



Our HR transformation at USF is more than a shift in technology. We want to shift the mindset, too, so that all end users embrace the new system and begin to realize value immediately. E2E Testing takes the initial step of empowering USF employees by first preparing and



- Finalized Wave 1 Go-Live Date to January 2025, with payroll system capabilities going live December 20, 2024 (e.g., ready and able to clock time and absence information to calculate payroll)

Upcoming Change Management activities

- Deliver Monthly Talking Points for various audiences at USF
- Deliver MOMENTUM



Through its efficient, time -saving features, the Oracle Cloud HCM Time and Labor module brings to life an important guiding principle on Project Drive: ***deliver an enhanced user experience and engage stakeholders throughout to drive adoption.*** The project team recently confirmed a series of decisions around access to this module, so we are refining the High Impacts you may have read in the March issues of MOMENTUM and VOYAGER to reflect these decisions:

High Impact — Centralized, Seamlessly- Shared Time Entry

Current: USF employees record their time manually using paperwork.

Future: Employees will submit timecards via online change requests using the Web Clock feature and even their mobile device, all within Oracle Time and Labor. Select users can define custom timecard fields for reporting or interfacing time data with Oracle Payroll, Absence Management, Projects, other Oracle Cloud modules, and third-party or financial systems.

Benefits: Reduce payroll leakage. Minimize payout for time, labor and pay errors, defaults, rules, stacking and gaming.

High Impact — Automated and Mass Time Entry Approvals

Current: Today, approval workflows are entered manually.

Future: In Oracle, approval workflows will be automated, with the line manager or the next level manager responsible for approving timesheets. The approval styles of line and project manager can be used as-is or extended to multi-level or more complex routing as required.

Benefits: A mass timecard approval capability enables a group of timecards to be reviewed at summary level and approved in one click!

Action items for leadership:

- [Click here](#) to learn more about the benefits of Oracle's Time and Labor module and how it centralizes time and attendance operations while making them-



This newsletter was brought to you by the Project Drive Change Management team .