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Unified ERP Update Spring 2026



What is the Unified ERP Project?



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- ERP stands for **Enterprise Resource Planning**
- The Unified ERP will replace current disparate institutional legacy applications used for core Finance and HR processes
- Through the unification and standardization of these systems onto **a single, modern Software as a Service (SaaS) Enterprise Resource Planning (ERP) platform** across the entire University System of Georgia



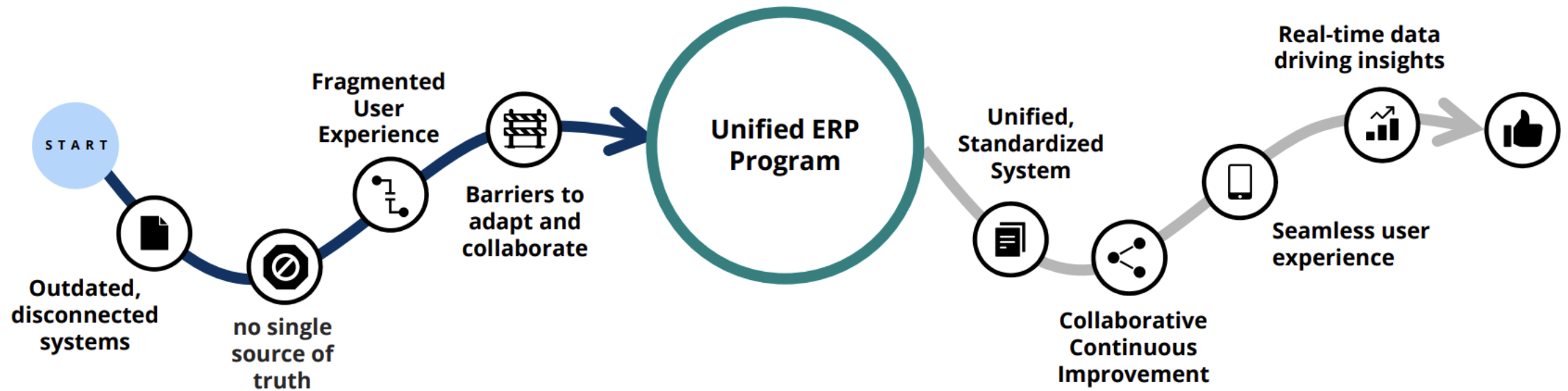
Unified ERP Overview



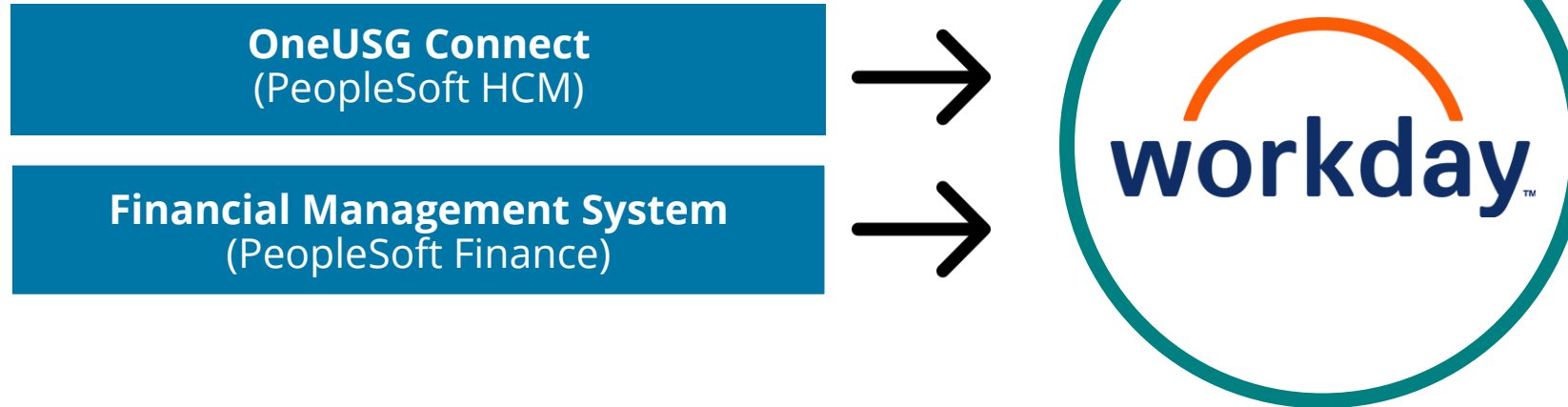
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Where We Are Across the USG (Current State)

