution. The perpetuation of any shadow systems through interfaces will be eliminated/minimized. Furthermore, project decisions will be made for the benefit of the entirety of USG. All aspects of the University System must be accounted for when difficult decisions are encountered.

Standard

To the extent possible, business processes and the associated ERP application configuration will be the same throughout the System. This also extends to third party products required to meet functionality within project scope but is not included in the native SaaS ERP solution the University System selects.
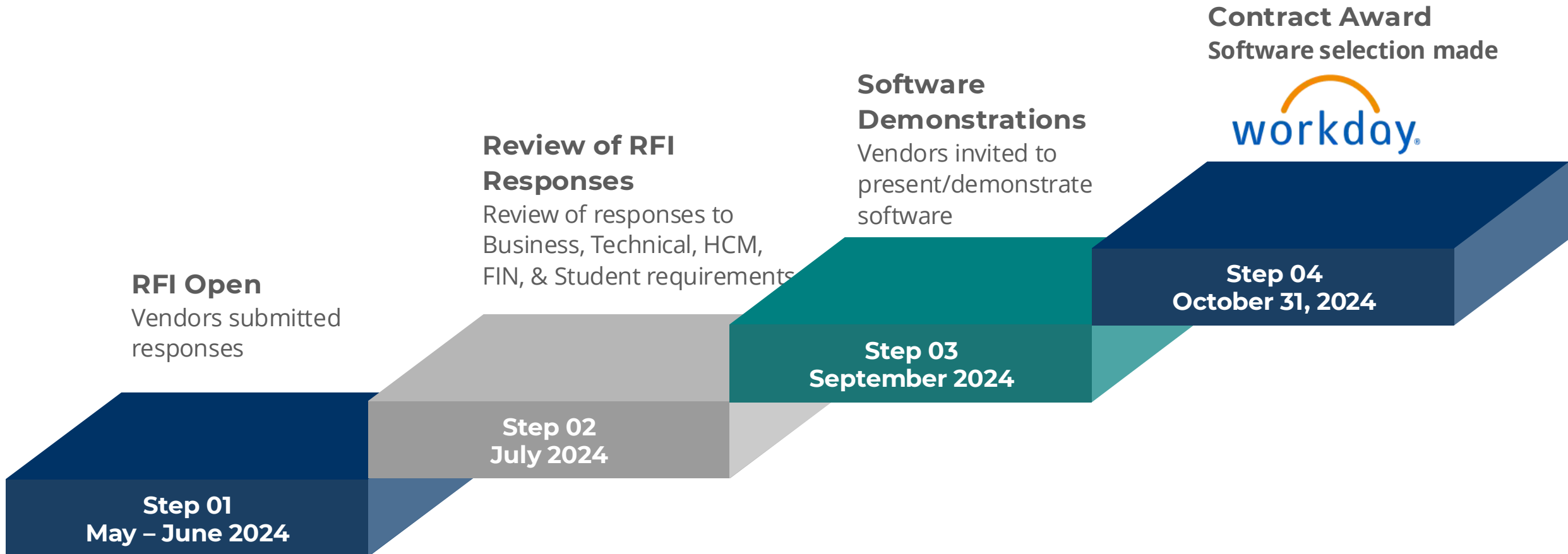
Simple

Whenever possible, seek the simplest solution that aligns with the best business practices inherent in the SaaS ERP application selected by the University System. Strive to eliminate manual, non-value-added tasks in business processes wherever possible.

Success

Every institution must be engaged to ensure overall University System success. Appropriate resources must participate in those project activities that will ensure that each institution's requirements are considered.

Progress on Software Solution

RFI Open
Vendors submitted responses

Review of RFI Responses
Review of responses to Business, Technical, HCM, FIN, & Student requirements

Software Demonstrations
Vendors invited to present/demonstrate software

Contract Award
Software selection made

workday.

