



Welcome back to another edition of

!

This month, we will review project status, receive the



USF took the lead role in testing whether business processes were functioning as designed across Oracle Cloud HCM modules (without losing data integrity), with Oracle providing support.

USF participants involved in testing were eager to share their experiences:

"Rolling out the new Performance Evaluation process, along with the training and resources on the website, was so necessary. It was cool to see everything come together for the Performance Management demonstration in Oracle Cloud. This will be a huge and much-needed improvement in the way we evaluate and hold our employees and their supervisors accountable. Looking forward to using Oracle for our quarterly check-ins and next year's



reviews!" —

"The ability to record work hours and have a seamless workflow from employee to supervisor to Payroll Services will eliminate processing lag and data entry errors." —

Together, the team executed test scripts of everyday transactions across several modules and captured defects in Jira (the project management tool used on Project Drive) to be reviewed, confirmed, prioritized, and resolved.

We



- Completed the E2E project phase
-



People are at the heart of everything we do in HR, so it's critical we innovate the way we attract, retain and reward our employees while remaining compliant and consistent with how we compensate them.

Read on to learn how this module will enhance specific processes at USF.

The current system does not offer automatic pay increases for union employees, including police officers.

The Oracle Cloud Compensation module will feature automatic pay grade step progression, providing pay increases based on grades and guidelines provided by USF.

Police officers and other eligible employees will have a transparent view and clear understanding of their salary growth. At the same time, USF HR can build more accurate and consistent budgets and see higher employee engagement.

USF uses an Excel spreadsheet for its Annual Salary Review and Executive Bonus processes, with line managers having access under certain restrictions.

In Oracle, line managers across USF will be able to allocate components within each Workforce Rewards Plan through automated processes.

Automation will reduce time and effort and minimize the risk of errors. Line managers will have more real-time workforce data for agile and informed decision-making around review and bonus processes.

- _____ to learn more about the benefits of Oracle's Compensation module and how it will simplify compensation processes at USF.



- Read Angie Sklenka's message: _____
- Visit our _____ for steps on creating an Oracle Learning Explorer account and to access training.

This month, Katrina Leffers reveals her day-to-day responsibilities as an Ambassador and how she's making the journey to Oracle Cloud smoother for everyone at USF.



USF Unit HR Administrator

"As a Change Ambassador for Research and Innovation, I strive to provide our team with the Project Drive monthly updates and resources to prepare for the transition. I'm excited share the positive impacts and streamlined processes Oracle will bring to all USF employees."

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