

Georgia Tech RAB Unified ERP Update

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Vision

The Unified ERP initiative, aligned with USG’s Strategic Plan 2029, will replace fragmented legacy systems with a single, modern SaaS platform across all institutions. This transformation will streamline operations, standardize business processes, enhance data-driven decision-making, and improve student outcomes—positioning USG as a national leader in higher education excellence.

Guiding Principles

**Single**

We are moving toward a unified system that eliminates duplication and fragmentation. Every decision should reinforce the goal of having a single, authoritative source for data and processes.

**Standard**

Standardization enables efficiency, scalability, and shared best practices. While local needs matter, the default should be to adopt common processes and configurations.

**Simple**

Complexity creates risk and confusion. Our goal is to design processes and solutions that are easy to understand, use, and maintain.

**Success**

Every decision should move us closer to a successful implementation and long-term sustainability. Success is measured by adoption, usability, and value delivered – not just by going live.

Project Goals

**User-Centric Design**

**Enhanced Analytics & Reporting**

**Real-Time Consistent Data for Decision Making**

**Workflow Automation**

**Shared Business Practices and Policies**

**Customizations Replaced with Configurations**

**Modern Enterprise Architecture**

**Electronic Records**

Why Are We Changing to a Unified ERP?

Many systems with related data do not “talk to each other”



Systems Being Replaced



OneUSG Connect



(GT and GTAA's) Workday Financials

Georgia Tech's Contribution to the Unified ERP

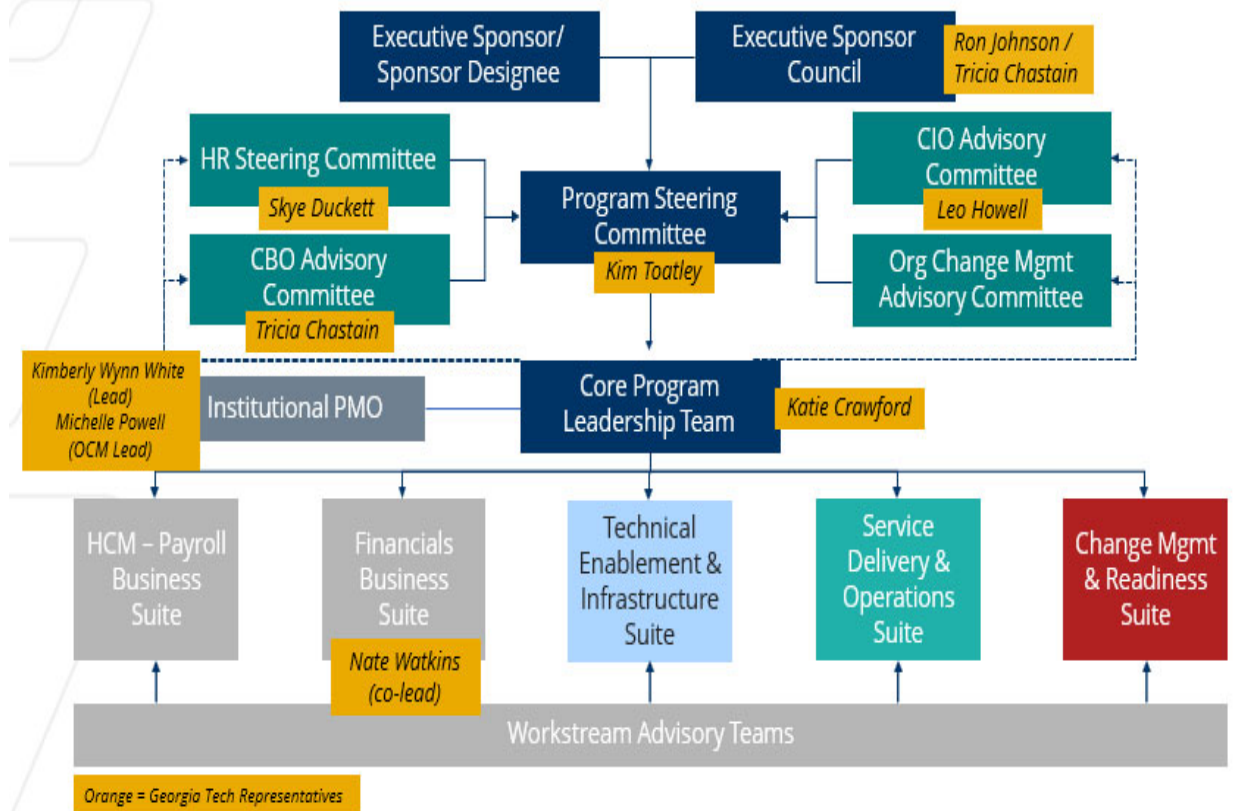
Governance

- Executive Sponsor Council
- Program Steering Committee
- HR Steering Committee
- CBO Advisory Committee
- CIO Advisory Committee
- Institutional Leads and OCM Leads

