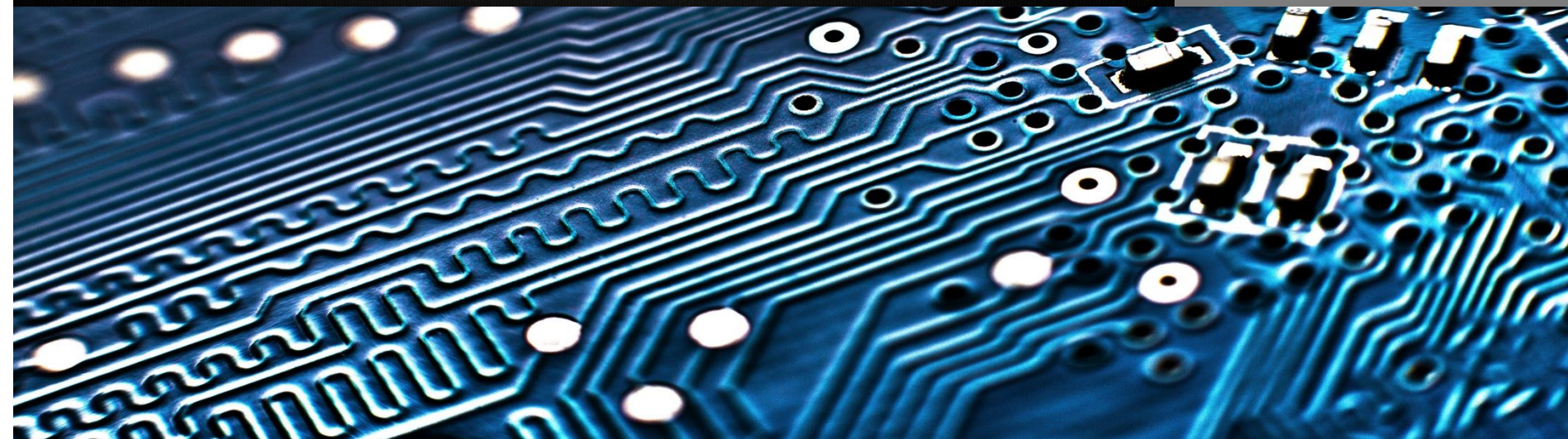


oneusg



Strategic Pause

- Schedule Compression due to....
 - Challenges in the area of resource planning and commitment
 - Complexity in Financial and Benefits integration
 - Replacement Services Contracts awarded late and impact development and testing
- Remediation Strategy (In Process)
 - New HCM Governance Structure
 - Establishing Human Capital Management Program Baseline
 - Full HCM Functional Decomposition
 - Initiated Business Process and Compliance Review for accuracy and completeness
 - Engaging industry partners for Benefits Administration best practices
 - Core Dashboard/Scorecard Update
 - Define Research Institution unique requirements
 - Evaluating support structures for SSC and ITS



New HCM Governance Structure

- Senior Decision Authority
 - Chancellor – Hank M. Huckaby
 - EVC Administration – Dr. Steve Wrigley
 - EVC & Chief Academic Officer – Dr. Houston Davis
- System Authorization
 - Milestone Decision Authority
 - Marion Fedrick (Human Resources)
 - Advisors
 - Shelley Nickel (Financials & Budget)
 - Bobby Laurine (Information Technology)
- Executive Director
 - John Scoville Associate Vice Chancellor/Chief Technology Officer has assumed the role and responsibilities of the Executive Director of the oneusg initiative

