



Enterprise Resource Planning

Enterprise Resource Planning (ERP): a category of business-management software—typically a suite of integrated applications—that an organization can use to collect, store, manage and interpret data (Wikipedia, 2016-02-19)

Update

It's official! The San Bernardino Community College District is launching its new ERP solution. In line with strategic planning and vetted by program review, a diverse team of college and district staff, end users, IT experts, deans and managers, have identified Oracle America and ADP as the vendors best suited to help our district as we transition into the future. Oracle will provide SBCCD with a financial and business software system and ADP a human resources and payroll system.

No longer sufficient to support its human resources, finance, operations and business functions, the district's systems left it exposed to increasing risk in the areas of compliance, financial activities, and day-to-day operations. These systems also placed the colleges at a strategic disadvantage in meeting the needs of their students. The contracts approved by the Board of Trustees at its January 21 meeting will pave the way toward the future and provide enormous benefits to the district.

The next steps in this exciting process include finalization of contracts and timelines for moving forward, identification of an internal project manager, and embarking on an evaluation process for becoming fiscally independent from the County, which is targeted for July 2017. We will continue to provide updates in this exciting, complex and challenging endeavor.

New Systems Benefits...

Alleviation of Current System Problems

- Paper and data-entry
- Inaccurate
- Difficult to access data
- Damaging to customer service
- Too complex
- Unnecessarily time consuming
- Data maintained outside the ERP (spreadsheets, report tools, etc.)
- Business processes maintained in separate systems
- Lengthy cycle times
- Poor cross-district collaboration
- Duplicative effort

Cloud Technology

- Disaster Recovery
- No servers to maintain, replace or upgrade
- 24/7 system availability
- Automatic software updates
- Data security



Imaging

- Fully integrated out-of-the-box imaging
- Full document control

Mobile

- 24/7 system availability
- Real time access
- Efficiency & flexibility

Analytics and Dashboards

- Enables the District to gain insight from data for key metrics to facilitate data-driven decision making
- Increases visibility and transparency
- Ease of use
- Time saving and increases operational efficiencies

Configuration Instead of Customizations

- Electronic routing of documents, event notification, and automated processes based on triggers
- Workflows can be changed as preferences and requirements evolve
- Allows ERP system to evolve with changes in business processes and practices
- Less complex than customizations
- Less expensive than customizations

Modern Finance

- Perform analysis
- Greater interaction with decision makers
- Dashboards for immediate information
- Not maintaining spreadsheets
- Minimal data entry and/or collecting information
- Less time developing reports
- More time analyzing data

HR & Payroll

- Employee focus
 - Self-Service
 - On-line Paystubs
 - On-line W2's
 - Benefit management
 - Leave management – sick, FMLA, CFRA/PDL, WC
 - ACA management
 - Personal Time Off requests
 - On-line work reports
 - HR Analytics
 - E-Personnel Files
- Onboarding
 - New hire report/hiring proposals
 - I-9 verification
 - Notifications of new hires
 - HR Analytics
- Talent Acquisition
 - Create and approve job requisition
 - Job postings
 - Management of pool of applicants
 - Creating job offers
 - HR Analytics
- Performance Management
 - Electronic performance reviews
 - Goal setting and tracking
 - HR Analytics
- Succession Planning
 - Organization chart
 - Talent assessments including potential readiness
- Employee Learning
 - Create and maintain course catalog
 - On-line registration
 - Maintain schedules, training locations, rosters, etc.
 - Track employee feedback on training