People

- Core Program Leadership
- Suite Co-Leads
- Design Team Members (100+ people)

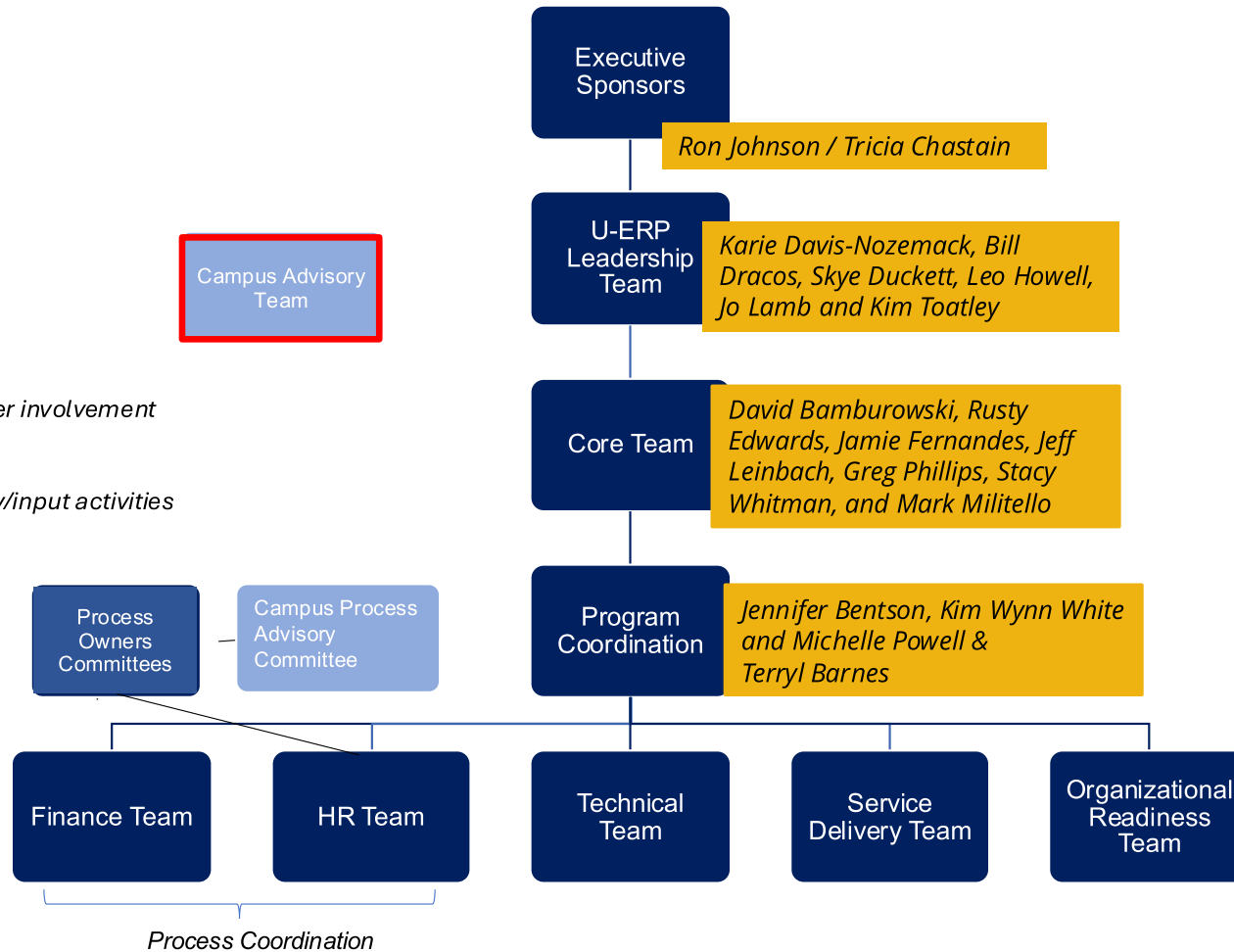
Governance Structure



Current Georgia Tech Program Team Structure

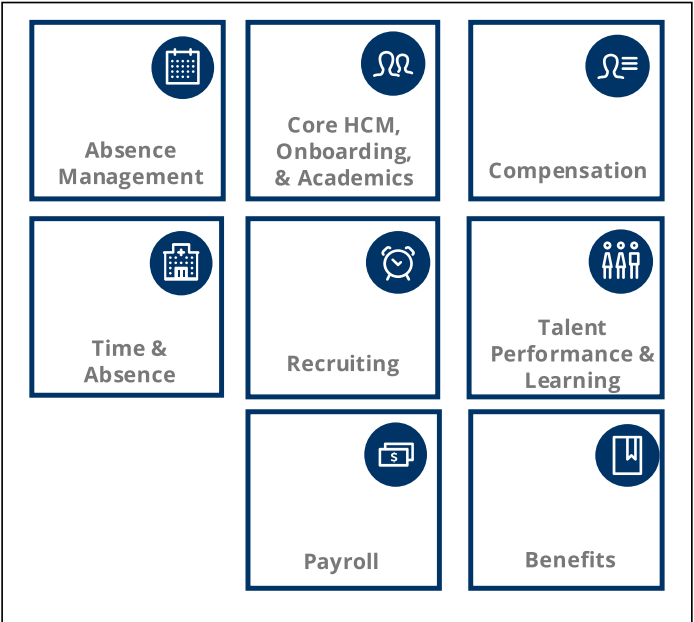
Building out the stakeholder involvement