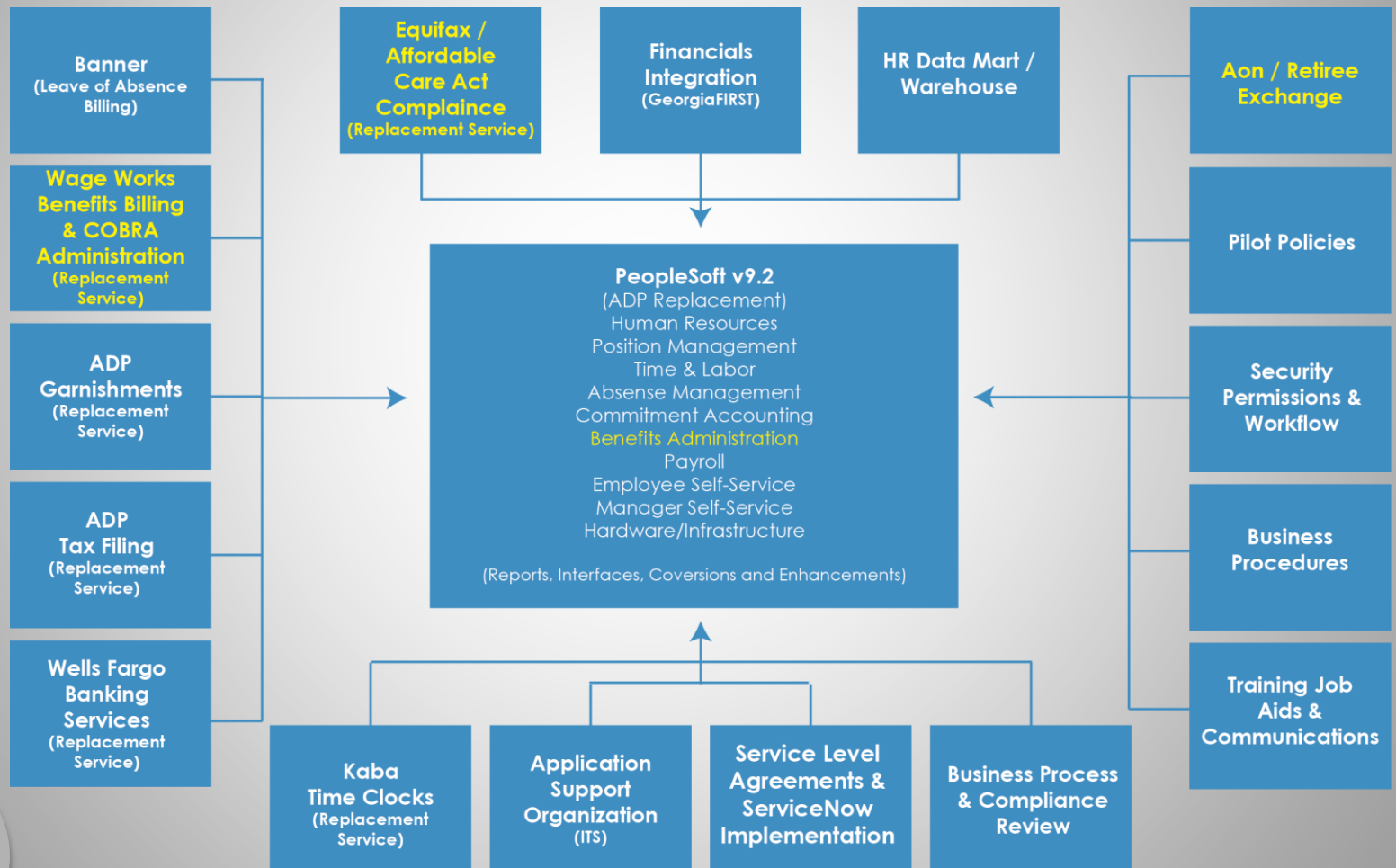


HCM Project Leadership

Name	Title
John Scoville, ITS	Executive Director of oneusg Initiative/ Associate Vice Chancellor/Chief Technology Officer
Claire Arnold, USO	Associate Vice Chancellor for Fiscal Affairs
Karin Elliot, USO	Associate Vice Chancellor for Total Rewards
Julie Harris, SSC	Project Manager
Lynn Hobbs, USO	Director of oneusg Financials Integration
Diane Kirkwood, SSC	Director of Payroll, Benefits, and Human Resources
Debbie Lasher, USO	Business Process Manager
Glenn Leavell, ITS	Executive Director of Technical Operations
David Nisbet, ITS	Executive Director of Administrative Services
Beverly Norwood, ITS	Associate Vice Chancellor for Technology Operations
Teresa Piazza, ITS	IT Training Manager
Mark Zimmer, ITS	Director of Customer Service/Helpdesk



HCM Project Baseline: Project Decomposition



HCM Project Baseline: Business Process & Compliance Review

Core Implementation Sign-Off Deliverables (Binders):

- Business processes
 - Functional & Organizational Impacts
- Use cases
 - Swim Lane Diagram (Roles and Responsibilities)
- Requirement listing
- Training and communications
- Listing of reports, interfaces, conversion and enhancements
- Decisions



HCM Project Baseline: Business Process & Compliance Review

Estimated Sign-Off Schedules (April – June)

- Design Team – 4 Weeks (April / May)
 - Review / Refine All Deliverables
 - Facilitated Sessions in Athens
- Cross Functional – 2 Weeks (May)
 - Business Process Flows
 - Integration Points
- Steering Committees – 2 Weeks (June)
 - Human Resources
 - Financials
- University System Office – 2 Weeks (June)

Design Team
(Module & Cross Functional)

HR & Financials
Steering Committees

System Office
MDA & Advisors

Controlled Requirements
Baseline

Implement
Change
Review



HCM Project Baseline: Business Process & Compliance Review

Sign-Off Approach:

- Review Sessions
 - System Office, ITS & Shared Services (Preview)
 - Design Team
- Review Session Objectives
 - Purpose / Background
 - Data Flow Review
 - Decision Points
 - Business Process Inventory
 - Impact Analysis Review
 - Process Flow Review
 - Requirements Validation
- Upcoming
 - Design Team Review Session information
 - Note: Some modules may be combined to minimize resource requirements