Where We're Going (Vision)



Go LIVE is July 2028



What Changes with Workday?

- Continuous improvement
- Processes adapt to the system
- Configuration, not customization
- Standardization across institutions
- Business-led ownership
- Early and ongoing change management

Guiding Principles



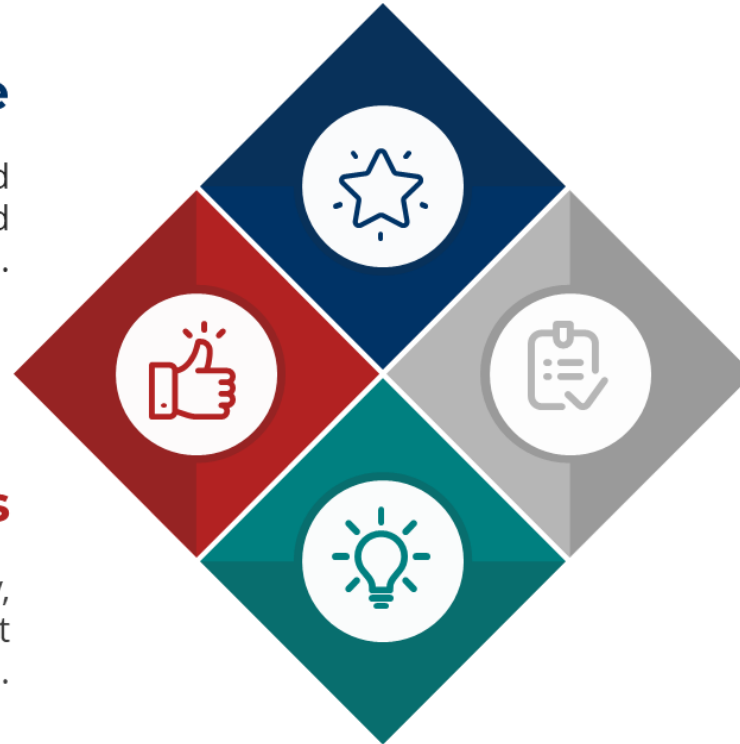
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Single

Remove duplicates, cut fragmentation, and keep everything unified – both data and processes.

Success

Achieve a system that people can use easily, find helpful, and get value from – not one that just launches.



Standard

Standardize processes and configurations to promote efficiency, scalability, and shared best practices.

Simple

Prioritize simple, easy-to-understand solutions that minimize risk and confusion – design processes for clarity and ease of use, with Workday in mind.





Guiding Principles as a Compass

Build Together

Align cross-functionally to maximize efficiency



Simplify to Amplify

Focus on clarity and sustainability to strengthen adoption and long-term value.



