



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 and Graduate Assistant positions using Salesforce. The Core Project Team and IT Advisory Team have been convening stakeholders across the university, including representatives from colleges/units, human resources, information technology, and payroll in a project team or subject matter expert work groups. These groups are working to complete the following project objectives:

- Create and provide feedback on a workflow diagram that outlines a map 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 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 detailed communication plan to various stakeholders.

Key Milestones

- The Core Project and Technical Teams met with the Steering Committee in mid-November 2017 to discuss leadership's expectations and support for the team's efforts.
- Stakeholder Advisory Groups were assembled to gather information about roles in the current process, things that work well, current obstacles and what an ideal system would include.
- The team completed a second round of Advisory Group feedback sessions to review the draft process maps, provide feedback and make necessary additions and changes.
- The Core Project Team gathered information and data, and assembled Benny Hire form drafts to assist in the development of the system.
- The Steering Committee approved the additional scope of adding Graduate Assistant job changes to the first phase of the project. This will provide a solution to current issues regarding appointment changes while addressing recent changes and clarifications to the CGE collective bargaining agreement.
- The Salesforce Shared Use Org successfully completed the Mini-Sprint event where stakeholders across the university came together to build the foundation for Benny Hire.

Schedule/Timeline

- Following Advisory Group feedback, the Core Project Team and IT Advisory Team will implement pilot groups for summer 2018 hires to work through the system and identify areas of improvement and further refinement.
- A university-wide implementation and go-live date will occur for fall 2018 appointments hires.
- Graduate Assistant job changes has a projected implementation date of November 2018 to address winter term changes and beyond.

Next Steps

- Continuation of design work will continue with the IT Advisory Group and Core Project Team with future opportunities for the Mini Sprint participants to re-convene and continue assisting.