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BUSINESS PROCESS OPTIMIZATION AT MD ANDERSON CANCER CENTER

THE UNIVERSITY OF TEXAS
MD Anderson Cancer Center
Making Cancer History®

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WHO IS ATTENDING THE WEBINAR TODAY?

AGENDA

1. Welcome and Introductions
2. Evolution of the Solution
3. Methodology Approach
4. MDACC's ePAF and NSCT
5. Critical Success Factors
6. The Future
7. Questions and Answers

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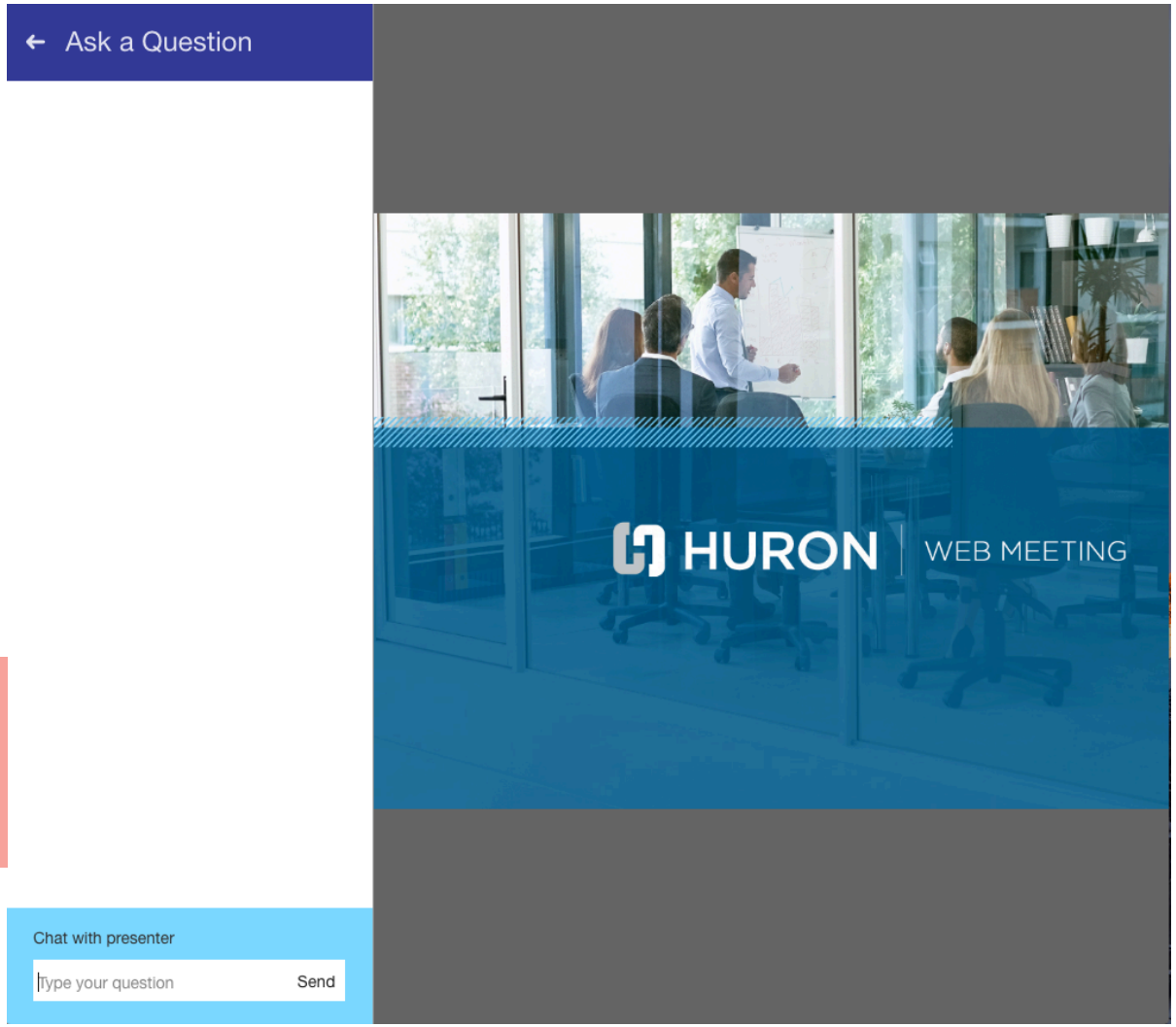
ASK US YOUR QUESTIONS: LEVEL 3 CHAT PANEL

Enter a question in this dialog area at any time.



INTRODUCTIONS

The solution developed for MD Anderson Cancer Center was a collaboration of the following individuals:

MD Anderson Cancer Center

+ Claudia Delgado – Executive Director, Grants and Contracts
+ Peggy DuBose – IT Project Manager
+ Laure Gansert – Director, HR Administration
+ Rhonda Ruiz – Director, Commitment Accounting

Huron Consulting Group

+ Elise Barho – Program Management, Change Management
+ Jason Jones – Technical Architect
+ John (J) Walton – HCM, Workflow
+ April Williams – Project Manager, HCM, FSCM
+ Chris Wolf – Commitment Accounting, Project Manager

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Huron Consulting Group is an Oracle Platinum Partner providing consulting services in the following specific industries. Our focus and concentrated expertise is key to our strength and success.

Helping universities, academic medical centers, and pharmaceutical companies control costs, grow revenue, manage risk, and improve financial and operational performance.

Helping hospitals improve quality, increase revenues, reduce expenses and enhance patient/employee satisfaction.

Education and Life Sciences

Our Focused Approach to the Marketplace

Healthcare

Legal

Financial

Helping corporate legal departments and law firms control costs and improve efficiency related to discovery and operational challenges

Helping corporations address financial and operational matters.

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PeopleSoft Expertise

- Over **200 Oracle professionals** with wide-ranging expertise in all PeopleSoft applications
- Platinum member of Oracle's Partner Network
- Experience in **more than 90** large-scale PeopleSoft ERP planning, implementation and upgrade projects in Financials, Grants, eProcurement, HCM and Campus Solutions
- Leading expert on **version 9.2**, serving as Beta Test Partner and implementing the latest version
- We currently have active implementation or upgrade engagements in every major pillar of the PeopleSoft suite: Financials, HCM, Campus Solutions, OBIEE and Hyperion
- Partnered with Oracle Development for continuous improvement initiatives and testing with the Grants suite, Labor Distribution and eProcurement, as well as the development of the business case for the Grants Suite

ERP Service Offerings

IMPLEMENTATIONS, UPGRADES, ASSESSMENTS, AND QUALITY ASSURANCE

- ERP Implementations
- ERP Upgrades
- Implementation Quality Assurance
- Post Implementation/Process Improvement
- IT Strategy Roadmap and Governance
- Optimization and Cost Reduction

ORACLE Platinum Partner

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MD ANDERSON CANCER CENTER

The University of Texas MD Anderson Cancer Center is one of the world's most respected centers devoted exclusively to cancer patient care, research, education, and practice.

MD ANDERSON CANCER CENTER & ORACLE

- PeopleSoft HCM 9.2
- PeopleTools -8.53.27
- Oracle client -12.1.0.2.0

- PeopleSoft FSCM 9.1
- PeopleTools- 8.53.27
- Oracle client-11.2.0.1.0

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EVOLUTION OF THE SOLUTION

REASONS FOR CHANGE

Strategic direction to replace legacy Lotus Notes system used for Funding and Personnel Changes

+ Used by department representatives and processing groups across the organization to enter Funding Changes and Personnel Changes.
  - In the legacy system departments entered Funding and Personnel Changes into online forms.
  - The comments section of the forms was limited in size which often led to a miscommunication of the intent of the change.
+ The forms were routed by the originator at will to whomever they thought should approve the transaction.
  - The forms ultimately ended up in Financial Planning and Analysis or Human Resources where they were reviewed and entered manually into PeopleSoft.
  - Cycle time averaged **14.75 days** but was sometimes longer.

Non-Salary Cost Transfer

+ Utilized a complex and cumbersome Excel spreadsheet which required re-keying of data multiple times.
+ The process could take up to 10-steps for review and approval.

Limitations of legacy processes

+ Labor intensive with duplicate data entry.
+ Unstructured workflow.
+ Long cycle time from initiation to completion.
+ Lack of visibility of the status of the transaction.

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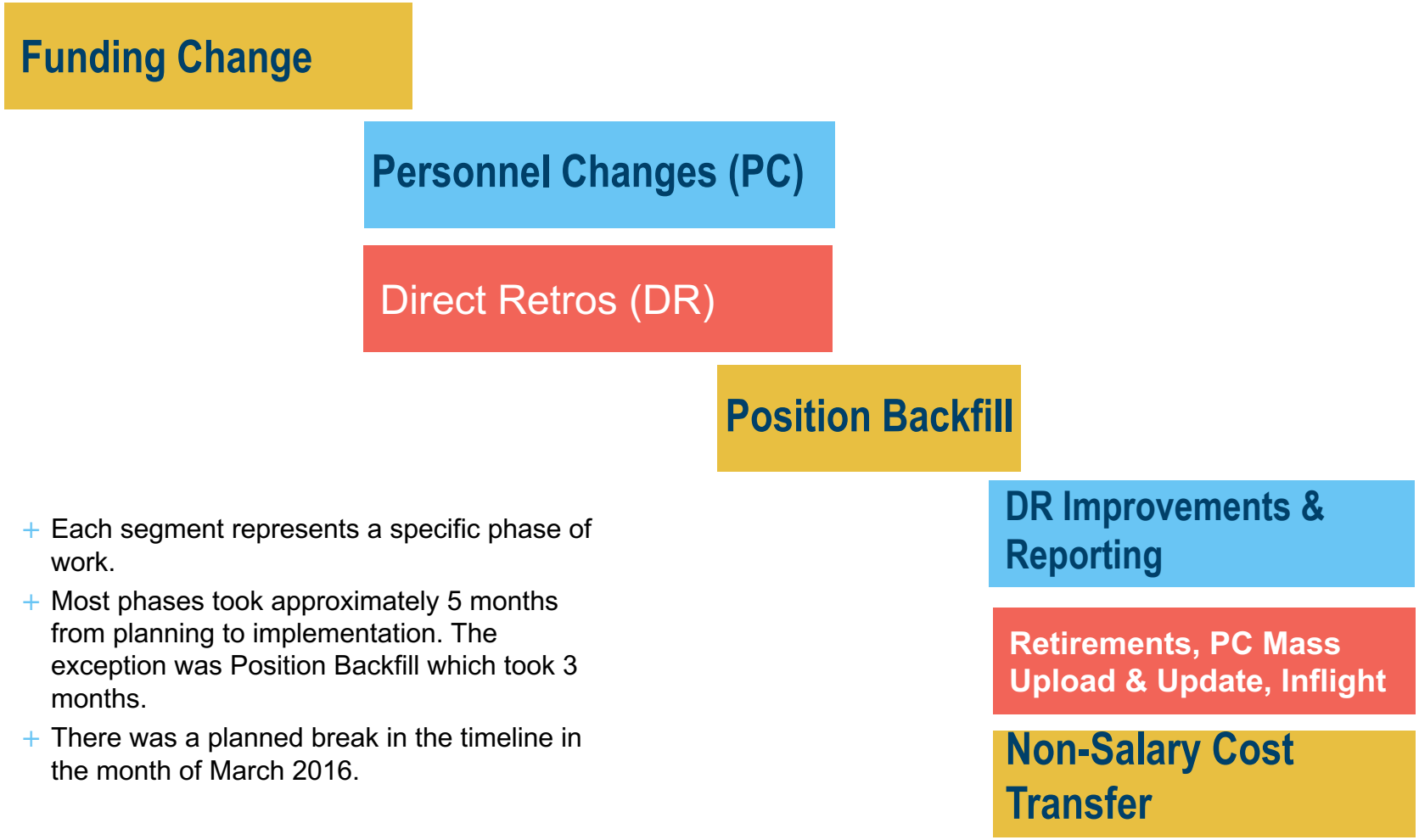
MDACC TIMELINE 04/2015 – 10/2016



- Each segment represents a specific phase of work.
- Most phases took approximately 5 months from planning to implementation. The exception was Position Backfill which took 3 months.
- There was a planned break in the timeline in the month of March 2016.

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FUNCTIONALITY OVERVIEW

Personnel Change

- Demotion
- Position Change
- Transfer
- Pay Rate Change
- Promotion
- Normal Career Progression
- Data Change
- Leave of Absence
- Paid Leave of Absence
- Return from Leave
- Suspension
- Termination
- Position Backfill
- New Position

- The above Personnel Actions are driven by Reason Codes

Funding

- Funding Change (Future)
- Direct Retros (Prospective Funding Change)
  - Earnings, Deductions, Taxes
- Direct Retro with future Funding Change

- Notification
  - Salary Cap

- Validations
  - Fringe Exclusion
  - Project Activity End Date
  - Effort Certification (DR)

Non-Salary Cost Transfer

- Posted non-personnel expenses (AP, AM, DEPR, EX, INV, GL, Concur, and NSC)
- Mass transfers and legacy transfer
- Creation of a balanced, valid journal for posting to GL
- Chose to anchor on Fund Group
  - Transfer types: 1-1, 1-M, M-1
- Multiple NSCT

- Validations
  - Open PO's
  - Previous NSCTs

For all areas: Field-level edit checks, chart field validations, and embedded rules

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METHODOLOGY APPROACH

COLLABORATION

Collaboration at all levels of the project enabled the team to deliver a high-quality, sustainable solution for the organization

- **Project Management Office (PMO)** co-led by:
  - Human Resources
  - Financial Planning & Analysis
  - Enterprise Business Systems
  - Huron Consulting Group
- **Steering Committee** comprised of key leaders from across the organization.
- **Working Groups** consisted of representation from key divisions and processing areas.

