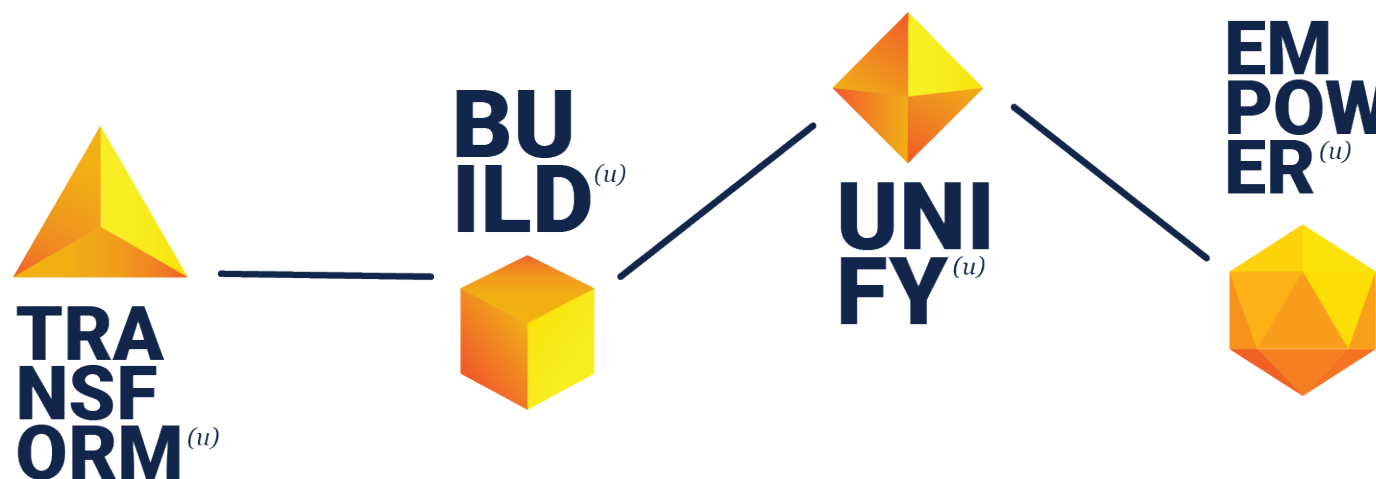


THE ENTERPRISE TRANSFORMATION

OneUSG Connect Update

Business Partners Network



Safe Harbor

The information delivered within this presentation was published on 11/05/19.

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

ONEUSG CONNECT OVERVIEW

Partnering with OneUSG Initiative

- OneUSG Connect goal:
 - Standardize all USG institutions onto a unified technology platform for all USG human resources activities.
 - The OneUSG team is working to incorporate Georgia Tech's unique requirements in a way that benefits all institutions
- Project scope and timeline are based on system-wide perspective

Transformation at Georgia Tech

- The transition to OneUSG Connect is more than just a system change; it's a transformation in the way that we do business at Georgia Tech
- This will include new users, changing policies, and new business processes

Employees

View and update
personal information

Submit time and leave
requests

Link to review benefits

Managers

Approve time and
absence requests

Initiate employee actions
formerly handled by
PSFs

Practitioners

Complete initiated HR
processes

Maintain HR
transactions as they
relate to their
responsibilities

Program Benefits for Georgia Tech

OneUSG Connect:

- Provides a more unified and integrated system
- Enables electronic system approvals
- Provides improved transparency and tracking
- Supports organizational reporting
- Addresses opportunities identified by the Comprehensive Administrative Review (CAR)

