

UCF Rising

FFG Meeting

March 8, 2019

Program Scope

Research

- PS Grants Management Suite
- HRS Institutional Review Board (IRB)
- HRS Grants
- HRS Agreements
- HRS Animal Subjects (IACUC)
- ECC Upgrade
- HRS Conflict of Interest
- PARIS / AURORA / TERA & Data Warehouse
- Environmental Health & Safety

Finance

- PS Grants Management Suite

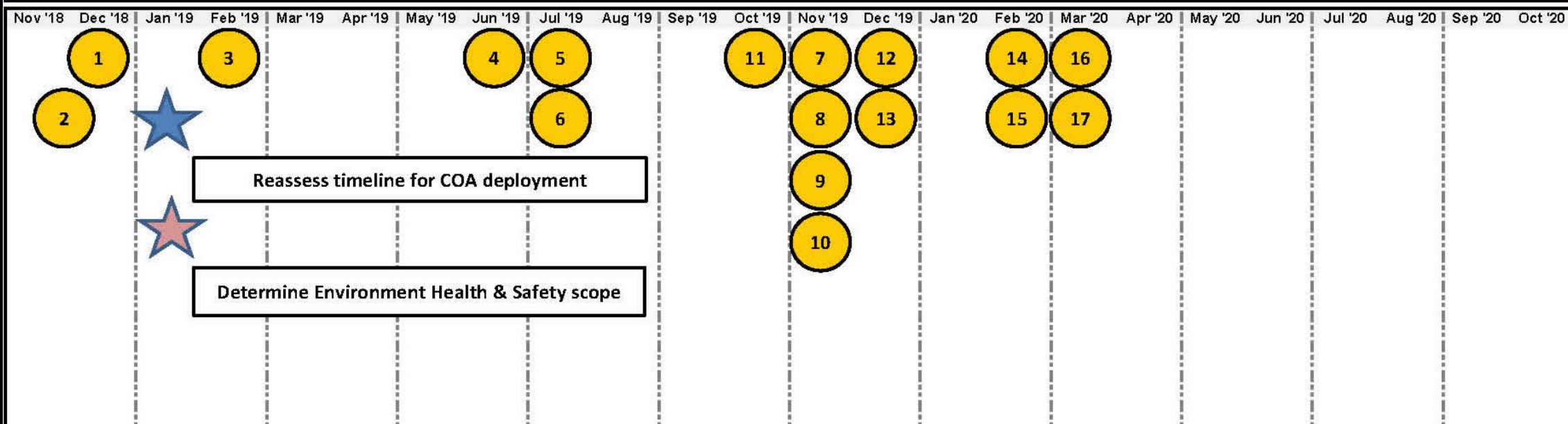
HCM

- Labor Distribution
- Salary Encumbrances
- Fringe Enhancements
- Salary Cost Transfers

UCF IT

- Financials PUM Image
- PeopleTools Upgrade
- Oracle Database Upgrade
- DataSite Orlando

UCF Rising - Program Timeline



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|--------------------------------------|---|--|-----------------------------------|---|--|
| 1 HRS IRB | 5 HRS Agreements (Split Business Process) | 9 HRS Grants (Combined Business Process) | 13 DataSite Orlando - ERP Servers | 17 ECC Upgrade | 21 HRS Grants Chart of Accounts Conversion |
| 2 PUM: HCM & Campus Solutions | 6 HRS IACUC | 10 PeopleTools Upgrade (HCM & FI) | 14 PS-HRS Grants Integration | 18 Chart of Accounts | 22 Departmental Authorization List |
| 3 HCM Tax Update | 7 HCM Enhancements (no Chart of Accounts) | 11 PUM: Campus Solutions | 15 HCM Tax Update | 19 HCM Chart of Accounts Conversion | 23 Financials Data Mart |
| 4 Oracle Database Upgrade (HCM & CS) | 8 PS Grants (Limited Deployment) | 12 HCM Tax Updates | 16 HRS COI | 20 PS Grants Chart of Accounts Conversion | 24 ECC Chart of Accounts Conversion |

Update

Current	Previous	Project	Project Lead	Timeline
●	●	HRS IACUC	Alan Dull, Nicholas Rufrano	Now – Dec 21, 2018
●	●	HRS Agreements	Douglas Bauman, Christine Silver	Now – July 2019
●	●	HRS Grants	Douglas Bauman, Christine Silver	Now – Nov 2019
●	●	PS Grants	Chris Meholic, Dorann Mullins, Tracey Hennemann	Now – Nov 2019
●	●	HCM Commitment Accounting	Becky Moulton, Jason Jones	Now – Nov 2019
×	■	Chart of Accounts	Richard Strohfus, Kevin Stapp	Now – TBC Jan 2019
×	●	Departmental Authorization List	Elena Wilson	Now – TBC Jan 2019
×	●	Data Mart	Kristal Jackson	Now – TBC Jan 2019

*HRS IACUC has been added to the active status list, HRS IRB has been removed because it is now in post implementation production support

** Chart of Accounts is stopped due to UCF F&A resources dedicated to higher priority tasks. Executive Steering Committee will reassess the COA project status when appropriate.

Change Management

- UCF Rising will introduce significant changes across the university over the coming months. Detailed information about these changes and communication plan coming in April
- Known Areas:
 - Introduction of salary encumbrances will change the budgeting process and spending behavior for all colleges and departments.
 - Research community will have new approval processes for proposals, agreements / awards, and protocols.
 - Personnel changes (ePAFs) will be separated between HR actions and funding including separate approval workflows
 - Salary cost transfers will utilize a new and improved form within the HR system

Salary and Fringe Encumbrances

- Direct benefits for academic departments:
 - Budget managers, department administrators, and central offices will be able to **see and manage** expected salary and fringe expenses
 - New reports will be developed to actively manage employee headcount by **HR home department** and by **sources of funding**
 - System-controlled funding end dates prevent payroll expenditures from charging a funding source beyond the end date and streamline payroll activities for limited term faculty appointments
 - ePAF workflow will be separated and directed to the appropriate departmental administrator for action
- Over three weeks, held multiple sessions with campus representatives to educate and gathering their input into the encumbrance strategy for UCF
- Recommendations were unanimously approved by Advisory Council and representatives



Central Offices

- Human Resources
- Finance and Accounting
- Financial System Services
- Office of Research
- Graduate & Research IT (GRIT)
- UCF Research Foundation



Campus

- College of Sciences
- College of Engineering & Computer Science
- College of Medicine - School of Biomedical Sciences
- CREOL
- College of Health and Public Affairs
- Institute of Simulation and Training (IST)

CoA-Related Changes

- Program management recommendation to the Executive Steering Committee is to remove CoA from UCF Rising initiatives until new leadership and clear guidance are provided:
 - Huron Research Suite applications will revert to the existing chart of account structure. Team has already developed a plan and timeline to complete this effort
 - Additional effort is needed to establish a meaningful employee-department rollup structure used across all systems. Human Capital Management team is taking lead in conjunction with the HRS and PS Grants teams to complete this work
 - Accepting the recommendation will delay anticipated benefits of the CoA project



**THANK
YOU**