

VII. STANDING COMMITTEES**A. Academic and Student Affairs Committee**

in Joint Session with

B. Finance, Audit and Facilities Committee**UW Strategy for Administrative Systems and Information Management****INFORMATION**

This briefing outlines the UW's strategy for incrementally modernizing its administrative systems and continuing to enhance its information management capabilities. The Board of Regents requested this briefing to provide background and context for the UW's HR/Payroll Replacement project. This presentation is for information only.

BACKGROUND

The University of Washington (UW) is a premier global research and educational institution with a \$4.6 billion budget, over 42,000 students, and a large, complex and diverse workforce of 40,000 people including faculty, researchers, clinical personnel, student workers and administrative staff, making it the third largest employer in the state.

Despite the size, scope and complexity of the institution, the UW's legacy administrative systems that support its critical business operations are more than 30 years old and are no longer meeting the University's current business needs. The University has been making incremental enhancements to its systems to keep up with changing business and regulatory requirements, and will continue with this approach. But the University has reached a point where it needs to replace its aging core legacy transactions systems, starting with the human resources and payroll system (HEPPS and other supporting systems).

These legacy systems have limited functionality and are becoming increasingly difficult to upgrade. Resulting operational inefficiencies are negatively impacting the productivity of faculty and staff at every level of the institution. Departments and units have developed hundreds of redundant shadow systems to compensate for missing functionality at considerable cost and effort. University faculty and staff cannot get the information they need to support effective management and decision making.

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

in Joint Session with

B. Finance, Audit and Facilities Committee

UW Strategy for Administrative Systems and Information Management
(continued, p. 2)

UW STRATEGY

The University is moving forward with a strategy to replace its core legacy administrative systems, starting with the HR/Payroll system. Given the magnitude of the replacement efforts, only one system can be replaced at any given time. In parallel with the HR/Payroll Replacement project, incremental improvements and infrastructure work will continue in the Financial, Student and Research functional areas.

The UW's strategy focuses on building an architecture that minimizes vendor lock-in, where possible, and provides flexible, next-generation functionality to support the UW's current and future business needs. To that end, a combination of commercial solutions, open-source and emerging platforms will be used to enable integration and reporting across the enterprise. The effort is being funded through a combination of operating and capital dollars. Capital funding is included in the UW's One Capital Plan, pending approval by the Board of Regents.

KEY INITIATIVES

The following replacement and incremental modernization efforts are currently underway:

- **Replace the UW's legacy HR/Payroll system** (Summer 2011 – Fall 2017)
The University is moving forward with a project to implement an integrated solution for payroll and human resource management that has the flexibility to respond to complex and changing payroll rules and regulations, as well as the ability to process payroll for all UW employees, including clinical and medical staff. The new system must be able to retain all information about positions, appointments and employees, including a full life cycle of employment—from recruitment to retirement or separation. Key project milestones:
 - Conduct feasibility study (Summer 2011 – Complete).
 - Draft RFP and investment plan (Spring 2012 – Complete).
 - Launch Business Process Redesign (Summer 2012 – Complete).
 - Obtain state approvals for RFP (Summer 2012 – Complete).

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

in Joint Session with

B. Finance, Audit and Facilities Committee

UW Strategy for Administrative Systems and Information Management (continued, p. 3)

- Issue RFP (Fall 2012 – Complete).
- Assess bids and recommend a vendor (Fall 2012 – Fall 2013).
- Seek Board of Regents approval to issue contract (Fall 2013).
- Assuming Regental approval, start implementation (Winter/Spring 2014), with a goal of beginning to deliver functionality in phases, starting in 2017.

- **Modernize the student experience**
 - Continue the UW's investment in the Quali Student consortium (authorized by the Board of Regents October 16, 2008), a partnership with peer institutions to develop a next-generation student system.
 - Continue MyPlan Phase 2 with a focus on addressing high-priority needs identified by students, including the addition of time schedule information to support detailed pre-registration planning, advisor created sample plans, and a scaled down mobile version.
 - Continue build-out of financial aid student self-service, building on new features that allow students to track the status of their financial aid and take action on outstanding items that may be blocking their awards (FY13).
 - Initiate Curriculum Management System implementation, to manage information about the UW's curriculum, including requirements, learning objectives and fees (Quali first release November 2010; UW implementation FY13 – FY14).
 - Complete Microsoft Dynamics Customer Relationship Management proof of concept, to improve interactions and communications with key UW constituents, including students and parents (Fall/Winter 2012).

- **Deliver high-value Financial system enhancements (FY13)**
 - Expand on current efforts to modernize procurement applications to a broader Procure-to-Pay initiative that makes it easier and more efficient for staff to acquire and pay for goods and services and enables the University to analyze and manage its spending.
 - Continue enhancements to MyFinancial.Desktop, a Web interface that offers staff a convenient way to monitor budget balances, reconcile transactions, build custom reports, plan future budget activities and post expenses online.

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

in Joint Session with

B. Finance, Audit and Facilities Committee

UW Strategy for Administrative Systems and Information Management

(continued, p. 4)

- Expand user access to financial data analytics (Financial Cube) via the Enterprise Data Warehouse.
- Continue enhancements to faculty effort certification and cost sharing that support grant tracking, management and compliance with federal reporting requirements.
- **Invest in Enterprise Information Management (Ongoing)**
 - Continue building out the UW's Enterprise Data Warehouse to provide the University with a "Single Source of Truth," that includes institutionally agreed upon data definitions.
 - Continue to deliver integrated analytics and reports, including data marts like the Financial Cube that provide enhanced decision support analytics.
 - Continue to develop enterprise workflow functionality to automate and streamline business processes.
 - Implement an Enterprise Document Management system to increase efficiencies by capturing, storing and managing electronic content.

UW Strategy for Administrative Systems & Information Management

Board of Regents Briefing
October 11, 2012

Kelli Trosvig
Vice President for UW Information Technology
and Chief Information Officer

