

Controller's Unit Organizational Alignment



Basic Principles



Core Changes

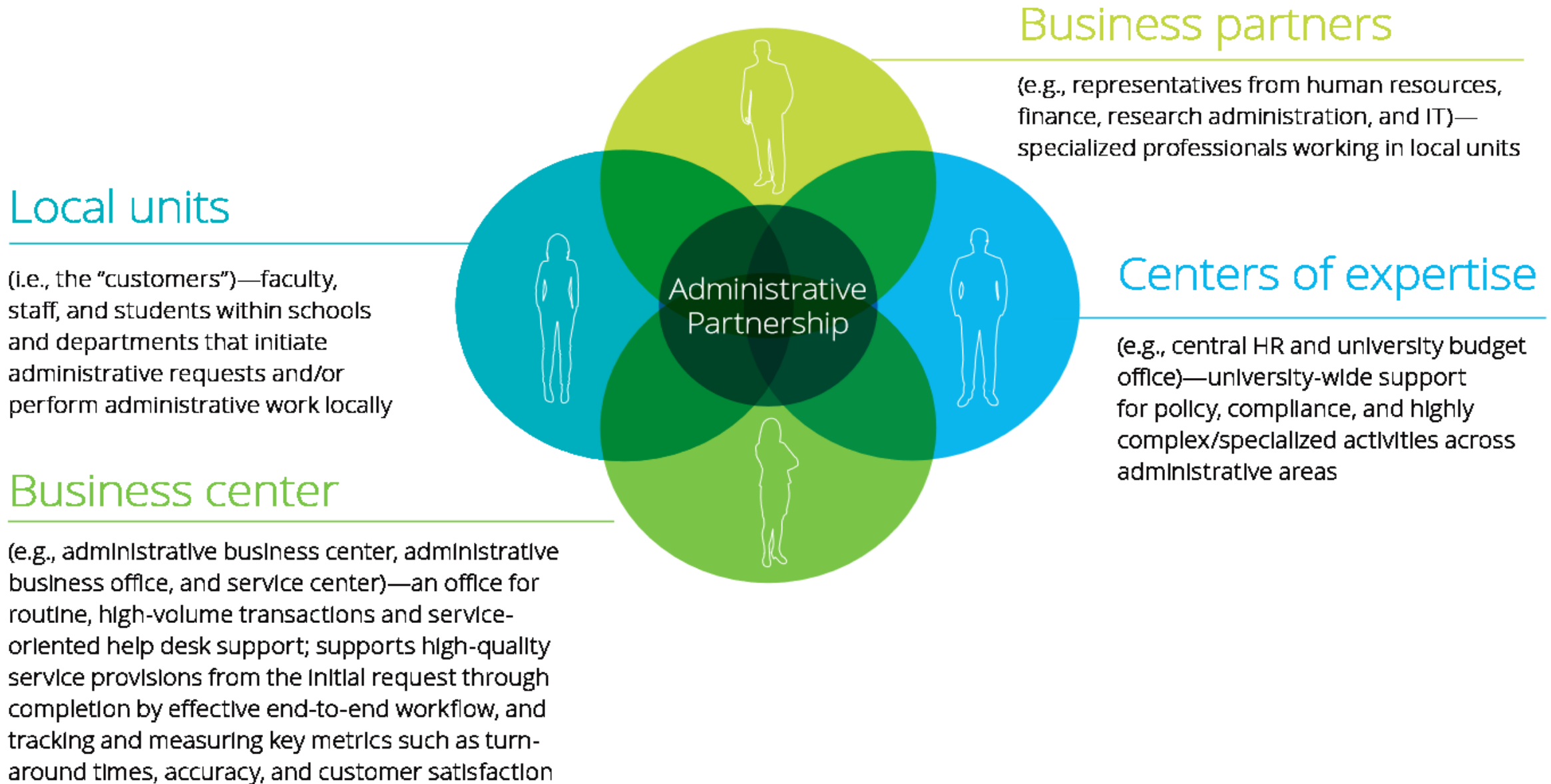


Timelines

Controller's Unit Organizational Alignment

- The higher education landscape puts pressure on universities to increase service, optimize technology, improve accuracy, balance risk, and better organize business processes.
- This need is reflected in the DFA Framework for Success projects and in SP 4.0's call to integrate and simplify technology systems, data practices and policies to increase our organizational agility.
- The Controller's Unit (CU) is using the Administrative Partnership Model (APM) as a basis for our future state organizational structure, which focuses on administrative partnerships with the goal of maximizing the value of business processes and services.

Administrative Partnership Model



Controller's Unit Future State Vision

Vertical:
Functional Leadership
Business Process
KPI/Metrics
Resource Allocation

Horizontal:
Mission Accountability
Client Interface
Financial Stewardship
Decision Support

