

Human Resource Management Systems Product Strategy

Status	Priority	Product	Project Name	Project Description	Project Benefits (Business Value)	Potential Sponsor(s)	Estimated Effort	Identified By	Date Identified	Primary Project Impact			Last Updated	Comments
										Strategic	Risk Mgt / Compliance	Operational		
In Progress	1	BN	Yearly Benefit Plan Design Changes	Support the yearly Open Enrollment effort, which may include plan design changes.	As mandated plan design changes are decided upon, investigation and testing of the most effective way to configure the system will be done to minimize processing impacts.	Benefits Admin, HR	2,500-4,999	Benefits Admin, HR	Sep-08		X		Mar-09	Internal mandate from COSHB
In Progress	1	CC	MCommunity Enterprise Directory	MCommunity is a multi-year project already in progress. The FY10 project activities include: <ul style="list-style-type: none"> On-going consulting with the MCommunity Governance Board, ITCS, and campus units New MCommunity Web Directory New Roles Management system Interfacing Student Enrollment data for Roles Management 	MCommunity will include digital identity creation, a new online directory with enhanced privacy features, and a Roles Management system that can be used to grant or deny access to various online and physical resources at both the University and departmental levels.	Provost	1,500-2,499	IT Commons	Sep-07	X			Jun-09	
In Progress	1	CC	UM Emergency Alerts	Build real-time data interface to Emergency Alert vendor Build process to purge UM Emergency Alerts data for terminated/retired employees and inactive students. Conduct annual review of existing vendor contract	Take advantage of new PeopleSoft version 9.0 capabilities to provide real-time data updates. Improve interfaces with vendor to ensure we can perform reliable, repeatable tests of our system.	OSEH	100-499	UM Alerts Core team	Mar-08		X		Mar-09	Expect majority of MAIS effort to be complete in August 2009.
In Progress	1	CC HR	IPEDs Race/Ethnicity Reporting Changes	Prepare for implementation of new IPEDs reporting.	Comply with new Federal Regulations. New Data collection methods must be defined by early 2009 in order to make changes to online applications for Fall 2010.	Provost	500-1,499	Federal Mandate	Mar-08		X		Mar-09	
In Progress	1	HR	DBE Decentralization	Determine a process and system for units to enter their DBE data into PeopleSoft.	This would eliminate the current paper process and duplicate data entry. And avoid existing central office system performance delays.	HR	500-1,499	HR	Dec-08			X	Mar-09	

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In Progress	1	HR	eVerify	If the Executive Order is passed, utilize the government eVerify system to validate employment eligibility for new hires. There may be existing employees which will need to be verified.	Compliance with federal mandate.	HR	500-1,499	Federal Mandate	Jul-08		X		Mar-09	Currently working with the ImageNow vendor (PSI) to test feasibility of using I9's for existing employees to determine if there is a technology solution to assist with the existing employee population needing verification. This would require project funding for a new module from PSI.
In Progress	1	HR	Phase 2 - I9 Automation	Further roll-out of the automated I9 processes for Ann Arbor and Health System faculty and non-student temporary new hires.	Further automation of the I9 process allows for edits to be completed on the forms as they are being filled out and reducing the number of errors on the I9's for more populations.	HR	100-499	HR	Jul-08		X		Mar-09	New hires coming through eEmploy will have online I9 capability as of March 16th (along with Flint and Dearborn who will pilot sponsor functionality in Mcommunity in order to move non-
In Progress	1	HR	eRecruit	Replace the Kronos applicant management system with the PeopleSoft eRecruit solution.	The eRecruit solution will provide an integrated PeopleSoft solution for recruiting and hiring needs. The product will allow for all types of new hires including staff, faculty, and non student temporaries, although hires other than staff may be rolled out after the initial implementation.	HR	5,000-14,999	Vendor discontinuing product	Aug-08	X		X	Mar-09	Scope at some point will include all temporary hires and faculty so those projectd are no longer listed separately.
In Progress	1	HRMS	Push Reports	Replace existing push reports the central offices are running.	Provide a consistent toolset for push technology needs.	HR, Payroll, Benefits	500-1,499	University Units	Jan-07	X			Mar-09	
In Progress	1	HRMS	Archive/Purge	Prepare and implement an archive/purge strategy for HRMS.	This strategy will eliminate data from the OLTP system and increase system performance	HR, Payroll, Benefits	1,500-2,499	HR	Nov-08			X	Mar-09	
In Progress	1	PYTL	PunchTime Phase II	Development of rules and schedule use for the punch time process.	This would allow greater functionality and flexibility for the punch time population. More details could be entered directly at the time clock which could save the time for the supervisor or timekeeper.	Payroll	500-1,499	Payroll	Jan-09			X	Mar-09	