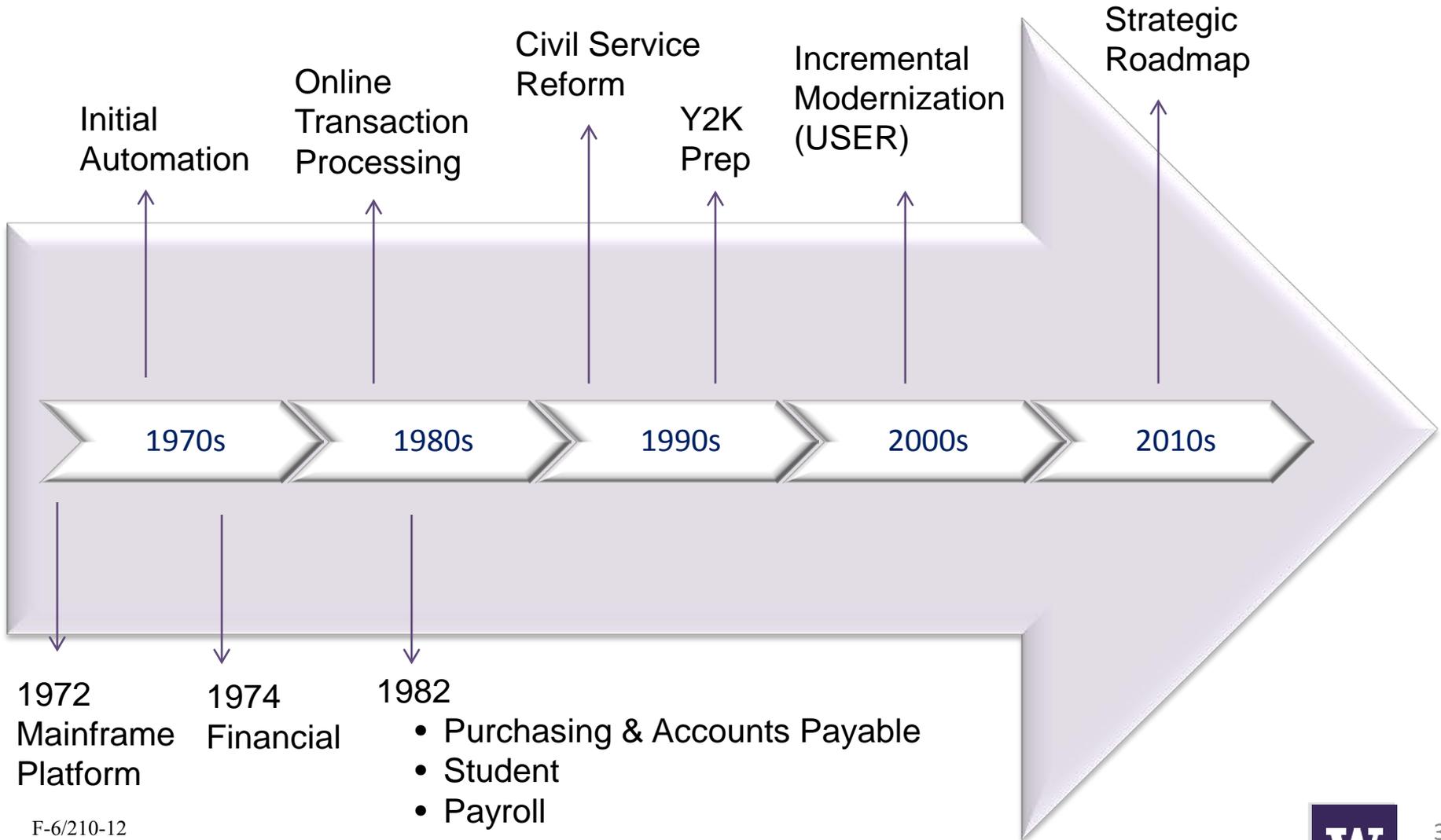
Sara Gomez
Associate Vice President, Information Management



Problem: The UW Has Changed

		1982	Current
Annual Revenue		\$552 million	\$4.6 billion
Primary Revenue Sources	State appropriation	28%	8%
	Tuition and fees	13%	13%
	Research grants and contracts	27%	31%
	Patient care	14%	26%
Human Resources	Number of employees	20,000	40,000
	Unionized staff	7,000	17,000

UW Administrative Systems History



UW Administrative Systems History



Online Transaction Processing

Tera Term - keynes.u.washington.edu VT

File Edit Setup Control Window Help

EDU-722I END OF INQUIRY

PAF APPOINTMENTS/DISTRIBUTIONS 09-19-2012 *H*

NEXT APPT: 01

ID: [REDACTED] NAME: [REDACTED] PAF GEN: 013

APPT DEPT: [REDACTED] OVP OF UW IT UNIT: 0137 TIME CODE: T

JOB CLASS: [REDACTED] ENTRY DATE: 12-01-2011

APPT NO: 01 START DATE: 12-01-2011 END DATE: 99-99-9999 APPT TERM: 09.0 STAT: A

UBU: UBU SHOP: UBU STATUS:

RANGE: 08 STEP: [REDACTED] FULL-TIME RATE: [REDACTED] M/H: M P/U: P CYCLE: S1 % FTE: 100.00

SALARY CHANGE DATE: [REDACTED] 1 ACTUAL FTE: 100.00

APPOINTMENT PAY RATE: [REDACTED] W/S: 0 STATE W/S AMT: [REDACTED] FED W/S AMT: [REDACTED]

	START	STOP	BUDGET	OBJECT	TSK	OPT	PROJECT	POS NO	TYPE	%FTE	DTST	AMT
1	12-01-2011	99-99-9999	143093	0171	ADM	997		0173	REG	100.00		[REDACTED]
2												
3												
4												
5												
6												
7												

APPROVE (Y/N): [REDACTED] REJECT REASON: [REDACTED]

OTHER APPTS: [REDACTED]

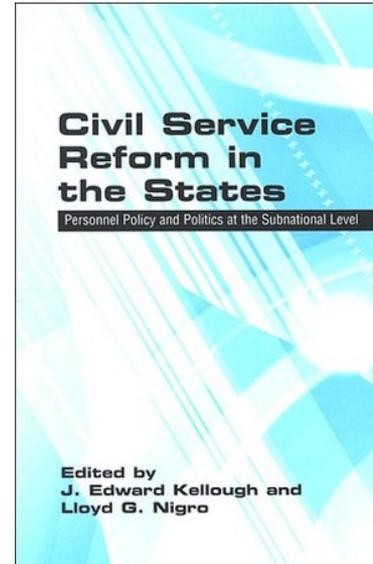
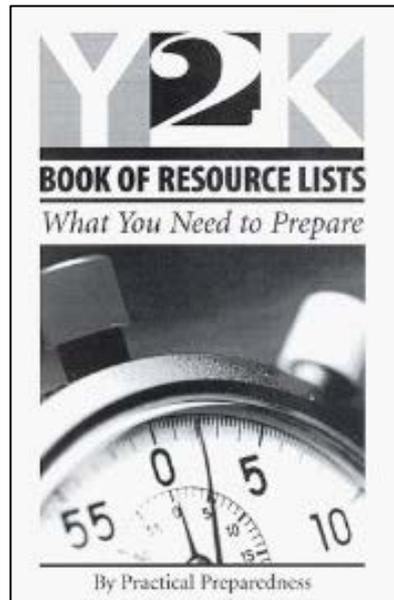
UPDATE COMPLETE: [REDACTED]

OPTION: 9

UW Administrative Systems History

1990s

Externally Driven Changes



UW Administrative Systems History



Incremental Modernization (USER)

University of Washington

Employee Self-Service

[Job Profile](#)
[Address](#)
[Earnings](#)
[Taxes](#)
[Insurance](#)
[Retirement & Savings](#)
[Vacation & Sick Leave](#)
[Timesheet](#)
[Contacts](#)
[FAQ](#)
[Log Out](#)

Last Changed: 08-02-2012 *

If you have a change in your personal or work status (marital status, family members, address, etc.) please contact benefits@u.washington.edu for assistance in updating your records.

Basic Retirement Plan

University of Washington Retirement Plan (UWRP)

Contributions	You Pay	University Pays	Contribution Allocation	
Rate (% of gross salary)			Fidelity	100.00%
Current Pay Period			TIAA-CREF	0.00%
Year To Date			Vanguard	0.00%

Personal Data (used for reporting Benefits)

Date of Birth	
SSN	

Supplemental Retirement & Savings

Voluntary Investment Program (VIP)

Not Currently Participating

Note: UW employees may participate in both the Voluntary Investment Program and the WSDCP in the same tax year, at the same time. Contact UW Benefits at benefits@u.washington.edu if you have questions.

Dependent Care Assistance Program (DCAP)

Not Currently Participating

Washington State Deferred Compensation Program (WSDCP)

Not Currently Participating

Note: UW employees may participate in both the Voluntary Investment Program and the WSDCP in the same tax year, at the same time. Contact UW Benefits at benefits@u.washington.edu if you have questions.

* The "Last Changed" date reflects the last recorded change for any of your benefits, including insurance.