Project Scope

OneUSG CONNECT MODULES

ADDITIONAL CHANGES



Careers



Workforce
Administration



System Approvals



Benefits



Payroll



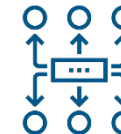
Security Changes



Self-Service



Commitment
Accounting



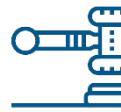
Business Process
Changes



Global



Faculty Events



Policy Updates



Time & Labor /
Absence Management

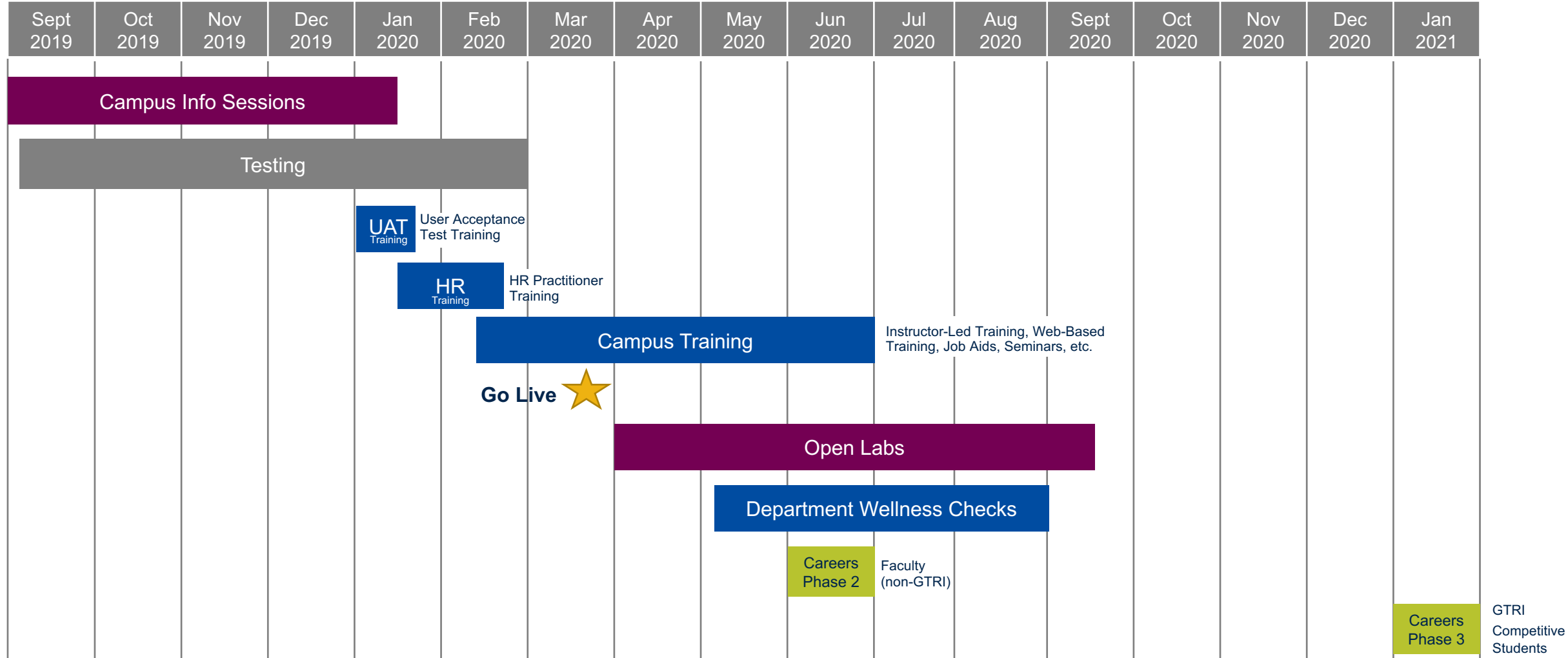


Time Clocks

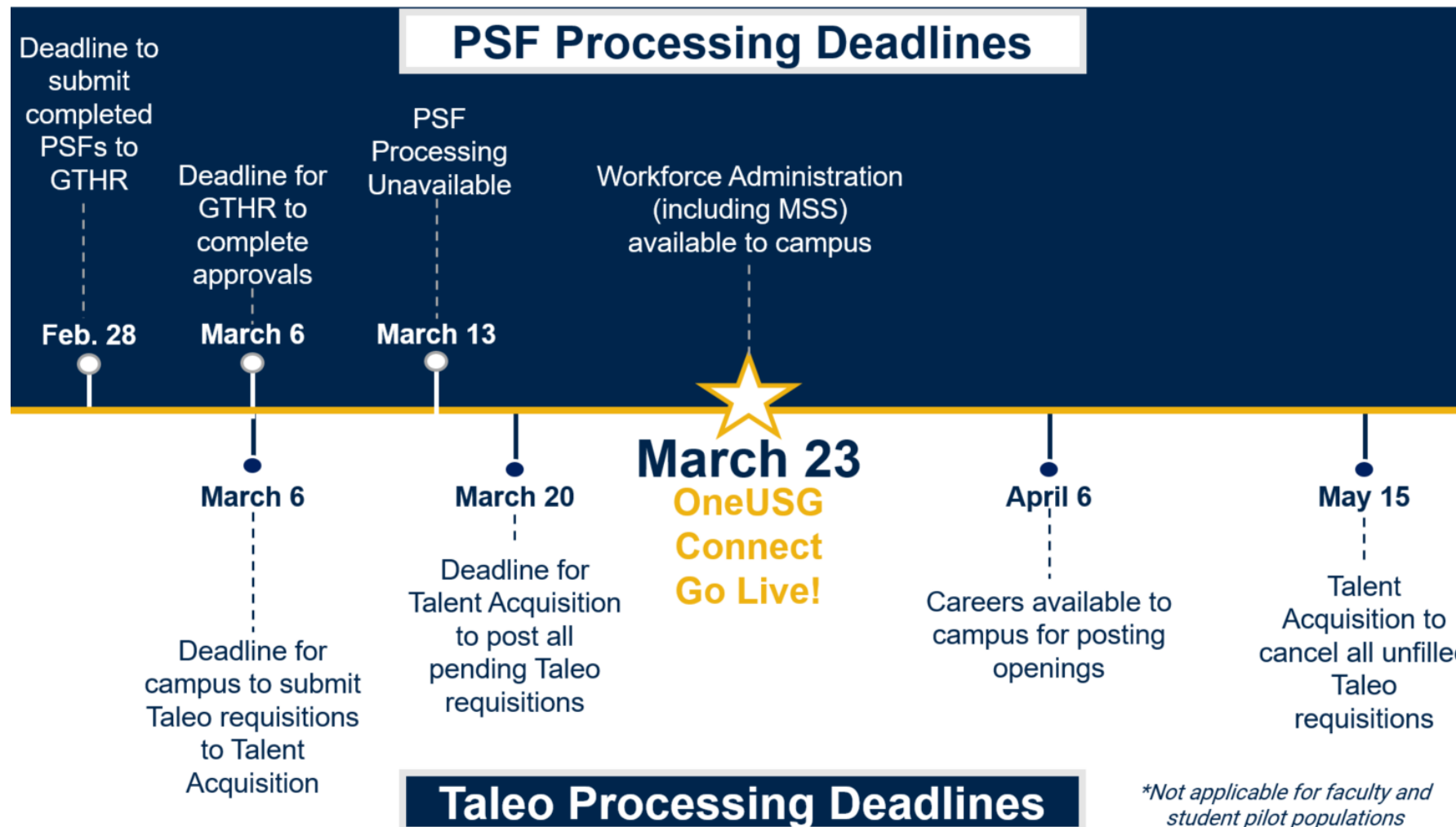


Shared Services for
Tier 1 Support

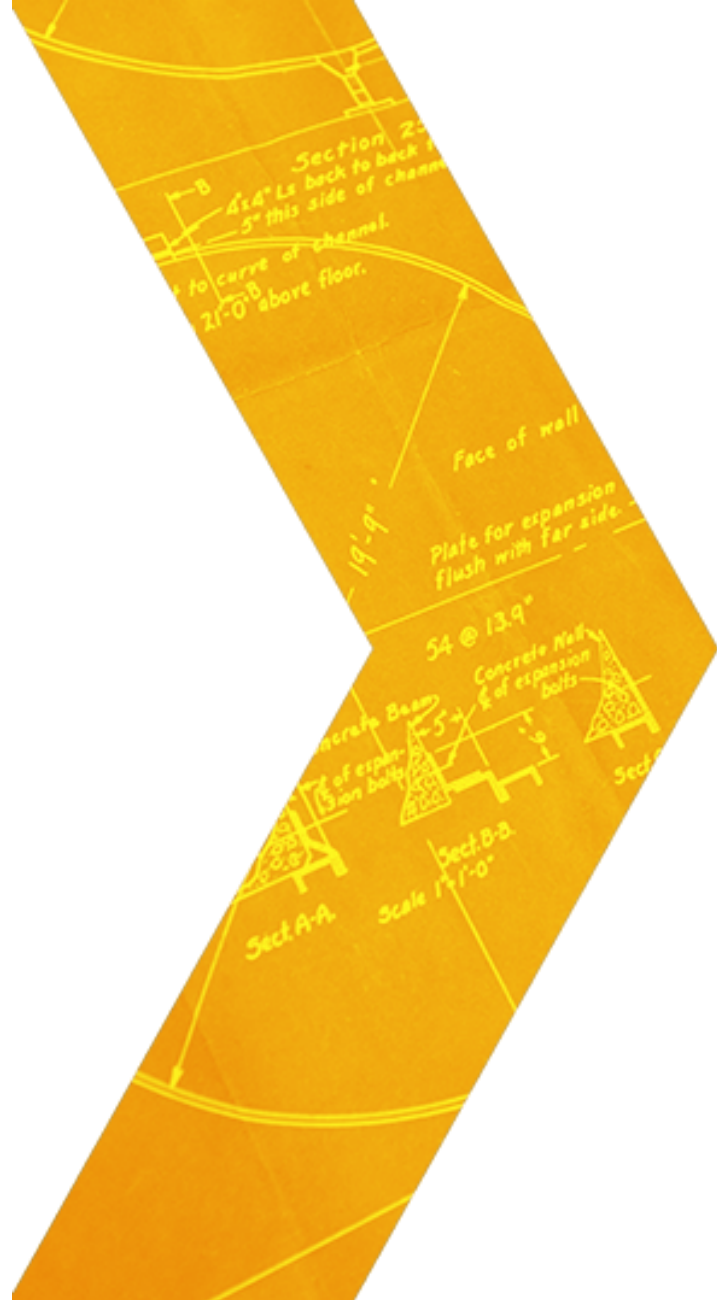
OneUSG Connect Updated Timeline



Deployment Considerations



IMPACT TO FACULTY



Changes to 9 Month Faculty Pay

- The way contract earnings are paid out will change beginning August 2020