Standard



Be Bold, Innovative, and Purposeful

Drive progress through innovation, consistency, and continuous improvement

People First, Always

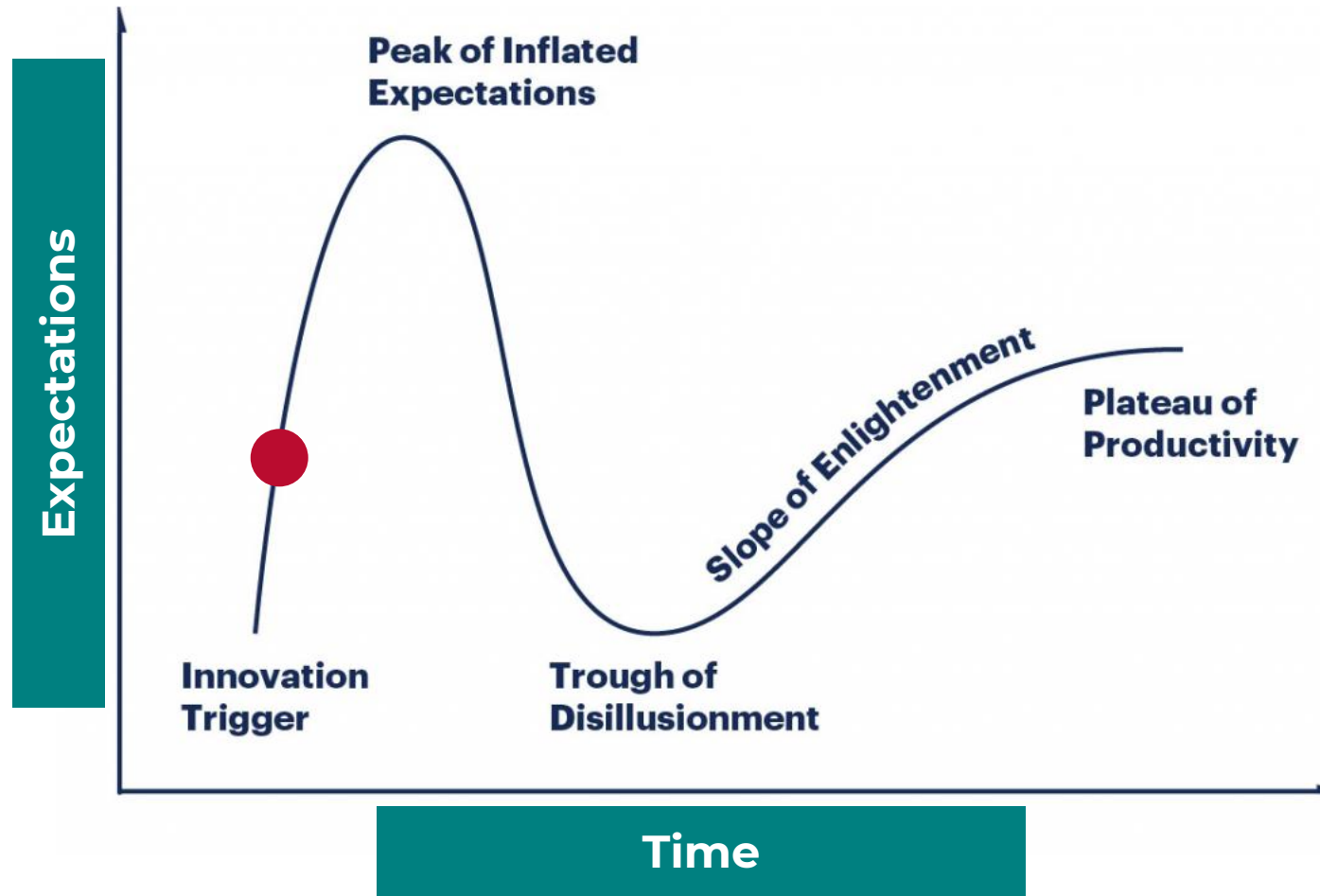
Shape every decision around user needs, adoption, and real value



