MOMENTUM
Connecting HR Partners to Project Drive

Staying the Course

The February edition of MOMENTUM: Connecting HR Partners to Project Drive is here! Inside, we will cover status updates, upcoming activities, and how the Oracle Cloud HCM Payroll module will help deliver on a guiding principle of this project: *Create efficiencies that are applied quickly and scaled successfully in the future.* Keep reading and get to know Dr. Peter Berardi, a Change Ambassador and USF Change Management Co-Lead / Talent Lead on Project Drive. **We are grateful for all that you do to help champion the changes ahead.**

We Want to Hear from You!

Share any questions, concerns, or feedback with the Project Drive team **here**!

State of the Project

The full project team just completed a productive, week-long series of focus group discussions to

resolve outstanding design decisions for specific modules. In addition, Project Drive members are currently exploring and completing virtual learning opportunities from Oracle University to fortify their knowledge of Oracle Cloud HCM and baseline functionality—all in service of driving key decisions and meaningful contributions across this project.

The team has also accomplished the following in recent weeks:

- Conducted deep dive sessions into the design to ensure it aligns with Oracle's best practices
- Continued preparations for End-to-End (E2E) Testing, which tests all business processes from start to finish and between system modules as they would transact in our day-to-day work
- Completed restaffing of the project (with new Oracle and USF teammates) and fully onboarded new personnel
- Created a new master calendar that provides one holistic view of all meeting schedules
- Established a new scheduling agenda and process for capturing meeting minutes

Self-Paced Online Training: Creation of a course or video to be completed

Oracle Guided Learning: In-application guidance to help accelerate adoption

Conceptual Training

Next steps for our HR Partners: communicate to end users when appropriate that a range of training options will become available as we move closer to the system go-live.

Putting You in the Driver's Seat

Simplicity, or reducing complexity across all things we do to decrease ongoing maintenance and run costs, is a cloud culture trait that organizations must practice to maximize the value of their cloud solution. **The Oracle Cloud HCM Payroll module will further action this trait and benefit USF across the following impacts:**

High Impact – Automated Payroll Costing

Current: USF uses a department default account to manually address and fix payroll issues, which can lead to errors.

Future: USF will have a suspense account that is full automated and set up at a global level, eliminating department-level maintenance and resolving payroll issues in real time to ensure accurate pay for employees.

High Impact – Enabled Retroactive Pay Processing

Current: Retroactive pay processing, the recalculation of prior payroll results when changes effective in prior payrolls are updated after the original payroll calculation (e.g., when time cards are submitted after the cutoff), is not available in PeopleSoft.

Future: In Oracle Cloud HCM, retroactive pay processing will be enabled to allow recalculating payroll data for affected periods and reflect the adjustments accurately, minimizing manual changes.