 - Currently, Georgia Tech prorates academic pay. Employees receive $\frac{1}{2}$ month pay in August and May and full months' pay from September – April
 - Starting in August 2020, annual earnings will be divided equally each month from August – May

OneUSG Academic Pay Calculation

<http://bit.ly/academicpay-compare>



UNIVERSITY SYSTEM OF GEORGIA
OneUSG Connect

Transition to OneUSG Academic Pay Calculation

Example of GT current monthly calculations being compared to future OneUSG 1/10 calculations for Year 2020

Enter an amount in the Contract Rate field to update the sample calculation comparison. This information includes the highest rate of summer pay allowed for a given contract rate. Contact a financial advisor or tax professional for advice on potential tax implications and planning considerations.

Contract Rate \$ **90,000.00** 30,000.00

	Georgia Tech			OneUSG			
	Academic Pay	Summer Pay		Academic Pay	Summer Pay		
AUG	\$ 5,000.00	\$ 5,000.00	\$ 10,000.00	\$ 9,000.00	\$ 6,000.00	\$ 15,000.00	AUG
SEP	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	SEP
OCT	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	OCT
NOV	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	NOV
DEC	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	DEC
JAN	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	JAN
FEB	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	FEB
MAR	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	MAR
APR	\$ 10,000.00		\$ 10,000.00	\$ 9,000.00		\$ 9,000.00	APR
MAY	\$ 5,000.00	\$ 5,000.00	\$ 10,000.00	\$ 9,000.00	\$ 6,000.00	\$ 15,000.00	MAY
JUN		\$ 10,000.00	\$ 10,000.00		\$ 9,000.00	\$ 9,000.00	JUN
JUL		\$ 10,000.00	\$ 10,000.00		\$ 9,000.00	\$ 9,000.00	JUL
			\$ 120,000.00			\$ 120,000.00	

