



# STAFF SENATE FULL SENATE MEETING

## MEETING MINUTES

**LOCATION:** McKissick Theater, Hendrix Center  
**DATE:** May 9, 2024  
**TIME:** 2:30 pm

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### **I. OPEN COMMENT PERIOD**

- a. None

### **II. CALL TO ORDER**

- a. 2:31 p.m.

### **III. LAND ACKNOWLEDGEMENT**

- a. We acknowledge that the main campus of Clemson University occupies the traditional and ancestral land of the Cherokee People. Clemson’s main campus is built on land seized through US military and diplomatic incursions culminating in the Treaty of Dewitt’s Corner in 1777. This is also land on which people enslaved by the Pickens, Clemson, and Calhoun families lived and worked, and that was transformed into the campus of Clemson University through convict labor. We make this acknowledgement to remember the histories of violence that anticipate our gathering here, to recognize Indigenous and Black claims to life and land, and to recenter those claims as we commit to better ways of caring for each other and for this land.

### **IV. APPROVAL OF THE MINUTES**

- a. Approved

### **V. SPECIAL ORDERS OF THE DAY**

- a. Ale Kennedy, Chief Human Resources Officer
  - i. May OHR events
    - 1. Employee Appreciation Luncheon, May 15 from 11:30 a.m.-1:30 p.m. at The Dish (McAlister Dining Hall)

2. Employee Resource Fair, May 29 from 9 a.m.-2 p.m. at Fike Recreation Center
- b. Tyler Saas, AVP of Technology Modernization, & Kelly Collins, AVP of Budget and Financial Planning
  - i. ERP Update
    1. University plans to go live with ERP in July 2026, work being done to lay technical and logistical foundations
- c. Chris Miller, Strategic Operations Manager
  - i. Summer Construction Updates
    1. [Summer Construction StoryMap](#)
    2. [University Facilities Construction Map](#)
- d. Recognizing senate leadership team
- e. Recognizing new senators
  - i. Candice Heatherly, CAFLS
  - ii. Emily Danuser, COB
  - iii. Justin Scott, Research and Economic Development
  - iv. Mimi Rose, CAAC (Architecture, Arts, Construction)
  - v. Mark Roth, CURF

## VI. COMMITTEE REPORTS

- a. Treasurer – Christy Babb
  - i. Budget Update
    1. Vending       \$6,629
    2. Operating     \$2,186
- b. Activities (Vicki Perry, Donna Jervis)
  - i. Upcoming Human Resources events (Employee Appreciation Luncheon and Resource Fair)
- c. Advancement (Jennifer Blyden, Marjorie Campbell)
  - i. Standing up committee meetings
- d. Communications (Cora Allard-Keese, Colby Lanham)
  - i. Call for submissions for May newsletter has been sent out
- e. Inclusive Excellence (Arthur Alvarez, Jordy Kirr)
  - i. Standing up committee meetings
- f. Membership (Beth Newton, Kristi Baker)
  - i. Standing up committee meetings
- g. Welfare (Haley Cox, Kyle Young)
  - i. Standing up committee meetings

## **VII. UNIVERSITY COMMITTEES:**

- a. Accident Review Board – Christy Babb, Vacancy
- b. Alcohol and Other Drugs Advisory Board – Vacancy
- c. Bookstore Advisory Committee – Vacancy
- d. Campus Rec Advisory Board – Ross Phillips / Rob Seay
- e. Committee on Committees –Jeff Anthony / Stacey Miller / Vacancy
- f. CompStat 360 – James Gowan
- g. Library Advisory Board – Colby Lanham
- h. Ombuds Committee –Jake Anderson / Jeff Anthony / Stacey Miller / Vacancy
- i. Parking Review Board – Matthew Burns
- j. Anyone interested in filling a vacancy should email Jeff Anthony and copy Erin Fall

## **VIII. PRESIDENT’S REPORT**

- a. 40th Anniversary - May 21st, 11:30 a.m. - 1 p.m. in Humanities Hall (Daniel Annex) atrium
- b. Spring Award recipients. Also, HR is planning to highlight employees who win unit-level recognition. Look for email from Erin Fall with more information.
- c. Community engagement
- d. Graduate School milestone

