



Minutes

Human Resources (HR) Committee October 29, 2025 Meeting

October 29, 2025

3:30 PM – 4:30 PM

Notes by Amy Winter

Attendees: Angie Royer, Chair, Chad Bolding, Timothy Gupton, Juanita Hicks, Oyeshina (Gideon) Oyeku, Joe Fu, Brendan Hunt, Amy Winter, Hui (Iris) Zhang, Alexa Bankert, Michael Myers, Gregory Colson, Catie Young, Sechindra Vallury, Jimmy Lambert

Absent: Donald Addison, Christine Scartz, Christina Hanawalt, Lauren Housley, Hilary Hughes, Tom Jones, Caner Kazanci, Alison Morrison, Samarchith Kurup, Orion Mowbay, Brian Seagraves

Guests: Lynn Wilson (EITS), Shawn Hill (Finance Division)

The Human Resources Committee met on October 29, 2025, via Zoom. A quorum being present, Chair Angie K. Royer called the meeting to order at 3:34 PM.

Unified Enterprise Resource Planning (ERP) Project Campus Update Fall 2025.

Presentation by Mr. Shawn Hill, Director of the Programs & Change Management in the Finance Division

- Shawn Hill provided an in-depth overview of the Unified Enterprise Resource Planning (ERP) Program which is replacing the institutional legacy systems for HR and finance with a streamlined cloud-based solution to enhance user experience and unify core processes across all 26 University System of Georgia (USG) institutions. This program is currently in the Implementation Phase through the year 2028.

- **Timeline Highlights:**

- **Software Vendor:** Workday (Fall 2024)
- **Implementation Partner:** Deloitte (Summer 2025)
- **Big 6 Testing, Design, Confirmation:** Scheduled for 2028

(Institutions include UGA, Georgia Tech, Kennesaw State University, Georgia Southern, Georgia State, Augusta University). Each of those institutions will physically be providing resources to central USG project team to complete the implementation effort.

- **Discussion Points:**

- The group discussed key concerns and interests of faculty and staff regarding the ERP implementation.
- Committee members reflected on what aspects of the previous implementation were effective and well received.
- Committee members were invited to share what information they would like communicated more clearly or frequently during this ERP rollout to improve transparency and engagement.
- In summary, all USG institutions will move to Workday as the next financial and HR systems. The project will enhance the experience for students, faculty, staff and streamline core processes. Student information systems are currently in scope and not part of the initial 2028 implementation.
- Two-way communication network will be created for feedback on areas such as HR, finance, faculty affairs, reporting, sponsored projects and research.
 - Ensure UGA ERP team communicate the appropriate communication needs.
 - Deans/Vice Presidents will nominate project coordinator role to identity change champion role. The champion role will assist in communicating needs.
- Future questions for this committee during the implementation:
 - What is going well on the HR side?
 - Where is there opportunity for improvement?
- **Will this replace OneSource?**
 - Yes, the new system will replace both Peoplesoft (Financial and HR) and OneUSG Connect.

- **What will make the rollout streamlined?**
 - Institutional knowledge of OneSource is expected to support a smoother transition. Members stressed proactive planning to minimize frustration.
- Communication: Suggestions requested for best communication faculty preferred for new ERP program notifications. Suggestions included concise updates via department heads, faculty cheat sheets, and robust online help pages.
- Feedback Channels: Ensure faculty aware one may submit help desk tickets directly.
- System Scope: Discussion around UGA mart, UGAJobs, and Grants Portal. Conversations are in progress at the USG and UGA level regarding integrated systems to determine eventual solutions.

Old Business

- No updates regarding the September University System of Georgia (USG) Staff Council formal inquiry to USG seeking clarification on the NDAH policy changes.

New Business

- Joe Fu collected 50 signatures in support of the NDAH proposal. This effort was undertaken independently by Dr. Fu and was not connected to any formal request or coordination by the University Council Human Resources Committee. He plans to discuss this update with Dr. Derrick Lemons, Chair, Executive Committee of University Council following this meeting.
- As there was no further business, the Chair entertained a motion to adjourn. Meeting adjourned at 4:30 PM (motion by Michael Myers; second by Timothy Gupton; chaired by Angie Royer).

Next Steps

- Share ERP project links and resources with Committee.
- UGA ERP team will consider how to include faculty in ERP training.
- Faculty requested to share with Shawn Hill communication preference to deliver key information about the new program.
- Request to add NDAH discussion to next meeting agenda.

Resources

<https://www.usg.edu/unified-erp>

<https://www.usg.edu/unified-erp/timeline>

Fall 2025 Unified ERP update presentation: https://onesource.uga.edu/wp-content/uploads/USG-Intro-to-Unified-ERP-Project_Co-Branding-Fall-2025-w-UGA-v2-content.pdf

Respectfully submitted,

Angie K. Royer, Chair

University of Georgia

Meeting notes prepared by Amy Winter; finalized and submitted by Chair Royer.