



February Talking Points

Have questions, concerns, or feedback for the Project Drive team?
Please [complete this form](#).

Find Answers Fast

This table of contents will help you get relevant answers to questions your teammates or direct reports might be asking:



Developing ELT Communications

Developing and distributing MOMENTUM, the HR Practitioner Newsletter

Continuing to develop the Change Readiness Assessment

Attending focus group discussions to capture notes related to change impacts and design decisions

Holding the Change Ambassador Network February Meeting on February 28

This Month's Key Accomplishments on Project Drive

Conducted deep dive sessions into the design to ensure it aligns with Oracle's best practices

Continued preparations for End-to-End (E2E) Testing, which tests all business processes from start to finish and between system modules as they would transact in our day-to-day work

Completed restaffing of the project (with new Oracle and USF teammates) and fully onboarded new personnel

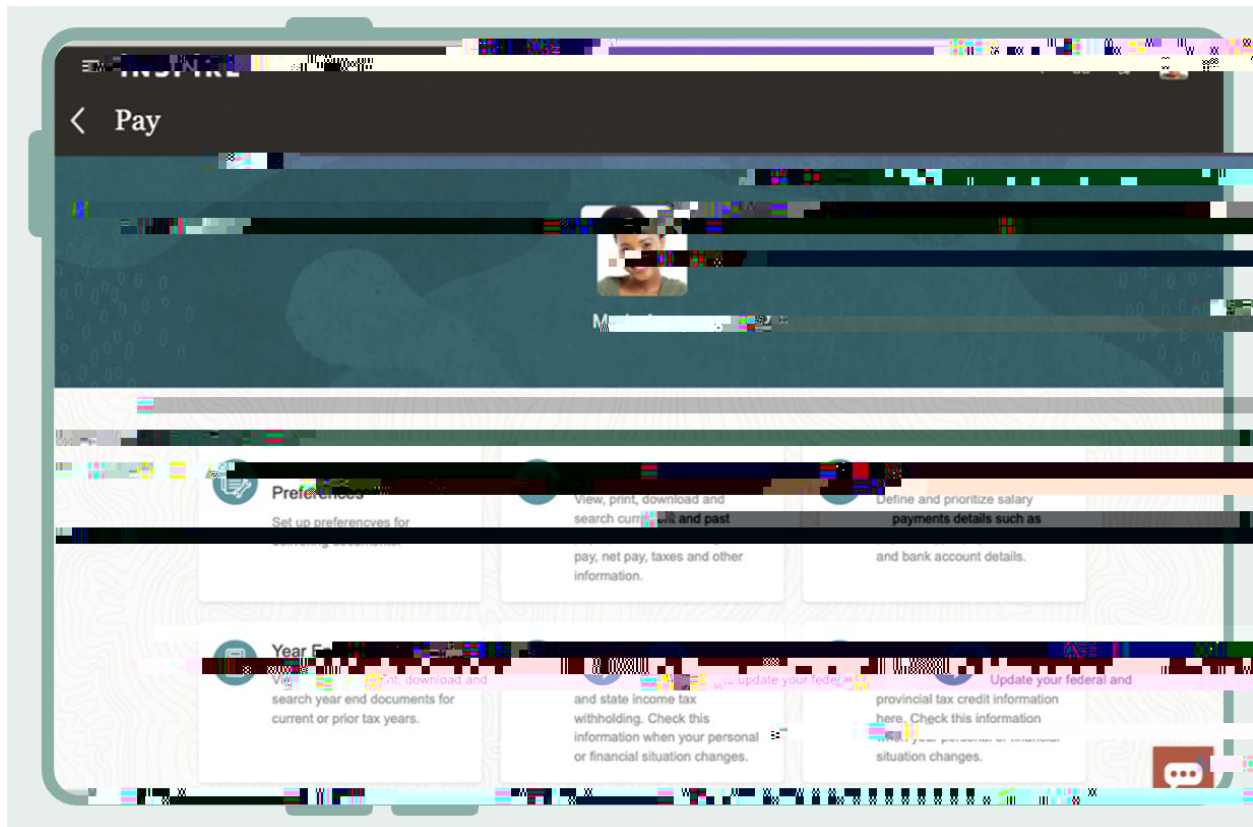
Created a new master calendar that provides one holistic view of all meeting schedules

Established a new scheduling agenda and process for capturing meeting minutes

Upcoming Activities

The Oracle Change Management team is currently developing the Project Drive Enablement Plan, a comprehensive document that will provide system end users with the tools and resources they need to succeed in the cloud and to understand the new technology and ways of working.

End ugDrieughedulem



**Above represents a sample of the Oracle Cloud system. This image does not represent the finalized system for USF.*

High Impact – Automated Payroll Costing

Current: USF uses a department default account to manually address and fix payroll issues, which can lead to errors.

Future: USF will have a suspense account that is full automated and set up at a global level, eliminating department-level maintenance and resolving payroll issues in real time to ensure accurate pay for employees.

High Impact – Enabled Retroactive Pay Processing



Current: Retroactive pay processing, the recalculation of prior payroll results when changes effective in prior payrolls are updated after the original payroll calculation (e.g., when time cards are submitted after the cutoff), is not available in PeopleSoft.

Future: In Oracle Cloud HCM, retroactive pay processing will be enabled to allow recalculating payroll data for affected periods and reflect the adjustments accurately, minimizing manual changes.

High Impact – Payroll Costing by Allocation

Current: USF utilizes PeopleSoft Global Employment Management System (GEMS) for payroll costing with limited ability to refine allocations.

Future: Costing allocations/segments will be activated at various Oracle Cloud HCM levels, including payroll definition, department, position, employee assignments, element entry, and time card.

The Payroll module will further benefit USF by enabling the organization to:

Seamlessly source information to process payroll with a unified view of time and absence, benefits, compensation, and more

Increase performance and speed of payroll administration through a core global payroll solution

Access intelligent tools, embedded analytics, and a payroll dashboard embedded with insights that aid payroll administrators in proactively monitoring, managing, and automating global payroll

Harness Oracle Payroll Connect to eliminate data entry across systems, reduce error, and simplify the overall experience

[Click here](#)