Collaboration across all phases of the project

- **Requirements and Design** – subject matter experts and working group engaged in an iterative process.
- **Testing** – subject matter experts participated in Systems Integration Testing and select working group members in User Acceptance Testing.
- **Communication and Engagement** – communication was jointly developed with MD Anderson leadership providing in-person presentations and listening sessions to further organizational engagement.
- **Training** – training materials were co-developed and in-person instruction was supplemented with subject matter experts.

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SOLUTION DESIGN

Solution Options

+ Direct entry by the Divisions / Departments into PeopleSoft was not an option.
  - Too many screens to navigate, process is not streamlined
+ Reviewed other options (software vendors) and determined that a custom solution was required
  - Wanted a solution that could be maintained with current staff and one that would be easily upgradeable

Business process standardization as a pathway to the Cloud

+ Having common business processes across the organization provides a foundation for future upgrades

Iterative design

+ Iterative design sessions were held with the Working Groups focused on specific areas of functionality
  - Fields, edits, validations, etc.
+ Visual presentations of page layout and design were reviewed and revised
+ Workflow was presented visually to show the steps / handoffs and logic
  - Invested a substantial amount of time in the design of a standard workflow to ensure that the right reviews and approvals were occurring at the right time
+ Reviewed and revised (eliminated or reduced) Personnel Action Codes and Reason Codes.
+ Allowed for Personnel Actions with or without associated Funding Changes.

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VALIDATING THE SOLUTION

System Integration Testing

+ Executed by the core team and subject matter experts, it provided an opportunity to rigorously exercise and confirm the edits, messages, and workflow.
+ Having valid test data, from production, that exercised all areas of functionality is imperative.

User Acceptance Testing

+ An expanded group comprised of selected Working Group members executed testing which provided additional feedback and clarification on rules and workflow
  - Example: the rules for EVP and the use of hard funds was complex and required additional testing and validation.
+ Working Group members brought their own data (current work from their areas), in addition to what was provided, to ensure the solution worked as designed
  - The Working Group members also ensured that the solution worked ***as expected*** versus just as designed since sometimes what was conveyed may not have been explained / understood correctly.

Revisiting Workflow

+ While the concept of workflow was easily understood by the MD Anderson team, finalizing it took some review and revisions.
+ After the MD Anderson team members gained confidence in the solution there were further revisions to the defined workflow.

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POLLING QUESTION

How frequently are the results of a cost transfer (personnel or non-personnel costs) at your institution accurate?

- Never
- Almost never
- Sometimes
- Almost always
- Always
- N/A

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MD ANDERSON'S SOLUTION

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OVERVIEW

Solution Location

+ Personnel related actions were located in HCM
  - Deployed an ePAF WorkCenter to all approved users where all functionality, including reporting, was housed
+ Non-personnel related actions i.e., Non-Salary Cost Transfer was located in FSCM
  - Deployed in a new menu / folder to all approved users
  - Because FSCM is on PeopleSoft Version 9.1 we were not able to take advantage of WorkCenter functionality but we were able to mimic the functionality

Role-based Security

+ Security for all actions was based on assigned role and there were essentially 3 types of roles. Each area of functionality e.g. Funding Entry, had approved users assigned to one of these roles:
  - Originator – the role given to someone who initiates an action
  - Approver – the role given to someone who approves an action
  - Workflow Administrator / Central Office – roles given to selected individuals to facilitate processing

Development Tools

+ Custom solutions were developed with PeopleSoft delivered tools
+ Additional reporting, beyond what is available with workflow, was developed with delivered tools

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WORKFLOW

Workflow Structure

+ Utilizes the concept of ***stages*** and ***steps***
+ All ***steps*** in a ***stage*** must be complete before moving to the next stage

Workflow Roles

+ An **Originator** can do the following:
  - Initiate – an action, and is the only one that can update the action
  - Recall – a pending workflow transaction
  - Delete – a draft transaction
+ An **Approver** can do the following:
  - Approve – an action at a specific step or stage in workflow, but is not able to update the action
  - Deny (pushback) an action to the Originator
    - Requires a comment to be entered to explain the denial
    - Requires the workflow to be rebuilt when the action is resubmitted. Therefore, any approvals that were received prior to the denial will be required again
    - An Approver **cannot** change funding data once it is submitted
+ Both an Originator and an Approver can add attachments and add comments

Workflow Notifications

+ Worklists – updated at Submit, Approve, Deny
+ Email – sent to the Originator on submit and final approval; and to the Approver for that specific step
  - Reminder emails are also issued if action is not taken in a timely manner

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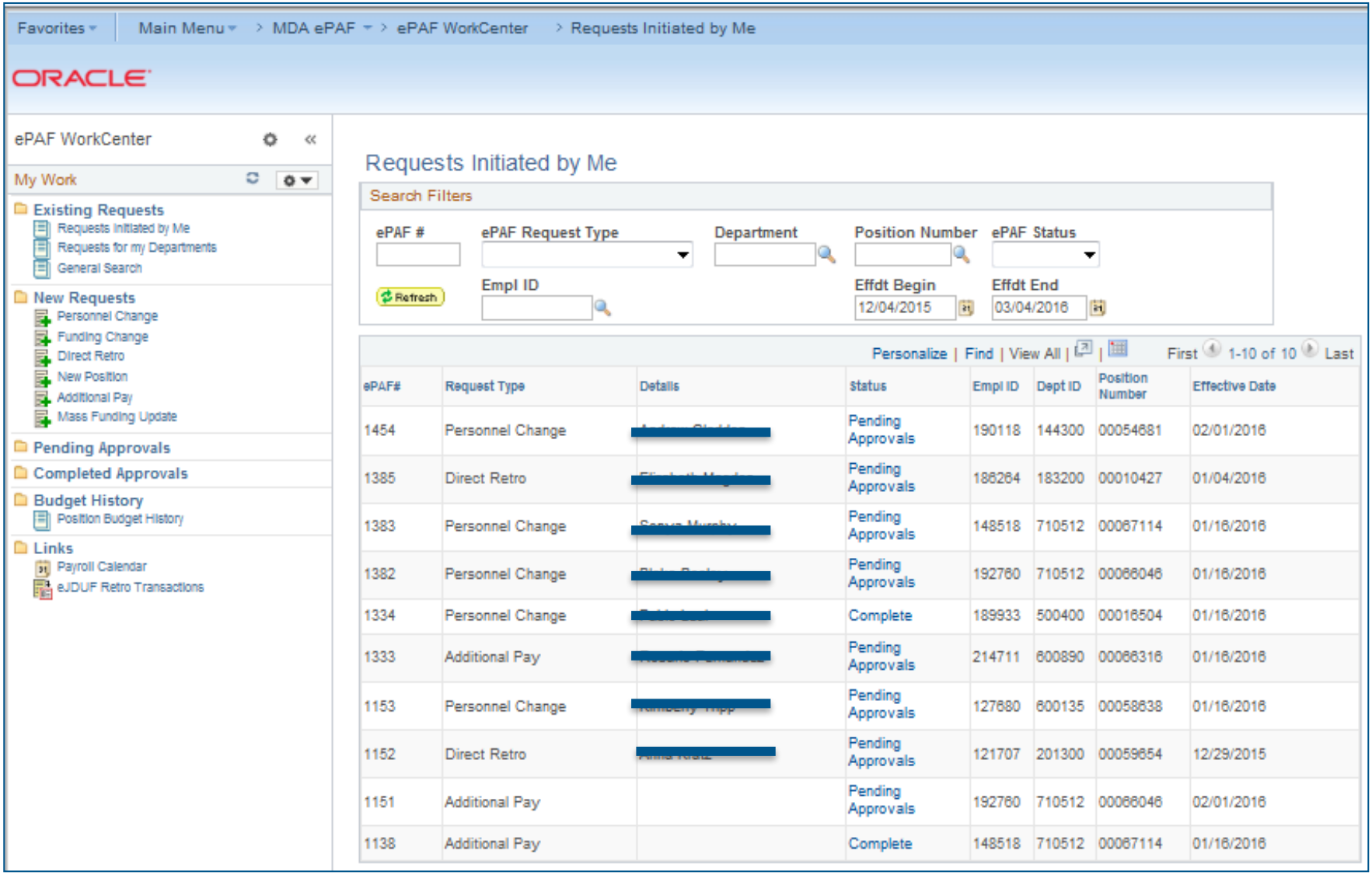
WORKFLOW STATUS



ePAF#	Request Type	Details	Status	Empl ID	Dept ID	Position Number	Effective Date
1454	Personnel Change	[redacted]	Pending Approvals	190118	144300	00054681	02/01/2016
1385	Direct Retro	[redacted]	Pending Approvals	186264	183200	00010427	01/04/2016
1383	Personnel Change	[redacted]	Pending Approvals	148518	710512	00067114	01/16/2016
1382	Personnel Change	[redacted]	Pending Approvals	192760	710512	00066046	01/16/2016
1334	Personnel Change	[redacted]	Complete	189933	500400	00016504	01/16/2016
1333	Additional Pay	[redacted]	Pending Approvals	214711	600890	00066316	01/16/2016
1153	Personnel Change	[redacted]	Pending Approvals	127680	600135	00058638	01/16/2016
1152	Direct Retro	[redacted]	Pending Approvals	121707	201300	00059654	12/29/2015
1151	Additional Pay		Pending Approvals	192760	710512	00066046	02/01/2016
1138	Additional Pay		Complete	148518	710512	00067114	01/16/2016

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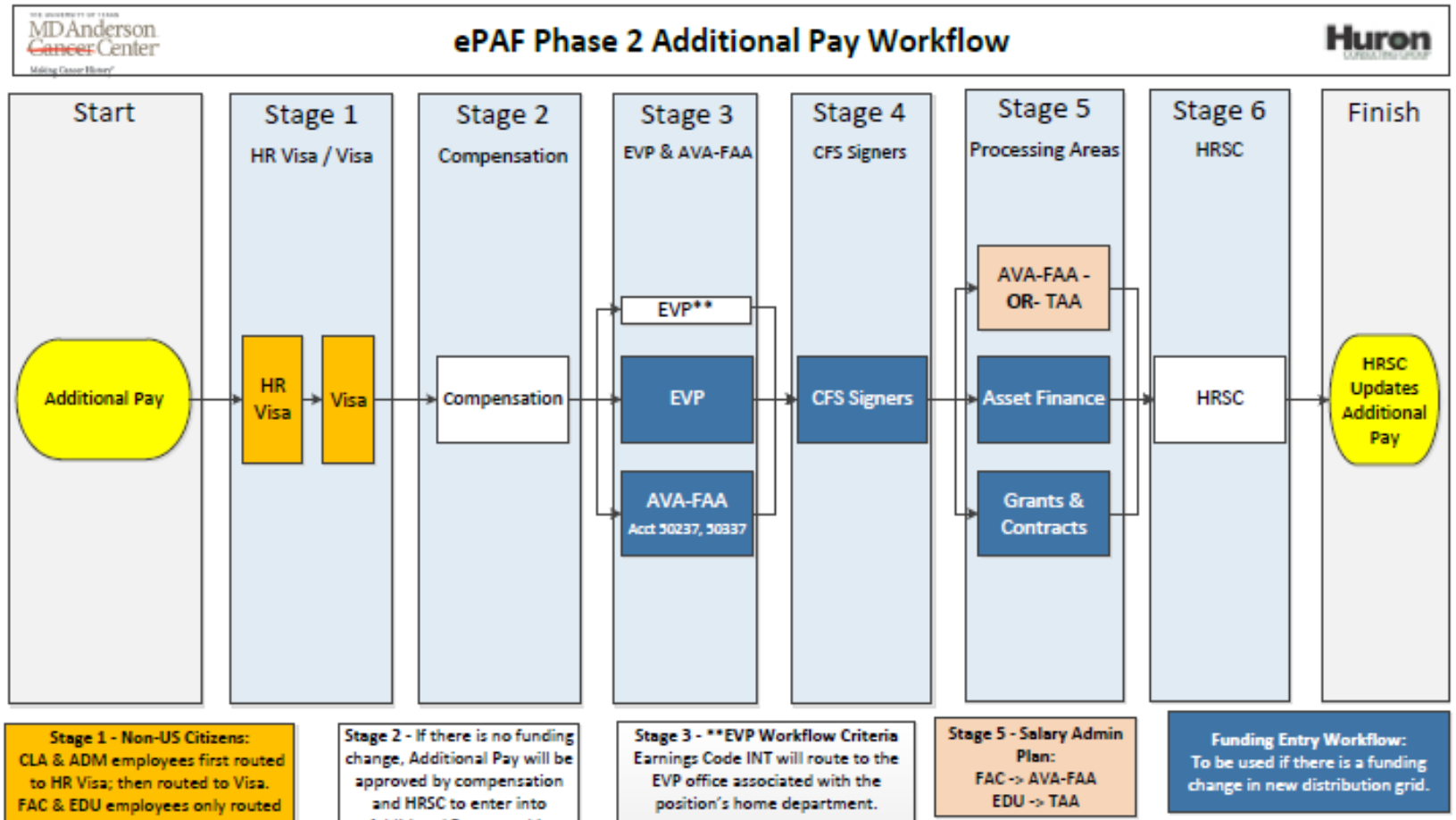
SIMPLE WORKFLOW EXAMPLE