[Job Profile](#)
[Address](#)
[Earnings](#)
[Taxes](#)
[Insurance](#)
[Retirement & Savings](#)
[Vacation & Sick Leave](#)
[Timesheet](#)
[Contacts](#)
[FAQ](#)
[Log Out](#)

[Submit | Add Distr Lines | Notes]

[Home | Action Menu | Overview | PERM]

[Print | Help | Quit]

[redacted]

ID 856-000-816

Student ID [redacted] i

Payroll Unit [0137 UW TECHNOLOGY](#)

Home Department Budget [Ovp Of Uw It](#)

Employment Date

Employee Status [Active](#)

Employment Type [Permanent](#)

UW Service Period

[View Appointment](#)

Job Class

[redacted]

Pay Step

Department Budget

[Ovp Of Uw It](#)

Payroll Unit

[0137 UW TECHNOLOGY](#)

Start Date	End Date	Full-Time Rate	% of FTE	Appt Pay Rate	Actual % FTE	Appt Status
<input type="text" value="12-01-2011"/>	<input type="text" value="99-99-9999"/>	[redacted]	<input type="text" value="100.00"/>	[redacted]	<input type="text" value="100.00"/>	Active

Effective: 12-01-2011

DISTRIBUTION(S)

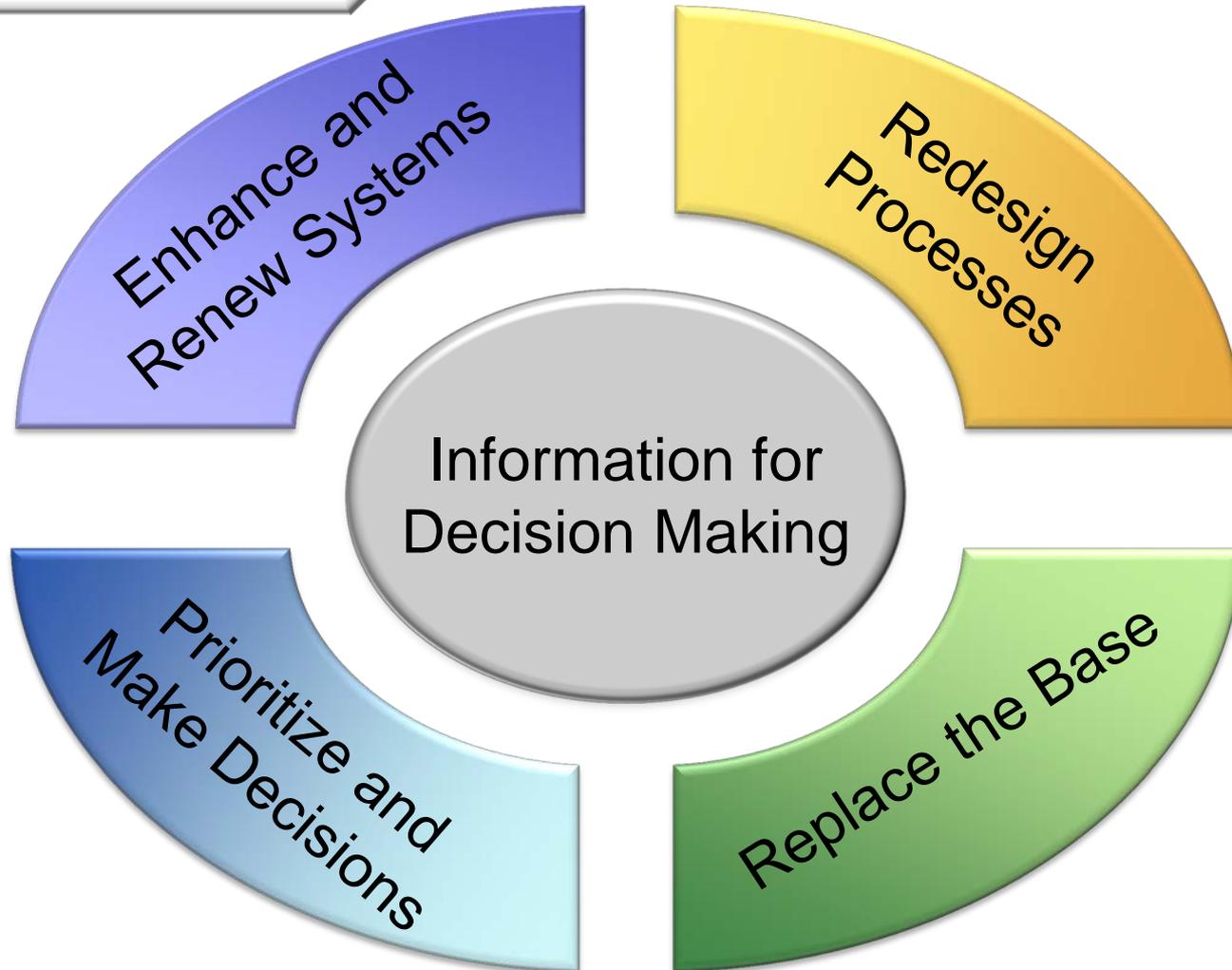
#	Start Date	End Date	Budget	Earn Type	Dist. % FTE	Position # /Sub	Distrib. Amt	Object	S-S Obj	Task	Option	Project
1	<input type="text" value="12-01-2011"/>	<input type="text" value="99-99-9999"/>	<input type="text" value="14-3093"/> i	<input type="text" value="REG"/> i	<input type="text" value="100.00"/>	<input type="text" value="0173"/> - [redacted]	[redacted]	<input type="text" value="0171"/>	<input type="text"/>	<input type="text" value="ADM"/>	<input type="text" value="997"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
6	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
7	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Employee last updated online by [redacted]-2011 06:32:24 [redacted]

