OneUSG Connect
R1 Engagement

July 26, 2019
• Georgia Tech Change Requests
  • Express Retro Accounting
  • Academic and Summer Pay
  • Careers Deployment
    • Onboarding
    • Background Check
    • Branding
    • Georgia Tech Deployment Plan
  • Deployment Schedule
    • Georgia Tech Timeline
    • Regression Testing Expectations
• Lunch
• Production Support Update
• Interact Update
• Next Steps
• The information delivered within this presentation was published on July 23rd, 2019

• This information, while accurate at the time, is subject to change
Georgia Tech Change Requests
Express Retro & Commitment Accounting

Terryl Barnes – Georgia Tech
Donna Wooddell - ITS
Express Retro Justification

• Issues with delivered PeopleSoft Direct Retro Distribution functionality:
  
  • Performance Problems
  • No delivered option to connect Retro Distribution to Approval Workflow Engine
  • No delivered option to provide justification for transactions
  • No delivered option to redistribute any implied fringe or other transactions not going through the paychecks
  • Limited security restrictions
    • Row-level employee data access only
  • Processing window timeframe: the delivered Retro Distribution cannot run simultaneously with other CA processes such as PSPPFUND, Payroll Actuals or Encumbrance Interfaces
    • Unfinished Retro transactions must be deleted in time for Payroll finalization and distribution
  • Tedious on-line entry and batch processing
A custom Direct Retro module: all HCM Accounting transactions are available for Direct retro distribution through a custom page

- Workflow originates from the custom page
- All transactions can be redistributed based upon individual cohort configuration
- Redistributed transactions do not write to Actuals tables

Users retrieve and redistribute existing accounting transactions.

A custom batch process writes all redistributed entries back to PSBI and HR Accounting lines
Express Retro Requestors will be able to search by multiple HR Attributes (Employee ID, Employee Name, Jobcode, Position Number) to locate accounting transactions.

The search could be further optimized by optional criteria:

- Pay End Date range
- Combo Codes
- Ledger accounts
- Paycheck Number

Depending on their Security, Requestors will be able to select multiple transaction types to perform:

- Apply to Transactions: Earnings Only, Earnings Fringe Follows, Fringe Only, Money Movement and any other institution-specific transactions that could be configured.
The search results will be displayed on the Retro-Distribution page. Requestors will be able to select all desired transactions for processing, work on all of them on one page and submit all of them attached to a single workflow request.
Express Retro Configuration

• Each Business Unit can have a unique selection of:

• BOR Transaction Types allowable for Retro-Distribution (e.g. Payroll Actuals, Payroll Retro, etc.)

• Earnings and Fringe Ledger Accounts eligible for each Transaction Type

• Security roles to be utilized for certain access (e.g. CA manager)

• The following rules must be defined for each Business Unit:
  
  • ACCOUNT – what security role users must have within each institution to redistribute the ACCOUNT. E.g., at GT only CA manager can perform ACCOUNT redistribution.

  • DATE RANGE – what ChartField values should trigger retro-period restriction, e.g. Combo Codes containing certain FUND_CODE values cannot be redistributed past 90 days of the original transaction. (NOTE: depending on configuration, this rule can be circumvented given a higher security access. For GT, a CA manager can override these limitations.)
Express Retro Workflow

• Depending on the institution-specific configuration Express retro Workflow could have up to 5 approval stages utilizing PeopleSoft delivered AWE functionality.

• Requestors can select ad-hoc Approvers for their transactions

• Approvers will be able to see the old and new distribution as well as justification for each transaction.

• Approvers will be able to Approve or Deny a transaction and provide comments when a transaction is denied.

