



April Talking Points

Have questions, concerns, or feedback for the Project Drive team?
Please [complete this form](#).

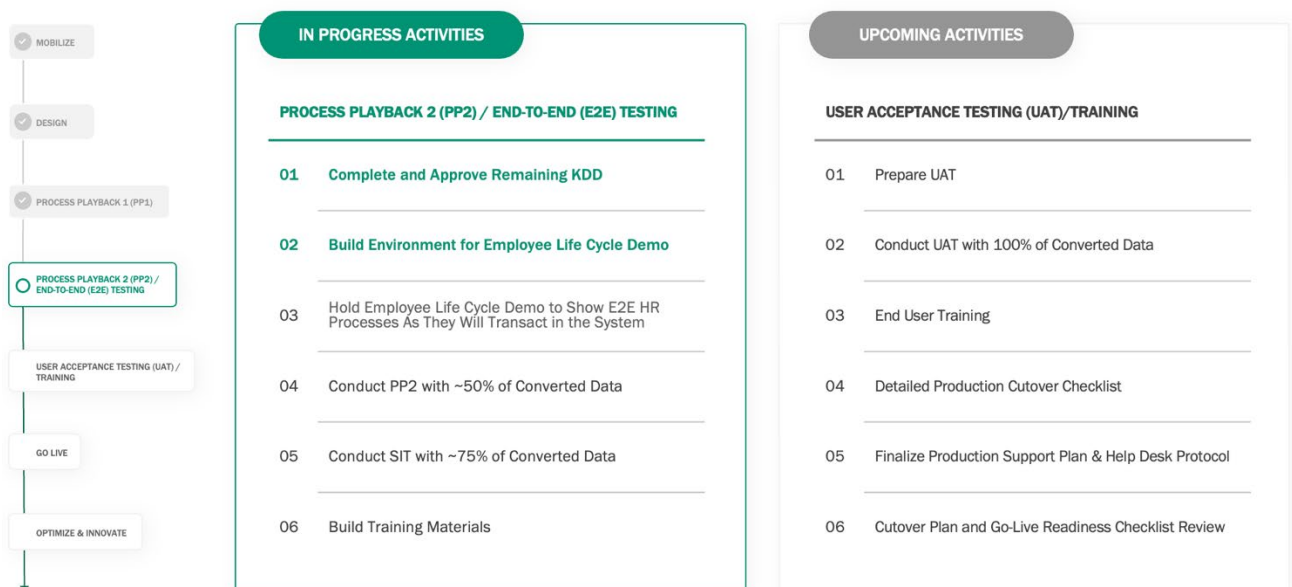
Find Answers Fast

This table of contents will help you get relevant answers to questions your teammates or direct reports may be asking:

- [What is happening on the project?](#)
- [When will the new system go live?](#)
- [When can we see a demo of the new system?](#)
- [How will managers and their direct reports benefit from the new system?](#)
- [Will there be training? How will I know how to use the system?](#)

Project Updates

Project Drive Road Map





Recent Activities

The Project Drive team is assessing Key Design Decisions (KDD) and Configuration Workbooks (CWB) at a steady pace, as almost 600 KDD have been accepted by the Executive Leadership Team (ELT). That's another 400 KDD from where we stood last month! Remember, completed KDD and CWB will inform the design of our new system and how processes will take place within that system.

Since March, 'tiger teams' made up of USF and Oracle Consulting Services (OCS) project sponsors, solution architects, functional workstream leads, and the technical team have been meeting frequently to assess gaps between the future state design and the current documented design. This cross-functional meeting approach helps remove silos and ensures all participants align on KDD. ***Embracing the tough conversations, course correcting, and removing obstacles*** is more than a guiding principle of Project Drive—it is how we are moving efficiently as one united team to complete Prototype 2 (P2) of our Oracle Cloud HCM system!

Key accomplishments

- **Determined planned Go Live date of January 2025!**
- Confirmed nearly 600 Key Design Decisions (KDD)
- Approved nearly 90% KDD for the next prototype build
- Started the build of DEV2 (prototype 2) environment for Employee Lifecycle Demo

Upcoming activities

The Change Management team is actioning the following deliverables to drive awareness of project activities and system benefits:

- Developing and distributing Monthly Talking Points for various audiences at USF
- Developing and distributing MOMENTUM, the USF HR Practitioner Newsletter
- Continuing to participate in KDD sessions across modules
- Continuing to capture and validate change impacts as needed
- Preparing for the April Change Ambassador Network meeting on April 24



Previewing the Employee Life Cycle

Next month, the OCS workstream leads will demonstrate the Oracle Cloud HCM system across the entire employee life cycle, from hire to retire! USF project team members and HR leaders will be able to see first-hand how our design makes HR processes at USF more efficient and drives increased productivity.

