

USG Unified ERP Update

Spring 2025 RACRA meeting

April 22, 2025



Agenda

- Refresher and Update
- Governance
- Resources
- Timeline (What can we expect)

Project Background: Current State

Many systems with related data do not “talk to each other”

Accessing data is a time-consuming, manual process

No robust data warehouse to match the data across systems

Doesn't support the complex work and mission of USG

Difficult to share information across USG and perform timely analyses

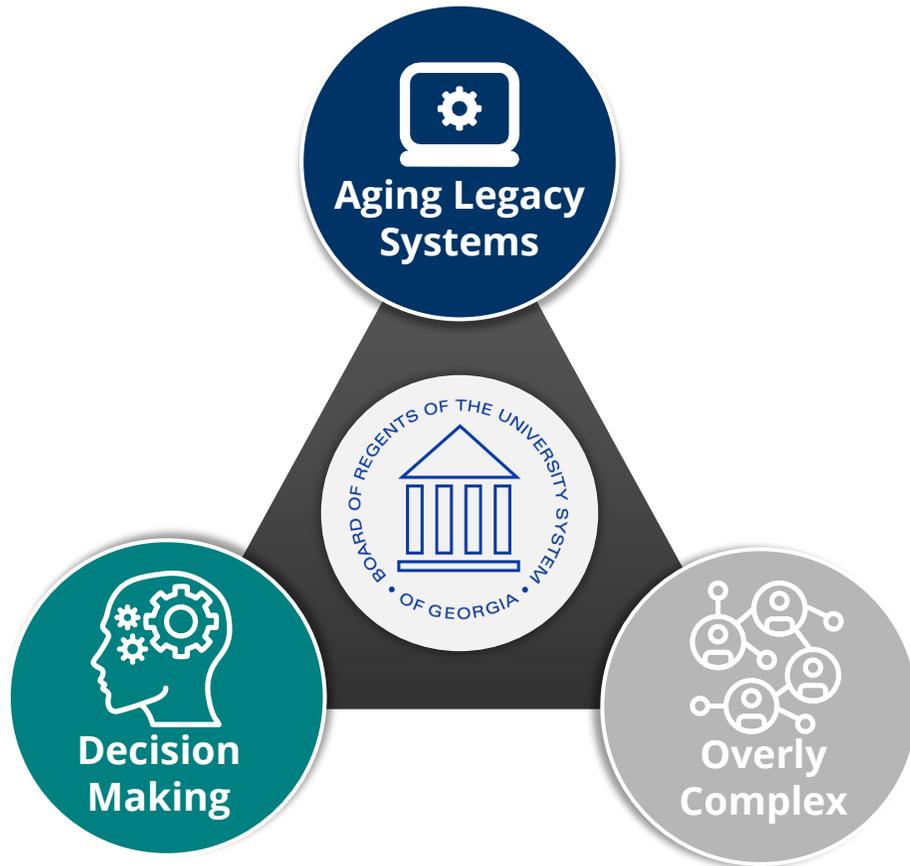
HR, FIN & Student in a variety of hosting models

Core systems are getting increasing outdated, making them difficult to maintain, upgrade, and secure



Our “Why”

Current Challenges



Vision





Vision

Aligned with the USG Strategic Plan 2029 and supporting the goal of being recognized as the best system of higher education in the United States, the Unified ERP project will modernize the user experience for students, faculty, and staff by replacing current disparate institutional legacy applications through the **unification and standardization of those systems onto a single, modern Software as a Service (SaaS) Enterprise Resource Planning (ERP) platform across the entire University System** that will enable standardization and optimization of business processes, increase operating efficiencies, advance data-driven decision making, and improve student outcomes across the system, positioning USG for continued excellence in higher education for decades to come.

Guiding Principles



Single

All institutions will use the selected ERP solution. The perpetuation of any shadow systems through interfaces will be eliminated/minimized. Furthermore, project decisions will be made for the benefit of the entirety of USG. All aspects of the University System must be accounted for when difficult decisions are encountered.



Standard

To the extent possible, business processes and the associated ERP application configuration will be the same throughout the System. This also extends to third party products required to meet functionality within project scope but is not included in the native SaaS ERP solution the University System selects.



Simple

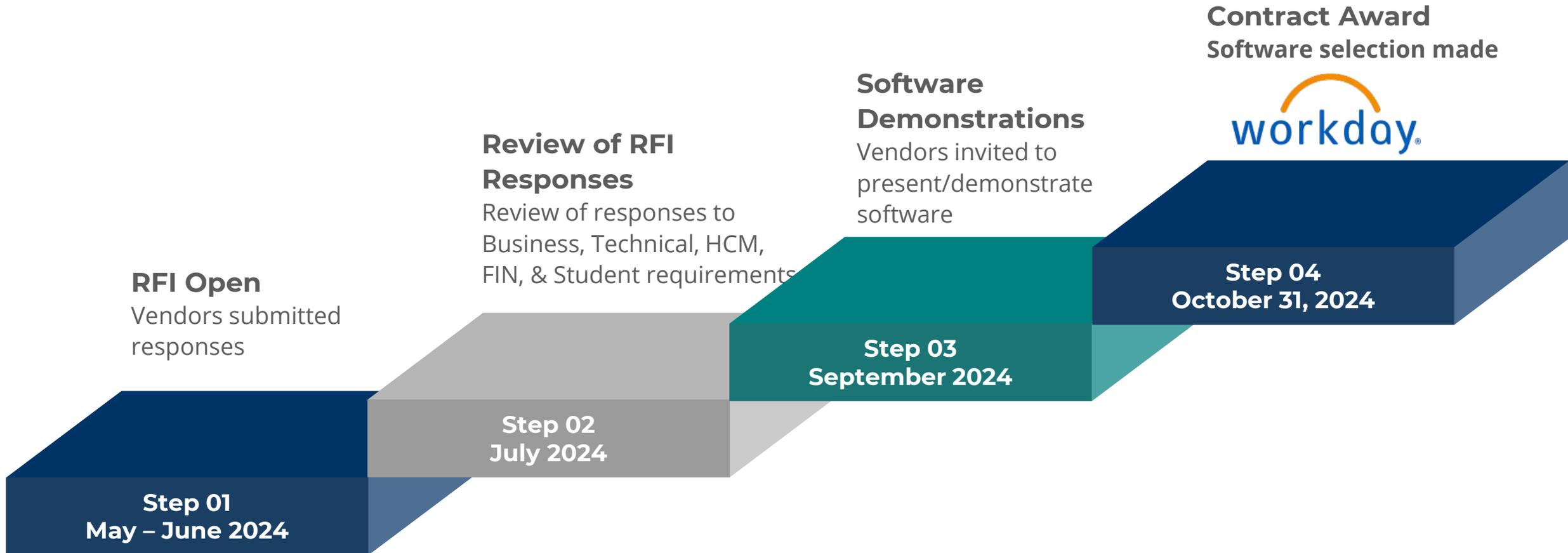
Whenever possible, seek the simplest solution that aligns with the best business practices inherent in the SaaS ERP application selected by the University System. Strive to eliminate manual, non-value-added tasks in business processes wherever possible.