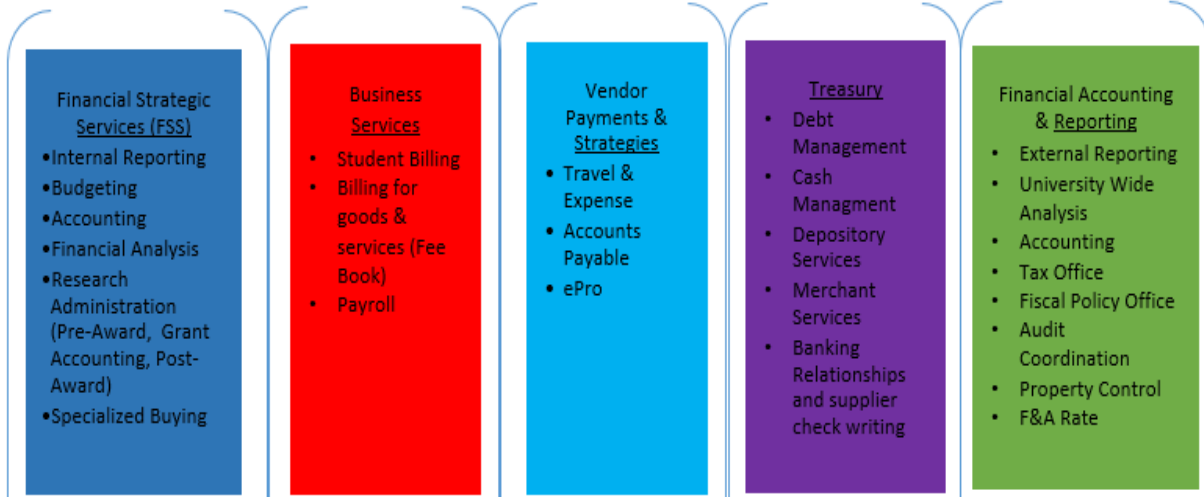
Local Units Business Partners



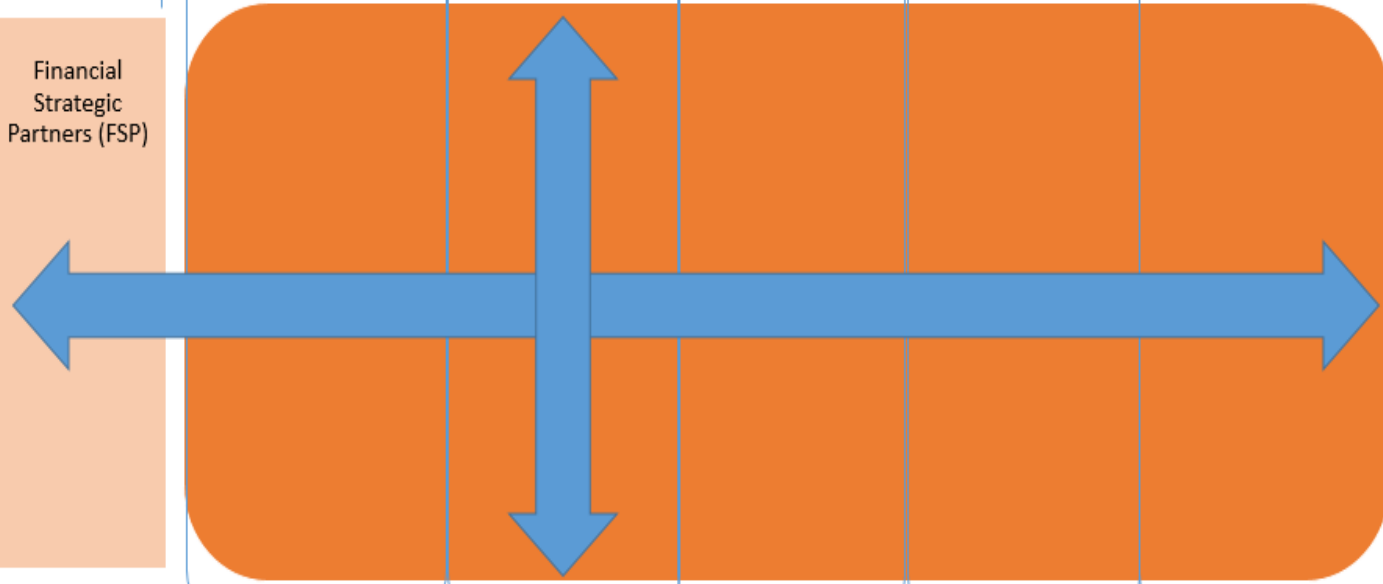
College/Unit A
College/Unit B
College/Unit C



Financial Strategic Partners (FSP)



Cross functional team dedicated to supporting unit. Functional staff are under common leadership for business policy and process to support high-quality service from initial request through completion. Highly effective end-to-end workflow, tracking, and measurement of KPI's.



Technology Resources and Platforms

Controller's Unit Administrative Partnership Model

Associate VP for Financial & Controller (Heidi Sann)

Financial Strategic Services

Financial Strategic Services – Colleges
(Tom Fenske, Director)

Financial Strategic Services – Student
Affairs (Erica Dodson, Associate Director)

Financial Strategic Services –
Administration (TBD, Associate Director)

Centers of Expertise

Treasury (Heather Hesano)

Financial Accounting & Reporting (Mark
Fryman)

CU Operations and Service Centers

Accounts Payable (Alex Sims)

Travel (Alex Sims)

Accounts Receivable (Lissa Perrone)

Payroll (Lissa Perrone)

Student Billing (Lissa Perrone)

Transformation Strategy

People

Strategic Objectives

APM Goals

DFA KPIs

CU Org Alignment Objectives

Attract develop & retain excellent & diverse people

Develop subject matter expertise; clear & transparent communication; cross training & career pathing

Provide professional development pathways for unit staff

Operational Excellence

Create systems & procedures that support stakeholder success & achieve competitive advantage for university

Continuously improve processes; Use tech to meet customer's needs; Use metrics to measure performance & deliver value