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In Progress	1	PYTL	University Year Sponsored Research Distribution Process and automatic updates of the sponsored research table when Job or DBE changes are made.	Modification of the University Year Sponsored Research Distribution Process. Eliminates manual updates of the sponsored research table by the central office staff. The sponsored research table is currently used to distribute general ledger charges for U year faculty appointed to sponsored projects. If all U Year Faculty are added to the sponsored research table the updates for adjustments and corrections would need to be automated.	Eliminates multiple U Year schedules and avoids tax penalty to faculty in schedule II. Eliminates manual updates of the sponsored research table by the central office staff.	Jeff Frumkin Phil Hanlon	1,500-2,499	Payroll	Sep-08		X		Mar-09	
In Progress	1	PYTL	Eliminating hard copy timesheet reporting and scanning	Converting all departments to either self service time entry, interface time submission, or electronic time entry by timekeeper.	This would eliminate the scanning or time entry of hard copy timesheets by the central office.	Payroll	500-1,499	Payroll	Jun-06			X	Mar-09	
In Progress	1	PYTL	Punch Time	Implementation of Punch Time functionality with a central server.	Allows departments to use time clocks as fully integrated time collection devices. Significant cost savings for the University.	Payroll	1,500-2,499	Payroll	Jan-08	X			Mar-09	
In Progress	1	X-HE	Extend Electronic Access and Compliance across HE	An electronic Access and Compliance form, with annual renewal, is built in to the Manager Desktop application. This project would expand the use of the electronic Access and Compliance for all HE Access.	Strengthen protection of systems by requiring annual renewal. Extend Access and Compliance to Faculty Center. Reduce manual work effort for units and MAIS.	MAIS	100-499	MAIS	Apr-08			X	Apr-09	3/09 SAAG rated this a priority 2 relative to other projects.
In Progress	1	X-MAIS	Campus Solution for Workflow	Enable processes that require multiple steps or approvals that span business areas, units or individuals to flow electronically across campus. Ability to define process flows and approval steps across applications – same tool and approach regardless of what system you’re using	Reduce turnaround time; proactively alert users when action is needed; eliminate paper processes and manual (and duplicate) data entry. Examples: -Course Approval process -Degree Clearance -Hiring -Security Approvals -Web Forms with Routing	Various Stakeholders	500-1,499	Various	Mar-08	X			Mar-09	Estimated effort represents HRMS/SA effort for this MAIS-wide project.