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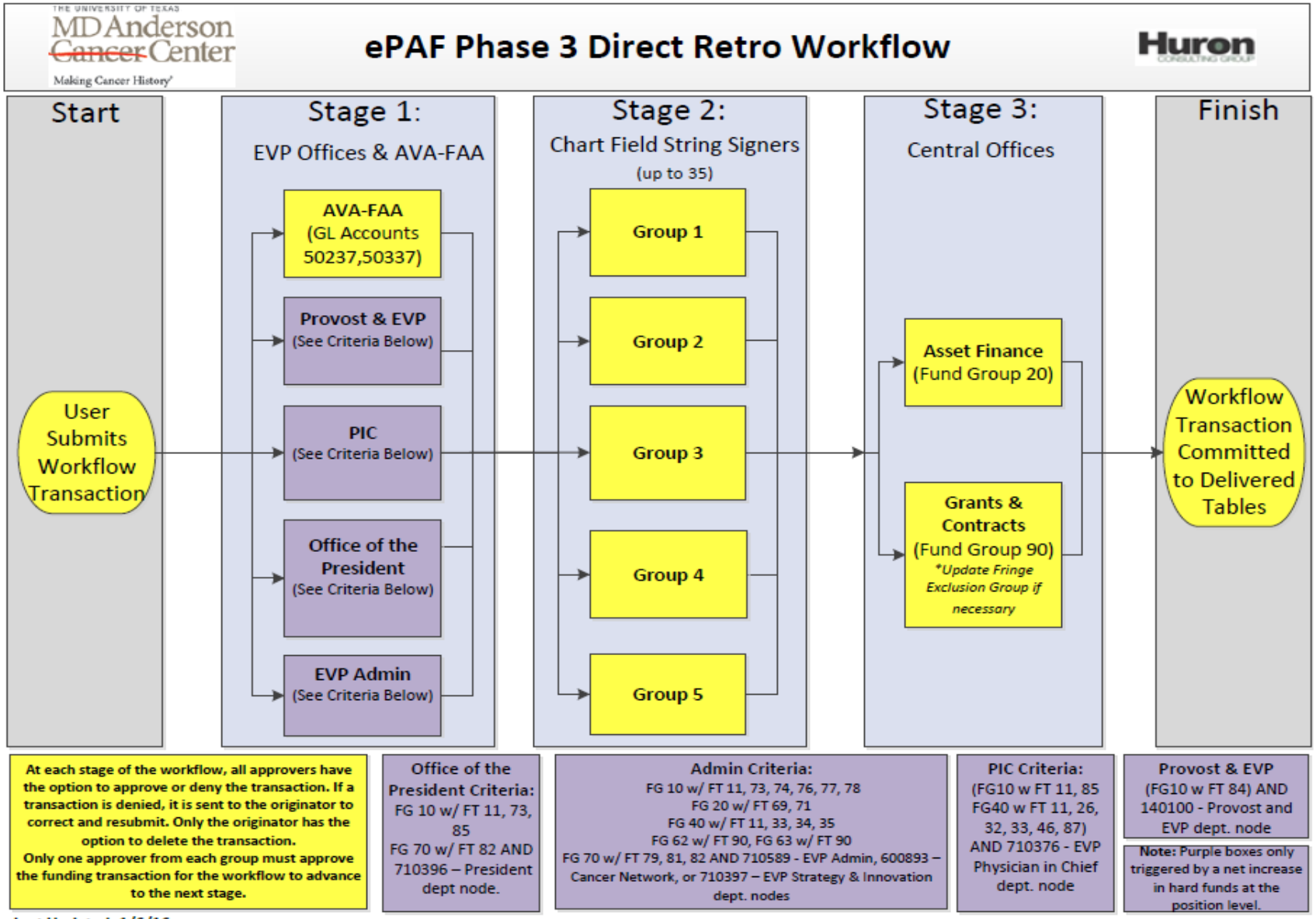
COMPLEX WORKFLOW EXAMPLE



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POLLING QUESTION

- What percent increase in efficiency do you believe your organization would gain from automating workflow and decentralizing funding changes?
  - <5%
  - 5% - 25%
  - 25% - 50%
  - 50% - 75%
  - 75% - 100%

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MD ANDERSON SOLUTIONS

There are three solutions that were developed for MD Anderson

+ Personnel Changes – with or without associated funding changes
+ Funding Changes and Direct Retros
+ Non-Personnel Changes or Non-Salary Cost Transfer

For purposes of this Webinar we will show screenshots from each of these areas of the MD Anderson solutions:

+ Personnel Changes
+ Funding Changes and Direct Retros
+ Non-Salary Cost Transfer

An overview of reporting solutions will be provided as well.

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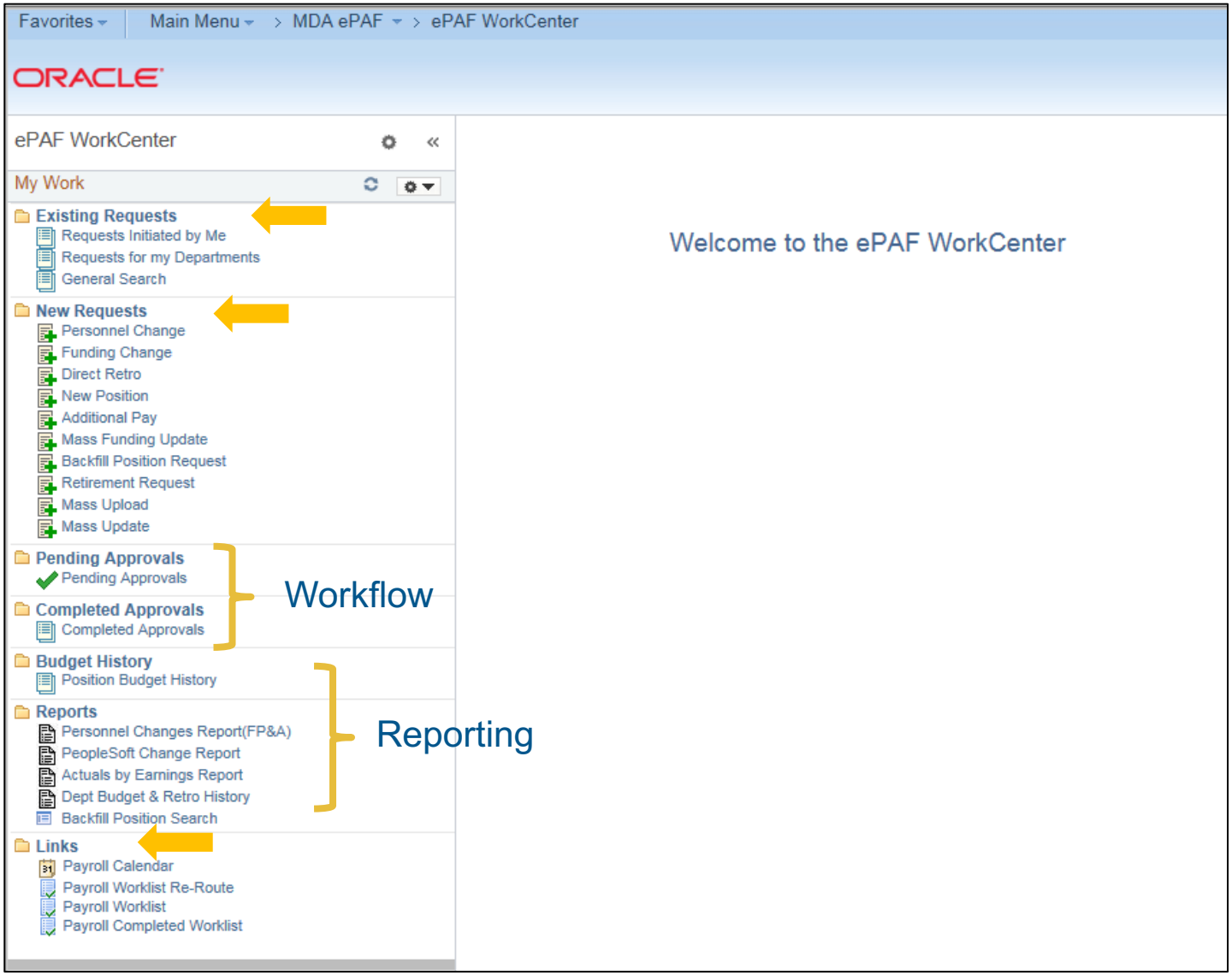
ePAF WORKCENTER



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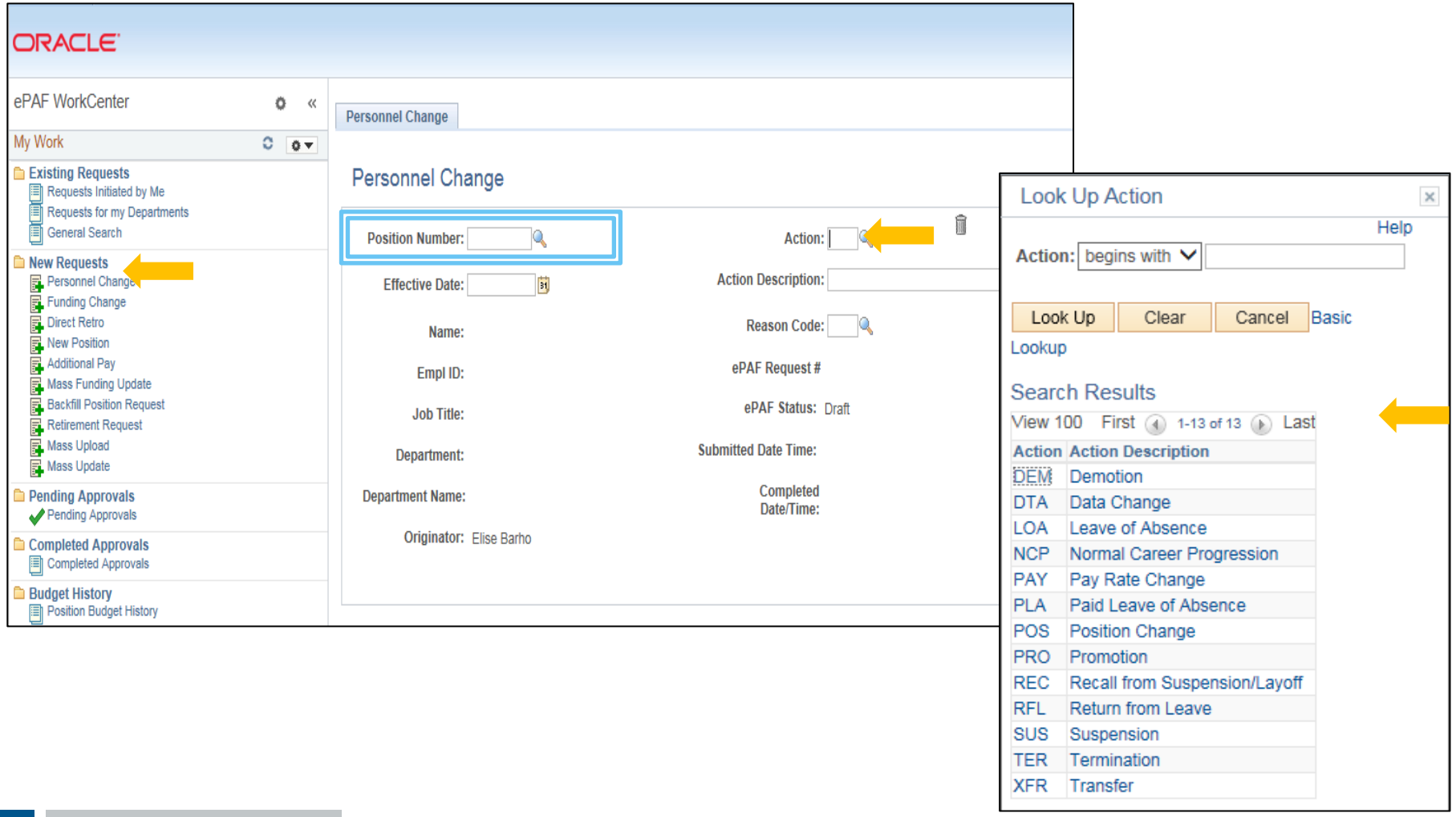
PERSONNEL CHANGES



