

What is SOAR?

SOAR is a **collaborative project** involving the Division of Business & Finance, specifically the departments of Financial Planning & Analysis, Financial Accounting & Reporting, Information Technology Services, Human Resources, the Division of Research & Innovation and campus stakeholders to **implement the cloud-based system, Oracle.**

Oracle will replace our current **financial and human resource systems** and provide the campus with **increased efficiency through automated processes and robust reporting.**



The new systems will launch on July 1, 2025.

Program Leadership

Rene Bustamante



Executive Sponsor
Executive Vice President & Chief Operating Officer

Maria Alam



Program Owner
Chief Human Resources Officer

Deborah Becker



Program Owner
Assistant Vice President, Financial Planning and Analysis

Jeff Delaney



Program Owner
Chief Information Officer

Shirley Ford



Program Owner
Assistant Vice President Acct Rep Univ Controller

Nick Papas



Program Owner
Executive Director of Procurement of Contract Services

Colette Williams



Program Management
Director, University Process Improvement

Karen Bell



Program Management
Associate Chief Information Officer

What is Oracle Cloud?

Oracle Cloud is an integrated suite of SaaS applications, enabling a **single ecosystem to manage the business and automate many functions** related to technology and services for financial and services for financial and human resources business processes.

Why the Change?



- HR and Finance processes, reports, and technologies have **pain points** that **hamper faculty and staff to effectively do their work.**
- Current systems are **aging and fragmented**, with an increasing number of bolt-ons and workarounds.
- We must **create efficiencies, replace manual processes** and duplicate data entries **with standard simplified business processes.**
- Need **automation, workflows, tracking** and **improved self-service.**
- Desire **robust reporting capabilities** with increased data transparency
- Banner has reached its life on premise and needs to **shift to a modern user interface**



Benefits of the Change

Introduce improved self service tools

Reduce & Consolidate Systems

Provide real time visibility into business processes

Streamline & Automate Processes

Improve the end user experience

Deliver robust reporting