A monthly newsletter tracking Tennessee Tech's progress toward implementation of its new Enterprise Resource Planning (ERP) system.

August 2024

As Tech's campus begins another exciting and busy academic year, the Talon project team is finishing the "foundation" phase of the project, and the "define" phase of the project will soon begin.

In this phase, project team members will work to outline current business processes for HR, finance and the business office to identify opportunities for process improvements, streamlining and the use of best practices to configure the Talon system so it is optimized to take full advantage of its capabilities.
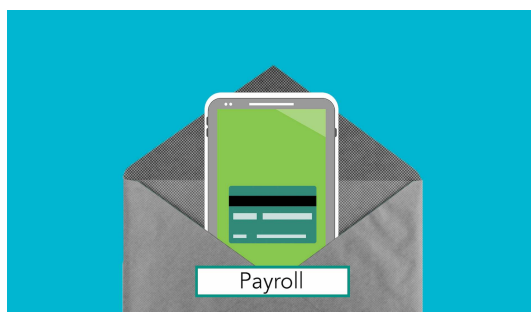
During this phase, various stakeholders from across the campus will be asked to participate in discovery sessions to provide input, share information and help the project team understand processes from their vantage points.

Talon Talks: Dr. Claire Stinson

This month, Kevin Vedder, Associate VP of Human Resources, sat down with Dr. Claire Stinson, VP for Planning and Finance, to discuss the latest on the Talon implementation timeline, what she is most looking forward to about the project, and the everyday benefit Talon will provide to Tech faculty and staff. Watch a video of their conversation at the link on the right-hand side of your screen.

Watch here!

BIG NEWS: Changes to payroll frequency are coming!

In response to the campus-wide survey conducted earlier this year, we are excited to announce the transition to a bi-weekly payroll frequency for all non-exempt hourly paid employees (students, graduate assistants, temporary employees, and clerical staff employees) when Talon is implemented!

Pay will be issued every two weeks based on hours worked. With this comes more frequent pay, shorter wait times for pay adjustments (e.g., retroactive adjustments, the start of pay, etc.) and a predictable pay schedule.

Faculty and exempt staff employees will stay on a monthly pay frequency. However, the payroll cutoff for entry items will be moved to the 25th of the month instead of the 15th of the month. Pay will still occur at the end of the month, but with a shorter period for variance, payroll changes and entry items will be easier to capture.

Payroll will also have the ability to process and pay an individual payroll outside the normally scheduled payroll when needed. Employees will no longer be asked to wait for the next monthly payroll for significant payroll items outside of the normal pay schedule. Payroll dashboards will also be available at your fingertips to see your personal payroll information, as well as for those employees for whom you approve time for and the budgets you manage.

Stay tuned for future updates on the features we'll be able to utilize with this robust new system!

Talon Testimonial

Each month, we will bring you a short message from a member of our university community with their perspective on the importance of our transition to Talon and how it will benefit our students, faculty and staff. Find this month's message below:

Talon will soon transform Tech's business operations and the staff in the Business Office can't wait for the campus to see all the new and enhanced functionality! The new ERP system brilliantly unites detailed financial information with robust analytical and reporting tools in a user-friendly interface that I know will be a welcome change to all of us.

Comprehensive financial tracking on grants and projects, powerful budgeting and forecasting tools, enhanced payroll options, and customizable end-user dashboards are just a few of the highlights we are excited to showcase. I'm looking forward to engaging with the campus on developing the new system in a way that delivers congruence with the latest ERP technology and best business practices for our university!

Emily Wheeler
Associate Vice President for Business & Fiscal Affairs

Save the date!

There will be a Talon Townhall open to the campus community on Tuesday, September 17, from 3:00-4:00 in the Lab Sciences Commons, Room 1211. This is your opportunity to learn more about the Talon system and the project that is underway.

Don't forget to visit the Talon project website at **www.tntech.edu/talon** that contains project information, news, and resources, and please reach out to the Talon team members anytime with questions or feedback at **erptalon@tntech.edu**.

You can also stay apprised of our implementation timeline **here** and find a list of frequently asked questions **here**.