



San Diego State University
San Diego, CA
www.sdsu.edu

Industry:

Education & Research

Annual Budget:

\$699 million

Employees:

7,000

Oracle Products & Services:

PeopleSoft Enterprise Human
Capital Management
Human Resources
Workforce Administration
Workforce Development
Candidate Gateway
Talent Acquisition Manager
Benefits Administration
Time and Labor

Implementor:

Oracle Consulting

“In less than one year, we were able to create a consolidated system of record for all employee data to align SDSU with standardization across the California State University system. We also implemented limited self-service functionality (such as viewing benefit and payroll information, and applying for staff positions online), which has been well received on campus.”

– Cyndie Winrow, Project Director,
San Diego State University

San Diego State University Standardizes Human Resources System

San Diego State University (SDSU), with nearly 34,000 students, is the oldest and largest university in San Diego, the third largest in California, and one of the largest universities in the western United States. SDSU is classified by the Carnegie Foundation as a “Doctoral/Research University – Intensive.” The university is proactive in forming partnerships with business and industry, as well as with the state and federal governments.

Challenges

- Implement a pre-release version of a customized human resources (HR) system by the California State University system in preparation for a standardization of HCM systems across the California State University (CSU) system
- Consolidate multiple internal systems and automate processes
- Provide self-service functionality to enhance efficiency and access to information, and provide added convenience to employees

Solution

- Worked with Oracle Consulting Services to implement a pre-release version of the CSU Common Management Systems’ customized software for Oracle’s PeopleSoft Enterprise Human Capital Management
- Achieved rapid implementation to prepare for a system-wide standardization across CSU
- Implemented SDSU’s first enterprise level campus-owned system of record for all consolidated employee data.
- Introduced new functionality including employee self-service component for viewing benefit and payroll information as well as applying for staff positions on campus.
- Completed the implementation in less than one year
- Worked with Oracle Consulting Services to perform several project quality reviews during the lifecycle of the project, enabling effective issue tracking and communication