Project Updates

Go-Live June 2023

Published March 3, 2023

The project will continue to be implemented in two major phases. The following is an updated summary of what is included in each phase.

Phase One - June 2023: Employee Data and Core Human Resource Functionality

- Employee profile data (personal information and employment information)
- Recruiting and onboarding
- Payroll
- Labour relations data

Phase Two - Late Fall 2023: Talent Management Tools and Workforce Management Functionality:

- Performance management
- Succession planning
- Learning management
- Timekeeping
- Scheduling
- Compensation planning

Note: In order to address the University's complex requirements, we have shifted the timekeeping and scheduling modules to phase two of the project.

A description of what is included in these modules can be found in the Milestones section [1] of this website.

What To Expect In the Coming Weeks:

In Winter 2023 we will continue to expand our interaction with stakeholders in the following areas:

- Go-live preparations: share key system implementation dates and provide information that will enable departments to plan operationally for system implementation, e.g., data validation and training opportunities.
- A Change Champion Network will be launched to enhance stakeholder engagement and communication between the project team and U of G faculty and staff. Stay tuned for opportunities to preview the new system, ask questions and attend training.
- Scheduling – We will continue to work with stakeholders to clarify and refine advanced scheduling requirements.

We are excited to share more information with you in the coming months and appreciate your continued support and collaboration for the HRMS project. Should you have any questions or concerns, we encourage you to reach out to Grace Kahle, Manager, HRMS Project Change Management at gkahle@uoguelph.ca [2].
Name our New Human Resources System!

Published December 7, 2020

Did you know that U of G is investing in a modern, leading-edge, cloud-based Human Resources Management System (HRMS) that will transform our HR processes and enhance the user experience? Well we are, and we need YOU to help us name it!

Name our new HRMS solution!

Get your creative juices flowing! We need your help to find a meaningful name for this new campus system – one that reflects the University of Guelph and our unique culture and values. Submissions are due by midnight on January 15, 2021, with the top five entries being put to a University-wide vote and a great prize for the winner! Find out more by visiting the contest page on the HRMS website [3].

Vendor Selection and Implementation Partner

In addition to the contest, we wanted to share that together with our many campus stakeholders we have made significant progress on our HRMS journey! We are excited to announce that we will be implementing three integrated, compatible software applications to meet the comprehensive requirements of a U of G HR system:

- SAP SuccessFactors (HR/learning and development)
- UKG Workforce Dimensions (timekeeping and scheduling)
- Sodales Solutions (labour relations).

Guiding us on our implementation journey is GroupeX Solutions, renowned for their expertise in all aspects of HR systems and services with a unique lens for the higher education sector.

For those who are interested, you can find more details on the HRMS project website [4], including the next phases of the project, the timelines and project team information.

With your help, we are well on our way!

This project is jointly sponsored by Martha Harley, Associate Vice-President, Human Resources, and Dave Whittle, Associate Vice-President and Chief Information Officer.

Staff/Faculty Input Needed: Survey on New HR System Features

Published May 1, 2019

You likely received a recent email outlining the early phase of our multi-year journey to transform our Human Resources Management System (HRMS). In that email, we included sign-up links for two workshops for faculty/staff to provide feedback on potential self-service options within the new system. We were thrilled with the level of interest, as those workshops filled up right away! While we will not be scheduling additional workshops at this time, we’d like to provide an alternate method to collect feedback from faculty and staff, and ensure people have the chance to have their voices heard.

We have created a survey as a way for you to provide your feedback on potential HRMS features as they relate to:

- Recruitment
- Onboarding
- Employee data management
First Steps in Exciting HRMS Journey are Underway!

Published April 11, 2019

The University of Guelph has taken the first step in an exciting, multi-year journey to transform our Human Resources Management Systems (HRMS) and related administrative processes.

The implementation of an integrated, transformative HRMS will support the future-state vision of HR to enhance the employee experience and focus on services that add value in decision making and long-term workforce planning while diminishing the administrative burden.

The first step of this project was the creation of an Executive Steering Committee who, as champions of this initiative, will provide strategic advice and high-level oversight during the life of this project.

Next, Human Resources (HR) established a partnership with Ernst & Young (EY) to support the Discovery and Consultation phase of this project. EY, alongside the University project team, is leading a comprehensive review of:

- the current state of U of G’s HR systems and processes;
- stakeholder engagement to document needs of various departments/users;
- future-state visioning; and
- high-level system requirements.

The next critical step in the initial phase of this project is the launch of stakeholder engagement meetings across campus. This is what the Discovery and Consultation phase is all about – to understand the needs of different departments, colleges and users across campus with respect to a comprehensive HR system. Through these engagement sessions, the project team will collect key system requirements on various HR functional areas based on the lifecycle of U of G employees. The stakeholder meetings have begun and will continue throughout the month of April.

We need your input! We are holding two workshops aimed at gathering input on a key function of the new HRMS: faculty and staff self-service options. These options include the ability to update personal information, submit time-off requests, record learning and development, navigate recruitment and onboarding processes, and easily access benefits and pension information. There are two workshop sessions to choose from:

1. Tuesday, April 23, 1:00 – 4:00 p.m.
2. Monday, April 29, 9:00 a.m. – 12:00 noon

Please click this link to register for Session A: April 23rd workshop [8]
Please click this link to register for Session B: [April 29th workshop](#) [9]

Each workshop can accommodate 25 participants and spots will be filled on a first-come, first-served basis. Once you register, you will receive a calendar invitation to confirm your workshop participation.

We look forward to the discussion and your input. These early steps will put us well on our way to a transformative HRMS for U of G!

Have questions? Contact the project team at [HRMS@uoguelph.ca](mailto:HRMS@uoguelph.ca) [6].

*This project is jointly sponsored by Martha Harley, Associate Vice-President, Human Resources, and Dave Whittle, Associate Vice-President and Chief Information Officer.*

---

Source URL: [https://www.uoguelph.ca/hr/project-updates](https://www.uoguelph.ca/hr/project-updates)

Links
- [1] [https://www.uoguelph.ca/hr/milestones-timeline](https://www.uoguelph.ca/hr/milestones-timeline)
- [mailto:gkahle@uoguelph.ca](mailto:gkahle@uoguelph.ca) [3]
- [https://www.uoguelph.ca/hr/campus-engagement](https://www.uoguelph.ca/hr/campus-engagement)
- [https://www.uoguelph.ca/hr/staff-faculty/human-resources-management-system-project](https://www.uoguelph.ca/hr/staff-faculty/human-resources-management-system-project)
- [https://uoguelph.eu.qualtrics.com/jfe/form/SV_1GjpHYqWa6zw9](https://uoguelph.eu.qualtrics.com/jfe/form/SV_1GjpHYqWa6zw9) [6]
- [mailto:HRMS@uoguelph.ca](mailto:HRMS@uoguelph.ca) [7]
- [https://www.uoguelph.ca/hr/about-human-resources-management-system-hrms-project#Governance%20%26%20Advisory%20Groups](https://www.uoguelph.ca/hr/about-human-resources-management-system-hrms-project#Governance%20%26%20Advisory%20Groups) [8]
- [https://www.uoguelph.ca/learningmatters/eventreg/civicrm/event/info?reset=1&id=1438](https://www.uoguelph.ca/learningmatters/eventreg/civicrm/event/info?reset=1&id=1438) [9]
- [https://www.uoguelph.ca/learningmatters/eventreg/civicrm/event/info?reset=1&id=1435](https://www.uoguelph.ca/learningmatters/eventreg/civicrm/event/info?reset=1&id=1435)