

MOMENTUM

Connecting HR Partners to Project Drive



Staying the Course

Welcome to the December edition of MOMENTUM: Connecting HR Partners to Project Drive!

We hope this finds you gearing up to enjoy the holidays with loved ones. This month you'll find updates and upcoming activities around Project Drive relevant to you, our HR Partners at USF. As always, we want to answer any questions around our journey to the cloud—MOMENTUM is just one way we're helping prepare you for success!

This edition begins with the latest project updates. Keep reading to discover how the Oracle Cloud HCM Recruiting and Onboarding module will create efficiencies in our day-to-day work. Get an HR/IT point of view from Arlene Padilla and Tammy Herby as they share what excites them most about Project Drive.

We are grateful for your continued efforts in supporting Project Drive! Stay tuned for future communications detailing how you can support your area's journey to Oracle Cloud HCM!

Road Map

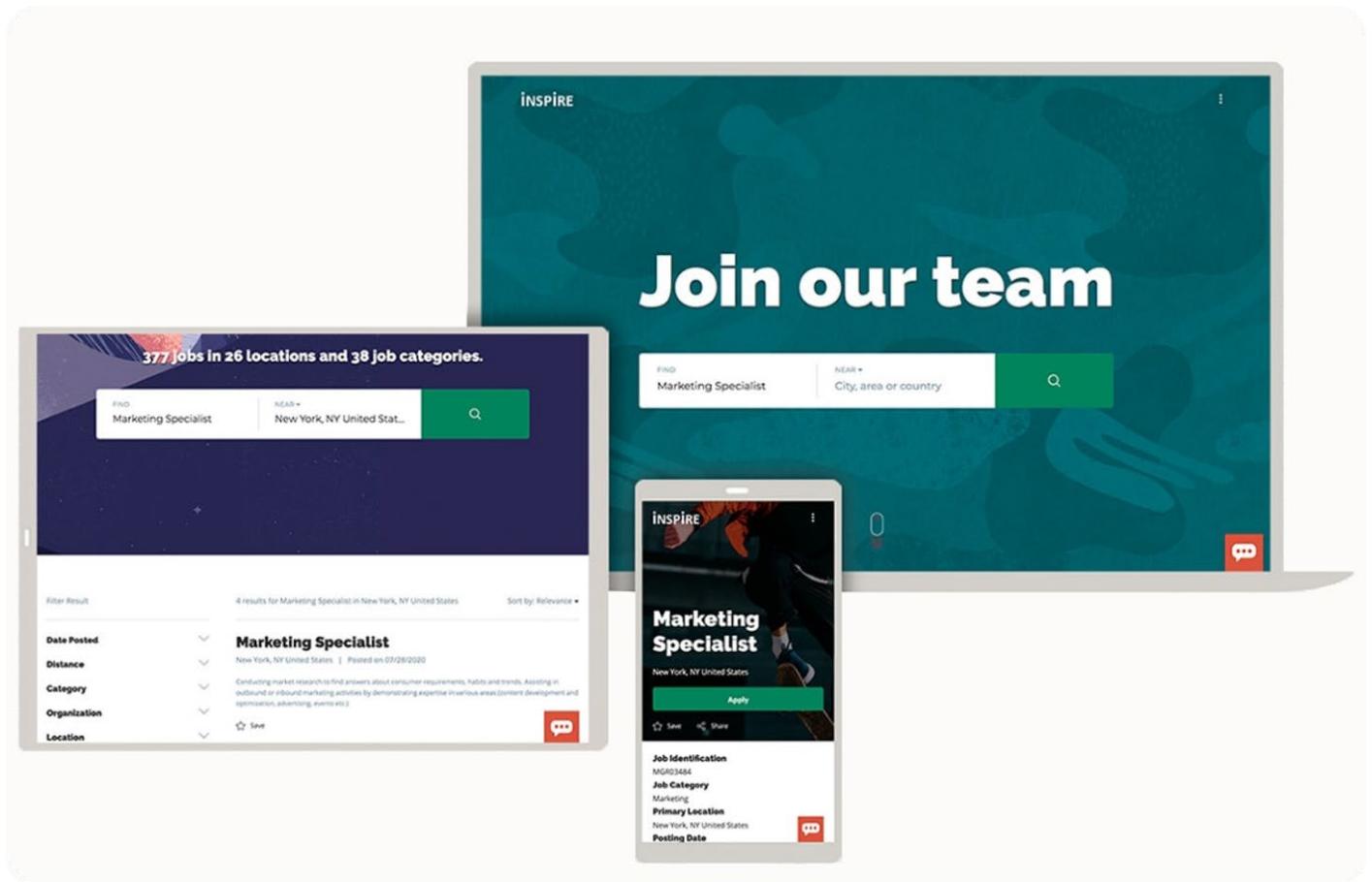
The project team is making strides on Process Playback 2 (PP2) activities, specifically on integrations, reporting and workflow builds. Oracle and USF teammates are holding joint sessions to make final design decisions and address any pending risks across Wave 1 modules.

