



Dear Colleagues,

We are excited to announce the launch of a new leading-edge human resources system powered by Oracle, which will go live in January 2025. This bold initiative is part of our ongoing commitment to ensuring the University of South Florida remains among the best places to work in our state and across the nation. This milestone is a testament to the innovative capabilities we are about to embrace and a reflection of the collaborative spirit that is a hallmark of OneUSF.

The new system includes several beneficial enhancements for our USF team:

- **Fully replaces GEMS** – The new system replaces everything in GEMS and adds several new features accessed via an interface that is easy to navigate on a desktop computer, tablet or mobile phone.
- **Digital timesheets** – Reporting hours and submitting completed timesheets will be automated and performed digitally, saving you time. There will be no more paper timesheets.
- **LinkedIn Learning integration** – Courses and skill-building exercises are available at your fingertips anytime.
- **Universal search** – With results tailored for you, it's quick and easy to request leave, update payroll information and find the self-service tools and resources you need, whether you use your computer, tablet or phone.
- **Recruiting Booster** – This new recruiting tool streamlines creating and sharing job postings, conversing with candidates, scheduling interviews and creating guided candidate experiences to meet your needs.
- **Career Journey, Development, Performance and Leadership Learning** – These modules will work together to guide managers and employees while aligning individual motivations, strengths and performance.

The system launch will occur in three waves. The bulk of the functionality will be introduced in the first wave, such as core HR functions, recruiting and onboarding, learning, HR Help Desk, policy automation, payroll, benefits, and leave processing, in line with the first pay period of 2025. The second wave includes talent, goal and performance management. The final wave introduces updated career development, succession planning and workforce health and safety functions. Relevant self-service functions will roll out with each wave. This approach ensures a smooth transition across all three campuses.

Personalized training will be available so individuals can easily use the new system. Training will begin in late fall. It will include virtual online sessions and in-person sessions as needed; the system will also include AI-generated online training.

We look forward to sharing more updates in the months ahead. Several team members will have opportunities to engage with system elements early and provide feedback to help continue refining the experience before the January go-live.

Thank you to the more than 200 team members who have given their time and talent to help push USF into a new era of workplace efficiency and effectiveness. We deeply appreciate our partners across our university's colleges, units and campuses who have provided their input and support.

Again, we are grateful for your partnership. Nothing is more important than you, our USF team, to ensure our university's continued growth and success.

[Please click here if you have a question for the project team.](#)

Respectfully,

Angie Sklenka
Chief Administrative and HR Officer
Central Human Resources

Sidney Fernandes
Chief Information Officer
USF IT



Learn more about the BOLD changes coming soon!

[**Project Timeline**](#)

See how far we've come and where we're going!

[**Frequently Asked Questions**](#)

Get answers to popular questions about this initiative.

[**Training and Resources**](#)

Learn about specific features, view webinars and see answers to additional questions related to the new system.

[**Newsletters**](#)

Read our monthly newsletters, which summarize our accomplishments, provide insights into specific changes and review the project's next steps.