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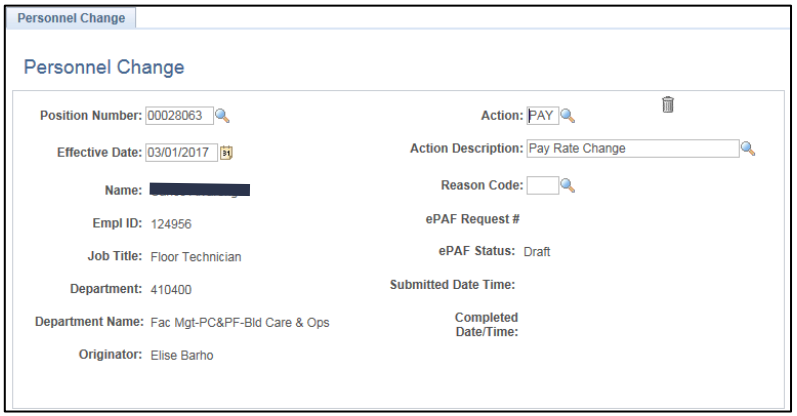
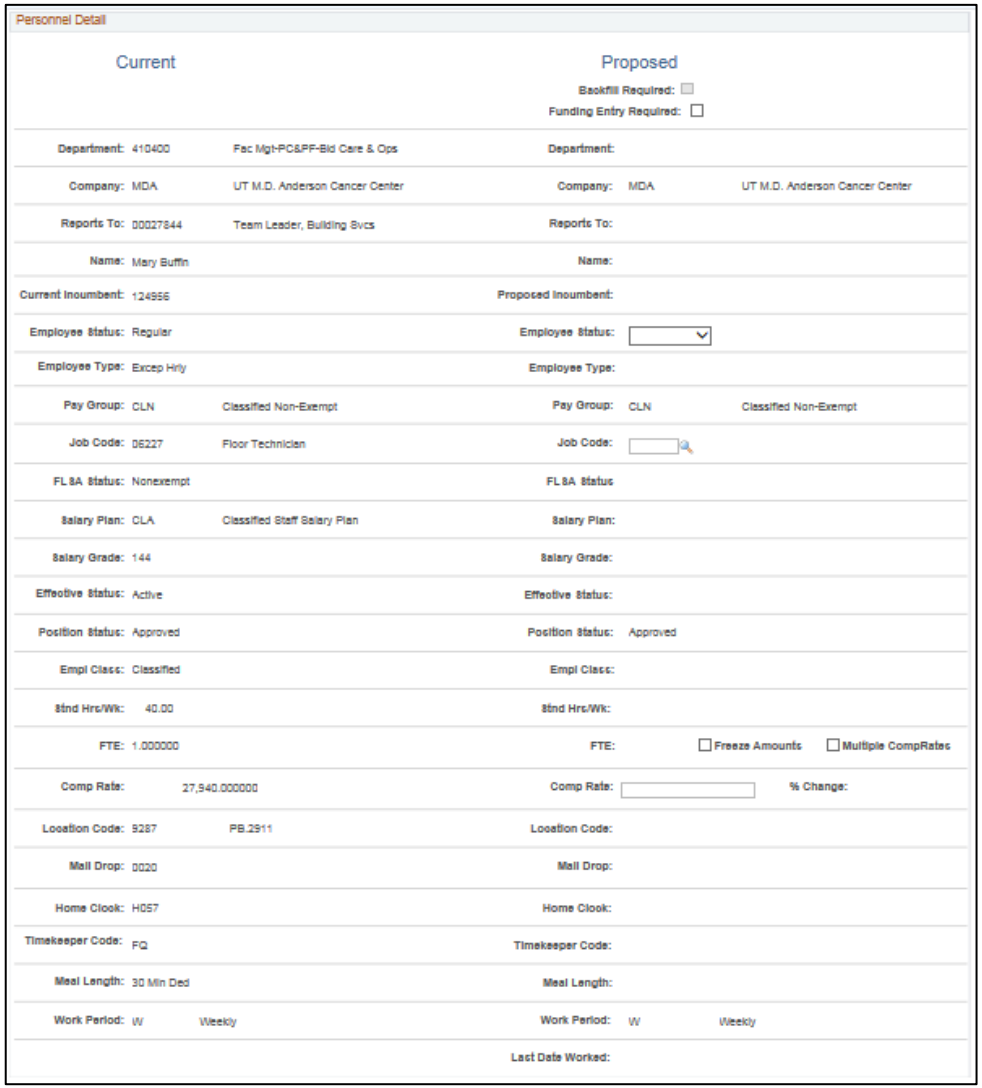
PERSONNEL CHANGES 2





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POLLING QUESTION

1. Does your institution reconcile payroll expenses between HCM and Financials?
   - Yes
   - No
2. If so, do you encounter variances when reconciling HCM to Financials?
   - Yes
   - No
   - N/A

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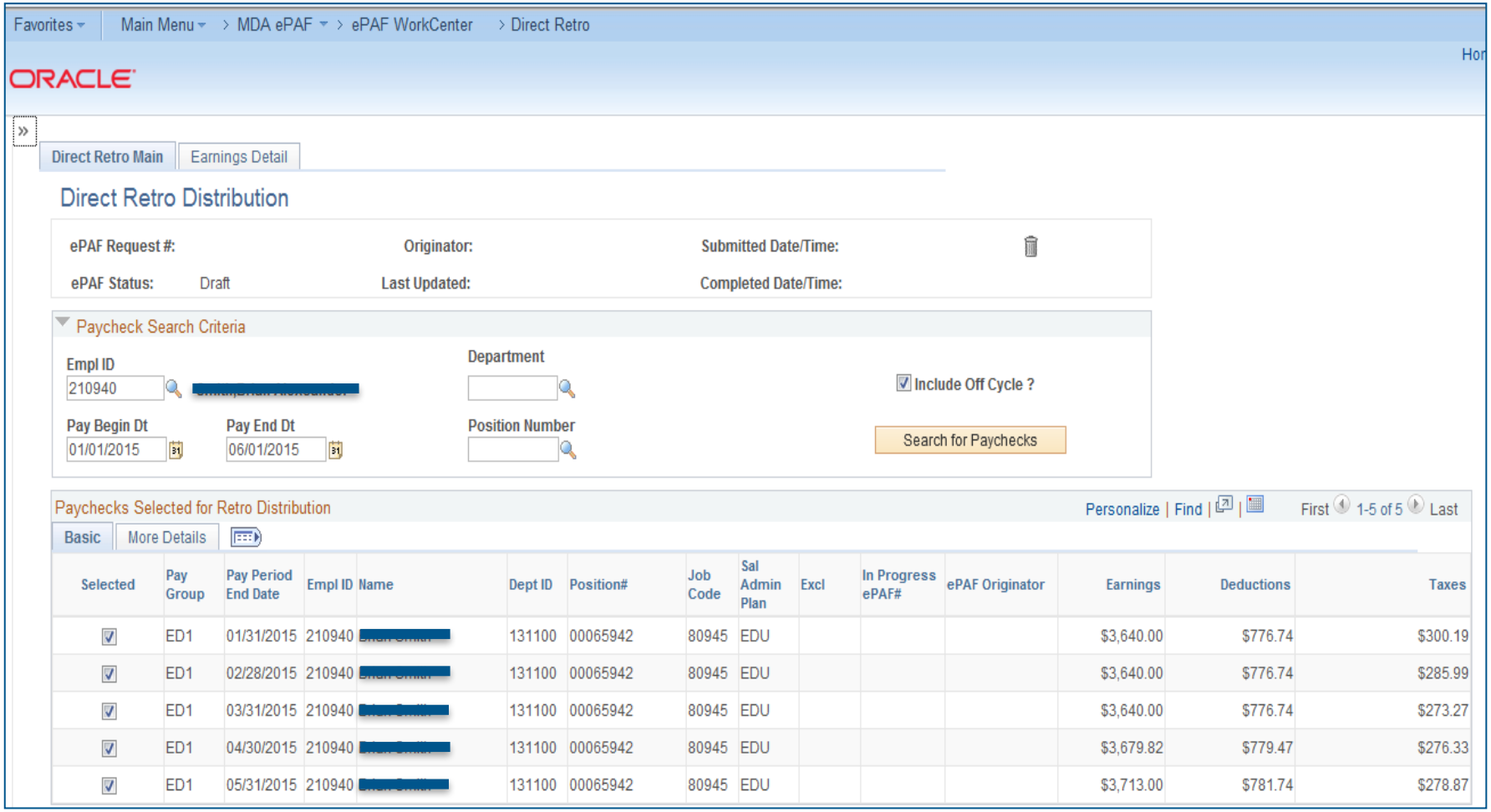
DIRECT RETRO – STANDARD CHANGE



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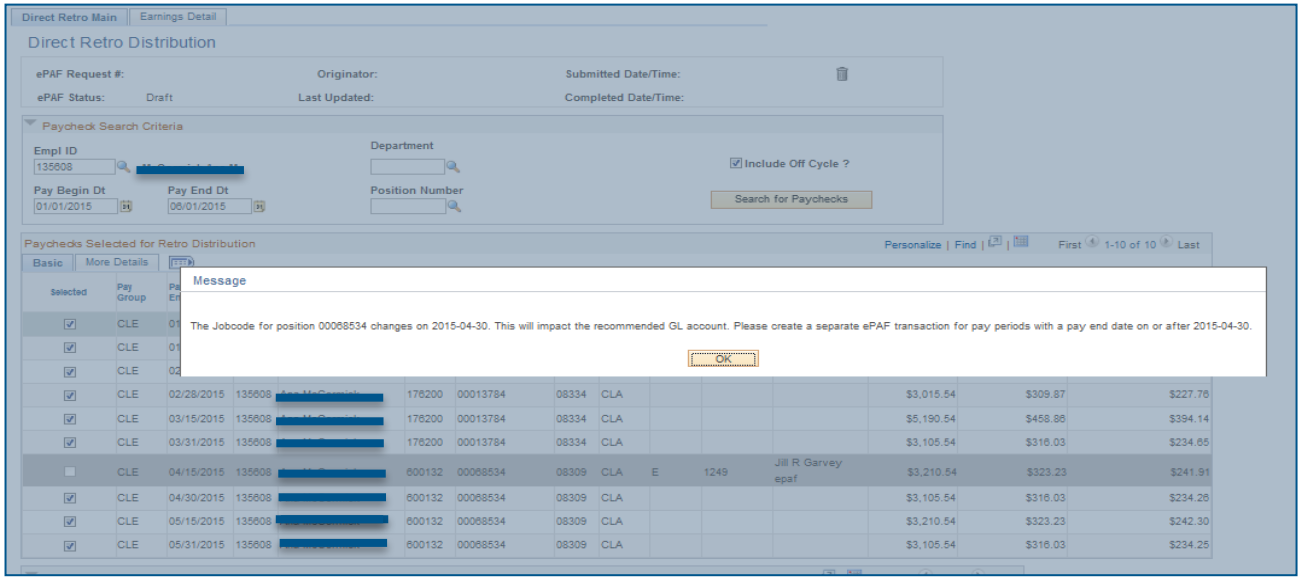
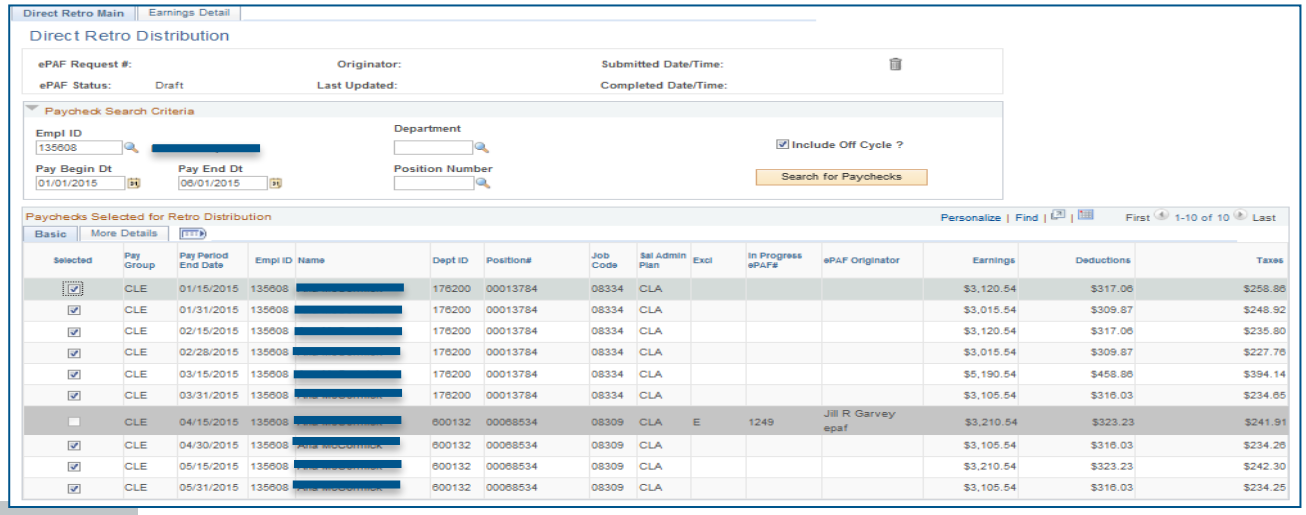
DIRECT RETRO – POSITION CHANGE





