

OU and Sierra-Cedar Streamline External Interfaces and Develop Critical Customizations

BACKGROUND

The University of Oklahoma (OU) is a public, Research-Extensive university created by the Oklahoma Territorial Legislature in 1890. OU enrolls almost 29,000 students and employs approximately 1,900 full-time faculty members. The main campus is located in Norman. There also are campuses in Oklahoma City and in Tulsa where the Schusterman Center is located. The mission of OU is “to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the state and society.” The University’s annual operating budget is more than \$1 billion. The Princeton Review ranks OU among the Top Ten public universities in the nation in terms of academic excellence and cost for students.

CHALLENGES

OU had previously supported its Human Resources, Benefits, and Payroll community with a “home-grown” system that was developed in COBOL 30 years ago. The OU management team decided to migrate to a new, more robust ERP system to move the University toward best business practices and reduce the cost of maintaining an antiquated mainframe system. One of the challenges in this migration was to develop some major interfaces, such as check interface with the State of Oklahoma, Oklahoma Teacher’s Retirement System, paysheet interface and general ledger. Another challenge was the development of a distributed time entry system. OU also needed the functionality to match budgeted positions within their Budget system to Oracle/PeopleSoft’s Administer Workforce module. A challenge facing OU with the implementation of the Finance System pertained to providing reports to OU’s COLD system via PeopleSoft’s AppEngine.

SOLUTION

To support OU’s business requirements, the University management team made the strategic decision to purchase the PeopleSoft Human Capital Management (HCM) 8.1. Sierra-Cedar provided technical and functional resources as well as project oversight and project management training. Knowing that OU had some unique requirements, Sierra-Cedar consultants helped the OU staff interpret interface requirements and identified subsequent impacts to the delivered PeopleSoft system. Sierra-Cedar consultants then assisted OU’s technical staff in the development of these key interfaces. The Sierra-Cedar consultants and Project Team worked closely with Accounting, Budget, and HR staff to develop a position management customization and interface so that budgeted



Industry	Higher Education
Services	Implementation and Portal Integration <ul style="list-style-type: none"> • Project Oversight • Functional Consulting • Technical Consulting
Application & Modules	Human Capital Management 8.1 <ul style="list-style-type: none"> • Human Resources • Admin Workforce • Base Benefits • Payroll Human Capital Management 8.8 <ul style="list-style-type: none"> • Benefits Admin • eBenefits • COBRA Billing • Benefits Billing Financials 8.8 <ul style="list-style-type: none"> • General Ledger • Accounts Payable • Asset Management • Purchasing Financials 8.9 <ul style="list-style-type: none"> • EPM/Budget • eProcurement
Client Since	2001

positions within their Budget system were matched to Oracle/PeopleSoft's Administer Workforce module. To address the issue of replacing OU's time entry system, Sierra-Cedar consultants helped create functional and technical specifications for a new distributed time entry system that provides input to PeopleSoft's paysheets. Sierra-Cedar consultants optimized the capabilities of the PeopleSoft HCM system to support OU's complex environment by facilitating the definition and design of best practice business processes.

The Sierra-Cedar consultants have more than exceeded our expectations. Both the technical and functional consultants have proven outstanding throughout our PeopleSoft implementation. We have established a true partnership that has allowed us to develop our own personnel under the guidance of Sierra-Cedar's senior consultants. We set out to implement a system in line with industry best practices and we feel that, with Sierra-Cedar's direction, we are well on our way to accomplishing that goal.

Dennis Aebersold
Chief Information Officer

Sierra-Cedar used two strategies in the measured implementation of Financials 8.8: (1) extensive use of PS Application Engine for interfaces and reports, and (2) extensive use of row-level security. Sierra-Cedar and OU overcame a reporting challenge associated

with report dissemination by adopting the strategy of utilizing PS Application Messaging to move targeted reports directly to OU's COLD system that provided storage, dissemination and security controlled access, thus bypassing manual scanning of reports.

Over the course of the project, Sierra-Cedar's project team worked side by side with OU employees with complete dedication to providing a successful go-live.

Eddie Huebsch
IT Director

RESULTS AND BENEFITS

OU is live with PeopleSoft HRMS, Payroll, Base Benefits, Benefits Billing, Cobra Billing, Benefits Administration and FSA. There are almost 10,000 staff using the application's self service functionality. Because of the capabilities and business process of the new time entry customization, data are more accurate and payroll runs are more timely. The position management customization and interface enables OU to provide timely and accurate reports to departments and state regulatory agencies/entities as needed. OU went live on July 1, 2005 with PeopleSoft Financials 8.8, including the modules of General Ledger, Payables, Asset Management and Purchasing. The project was completed on time and considerably under budget.

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