



Oregon State University Human Resources

Benny Hire Project Update

Project Objectives

Benny Hire is an IT solution to implement a more streamlined and consistent process to hire hourly student employees and Graduate Assistant positions using Salesforce. The Core Project Team and IT Advisory Team have been convening stakeholders across the university to complete the following project objectives:

- Create and provide feedback on a process map that demonstrates a diagram of processes, systems and stakeholders involved in the system and the workflow associated therein.
- Create a solution that will reduce the number of systems a user has to interface with in order to complete the recruitment and hiring process.
- Create a dashboard for stakeholders to review the status of a recruitment and be able to track the hiring process, identifying next steps and approximate process time expectations.
- Develop a plan for implementation that includes testing, real-time feedback and builds in a process improvement cycle, as well as a detailed communication plan to various stakeholders.

Key Milestones

- In collaboration with the Salesforce Shared Use Org, the Benny Hire Core Project Team and IT Advisory Group completed two Mini-Sprint events.
 - Mini-Sprint #1: The teams concentrated efforts on the architecture and options within Salesforce. The foundation for how to build fundamental areas of the system including email construction, request forms, and API or integration processes were started.
 - Mini-Sprint #2: The team focused efforts on the details of the various systems working with Benny Hire. Experts and the Core Project Team spent concentrated time with IT experts looking at wireframes, user interfaces and discussing detailed decisions on system integration components.
- The Core Project Team and IT Advisory Team commenced demonstrations on key components of Benny Hire to gather feedback and make further refinements.

Schedule/Timeline

- A university-wide, phased implementation will occur for fall 2018 appointments
 - Graduate Assistant: anticipated go live date-7/30/2018
 - Hourly Undergraduate: anticipated go live date-9/17/2018.
- Graduate Assistant job changes have a projected implementation date of November 2018 to address winter term changes and beyond.

Next Steps

- Finalization of the system components and architecture with a concentration on the Graduate Assistant solution.
- Advisory groups will continue to be convened in May and June to demonstrate and gather feedback on individual components of Benny Hire.
- Testing for Benny Hire with Graduate Assistant positions will commence in July. Testing for undergraduate, hourly positions will follow in August. We will engage both a classroom testing format as well as Beta Testing Groups.

For additional information about the Benny Hire Project, including information about [our Steering Committee, teams and advisory groups](#), please visit the [Benny Hire website](#).