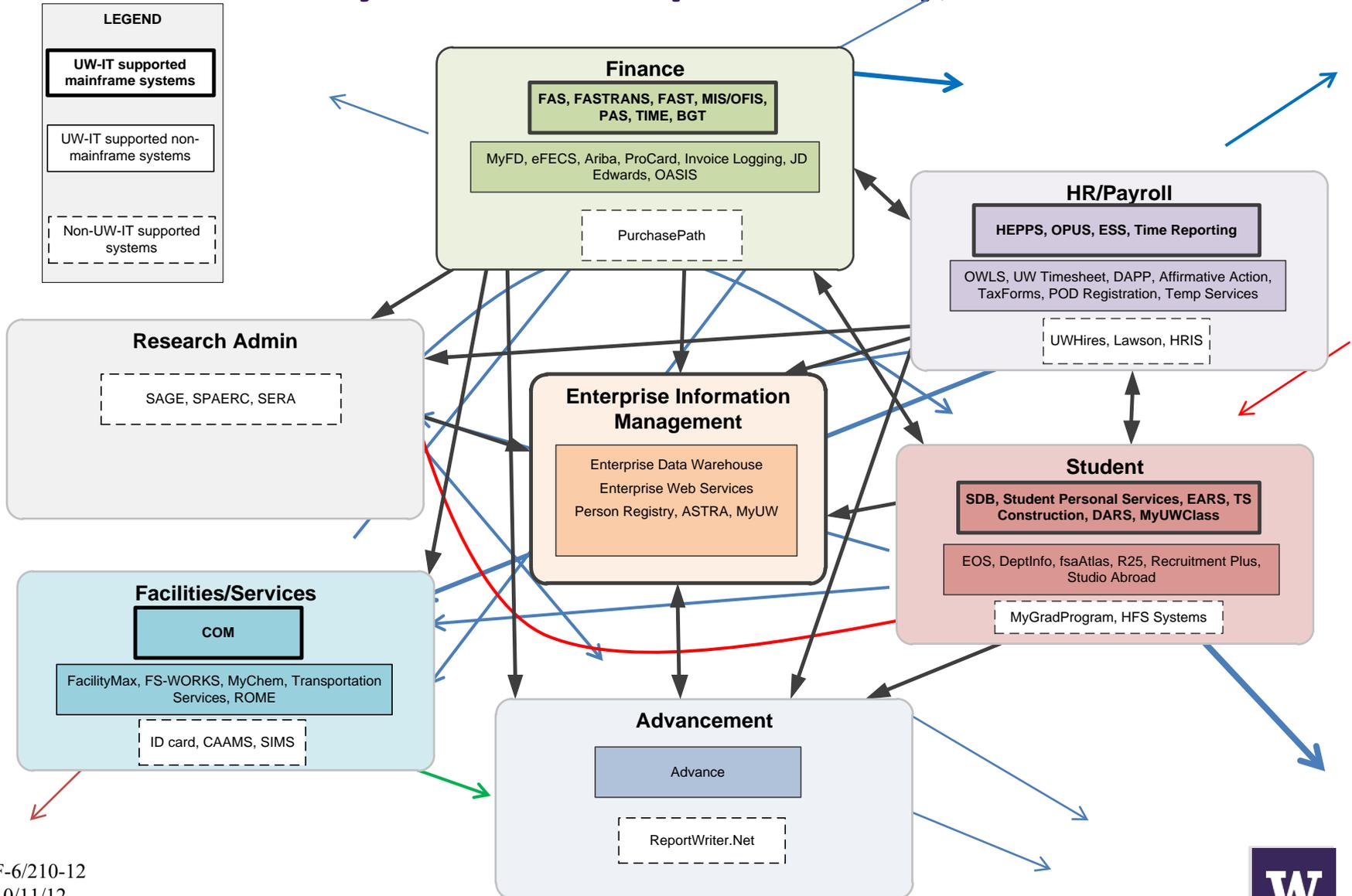
UW Administrative Systems History

2010s

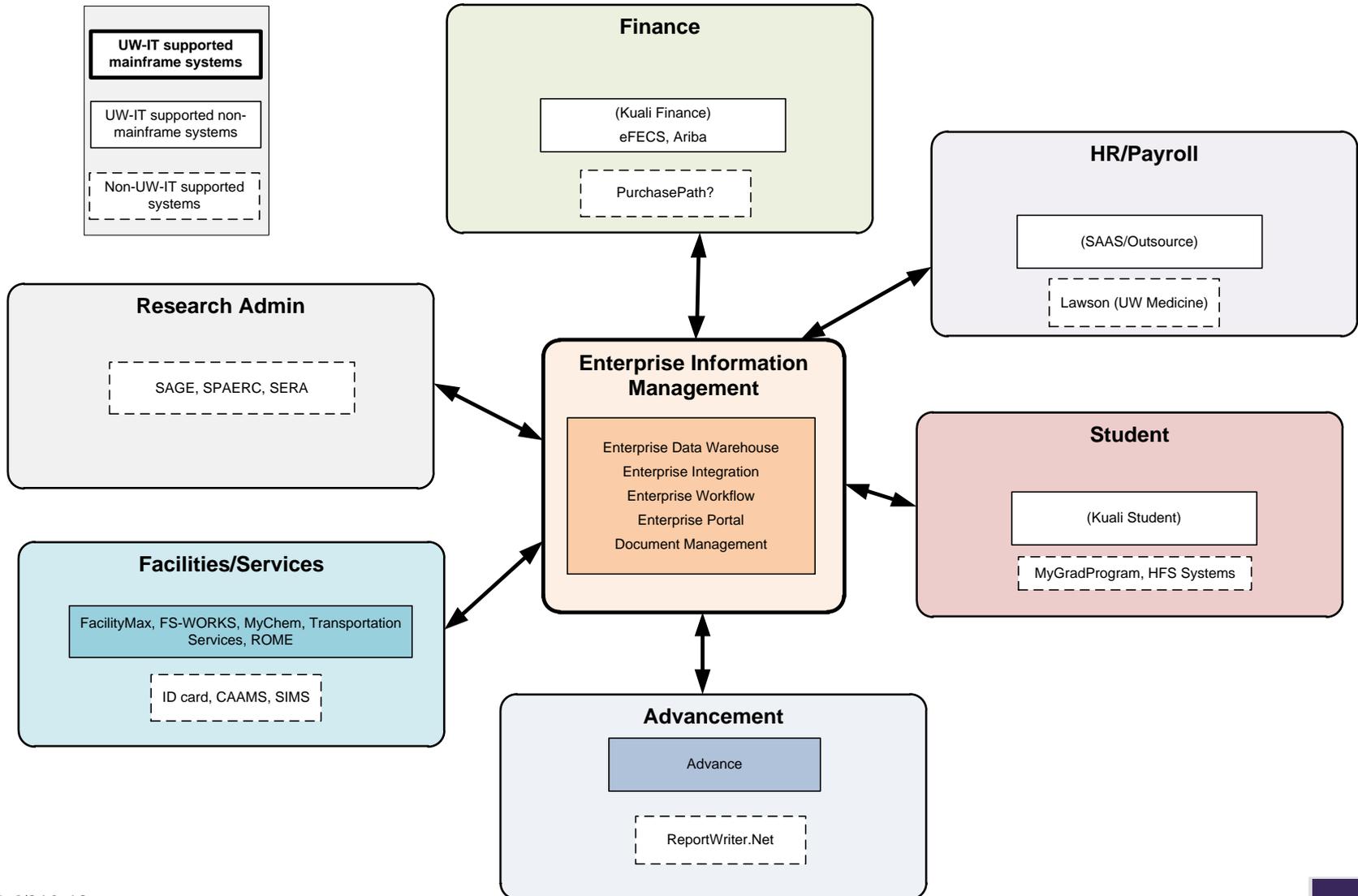
UW Strategic Roadmap



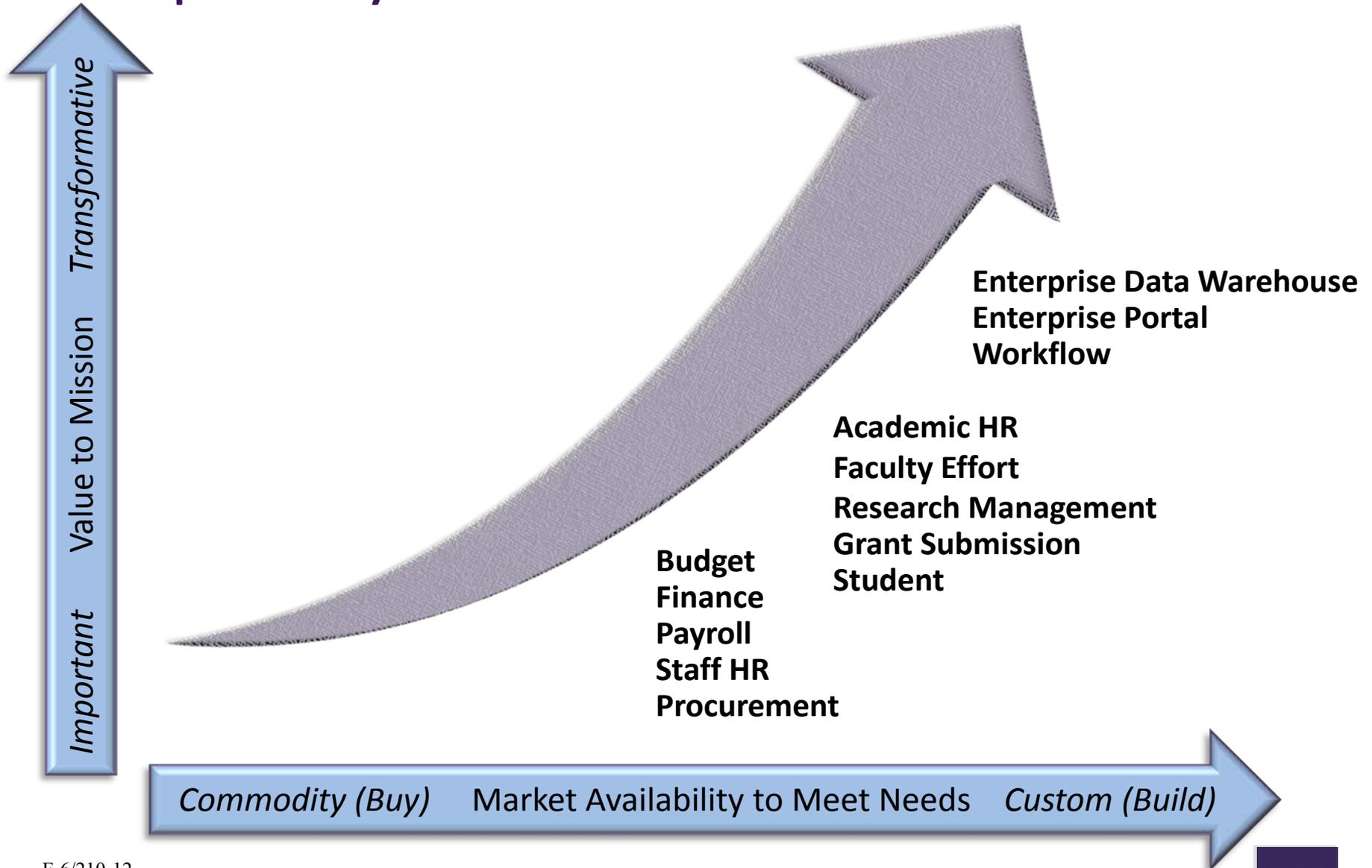
Today's Enterprise Systems



Tomorrow's Enterprise Systems



Enterprise Systems Transformation Framework

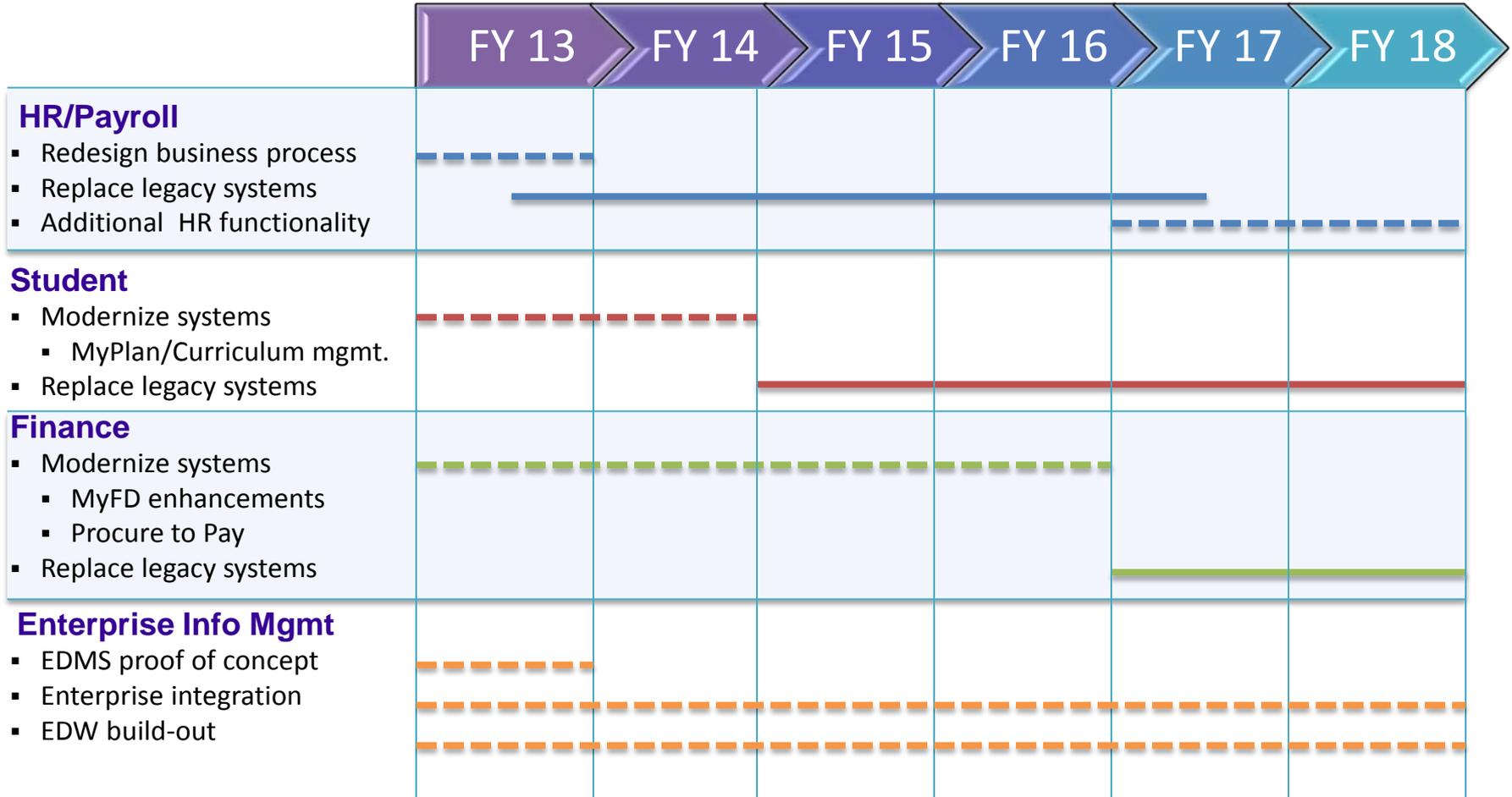


Peer Benchmarking

Institution	Finance	HR/Payroll	Student
The University of Texas at Austin	Homegrown	Homegrown	Homegrown
Arizona State University	Vendor (unknown)	PeopleSoft	PeopleSoft
The Florida State University	PeopleSoft	PeopleSoft	Implementing PeopleSoft Campus Solutions
Indiana University	Kuali	PeopleSoft	PeopleSoft
