



+ Why **UK Higher Education** Institutions need to Modernise their ERP Systems

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Scenarios covered



Reduce manual processes

UK Higher education institutions must make regulatory submissions such as HESA, HEFCE, and RAE submissions. These submissions require data collection and often institutions spend a lot of time preparing the data manually when these reports could be published straight from the system assuming those are designed in a manner to meet such requirements and to make such processes as simple as possible.



Compliance to UK payroll for public sector

The UK public sector requires implementation of the governed model for HR and Payroll pay scales, teacher pension scheme, pension auto-enrolment, sickness entitlement rules, statutory maternity pay, other family leaves, city allowances, annual leave calculations, and multiple assignments.



Integrate with Pre-awards

Example: GrantsNow with Grants Management

The FEC (Full economic costing) and other costing models such as horizon for research proposals in the pre-awards processes depend on HR data for their cost calculations. This process is made seamless if your HR solution is pre-integrated with pre-awards research proposal management systems such as GrantsNow, which in turn is further integrated with post awards Grants management systems.



Student billing can be a complex process that involves managing outstanding fees, credits given to bursary students, reconciliation, reversal of fees, and deposit management.”



Streamline student billing, bursaries and reconciliations

Many higher education institutions use specialised student management systems such as Peoplesoft Campus, Oracle EBS Student System (11i), Banner from Ellucian, Moodle, and Semestry for scheduling and timetable management. However, managing the student billing process often requires the use of enterprise resource planning (ERP) systems such as Oracle Cloud Financials, SAP, Workday, or Tech1. To achieve seamless integration between these two systems, it is important to ensure they are unified properly. Student billing can be a complex process that involves managing outstanding fees, credits given to bursary students, reconciliation, reversal of fees, and deposit management. These processes are typically distributed across both the student management systems and Account Receivables within the ERP systems.

ORACLE
ERP CLOUD



Standardise HR Processes across faculties

Different faculties within a higher education institute follow different HR processes, different systems and have silo operations. Oracle Cloud HCM implementation can challenge such a position and ensure consistency and standardisation.

Scenarios covered continued...



Support new type of roles and talents

Higher education institutes need modern systems and processes that would accommodate present day talent that seeks to play multiple roles. Moving to Oracle HCM can help institutes to not only support these newer role structures but also enable them to attract the best of talent.



Effective workforce planning

The need to simplify and standardize processes and build a single source of truth is a need for many higher education institutions. By implementing Oracle Cloud HCM solutions, institutes can empower their workforce and improve their workforce planning and financial budgeting.



Supporting the agile workforce

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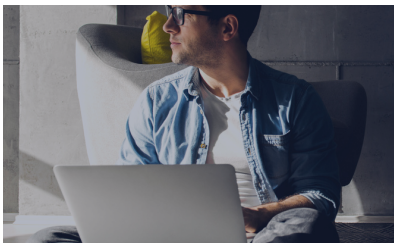
Global expansion

UK higher education institutes have a strong global branding and this allows them to set up branches and affiliates in other countries across the world. This requires a HR system that is capable of complying to different regulatory requirements in those regions, such as absence policies, payroll policies in those countries and this allows systems such as Oracle Cloud HCM to become the platform of choice for global expansion of these higher education institutes.

Challenges faced by higher education institutions



The higher education environment has constantly evolved over the last several years and presently face various newer challenges”



The rise of freelancing, moonlighting and, multiple roles

In the present-day context talent especially those around the 20 years age group—prefer to pursue multiple career roles rather than being boxed in a singular path. As a result, HR departments of higher education institutes must reassess their talent management policy to cater to those looking at working in multiple roles.

For instance, an employee, instead of focusing on student support, may also wish to take up a teaching or research role. So, it is now important for universities and higher education institutes to adopt systems that would support these newer role structures and enable them to attract the best talent.

