

Reduce Costs and Increase Services in the Cloud



CASE STUDY

Challenges: Multiple standalone, disparate systems in place to support operations across three higher education institutions, with unique institutional requirements, compounded by data integrity and visibility issues

Solution: Implementation of Oracle Cloud Finance, Oracle Cloud HCM, and Oracle Cloud Procurement, with custom security, integrations and reports

Outcome: Shared services model with streamlined business processes in a single application footprint that supports all institutions

Project ENSEMBLE Objectives

Green Mountain Higher Education Consortium is a consortium of three Vermont colleges: Champlain, Middlebury and St. Michael's, all three ranked among the top national liberal arts colleges in the U.S. Partnered together, their goal was to find ways to collaborate in administrative services common to all three institutions, in order to create greater efficiency and help reduce costs over the long term while increasing service levels for the member institutions. Project ENSEMBLE was the Digital Transformation program to fulfill the mission of the Consortium to improve services and reduce overall

costs for the member schools, by replacing the current legacy systems with an integrated Oracle Cloud ERP Financials and HCM solution that supported all business processes.

Project ENSEMBLE

The Scope

Project Ensemble included an initial project to provide advisory services to review and provide feedback and recommendations in support of the development of new business processes, referred to as BPRR (Business Process Reimagine and Redesign). BPRR was an enterprise-wide, cross-institution project that evaluated and re-imagined each business process in a shared



Green Mountain Higher Education Consortium

INDUSTRY

Higher Education

APPLICATIONS

GL, Fixed Assets, Payables, Receivables, Cash Management, iExpenses, Core HR, Onboarding, Offboarding, Payroll, Time and Labor, Absence Management, Benefits, Compensation, Talent, Learn, Purchasing, iProcurement, Planning and Budgeting Cloud Service

SOFTWARE

Oracle Cloud

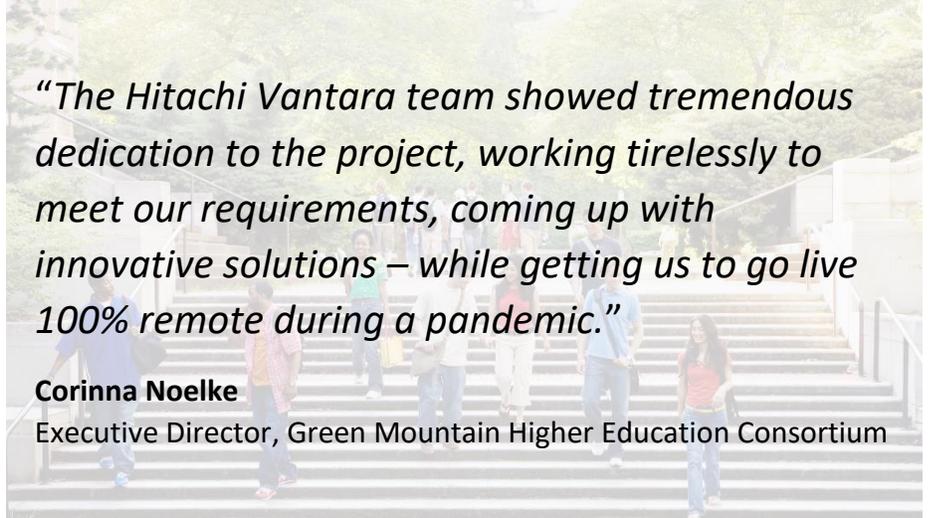
OUTCOMES

- Single application footprint, with data segregations, supporting all institutions
- Shared services model
- Streamlined business processes
- Lower total cost of ownership

environment and, where applicable, as a shared service, and redesigned processes for HR, Finance, IT and data governance in advance of the new system implementation. BPRR was followed by the implementation of Finance and Procurement, followed by the implementation of HCM and Payroll. The implementation also included multiple integrations, workflows, custom security, and reporting.

The Solution

The implementation of Oracle Cloud applications, including Finance, HCM, and Procurement, also included workflows, self-service, mobile access, and custom security roles to separate access to the colleges while implementing the solution in a global single instance. Solutions were developed to address and automate special pay (i.e., stipend, grants, etc.), notifications not possible through workflow, non-resident alien tax treaty benefits, school year student taxation, and special absence management needs as a result of the COVID-19 pandemic. With Oracle HCM Cloud as the system of record for worker data, the solution included custom integrations with multiple downstream systems and third-party benefit and tax compliance providers. The roll-out also



“The Hitachi Vantara team showed tremendous dedication to the project, working tirelessly to meet our requirements, coming up with innovative solutions – while getting us to go live 100% remote during a pandemic.”

Corinna Noelke

Executive Director, Green Mountain Higher Education Consortium

included shared services models for Accounts Payable, Benefits, and Payroll functions.

The Outcome

The implemented solutions resulted in streamlined, automated processes with efficiencies and improved data integrity gained by the institutions. Also, workers gained efficiencies using mobile devices for time entry, workflow notifications, and other self-service actions. With the implemented workflows, the institutions have witnessed decreased time in processing what used to be paper-based approvals. Furthermore, the implemented platform enabled the institutions to remove disparate systems, utilizing a shared solution on a single platform, gaining efficiencies in support needs and documentation, further reducing

total cost of ownership. Finally, the solutions deployed are scalable, and with the gained efficiencies, the institutions are better positioned to more quickly deploy new functionality as available via the cloud release.

COVID-19 Impact

The COVID-19 pandemic struck prior to go-live, but that did not stop the project. The project teams continued their collaboration and activities, and successfully rolled-out the go-live remotely.

About Hitachi Vantara

We solve digital challenges by guiding you from what's now to what's next. Our unmatched industrial and digital capabilities benefit both business and society.

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