CNS /Update Newsletter Feature

New Human Resources Systems Will Debut Next Year

UFIT
2046 NE Waldo Rd, Suite 2100
Gainesville Florida 32609-8942
(352) 392.2061
<editor@cns.ufl.edu>
Table of Contents

New Human Resources Systems Will Debut Next Year ..............................................3
New Human Resources Systems Will Debut Next Year

Access, the university's current system for posting and filling positions, will be replaced by PeopleSoft systems on July 1, 2004. Work to analyze the business requirements for the new human resource systems is substantially complete. The system is currently being configured to represent all of the 30,000 people who receive paychecks from the University of Florida. Test systems will be ready for parallel operation and refinement in January 2004. Orientation training is beginning and hands-on training will be available in January.

As part of the change to PeopleSoft, UF will run its own payroll processes. In the past, the state issued paychecks for university employees-faculty, staff, temporary hires and students. As the university continues to implement devolved processes, UF will become its own employer and issue its own paychecks. UF will continue to provide electronics funds transfer and personalized access to paycheck information.

Benefits processing will change, but the benefits will not change—programs currently offered to university employees will remain unchanged and the benefits employees receive will also be unchanged. Benefits processing involves many agencies and contract providers of benefits to university employees. As part of the change to PeopleSoft, the university will change the methods used to move information to and from benefits providers. More electronic transfer will be used and more automated transfer will be used. Fewer manual processes and less paper will be used in these processes.

Time-keeping options and processes for the university will change. Five options for recording time of non-exempt employees will be offered and departments and units will determine how they will record and enter time into the system.

Applicants for university positions will find changes at the Web sites of the university. New self-service sites will provide applicants with improved access to job information, on-line job application, and on-line resume upload.

As with all university systems, a consistent approach to reporting of the data in these systems will be available. The university data warehouse, accessed by Cognos tools (www.cognos.com), will be used to provide Web-based access to information from university systems, including human resources, time and labor and benefits. The data warehouse debuted on August 8, 2003, and currently provides financial, human resource, student administration and other data.

All of these new services will be accessible through the university portal at my.ufl.edu and are run on server-based systems at Computing & Networking Services by university staff. As important dates approach, additional information about conversion, schedules and training will be available in the portal.

Advisory User Councils meet regularly to develop recommendations for UF Bridges regarding these systems and their implementation. You can learn more about the work of UF Bridges by visiting the UF Bridges Web site: www.bridges.ufl.edu.

Your Comments are Welcome
New Human Resources Systems Will Debut Next Year

We welcome your comments and suggestions on this and all UFIT documentation. Please send your comments to:

UF Information Technology

UFIT
2046 NE Waldo Rd, Suite 2100
Gainesville Florida 32609-8942
(352) 392.2061
<editor@cns.ufl.edu>