Talent being mobile

The present generation of academic talent is highly mobile and aspires to work from anywhere and harness the power of IT to improve productivity. Use of social media or messaging platforms for internal administration communication and student communication is a case in point. Hence institutes must necessarily adapt work from anywhere and any device approach.

Challenges faced by higher education institutions

continued...



Multitude of processes and systems

The demand, therefore, is to simplify processes by bringing in unified ERP solutions that offer a breadth of solutions on the cloud and are capable of easy integrations with best-of-breed systems used by the universities. This approach brings harmony and consistency to processes across the different schools, faculties, and departments within the university. For example, institutes typically could have different calendars for different employees based on their roles. The process and the systems for routine activities such as booking leave could vary from one department to another. So, the need for standardisation and simplification of all these processes is immediate. The task is to build business processes that are measurable and simple and yet can cater to varying user needs.

Multiple sources of truth

Higher education institutes need to build a single source of truth to make effective use of their data to make decisions on staffing, and course offerings. Most often HR departments of universities and higher education institutes run on multiple systems, wherein user-defined applications result in a large volume of Excel spreadsheets. Further, there are other manual processes implemented to key systems outlining the upgrade and/or replacement strategy. Combined, these factors bring high levels of inefficiency and support risk to an organisation's operational effectiveness, given that certain key user-managed systems have no support. The heavily manual nature of the processing can mean that processes are resource heavy.

High data volumes

Universities have large amounts of data. A key benefit of moving it to Oracle Cloud is that a large quantum of that data gets streamlined into a common data source. This results in improved workforce planning, budgeting, and financial planning. Universities can also run what-if scenarios that can enable them to make decisions for the future. Oracle HCM delivers all this right to a desktop.

Why Oracle Cloud ERP and HCM suite for UK Higher Education Institutes?



Oracle offers a comprehensive Financials, PPM, Grants Management, HCM suite, and supply chain solution backed by a robust technology infrastructure. Add to this the Oracle Cloud Student System is in the making and will be launched in a year. The Oracle Cloud solution is built on a single platform with a single data model and provides consistent user experience across the solution and has pre-integrated modules across student management, student billing, and post-awards grant management that is pre-integrated with GrantsNow. It is supported by integrated social collaboration capabilities that facilitate real-time cooperation between individuals and teams throughout the business. Additionally, it offers a wide range of tools that smoothly integrate business processes. For example, the chart below offers a high-level view of the Oracle Cloud HCM offering.

Overview of Oracle HCM



Oracle Cloud Solution			
Recruitment & Onboarding	Core HCM	Absence Management	Time Management
Performance & Goal Management	Career Development	Talent Review	Learning
HR helpdesk	Health & Safety	Strategic Workforce Planning	Workforce Predictions
Work life Solutions	Workforce Compensation	Benefits Management	Payroll

Why Oracle Cloud ERP and HCM suite for UK Higher Education Institutes? continued...



Some of its key features include:



Reporting: A reporting and analytics tool that supports multi-source analysis and offers real-time decision support. For example higher education sector have various KPIs to report on for example number of papers published by the staff, diversity ratio ethnicity ratio etc which are something Oracle Cloud HCM can produce out of the box



User experience: Engaging user experience to support work on the go; the responsive user experience in the web application is also available on the mobile app.



Time & Labour: Scalable and configurable time and attendance solutions, specially when researchers have to study and work part time requiring time and labor management and labour costing across research projects and departments.



Talent: Oracle Recruitment Cloud provides best-in-class talent acquisition processes.



Talent review: Talent review module with best-in-class functionality.



Self learn: Learning module offering self-study, instructor-led and co-led learning options.



Worker performance: Predefined models for the prediction of worker performance and voluntary terminations based on multiple attributes that can be modified by the user.



Employee welfare: Work-life solution module that supports wide-ranging employee welfare options



Scale: Scalable and robust payroll product

How does Oracle HCM provide a seamless user experience for UK Higher Educational Institutes?