Clarify roles & responsibilities under common leadership

Financial Sustainability

Manage resources for the maximum benefit of stakeholders

Meet annual budget targets; Provide services at a competitive cost

Address capacity & budgetary constraints

Risk

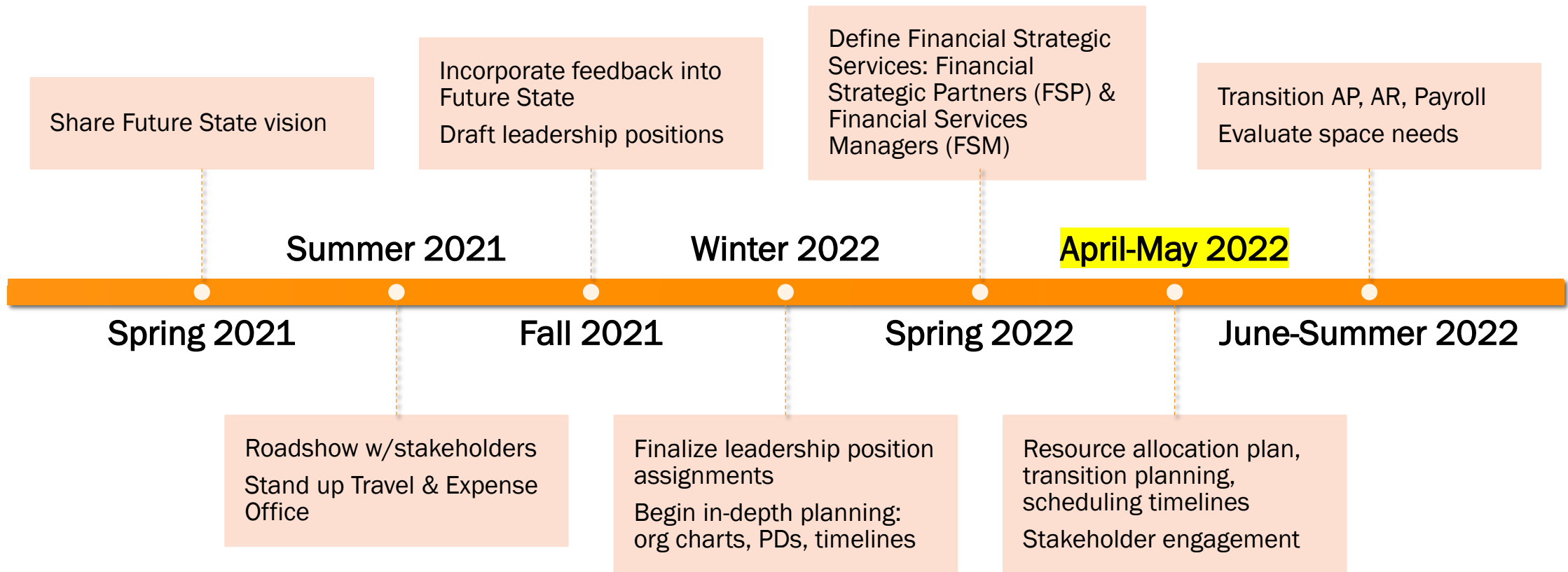
Manage compliance, financial & reputational risks