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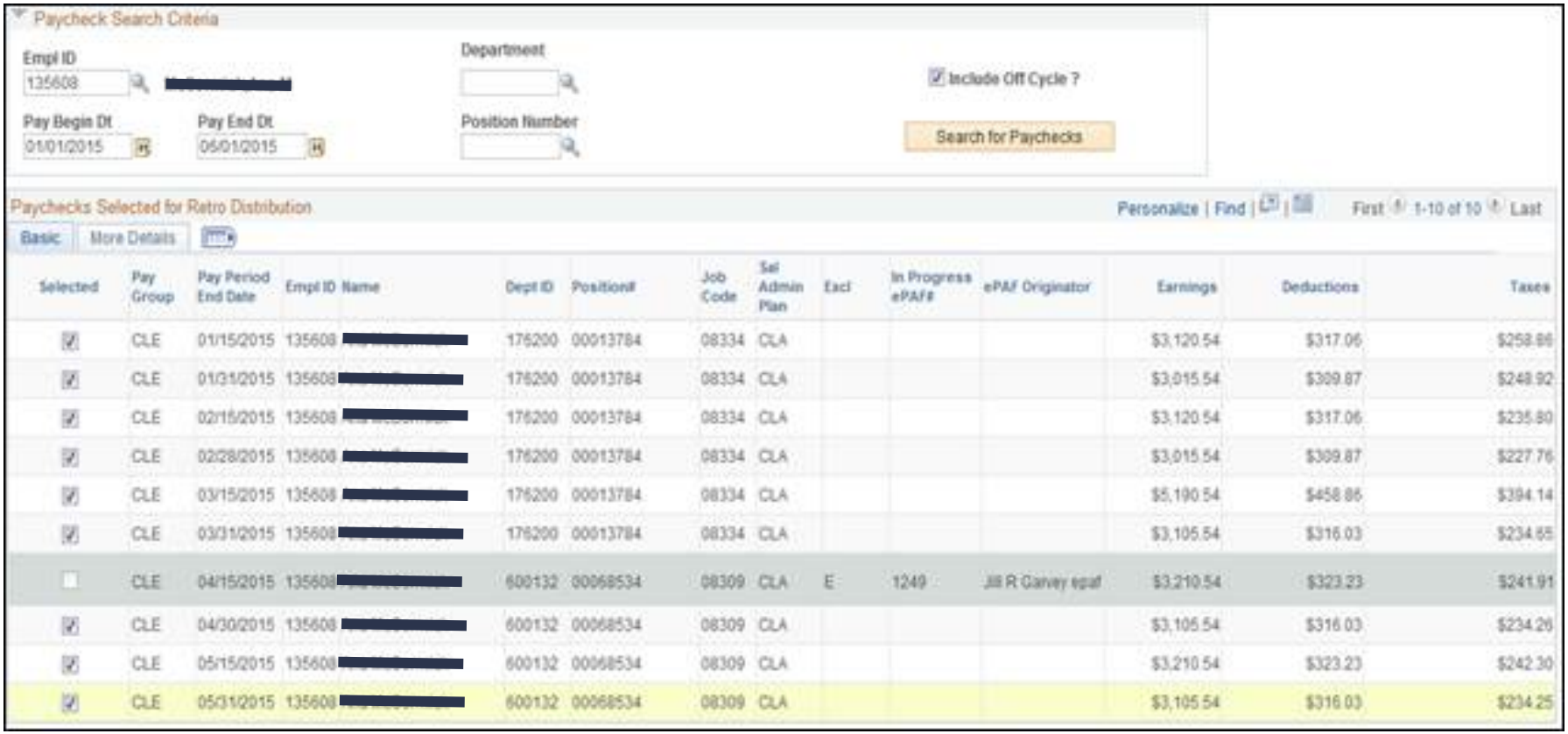
RETRO ON RETRO? NO MORE!



Paycheck Search Criteria

Empl ID 135608 [redacted]

Department

Include Off Cycle ?

Pay Begin Dt 01/01/2015

Pay End Dt 06/01/2015

Position Number

Search for Paychecks

Paychecks Selected for Retro Distribution

Personalize | Find | First 1-10 of 10 Last

Basic | More Details

Selected	Pay Group	Pay Period End Date	Empl ID	Name	Dept ID	Position#	Job Code	Sal Admin Plan	Excl	In Progress ePAF#	ePAF Originator	Earnings	Deductions	Taxes
☑	CLE	01/15/2015	135608	[redacted]	176200	00013784	08334	CLA				$3,120.54	$317.06	$258.86
☑	CLE	01/31/2015	135608	[redacted]	176200	00013784	08334	CLA				$3,015.54	$309.87	$248.92
☑	CLE	02/15/2015	135608	[redacted]	176200	00013784	08334	CLA				$3,120.54	$317.06	$235.80
☑	CLE	02/28/2015	135608	[redacted]	176200	00013784	08334	CLA				$3,015.54	$309.87	$227.76
☑	CLE	03/15/2015	135608	[redacted]	176200	00013784	08334	CLA				$5,190.54	$458.86	$394.14
☑	CLE	03/31/2015	135608	[redacted]	176200	00013784	08334	CLA				$3,105.54	$316.03	$234.65
☐	CLE	04/15/2015	135608	[redacted]	600132	00068534	08309	CLA	E	1249	Jill R Garvey epaf	$3,210.54	$323.23	$241.91
☑	CLE	04/30/2015	135608	[redacted]	600132	00068534	08309	CLA				$3,105.54	$316.03	$234.26
☑	CLE	05/15/2015	135608	[redacted]	600132	00068534	08309	CLA				$3,210.54	$323.23	$242.30
☑	CLE	05/31/2015	135608	[redacted]	600132	00068534	08309	CLA				$3,105.54	$316.03	$234.25

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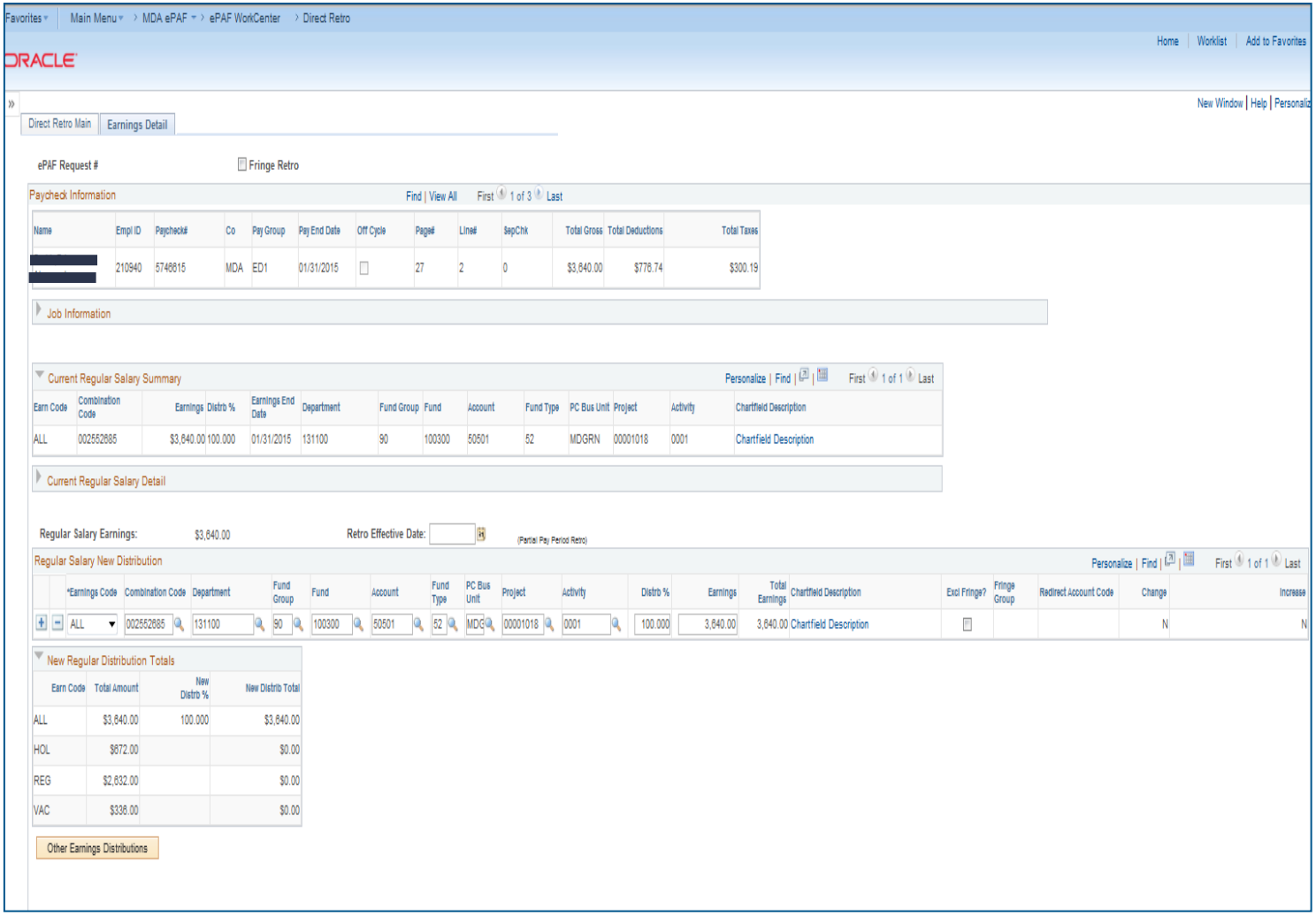
DIRECT RETRO – STANDARD CHANGE



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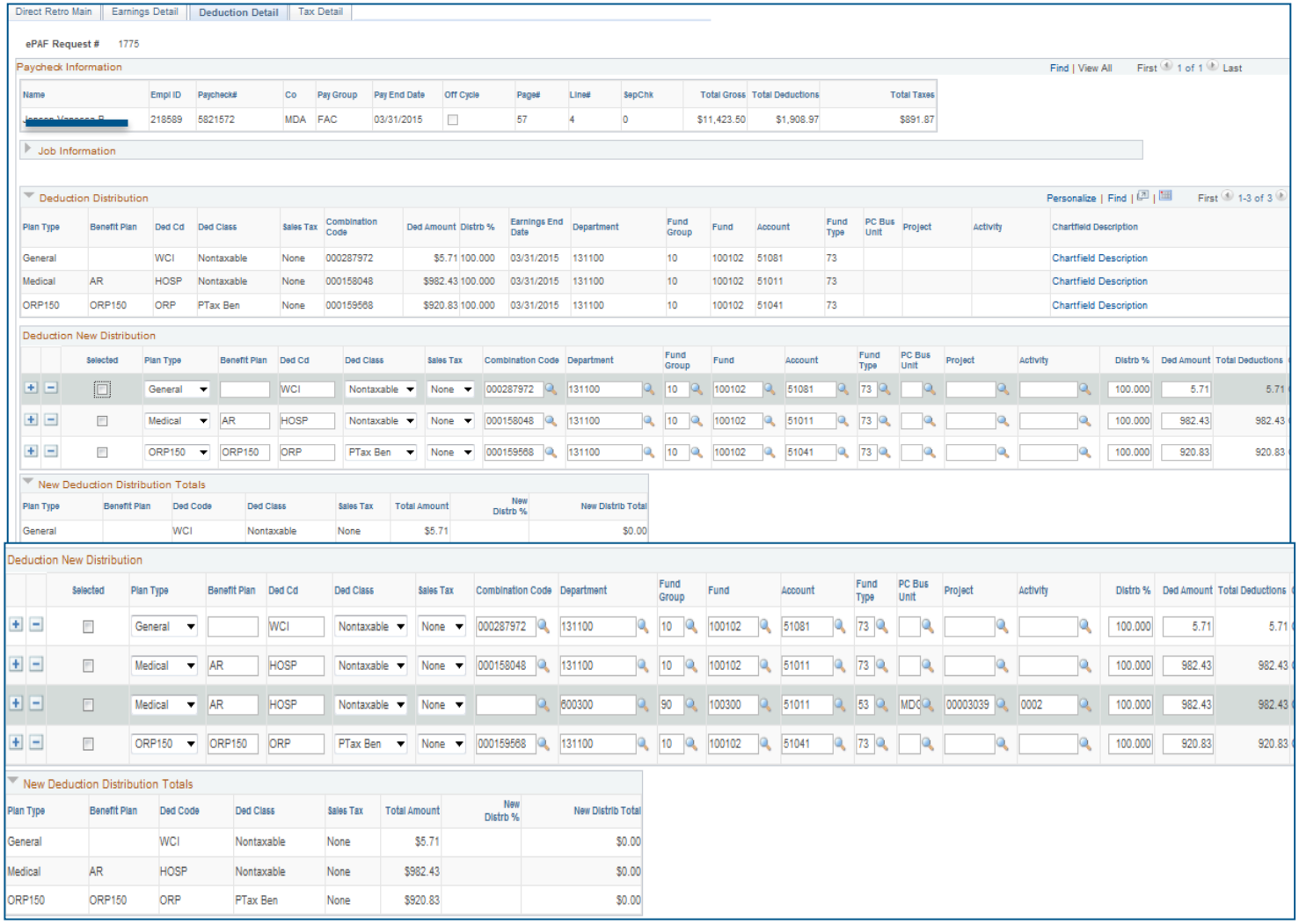
DIRECT RETRO – FRINGE CHANGE



Direct Retro Main | Earnings Detail | Deduction Detail | Tax Detail

ePAF Request # 1775

Paycheck Information — Find | View All — First 1 of 1 Last

Name	Empl ID	Paycheck#	Co	Pay Group	Pay End Date	Off Cycle	Page#	Line#	SepChk	Total Gross	Total Deductions	Total Taxes
[redacted]	218589	5821572	MDA	FAC	03/31/2015	☐	57	4	0	$11,423.50	$1,908.97	$891.87

Job Information

Deduction Distribution — Personalize | Find | First 1-3 of 3

Plan Type	Benefit Plan	Ded Cd	Ded Class	Sales Tax	Combination Code	Ded Amount	Distrb %	Earnings End Date	Department	Fund Group	Fund	Account	Fund Type	PC Bus Unit	Project	Activity	Chartfield Description
General		WCI	Nontaxable	None	000287972	$5.71	100.000	03/31/2015	131100	10	100102	51081	73				Chartfield Description
Medical	AR	HOSP	Nontaxable	None	000158048	$982.43	100.000	03/31/2015	131100	10	100102	51011	73				Chartfield Description
ORP150	ORP150	ORP	PTax Ben	None	000159568	$920.83	100.000	03/31/2015	131100	10	100102	51041	73				Chartfield Description