• Requestors will be able to View Transactions as they move through the Workflow process.
Terryl Barnes
Associate Director – Salary Planning and Distribution

Georgia Institute of Technology
terryl.barnes@business.gatech.edu
Georgia Tech Change Request

Express Retro & Commitment Accounting

- Commitment Accounting Stabilization
  - Encumbrance Calculation (Cohort 1 to Cohort 5)
    - Account Mapping for Multiple Components of Pay
    - Performance Tuning – Changes Only
    - J Paygroup – 1733.33 Hour Calculation
    - HSA Employer Match Not Encumbered
    - Life Insurance Including One Additional Pay Period
    - Not Pro-Rating June FICA / Medicare
    - Employees Dropping Coverage Through Open Enrollment
  - HR Accounting Line and PERS_SERV_BOR Messaging
  - Improve SSC processing (GL, backup process, etc.)
  - Pre-Distribution Audit Performance
  - Invalid Funding - No Job Earnings Distribution Errors
Georgia Tech Change Request
Express Retro & Commitment Accounting

• Commitment Accounting Stabilization (cont.)
  • Additional Functionality
    • Benefits Reconciliation Adjustment
      • Add Approval and Attachment
    • Payroll Adjustment Component and Report
      • Add Pay End Date, Position #, Check #, etc.

• Upcoming Meeting:
  • OneUSG Commitment Accounting Design Team (Advisory team) August 8th
Donna Wooddell
Assistant Director – PeopleSoft
Core Services

University System Office
donna.wooddell@usg.edu
Georgia Tech Change Requests
Academic and Summer Pay

Taylor Ferguson – Georgia Tech
Diane Strenkowski - ITS
• Academic Year Pay
  – August to May

• Summer Pay
  – May to August

Georgia Tech changing academic pay schedule to be in Alignment with OneUSG
Used to pay academic faculty who are in the Academic Monthly with Benefits (XXF) pay group.

GT “03F” population as of May 2019 in 1,125.

XXF pay group employees receive pay of annualized rate
  – 1/10th August to May
  – Zero pay in June and July

Eliminates need to zero compensation in Job for Summer months.

Removes the need to enter short work break in Job.

Employees pay will encumber

Additional pay is the conduit to pay line to pay a monthly salary.

Reporting and queries will be developed.
Pay Template Page

- Allows for institution specific templates
- All references to contract on the page will be relabeled
• Allows academic employees with a pay template to be paid during summer months without short work break!
• Summer pay is available May, June, July, and August.
• **Summer pay allows greater flexibility.**
  • Entry can be decentralized, allowing units to input pay.
    – Eliminates the need for spreadsheets!
• Each institute can decide which months to include for summer payments.
• Ensures compliance with 33 1/3% summer pay allowance.
- Months can be grayed out to restrict access.
- Amounts can be allocated across months and combo codes.
- Summer pay months will encumber.
Outstanding Issues

