



Salisbury University takes Lead in Dual-Campus Implementation of PeopleSoft Student Administration, Human Resources, and Finance Systems



BACKGROUND

Salisbury University (SU) is a nationally accredited, four-year comprehensive university enrolling 6,700 students. Established in 1922 as a two-year college located on Maryland's Eastern Shore, the university today is a public, four-year, undergraduate and graduate institution within the University System of Maryland (USM) that employs 290 full-time faculty and 160 part-time faculty.

CHALLENGES

In response to continuing enrollment growth, SU developed strategic goals to become more effective and efficient in its administrative operations. SU also needed to correct its reporting inconsistencies. With the legacy system, the State of Maryland Central Payroll Bureau handled payroll processing. Like other campuses in the University System of Maryland, payroll data had to be downloaded to the desktop and then interfaced to the Finance system. The requirements in place for labor accounting and financial processes were complex and cumbersome.

As part of SU's drive to become more effective, it required an out-of-the-gate implementation of self service functionality. The substantial web-based student services developed within the legacy system needed to be replaced with PeopleSoft. In addition, the need for improved access to employee data demanded the implementation of web-based services within the new Human Resource system. SU had a limited budget to meet these needs and had to transition from centralized Information Technology support to campus-based support.

SOLUTION

To address its issues, SU participated in a USM initiative to replace all legacy systems with PeopleSoft software. SU was designated as the lead campus, in cooperation with the University of Maryland Eastern Shore, for implementation of the Student Administration System (SA). They had an aggressive timeline of 18 months to implement SA while concurrently implementing the Human Resources and Finance Systems. To deal with limited resources, Sierra-Cedar's team was shared between the two campuses. The teams collaboratively configured the PeopleSoft applications, redesigned business practices, and integrated external interfaces.

RESULTS/BENEFITS

The PeopleSoft's Student Administration was live in April 2003, having been completed on time and within budget. Students are benefiting by the direct access to information and transactions. Salisbury faculty are directly accessing the system for advising purposes and processing grades online.

Industry	Higher Education
Services	Implementation <ul style="list-style-type: none"> • Project Management • Functional Consulting • Technical Consulting
Application & Modules	PeopleSoft 8.x: <ul style="list-style-type: none"> • Campus Community • Recruitment/ Admissions • Student Records • Financial Aid • Student Financials • Academic Advising • Human Resources • Time and Labor • Payroll
Client Since	2002

PeopleSoft Human Resources, Time and Labor, Payroll, and Commitment Accounting have been in production since March 2003. With the new PeopleSoft system, HR and Payroll staff are empowered because they now have the source information online as opposed to depending on paper reports. There is better, more comprehensive access to payroll and benefits enrollment data, including information on deductions and benefits. Direct access to employee HR, benefits and payroll data is a new concept that is welcomed by the SU staff.

Salisbury University completed its implementation of all modules of Student Administration and Human Resources 8.0 in 18 months. This aggressive time line was met through the hard work of Sierra-Cedar consultants and SU functional leads. Sierra-Cedar did a nice job laying out the project plan and supporting SU staff at every step. The Student Administration functional consulting team was particularly strong and worked well with our campus team. We have now completed our first student administration cycle, and we are seeing the payoff in student and faculty self service”.

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