Project Drive Road Map

Recent activities

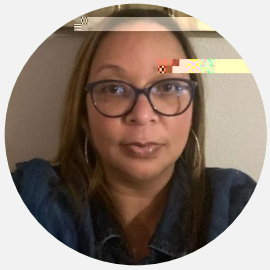
Congrats to the Project Drive team on evaluating and approving all 616 Key Design Decisions across 16 categories! Every team member lived up to our spirit of *people-powered innovation* by working fearlessly to build a bold future for USF and its employees. Reaching this important milestone bolsters our decisive approach as we build the second prototype (P2) of our new Oracle Cloud system.

Recently, the project team held the Employee Life Cycle demo. Over four days, team members demonstrated the Oracle Cloud HCM system across the entire employee life cycle, from hire to retire! **The USF project team and HR leaders and stakeholders witnessed up close how our design makes HR processes at USF more efficient, and drives increased productivity** with:

- **Strategic planning tools** that seamlessly align with USF's business objectives
- **Advanced recruiting technology** that helps attract top talent

- **Innovative compensation frameworks** that motivate and retain employees
- **Training modules and performance evaluation tools** that boost skills and encourage continuous improvement

The demo also showed that P2 has key data structures in place, and that it incorporates requested design features. Stay tuned for a readout/recording if you were not able to attend. It will showcase industry-leading processes designed to improve the employee experience. In the meantime, **hear from our USF colleagues on what they found most beneficial about the demo**:



Denelta Adderley Henry

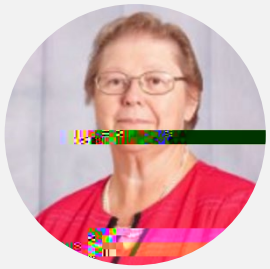
Embedded Services – Academic HR

"The demonstration sessions provided a clear and detailed understanding of the new HR system's capabilities. The features highlighted promise to streamline various HR processes, enhance efficiency, and improve the overall experience for both HR professionals and employees."

Quentin Miller

CHR – Payroll Services

"I find all of the aspects beneficial in understanding the employee life cycle even though not all of them will directly impact my role."



Robin Ersing, Ph.D.

School of Public Affairs

"It was a well-structured and well-presented demonstration. Although I am not HR, as a department chair I was able to understand how the system will operate and the behind-the-scenes actions necessary to move through HR processes. Presentations were helpful overall in understanding the capabilities of the Oracle system."

The project team is also preparing for End-to-End (E2E) testing, which is scheduled to begin in late June and run through early August. E2E testing will cover all business processes from start to finish within Prototype 2, across different Oracle Cloud HCM system modules (e.g., Benefits, Payroll, etc.) as they would transact in our day-to-day work. This testing cycle ensures the new business processes are functioning as designed and that data integrity is preserved between modules. **Look out for a standalone E2E testing announcement with more details as we near the start date.**

This month's key accomplishments

- **100% approval of 616 Key Design Decisions (KDD) across a vast number of modules and requirements!**
- 75% of the configurations of the second prototype (P2) are complete, enabling the team to show Key Data Structure (KDS) changes
- Refinement of the Microsoft Management Plan (MPP)

Upcoming Change Management

Putting You in the Driver's Seat

To realize our mission of making USF a great place to work, we must combine the Oracle Cloud HCM technology with smarter ways of working—including how we deliver and manage benefits programs across our organization. **The Oracle Benefits module will create a central source for enrollment and a more intuitive signup experience for our employees.**

Meet the Change Ambassadors

The Change Ambassadors are a select group of individuals throughout USF who are responsible for cascading Project Drive updates, system benefits, and other important details. Please welcome Kiki Reed-Scott as she reveals just a few of the ways she assists her team in 'shifting the mindset' and embracing the cloud.