Why is the UW System creating a new Human Resource System (HRS)? Is this project necessary?

The current University of Wisconsin Payroll and Benefits System has served the University of Wisconsin's needs since 1975. Approximately 67,000 faculty, staff, student workers, and administrators from all University of Wisconsin institutions are paid through this system. In the last 35 years, both technology and the needs of higher education have changed. Our current (or 'legacy') system lacks the functionality and efficiency that today's human resource environment demands and limits the UW's ability to deliver strategic human resource management capabilities and business process redesign efforts to our stakeholders. Replacing the legacy system with HRS will result in substantial benefits to the UW System by improving data integrity; increasing standardization of policies, practices, and service delivery; eliminating numerous institutional shadow systems; and providing more self-service to employees. UW System will be implementing Oracle's PeopleSoft Human Capital Management suite, version 9.0.

What is HRS?

The Human Resource System (HRS) represents the integration of individual administrative computing systems, as well as a massive effort to redesign the workflow in multiple work units at all UW System institutions. Using PeopleSoft, a modern suite of computer programs used by major businesses, colleges/universities and public-sector organizations around the globe, HRS will unite these systems for the first time. The UW System is deploying up-to-date technology to safeguard employee data and avert problems associated with an increasingly fragile payroll system. The new system, designed to serve institutions and employees for years to come, will ensure full compliance with regulatory and legal requirements related to personnel information and recordkeeping.

Among the many things HRS will accomplish:

- It will allow UW to retire numerous redundant systems.

- It will improve data security by housing information in a single data center. Sensitive data stored in a central repository can be more easily secured, more efficiently monitored, and better utilized to make strategic management decisions.

- It will provide a comprehensive set of "self service" process where individual employees can access their own information.

- It will integrate student payroll – serving approximately 34,000 student hourly workers–with faculty and staff payroll records.

- When new statutory requirements are imposed or other required alterations are needed, changes should be simpler, less labor intensive, and more reliable.

- There is no "good time" to embark on such a major project, but the probability that the current systems will fail will increase in coming years. At the same time, critical IT staff will be lost to retirement. Delaying the project now would mean higher costs later.

What will the new system specifically include?

UW System will be implementing Oracle's PeopleSoft Human Capital Management suite, version 9.0 as the backbone of HRS. It includes the following functionality:

- Benefits administration including: benefit plan administration, eligibility verification and enrollment management
- Human resources including: affirmative action, compensation, personnel-related funding, regulatory features and self service options
- Payroll including: administration, payroll process and management Time/leave management including: employee and managerial leave planning and approval.

Demographics of HRS Impact (check data)

- **2009 System Wide Payroll Statistics**
  - Classified Employees: 12,471
  - Student Hourly Employees: 25,863
  - Unclassified Employees: 31,016
  - Fellowship/Research Assistantship Non-Wage: 2,981
  - **Total: 72,331**

- **Tax Withholding Statements Produced**
  - W-2 Wage and Tax Statements: 94,876
  - 1042-S Foreign Person's Source Income Subject to Withholding: 1,625
  - Reportable Fellowship Tax Letter: 2,160
  - **Total: 98,661**

More Information:

- HRS Project Website: http://hrs.uwsa.edu
- UW-Madison HRS Website: http://www.ohr.wisc.edu/hrs/index.html