



University of Pittsburgh

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Dear Colleagues,

This is an exciting time for the University of Pittsburgh. The University's Plan for Pitt charges us to transform information infrastructure to better support operational efficiency. Directed by the University's senior leadership and the strategic plan, we are pleased to announce the modernization of the University's Human Resources, Payroll, and Financial systems by migrating, through a phased rollout strategy, to a consolidated Oracle Cloud solution.

Our goal in moving to Oracle Cloud is to provide as much accessibility and ease of use with technology in our professional lives as we have in our daily lives. A fresh, user-friendly interface will be the gateway to an integrated suite of applications employing:

- best-practice processes with built-in social, mobile, modeling, and analytic capabilities,
- direct access to simplified, accessible, and standardized services to everyone at Pitt, and
- alignment of our business practices and processes through transactions in Oracle and 3rd party applications.

The migration to Oracle Cloud has already begun and will continue with a number of phased rollouts now through early 2020 and beyond. The Oracle Planning and Budgeting Cloud Services (PBCS) application is now available, and offers enhanced reporting and analytical functionality to department business leaders.

In late-2018/early-2019, an applicant tracking and recruiting system will be integrated to keep prospective candidates apprised and connected throughout the hiring process. Hiring and business managers will have access to updated information and statuses to help them make informed decisions.

Then, in early 2020, Oracle Cloud Human Resources and Payroll modules will be activated: employee record transactions will be automated, onboarding for recent hires or rehires will be enhanced to speed up the hiring process, and online W-2 forms and other employee direct access features, including time card entry and benefits enrollment, will be available.

The final application integration, Oracle Cloud Financials, will help Pitt transform and automate business and financial processes to better assist our workforce with financial management and analytical needs, while adhering to mandated financial reporting and accounting principles. An optimized Chart of Accounts will serve as the backbone of this modernization effort and integrations will include access to compensation data available through the core human resources and payroll modules.

As we begin this multi-year initiative to modernize to Oracle Cloud, we will keep you informed of its progress. In addition to regular communications, a new website is coming soon that will provide information about the project and its implementation. We will be reaching out to the University community to solicit input and feedback. We are excited to partner with you as we embark on this new venture.

Sincerely,

Art Ramicone, Senior Vice Chancellor and Chief Financial Officer

Greg Scott, Senior Vice Chancellor for Business and Operations

Cheryl Johnson, Vice Chancellor, Office of Human Resources

Thurman Wingrove, Controller

Maureen Beal, Associate Vice Chancellor, Financial Operations

Monte Ciotto, Associate Vice Chancellor, Financial Information Systems