• What academic year earnings are included in the calculation of 33 1/3% for summer salaries.
• Automated process for proration of pay if an employee terminates prior to the end of the term.
• What is the impact on budget prep?
• Academic Calendar Year Pay impact on retro processing.
• Impact on existing reports, code, queries, etc. due to the compensation frequency of “C”.
• Expanding functionality to include part-time faculty and graduate assistant pay groups.
Taylor Ferguson
ERP System Analyst Lead – Payroll and Benefits
Georgia Institute of Technology
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404-894-3420
Georgia Tech has submitted ~40 Change Requests to date.
Many of the change requests are related to configuration or functionality that will be specifically used by Georgia Tech.
The upcoming slides provide an overview of changes that may be of interest to other R1 institutions.
<table>
<thead>
<tr>
<th>Change Request</th>
<th>Process Area</th>
<th>Status</th>
<th>Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Convert Job Descriptions and display in Job Postings</td>
<td>Careers</td>
<td>Approved</td>
<td>Georgia Tech requests to utilize Non-Person Profile Management to populate Job Summary, Responsibilities, and Required Qualifications sections of job posting in Careers. To facilitate the implementation of this feature, Georgia Tech is requesting a one-time conversion program from the existing custom job description table to the Non-Person Profile tables in OneUSG Connect.</td>
</tr>
<tr>
<td>Job Posting Restrictions</td>
<td>Careers</td>
<td>Approved</td>
<td>Disable editing of Pay Grade, Job Summary, Responsibilities, and Required Qualifications sections of job posting after sections are imported from Non-person Profile Management for classified postings. This change will ensure standard core job descriptions are used, aid in complying with minimum qualification standards, and reduce the need for re-work/editing by GTHR and hiring departments.</td>
</tr>
<tr>
<td>Onboarding</td>
<td>Careers</td>
<td>Approved</td>
<td>Implement electronic process for completing forms during onboarding to provide a consistent experience for new hires and employees, shorten the length of time to onboard new hires, and create a more transparent onboarding process. USG is currently exploring the option of using Equifax Compliance Center for onboarding.</td>
</tr>
<tr>
<td>Glacier Automated Data Transfer to PeopleSoft</td>
<td>Core HR (Global HR)</td>
<td>Approved</td>
<td>The implementation of a data feed from GLACIER to PeopleSoft will remove the need to manually enter foreign national tax status into PeopleSoft tax fields. This will reduce manual labor at the larger schools and reduce errors.</td>
</tr>
<tr>
<td>Temporary Social Security Numbers</td>
<td>Core HR</td>
<td>Approved</td>
<td>Georgia Tech has a requirement to store temporary Social Security Numbers that are used during the interim period until a foreign national receives a Social Security Number. To accommodate this requirement a conversion program will be created to store temporary Social Security Numbers in an existing Audit record.</td>
</tr>
<tr>
<td>Position Management Tile</td>
<td>Self Service</td>
<td>Approved</td>
<td>Currently in Manager Self Service (MSS), One USG’s Position Management actions are tied to an individual rather than based on a position. In order to effectuate a position management transaction, the user must start with an individual. In addition, USG’s configuration of MSS, does not allow the user to update vacant positions. Through the introduction of a Position Management Tile, all Position related transactions will be located in a single location, streamlining the end user experience.</td>
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<tr>
<td>Change Request</td>
<td>Process Area</td>
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<td>Summary</td>
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<tr>
<td>Applicants Meet Minimum Requirements</td>
<td>Careers</td>
<td>Under Review – System Office</td>
<td>To assist with the effort of hiring qualified applicants, hiring managers will be restricted from seeing applicants that have not been reviewed and approved by a recruiter. This change will ensure compliance with OFCCP guidelines as only qualified applicants can be hired, and will save hiring managers time as only qualified applicants will be available for review.</td>
</tr>
<tr>
<td>Automated Onboarding Link to Glacier</td>
<td>Core HR (Global HR)</td>
<td>Additional Info Needed</td>
<td>The strongest compliance with foreign national tax issues is to base access to GLACIER on the employee’s status entry in Part 1 of the Form I-9. As OneUSG selects an on-boarding tool, a critical selection criteria is it’s ability to automatically link a new employee to GLACIER based on his/her identification as a foreign national on the Form I-9. If not a direct link into the software, then an online form that will provide the data necessary to an administrator of GLACIER.</td>
</tr>
<tr>
<td>Voluntary Deduction Tile and Links on Employee Self Service</td>
<td>Self Service</td>
<td>Approved</td>
<td>The current OneUSG page for Employee Self Service (ESS) does not have a voluntary deductions tile to allow employees who are eligible, to enter their payroll deduction information and to set their deduction amount(s). In addition, the PeopleSoft delivered voluntary deductions page does not have a link for employees to review and obtain more information on their voluntary payroll deduction(s). Georgia Tech is requesting the creation of a voluntary deduction tile within Employee Self Service to allow employees to manage their voluntary deductions.</td>
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<tr>
<td>Change Request</td>
<td>Process Area</td>
<td>Status</td>
<td>Summary</td>
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<tr>
<td>Task Profile Description</td>
<td>Time, Labor, And Absence Management</td>
<td>Submitted</td>
<td>Employees with multiple jobs have individual timesheets for each employee record (Empl Rcd). Once in timesheet, managers currently can only distinguish between each job by the employee number record listed (no other indicated on timesheet). By adding task profile ID description to the timesheet, managers will have additional visibility into the job through the inclusion of a description.</td>
</tr>
<tr>
<td>Parking Deduction Panel</td>
<td>Payroll</td>
<td>Submitted</td>
<td>Georgia Tech requests the development of a custom panel to enable the parking department to update deductions for new hires and individuals who transfer between paygroups. The use of the parking deduction panel will prevent the need for responsibilities related to parking deductions to be re-assigned to the payroll department.</td>
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</tbody>
</table>
Georgia Tech Change Requests
Careers Deployment