Success

Every institution must be engaged to ensure overall University System success. Appropriate resources must participate in those project activities that will ensure that each institution's requirements are considered.

Progress on Software Solution



Institution Participation

01

Requirements Gathering Workshops

400+ individuals from 26 institutions & USO

02

RFI Response Review

100+ individuals from 15 institutions & USO

03

RFI Software Demonstrations

390+ individuals from 14 institutions & USO (Evaluators & Observers)



Project Intentions



**Implement
uniform business
processes**



**Centralize
support teams**



**Address looming end-
of-life considerations
for current systems**



**Address resource
constraints**



**Keep cost
escalators down**



**Reduce
cybersecurity risk**



**Provide a better
student, faculty & staff
experience**



**Improve data analysis
and reporting across
the system**

Project Goals



**User-Centric
Design**



**Shared Business
Practices and
Policies**



**Real-Time
Consistent Data for
Decision-Making**



**Modern
Enterprise
Architecture**



**Enhanced
Analytics &
Reporting**



**Customizations
Replaced with
Configurations**

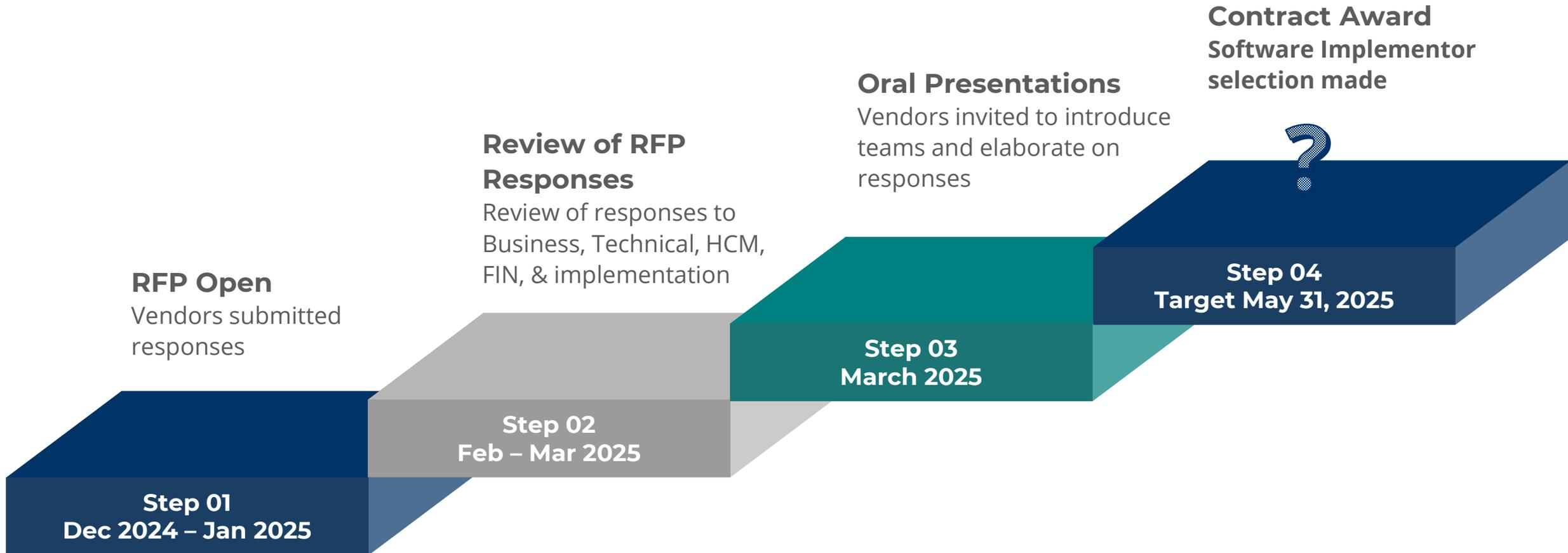


**Workflow
Automation**



**Electronic
Records**

Progress on Software Implementation





Governance

Institution Project Teams

Institutions

- Sponsor
- Project Leadership
- Project Manager
- SMEs
- Technical Lead, Local Integrations Lead, Testing Lead
- OCM/Training/Communications

USO

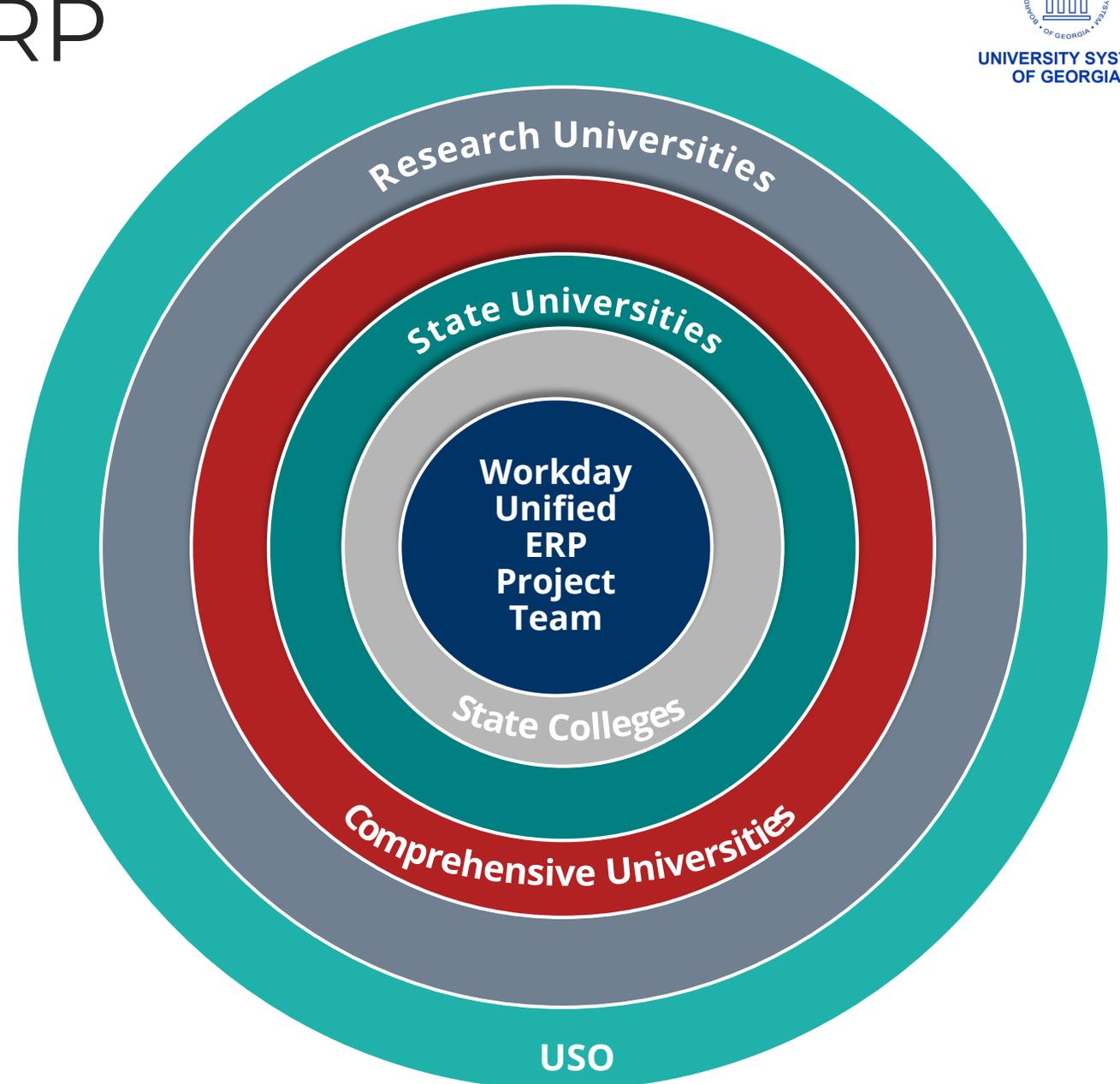
- Executive Sponsor
- Project Core Leadership Team
- PMO
- Administrative Services
- Shared Services Center
- Implementation Partner