Gartner's Hype Cycle



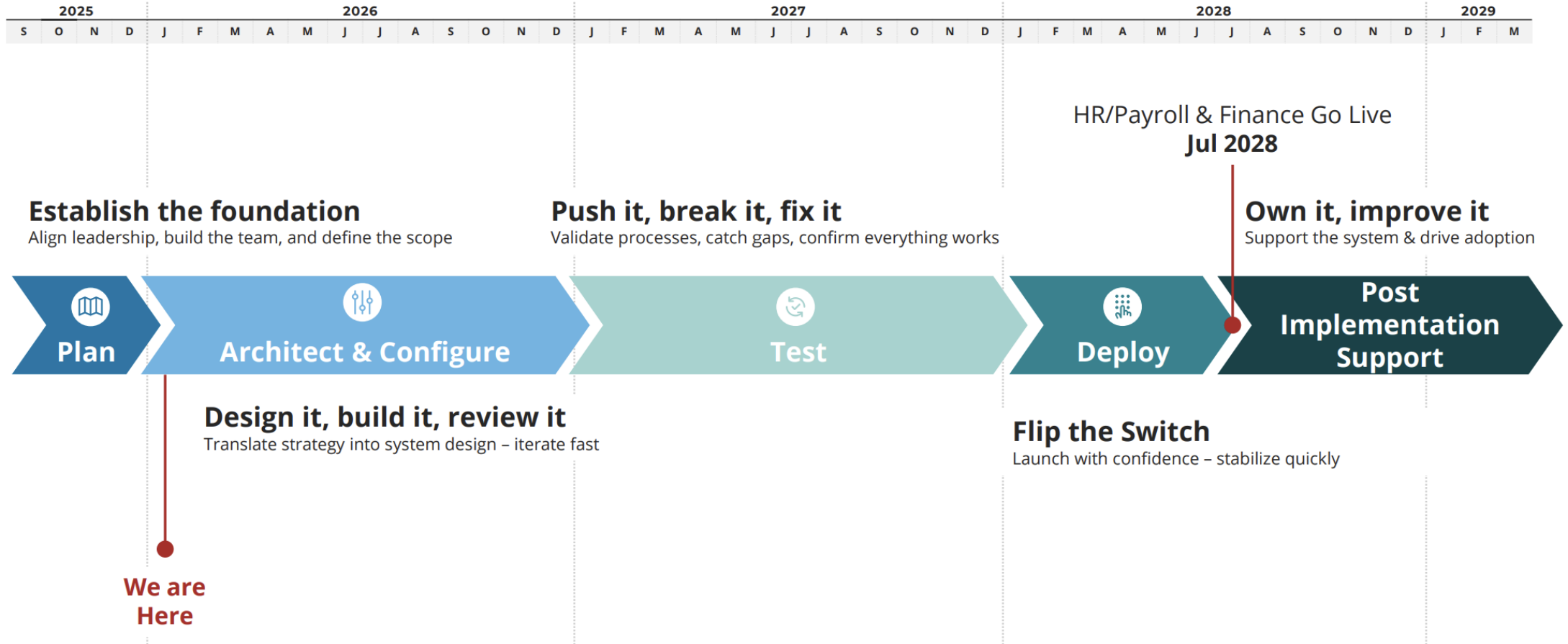
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Unified ERP Timeline