We will look at the journey of different types of users within a higher education institute to get an insight on how the **Oracle HCM suite** simplifies day-to-day processes.

Employee Experience

Work on the go

Oracle HCM offers the flexibility to access it via various devices—smartphone, desktop, or tablet. The screens and the functionality across all these devices are the same. The system recognises the role of the user and offers access to only those areas that an employee is entitled to view. For example, employees can access only those items relevant to them such as tasks, payslips, leave allocation, performance reviews, and performance analytics. An employee can view pending tasks, perform relevant actions, and be updated on key events, policy changes and notifications.

Unified platform for all needs

The digital assistant allows the user to communicate with the system either via text or speech without accessing the screens themselves. For example, to schedule fresh leave, the employee using a digital assistant can either chat via text or use the microphone option to speak from wherever they are—at their desk, or while they are travelling. The system also notifies the respective line managers in case the user is performing multiple roles. This digital assistant can be made available either within the system or through other social media platforms wherein the user could access relevant information without necessarily logging into the application. Most importantly, the system can be configured by the universities to regulate and restrict the information that can be shown to the user while they are within the institute's network and when they are outside it.

How does Oracle HCM provide a seamless user experience for UK Higher Educational Institutes? continued...



Continuous feedback

The comprehensive and easy-to-use performance review module supports today's employees' demands; especially the management of multiple roles. A user can set goals to plan their career growth and compare the relevance of their skills to a position available within the university. This module not only simplifies the processes but also offers the institution the flexibility to stay in touch, monitor and share feedback on employee performance continuously rather than just annually. However, it can also integrate continuous feedback into a more traditional annual review.

The system offers employees visibility of their various roles and projects and enables them to interact and file reports to the manager concerned. For instance, apart from the line manager, employees may collaborate with other managers on special projects. Designed to be responsive, it allows users to complete performance review forms through any device—mobile, tablet, or desktop—and as seen in the digital assistant, the user can use the keyboard or the microphone to add the information. Further, institutes can choose a format that suits their purpose for creating the questionnaires—pre-defined questions, check boxes, or free text boxes.

Empowering Managers

Managers such as cost center managers or principal investigators, and faculty leads, can drill down to the front-line reporter, and access team members' tasks, status updates, performance progression, historical performance review patterns, leave and absences, etc. It displays relevant modules including role-based analytics on performance, log-in details, and timelines of their own and that of their team members.

How does Oracle HCM provide a seamless user experience for UK Higher Educational Institutes? continued...



Role management

The system intelligently guides the line managers to perform tasks such as modification of employee location, timings, and compensation with an easy-to-use screen. For example, if a team member requests a remote-working option, the line manager can approve and make the required modifications in the system for the criteria required; a change in working location could also affect working hours and compensation. All of this can be done easily by the manager without having to fill out massive sets of information. Access is, of course, role-based and restricted.

Apart from day-to-day activities, the system empowers managers and supervisors to fulfill responsibilities such as hiring and onboarding. They can send a welcome message, order for new equipment, and assign tasks for a new employee using the system. Similarly, they can put in staffing requests and schedule interviews and tests using the same module. Users can define tasks using the checklist capabilities within the solution for different transactions.

How does Oracle HCM provide a seamless user experience for UK Higher Educational Institutes? continued...



New Employee Onboarding

In higher education, a student can become a bursary, and be paid from HR/Payroll, and in the future could become a full-time staff, and could again become a student for their masters at which time they become a customer again. Let us consider the use case of Helen. Helen would have completed her application on the recruitment platform and that information is picked by the system and displayed across all the departments. The key here is Helen has keyed in the information herself there are no manual entries either by the HR or any other teams.