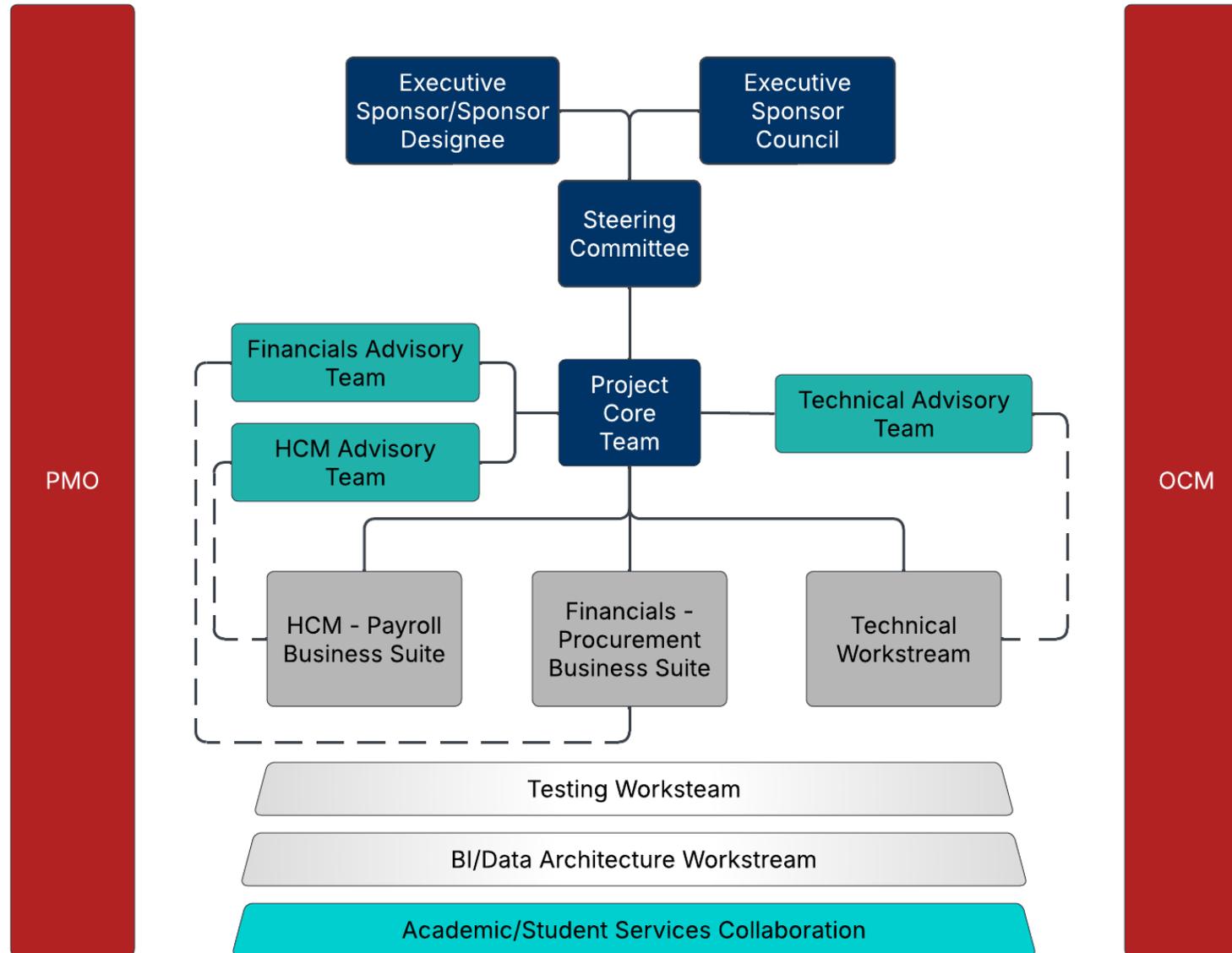
Workday – Unified ERP Project Team

Consisting of participants from:

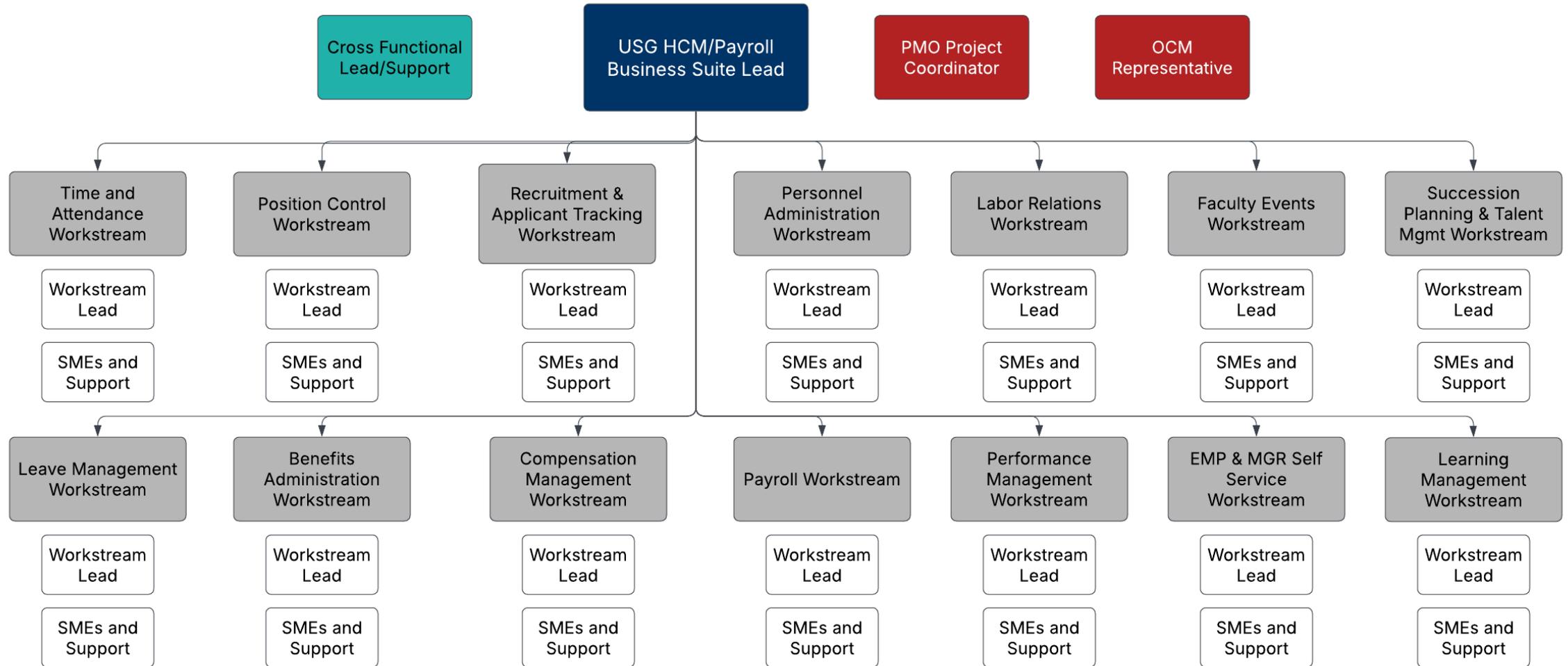
- Institutions
- USO
- Implementation Partner
- Steering Committees
- Advisory Groups
- Workstream Teams & Leads (i.e., Procurement, Benefits, Technical, etc.)