Create better data visibility; Provide better process quality

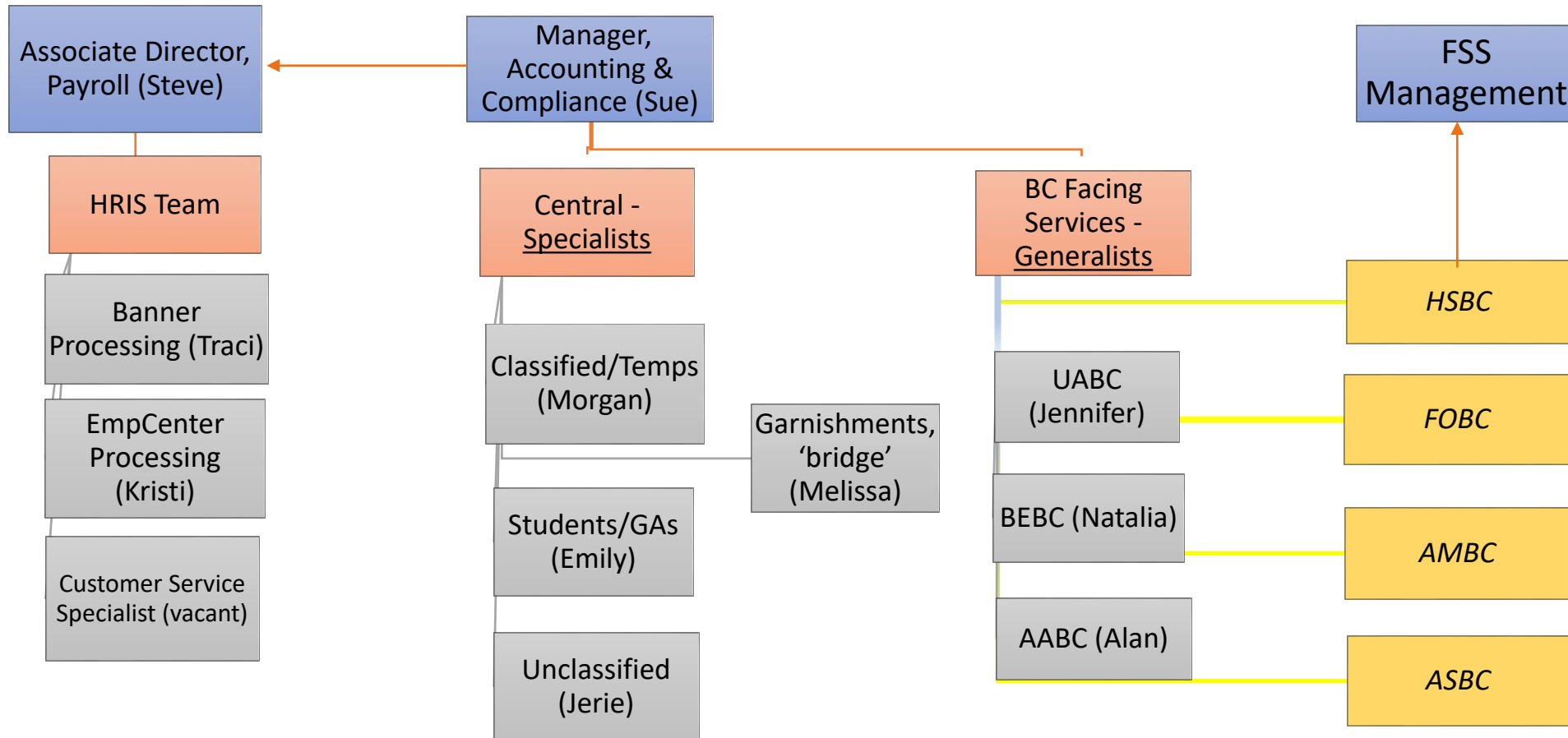
Enhance the control environment thru standardizing policies & procedures & a balanced approach to risk