A quick refresher: PP2 provides an expanded look at the system design in Oracle Cloud HCM and serves as an important progress check before going live by allowing the team to see the feedback from earlier Process Playback 1 (PP1) activities integrated into our solution. As PP2 concludes, we will move into System Integration Testing (SIT). SIT is the phase of our cloud journey where the project team will verify that all modules within the completed Prototype 2 (P2) system design of our Oracle Cloud HCM solution are truly integrated and function properly with systems at USF.

However, before we move into SIT, we must complete ongoing integration and workflow builds in PP2. Our project team is making great progress toward finalizing the solution design that will create the second prototype (P2) of the Oracle Cloud HCM system, which will soon be ready for testing.

Putting You in the Driver's Seat

Moving many of our processes to the Oracle Cloud HCM platform will inform how we can create a single source of data and foster a culture of collaboration across finance, IT and HR teams—rather than departments operating in siloes. **Review the benefit highlights of the Recruiting and Onboarding module (going live in Wave 1 of Project Drive) and how they stand to 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.*

The Recruiting and Onboarding module will enable USF to

- Track and measure deep insights and easy-to-access information about their talent through all stages of employment, across the HR spectrum
- Provide external and internal candidates a compelling consumer-like experience by leveraging chatbots, adaptive intelligence, and modern, mobile-friendly User Interface (UI)
- Leverage candidate pools, campaigns, Customer Relationship Management (CRM), and AI matching to provide robust sourcing and enable the best data-driven recruiting decisions
- Update content and branding of career pages with easy-to-build, template-based pages

[Click here](#) to watch a demo of the Oracle Recruiting and Onboarding module and its agile, time-saving features.

Behind the Wheel

In our October edition, Sharmila Kamath and Andrew Mason shared the changes they look forward to around the Oracle Cloud HCM platform arriving at USF. To help you better understand the HR/IT perspective of our HR transformation, we continue to ask our teammates, ***what excites you most about Project Drive?***



Arlene Padilla

USF – Assistant Vice President, Compensation

“As an HR professional, I’m particularly excited about Project Drive because it presents an exciting HCM transformation opportunity for USF to simplify how we manage and develop our greatest asset, our employees. With the implementation of this project, we can explore new ways to foster a positive work environment by working smarter, encouraging skill development among our staff, and ultimately contributing to the overall success and satisfaction of our employees. It aligns perfectly with our goal of creating a GREAT PLACE TO WORK where our employees can thrive and grow in their careers.”



Tammy Herby

USF – Applications Project Manager, IT

“As an IT professional at the University for over 30 years, I am excited about the opportunity to be involved in Project Drive. Oracle Cloud HCM will allow flexibility for the University community and candidates to access information on more devices. The personalized homepage will allow tasks to be completed quickly and efficiently.”

Make a Pit Stop for Training

Looking for more training opportunities on Oracle Cloud? Please [visit the USF Training and Resources page](#) and click on 'Oracle-provided Trainings / Informational Videos' to access informative Oracle Cloud HCM explainer videos.

Deepen your Oracle Cloud HCM knowledge even further with virtual Oracle Learning courses! [Visit our Project Team Training Guide page](#) for steps on creating an Oracle Learning Explorer account and to access training.

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 Cloud HCM-related question or suggestion, please email HRtransformation@usf.edu.

Change Management:

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This issue was brought to you by the **Project Drive Change Management team**.