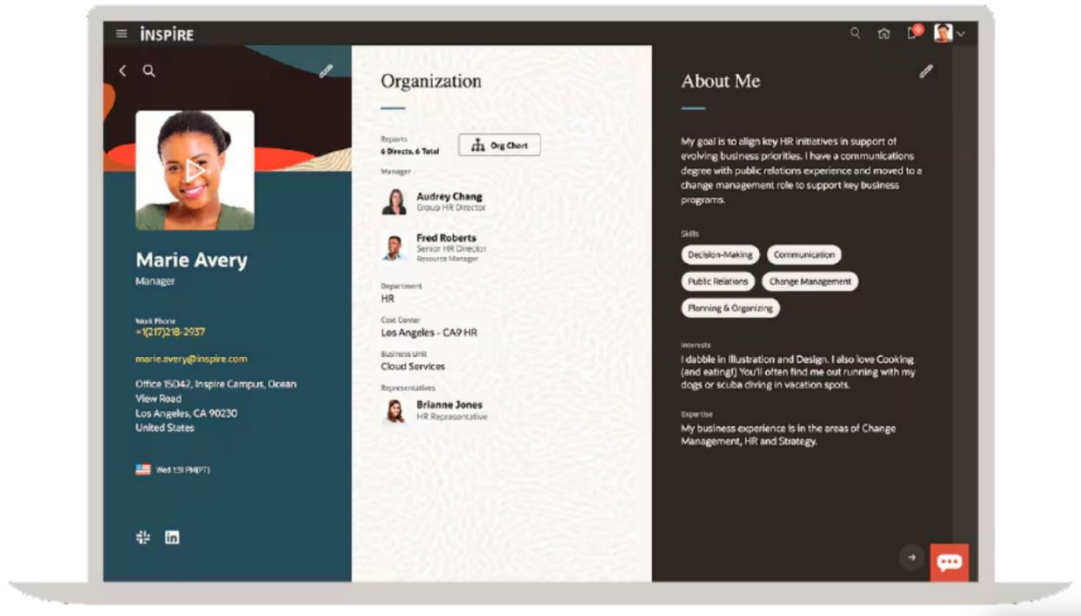
During the Employee Life Cycle demo, **the Oracle team will showcase end-to-end processes as they will transact in the system to provide:**

- **Strategic planning tools** that seamlessly align with USF's business objectives
- **Advanced recruiting technology** that helps attract top talent
- **Innovative compensation frameworks** that motivate and retain employees
- **Training modules and performance evaluation tools** that boost skills and encourage continuous improvement

As the project team finalizes remaining KDD in preparation of the Employee Life Cycle demo, look out for next steps regarding invitations or a demo readout/recording. This event will provide valuable insights into our new system you will not want to miss!

Putting You in the Driver's Seat

Oracle Core HR



**Above represents a sample of the Oracle Cloud system. This image does not represent the finalized system for USF.*

The Oracle Cloud HCM Core HR module is designed to give USF employees and managers a personalized experience through a secure, self-service platform they can access via desktop and mobile. Empowering employees and managers to manage their data and tasks (e.g., PTO, onboarding, etc.) using an easy-to-access system frees up HR partners like you to innovate new ways of delivering greater value to USF.

High Impact – Expanded Position Management Capabilities

Current: USF maintains positions on PeopleSoft and requires several processes to maintain and update positions, which are limited to Faculty, Staff, and Admin options only.

Future: In Oracle Cloud HCM, position hierarchy will be based on parent positions, which could add up to 8000 more positions to the new system. This will provide a



complete picture of the USF organization from a single hierarchical view, allowing our HR partners to make the best decisions for the business in real time.

High Impact – New Organization Hierarchy Structure

Current: USF is currently using PeopleSoft and there is no defined process for organization hierarchy.

Future: The organization hierarchy consist of the following: Enterprise > Business Unit > Division (Level 1: College University) > Division (Level 2: VP Area). This new structure will enable positions to sync automatically in parallel with position management to reduce manual data entry.

The Core HR module will also benefit USF and its employees by:

- **Tracking employees with a single person record** that supports simple and complex work relationships
- **Flexibly and securely managing localized employee information**, business processes, and legislative requirements
- **Simplifying management of unique industry**, union, collective labor, and contract agreements
- **Providing easy, on-demand self-service tasks** for employees and managers, designed to work on any device
- **Managing complex labor rules across USF** with collective agreements and seniority processing rules

Next steps for our HR Partners:

- [Click here](#) to watch a demo of the Oracle Core HR module and how it standardizes and streamlines day-to-day manager tasks.
 - Visit our [Project Team Training Guide page](#) for steps on creating an Oracle Learning Explorer account and to access training.
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Frequently Asked Questions

Please find answers to questions regarding about Project Drive, including system training and project timelines, [here](#).