HR/Payroll Modernization Overview and Timeline

HR/Payroll Modernization is a major initiative to replace the University's 31-year-old legacy payroll system with a modern human resources and payroll system. It also will provide a set of standardized processes to significantly improve support for critical HR and payroll work across the University.

Through a collaborative, multi-phase procurement process, two finalist vendors have been identified:

- **Huron Consulting**, which proposes using Oracle PeopleSoft with Oracle Taleo;
- **Workday**, whose solution involves a partnership with IBM for implementation.

The HR/P Modernization business case and vendor recommendation will be presented as an informational item at the Board of Regents January 9 meeting.

We will return to the Board of Regents on February 13 for approval of the project investment plan, budget, and recommended contract award.

Pending approval, the design and implementation phase is expected to kickoff in March 2014. Work will occur in phases to define and configure desired features and operations, including business rules, new processes, and data, among other things. Extensive testing will occur to check for errors, bugs, and interoperability. The anticipated "go live" date for the system is January 2016.

Stay Informed Online and by Email

For technical updates about HR/Payroll Modernization, view the technical page: [https://f2 washington.edu/teams/hrp/technical](https://f2.washington.edu/teams/hrp/technical). The FAQ may answer question you have. To submit additional questions, or to request a meeting with your unit or department about the impact of HR/P, email [hrp-tech@uw.edu](mailto:hrp-tech@uw.edu).
Understanding the Technical Team

HR/Payroll Modernization will significantly impact the flow, use, and storage of HR- and payroll-related data around the University. The new enterprise system will provide much richer functionality than we currently experience, and will provide many opportunities for improving UW's technical processes. It also will impact everyone who uses or interacts with HEPPS data in any way. The technical team is charged with the following:

- **Data Conversion:** The new system will be populated with data from a number of existing systems, including HEPPS. The technical team locates, extracts, transforms, validates, and prepares data to ensure it is ready for successful loading into the new system.

- **Design Assistance:** The technical team provides a technical perspective to the process of designing various parts of the HR/P system, specifically the reports, integrations, and security components.

- **Reports and Integrations:** The technical team will build the reports and integrations that are needed for the new system.

- **Technical Expertise & Alignment:** The team provides technical expertise and tools to the rest of the program. The team also ensures that its technical direction and decisions are aligned with UW's technical guidelines and principles.

- **Production Readiness:** During implementation, the team will acquire the skills and build the processes necessary to transition into a successful production support organization.

- **Technical Stakeholder Liaisons:** The project team will serve as liaisons to technical stakeholder groups in UW-IT and across the enterprise.

### Preparing for Change

**What is happening right now in the technical space?** Pre-implementation work is underway, which includes initial data conversion work. We are locating data sources and creating programs to extract data, making it ready for loading into the new system early next year. This will assist us in the configuration of the new system.

**Do I need to do anything with my current system?** In most cases, we anticipate providing the same or similar data that you are currently receiving from central systems. You should not need to change your system.

**When will my computing team be impacted?** Over the lifetime of the project, we'll be designing, building, and testing the system – especially the integrations to other systems. During these phases, we will reach out to your team to ensure it is involved with adequate time to complete change-related work.

**What should I do now to prepare for implementation of the new HR/P system?** It would be helpful to prepare your technical team for our outreach during the various phases of the project. To do this, advocate for the project, identify the right resources in your unit to work with us to ensure a smooth change over, and help free up their time to complete necessary tasks within the project's time constraints.

Information to Share with Other Technical Partners

As opportunity arises, please help us share the following information with your technical partners.

- **Consider carefully before making major changes to systems that interface with HEPPS.** We recently received a query from a department that was trying to determine which of three existing interfaces should be improved for accuracy. While departments should be thinking about things that can be done to prepare for the upcoming changes, we caution departments against using time and resources now to make changes that will likely be impacted by the HR/P rollout.

- **Identify HEPPS-dependent shadow systems / transition data sources early.** If you are interfacing with HEPPS data in any manner, now is the right time to let us know what you use and any unique considerations you anticipate you'll have for the new system. You can also work with us to transition interfaces before the rush. Email [hrp-tech@uw.edu](mailto:hrp-tech@uw.edu) to connect with our team.