Deduction New Distribution

Selected	Plan Type	Benefit Plan	Ded Cd	Ded Class	Sales Tax	Combination Code	Department	Fund Group	Fund	Account	Fund Type	PC Bus Unit	Project	Activity	Distrb %	Ded Amount	Total Deductions
☐	General		WCI	Nontaxable	None	000287972	131100	10	100102	51081	73				100.000	5.71	5.71
☐	Medical	AR	HOSP	Nontaxable	None	000158048	131100	10	100102	51011	73				100.000	982.43	982.43
☐	ORP150	ORP150	ORP	PTax Ben	None	000159568	131100	10	100102	51041	73				100.000	920.83	920.83

New Deduction Distribution Totals

Plan Type	Benefit Plan	Ded Code	Ded Class	Sales Tax	Total Amount	New Distrb %	New Distrib Total
General		WCI	Nontaxable	None	$5.71		$0.00

Deduction New Distribution

Selected	Plan Type	Benefit Plan	Ded Cd	Ded Class	Sales Tax	Combination Code	Department	Fund Group	Fund	Account	Fund Type	PC Bus Unit	Project	Activity	Distrb %	Ded Amount	Total Deductions
☐	General		WCI	Nontaxable	None	000287972	131100	10	100102	51081	73				100.000	5.71	5.71
☐	Medical	AR	HOSP	Nontaxable	None	000158048	131100	10	100102	51011	73				100.000	982.43	982.43
☐	Medical	AR	HOSP	Nontaxable	None		600300	90	100300	51011	53	MDC	00003039	0002	100.000	982.43	982.43
☐	ORP150	ORP150	ORP	PTax Ben	None	000159568	131100	10	100102	51041	73				100.000	920.83	920.83

New Deduction Distribution Totals

Plan Type	Benefit Plan	Ded Code	Ded Class	Sales Tax	Total Amount	New Distrb %	New Distrib Total
General		WCI	Nontaxable	None	$5.71		$0.00
Medical	AR	HOSP	Nontaxable	None	$982.43		$0.00
ORP150	ORP150	ORP	PTax Ben	None	$920.83		$0.00

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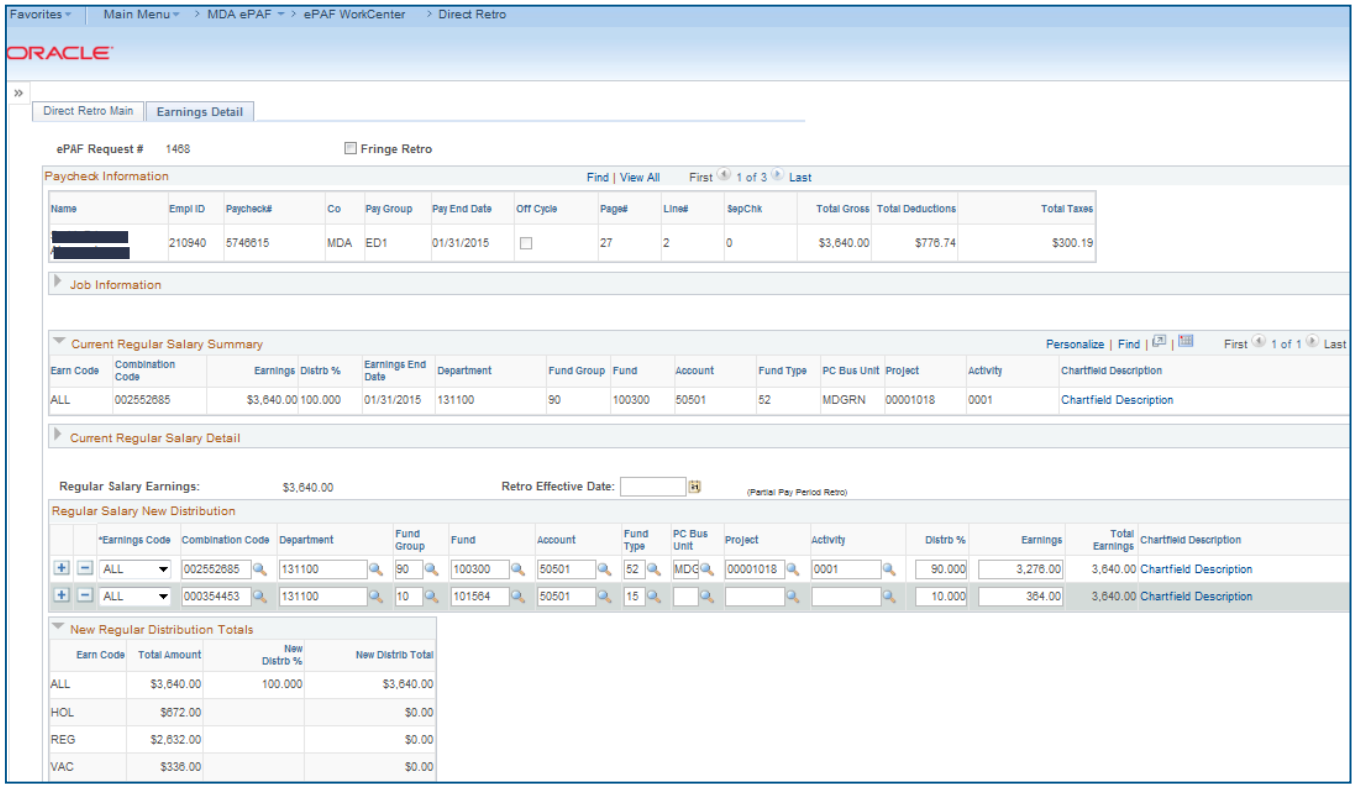
DIRECT RETRO – SUBMITTING TO WORKFLOW



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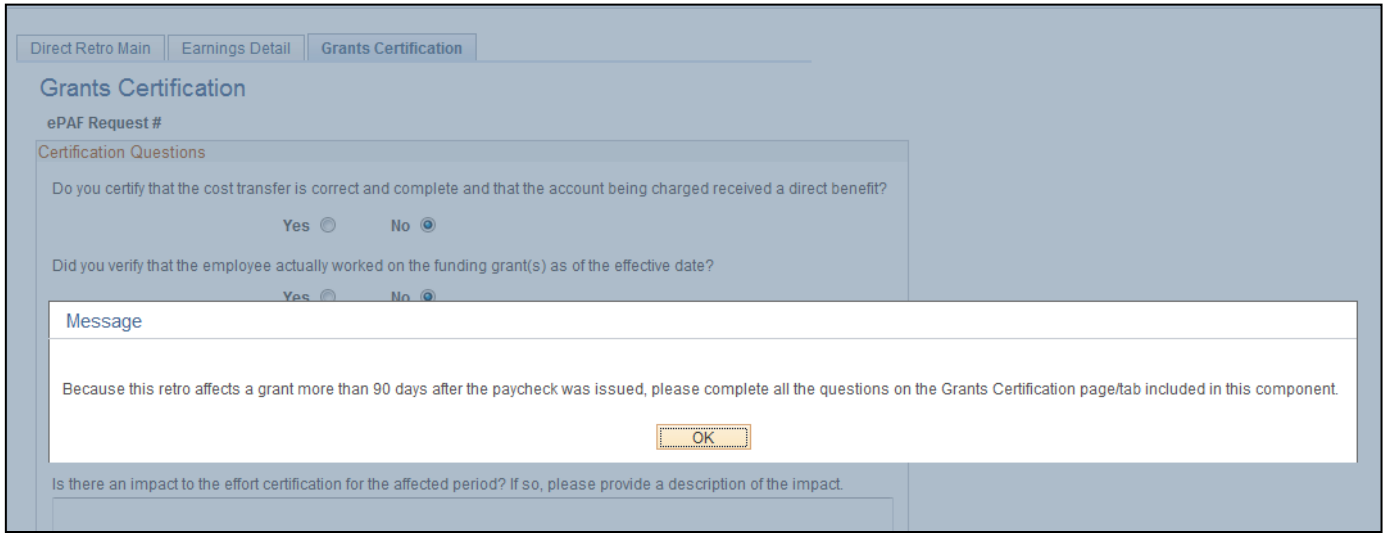
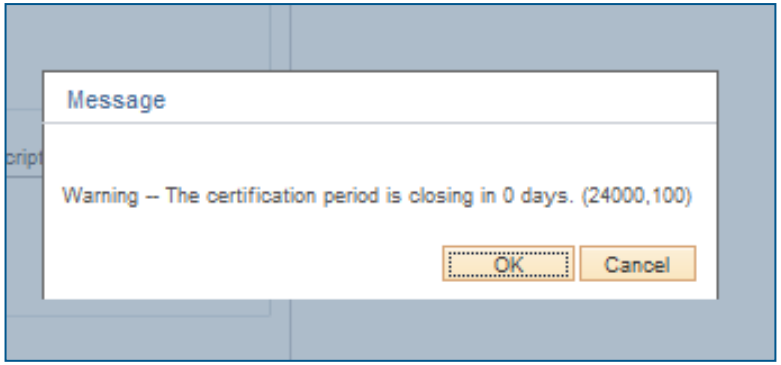
EFFORT CERTIFICATION





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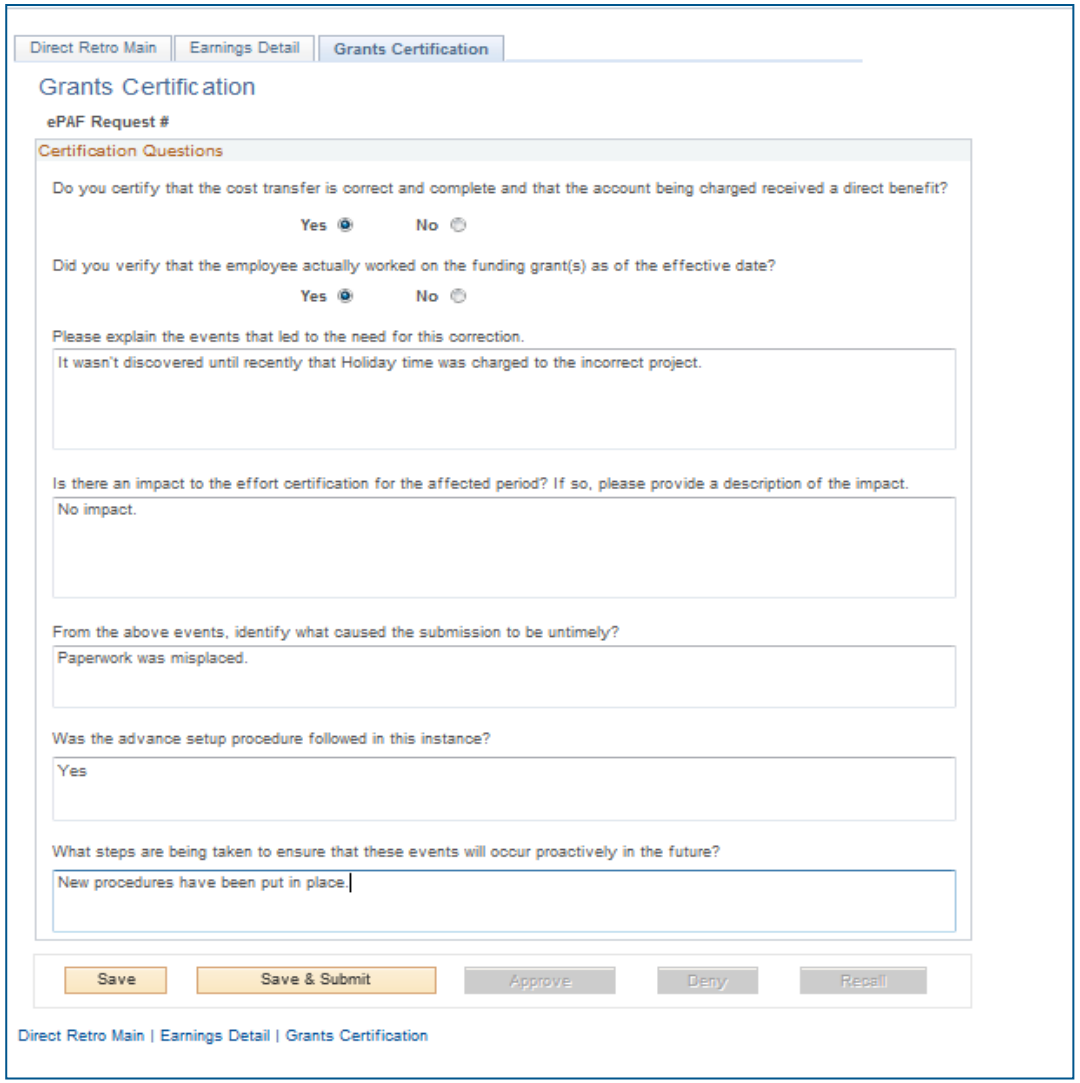
EFFORT CERTIFICATION



