

VOYAGER NEWSLETTER



Gear Up for Change

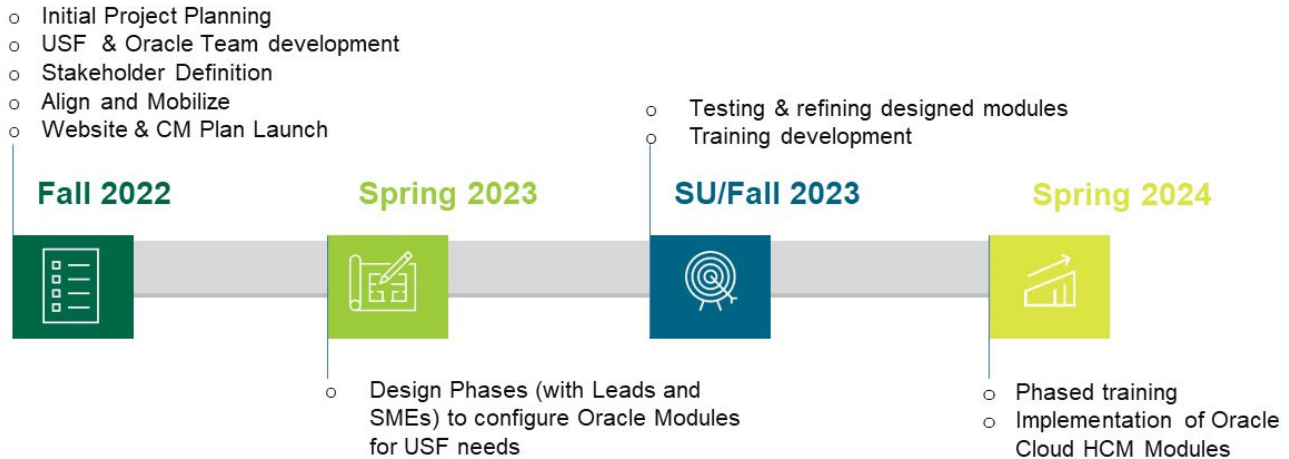
Welcome to the first edition of VOYAGER – our leadership newsletter for the **Oracle Cloud Human Capital Management (HCM)** implementation called Project Drive! Inside you will find need-to-know project updates, teammate profiles, and contacts that can answer many questions regarding this HR project.

We will start with a recap of how Project Drive will contribute to USF's overall HR Transformation goal of becoming ***A Great Place to Work*** – one that is renowned for not only our research and academia, but also for our reputation and culture.

Achieving this goal requires us to make HR easier and more intuitive for all. **That is why we are embarking on Project Drive, a multi-year journey from our current on-premises software to Oracle Cloud Human Capital Management** that will simplify the way we manage and develop our people by combining cloud technology with smarter ways of working.

Road Map

Below is a high-level timeline of Project Drive that maps to USF's calendar year, along with a list of in-scope functional workstreams that will become the components of the new Oracle Cloud HCM solution for USF:



Currently, Project Drive is in the Design phase of **True Cloud Method (TCM)+**, Oracle's cloud implementation methodology that guides the project team to iteratively develop and see the solution as they work.

During this phase, Oracle and USF will work together to complete the following activities designed to guide the team in creating an initial prototype:

- Establish cloud business process overview and assumptions
- Demo Oracle Cloud HCM
- Review cloud business processes
- Capture change impacts
- Document and review key actions and decisions

Putting You in the Driver's Seat

To get everyone on board, it is critical that USF employees understand how the HR transformation connects in tangible ways to what they do every day. We can do this by grounding every decision we make in a shared mission: *shaping the futures of our students starts by improving the employee experience.*

A successfully implemented HCM solution will:

- **Create digitally-enabled, personalized employee experiences** – *imagine giving employees system access from your phone!*
- **Guide leadership in making more informed, data-driven decisions** – *imagine dashboards that reflect real-time compensation trends to ensure employees at USF are competitively paid!*
- **Inspire and empower our HR community to deliver greater value to USF and its employees** – *imagine reducing reply turnaround times by automating the thousands of tasks conducted by the USF Central HR team!*

Behind the Wheel

Our Oracle Cloud HCM is an incredible demonstration of the University's commitment to transforming our HR technology & culture – driving University-wide success to the employee experience. **Project Drive: *People-powered innovation*** is led by the collaborative and innovative efforts of our Executive Leadership Team below:



Angie Sklenka | *Executive Sponsor; VP, CHRO*



Rich Sobieray | *SVP, Business and Finance*



Sidney Fernandes | *Executive Sponsor, CIO*



Jeff Burnett | *Director HR Transformation – HRIS*



Jenny Paulsen | *Associate VP, Deputy CIO*



Jennifer Condon | *VP, Deputy CFO and Controller*

Around the Corner

Be on the lookout for invitations to learn more about HCM in the cloud. The Project Drive change team will be hosting small group sessions to introduce the project, unpack key highlights for leaders, and share video demos of business process functionality.

We will see you soon!

We Want to Hear from You!

Have questions, concerns, or feedback? Share them with the Project Drive team [here!](#)

Please [visit our website](#) for recurring updates.

Pit Crew: Project Drive Contacts

If you have a specific Oracle HCM Cloud-related question or suggestion, please email HRtransformation@usf.edu.

Change Management:

- **Kaija Dupoux** | Change Lead | kaija@usf.edu
- **Andrew Mason** | Change Consultant | asmason@usf.edu

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