OneUSG

OneUSG Update
University System of Georgia

Shelley Nickel and Marion Fedrick

November 9, 2016

OneUSG HCM Governance

Business Sponsor

- Hank M. Huckaby, Chancellor
- Dr. Steve Wrigley, Executive Vice Chancellor Administration
- Dr. Micheal Crafton, Interim Executive Vice Chancellor and Chief Academic Officer

Business Owner

- Marion Fedrick, Vice Chancellor Human Resources

Advisors

- Shelley Nickel, Executive Vice Chancellor Strategy and Fiscal Affairs
- Dr. Bobby Laurine, Vice Chancellor and Chief Information Officer

Executive Council

- USG institutional representatives
- John Scoville, Associate Vice Chancellor/Chief Technology Officer and Executive Director of OneUSG

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Human Capital Management (HCM)

Planning, Implementation, Training, Communications, Support

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OneUSG Executive Council

Name	USG Organization	Title
Dr. Bonita Jacobs	University of North Georgia	President
Dr. Kyle Marrero	University of West Georgia	President
Dr. Stas Preczewski	Georgia Gwinnett College	President
Robert Whitaker	Georgia Southern University	CBO
Anthony Wagner	Augusta University	CBO
Jerry Rackliffe	Georgia State University	CBO
Steve Swant	Georgia Institute of Technology	CBO
Dr. Tim Chester	University of Georgia	CIO
Dr. Steve Wrigley	BOR	Exec VC - Administrative and Fiscal Affairs
Dr. Micheal Crafton	BOR	Interim Exec VC - Academic Affairs
Shelley Nickel	BOR	Exec VC – Strategy and Fiscal Affairs
Marion Fedrick	BOR	VC - Human Resources
Dr. Bobby Laurine	BOR	VC / CIO

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97 Development team participants.

29 Institutions represented as part of the team, along with the
Shared Services Center, USO and Information Technology Services.

239 Participants in HCM business process meetings.

325 Business processes reviewed.

thank you!

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Shared Services Initiative History

Board of Regents Approved the Initial Shared Services in 2008
- Centralize payroll and benefits functions with Automatic Data Processing (ADP).
- Create a new organization in Sandersville, Georgia to support and maintain.

Project Went Live in 2009 with Goals to Achieve
- Reduce costs.
- Develop more efficient HR management and payroll systems.
- Streamline and standardize business processes.
- Improve functionality and service quality.

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Shared Services Initiative Challenges

Initiative Encountered Significant Challenges

- Inadequate RFP and design process.
- Moved prematurely, too quickly.
- Adopted platform ADP was phasing out.
- Hesitancy to change and centralization.
- No requirement to standardize processes.
- ADP services unable to meet significant USG institutional requirements.

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- Systemwide initiative to develop and implement streamlined policies, procedures and technology solutions that benefit all entities of the University System of Georgia (USG).

- Supports the Chancellor's strategic imperative of accountability, efficiency and innovation.

OneUSG HCM Business Case

OneUSG Human Capital Management Project
Current State vs. Future State
Cost Benefit Analysis

Current State	Cost	Employee FTEs	Future State	Cost	Employee FTEs
Personal Services			Personal Services		
Shared Services Center	$3,948,726	48	*Shared Services Center*	$5,470,842	66
Information Technology Services	0	0	*Information Technology Services*	2,607,463	25
Fiscal Affairs - Reconciliation		2	*Fiscal Affairs - Reconciliation*	145,000	1
USG Institutions	10,250,518	147	*USG Institutions*	6,133,240	88
Contracts & Operating	7,287,130		Contracts & Operating	5,982,029	
Total Current State	**$21,486,374**	**197**	**Total Current State**	**$20,338,574**	**180**

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OneUSG Human Capital Management

The first priority: Bring all institutions onto a single system to manage HR needs.

- **Consolidate human resource administrative functions** onto a common software.
- Implement **uniform business processes**.
- **Centralize support** teams.
- Better position the USG to **avoid risk** and compliance issues.
- **Provide better online experience** for employees.

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Major Components of the HCM

- Payroll Services
- Benefits Administration (Aon)
- Talent Management
- Time and Attendance

All components are unified and integrated into a single system.

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OneUSG HCM

Easy to Use Tool

- Automates current manual human resources and benefits processes.

View on Mobile Devices

- Allows employees to submit and/or approve leave time on the go.

Faster Resolutions

- Handles issues or answer questions more efficiently.

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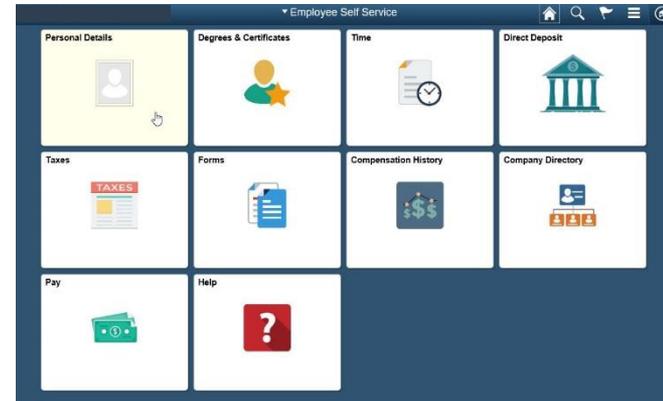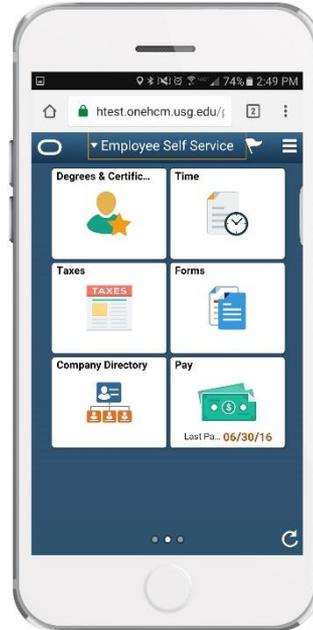
OneUSG Pay Statement Enhancements

- ✓ **Georgia tax withholding** – ability to change online.

- ✓ **Direct deposit –** ability to change online.

- ✓ **Personal leave balances –** ability to see leave balances on pay statement.

- ✓ **Employee paycheck calculator –** ability to see estimated pay in advance of changes.

OneUSG HCM Value

Improved Software Solution for Human Resources and Benefits Administration
- Better design, available on mobile devices, and automated processes.

Centralized Support
- Support will be available through the USG Shared Service Center and ITS.
- Improved customer service.

Uniform Business Procedures, Policies and Practices
- Reduced compliance risk.

Systemwide Savings
- By using the same HCM software, consistent policies and centralizing support, reduced net cost to the USG, is projected conservatively to be $1.1 million a year.

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OneUSG HCM Deployment Schedule

- Go-live dates will be finalized in December.

- Institutions will begin transitioning to the new payroll system in 2017.

- Transition to the new HCM system will be a controlled and measured process.

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