



OnePurdue

Finance and Human Resources

Town Hall

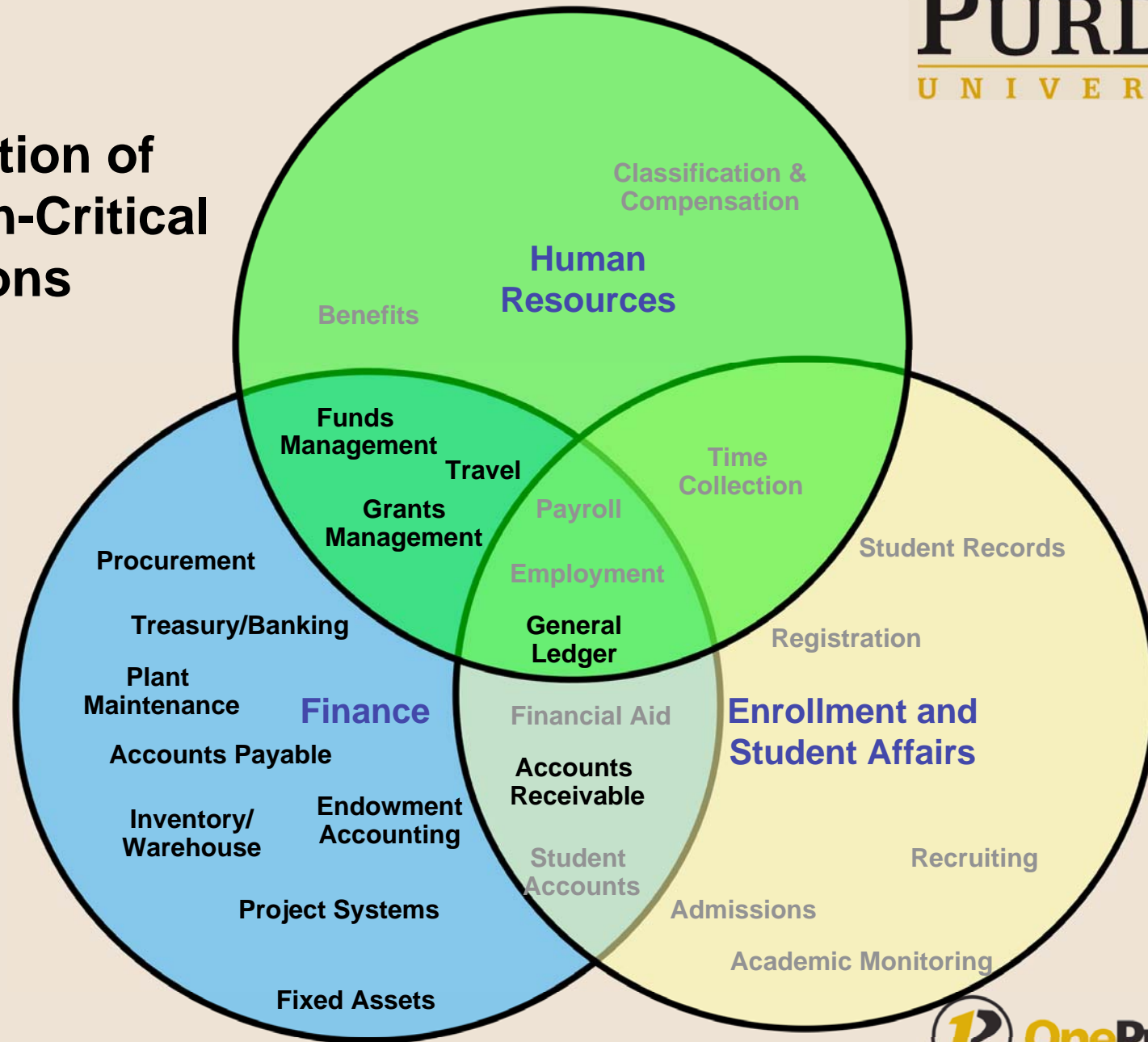
April 2006

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

Closed!

