

Human Resources and Payroll Banner-to-PeopleSoft Migration

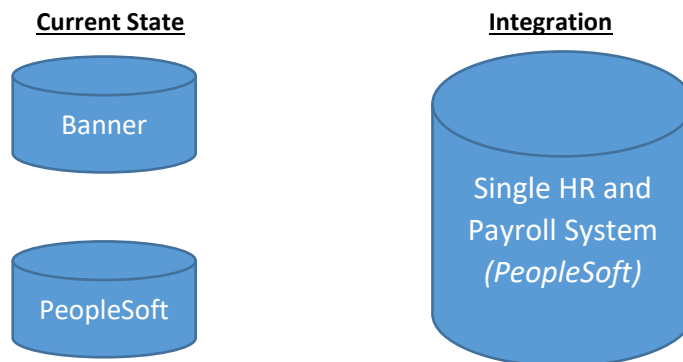
Opportunity:

The July 2013 integration of nine academic and clinical units from the University of Medicine and Dentistry of New Jersey (UMDNJ) into Rutgers University led to the creation of Rutgers Biomedical and Health Sciences (RBHS), and the integration of several central administrative units. This added more than 10,000 employees and 15 collective negotiating units to the Rutgers workforce. Following the integration, Rutgers maintained two human resource and payroll systems – Banner, for employees who joined from UMDNJ, and PeopleSoft, for employees who worked at Rutgers prior to the integration.





Strategy:

The University implemented an interim solution by migrating employee records in Banner to PeopleSoft. This created a more consistent experience for employees across the university. HR and Payroll analyzed the current state of data in Banner and mapping to PeopleSoft, and focused on comprehensive testing throughout the project, including training via workshops and job aids.

Unifying two parallel systems and processes for business services and creating a single payroll system was a significant step toward bringing together faculty and staff, and creating a more consistent experience.



Highlights and Features

 <p>Employee self-service is accessible through the myRutgers portal</p>	 <p>RBHS units use new forms for HR transactions for staff, faculty, and leave of absence</p>	 <p>Commitment accounting is performed in alignment with the new chart of accounts</p>	 <p>New and improved absence reporting</p>
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