## **IX. OLD BUSINESS**

## **X. NEW BUSINESS**

## **XI. ADJOURNMENT—3:57 P.M.**

*Next meeting: June 13th at 2:30pm on Zoom only*

# Staff Senate Meeting

May 8, 2024



# Land Acknowledgement

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# Special Orders of the Day

## Special Presentations

**Ale Kennedy**

**Chief Human Resources Officer**

# May OHR Events

MAY 2024





# May OHR Events

## Employee Appreciation Luncheon

- May 15<sup>th</sup> 11:30 AM -1:30 PM
- The Dish – McAlister Dining Hall



## Employee Resource Fair

- May 29<sup>th</sup> 9:00 AM - 2:00 PM
- Fike Recreation Center



**Tyler Saas,**

**AVP Technology Modernization**

**Kelly Collins,**

**AVP Budget and Financial Planning**

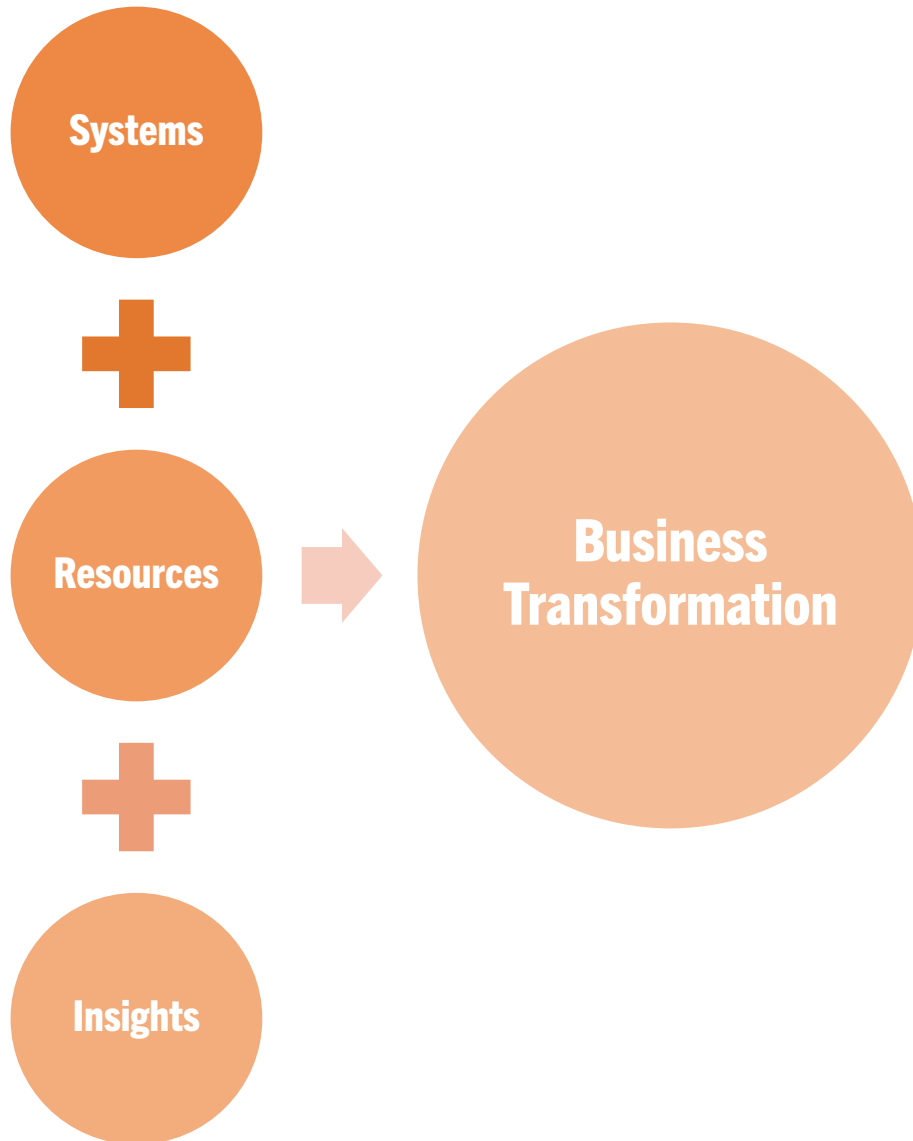
# Staff Senate Spring 2024 ERP Update

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May 9, 2024

# Today's Agenda

1. Business Transformation Refresh
2. Cadency Spotlight
3. ERP Implementation Refresh
4. Preliminary Timeline
5. Chart of Accounts Redesign Overview
6. What to Expect Next



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# Modernizing how Clemson works

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*Let's get started!*

# Business Modernization: Initiatives

Core focus is on three transformational initiatives:

## Systems

**Core Finance and HR Systems** will enable broad transformation outcomes across the enterprise and impacted functions.

## Resources

**Revenue-based Budget Model** will realign accountability and responsibility with financial results to drive long-term growth for the strategic plan.

## Insights

**Business Intelligence** will use a holistic approach to bring business analytics, data mining, data visualization, data tools and infrastructure, and best practices together to help organizations make more data-driven decisions.