USG Workday Project Team

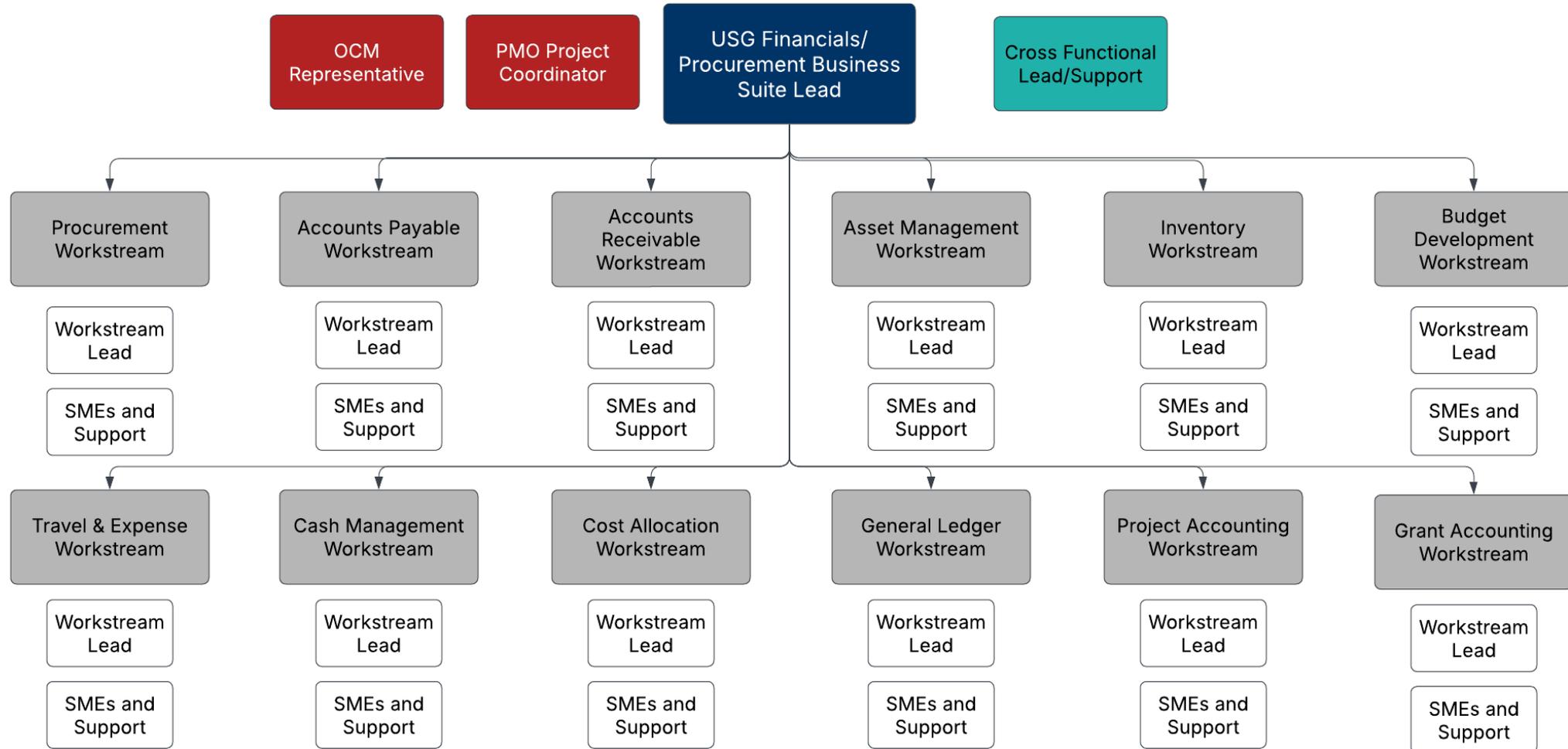


HCM/Payroll Business Suite



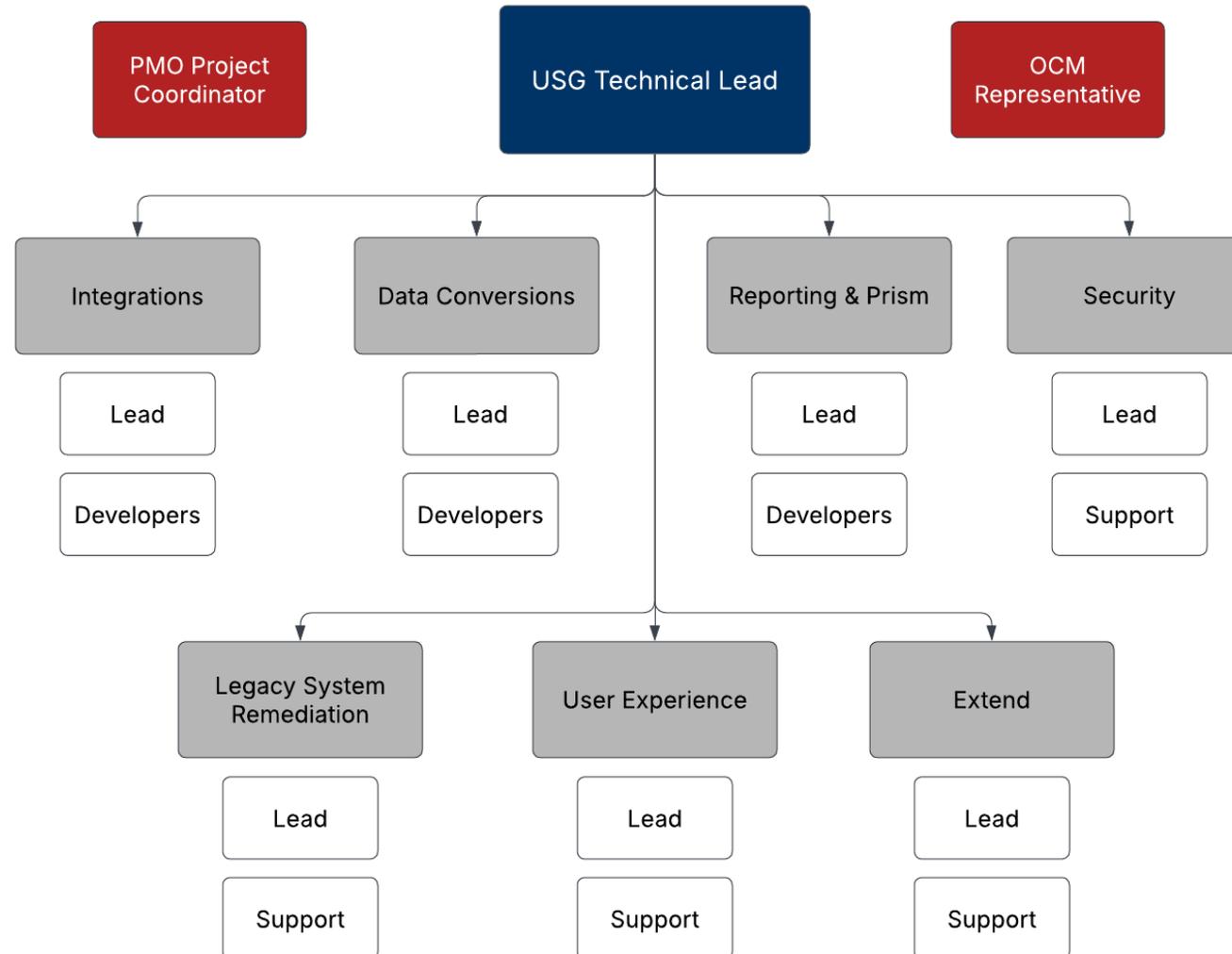
Certain workstreams may be combined

Financials/Procurement Business Suite



Certain workstreams may be combined

Technical Workstream





Resources

<https://www.usg.edu/unified-erp>



UNIVERSITY SYSTEM
OF GEORGIA

UNIFIED ERP PROJECT

University System of Georgia

▶ Home

Project Goals

Vision and Guiding Principles

Timeline

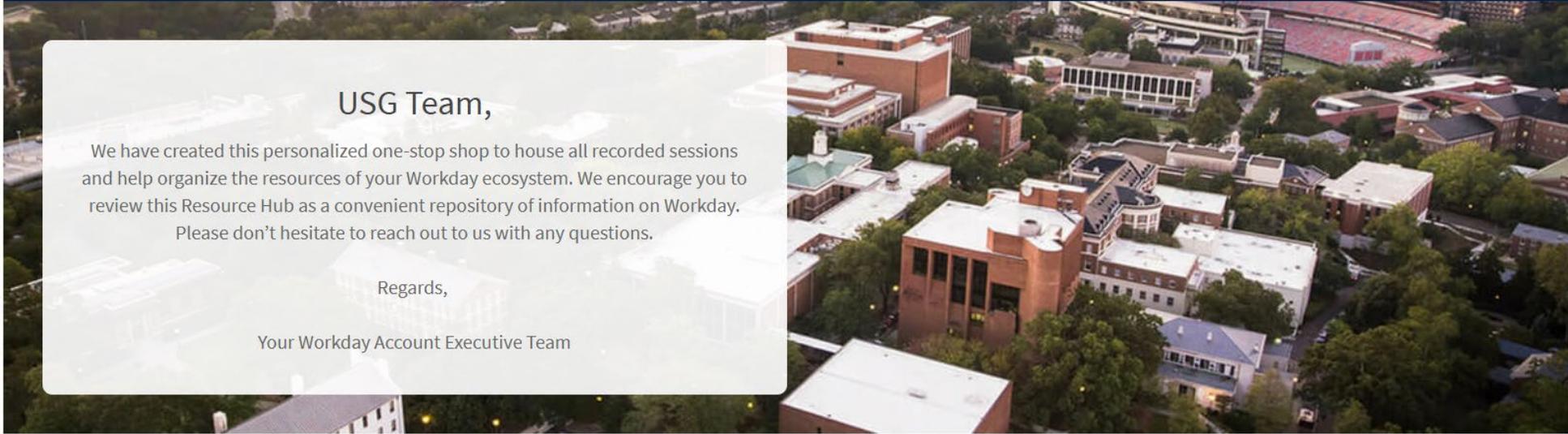
Requirements Gathering

Frequently Asked Questions

Project Updates

The Unified Enterprise Resource Planning (ERP) Project intends to replace the current institutional legacy systems for human capital management, financials, and student information, improving the experience for students, faculty, and staff; streamlining core business processes; and unifying technology into a single, Software as a Service (SaaS) solution.

This project is currently in the Solicitation/Acquisition Phase through June 2025.



USG Team,

We have created this personalized one-stop shop to house all recorded sessions and help organize the resources of your Workday ecosystem. We encourage you to review this Resource Hub as a convenient repository of information on Workday. Please don't hesitate to reach out to us with any questions.