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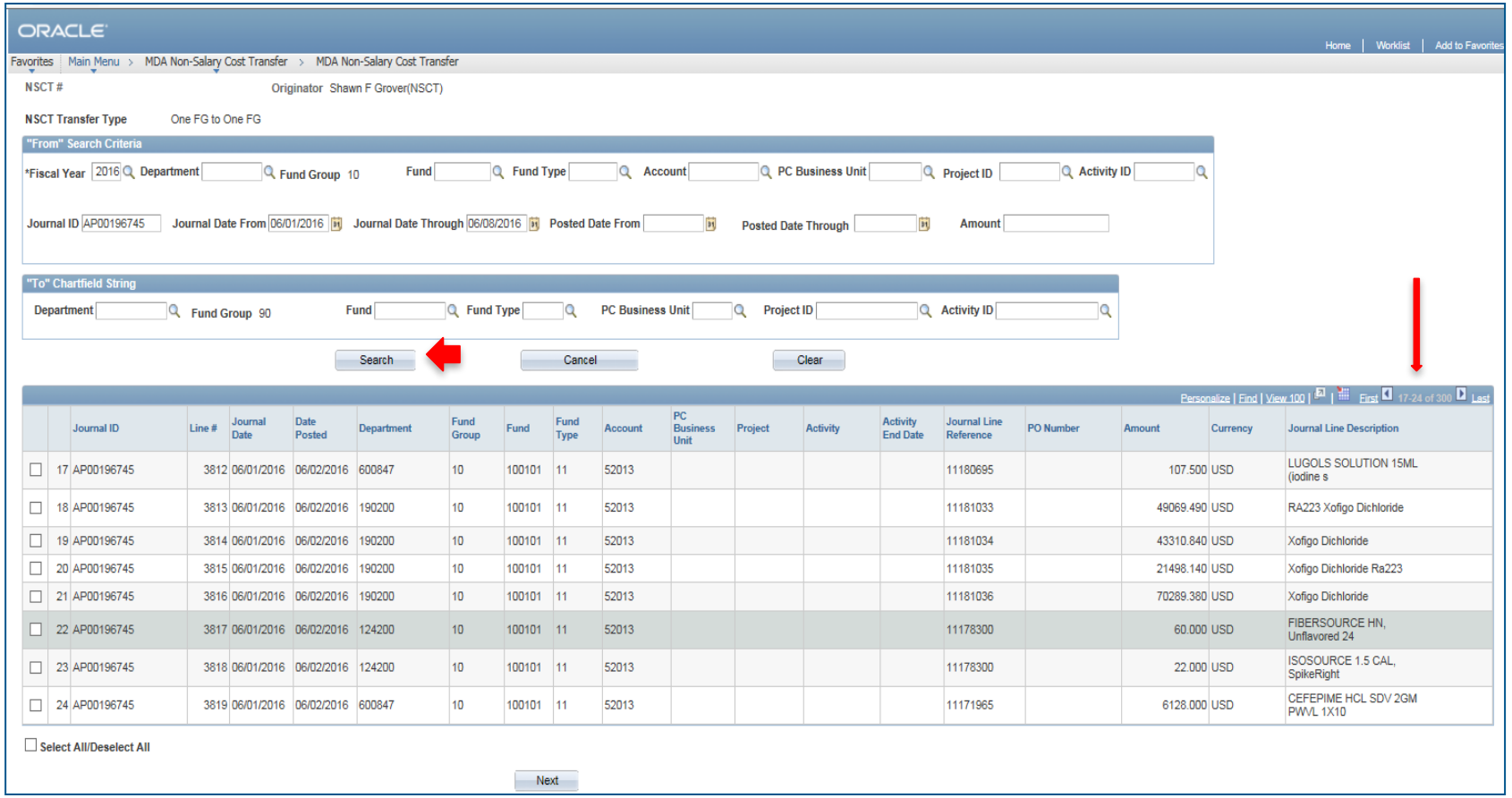
NON-SALARY COST TRANSFER SEARCH



		Journal ID	Line #	Journal Date	Date Posted	Department	Fund Group	Fund	Fund Type	Account	PC Business Unit	Project	Activity	Activity End Date	Journal Line Reference	PO Number	Amount	Currency	Journal Line Description
☐	17	AP00196745	3812	06/01/2016	06/02/2016	600847	10	100101	11	52013					11180695		107.500	USD	LUGOLS SOLUTION 15ML (iodine s
☐	18	AP00196745	3813	06/01/2016	06/02/2016	190200	10	100101	11	52013					11181033		49069.490	USD	RA223 Xofigo Dichloride
☐	19	AP00196745	3814	06/01/2016	06/02/2016	190200	10	100101	11	52013					11181034		43310.840	USD	Xofigo Dichloride
☐	20	AP00196745	3815	06/01/2016	06/02/2016	190200	10	100101	11	52013					11181035		21498.140	USD	Xofigo Dichloride Ra223
☐	21	AP00196745	3816	06/01/2016	06/02/2016	190200	10	100101	11	52013					11181036		70289.380	USD	Xofigo Dichloride
☐	22	AP00196745	3817	06/01/2016	06/02/2016	124200	10	100101	11	52013					11178300		60.000	USD	FIBERSOURCE HN, Unflavored 24
☐	23	AP00196745	3818	06/01/2016	06/02/2016	124200	10	100101	11	52013					11178300		22.000	USD	ISOSOURCE 1.5 CAL, SpikeRight
☐	24	AP00196745	3819	06/01/2016	06/02/2016	600847	10	100101	11	52013					11171965		6128.000	USD	CEFEPIME HCL SDV 2GM PWVL 1X10

Note: In the example above, lines 17-24 of 300 are being displayed.

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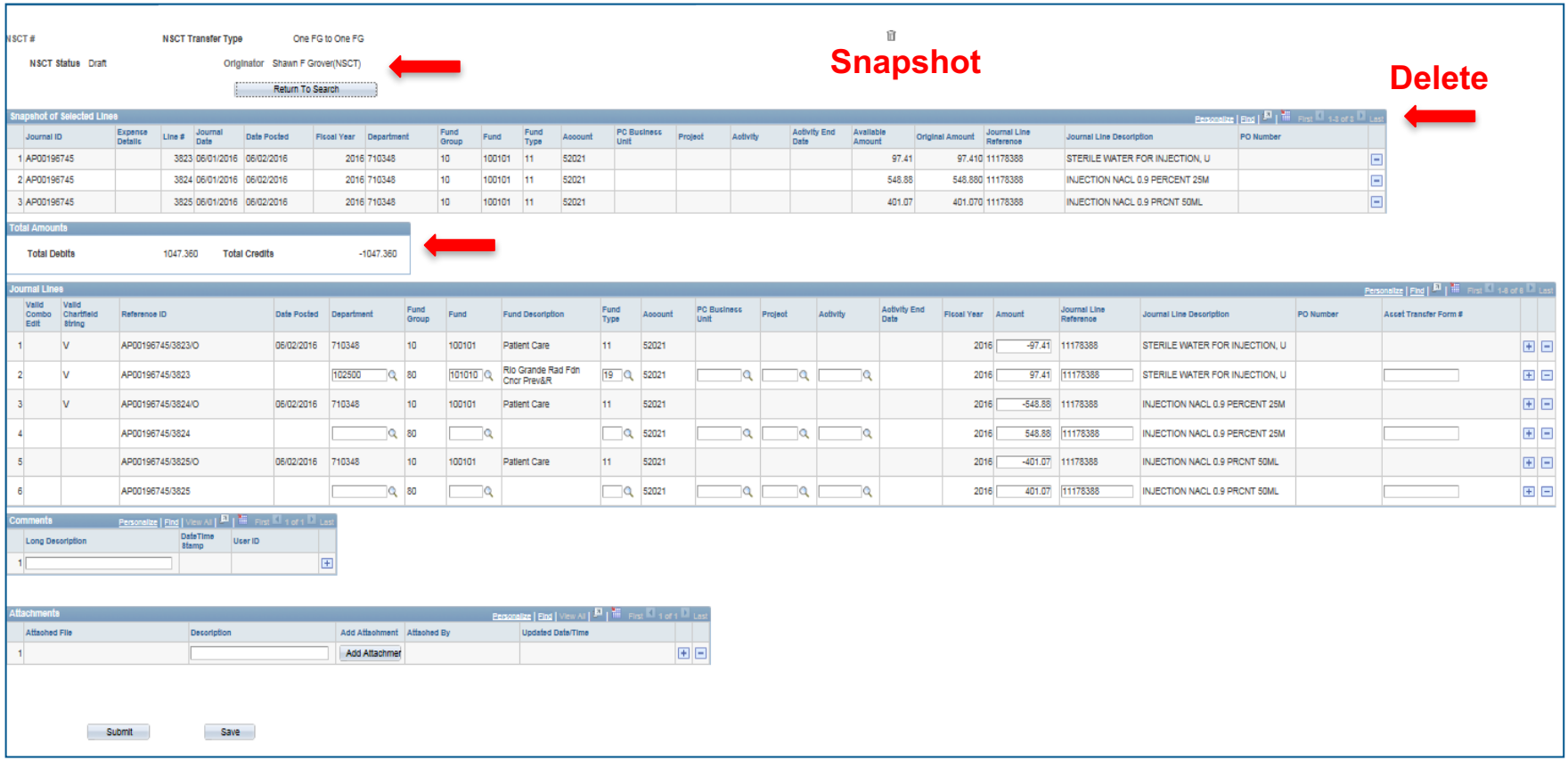
NSCT REQUEST PAGE



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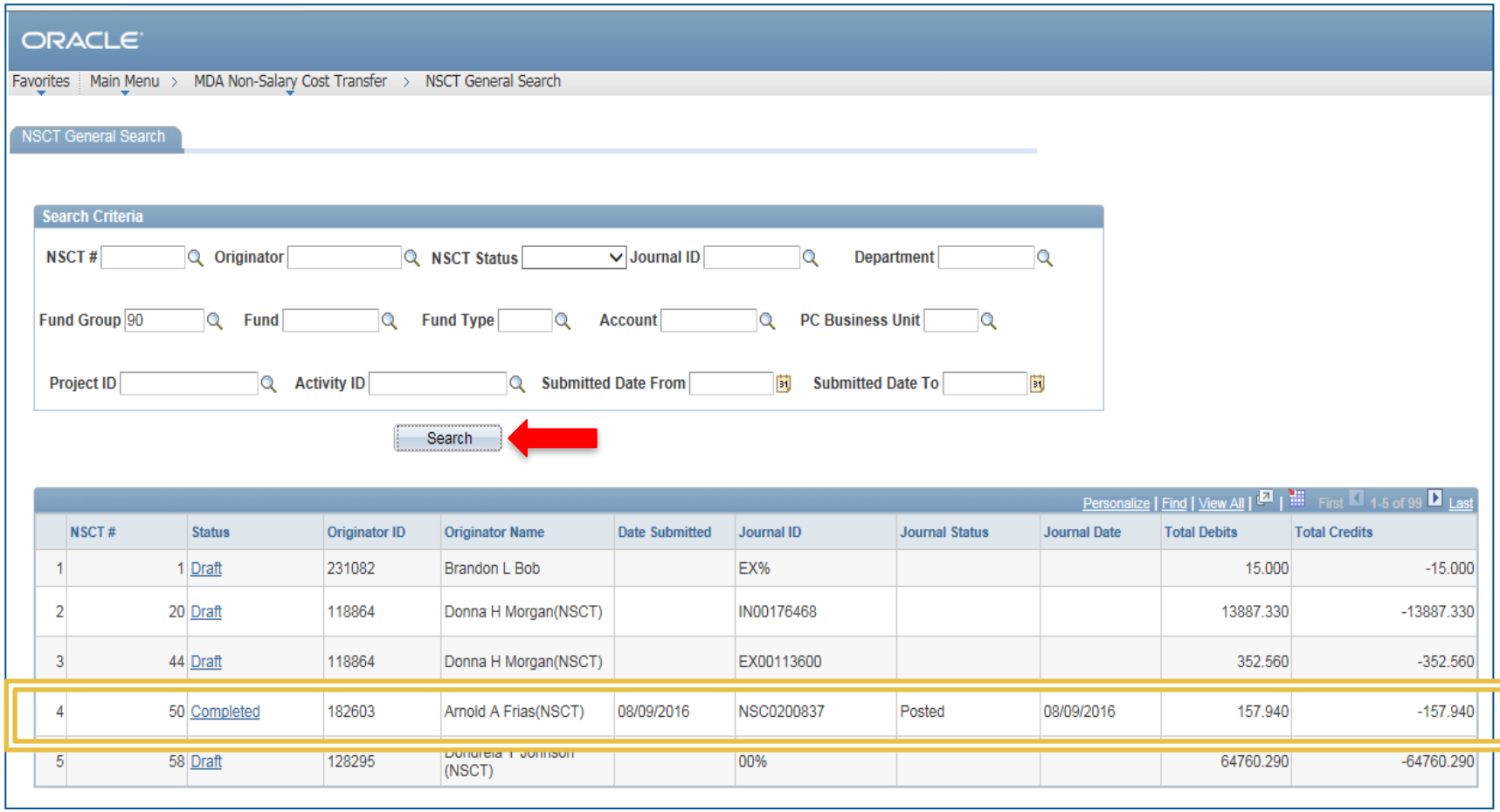
NSCT SEARCH AND RESULTS



	NSCT #	Status	Originator ID	Originator Name	Date Submitted	Journal ID	Journal Status	Journal Date	Total Debits	Total Credits
1	1	Draft	231082	Brandon L Bob		EX%			15.000	-15.000
2	20	Draft	118864	Donna H Morgan(NSCT)		IN00176468			13887.330	-13887.330
3	44	Draft	118864	Donna H Morgan(NSCT)		EX00113600			352.560	-352.560
4	50	Completed	182603	Arnold A Frias(NSCT)	08/09/2016	NSC0200837	Posted	08/09/2016	157.940	-157.940
5	58	Draft	128295	Dondrela T Johnson (NSCT)		00%			64760.290	-64760.290