Badra Jaden – Georgia Tech
Michael Smith – ITS
Mark Zimmer – Strategic Implementation
• Equifax Compliance Center will be utilized to conduct key onboarding tasks for new USG hires, including…
  • I-9 verification
  • eVerify
  • USG Forms
  • Institution Forms
  • Institution Links
Compliance Center

• **Assumptions**

  • Part of the OneUSG Careers project scope under Onboarding.
  • Scheduled to be deployed for Georgia Tech as critical part of Careers rollout in Dec 2019.
  • Georgia Tech is expecting they will have their own, separate instance of Compliance Center.
  • Multiple USG Institutions currently use or are actively pursuing separate instances of CC
    • University of Georgia: full solution in use for 7+ years
    • Georgia Tech: I-9 verification Only (in use)
    • Georgia State, University of North Georgia, Georgia Southern: contract phase
  • Project Team plans to use UGA’s Compliance Center instance as a template.
  • Deployment timeline for a single tenant instance of Compliance Center is projected to be up to 120 days.
  • Equifax charges a one time implementation fee per instance of Compliance Center.
  • Each instance of Compliance Center includes 16 free packet templates.
    • Additional templates can be purchased.
  • $X.XX per new hire, at a rate based on volume of new hires per year.
    • The higher the volume, the lower the price.
Accurate Background Check - Integration

- Recruiters trigger the background check process for candidates after offer acceptance
- A message is sent to Accurate with the candidate Name and Email Address
- This integration is slated for HCM Release 5.12 (August 23rd)
Branding

• Pilot Project Authorized by System Office
  • Configure PeopleSoft Style Sheets
    • Standard Sized Logo
    • Color Scheme Based on Institution Color Palette
  • 2 Institutions Included in Scope of Pilot
    • Georgia Tech
    • Cohort 1 Careers Institution
• Deliverables
  • Configuration Guide for All Institutions
  • Specifications / Development to Drive Branding Based on Job
  • Testing Scenarios
• Duration
  • 5 Weeks
Welcome

Here you will find the information you need to become a valuable member of the Georgia Tech community. Should you have any questions do not hesitate to contact an employment representative at (229) 333-5709. They will be glad to discuss your future here with the GT.

For technical assistance while using this site, please contact the Shared Services Center at (855) 214-2644.

Click on the following link for a brief guide on applying for jobs and utilizing the applicant portal:

- View Latest Jobs
- My Job Notifications
- My Job Applications
- My Favorite Jobs
- My Saved Searches
- My Account Information

The text field between “Welcome” and “View Latest Jobs” should correspond to a text catalog entry, configurable by set id.
Branding

Welcome

Here you will find the information you need to become a valuable member of the University System of Georgia community. Should you have any questions do not hesitate to contact an employment representative at (229) 333-5709. They will be glad to discuss your future here with the USG.

For assistance completing an application, please contact the Shared Services Center at (855) 214-2644.