# Cadency Spotlight



cadency.

- Student-led brand agency with the Erwin Center in the College of Business.
- Brand and position the new ERP with Clemson faculty, staff and student workers to ensure a successful transition and University wide adoption at go live.

# Clemson's ERP Implementation



Migrates core Human Resources and Finance processes to one system.



A cloud-based, modern enterprise resource platform.



A solution that replaces disparate, decades-old systems.



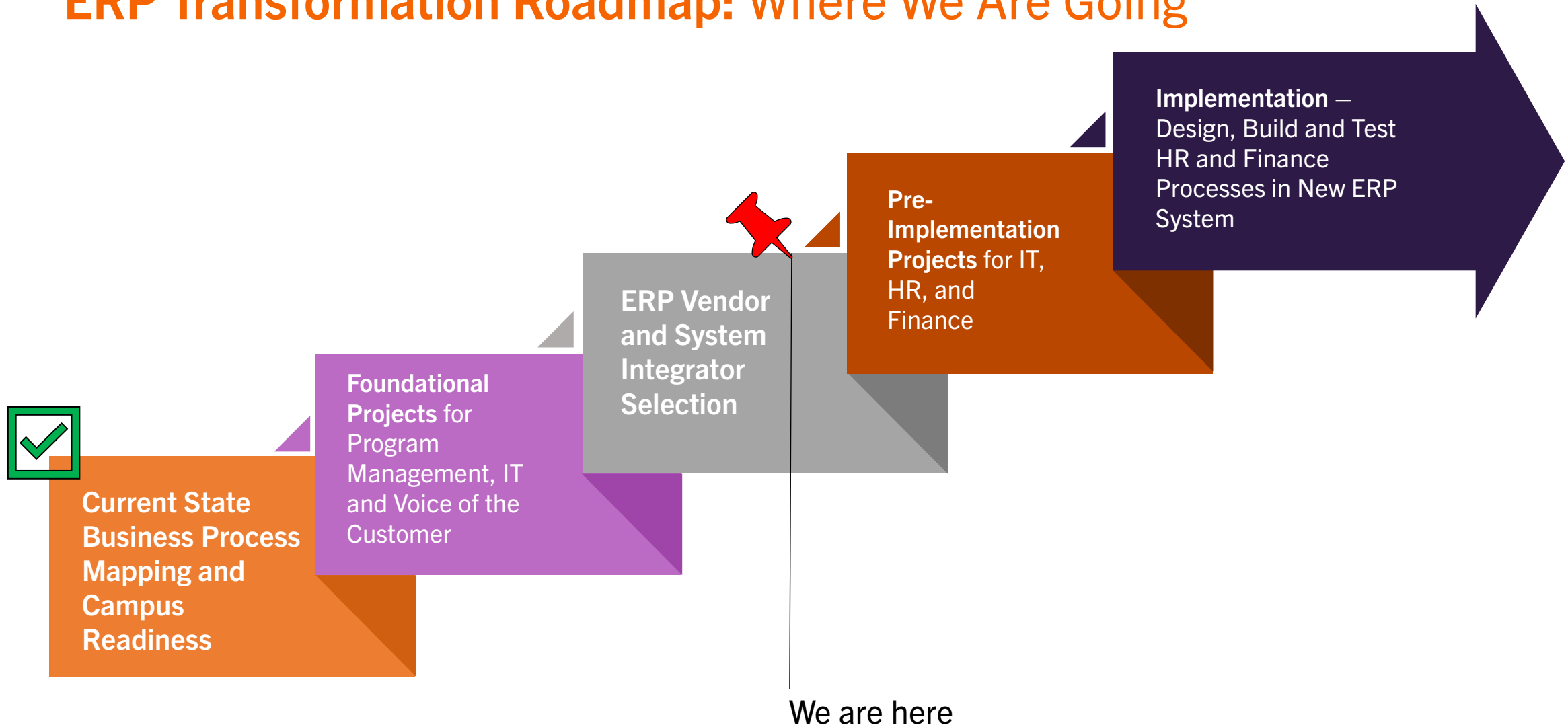
A coordinated system capable of delivering an outstanding employee experience.



Empowers the University mission of teaching, research and service.



# ERP Transformation Roadmap: Where We Are Going



# Foundational Project: Transition from Kronos to PeopleSoft as an intermediary solution for time and leave

**Kronos platform** reaches end of life December 2025, prior to when the new ERP will be available.

- Campus will need to shift from Kronos to PeopleSoft as an **intermediate solution** until go-live of the new ERP.
- Announcement published to campus in February 22<sup>nd</sup> OUR Clemson.

