Finance Changes & Impact

John Shipley, University Comptroller

Process Owner and Chair of the OnePurdue Finance Advisory Committee
Integration of Mission-Critical Functions
Vision for Finance

- Assure financial integrity.
- Streamline key business processes.
- Implement e-Business.
Business Benefits – Access to Management Information

- Manager self-service through the portal
- Drill-down capability
- Up-to-date information
- Financial and budgetary information delivered to the desktop!
Business Benefits – Integration

- Integrated sub-ledgers
  - Streamline and eliminate redundant data entry
  - Real-time updates
  - Eliminates need for manual reconciliation
  - Integration of end-to-end processes
What is Changing – General Ledger

- Account Structure
- Accounting Basis
What is Changing – Travel Management

- Corporate travel card
- Employee Self-Service (ESS)
- Auto-reconciliation
- Employee can designate a separate direct deposit account
- Workflow routing and approval
- January 2007
What is Changing – Grants Management

- Integrated grants management functionality
- Report tracking
- Defined sponsor formats for billing
- Web-based effort reporting (January 2007)
What is Changing – Procurement

- Fully integrated with
  - Supplier self-service
  - Workflow routing and approval
  - Minority and women-owned business enterprise visibility
What is Changing – Budget Planning and Simulation

- Business warehouse integration for budget modeling
- Facilitation of preparation and analysis through electronic budget planning
Impact on the Organization

- Workflow and real-time processing
- “Master Data” maintenance
- Significant changes to the account structure
- Change from paper to electronic
- Availability of reports
- Third-party system access
Challenges

- Quantity and pace of change
- Learning while doing
- High expectations
- Complex data conversions
- Transition between October 2006 and January 2007
Items for Future Enhancement

- Preventive maintenance
- Plant maintenance for regional campuses
- Additional inventory locations
- Additional workflow
Constraining Policies Update

- Budget Policies
- Pooled Benefit Accounts/Costing Recharging Fringe Benefits
- Accrual Accounting
- Effort Reporting
- Electronic Signatures
- Signature Delegation
- Travel
Finance Change and Impact Questions
Human Resource Changes & Impact

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Human Resource Services

Process Owner and
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Human Resource Advisory Committee
Integration of Mission-Critical Functions

**Finance**
- Procurement
- Treasury/Banking
- Plant Maintenance
- Accounts Payable
- Inventory/Warehouse
- Project Systems
- Fixed Assets

**Human Resources**
- Classification & Compensation
- Benefits
- Fund Management
- Travel
- Grants Management
- Payroll
- Employment

**Enrollment and Student Affairs**
- Student Records
- Registration
- Recruiting
- Admissions
- Academic Monitoring

**General Ledger**
- Financial Aid Accounts Receivable
- Student Accounts

**Integration of Mission-Critical Functions**
Key Business Benefits

- **HR Vision**
  - Real time processing
  - Online service
  - Single source of truth
  - Single point of entry for data collection
  - Efficient business processes
  - Time sensitive or date effective
  - Flexible – expandable
  - Accommodate multiple sets of business rules
Employment, Recruitment

- **Update:**
  - Re-evaluating Fit of the SAP e-Recruitment Module
  - HR Advisory Committee will make recommendations

- **Impact:**
  - Continue with Resumix for recruitment and employment administration
What is Changing – Classification and Compensation

- “Org chart” of the entire university up to date at all times
- Identifies supervisors and managers
- Enables position-based security, manager self-service and some workflows
What is Changing – Employment Transactions

- Consistent and complete employee data
- Accurate leave tracking for all staff
- Ability to retain and manage retiree data
- Integration with student records
What is Changing – Benefits Administration

- Online benefits enrollment
- Online maintenance of dependent data
- Automated collection of premiums for staff on leave
- Pro-rated deductions for partial pay
What is Changing – Payroll/Time and Attendance

- Online time entry
- Time evaluation: shift differential
- Leave administration handled consistently
What is Changing – Payroll

- Payroll information online
- Simplified: direct deposit, savings bonds
- Partial pays and retro transactions automated
- Automated collection of missed deductions or overpayment claims
- Imputed income calculations
Challenges

- Pay frequency change
- Automation of benefit administration
- Reduced exception processing
- Self-service responsibilities
HR Constraining Policies

- Policies that will not change:
  - TIAA-CREF contribution
  - Two-tiered medical premium
  - Sick leave for monthly-paid staff

- Changes facilitated by OnePurdue:
  - Mandatory direct deposit and pay-cards
  - Templates for early voluntary partial retirement
  - Discontinuing use of A/P contracts
  - Pay frequency for academic appointments
HR/Payroll Timeline

- October 2006 – Manage select master data to facilitate Finance go-live
- December 2006 – 1st time card entry
- January 2007 – 1st delivered payroll
- May 2007 – Change in academic-year pay frequency
- October 2007 – Open enrollment via Web
Human Resource Changes and Impact Questions
OnePurdue Communications

- OnePurdue Web site: www.purdue.edu/onepurdue
- OnePurdue e-Newsletter -subscribe at www.purdue.edu/onepurdue
- Inside Purdue
- Advisory Committee Members
- Send Questions to onepurdue@purdue.edu
- Amy Raley, OnePurdue Communications Manager at araley@purdue.edu

Thank you