Click on the following link for a brief guide on applying for jobs and utilizing the applicant portal:

www.tololink.com
### Scope

<table>
<thead>
<tr>
<th>Component</th>
<th>Current State</th>
<th>Future State</th>
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</thead>
<tbody>
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<td>Job Descriptions</td>
<td>Customer PS Table</td>
<td>Job (Non-Person) Profile Mgt</td>
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<tr>
<td>Recruiting</td>
<td>Various Systems</td>
<td>Careers</td>
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<td>Background Check</td>
<td>Accurate</td>
<td>Accurate</td>
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<tr>
<td>Hiring</td>
<td>ePSF</td>
<td>Manage Hires</td>
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<tr>
<td>Onboarding</td>
<td>Equifax I9 &amp; Paper Forms</td>
<td>Equifax Compliance Center</td>
</tr>
</tbody>
</table>
GT Deployment Plan

Preparation

• Business process review & mapping
  • Excellence in HR
  • Compliance
• Functional Design sessions
  • Change Requests
• Org Readiness
  • Info sessions
  • UAT
  • Training
End-to-End Process Map
## GT Deployment Plan

### Deployment

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<th>Phase</th>
<th>Date</th>
<th>Populations</th>
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</thead>
<tbody>
<tr>
<td>Phase 1</td>
<td>December 2019</td>
<td>Staff, Temps, Faculty, Pilot</td>
</tr>
<tr>
<td>Phase 2</td>
<td>Summer 2020</td>
<td>Academic Faculty, Research Faculty, Student, Pilot</td>
</tr>
<tr>
<td>Phase 3</td>
<td>December 2020</td>
<td>GTRI Students</td>
</tr>
</tbody>
</table>
Phase One – December 2019

- Staff & Temps
- Faculty Pilot
- Integrations – Accurate & Compliance Center
- GT Branding

- SmartHR / Fluid Forms for hiring:
  - Faculty
  - Students
  - Affiliates
  - Rehired Retirees
GT Deployment Plan

Phase Two

• Academic Faculty
• Research Faculty
• Shared Profiles
• Integration – Glacier

Phase Three

• GTRI
• Students
• Vendor Mgt
Populations - Phase 1 – 12/15/19
• Careers (Workflow)
  • Staff & Tech Temps – Retire Taleo
  • Faculty – Pilot with Computing / President & Provost
• Smart Form (Workflow)
  • Federal Work Study
  • Rehired Retiree
  • Limited Term Faculty
  • Adjuncts
• Smart HR (No Workflow)
  • Student Workers
  • Research & Teaching Asst.
  • Affiliates
• Smart HR (No Workflow)
  • Student Workers
  • Research & Teaching Asst.
  • Affiliates

Populations - Phase 2 – 6/30/20 (Pending Requirements)
• Careers
  • Faculty (No Conversion – Soft Launch)
  • Additional Institutions – Group 1
• Smart HR
  • Additional Institutions – Group 1

Populations - Phase 3 – 12/31/20 (Pending Requirements)
Careers (Workflow)
• GTRI – Retire PageUp
• Student Workers (Proposal)
• Additional Institutions – Group 2
Smart HR (No Workflow)
• Additional Institutions – Group 2

Software & Enhancements - Phase 1 – 12/15/19
• Equifax Compliance Center – Integrated
• Rework MSS Position to Include Profile & Job Code
• Update Source Data on Approval of MSS Position
• Accurate Background Check Integration
• Short Term Branding – Georgia Tech
• Job Aggregator – Georgia Tech

Software & Enhancements - Phase 2 – 6/30/20
• Branding – Other Institutions
• Non-Resident Aliens / Glacier Integration
• Shared Profile Catalog
• Job Aggregator – Other Institutions

Software & Enhancements - Phase 2 – 12/31/20
• Vendor Management / Staffing Integration

3rd Party Software - Phase 3
Faculty Requisition Transition (6/15)
Legacy Searches Complete (7/31)
Badra Jaden
ERP System Analyst Lead – Careers
Georgia Institute of Technology
badra.jaden@erp.gatech.edu
404-894-2569
Georgia Tech Timeline

Greg Phillips – Georgia Tech
Craig Golden – ITS
Production Support Updates
OneUSG Connect Roadmap

