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

July 2024

Since the inaugural Talon Tracks newsletter was sent out in April, Tennessee Tech has established a strategic partnership with Huron Consulting Group to assist with the implementation of Oracle Human Capital Management (HCM) and Enterprise Resource Planning (ERP) over the next eighteen months. **Click here** to see the Talon project website, which has the latest information and an updated project timeline.

Huron has extensive experience in higher education business system transformations and has partnered with the university in the past, including strategic planning, cloud planning/readiness and research administration improvement opportunities. We are excited about this collaboration and leveraging Huron's expertise, solutions focus and continuous improvement methodologies to maximize the full capabilities and functionality of the Oracle system.

Where are we now?

The project is currently in the Foundation Phase that will conclude in mid-August. Work is focused on project management, change management & communications, system design confirmation workshops and developing an implementation strategy for the five project phases that will follow: Define Phase, Develop Phase, Confirm Phase, Transition Phase, and Realize Phase.

In addition, significant progress has been made in establishing a new Chart of Accounts (COA). This is another foundational piece that serves as a building block for implementing the new system. The COA organizes and categorizes accounts in the university's general ledger that is used for budgeting, reporting, procurement, payroll, asset management and all other financial management activities to comply with federal and state accounting and audit requirements as well as providing financial information used for strategic planning and resource management.

Why it matters

Using a structured project plan that is built on interrelated business functions, activities, and processes, along with the inclusion of key stakeholders and business partners from across the university, matters for several important reasons:

- By basing the project plan on the full range of business functions, activities, and processes, the configuration of Talon can address the complete end-to-end needs of the university. This helps ensure that critical requirements are not overlooked, and that Talon is configured to support the institution holistically.

- Engaging stakeholders and business partners from different areas of the university promotes alignment across functional areas. This cross-functional coordination helps identify interdependencies, resolve potential conflicts, and create synergies that optimize the overall solution.

- The inclusion of stakeholders and business partners provides access to deep institutional knowledge about existing processes, pain points, and opportunities for improvement. This insight can inform more effective Talon configurations that meet the university's unique needs.

- By accounting for the interconnected nature of business functions, the project plan can anticipate and address potential impacts on downstream processes. This helps minimize disruptions to ongoing university operations during the Talon implementation.

- Basing the project plan on a holistic understanding of the university's business environment positions Talon to adapt to evolving needs, strategic priorities, and organizational changes over time.

In summary, a structured project plan that engages cross-functional stakeholders and business partners is critical to ensuring Talon is configured to provide comprehensive, aligned, and sustainable end-to-end support for the university.

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:

I am excited about the cutting-edge technology embedded into Talon's HCM application that includes the responsible use of A.I. capabilities to provide powerful new tools to help aid hiring managers in quickly identifying top talent and providing insights into new or under-utilized talent pools for various positions, especially highly skilled or hard to fill positions. Talon will be able to match candidates to relevant position openings based on their profile, experience and career interests, thereby improving recruitment efforts and identifying ideal candidates for open positions across the university.

Kevin Vedder
Associate Vice President of Human Resources

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Stay connected

Learn more about our transition to Talon at **www.tntech.edu/talon/** and reach out to members of our team 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**.

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