Regards,

Your Workday Account Executive Team

HCM DEMOS





Financial Management Demos

Core Financials for Higher Education Demo

Core Financials for Higher Education Datasheet

Expenses

Grants Management

Procurement

Financial Planning

Analytics and Reporting

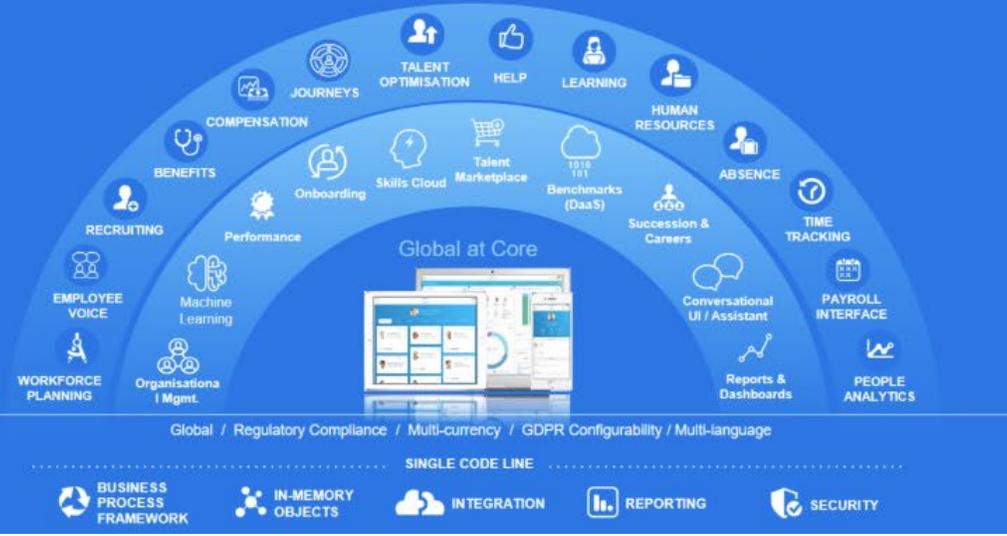
Inventory

Revenue Management

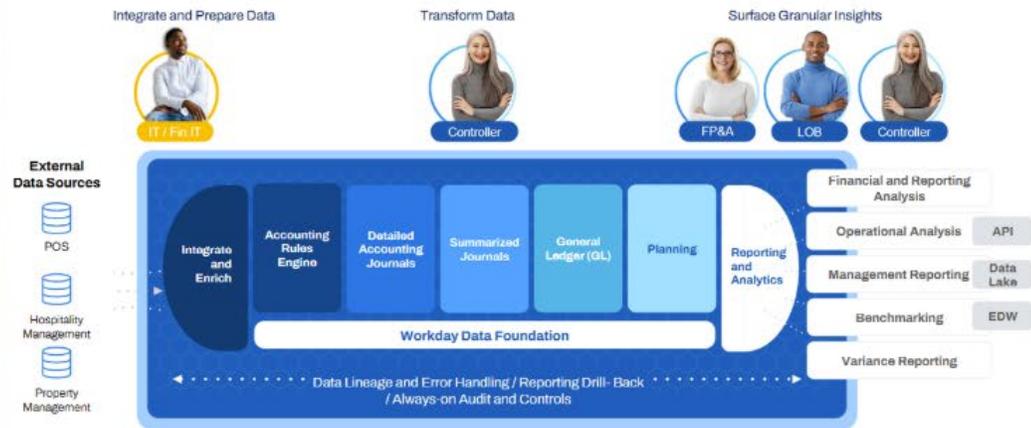
Capital Projects

HR & Finance Made Easy

Workday Human Capital Management



Intelligent Data Core with Workday





UNIVERSITY SYSTEM
OF GEORGIA



Workday Community

Sign In

Email *

Password *

[Trouble Signing in?](#)

Remember Me

Continue

[Request a Community Account](#)

[Get Help](#) | [Legal](#) | [Privacy](#) | [Cookie Preferences](#)



UNIVERSITY SYSTEM
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Workday Community

Request a Community Account

First Name *

Last Name *

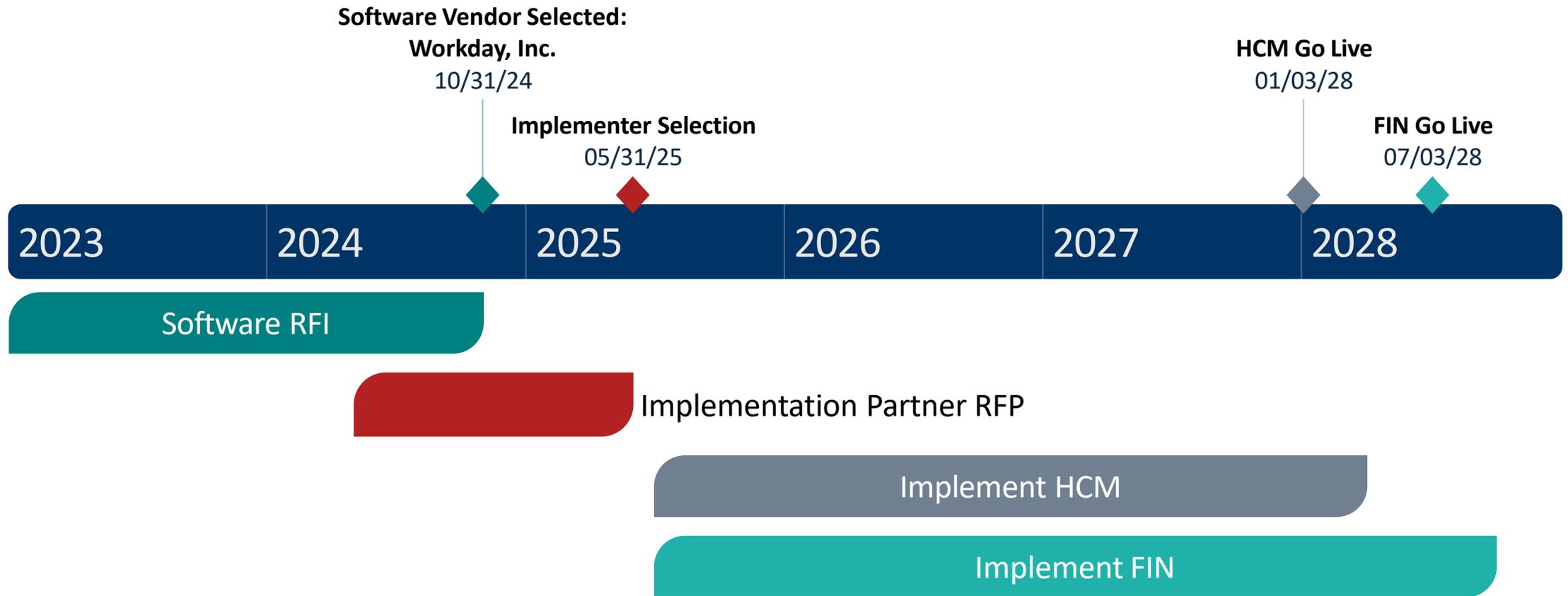
Business Email Address *

Reason for Account Request

Submit

[Go to Sign In](#)

Unified ERP Project Timeline (tentative)