Christy Todd – ITS
<table>
<thead>
<tr>
<th>(July to September)</th>
<th>(October to December)</th>
<th>(12/15/19)</th>
<th>(January to March)</th>
<th>(April to June)</th>
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<tr>
<td>Absence Management</td>
<td>Code Freeze (Preparation for Krella 6.00) (Email to Team, Go Live)</td>
<td>Absence Management Enhancements</td>
<td>Careers</td>
<td>Career Deployment Cohort 1</td>
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<tr>
<td>Absence Management Enhancements</td>
<td></td>
<td>Attachments can be added to Absence Requests</td>
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<td>Shared Job Profile (USC Only @ 450 Go Live)</td>
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<tr>
<td>Careers</td>
<td>Modifying the Absence Matrix to include department</td>
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<td>Shared Service - Input Foreign Nationals into Glacier based on I-9 Input in Equifax Compliance Center</td>
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<tr>
<td>Accurate Background Check - Interface of Successful Background Check</td>
<td>Population of the Holiday Schedule based on the Absence Matrix</td>
<td>Benefits Administration</td>
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<td>Faculty Events</td>
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<td>Job Profile Maintenance Enhancements</td>
<td>Benefits Reconciliation Adjustment - Approval and Attachment</td>
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<td>Faculty Contract Delivery Interface of foreign National Visa and Citizenship Data from Glacier into Peoplesoft</td>
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<td>Commitment Accounting</td>
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<td>Career</td>
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<td>Performance Management</td>
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<tr>
<td>Commitment Accounting Stabilization Enhancements</td>
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<td>Accurate Background Check - Interface of Successful Background Check and Social Security Number</td>
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<td>Carry Job Responsibilities forward to the Performance Review Template</td>
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<td>Employee Self Service</td>
<td>Implementation of Compliance Center</td>
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<td>Performance Management Deployment Cohort 1</td>
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<td>State Charitable Contributions</td>
<td>Onboarding (Pilot)</td>
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<td>Faculty Events</td>
<td>Job Profile Maintenance Enhancements</td>
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<td>VISA and Citizenship Standardization (Pilot)</td>
<td>Prehire Security Access to Peoplesoft Self Service Portal</td>
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<td>Performance Management</td>
<td>Commitment Accounting</td>
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<td>Performance Management (Pilot)</td>
<td>Add Pay End Date and Position Number to Payroll Adjustment Component and Report</td>
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<td>Time and Labor Enhancements</td>
<td>Commitment Accounting Stabilization Enhancements</td>
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<td>Time and Labor Enhancements: UGA Shift Differential for University of Georgia Workers</td>
<td>Encumbrance Calculation</td>
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<td>Express Retro Accounting</td>
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<td>Tuition Remission interface (Pilot)</td>
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<td>Manager Self Service</td>
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<td>Add Position Expansion &amp; Auto Update</td>
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<td>Change Position Expansion &amp; Auto Update</td>
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<td>Position Management Navigation Table</td>
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<td>Panel</td>
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<td>Academic Pay (Pilot)</td>
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<td>Georgia Tech Specific Integrations</td>
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<td>Peoplesoft Tax Updates</td>
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<td>Peoplesoft Updates (Upgrade to PUM 3)</td>
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<td>Training/Testing</td>
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<td>Creation of an MSS page to update Maintain Time Reporter data elements</td>
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<td>Expansion of the IL Matrix to include Webclock</td>
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<td>New report - Time and Absence Detailed Summary Report</td>
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<td>New report - Payable Time to Pay Earnings</td>
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<td>Comparison report</td>
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Executive Agent Update
Non-Standard Pay

Diane Strenkowski - ITS
Non-Standard Employee and Supplemental Pay

• Transition schedule:
  • July 1, 2019 Exempt staff
  • August 1, 2019 Faculty

• SSC/ITS hosted two onsite/online working sessions
  • July 9th – 17 in person 60 via WebEx
  • July 18th – 3 in person 53 via WebEx

• Documentation includes decision trees, business process flows, forms, job aids, matrix and checklists

https://www.usg.edu/oneusg/documentation/non_standard_employee_and_supplemental_pay
Non-Standard Employee and Supplemental Pay