Building system familiarity

Often, the gap between hiring and starting work is roughly about 1-3 months. In this gap, a lack of communication can result in employee loss. Keeping in touch then becomes important. This is where the Oracle HCM onboarding process can play a key role. You can use that platform to introduce the organisation, share orientation and training videos, complete formalities and document submissions, etc. So, when a pending worker logs in, he/she will not only get to see their tasks but also the aspects that need to be completed before their actual date of joining. Contact details for clarifications and task completion status are provided. So, if a manager notices that the pending worker has not completed the onboarding process, he could alert the HR team.



Why Oracle Cloud Grants and GrantsNow for Higher Education Institutes



Oracle Financials and Grants Management offer a wide range of analytics that cater to different users and roles. Whether you are a grants administrator or VP of finance, the analytics are designed to help you manage your tasks and responsibilities effectively. The dashboard, for instance, is 100% delivered by Oracle and includes all the components you need to manage your grants.

On the dashboard delivered by Oracle Grants as shown in the image, you can view all the various components that are important for managing your awards, such as expiring awards, trends from a sponsor perspective, and work perspective. What's more, these analytics are not static and can be worked with to suit your needs. For instance, you can switch between viewing a graph by sponsor or principal investigator to see each of the PIs and their total funding.



Moreover, these analytics can be extended to add functionality to it. For example, if you want to see somebody's distribution or how their salary is going to be allocated, you can drill in to see how her salary is being distributed across different grants. The Oracle Cloud PPM with Grants allows you to look at different versions for different periods of time, and you can see the various grants that comprise the trend.

Apart from these features, the dashboard also offers several prompts on the left that enable you to filter down the data to a certain area or person or sponsor, updating everything you see on the right. Additionally, the financial components offer a breakdown of the financials, such as grants in the process of being overspent and underspent, giving you a clear picture of how the funds are being spent.

Why Oracle Cloud Grants and GrantsNow for Higher Education Institutes



Another essential feature is the expenditure categories graph, which shows you how your funds are being spent and the major categories that you're spending on. The graph displays the biggest cost, which is usually labor, and other components like equipment. If you want to know what makes up the equipment or any other component, you can drill into the details from a transactional perspective and also go into Procure to Pay (P2P) subledgers to see where these are sourced from.



The analytics are based on your security as a Grants Administrator means that you have complete control over what you see and what other business users can see. This security feature ensures that you only see data relevant to your role and responsibility, making it easier to manage your tasks. The system also has several other elements like financial reports, adjustments, purchase processes, and invoice approval, all of which help you manage your grants effectively.

Why Oracle Cloud Grants and GrantsNow for Higher Education Institutes



“It automatically identifies which Grants are relevant and applies indirect costs and **benefits** based on the type of expenditure.”