Workday Data Capabilities

- Workday Planning (Adaptive)
- Workday Core Reporting and Analytics
- Workday People Analytics
- Workday Prism





Workforce Planning

TIME Apr-2020

LEVEL Top Level

CURRENCY \$USD

COMPANY Workday

JOB PROFILE All

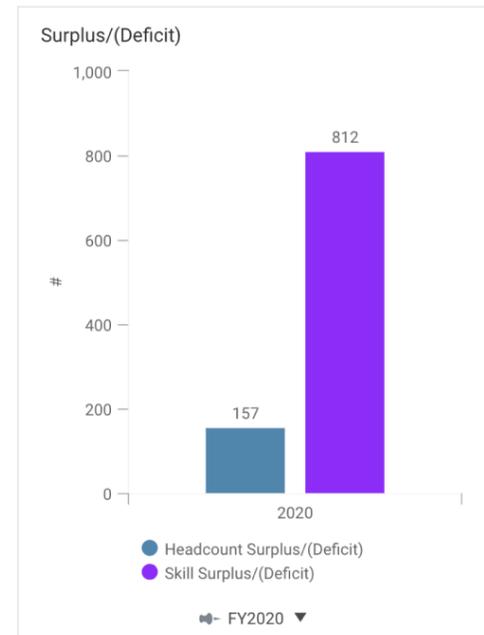
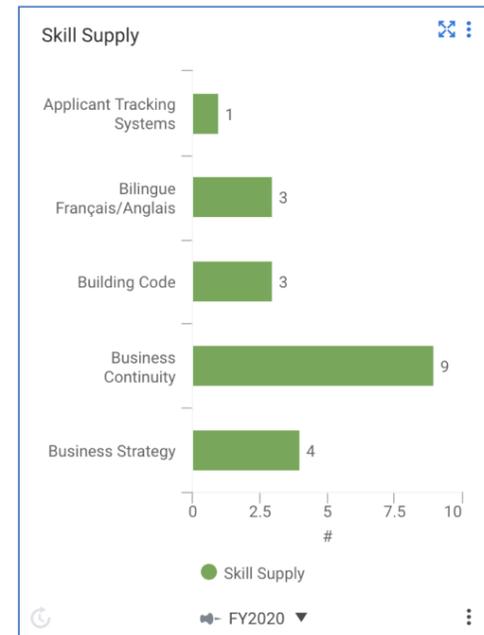
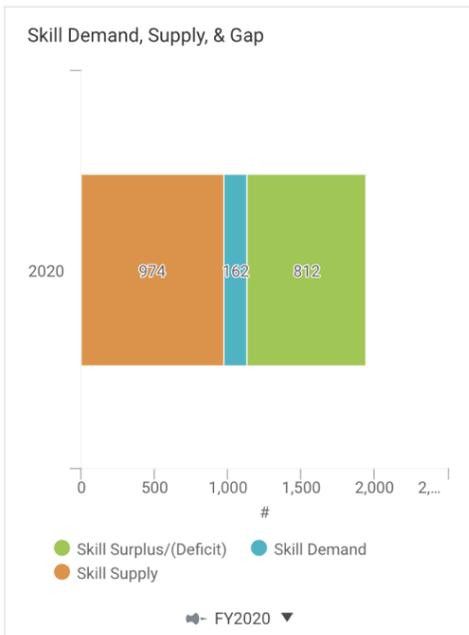
CRITICAL JOB All

TOP PERI

Edit



- Demand
- Demand vs Supply
- Supply Dashboard
- Culture
- Skills Analysis
- Recruiting
- Performance
- Efficiency
- Workforce Actions
- Headcount Plan
- Open Job Reqs
- Cost of Worker
- ILM Map



Talent Matrix

LEVELS Top Level | WORKER All | WORKER TYPE All | JOB PROFILE All | HIRING SOURCE All | LOCATION All | COUNTRY All | SKILLS All | COMPETENCIES All | RATING All

#	ACCOUNTS BY TIME	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
1	Competency Demand	162	291	417	540	666	789
2	Competency Supply						
3	Competency Supply - Workers	2,361	2,361	2,361	2,361	2,361	2,361
4	Competency Supply - Reqs	21	21	21	21	21	21
5	Total	2,382	2,382	2,382	2,382	2,382	2,382
6	Competency Surplus/(Deficit)	2,220	2,091	1,965	1,842	1,716	1,593



Search



UNIVERSITY SYSTEM OF GEORGIA

Company Summary

TIME 9/23/2020

LEVEL Total Company

CURRENCY \$USD

Edit



Instructions

Summary

Budget

Finance - Top Line

Targets vs. Actuals

Targets vs. Plan

CRM

Daily Orders

Sales

Production

Adhoc

YTD Revenue vs. Target

\$35.0 M

-\$6.2 M -15.1 %



Mar 2021

% of Revenue Tar...