• Next Steps
  • Compliance/audit query development
  • Update to HRAP and BPM
  • Creation of FAQs based on feedback and tickets
  • Non-exempt employee process in progress
    • Working group reviewing functionality and requirements (task profiles, additional job)
  • Student worker policy in progress
  • Integration with Academic Calendar Year Pay
Executive Agent Update
Visa and Citizenship Standardization

Satyam Gudapati – UGA
Doug Podoll – Georgia Tech
Executive Agent Updates
Foreign Nationals: Citizenship, Visa & Tax Panels

Objective: Standardized definitions and processes for the employee data provided within the Citizenship/Visa/Federal Tax panels in OneUSG Connect when it comes to Foreign Nationals (FNs).

- Population Impacted: Approximately 5 - 25% among the R1 institutions
- Standardizations from an application perspective are in the config and transactional data areas.
- Specific security roles are being built and delivered reporting will also be enabled
- Implementation plan/dates: To align with the Georgia Tech project dates
## Executive Agent Updates
### Citizenship: Country & Status

<table>
<thead>
<tr>
<th>OneUSG Current State</th>
<th>Change Request</th>
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<tbody>
<tr>
<td><strong>Country:</strong> USA</td>
<td><strong>Country:</strong> One of &gt; 250</td>
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<tr>
<td><strong>Citizenship Status:</strong></td>
<td><strong>Citizenship Status:</strong></td>
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<tr>
<td>• Native</td>
<td>• US Citizen</td>
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<tr>
<td>• Naturalized</td>
<td>• US Lawful Permanent Resident</td>
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<tr>
<td>• Alien Permanent</td>
<td>• Foreign National Alien (FN)</td>
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<td>• Alien Temporary</td>
<td>• US Noncitizen national (American Samoa/Pacific Islander)</td>
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<td>• Permanent Resident</td>
<td>• Unknown</td>
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<td>• Employment visa</td>
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<tr>
<td>• Canadian Citizen</td>
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<tr>
<td>• Other</td>
<td></td>
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<tr>
<td>• Not Indicated</td>
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Executive Agent Updates
Country of Citizenship: IPEDs & Affiliates

- IPEDs: Reviewed by VC Angie Bell & presented to Data Governance Committee
- Affiliates:
  - USG Affiliates & Non-paid Affiliates
  - Necessary for Export Control, Research Security, Background Checks, etc.
- How do we gather the data?
  - No I-9 and No GLACIER
  - Develop tool for use with Equifax Compliance
Governance Update
Advisory Teams

David Nisbet – ITS
Advisory Teams
Governance

Executive Leadership (USO)

Change Review Board (USO)

HCM Steering Committee

Financials Steering Committee

Advisory Group

Executive Agent
Advisory Teams
Core Concept

- Strategy
- Policy & Procedure
- Application
The proposed advisory groups closely follows the current Human Resources Administrative Practice Manual groups. Potential examples of Advisory Teams might include:

- Time, Labor, and Leave
- Employee Benefits
- ...

Following this path will map to an existing structure and categorization for the advisory groups.

Existing work teams and committees will be merged into the proposed advisory groups.
• The proposed framework that all Advisory teams would utilize might include the following examples:
  – Policy and Procedures
  – Compliance and Internal Controls
  – Application Structure and Impact
  – ...

• Proposed Interact Preconference Planning Team:
  – Quint Hill
  – Sherma Francis
  – Rich Loftis
  – Julie Harris
  – David Nisbet
  – Layne Francis
  – Juanita Hicks
Potential Pre-conference agenda:

• AM session
  – Kick off
    – Welcome/Introduction
  – Framework Concepts
  – Selection Rationale/Criteria
  – Roles and Responsibilities
  – Policy and Procedures
    – Differences and Interaction between the two

• Lunch

• PM session
  – Team dynamics session: How to be a successful team
  – Table Top Exercise
    – Policy and Procedures: A Critical Review
  – Next Steps/Initial Assignments
Interact Engagements

Layne Francis – ITS
• Global Payments Around the World
  • Are They Compliant With US & Local Regulations?