IMPACT TO MANAGERS - MANAGER SELF-SERVICE & ROLE BASED USER ACCESS



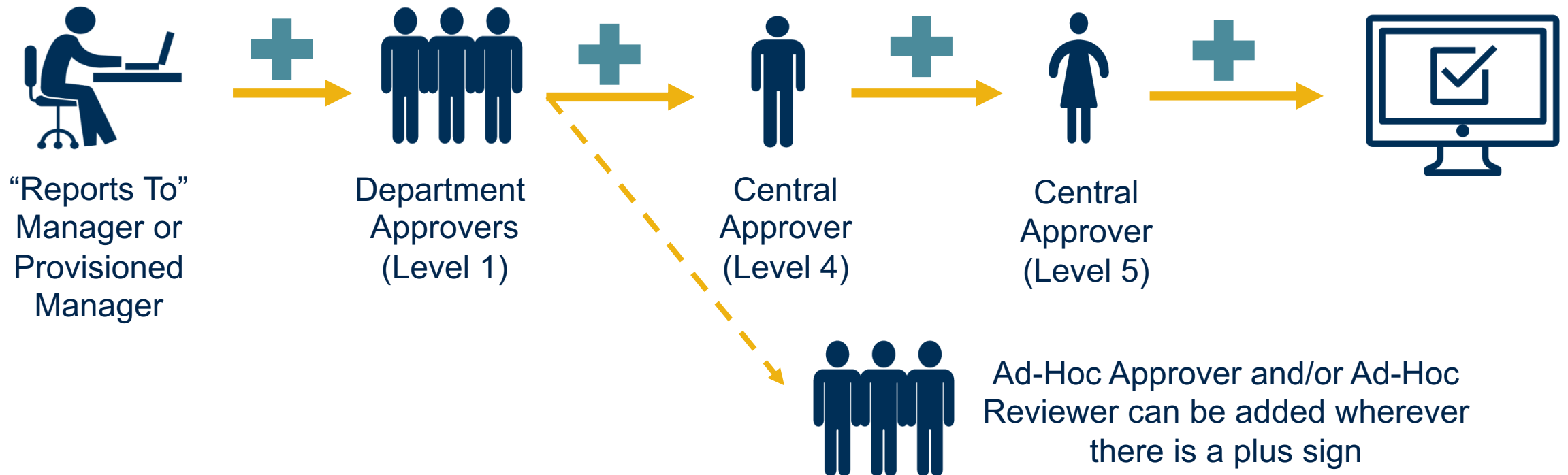
OneUSG Connect for Managers

- Anyone with one or more direct reports is a manager
- OneUSG Connect is designed for managers to be part of the process
 - Managers will now be responsible and accountable for initiating transactions on behalf of individuals on their team (e.g., pay changes, job changes, terminations, etc.)
 - Manager Self-Service (MSS) provides tools to better view and manage team
 - Allows managers to have a "One Stop Shop" to effectively manage their team
 - Provides the ability to submit transactions for their "reports to"
 - Introduces a company directory (online org chart)
 - Provides quick access and view alerts and notifications
- Timely and accurate actions are key

MSS Approvals Overview

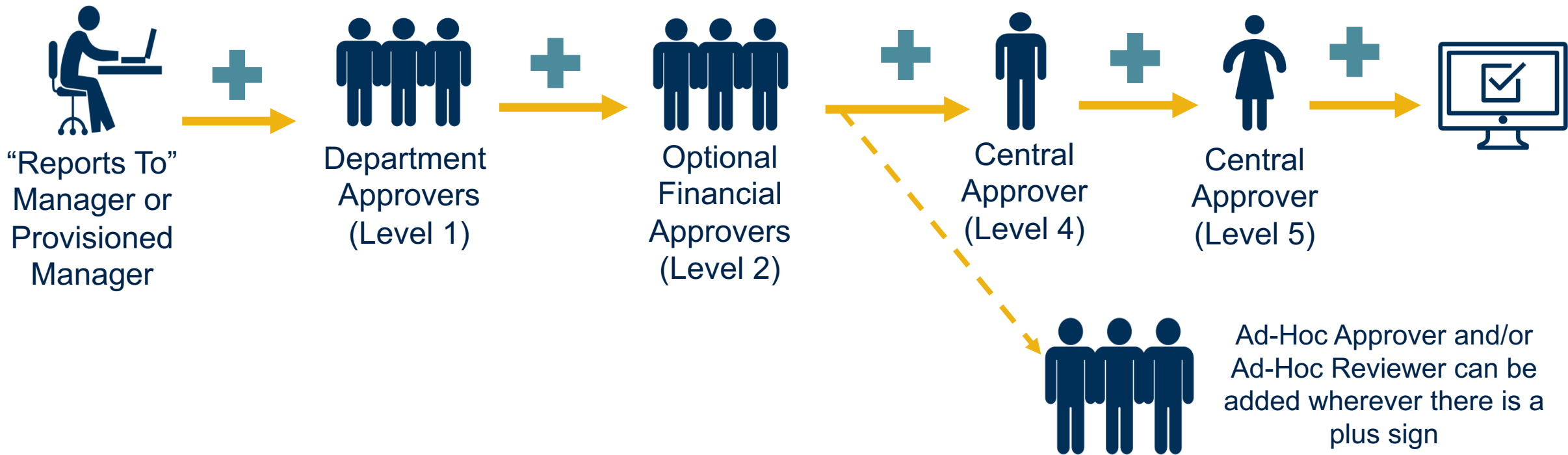
There is functionality to add Ad-Hoc approvers and reviewers during the approval process

