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
## OneUSG Executive Council

<table>
<thead>
<tr>
<th>Name</th>
<th>USG Organization</th>
<th>Title</th>
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<tbody>
<tr>
<td>Dr. Bonita Jacobs</td>
<td>University of North Georgia</td>
<td>President</td>
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<tr>
<td>Dr. Kyle Marrero</td>
<td>University of West Georgia</td>
<td>President</td>
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<tr>
<td>Dr. Stas Preczewski</td>
<td>Georgia Gwinnett College</td>
<td>President</td>
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<tr>
<td>Robert Whitaker</td>
<td>Georgia Southern University</td>
<td>CBO</td>
</tr>
<tr>
<td>Anthony Wagner</td>
<td>Augusta University</td>
<td>CBO</td>
</tr>
<tr>
<td>Jerry Rackliffe</td>
<td>Georgia State University</td>
<td>CBO</td>
</tr>
<tr>
<td>Steve Swant</td>
<td>Georgia Institute of Technology</td>
<td>CBO</td>
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<tr>
<td>Dr. Tim Chester</td>
<td>University of Georgia</td>
<td>CIO</td>
</tr>
<tr>
<td>Dr. Steve Wrigley</td>
<td>BOR</td>
<td>Exec VC - Administrative and Fiscal Affairs</td>
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<tr>
<td>Dr. Micheal Crafton</td>
<td>BOR</td>
<td>Interim Exec VC - Academic Affairs</td>
</tr>
<tr>
<td>Shelley Nickel</td>
<td>BOR</td>
<td>Exec VC – Strategy and Fiscal Affairs</td>
</tr>
<tr>
<td>Marion Fedrick</td>
<td>BOR</td>
<td>VC - Human Resources</td>
</tr>
<tr>
<td>Dr. Bobby Laurine</td>
<td>BOR</td>
<td>VC / CIO</td>
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</table>
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!
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.
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.
• 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 Human Capital Management Project
## Current State vs. Future State
### Cost Benefit Analysis

<table>
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<tr>
<th></th>
<th>Current State</th>
<th>Future State</th>
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<tbody>
<tr>
<td></td>
<td>Employee</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cost</td>
<td>FTEs</td>
</tr>
<tr>
<td>Personal Services</td>
<td></td>
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<tr>
<td>Shared Services Center</td>
<td>$3,948,726</td>
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<td>Information Technology Services</td>
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<tr>
<td>Fiscal Affairs - Reconciliation</td>
<td>2</td>
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<tr>
<td>USG Institutions</td>
<td>10,250,518</td>
<td>147</td>
</tr>
<tr>
<td>Contracts &amp; Operating</td>
<td>7,287,130</td>
<td></td>
</tr>
<tr>
<td><strong>Total Current State</strong></td>
<td>$21,486,374</td>
<td>197</td>
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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.
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.
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.
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.
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.
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.