CU Organizational Alignment Milestones & Next Steps

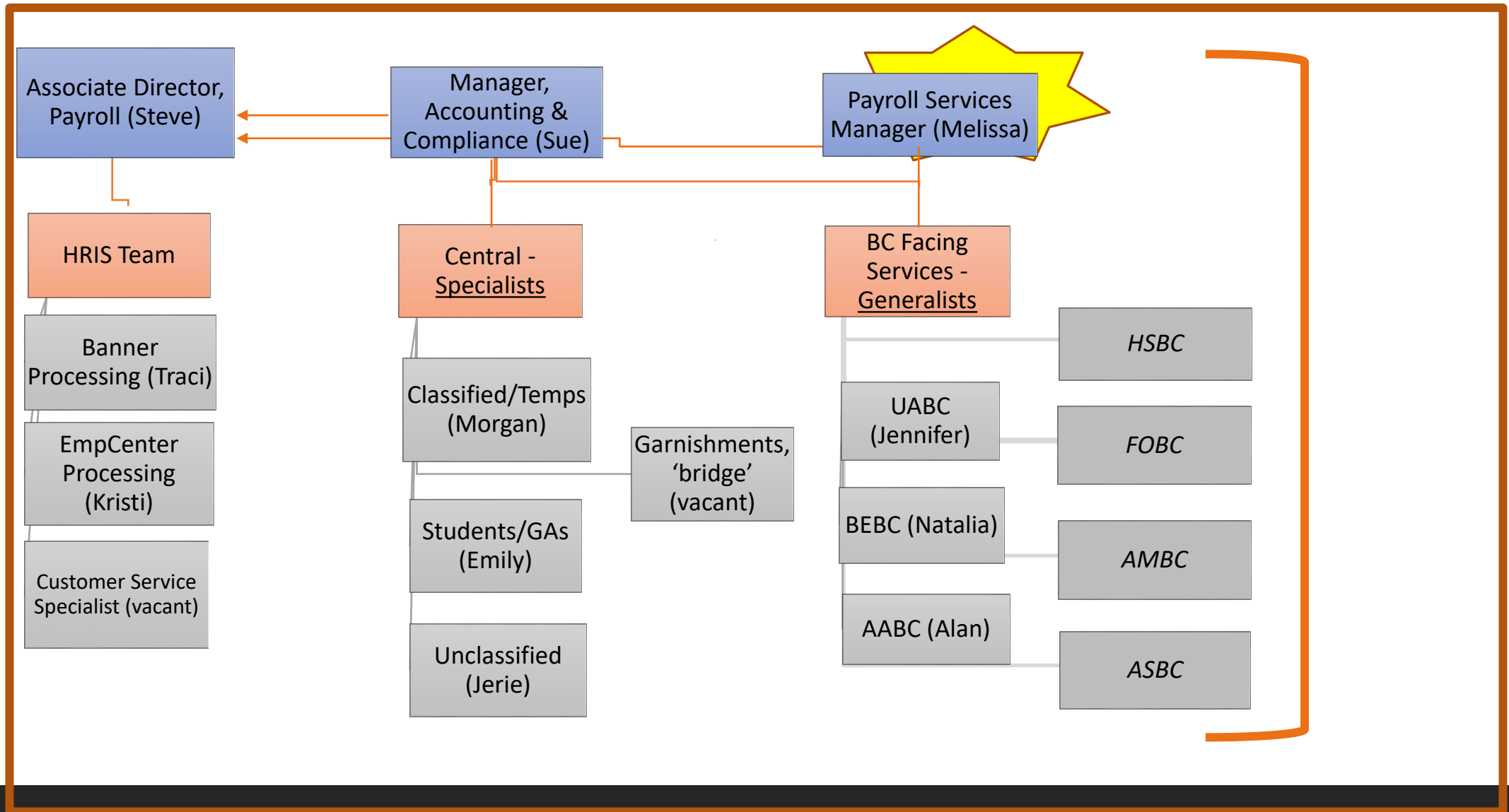
<https://fa.oregonstate.edu/controllers-unit-organizational-alignment/controllers-unit-organizational-alignment-milestones-and-next-steps>