106.42%



Mar 2021

Revenue Delta

\$730.8 k



Mar 2021

Revenue Detail

TIME	ACCOUNTS	
	TARGET	ACTUAL
Jan 2021	\$10.8 M	\$11.3 M
Feb 2021	\$11.0 M	\$11.5 M
Mar 2021	\$11.4 M	\$12.1 M

Jan 2021 - Mar 2021

Revenue - Top Down Target vs. Actuals



Jan 2021 - Dec 2021

Revenue Waterfall - Target vs. Actuals



Q1 2021

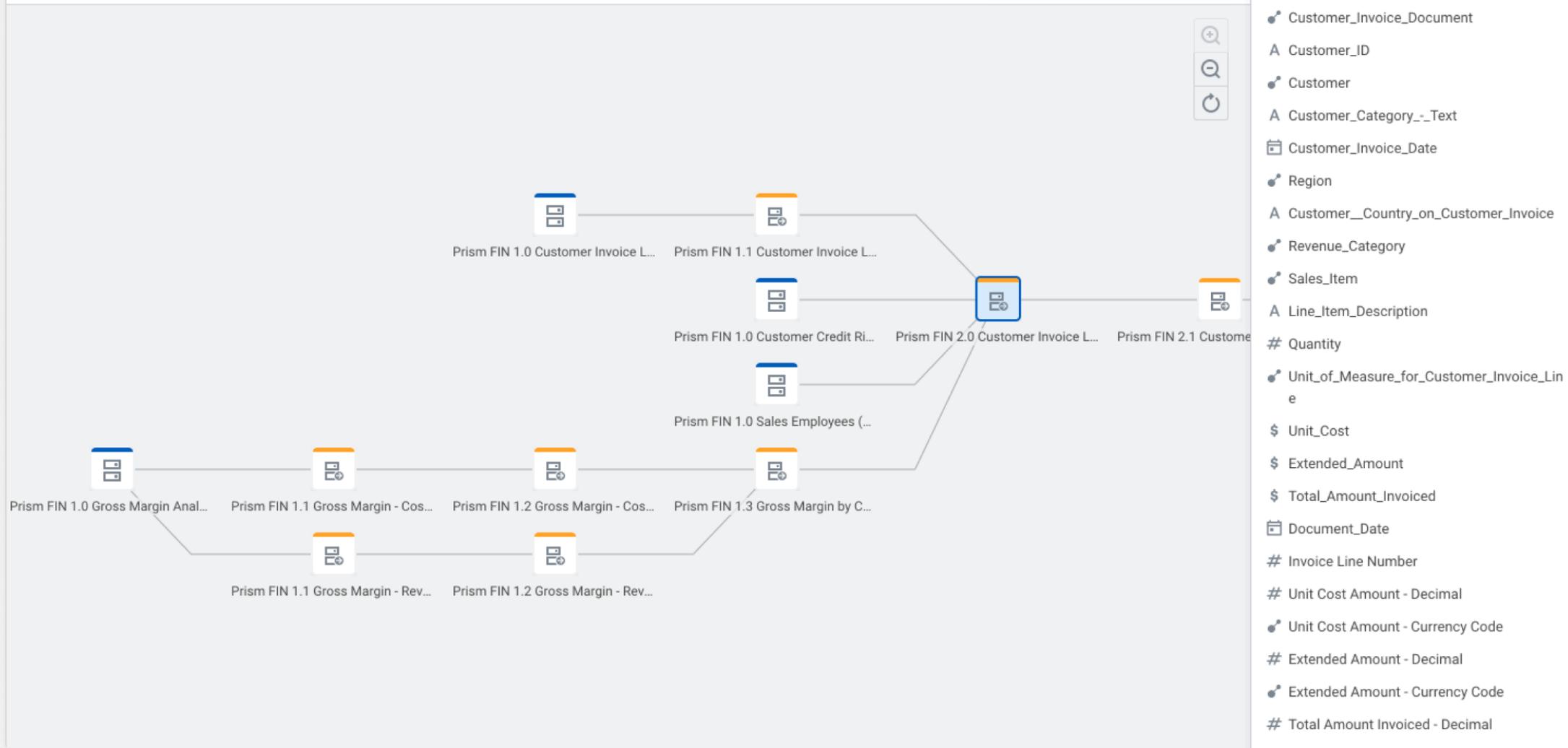
View Dataset Lineage

Prism FIN Customer Invoice Analysis Actions

Data Catalog

Total 13 Datasets

Search





People Analytics

Help



- Overview
- KPIs
- Diversity and Inclusion
- Organization Composition**
- Retention and Attrition
- Hiring
- Talent and Performance



Where is the organization growing? ⓘ

Change in Active Headcount

32300 R&D - Product Developme... Chicago

↑ **42** percentage points
 this month at 69.2 %
 active headcount in the previous month was 13

View more



Change in Active Headcount

Regional Sales Manager

↑ **16.2** percentage points
 this month at 20 %
 active headcount in the previous month was 25

View more



Change in Active Headcount

Consultant

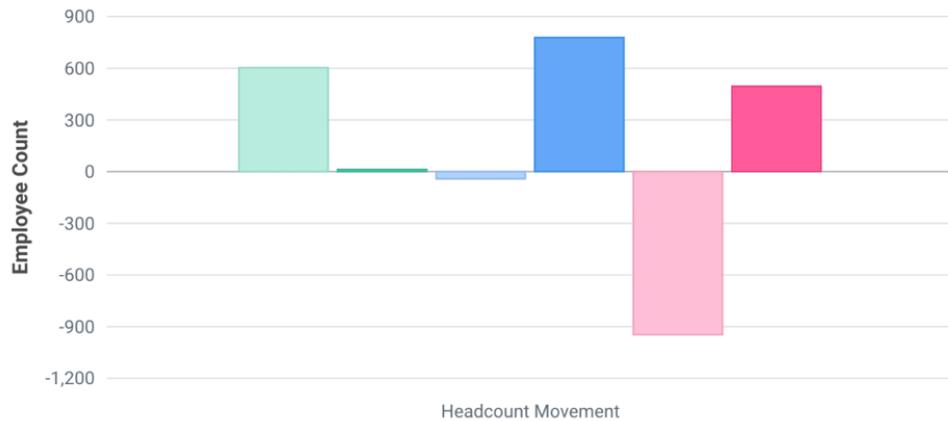
↑ **14.7** percentage points
 this month at 22.7 %
 active headcount in the previous month was 22

View more



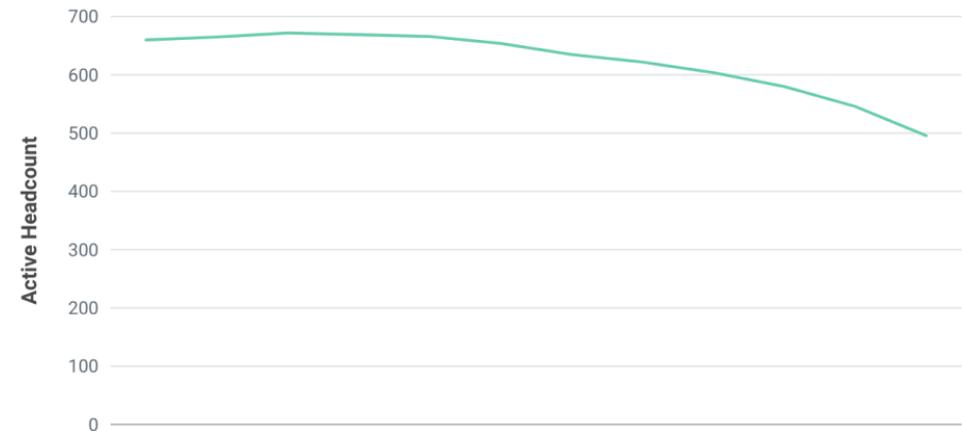
Headcount Movement - Rolling 3 Months

6 items



Monthly Active Headcount

12 items



Workday Methodology Overview - Your Way



Plan

- Project Start-Up and Planning
- Deployment Preparation
- Customer Training
- Foundation Data Model
- Data Conversion Workshop
- Cutover Planning Guidance
- Foundation Build



Architect & Configure

- Iterative Design/Configure
- Reporting & Analytics Builds and Unit Test
- Integration Builds and Unit Test
- Review Config / Validate Design/Confirmation Testing
- End to End Build



Test

- End to End Testing
- Parallel Build and Testing
- Performance Testing
- Regression Testing
- Cutover Plan
- End User Training Materials



Deploy

- End User Training
- Gold/Pre-Production Build
- Go-Live
- Production Support

GOVERNANCE | PROJECT MANAGEMENT | KNOWLEDGE TRANSFER | PRODUCTION PREPAREDNESS



Additional Information

- Unified ERP Project Website

www.usg.edu/unified-erp



Thank You!!