Step 01
May – June 2024

Step 02
July 2024

Step 03
September 2024

Step 04
October 31, 2024

Institution Participation

01 **Requirements Gathering Workshops**
400+ individuals from 26 institutions & USO

02 **RFI Response Review**
100+ individuals from 15 institutions & USO

03 **RFI Software Demonstrations**
390+ individuals from 14 institutions & USO (Evaluators & Observers)

Project Intentions

Implement uniform business processes

Centralize support teams

Address looming end-of-life considerations for current systems

Address resource constraints

Keep cost escalators down

Reduce cybersecurity risk

Provide a better student, faculty & staff experience

Improve data analysis and reporting across the system

Project Goals

User-Centric Design

Shared Business Practices and Policies

Real-Time Consistent Data for Decision-Making

Modern Enterprise Architecture

Enhanced Analytics & Reporting

Customizations Replaced with Configurations

Workflow Automation

Electronic Records

Institution Project Teams

Institutions
- Sponsor
- Project Leadership
- Project Manager
- SMEs
- Technical Lead, Local Integrations Lead, Testing Lead
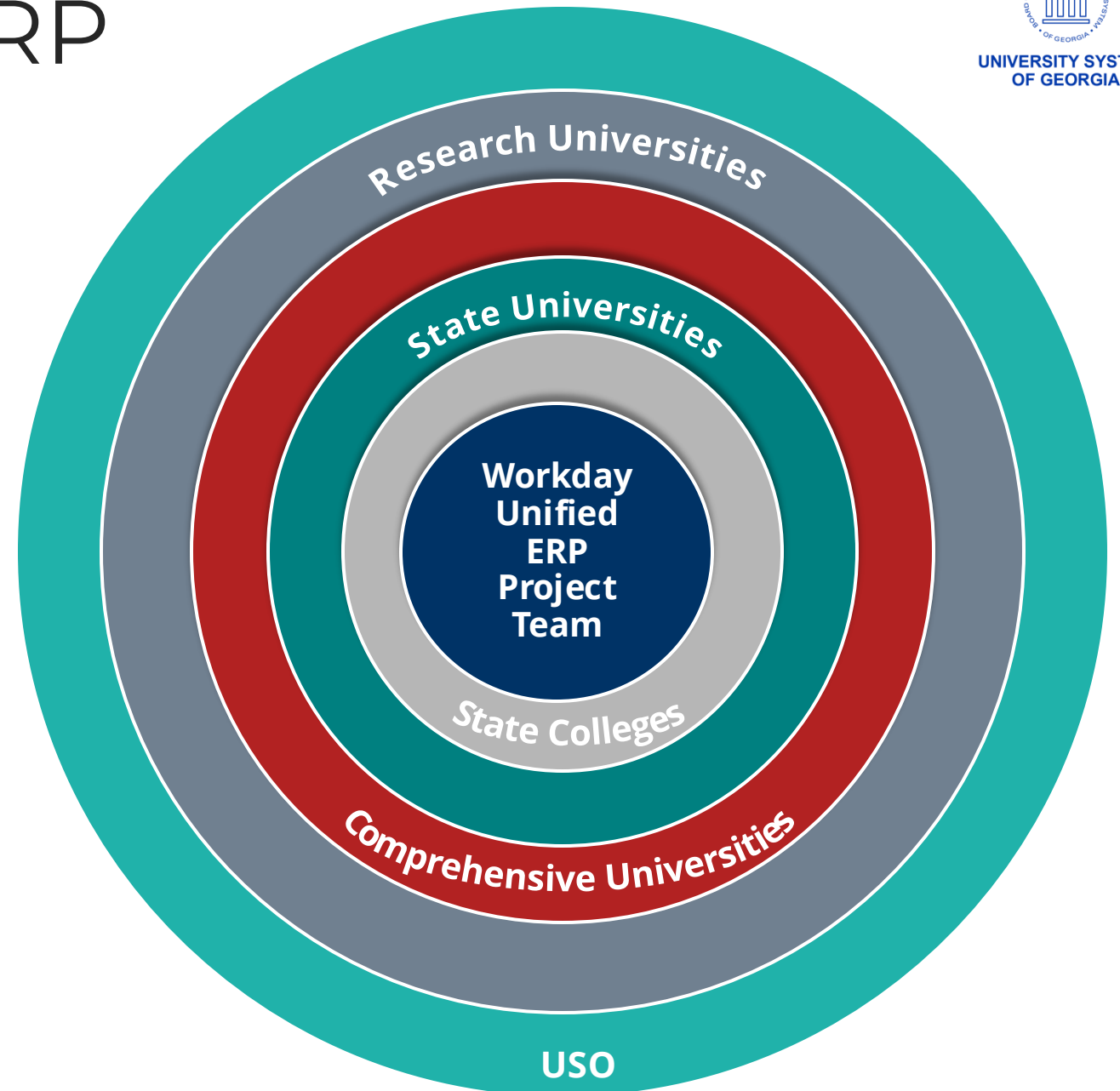- OCM/Training/ Communications

