



Office of HUMAN RESOURCES NEWSLETTER



August 2019

Oracle Cloud Update!

The Oracle Cloud Change Management team is focused on creating enterprise wide programs, opportunities and interventions for all employees, regardless of your role or responsibilities at TCNJ. Please reach out to any of us with questions about the implementation at lamboyj@tcnj.edu, catinoy@tcnj.edu, dibella@tcnj.edu or woodski@tcnj.edu

Our promise to you is a holistic experience.

There are two acronyms that denote TCNJ’s Oracle Cloud technology. FAST represents HR and payroll modules, also called HCM. PACE symbolizes the enterprise resource planning systems which are also called finance modules.

Together we are: Setting the FAST PACE

- F** Fusion Payroll & Benefits Administration
- A** Absence Management and Time & Labor
- S** Software as a service HR Solution
- T** Talent Acquisition & Talent Management



- P** Procurement
- A** Accounting
- C** Cash Management
- E** Employee Self Service



Many of you have a role in the implementation of Oracle Cloud; others have seen updates, twitter posts, viewed the Oracle Cloud Implementation website, observed testing of the system as it occurred in computer labs, attended one of many finance Cloud information sessions, and/or joined the Human Resources and Career Services departments last week for our first Change Champions Meet Up during which we laid out the plan to partner with you in preparation for this monumental operational revolution.

Preparing for FAST PACE

We truly value the support of those of you who have agreed to be change champions. Your collaborations and partnership are making this our project implementation.

There will be technical training workshops, and other interventions, where the target audience is specific to a particular Oracle element, often aligned with the implementation of finance modules. Certain Human Capital Management (HCM) modules will be impactful for all TCNJ employees. For instance, the payroll, health and welfare benefits and absence benefit modules will require each and every employee to gain familiarity with how to navigate the HCM Cloud, and all employees who have hiring responsibilities will need to learn the new recruitment processes, many of which will become self- service and paperless.



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Throughout the remainder of the 2019 calendar year, and beyond, we will keep you abreast of when and where technical training and familiarity sessions will take place, and strongly encourage you to stop in, as often as possible, to prepare for TCNJ’s future business processes in Oracle Cloud. To learn more, click here: [Oracle Cloud website](#)

Learning & Development: The Cloud Change Management Series

The change management learning series begins in August and will end in December. The series was developed for all staff and faculty, including those of you who have a role in the Oracle Cloud implementation. The program is designed to build upon each prior session. We encourage you to register for any session you’re able to attend even if you were unable to attend a prior change management workshop. Below are the workshop descriptions for the first two sessions, along with the registration links. The first module will occur later this week, on August 8th. There’s still time to register!

Change is Coming! – August 8, 2019

During Change is Coming, we will discuss what the Cloud is, why we need it and what the change management team will do to support the transition.

Cloud 2020: The Weather Forecast -September 9, 2019

During the second session, The Weather Forecast, we will address the Cloud and how it will change the campus and your role. The Weather Forecast will describe where we are today, and what the future holds.

Cloud 2020: A Change is Coming!	8/8/19	Education 115	10:00 – 10:30 am
Cloud 2020: The Weather Forecast	9/10/19	Education 115	9:30 – 10:15 am
Cloud 2020: What’s Your Change Style?	10/7/19	Education 109	9:30 – 11:00 am
Cloud 2020: Developing a Growth Mindset	11/6/19	Education 109	9:30 – 10:30 am
Cloud 2020: Embracing Change	12/5/19	Education 109	9:30 – 11:00 am



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ShredFest 2019



The Office of General Counsel's Compliance Office hosted their first annual ShredFest on Monday, July 29th. The success of ShredFest is due to the participation of the 10 departments which allowed for the proper registration and shredding of over 180 boxes.

The Compliance Office would like to send a special thank you to Valerio "Val" Ungarini and his team, Iron Mountain's employees Greg and Tim and our participating departments.

Thanks and we look forward to your participation in ShredFest 2020!



Energy Program Extended Work Days Come to an End

Though the dog days of summer continue, the extended work day program ends this week. Friday, August 16th, will be the last summer Friday of the 2019 calendar year. The week beginning August 19th is the start of regular five day work weeks.



Students Return to Campus

Move in for students will begin on Thursday, August 22nd and will continue through the weekend. Please plan accordingly and be mindful of parking restrictions throughout campus.

New Employees

Please join us as we welcome TCNJ's newest staff members!

They are: Kyla Tucker, Eun Lee, Caitlin Babcock, Casey Saverio, Danny Fessler, Chelsea Lebo, Dana Wilson, Bryan Read and Megan McParland.



Princeton EAP

You may now contact the EAP via a confidential email address: EAP@PRINCETONHCS.ORG An EAP Counselor or Office Coordinator will respond as soon as possible. The **confidential** email will be monitored Monday through Friday from 8:00 am to 5:00 pm. Type *[Secure]* in subject line to ensure confidentiality.

For urgent matters or on evenings and weekends, please call the EAP at 800-527-0035 or call 911.