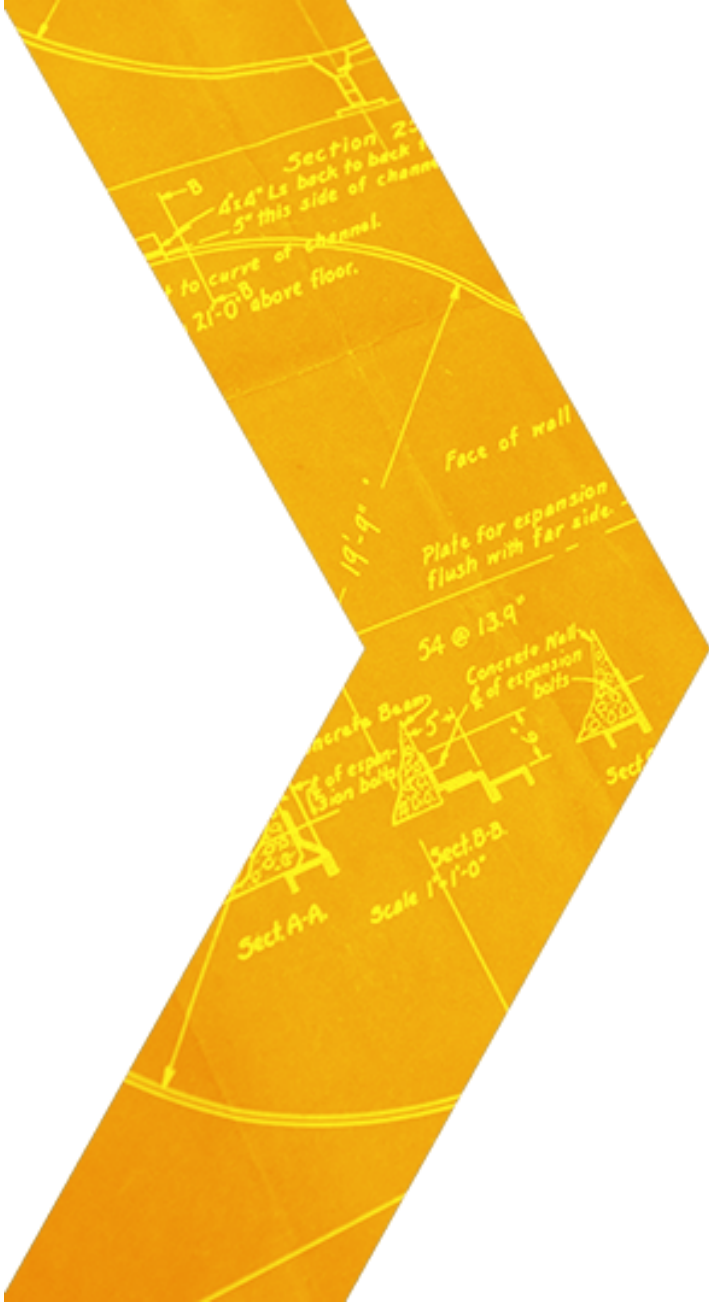
- Approvers are required to take action
- Reviewers are not required to take action