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In Progress	1	X-MAIS	Gateway Replacement (UMICH Administrative Portal)	Develop a University portal for users of administrative systems that provides customization and personalization; registry for alerts and bulletins; multi-media feeds; and proactive push of information, services and actions specific to the user.	Increased and personalized view of University information, services and actions; single access point for diverse and varied underlying systems.	MAIS	500-1,499	Various	Mar-08	X			Mar-09	Estimated effort represents HRMS/SA effort for this MAIS-wide project.
In Progress	1	CC	Building Access Control	Enhance HEPROD to icard interfaces to support campus-wide Building Access Control (BAC) project and new Mcard technology. Build new interface between MCommunity and BAC system.	Leverage existing MCommunity data feeds to enable university units to manage building access.	Plant Department	500-1,499	Various	Jan-09			X	Jun-09	Estimated effort represents HRMS/SA effort for this MAIS-wide project.
In Progress	2	BN	eBenefits – Add online retirement enrollments for SRA's	Update system configuration and change processes to allow SRA retirement elections for ongoing changes throughout the year.	Reduce paper processing and manual data entry. Improve customer service and increase participation in the retirement plans.	Benefits Admin, HRRIS	500-1,499	Benefits Admin, HRRIS	Feb-07			X	Mar-09	
In Progress	2	HR	As Needed Effort Certification	The "as needed" effort certification will provide a solution for the Cost Reimbursement Office to maintain the terminated employees record in the same files as the current employees are maintained. This is currently a manual process which is tracked in a shadow system.	Provide a solution for reporting who has not certified during each period.	Cost Reimbursement Office	500-1,499	Cost Reimbursement Office	Jun-07			X	Mar-09	
In Progress	2	HR	HR KPI's	Provide HR KPI's in Mreports.	Human Resources will have an easy to use tool to highlight issues which may exist in their units.	B&F Management	500-1,499	B&F FY'09 Goal	Jul-08	X			Mar-09	
In Progress	2	HR	Profile Management	Investigate the PeopleSoft Profile Management functionality to support HR Academy.	Supports the talent management initiatives by providing job and people profiles.	HR	500-1,499	HR	Jan-09	X			Mar-09	4/16 - Jeff Evans would make this a lower priority than ePerformance.
In Progress	3	HR	HR Metrics (version 2 cube upgrade)	Upgrade the HR Metric cube to version 2.	Maintaining the most recent version of the product from the vendors ensures proper product support.	MAIS	100-499	On-going product support	Dec-08			X	Mar-09	
In Progress	3	HR	HR Metrics (Voyager)	Port the HR Metrics system to Voyager from Proclarity.	The Voyager licenses are included as part of our Business Objects licenses and will eliminate the need for Proclarity licenses.	MAIS	500-1,499	MAIS	Oct-08			X	Mar-09	

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In Progress	3	HR	My LINC - New Customers	Work with interested units to use My LINC for training registration and learning management needs.	Provide a central tool for training registration and learning management. Also provides a central repository of training records for employees.	HR/MAIS	500-1,499	Multiple units and schools		X			Mar-09	4/16 - Future rollouts could be slowed or delayed if other priorities necessitated... or if the market or SumTotal situation changed.
In Progress	3	HR	My LINC - SumTotal Upgrade	Complete a point release upgrade to version 7.6.	The release notes indicate more support for MAC users in this release.	MAIS	500-1,499	On-going product support	Jul-08			X	Mar-09	
In Progress	3	HR	Honors & Awards	Implementing the PeopleSoft Honors and Awards module to capture internal and external awards employees obtain.	Eliminates unit shadow systems which house this information to a central repository.	HR	500-1,499	HR	Jan-08	X			Mar-09	Existing pilot areas are MAIS and UHR. 4/16 - Future advertising and rollouts are being delayed due to other HR priorities.
In Progress	3	HR SA	Phase 2 - Dean's Data	Provide a Dean's Dashboard of information including HR, Student and Financial information.	Provide an easy to use tool for Dean's for summary information.	MAIS	100-499	BI Initiatives	Oct-08	X			Mar-09	
In Progress	3	X-HE	Academic Unit Information Solutions – Phase 1	Can enterprise solutions be identified and supported to meet unique academic unit business needs? Phase 1 will survey campus to assess feasibility, priorities and interest, along with data architecture and application development recommendations.	Provide common tools to support administrative responsibilities unique to the academic units; reduce redundancies; enhance data security, access and authority.	Provost CFO	500-1,499	Various	Feb-06	X			Apr-09	Phase 1 is small effort; if approved Phase 2+ could represent significant effort across MAIS. (Status: define scope & priorities)
Potential	1	CC	SEVIS II	SEVIS II, targeted for March 2010, will require changes to the M-Pathways to SEVIS batch interfaces.	Required to maintain SEVIS compliance	International Center	100-499	Louise Baldwin	Mar-08		X		Feb-09	
Potential	2	CC	Travel Registry	Replace existing travel registry application with Wolverine Access application.	Existing Travel Registry application is maintained on an unsupported platform.	Provost	100-499	John Godfrey	Mar-08	X			Apr-09	SAAG ranked this priority #2. This project should be scoped along
Potential	2	CC BI	Reduce Exposure of SSN and Birthdate	Requirement to meet legal and policy obligations. Includes: • Remove (or mask) SSN in all Data Warehouse Datasets • Replace birthdate with calculated age in appropriate data sets and reports • Remove SSNs for Mcard data base • Further reduce access in M-Pathways online pages and PS Query screens	Security and data protection	Sue MacDavitt Paul Robinson	500-1,499	RO UHR	Mar-07		X		Mar-09	DW analysis has begun
Potential	2	HR	Additional functionality in PeopleSoft	Example of this would be tenure tracking and sabbatical leave tracking.	Take advantage of PeopleSoft functionality for features which units track in departmental systems.	Sue MacDavitt	500-1,499	Unit Feedback UHR	May-08	X			Mar-09	

