

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

Steve Lackey



Program Owner
Interim Assistant VP of Financial Accounting and Reporting & University 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

WHAT'S CHANGING?

FUNCTIONS TRANSITIONING JUNE 2025

eContract
Employee Information Updates
Kronos
Learning Curve
SAMS Performance Reviews
Seperation and Clearance Form
Web Time Entry
WorkForm

Chrome River
Fixed Assets Workflow
Records Inventory
Spreadsheet Budgeting
Tiger Buy

Budget Revision / Budget Transfer Form



LAUNCHING JULY 2025

ORACLE

Oracle Human Capital Management (HCM)

Delivers human resource applications and cloud technology to streamline workforce management, including employee self-service.

Payroll, Time, & Labor

- Time keeping
- Payroll processing

Talent & Performance

- Performance Management Administration
- Learning

Compensation & Benefits Recruiting

- Compensation Administration
- Employee Benefits
- Enrollment

- Talent Acquisition (recruiting & onboarding)

ORACLE

Enterprise Resource Planning (ERP) / Finance

Delivers financial applications designed to automate and streamline financial management.

Record to Report

- General Ledger
- Chart of Accounts
- Banking
- Asset Management

Projects & Grants

- Contracts & Grants
- Capital Projects
- Related Receivables

Procure to Pay

- Procurement
- Payables
- Payment
- Supplier Management

ORACLE

Enterprise Performance Management (EPM)

Delivers budget and reporting applications designed to plan, budget, and forecast.

Planning & Budgeting

- Financials and Workforce Planning and Budgeting

Financial Reporting

- Financial Reports and Analytics