

**EMPOWERING**

The logo consists of the letters 'UF' in white, bold, sans-serif font, centered within a solid orange square.

**UF**

**Future forward, people powered**

Leadership Forum  
March 7, 2025

# Agenda

Welcome

Initiative Overview

Q&A

Navigating Change

Your Role as a Change Agent

Readiness Activity

Next Steps

# Empowering UF Steering Committee Members



**Elias Eldayrie**  
Vice President & Chief  
Information Officer



**Melissa Curry**  
Vice President & Chief Human  
Resource Officer



**Dr. David Norton**  
Vice President for Research



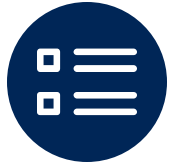
**Kevin Lintner**  
Associate Vice President,  
Enterprise Finance &  
Deputy CFO

# Initiative Overview

Elias Eldayrie

# Functional Scope

These are the areas that the functional teams will focus on as part of the Empowering UF Workday Implementation project.



## Finance

General Accounting  
Bank Reconciliation &  
Cash Management  
Accounts Receivable  
Procurement



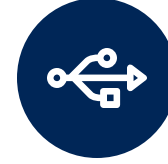
## Payroll

Earnings & Deductions  
Processing  
Accounting  
Reporting



## Human Capital Management (HCM)

Talent & Performance  
Compensation  
Benefits  
Recruiting  
Time Tracking



## Grants Management

Post-Award  
Administration  
Monitoring  
Data Collection &  
Reporting  
Closeout



## Data & Reporting

Chart of Accounts  
Data Governance  
Report Delivery  
Reporting & Analysis

# OneUF Vision and Implementation Scope

## Phase 1: FIN + Post-Award Grants & HCM + Payroll Implementation

## Phase 2

### University of Florida

16 Colleges  
 150+ Centers  
 40+ Institutes  
 40+ Administrative and Academic Support Units  
 Institute of Food and Agricultural Sciences (IFAS)



### DSO/Affiliates using the UF ERP

Cattle Enhancement Board, Inc. (CATTL)  
 Citrus Research and Development Foundation, Inc. (FCRDF)  
 UF Development Corporation (UFLDC)  
 UF Historic St Augustine, Inc. (STAUG)  
 Florida Foundation Seed Producers, Inc. (FFSPI)  
 UF Research Foundation, Inc. (UFRFI)  
 The UF Leadership & Education Foundation, Inc (UFLEF)  
 UF Investment Corporation (UFICO)  
 UF Foundation, Inc. (UFFND) & UF Alumni Association, Inc.  
 4H Club Foundation, Inc.  
 UF Self-Insurance Program + Healthcare Education Insur. Co.



### DSO/Affiliates not using UF or Shands ERP

The University Athletic Association, Inc.  
 Gator Boosters, Inc.  
 Faculty Associates, Inc. (Dentistry)  
 Florida Clinical Practice Association, Inc.  
 Florida Veterinary Medicine Faculty Association, Inc.  
 UF College of Pharmacy Faculty Practice Association, Inc.  
 Faculty Clinic, Inc.  
 Florida Health Professions Associations, Inc.  
 UF College of Nursing Faculty Practice

### DSO/Affiliates using Shands ERP for FIN

GatorCare Health Management Corporation  
 UF Jacksonville Physicians, Inc.  
 Shands Jacksonville HealthCare, Inc.  
 Shands Teaching Hospital and Clinics, Inc.  
 TBD

# Empowering UF Guiding Principles



## Transform Business Processes

Provide unified and modern business processes that promote an elevated enterprise-wide experience for the next 20 years



## Engage the UF Community

Promote enterprise-wide engagement to adapt UF policies and practices while providing critical support and information, and care to university stakeholders through robust change management practices



## Create Commonality

Implement administrative systems utilizing vendor best practices that design for the rule, not the exception



## Consolidate Systems

Streamline functionality by minimizing bolt-on applications, shadow systems, and adjacent or ancillary systems