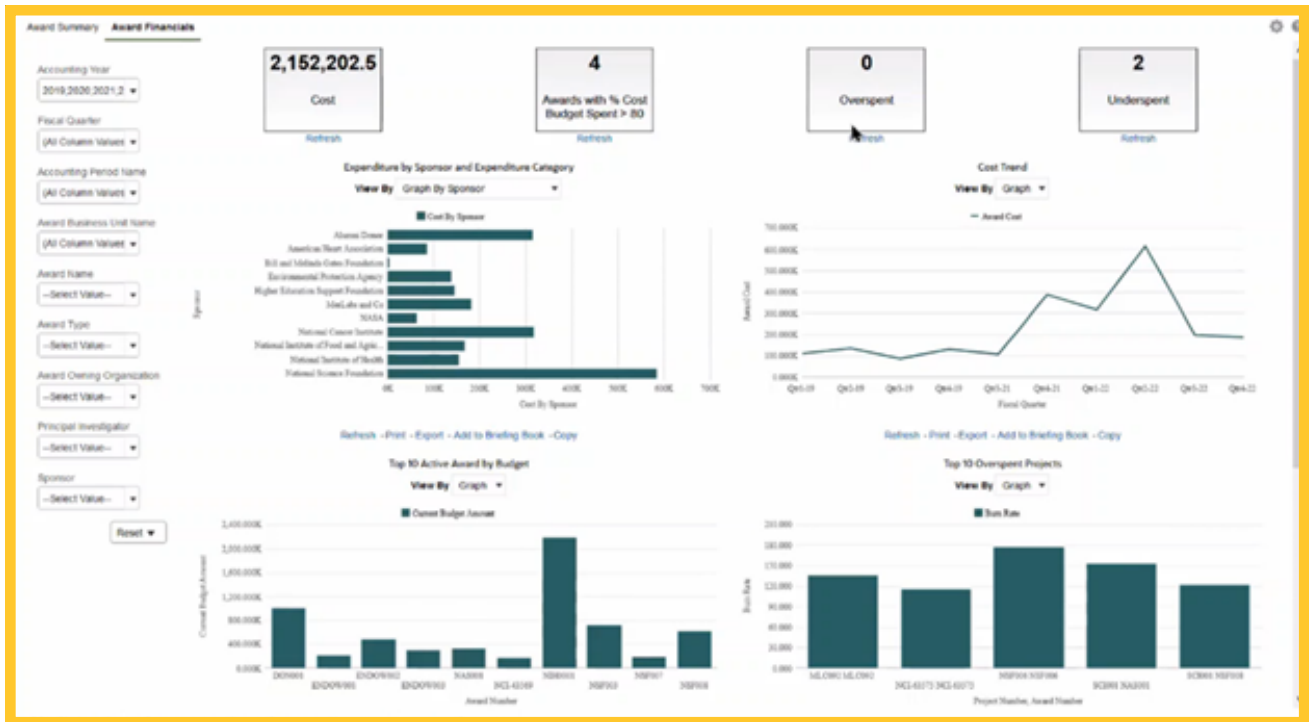
Oracle Grants system offers a variety of features that can help streamline the grants process and provide important information at your fingertips. One key feature of the Oracle Grants system is its dashboard interface, which allows users to access information without having to run reports or perform manual searches. This means that users can quickly see the status of grants, view budgets, and track expenditures all in one place. Additionally, the dashboard offers a comprehensive view of the entire grants process, from award management to financial reporting.

The Oracle Grants system is fully integrated with the Oracle Cloud, so there's no need for users or implementers to perform any additional setup or integration. It automatically identifies which Grants are relevant and applies indirect costs and benefits based on the type of expenditure.

Users can see exactly what costs have been charged to their grants, including invoices, draws, and any other expenditures. The dashboard also allows users to track aging of grants-related expenditures and drill down into the details of specific grants and sub-recipients.

In addition to managing grants, the Oracle Grants system also enables users to track internal funds and manage budgets for regular business operations. Users can enforce policies and conditions to ensure compliance with grant terms and conditions, such as preventing the use of grant funds for alcohol or nuclear material etc,

Why Oracle Cloud Grants and GrantsNow for Higher Education Institutes



The structure of the Oracle Grants system allows for one or more projects within a grant, making it easy to allocate funding to different PIs or manage multiple funding sources. Users can define expenditure types and control spending at various levels, from the overall project grant down to the expenditure type level.

Overall, the Oracle Grants system offers a comprehensive set of features to help organizations manage their grants and finances more efficiently. With its intuitive dashboard interface and easy integration with the Oracle Cloud, it's a valuable tool for anyone involved in grant management.

To sum it up, Oracle Financials and Grants Management analytics are powerful tools for higher education institutions, catering to different roles and responsibilities. They offer seamless integration between the various components of the student management systems and ERP systems, making it easier to manage the awards management process.



Fusion Practices Solution

Fusion Practices (founded in 2009) is a UK-based organisation which has achieved “Expert Accreditation” status from Oracle Corporation and has helped multiple global organizations through their financial transformation journey.

We have helped our customers to automate the reconciliation process by implementing oracle Account reconciliation cloud services. With our strong understanding of European financial industries and proven track record in implementing Oracle solutions with predictable outcomes, we can help your organization through your automation journey to automate your reconciliation business process.



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