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Scope



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Human Resources



Financials

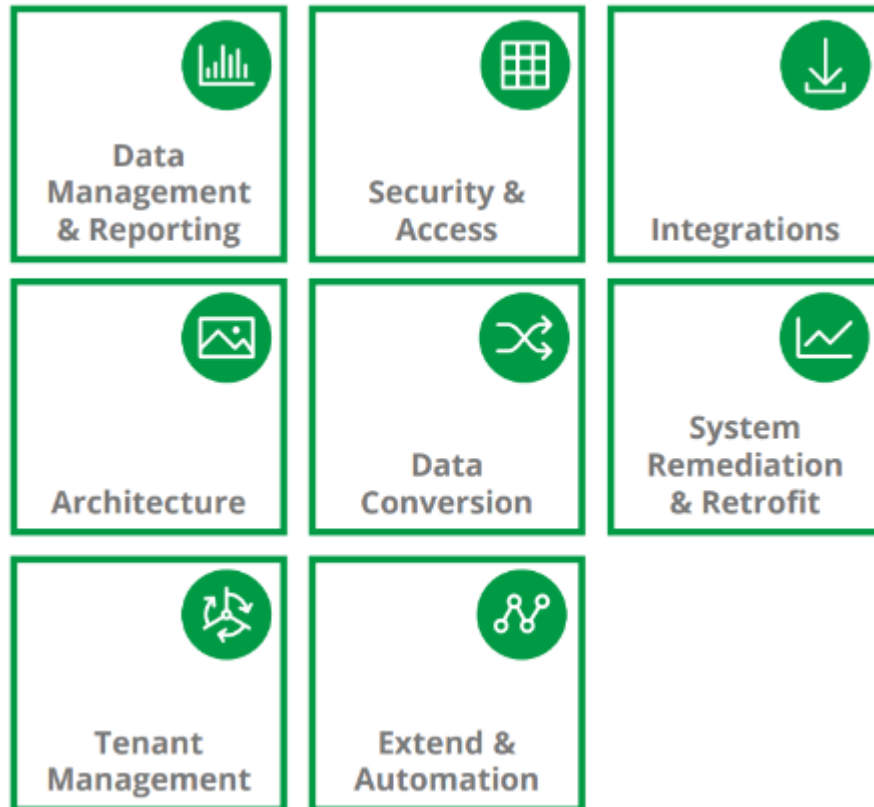


Scope



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Technology



Service Delivery



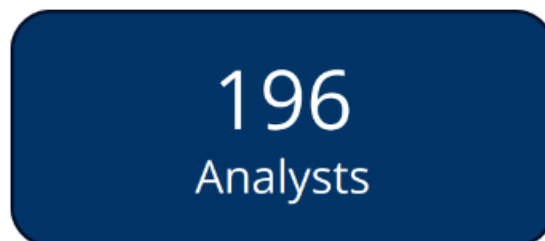
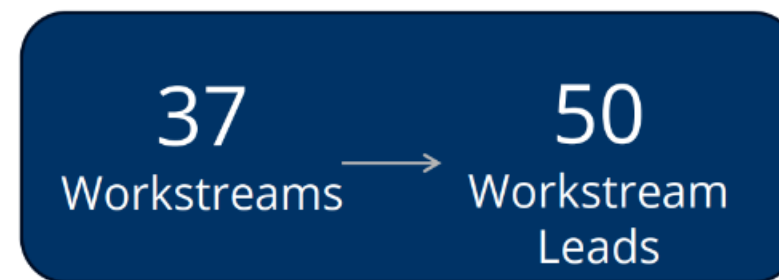
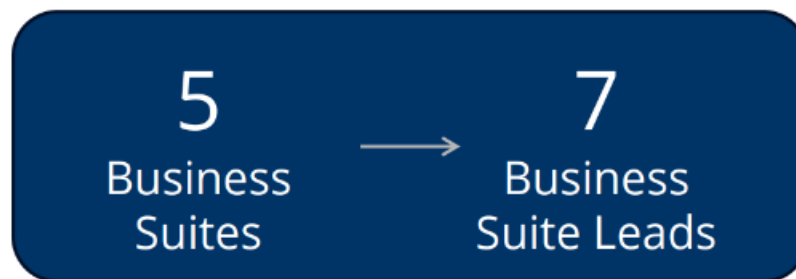
Change Mgmt.





Program Team by the numbers

UGA has 60+ members on the USG team!



Note: these numbers will continue to adjust based on confirmations by all institutions

