



CASE STUDY

The University of Houston System

Organizational Profile

University of Houston System
Houston, TX

Solution Profile

Applications Implemented:

Financials
Human Capital Management
Campus Solutions
Portal

Hardware:

Sun ES1000 Production Server
ES6500 Reporting Server
E420R Application Server

Operation System:

Unix Sun Solaris

www.uhsa.uh.edu

“UHS has all the complexities of a major university system and a large research institution. As we have endeavored to improve our processes and become more efficient through the deployment of PeopleSoft, CIBER has been there to help us. Our partnership with CIBER has provided UHS with the means to better service our students, faculty, staff, and administration.”

Craig Ness
Executive Director for Academic Budgets and Administration
University of Houston System

SUMMARY:

The University of Houston System (UHS) is comprised of four separate campuses. Each campus operates as an individual academic institution and originally ran on completely different systems. UHS needed one integrated software system that would increase process efficiency and integrate reporting of all four campuses that still needed to run independently.

During the project UHS had specific goals:

- Integrated reporting that would allow UHS to match numbers in their student system with numbers in their financial systems
- A HRMS system that would deliver HR functions individually by campus but also handle a combined payroll cycle
- A Financial system that would deliver flexible reporting that could be tied back to the generating modules (including payroll and student financials)
- A Student Administration system that could provide a unified system while still enabling each institution to pursue its separate mission

CHALLENGE:

UHS had several separate systems that needed to be converted into one integrated system. This involved the complete transformation of their existing systems. Interface issues proved to be the largest obstacle in the success of the project. There are many different interfaces necessary for various state agencies in addition to the substantial customizations required for the following:

- Encumbrance of payroll
- Reallocation of prior payroll expense
- Leave accrual
- Student fee assessments
- Coordination Board reporting
- Interface of Web applications
- State of Texas payroll reimbursement
- State of Texas personnel reporting

SOLUTION:

UHS selected the PeopleSoft suite of products from Oracle because it integrated all three major systems and was capable of multiple business unit implementations. At the time of selection, PeopleSoft was the only software vendor that could fully integrate and produce reports across all the applications (HRMS, Financials and Student Administration) that UHS required.

UHS selected CIBER to implement PeopleSoft because of their extensive business experience in higher education coupled with their PeopleSoft product knowledge. CIBER was the consulting firm best able to deliver the level of expertise necessary to successfully implement all three applications into a fully integrated system. CIBER's willingness to work with all team members eliminated problems associated with independent decision-making and allowed UHS to take advantage of efficiencies introduced by the PeopleSoft software.

CIBER and UHS implemented the core PeopleSoft modules for Human Capital Management (HRMS) and Finance at four campuses as well as the full Campus Solutions (student administration) system on one campus. Financials and Human Capital Management were implemented using a centralized approach, but set-up decisions required consensus among the four institutions.

The initial implementation of student functionality was focused on the upper-class, two-year University of Houston – Clear Lake. With a stabilized core system in place and a solid model for deployment, UHS and CIBER then turned their attention to the rollout of Campus Solutions for the UH main campus and the Victoria campus. The project team also delivered on the upgrades of the system-wide Human Capital Management System and the Campus Solutions System at UH-Clear Lake to the latest version of PeopleSoft. All of the systems are maintained at the UHS resource park facility just south of the UH main campus. The HR and Finance Departments are centralized as well. The delivery of student administrative services is decentralized and maintained by each component University. As a result of this set-up and deployment, each University has preserved their individual identities and close relationships with students and faculty while the UH System is able to achieve economies of scale on project expenditures. This ensures a solid return of investment.



BENEFITS:

CIBER's business process expertise helped UHS take full advantage of the benefits of integrating its systems while limiting possible problems. A single update of common information without interfaces has reduced data entry time and the possibilities for mistakes or different interpretations of the truth. This also has enabled the different UHS departments to have greater access to accurate and timely financial statements.

Another benefit to the PeopleSoft deployment has been the common use of a database and database elements for both Human Resources (and payroll) and the student administration modules. This has allowed for a single update of common information without interfaces which is valuable for students who are also employees. There are common reference points and set-up tables so duplication is not required. UHS has achieved transparency in the procedures to maintain the synchronization between business process owners from different groups. Students have achieved significant benefits through the adoption of online access to information. They are enrolling with greater efficiency than ever before. They are utilizing the robust self service functionality to review classes, make payments, and edit profiles, all online in real time. This has reduced the need for face-to-face interaction with administrators while cutting down on long lines and paper processing in many departments on the campuses.

LEARN MORE:

To learn more about CIBER's solutions, please call us at 800-242-3799 or visit www.ciber.com.

About CIBER, Inc.

CIBER, Inc. (NYSE: CBR) is an international system integration consultancy and outsourcing provider with superior value-priced services and reliable delivery for both private and government sector clients. CIBER's services are offered globally on an outsourcing, project or strategic-staffing basis, in both custom and enterprise resource planning (ERP) package environments, and across all technology platforms, operating systems and infrastructures.

Founded in 1974 and headquartered in Greenwood Village, Colo., CIBER now serves client businesses from over 40 U.S. offices, 25 European offices and seven offices in Asia/Pacific. Operating in 18 countries, with more than 8,500 employees and annual revenue of approximately \$1.2 billion, CIBER and its IT specialists continuously build and upgrade clients' systems to "competitive advantage status." CIBER is included in the Russell 2000 Index and the S&P Small Cap 600 Index. CIBER, the Reliable Global IT Services Partner.

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