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REPORTING

Workflow

- Workflow delivered with 9.2 provides a series of worklists that provide visibility to the status of an action. These worklists can be customized. For our FSCM solution, which is not on 9.2, we developed similar worklist functionality.
- Examples of views available:
  - Requests Initiated by Me
  - Requests for My Departments
  - General Search
  - Pending Approval
  - Completed Approval

Reports

- Budget History – similar to the existing PeopleSoft Budget History search
- Direct Retro Budget History – affectionately known as the “Super Cool” table combines the features of Budget History and Direct Retro data
- Personnel Changes – a consolidated report of PeopleSoft Changes with multiple search criteria

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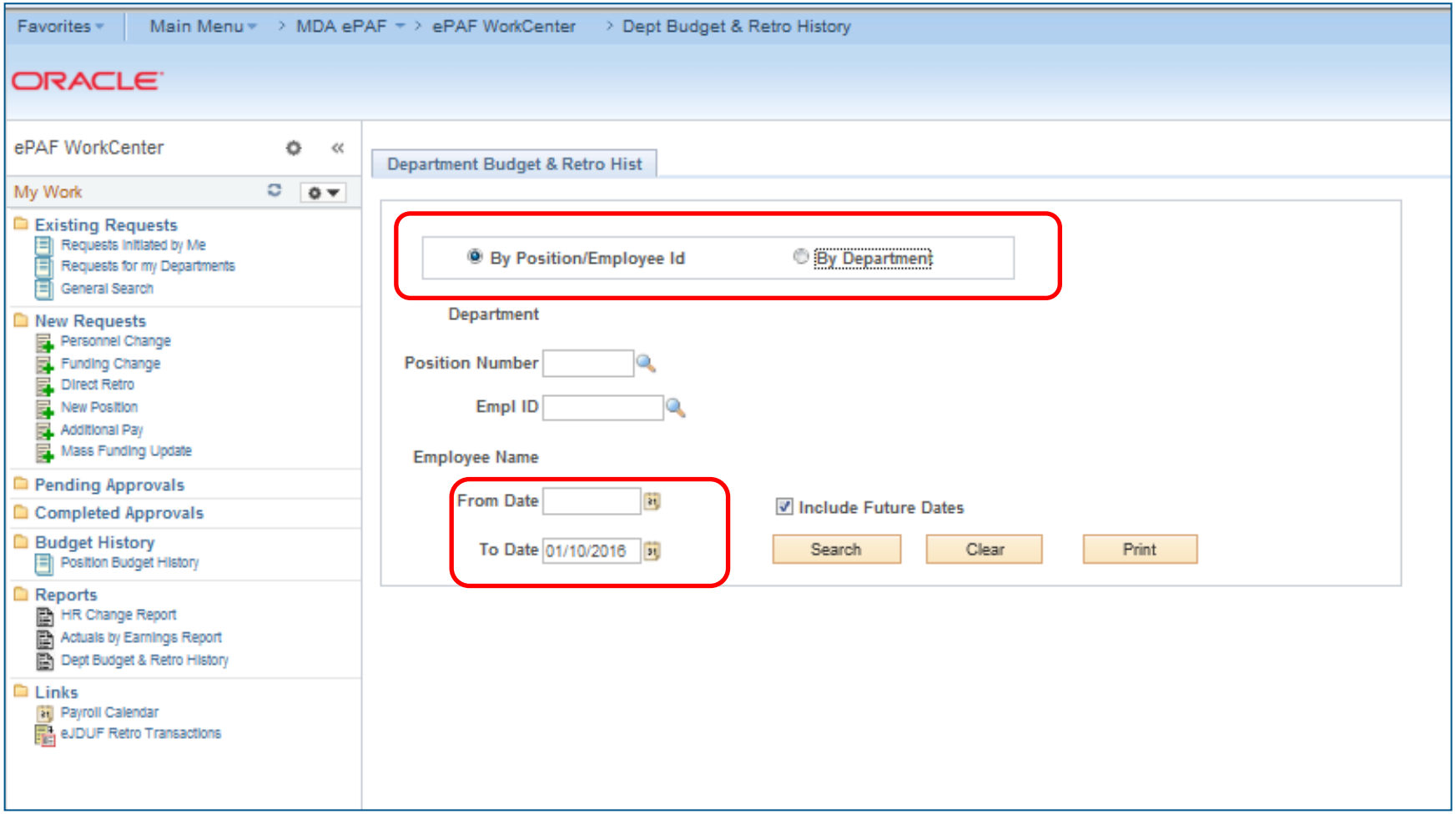
DIRECT RETRO BUDGET HISTORY TABLE



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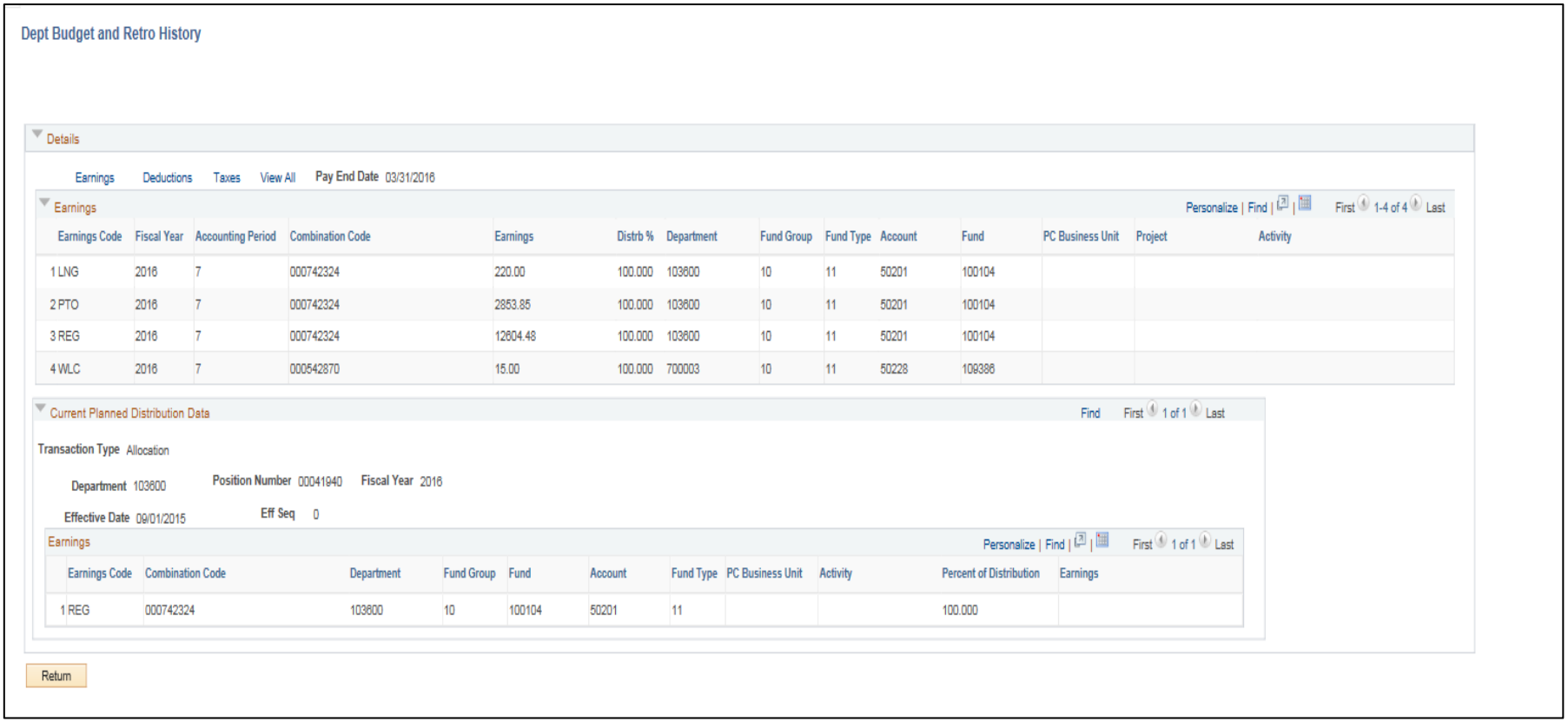
DBRH – EMPLOYEE / POSITION SEARCH



Dept Budget and Retro History

Details

Earnings Deductions Taxes View All **Pay End Date** 03/31/2016

Earnings — Personalize | Find | First 1-4 of 4 Last

	Earnings Code	Fiscal Year	Accounting Period	Combination Code	Earnings	Distrb %	Department	Fund Group	Fund Type	Account	Fund	PC Business Unit	Project	Activity
1	LNG	2016	7	000742324	220.00	100.000	103600	10	11	50201	100104			
2	PTO	2016	7	000742324	2853.85	100.000	103600	10	11	50201	100104			
3	REG	2016	7	000742324	12604.48	100.000	103600	10	11	50201	100104			
4	WLC	2016	7	000542870	15.00	100.000	700003	10	11	50228	109386			

Current Planned Distribution Data — Find First 1 of 1 Last

Transaction Type Allocation

Department 103600 **Position Number** 00041940 **Fiscal Year** 2016

Effective Date 09/01/2015 **Eff Seq** 0

Earnings — Personalize | Find | First 1 of 1 Last

	Earnings Code	Combination Code	Department	Fund Group	Fund	Account	Fund Type	PC Business Unit	Activity	Percent of Distribution	Earnings
1	REG	000742324	103600	10	100104	50201	11			100.000	

Return

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CRITICAL SUCCESS FACTORS

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LESSONS LEARNED

Testing

+ Investing the time upfront in creating thorough test scripts with data and expected results pays off exponentially during both System Integration Testing and User Acceptance Testing.

Standardization

+ Having common business processes across the organization provides a foundation for future upgrades.
+ Standard business processes provide a pathway to the Cloud.

Revisiting Workflow

+ While the concept of workflow was easily understood by the MD Anderson team, finalizing it took some review and revisions.

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METRICS

ePAF Funding Entry - by Originator EVP Area				
Date Range (transaction submitted date): 09/28/15 - 02/10/16				
EVP Area	Draft	In Progress	Completed	Total
EVP Physician in Chief Area	10	30	722	**762**
EVP Strategy & Innovation	0	0	118	**118**
Office of the President	0	0	14	**14**
Provost and EVP	52	43	1,019	**1,114**
Total	**62**	**73**	**1,873**	**2,008**

ePAF Personnel Actions - by Originator EVP Area				
Date Range (transaction submitted date): 02/01/16 - 2/10/16				
EVP Area	Draft	In Progress	Completed	Total
EVP Physician in Chief Area	25	113	133	**271**
EVP Admin	6	7	12	**25**
EVP Strategy & Innovation	1	8	17	**26**
Office of the President	3	9	13	**25**
Provost and EVP	14	49	81	**144**
Total	**49**	**186**	**256**	**491**

ePAF Direct Retros - by Originator EVP Area				
Date Range (transaction submitted date): 02/01/16 - 2/10/16				
EVP Area	Draft	In Progress	Approved	Total
EVP Physician in Chief Area	31	67	184	**282**
EVP Strategy & Innovation	0	0	1	**1**
Office of the President	1	0	1	**2**
Provost and EVP	36	79	220	**335**
Total	**68**	**146**	**406**	**620**

ePAF Funding Entry - Completion Metrics Over Time		
Date Range (transaction submitted date): 09/28/15 - 02/10/16		
Date Range	Transactions Completed	Avg. Time (Days) from Submission to Approval
09/28 - 02/10	1,873	1.59

ePAF Personnel Completion Metrics Over Time		
Date Range (transaction submitted date): 02/01/16 - 2/10/16		
Date Range	Transactions Completed	Avg. Time (Days) from Submission to Approval
02/01 - 02/10	256	3.23

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THE FUTURE

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GOING FORWARD - MDACC

MD Anderson

+ The ePAF solution, with Funding Changes and Direct Retros, achieved the goals identified at the beginning of the project.

+ Additional refinements to the process that are under consideration:
  - Distribution of HR-centric work to defined processing centers
  - Adding a page to manage personnel actions for contingent workers
  - Validating “Free Balance” or available funding before making a Non-Salary Cost Transfer
  - Extend Non-Salary Cost Transfers to revenue costs
  - Validation of Salary Cap for funding changes

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GOING FORWARD

Huron Consulting Group

+ We have developed a working model in our environments for demonstration and as a foundation to launch to clients interested in some or all of the solution.

+ Developing a quick-start methodology for use with new clients
  - A rapid planning and assessment checklist to gauge scope, timeline, and cost

+ Live demonstration of the Huron solution at Alliance 2017

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QUESTIONS?

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JOIN US AT ALLIANCE 2017
EVOLUTION OF THE SOLUTION

Session #3930
Evolution of the Solution – Business Process Transformation through PeopleSoft Workcenters and Workflow

Thursday, March 2nd
9:15 – 10:15 am

At MD Anderson Cancer Center, we embarked on a transformation of our Human Resources and Labor Distribution business processes that relied on a combination of Excel Spreadsheets, Lotus Notes, and manual effort to validate data and route transactions through the approval workflow into a streamlined and standardized PeopleSoft process using WorkCenter, Workflow (AWE), and Worklist functionality.

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INTERESTED IN LEARNING MORE

If you are interested in learning more about the solutions we have developed and how they might work in your organization, please contact:

Elise Barho at ebarho@huronconsultinggroup.com

608-332-1608 (mobile)

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THANK YOU