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Potential	2	HR	Automate submittal form processing with workflow	Replace the submittal form process with workflow transactions	Eliminates paper and duplicate data entry for HR transactions.	HR	500-1,499	HR	May-08			X	Mar-09	DBE transactions will be considered first and is listed as a separate project.
Potential	2	HR	Phase 2 - ePerformance	Begin working with other interested parties for further roll-out of ePerformance and expand usage in pilot units .	Supports the talent management initiatives by automating performance management.	HR	500-1,499	HR	Feb-09	X			Mar-09	June 2008 - Funding was not secured for this project.
Potential	2	PYTL	Implement the Rapid Pay sheet Entry Process	Central Payroll staff will be able to use a delivered panel to more efficiently enter consistent types of earnings into pay sheets	Reduces time necessary to manually create pay sheets when large volumes of pay sheets need to be created for the same earning code(s)	Norel Tullier	100-499	PYTL	Apr-08			X	Mar-09	

Column	Description
Status	This field is used to indicate if the project has started and is in-progress or is a potential future project.
Priority	This field can be used to rank potential projects.
Product	Describe the product(s) that the project will involve.
Project Name	What is the name of the project? Be sure to spell out acronyms and avoid technical jargon if possible.
Project Description	Describe what the project will deliver in terms business impact.
Project Benefits (Business Value)	Describe the expected business value of the project. When articulating business value, it is important to present outcomes in language that can be understood by someone who may not be familiar with the technology or specific business practice. Avoid using technical jargon or acronyms. Avoid being too verbose – aim for a few concise sentences. For information see" Appendix A: How to Identify Business Value" of the "MAIS Project Proposal Guidelines" (click Project Benefits label to left).
Sponsors	The unit(s) who will sponsor the project and provide the functional / business ownership leadership for the project.
Estimated Effort	Select the estimated size of the project. This is a preliminary estimate and should be a reasonable guess.
Identified By	Name of unit(s), group(s), or committee(s) who suggested the potential project.
Date Identified	Date the potential project was submitted to MAIS for consideration.
Last Updated	Data the information for the potential project was last updated.
Project Impact <i>(mark the primary impact type this project will have)</i>	Strategic <u>Goals of Strategic Projects</u> Transform the University Leverage New Opportunities Adapt to Future Challenges Maintain Competitive Rank <u>Value</u> Improve Competitive Position Protect & Increase Revenue
	Risk Mgt / Compliance <u>Goals of Risk Mgt / Compliance Projects</u> Ensure Compliance Protect Resources Reduce Risk <u>Value</u> Avoid Penalties Reduce Fraud / Losses Reputation Integrity
	Operational <u>Goals of Operational Projects</u> Resource Optimization Automation of Tasks Reduced Backlogs Fewer Errors <u>Value</u> Cost Savings Reduce Rework Increased Accuracy / Quality
Comments	Extra field for notes, attachments, etc.

Status	Priority	Project Size
In Progress	1	100-499
Potential	2	500-1,499
	3	1,500-2,499
	4	2,500-4,999
	5	5,000-14,999
	6	15,000+