MSS Approvals Overview

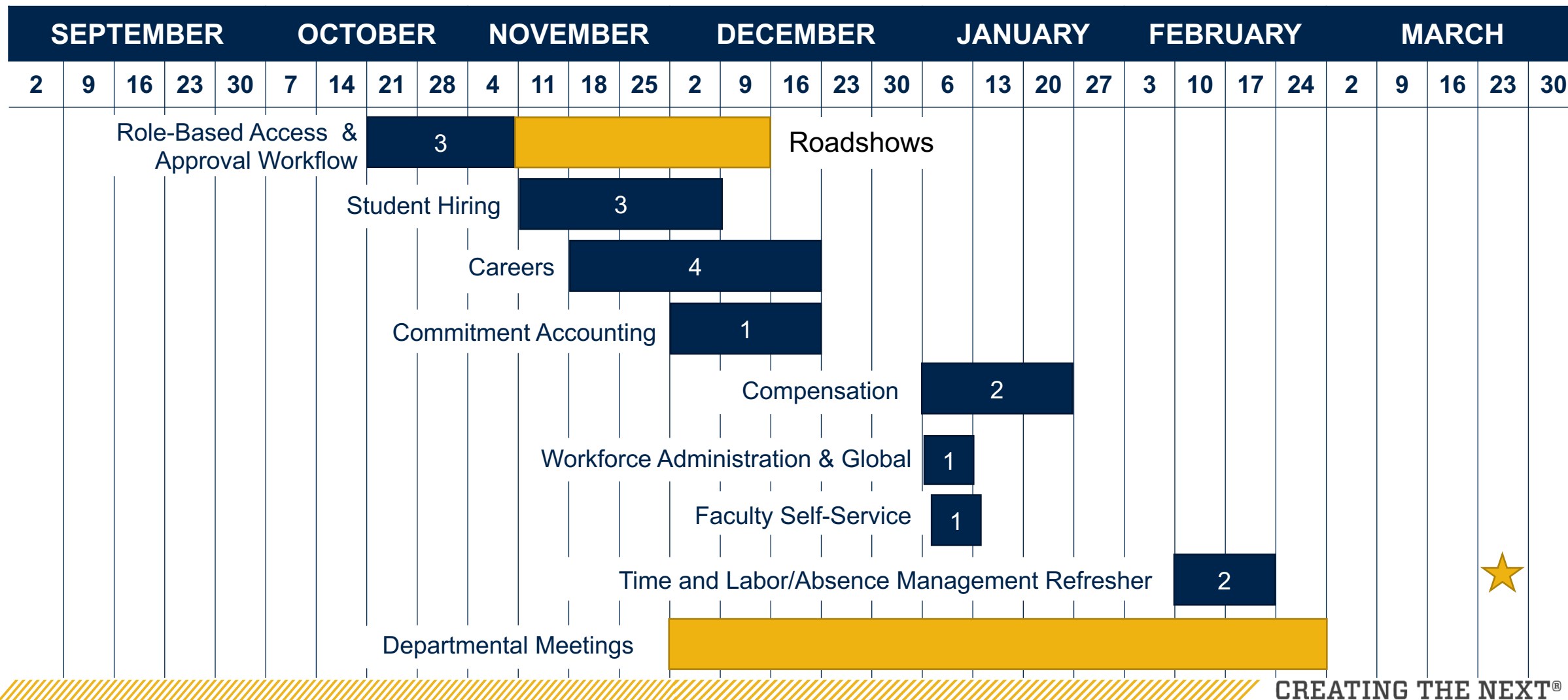
- There is functionality to add Ad-Hoc approvers and reviewers during the approval process
 - Approvers are required to take action
 - Reviewers are not required to take action





NEXT STEPS

Upcoming Info Sessions



CREATING THE NEXT®

How to Prepare for OneUSG Connect

Timeframe	Recommended Action
Now (Ongoing)	<ul style="list-style-type: none"> • Visit project website: transformation.gatech.edu/hcm-resources <ul style="list-style-type: none"> ○ View recorded webinars <ul style="list-style-type: none"> ▪ Manager Self-Service ▪ Employee Self-Service ▪ Timekeeping and Payroll
Now through December	<ul style="list-style-type: none"> • Attend Campus Info Sessions and Special Topic Webinars
Now through Spring 2020	<ul style="list-style-type: none"> • Review connectTECH newsletters
Now through Spring 2020	<ul style="list-style-type: none"> • Reach out to your change agent
Late Fall through Spring 2020	<ul style="list-style-type: none"> • Attend training <ul style="list-style-type: none"> • Initial training sessions will focus on policy and process changes • System training will be conducted in Spring 2020

Questions or Comments? Email: erp.readiness@gatech.edu



Let's stay connected!

Questions or Feedback?

- **Helpdesk Email:**
erp.readiness@gatech.edu
- **Website:**
<http://transformation.gatech.edu>

