UNIVERSITY of **SOUTH FLORIDA**

**PROJECT DRIVE**
people-powered innovation

**MOMENTUM**
Connecting HR Partners to Project Drive

## Staying the Course

**The February edition of MOMENTUM: Connecting HR Partners to Project Drive is here!**
Inside, we will cover status updates, upcoming activities, and how the Oracle Cloud HCM Payroll module will help deliver on a guiding principle of this project: *Create efficiencies that are applied quickly and scaled successfully in the future.* Keep reading and get to know Dr. Peter Berardi, a Change Ambassador and USF Change Management Co-Lead / Talent Lead on Project Drive. **We are grateful for all that you do to help champion the changes ahead.**

## We Want to Hear from You!

Share any questions, concerns, or feedback with the Project Drive team **here**!

## State of the Project

The full project team just completed a productive, week-long series of focus group discussions to

resolve outstanding design decisions for specific modules. In addition, Project Drive members are currently exploring and completing virtual learning opportunities from Oracle University to fortify their knowledge of Oracle Cloud HCM and baseline functionality—all in service of driving key decisions and meaningful contributions across this project.

**The team has also accomplished the following in recent weeks:**

- Conducted deep dive sessions into the design to ensure it aligns with Oracle's best practices
- Continued preparations for End-to-End (E2E) Testing, which tests all business processes from start to finish and between system modules as they would transact in our day-to-day work
- Completed restaffing of the project (with new Oracle and USF teammates) and fully onboarded new personnel
- Created a new master calendar that provides one holistic view of all meeting schedules
- Established a new scheduling agenda and process for capturing meeting minutes

# Upcoming Activities

The Oracle Change Management team is currently developing the Project Drive Enablement Plan, a comprehensive document that will provide system end users with the tools and resources they need to succeed in the cloud and to understand the new technology and ways of working. **This is your preview of all the training resources that end users can leverage to thrive in their new environment and further our mission of making USF a great place to work!** We will offer the following options based on stakeholder group, impact level, and overall training needs:

- **Virtual Instructor Led Training (VILT)**, where end users can watch the trainer complete various transactions
- **Instructor Led Training (ILT)**, where end users can run through step-by-step instructions on their own, with in-person trainer assistance as needed
- **Job Aids**: Documents that help end users complete transactions without live assistance

**Self-Paced Online Training**: Creation of a course or video to be completed

- **Oracle Guided Learning:** In-application guidance to help accelerate adoption
- **Conceptual Training**

**Next steps for our HR Partners: communicate to end users when appropriate that a range of training options will become available as we move closer to the system go-live.**

# Putting You in the Driver's Seat

Simplicity, or reducing complexity across all things we do to decrease ongoing maintenance and run costs, is a cloud culture trait that organizations must practice to maximize the value of their cloud solution. **The Oracle Cloud HCM Payroll module will further action this trait and benefit USF across the following impacts:**

### High Impact – Automated Payroll Costing

**Current:** USF uses a department default account to manually address and fix payroll issues, which can lead to errors.

**Future:** USF will have a suspense account that is full automated and set up at a global level, eliminating department-level maintenance and resolving payroll issues in real time to ensure accurate pay for employees.

### High Impact – Enabled Retroactive Pay Processing

**Current:** Retroactive pay processing, the recalculation of prior payroll results when changes effective in prior payrolls are updated after the original payroll calculation (e.g., when time cards are submitted after the cutoff), is not available in PeopleSoft.

**Future:** In Oracle Cloud HCM, retroactive pay processing will be enabled to allow recalculating payroll data for affected periods and reflect the adjustments accurately, minimizing manual changes.

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**Next steps for our HR Partners:**

- **Click here** to watch a demo of the Oracle Payroll module (02:09) and how it provides efficient, compliant payroll processing at scale.

- **Visit our Project Team Training Guide page** for steps on creating an Oracle Learning Explorer account and to access training.

## Meet the Change Ambassadors

Let's hear from Dr. Peter Berardi from the Executive Services / Human Resources Change Ambassador group on what excites him most about Project Drive at USF.

**Dr. Peter Berardi**
*Central Human Resources Operations/Talent Management*

"Project Drive promises to breathe new life into our admin and operational workflows, making our day-to-day smoother and more efficient. By addressing the bottlenecks in communication, cutting through the clutter of information overload, and empowering everyone to shine in what they do best, we're setting the stage for a leap in performance and investment returns. We're not just enhancing how we work—we're making USF an even more amazing place for all of us to thrive and call our professional home!"

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