University of Michigan	PeopleSoft	PeopleSoft	PeopleSoft Campus Solutions
The Ohio State University	PeopleSoft	PeopleSoft	PeopleSoft Campus Solutions
Penn State	Homegrown	Homegrown	Homegrown
Texas A&M University	Homegrown	Homegrown	Banner
University of Arkansas	Homegrown	Homegrown	PeopleSoft Campus Solutions
University of Washington	Homegrown	Homegrown	Homegrown
Teacher Retirement System of Texas (TRS)	N/A	N/A	N/A

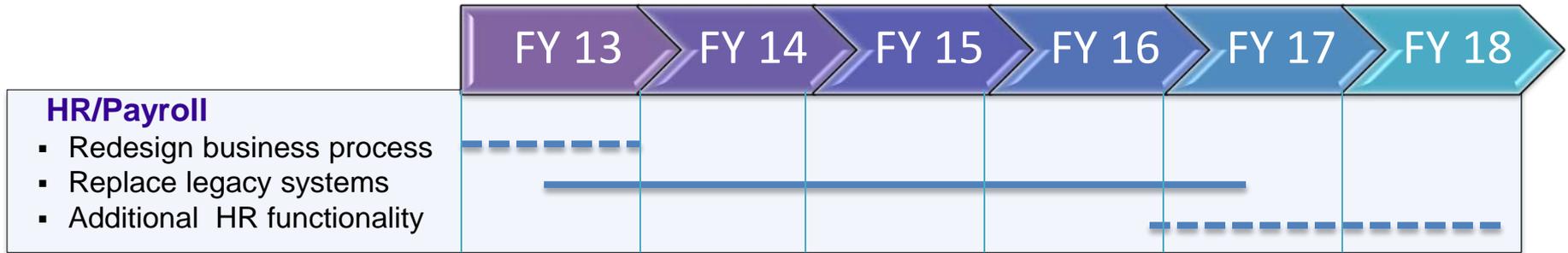


Roadmap Initiative Timeline



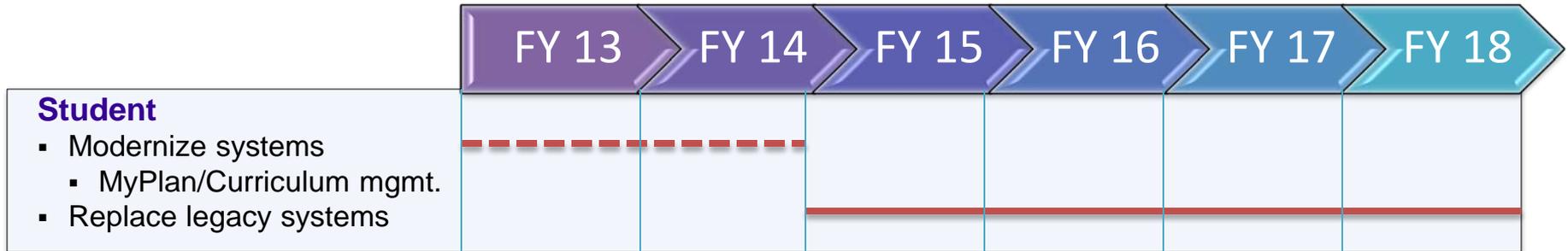
Significant implementation effort
 Incremental modernization
 (Ongoing maintenance and production support not represented)