• GLACIER
  • USG's Tool for Foreign National Tax Compliance

• Advisory Teams
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Presentation</th>
<th>Presenter</th>
<th>Co-Presenter</th>
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<tr>
<td>Wednesday</td>
<td>8:30</td>
<td>OneUSG Connect Governance Update</td>
<td>David Nisbet</td>
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<td>Wednesday</td>
<td>9:35</td>
<td>2020 Open Enrollment Demo</td>
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<td>Wednesday</td>
<td>9:35</td>
<td>Get your Kicks with Cohort 6</td>
<td>Craig Golden</td>
<td>OneUSG Module Leads</td>
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<td>Oracle HCM session TBD</td>
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<td>2020 Open Enrollment 101</td>
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<td>Wednesday</td>
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<td>Creating/Updating Positions in OneUSG Connect</td>
<td>Kim Gore</td>
<td>Benjamin Scott</td>
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<td>Express Direct Retros</td>
<td>Terryl Barnes</td>
<td>Donna Woodell</td>
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<td>Proactive management of common benefits that impact reconciliation</td>
<td>Karin Elliott</td>
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<td>Wednesday</td>
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<td>Hiring/ Updating Employee Job data in OneUSG Connect</td>
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<td>Commitment Accounting Birds of a Feather (HCM) - Part 1</td>
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<td>Commitment Accounting Birds of a Feather (HCM) - Part 2</td>
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<td>Mass Data Loads</td>
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<td>Salary Administration</td>
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<td>Organizational Changes: Understanding the USG policies and processes associated</td>
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<td>Maintaining positions through Manager Self-Service</td>
<td>Shalonda Cargill</td>
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<td>Common Remitter</td>
<td>Wanda Keyton</td>
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<td>FMLA 101 - The Law / The Benefit / The FAQs</td>
<td>Mary Nevill</td>
<td>Karin or Chris McGraw</td>
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<td>OneUSG Connect - Shared Job Profiles</td>
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<td>Manage Faculty Events - Birds of a Feather</td>
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<td>OneUSG Connect Manager Self Service Roadtrip: Where We're Going and Where We've Been</td>
<td>Katy Manley</td>
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<td>Time &amp; Labor/ Absence Management - Birds of a Feather</td>
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<td>NEW! State Charitable Campaign in Employee Self-Service</td>
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<td>OneUSG Connect Onboarding Update</td>
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<td>OneUSG Connect Faculty Contract Delivery - Part 1</td>
<td>Randolph Carter</td>
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<td>OneUSG Connect Faculty Contract Delivery- Part 2</td>
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<td>ACA Refresh</td>
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<td>OneUSG Connect Careers v2.0</td>
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<td>Performance Management</td>
<td>Quint Hill</td>
<td>Michael Smith</td>
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<td>Jay Riffe</td>
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<td>Summer and Academic Pay</td>
<td>Taylor Ferguson</td>
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<td>Retirement @ Work</td>
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<td>Documentation and Communication</td>
<td>Claire Souter</td>
<td>Jules Donnelly</td>
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<td>Well-Being Credits: how to earn and manage</td>
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<td>Payroll Birds of a Feather</td>
<td>Jessie Dalton</td>
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<td>GLACIER: A Front-End User’s Point of View</td>
<td>Doug Podall</td>
<td>Kim Gore</td>
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<td>Michael Smith</td>
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<td>HCM and PSFIN Segregation of Duties</td>
<td>Stephanie Marshall</td>
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<td>HR Birds of a Feather</td>
<td>Sharon Atkinson</td>
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Wrap Up & Next Steps

Craig Golden – ITS
Wrap Up & Next Steps

- Next Meeting
  - Inclusion of Georgia Southern and Kennesaw State
  - Key Topics to Address