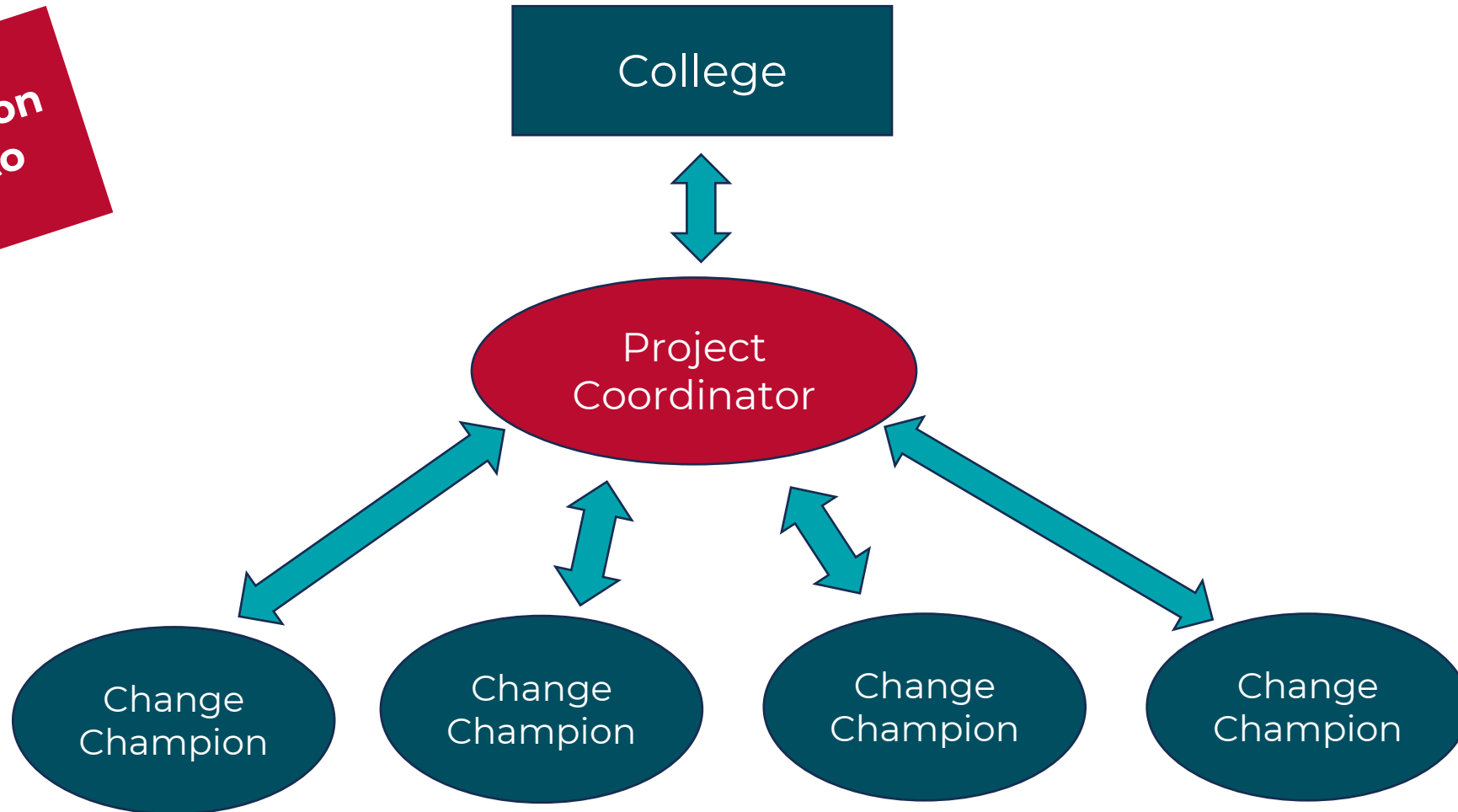


Change Management Approach



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2-way
communication
from start to
finish!



Building a Change Network



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- **2-way communication from start to finish** will allow us to design an intuitive, user-centric system.



Unified ERP Project

What Have We Done So Far?

- Onboarded and mobilized the unified team
- Onboarded Deloitte as implementation partner
- Implemented change freeze on current systems and integrations (learn more on our [website](#))
- Initiated Foundation Data Model design
- Engaged with Huron to create resource plan (UGA)
- Identified Project Coordinators for all units
- Collected feedback from current challenges & opportunities



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What's next?

- Begin Architect & Design phase (spans all of 2026)
- Create comprehensive integrations inventory
- Identify Change Champions
- Data cleanup and conversion work
- Huron engages with UGA team members
- **Stakeholder engagement and ongoing, two-way communication throughout this initiative!**





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Questions?

LEARN MORE

[USG ERP Project website](#) | [UGA ERP Project website](#)