Roadmap Initiative Timeline



- Launch Business Process Redesign (Summer 2012 - Complete)
- Obtain state approvals (Summer 2012 - Complete)
- Issue RFP (Fall 2012)
- Assess bids, recommend vendor (Fall 2012 – Fall 2013)
- Seek Regents approval to issue contract (Fall 2013)

Roadmap Initiative Timeline

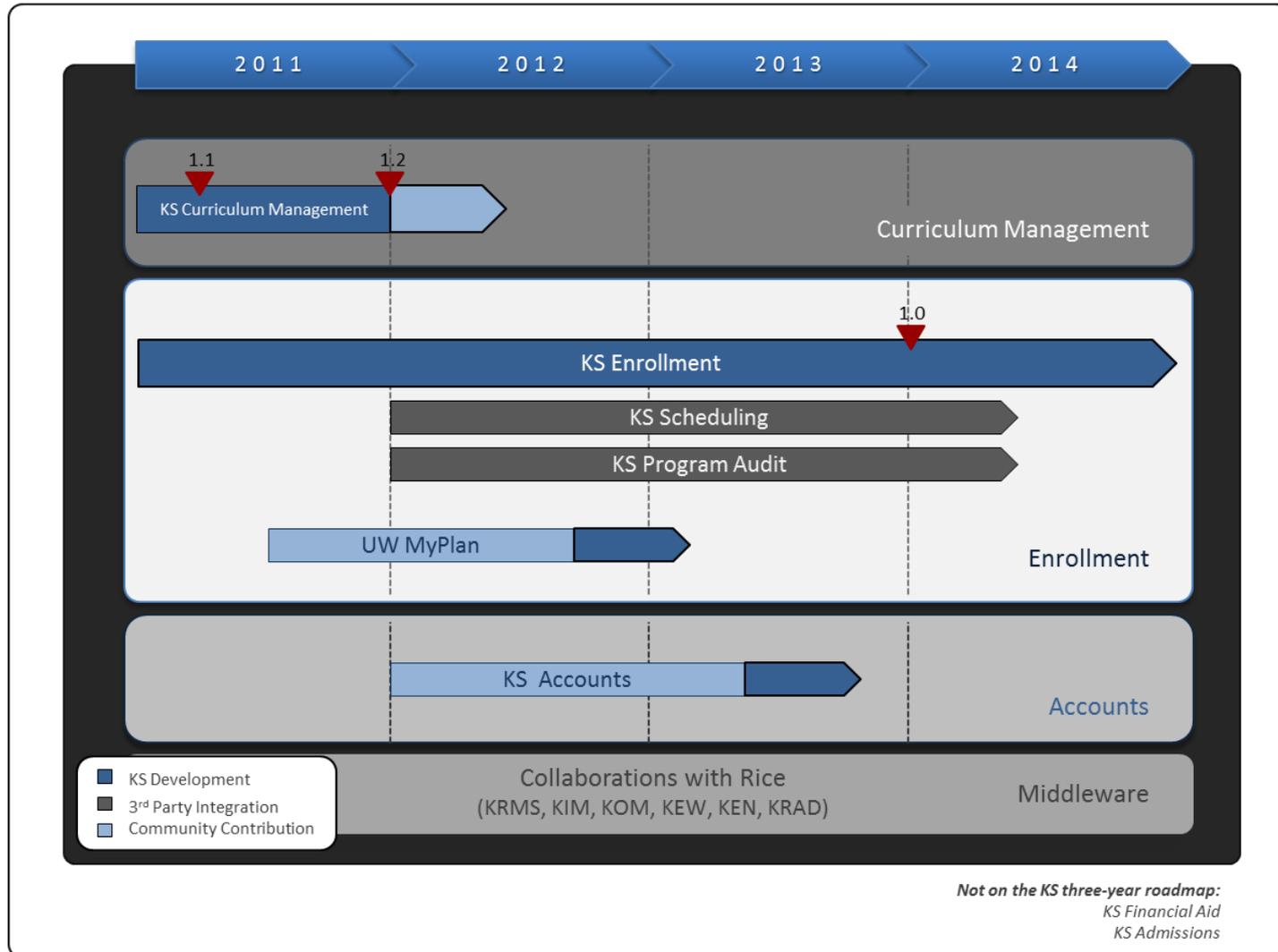


- Incrementally implement Quali Student
- Continue to focus on modernizing the student experience
- Maintain legacy portfolio

———— Significant implementation effort
----- Incremental modernization

(Ongoing maintenance and production support not represented)

Kuali Student 3-Year Roadmap



Customer Relationship Management

Save Collaborate Process Data ExactTarget

Information

- Profile
- Basics
- Background Info
- Tests
- Intentions & Experience
- Tab
- Codes & Ratings
- Notes
- Conflicts Tab

Related

- Common
- Activities
- Closed Activities
- Connections
- Audit History
- Applicant Status
- Workflow Tasks
- Events
- Communication Hist...
- High School Info
- College Info
- FAFSA Information
- Financial Aid Awards
- Academic Interests
- Career Goal
- Extracurricular Info

Contact

Noah Farrior

Email Address: nfarrior89@gmail.com Preferred Method of Contact: Any Owner: Julie Neilson

Profile

Noah Farrior

Male Web Create Account - Default Create Account Form
 DOB: 12/28/1993 2013 Fall Term
 (717) 555-5644 (Home Phone) Undergraduate
 nfarrior89@gmail.com Bachelors of Arts in Philosophy
 5106 Jonestown Rd, #1 Full Time
 Harrisburg, Pennsylvania 17112 Julie Neilson
 United States Main Campus

RECENT COMMUNICATIONS

Subject	Activity Type	Date
Pls call Noah ASAP!	phonecall	9/24/2012
Residency Documentation received.	datatela_itemreceived	8/7/2012
Noah, we've received your application for admission!	email	5/24/2012
Application Ready for Review	task	5/24/2012
Thanks for your application!	phonecall	5/24/2012