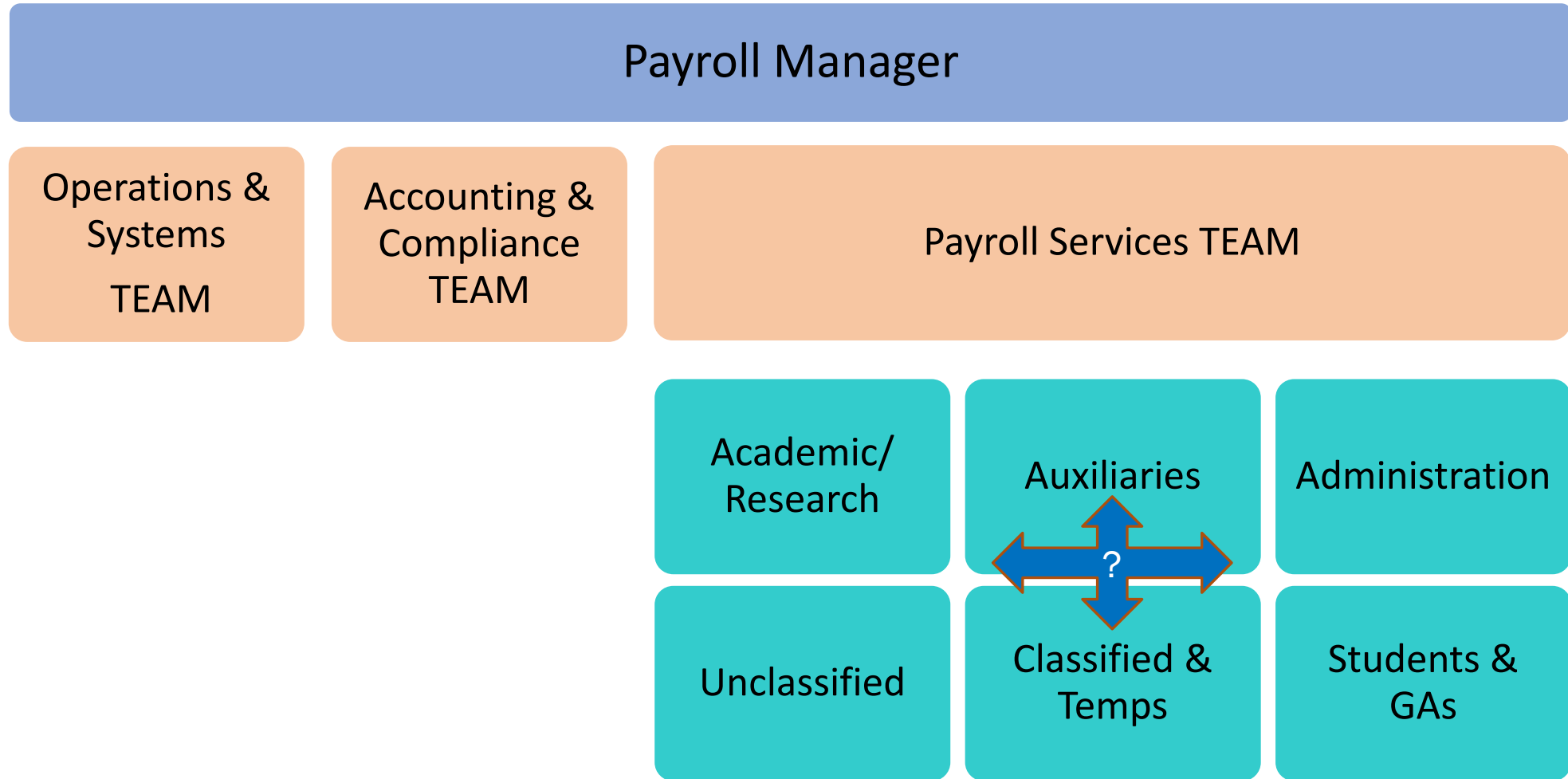
Current Payroll Structure



Next Step Payroll Structure



Future Payroll Structure





For more information and updates please visit the Controller's website

<https://fa.oregonstate.edu/controllers-unit-organizational-alignment>

Payroll Topic: Fiscal Year-End Close

▶ Sue Hall

▶ Payroll Accounting & Compliance Manager

Payroll Fiscal Year-End Close

- ▶ Extra payroll posting June 9th
- ▶ Mid-month posting June 16th
- ▶ Removing payroll encumbrances June 18th
- ▶ Zero sequence posting June 24th
- ▶ No July encumbrance posting
- ▶ PHAREDS reopens June 27th and closes noon on June 30th
- ▶ Final posting June 30th

Payroll Fiscal Year-End Close

- ▶ No period 14 for payroll- any redistributions processed after June 30th will post in FY23, period 1
- ▶ FY HRIS roll is July 5th
 - ▶ No update access to NBAJOBS on July 5th until roll is complete but view access available.
 - ▶ No new positions can be set up between July 1st and July 5th.
- ▶ PHAREDS will not be open until July 26th after July zero sequence payroll is posted and August 1st encumbrances are established.