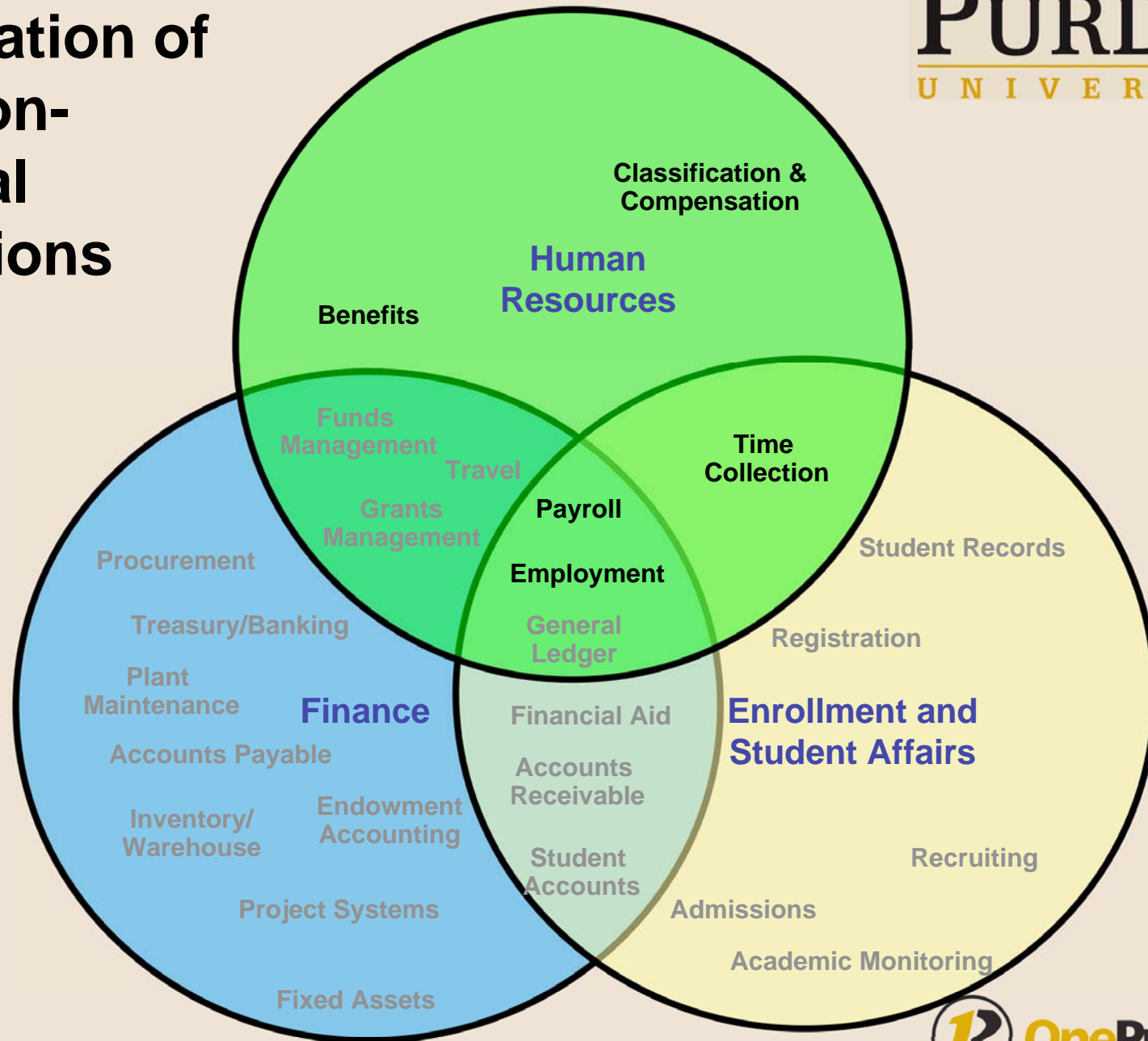
Finance Change and Impact Questions

Human Resource Changes & Impact

*John Beelke, Director
Human Resource Services*

*Process Owner and
Chair of the OnePurdue
Human Resource Advisory Committee*

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