

VOYAGER NEWSLETTER



Gear Up for Change

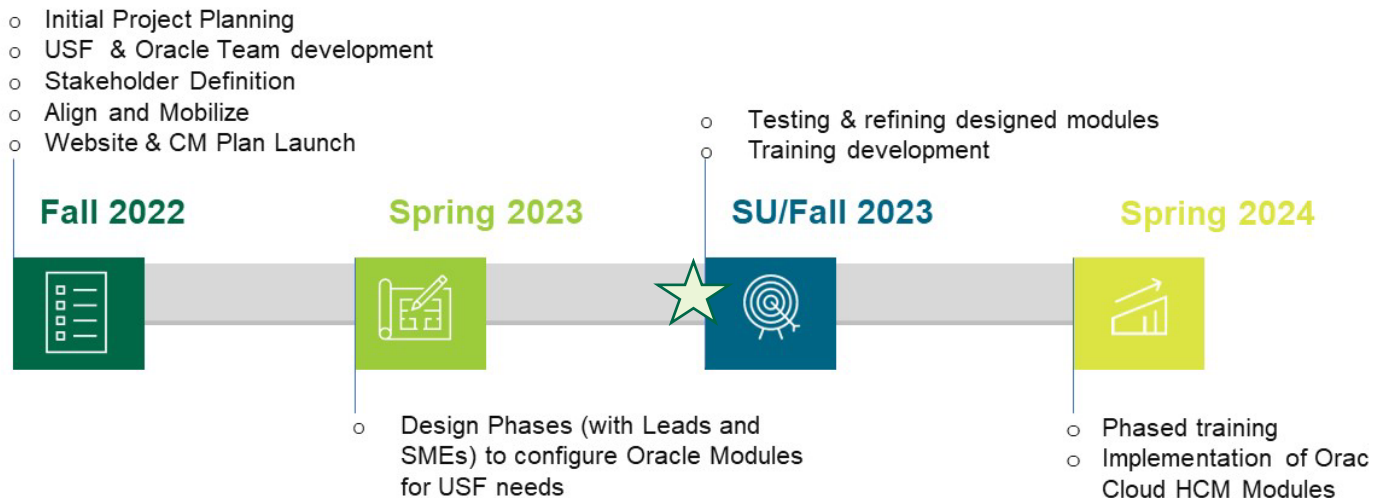
The third issue of VOYAGER is here! **A friendly reminder: VOYAGER is the leadership newsletter for Project Drive, our Oracle Cloud Human Capital Management (HCM) Implementation.** In each edition, this Newsletter will cover important project updates, teammate profiles, project contacts and more!

The Project Drive Change Management team invites you to take the [Change Readiness Assessment](#). Please take a moment to complete the survey, so that we can continuously enhance the efforts around gearing up for Oracle Cloud HCM. *Reporting will be anonymous.*

As we navigate through the project phases, the Change Management team is eager to support you with a series of battle-tested change management strategies in our **Gear Up for Change** section. Look out for more tips in future issues of VOYAGER!

Road Map

Below is a high-level timeline of Project Drive mapped to USF's calendar year. This section will continue to show Project Drive progress along with milestone project updates.