USO
- Executive Sponsor
- Project Core Leadership Team
- PMO
- Administrative Services
- Shared Services Center
- Implementation Partner

UNIVERSITY SYSTEM OF GEORGIA

Research Universities

State Universities

State Colleges

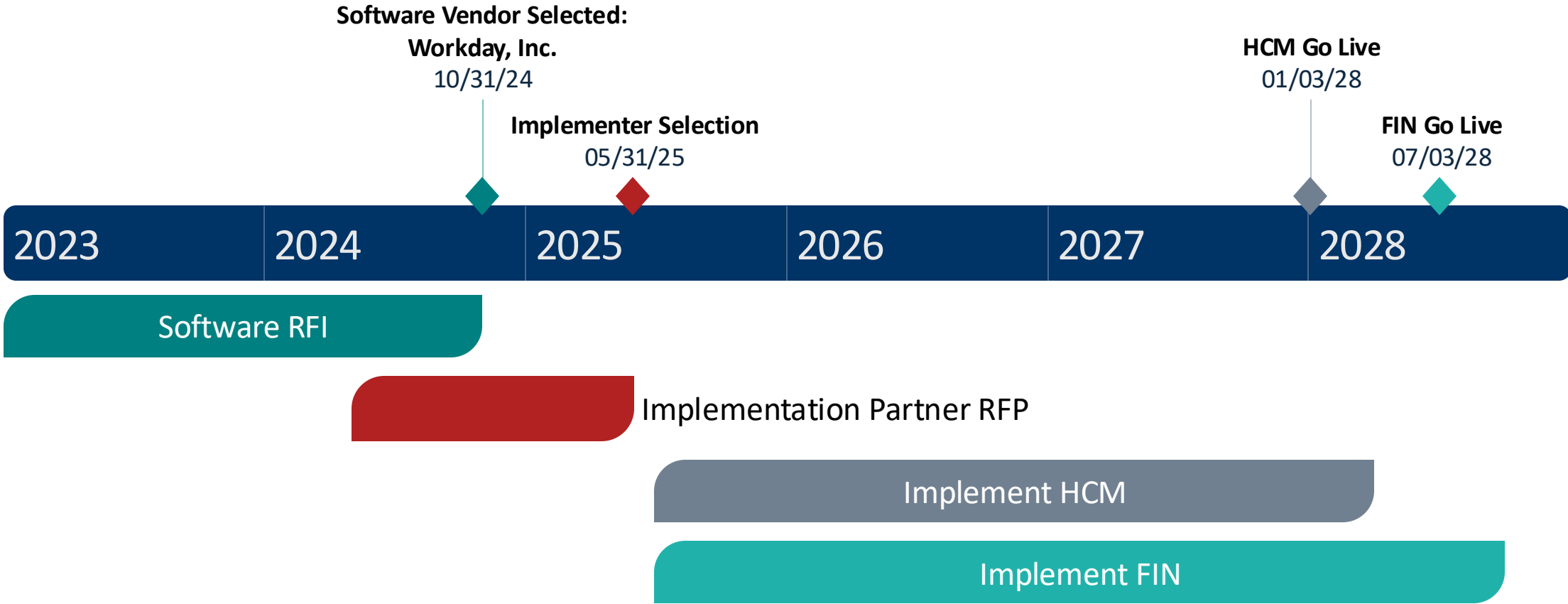Workday

Comprehensive Universities

USO

Workday – Unified ERP Project Team

Consisting of participants from:
- Institutions
- USO
- Implementation Partner
- Steering Committees
- Advisory Groups
- Workstream Teams & Leads (i.e., Procurement, Benefits, Technical, etc.)

Concentric circles (from outer to inner): USO, Research Universities, Comprehensive Universities, State Universities, State Colleges, Workday Unified ERP Project Team

Unified ERP Project Timeline (tentative)

Software Vendor Selected:
Workday, Inc.
10/31/24

Implementer Selection
05/31/25

HCM Go Live
01/03/28

FIN Go Live
07/03/28

2023   2024   2025   2026   2027   2028

Software RFI

Implementation Partner RFP

Implement HCM

Implement FIN

Additional Information

- Unified ERP Project Website

    www.usg.edu/unified-erp

Panel Discussion