**Timeline:** Deployment of PeopleSoft for managing time and leave is expected to take place later this year.

**Benefits:** Ability to leverage the ERP Voice of the Customer infrastructure to manage communications and develop and deliver training to supervisors and employees. Opportunity to prepare program team and campus user groups for testing efforts required for the ERP implementation.

# Foundational Project: IT Services Teams Refresh

The ERP team has been focusing on operationalizing four enterprise services teams. Quality Management has been added as the fifth and final services team needed for the ERP transformation.

## IT Services Portfolio

### Enterprise Data Services

Ensure accuracy and reliability for the University's HR and Finance data needs within the new ERP.

### Enterprise Business Services

Maintain the new cloud-based ERP and engage with stakeholders in HR and Finance to make sure the ERP works with key processes.

### Enterprise Workflow Services

Deliver an extra layer of support for HR and Finance processes or systems outside of the new ERP but still require enterprise support.

### Enterprise Integration Services

Address ERP-related system remediation to ensure that Clemson's HR and Finance systems work together.

### Enterprise Quality Management Services

Provide a risk-based approach to testing that provides timely feedback about the state of software, products and services.

# Timeline Preview

**ILLUSTRATIVE**



PeopleSoft Time and Leave Implementation

CoA Redesign

\*Anticipate broad campus engagement on Chart of Accounts Redesign

Business Continuity & Disaster Recovery

Enterprise Data Warehouse

Revenue Based Budgeting Implementation (Shadow Period)

Enterprise Resource Planning (ERP) Core Implementation

\*\*ERP program functional area leads expected to begin full time efforts in August/September pending project planning with selected vendor.



*Go-Live for ERP system and RBB model at start of 2027 fiscal year*

ERP Hypercare

The University plans to go live with the ERP in fiscal year 2027 (July 2026), which differs from the original projections. This will align to the timeline for Clemson's Revenue Based Budgeting (RBB) implementation.

# What is the Chart of Accounts? Oh, that 23-digit account string!

The Chart of Accounts is the *heartbeat* of the HR and Finance systems.

- *Current Chart of Accounts: Fund, Class, Project, Department, Program, Account*
- Facilitates HR and Finance approvals for hiring, purchasing and other actions.
- Enables us to create management, operational, regulatory and statutory reports.
- Impacts the level of effort performing HR and Finance activities (i.e., commitment control).
- Drives systems access and role-based security methodologies.
- Impacts both the core ERP functionality and upstream and downstream systems.

# Chart of Accounts Stakeholder Engagement

Target = ~180 campus stakeholders engaged

Below is an estimated count of the stakeholders who will be engaged in the Chart of Accounts Redesign pre-implementation project. ERP PMO will work with the selected SI on how best to engage these groups.



*Additional Stakeholders*

Cross-Functional Chart of Account SMEs

# What is Next Over the Summer



Test PeopleSoft Time and Leave



Feedback from Campus User Groups on training materials for PeopleSoft implementation



Chart of Accounts pre-implementation project (faculty will be engaged in the fall)



Continue to communicate updates to campus on ERP updates



ERP implementation kickoff





**Chris Miller**

**Strategic Operations Manager**



# Clemson University Summer Construction 2024

\*Additional projects currently in the bid process may be added to the list below.

Created by University Facilities Support Services

May 8, 2024



# Staff Senate

## Committee Reports

# Staff Senate

## President's Report



***Celebrate with us!***  
***May 21<sup>st</sup> from 11:30 – 1:00pm***  
***in the Humanities Hall Atrium***

# Algernon Sydney Sullivan Non-Student Award

Julie  
Biggers



Director of Career Development, Center for  
Career and Professional Development

# Class of 1956 Staff Excellence Award

Tracey  
O'Kelley



Director, Class of 1944 Visitors Center

Ralph D. Elliott Award for  
Outstanding Service to Off-Campus,  
Distance and Continuing Education

April  
Pelt



Director of Online Education,  
College of Education





# Thomas Green Clemson Award for Excellence – Staff

Debra  
Sparacino



University Registrar  
(recently retired)



# Rowland P. Alston Sr. Award for Excellence in Public Relations

Paul  
Thompson



Urban Horticulture Agent and  
Master Gardener Volunteer



An aerial photograph of a university campus. In the center is a large, calm pond reflecting the sky. A wide, curved concrete walkway surrounds the pond, and it is filled with many people walking. In the background, there are several brick buildings and lush green trees under a blue sky with scattered white clouds.

# Staff Senate

Next Meeting:

June 13, 2024

Zoom Only