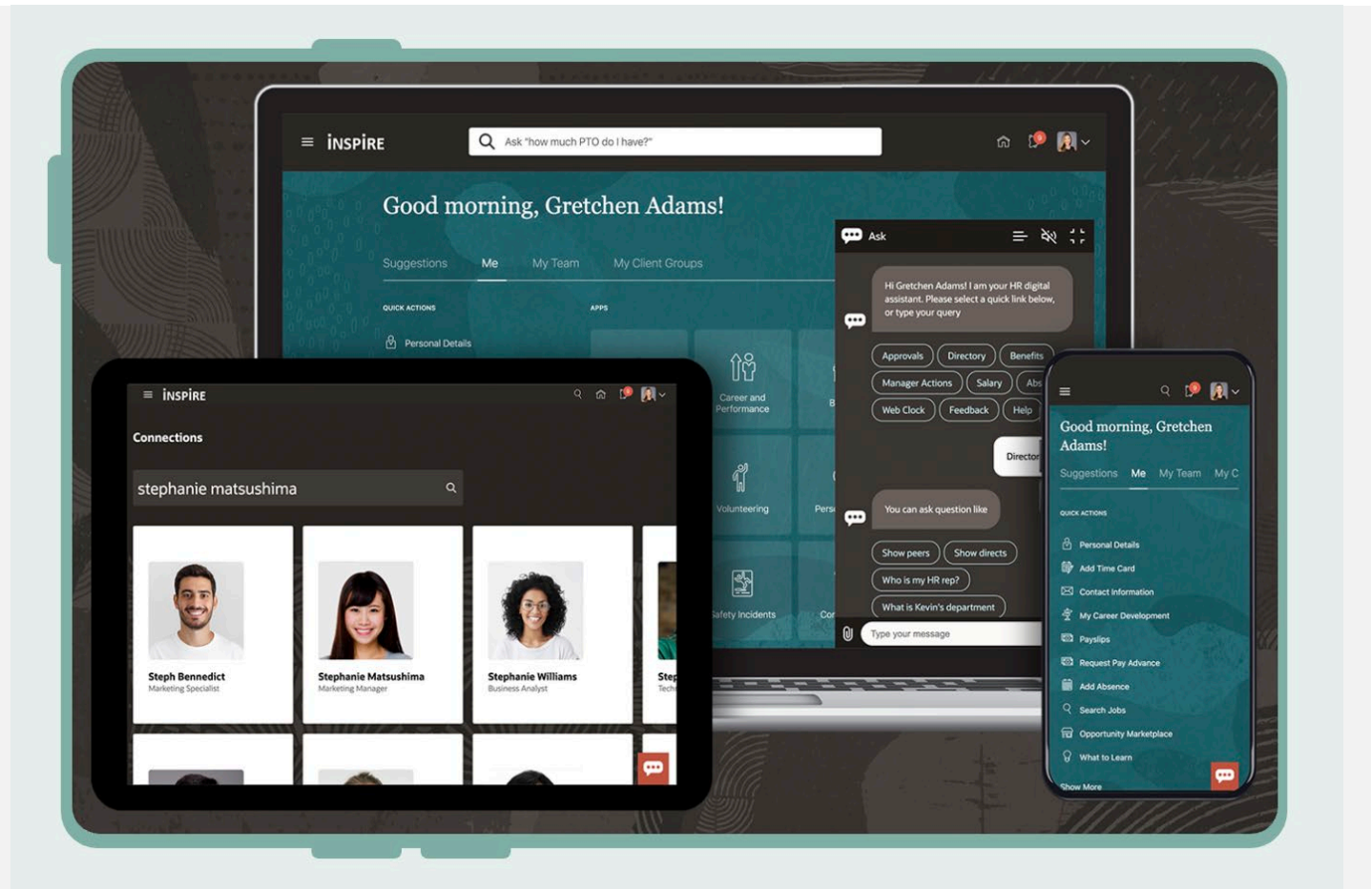


The Project Drive team has recently completed PP1 activities! PP1 gave us our first glimpse of the system design in Oracle HCM Cloud, which helped the team confirm initial requirements, validate key design decisions, and refine the solution towards its next iteration.

Moving into PP2 gets us closer to the final Oracle Cloud HCM system we will be using at USF at go-live and beyond. A round of applause to everyone involved for investing their time and energy into the success of this program, while also managing their day-to-day work at USF.

Putting You in the Driver's Seat

Moving many of our day-to-day processes to the Oracle Cloud HCM platform will provide us a fresh approach in how we can create a single source of data and foster collaboration with other teams at USF, including finance and IT—rather than HR operating in a vacuum. **Keep reading to discover the benefit highlights for some of Project Drive Wave 1 modules and how they will improve our day-to-day experiences at USF.**



*Above represents a sample of the Oracle Cloud system. This image does not represent the finalized system for USF.

Core Human Resources

- Standardized HR processes, data-driven decision making, and simplified workflows to drive innovation
- Ability to track employees with a single person record with support for both simple and complex work assignments
- Self-service options for employees and managers
- Hire, onboard, manage, and engage workers in accordance with university practices – all on one system

Behind the Wheel

Last month, Angela Badell and Patrick McClain shared why they are thrilled about the Oracle Cloud HCM platform coming to USF. Let us continue to deepen our understanding of the HR/IT perspective of the changes ahead by asking, ***what excites you most about Project Drive?***



Robin Davis, CPP
Director, HR Data and Payroll

"I am thrilled to be a part of this multi-faceted project and am excited to see it modernize our systems and streamline and standardize what we do. I am most excited to sunset CERTS, ALT and some other disparate systems that currently exist around the University to do what Oracle Time and Labor and Oracle Absence will do for us. Lastly, I am very happy we are retiring the paper element of many processes to allow the workflow and notification features in Oracle to become our system of record."



Jesse Rodriguez
Product Owner, Information Technology

USF employs over 14000+ awesome people and managing our data is a major activity. Today we have many homegrown processes that help our HR and Payroll employees accomplish many of their daily activities, but these processes have also hindered evolution within emerging HCM practices. As an IT employee who has supported HR and Payroll at USF for 16 years, I am delighted to see USF moving forward by leveraging new improvements within the space of HCM. I am also extremely excited to be able to participate in this transition."

Around the Corner

We are continuing to gather feedback from leaders, HR partners, and others at USF in our Stakeholder Team Conversations. In addition, we are building out the Change Ambassador Team, who will communicate the changes and benefits of Project Drive to better support employees at USF.

We are launching our first Change Readiness Assessment. This is tool used to view the awareness of Project Drive for key audiences.

Stay tuned for the September edition to learn more about our Change Ambassadors!

We Want to Hear from You!

Share any questions, concerns, or feedback 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** | Associate Director, Change Management Lead | kaija@usf.edu
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This newsletter is brought to you by the **Project Drive Change Management team**.