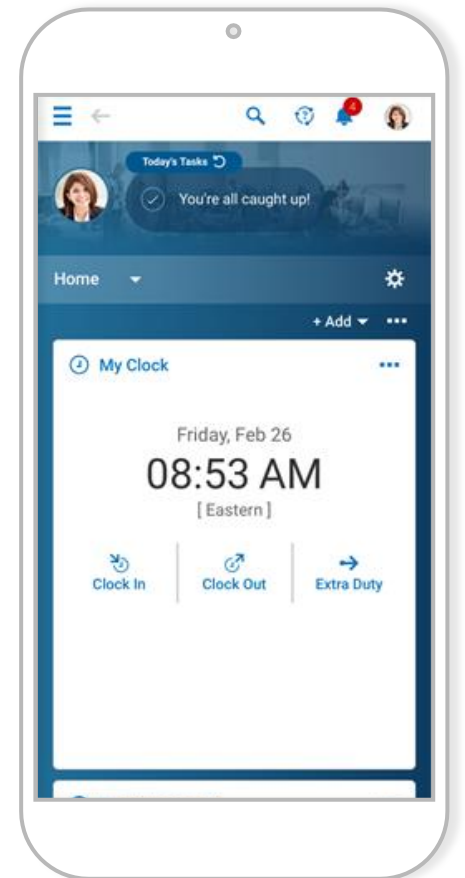


Transforming Campus Operations with Strategic Shared Services

Increase compliance and consistency in your shared services environment

Colleges and universities are looking for ways to be more productive and reduce administrative expenditures. To achieve this, many schools are operating in a shared services environment. Shared services groups can more efficiently manage labor and payroll while maintaining consistency across campus in the administration of labor rules, regulations, union agreements, and campus policies. UKG for Higher Education accommodates shared services with a built-in workflow that makes it easy to track timesheets and keep payroll on track while removing human error in payroll calculations. The UKG™ (Ultimate Kronos Group) solution empowers your shared services group to not only process but also analyze labor expenditures across campus. Easy-to-access reports provide increased visibility into your single largest expense — labor. Let UKG free your employees from routine tasks while you gain visibility into actionable labor data and allow your employees to focus on what’s most important to your campus.



With UKG for Higher Education, you'll have access to

- A simple-to-use, easy-to-implement, flexible solution designed to meet your changing needs
- Seamless integration with Oracle/PeopleSoft, Workday, and Ellucian HRIS systems
- Dashboards to help managers track outliers and proactively manage time
- A wide range of reports for any area of the campus, from executive offices or campuswide down to manager level
- Preconfigured settings to accommodate common higher education labor pay rules and workflows
- Better management of complex student worker roles, including for students with multiple jobs
- Improved compliance by easily tying labor to the applicable cost center, including grants, federal work study, gifts, and capital projects
- Improved scheduling through AI and machine learning



Shared Services: The Next Generation of Innovation

Manage complexity

UKG works with colleges and universities to manage their complex labor needs. Tracking time properly and issuing correct paychecks are critical to keeping your employees happy. However, without a centralized system to manage the complex pay calculations, union rules, call-in policies, and overtime requirements, issuing correct paychecks can be challenging. With our solution, you will be able to:

- **Improve timecard accuracy** with time in/out punch data
- **Increase efficiency** by eliminating manual or duplicate processes
- **Handle pay complexities consistently** across the entire campus

You'll be better positioned to provide accurate paychecks, and the need for manual off-cycle paychecks is vastly reduced.

Manage compliance

Most schools have an ERP to ensure that your entire campus has one single source of truth for HR, SIS, and finance questions. Furthermore, the ERP can ensure that HR campus policies and a consistent method for reporting expenditures can be maintained.

But what about the information that powers your payroll?

Having a consistent single source of truth for the information feeding payroll (i.e., time worked and pay rules) greatly reduces the manual errors or

misinterpretations of pay rules. UKG for Higher Education lets you have a consistent method for reporting and calculating pay and still gives departments the flexibility they need to operate efficiently.

Increase visibility at all levels

Labor is the largest expense at any institution. UKG for Higher Education gives you reporting and visual dashboards that provide important labor data to all levels of your organization.

Executives get information on the entire campus' labor expenditures in real time. They can compare real-time actuals against projections to identify departments that are at risk of overrunning their budgets. They can see overtime spikes and quickly message the directors. The data they receive will allow them to ask the right questions to get the answers they need to better manage the university.

Department heads can see the labor distribution across the department to determine whether the team can be better deployed to save money, reduce overtime, or reduce burnout. They can compare absences and overtime to better understand staffing needs.

HR executives and managers can see employee turnover information by department and compare data across campus. They can also track leave liability to ensure employees are taking time to recharge and the university is reducing its potential payout.



Connect with us online @UKG.com/highered