Application Status

STARTED

SUBMIT

MARK COMPLETE

EXPORT TO EXCEL

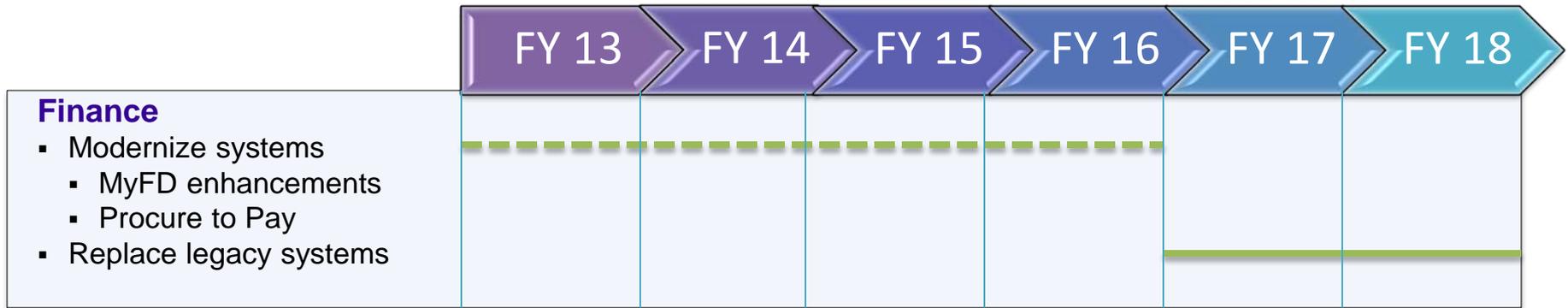
Accepted on

Desirability: 97 Probability: 74

Status: Active

Contact profile shows recent communications

Roadmap Initiative Timeline



- Continue to incrementally modernize
- Focus on efficiencies for campus and compliance
- Maintain legacy portfolio



Significant implementation effort
Incremental modernization

(Ongoing maintenance and production support not represented)

My Financial Desktop Automated Journal Vouchers

MyFinancial.desktop Navigating Finances at the UW

Home > Reports > RECONCILIATION

View Budget # [REDACTED] Jun << July 2012 Aug >> GO

Reconciliation Status: **In Process (Rejected)** >> Reconcile > Review > (Optional) 2nd or PI Review

Reporting Period: July 2012 (Closed)

Account: RESEARCH AND INSTR SVC Budget period: 07/01/2011 - 06/30/2013 Status: Open to revenue and expenditures PI: N/A

Account Code	Description	Tran Date	Ref1	Ref2	Ref3	Ref4	FTE	Amount	Task	Opt	Project
03	OTHER CONTRACTUAL SERV							\$310.00			
05	SUPPLIES AND MATERIALS							\$661.60			
05-40	NONCAPITALIZED EQUIP							\$340.33			
05-40-00	CDW GOVERNMENT INC	07/16/2012	EI0239464	99494685	M998636	99494685011		\$136.96	999	999	99999Y
	Comment: Mag card readers for Drama										
05-40-00	CDW GOVERNMENT INC	07/17/2012	EI0239941	99494785	N057752	99494785013		\$203.37	999	999	99999Y
	Comment: Docking station for Stephanie Wright										
05-43	COMPUTING SUPPLIES							\$33.72			
05-64	OFFICE SUPPLY/PAPER							\$143.39			
05-99	MISCELLANEOUS							\$144.16			
05-99-00	W W GRAINGER INC	07/02/2012	EI0234649	99493285	9865459995	99493285625		\$15.67	999	999	99999Y
	Comment: First aid kid supplies for OUGL										
05-99-00	W W GRAINGER INC	07/13/2012	EI0236034003	99493285634				\$40.07	999	999	99999Y
	Comment: J...										
05-99-00	OFFICE SUPPLY/PAPER	07/13/2012	EI024089210	99494185503				\$88.42	999	999	99999Y
	Comment: Ac...										

My FD Automated Journal Vouchers will automate all internal UW transactions so at the click of a button, authorized users can electronically move funds between budgets

Procure to Pay

Non-Catalog Ordering and Non-PO Invoices will allow campus users to order good and services taking advantage of the eProcurement features like approval flow, electronic order routing, and electronic invoicing

Electronic Faculty Effort Certification

eFECS

Enter name (last, first), EID, or UW NetID [Go](#)

[Help](#)
[Feedback](#)
[Logout](#)

Faculty Effort Report
 JANE G FACULTY (ifaculty)
 EID: xxx-xxx-xxx
 Dept: XXXXXXXX - DEPARTMENT

Reporting Period:
 Complete By: xx/xx/xxxx
 Avg. Paid FTE: 100.0%

[How to Certify](#)
[Cost Share Key Terms/Instructions](#)

Salary Source(s)	Compensation Dist.	Salary	Salary Cap	Cost Share	Total
Subtotal					
Sponsored Programs \$23,062					
20-7321	wARRA ENGINEER	\$5,722			
61-4512	OBSERVATORY	\$8,670			
62-0302	DOE	\$2,167			
63-9533	EXCELLENCE	\$6,503			
Subtotal					
Other Salary Sources \$150,404					
09-2201	MORE RESEARCH	\$81,844			
	ENGINEERING	\$15,815			
	RESEARCH	\$52,745			
Totals:					
		\$173,398			

Faculty Effort Certification

Faculty, Jane G
 EID: xxx-xxx-xxx
 Home Department: XXXXXXXXX DEPARTMENT

Avg. Paid FTE: 100.0%
 Reporting Period: 07/01/2011 - 12/31/2011
 Complete by: 03/27/2012

Salary Source(s)	Compensation	Salary Cap	Cost Share	Total
Description	Distribution	Effort	Effort	Effort
Subtotal of Sponsored Programs				
	13.3%	0.0%	0.0%	13.3%
20-7321 wARRA Engineer	3.3%	0.0%	0.0%	3.3%
61-4512 Observatory	5.0%	0.0%	0.0%	5.0%
62-0302 DOE	1.3%	0.0%	0.0%	1.3%
63-9533 Excellence	3.8%	0.0%	0.0%	3.8%
Subtotal of Other Salary Sources				
			0.0%	88.7%
Total of All Activities				
				100%

Key to cost share types -- M: Mandatory; R: Voluntary Committed; K: K-Award; S: Long-Term Shift; SS: Short-Term Shift

Having suitable means of verification, I hereby certify that the payroll distribution above represents a reasonable reflection of effort devoted.

Do not certify this FEC if adjustments are required that will impact sponsored effort dollars and/or percentages. Please contact your department's FEC Coordinator.

[Find an FEC Coordinator for your Department](#)

This action cannot be undone and any changes to this FEC will require processing a recertification.

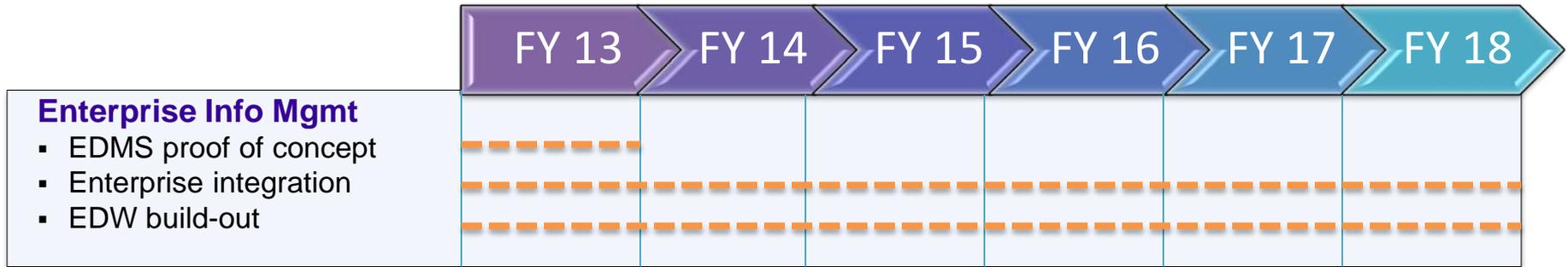
Do not certify this FEC if adjustments are required that will impact sponsored effort dollars and/or percentages. Please contact your department's FEC Coordinator. Continue to Certify?