## Increase Access to Data

Increase timely access to quality data and reports to support decision making

## Project Critical Success Factors Include:



**Change Management**

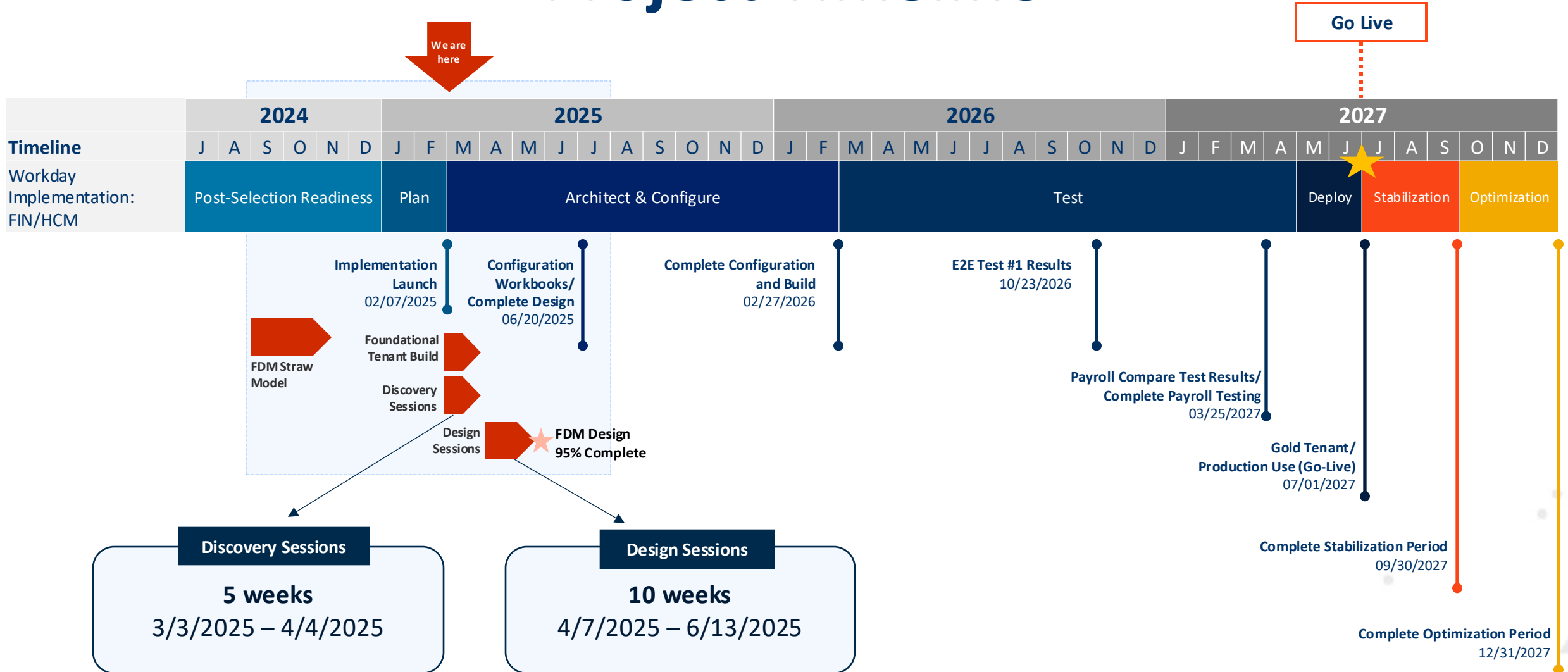


**Business Process Engineering**



**Reporting & Data**

# Project Timeline



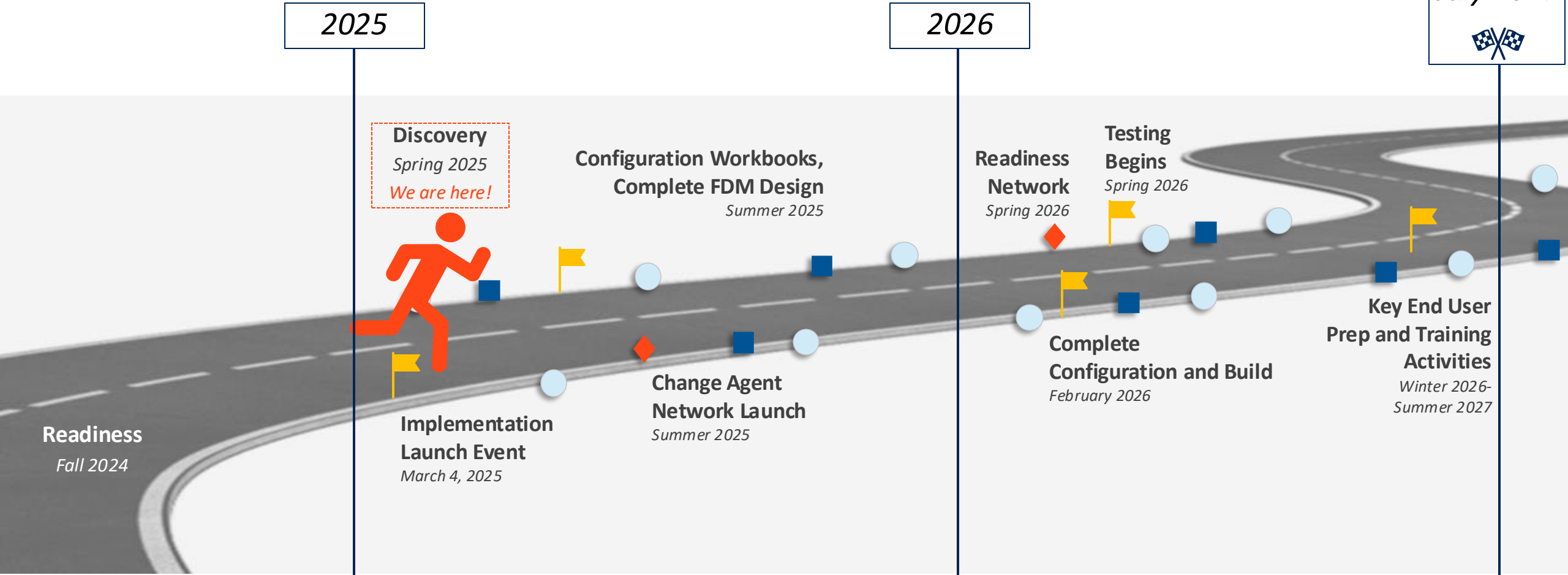


**What questions  
can we answer?**

# Navigating Change

Angie Brown

# The Road Ahead



## Key



Where We Are Today



Project Milestones



Kick-off for change advocate groups



UF Empowering Meeting Update at HR Liaisons, CFO Roundtable, GBAS, Research Admin Advisory



Ongoing Change Management Activities: Learning Engagements, Town Halls, Newsletters, Workday demos and videos

# Your Role

Ross Mecham

# Your Role

1. You will be a partner for your change agent.
2. You will be a source of feedback for your area.
3. You will continue to ask questions of this team.
4. You will give time and priority as allowed for your team to participate and engage with the Workday process.

# Readiness Activity

Courtney Moon



## Instructions

- Scan the code that will take you to the document.
- As a team you will respond to the following questions.
- You will have 15 minutes to respond.
- Then we will come back together and debrief.

[https://ufl.qualtrics.com/jfe/form/SV\\_acabTDpwrbVL0kC](https://ufl.qualtrics.com/jfe/form/SV_acabTDpwrbVL0kC)

## Question 1



*What do you see as the top 3 opportunities for your area when considering Workday implementation?*



## Question 2

*What do you imagine will be the hurdles your area may face throughout the project?*



## Question 3

*When you think about the people in your area that will be impacted by Workday, what will they:*

- Be most excited about?*
- Be most concerned about?*

# Next Steps

Angie Brown

# Where do we go from here?

- Consider today's discussion a starting point
- We will compile your input from today and share with you, your leadership
- Consider whom you would want to designate as change agent(s) in your area
- Watch for follow-up communication & survey in weeks ahead.

# We want to hear from you!



**Email Us**

*empowering@ufl.edu*



**Visit Our Website**

*empowering.ufl.edu*



**Share Your Feedback**

*Suggestions and questions*

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