HR / Payroll Systems Roadmap

Greg Lakowski | Manager, HR and Payroll Systems

The purpose of the HR/Payroll administrative system service is to support the administrative business of the university in the effective completion of their HR/Payroll administrative duties and responsibilities through the integrated and reliable deployment and support of various systems and processes.

The HR/Payroll administrative system service provisions, enhances and supports the University's Human Resources & Payroll systems. HRMS is comprised of Payroll, HR, Erecruit, Base Benefits, EPay, EProfile and most items in the Employee Self Service Portal.

The primary benefit of the HR/Payroll administrative system service is to keep HR/Payroll systems current and ensures smooth continuous operation, in order to meet business requirements as defined by Finance/HR. This service is vertically oriented to fulfill the needs of its users.

For the most part, the systems are mature and stable. The next five years will provide enhancements to current processes to further enable efficiencies across campus, as well as, the incremental improvement of operational business while continuing to maintain a supportable, secure and stable environment.

Year	Milestones
2010	Deployment of new Position Management system
2011	Professional Development Funds implemented in Self Service portal, Uniform HR Workflow and Faculty ERecurit Roll Out.
2012	Online Timesheets and Peopletool's Upgrade
2013	HRMS 9.1 Upgrade, IAM Integration and roll out of Integrated Reporting to HRMS
2014	Absence Management Begins

2010
- Deployment of Position Management system
- Implement Electronic appoints - EPAF
- Retroactive Salary/Benefits Adjustments

2012
- Online Timesheets Ends
- Peopletools Upgrade for Peoplesoft HCM ends
- Peoplesoft HCM Upgrade to 9.1 Begins
- IAM Integration Begins

2014
- Peoplesoft Absence Management implementation begins

2011
- Faculty ERecruit
- Professional Development Funds Self Service
- Uniform HR Workflow
- Online Timesheets begins
- Peopletools Upgrade for Peoplesoft HCM Begins

2013
- Peoplesoft HCM Upgrade to 9.1 Ends
- IAM Integration ends
- Roll out of integrated reporting to Peoplesoft HCM