If your FEC represents a reasonable reflection of your actual effort, click 'Begin Certification'

Begin Certification

Ready to Certify your effort? Click 'Yes, Certify'
Your FEC is now Certified
You will be returned to your Online FEC

Roadmap Initiative Timeline

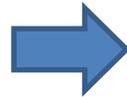


- Critical to our administrative systems replacement strategy
- Plays a key role in our data integration strategy and enterprise reporting

———— Significant implementation effort
----- Incremental modernization

(Ongoing maintenance and production support not represented)

Enterprise Document Management



Store Online



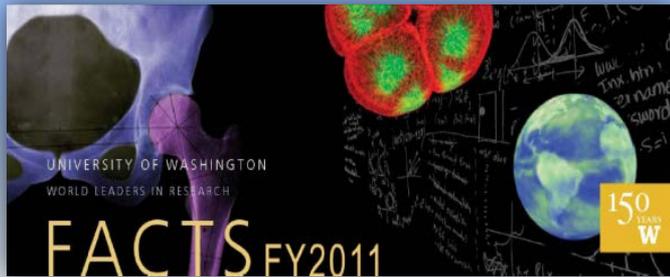
View Online



Process
Online

Enterprise Data Warehouse

Expanding UW's data assets



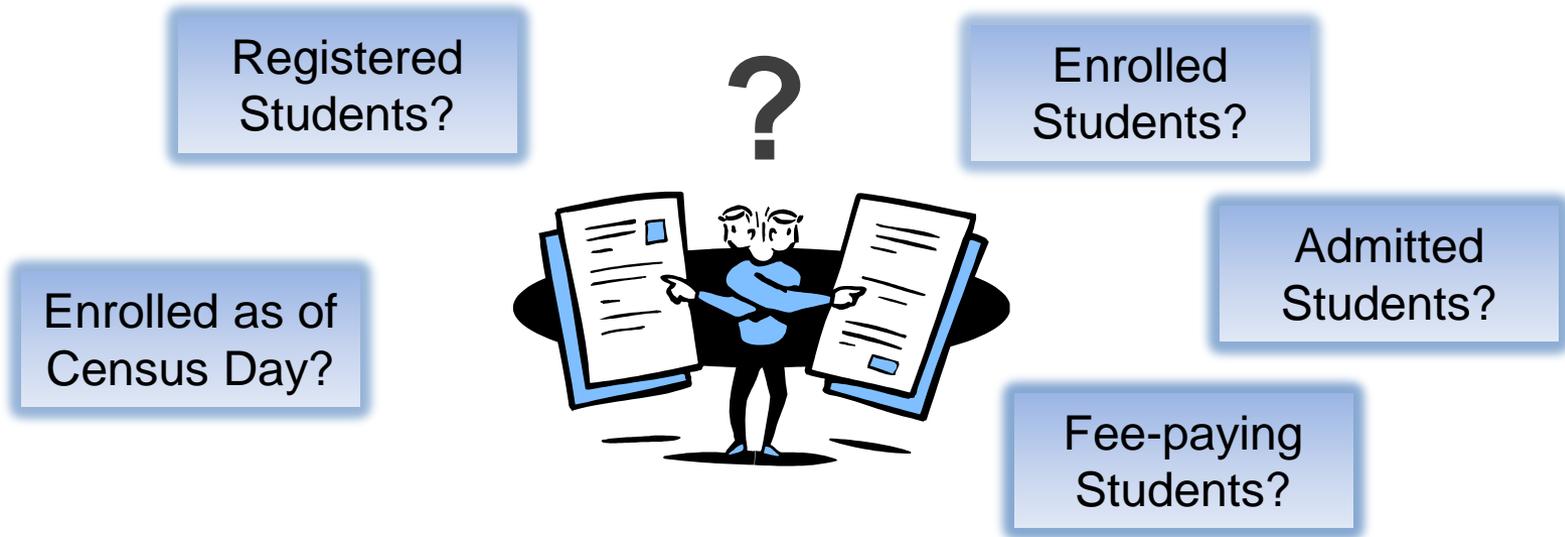
Currently focused on new
research administration
data



Certified,
institution-
wide
definitions
let us
speak one
language

Common Data Definitions

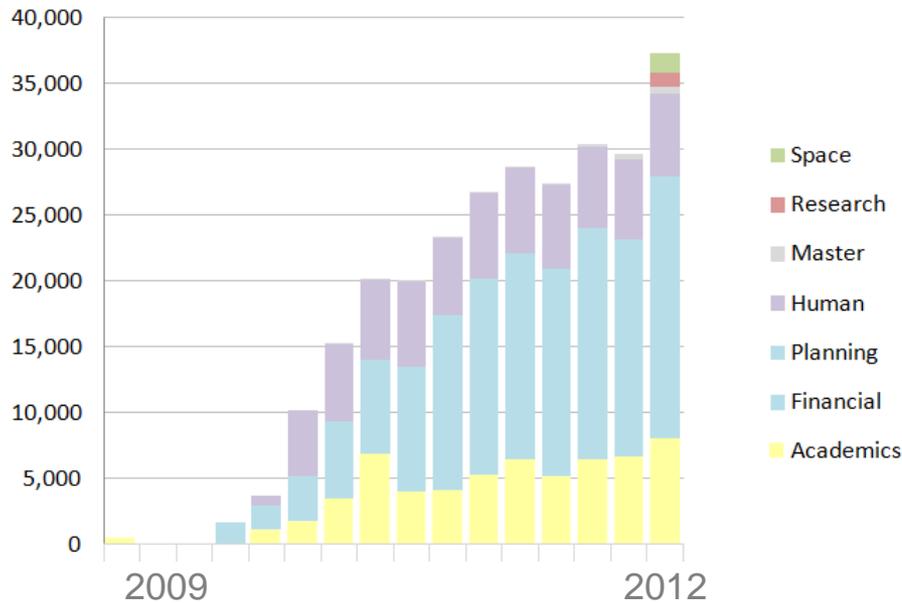
How many students attended UW last quarter?



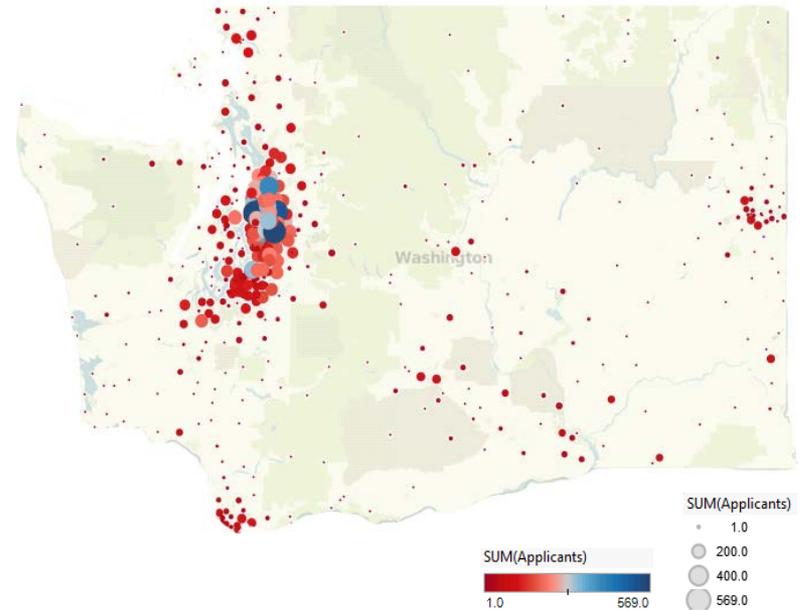
Precision is required in questions, and in term definitions

Business Intelligence

To deliver better information to decision makers



Self-service report
usage grows to over
120,000 runs annually



UW applicants from Washington, by Zip - Autumn 2012

New ability to visualize
data promotes discovery

Big Fast Data p.10 ■ Self-Service Help Desks p.14 ■ Tech and College Cost p.34

CAMPUS TECHNOLOGY

Empowering
the World of
Higher Education

July 2012

2012



INNOVATORS AWARDS

WE SHINE A LIGHT ON 10 INSTITUTIONS
THAT ARE MODELS OF TECHNOLOGY
INNOVATION ON CAMPUS p. 18

CT2012
CONFERENCE
ISSUE

campustechnology.com Volume 35 Number 11