- Campus advisors
- Process advisors
- Coordination of advisory/input activities

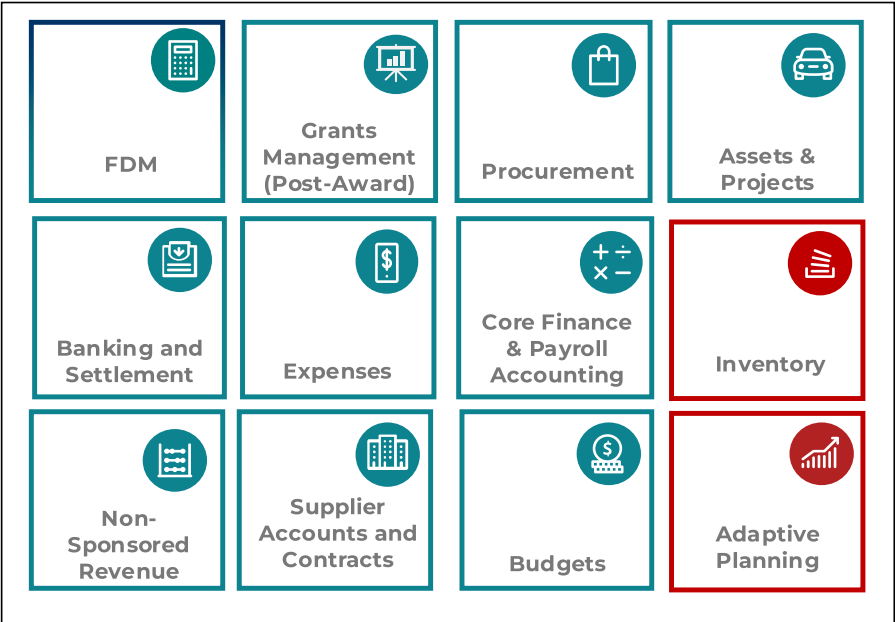


Program Scope

Workday HCM



Workday Finance

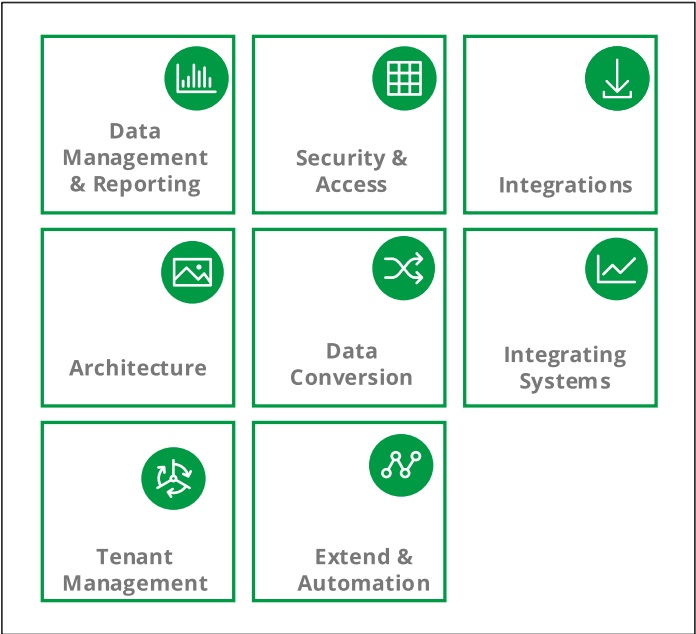


KEY

To be determined

Program Scope

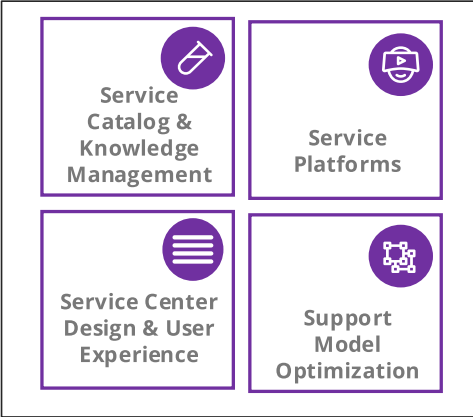
TECHNICAL ENABLEMENT & INFRASTRUCTURE



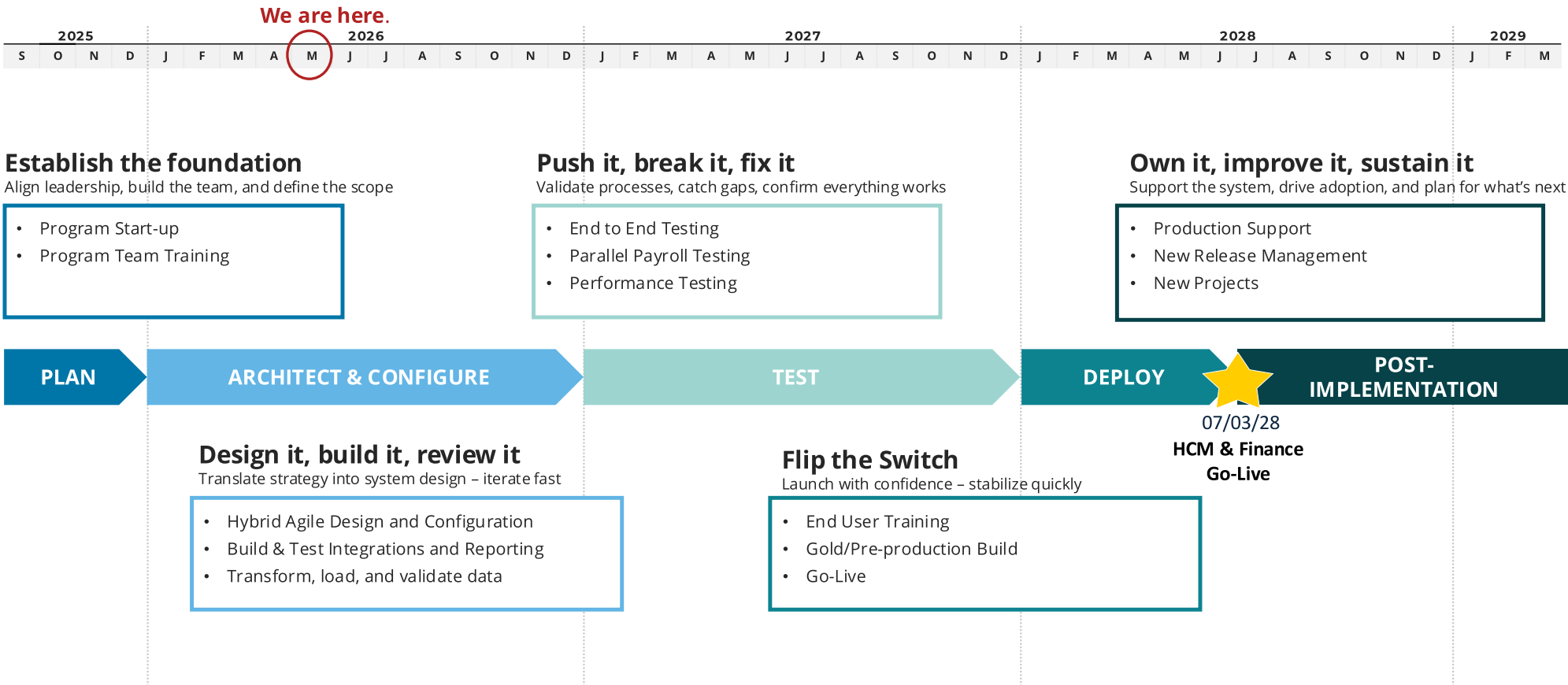
ORGANIZATIONAL CHANGE MANAGEMENT



SERVICE DELIVERY

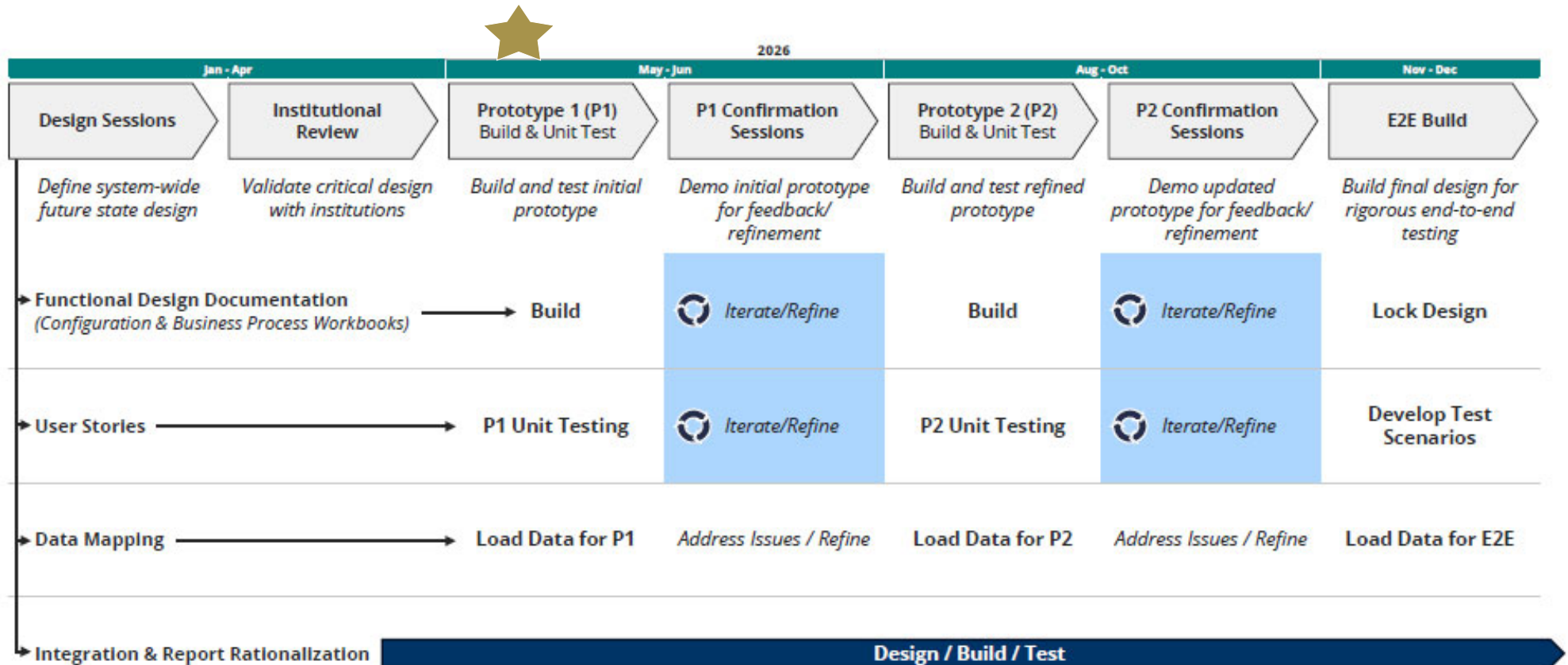


Program Timeline





A&C | Architect & Configure Stage



What will this mean for GT?

In order to support the vision of the future—which includes streamlined processes, fewer systems, and improved reporting—Georgia Tech must align people, focus technology efforts, and converge on common, system-wide processes.



People

- Significant GT resources dedicated to the project A&F along with involvement by distributed HR, Finance and IT professional



Technology

- Focused prioritization of HR, Finance, and IT projects and initiatives at Georgia Tech for next several years



Process

- Convergence of common processes across the USG
- Heavy GT involvement on project should serve to reinforce GT requirements

Process Advisory Committee



Purpose

- Serve as a cross-functional body providing insight and risk identification
- Provide input on design decisions, workflows, and key deliverables
- Support training, transition planning, and go-live preparedness



Membership

- 24 Invitations sent out
- Cross-campus and cross-workstream representation
- Inclusive of GTRI



Next Steps

- Convening meeting by early May
- Establish regular meeting cadence and working norms
- Begin reviewing design decisions and providing institutional feedback

Post Session Questions



Email: erp@gatech.edu

Website (Coming Soon): erp.gatech.edu