

ADMINISTRATIVE MODERNIZATION PROGRAM (AMP) UPDATE

Finance and Administration Committee
October 22, 2025



Oregon State
University

Agenda

Introduction & Leadership Commitment

Carla Ho'ā

AMP Remains Aligned with PWS

Roy Haggerty

AMP Program Update

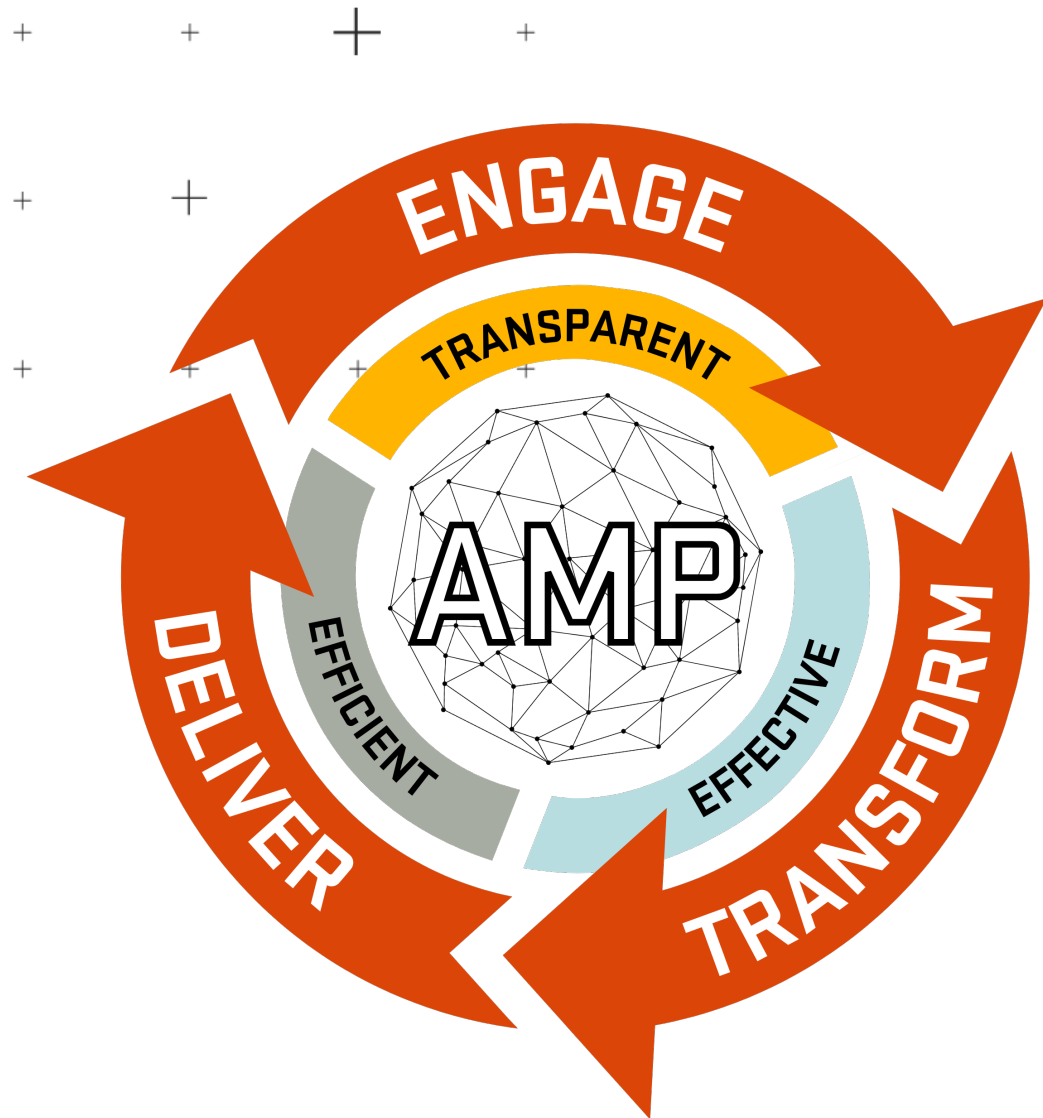
Tim Carroll

Risks and Mitigation Strategies

Andrea Ballinger

Questions and Discussion

All



Administrative Modernization Program Timeline



ENGAGE WITH AMP!

University-Wide Activities:

- University Day
- Workday Demo Days: Grant Management
- Change Readiness Assessment #4
- Community Check-In: Training
- Community Check-In: Historical Reporting

Targeted Activities:

- AMP in Action: Extension Office Visits
- HMSC Visit
- OCM Certification Course for PMs

University-Wide Activities:

- Leadership Update: 6 Months to Go-Live
- Community Check-In: TBD
- Workday Demo Days: TBD

Targeted Activities:

- OCM Certification Course for Supervisors

University-Wide Activities:

- AMP Get Ready for Go-Live events
- Workday Demo Days: TBD
- Change Readiness Assessment #5
- Leadership Update: Get Ready for Go-Live
- Training continued

Targeted Activities:

- HMSC Visit
- OSU Cascades Visit

GO LIVE!

University-Wide Activities:

- Workday HR, Finance, Post-Award Grant Administration, and Procurement Go-Live
- Go-live Celebration
- Post Go-Live Leadership Update
- Adaptive Planning Phase 2 Go-Live (August)
- Training continued

University-Wide Activities:

- Hypercare activities
- Stabilization and optimization period
- Sustainment activities
- Training continued
- Leadership Update: Beyond Go-Live

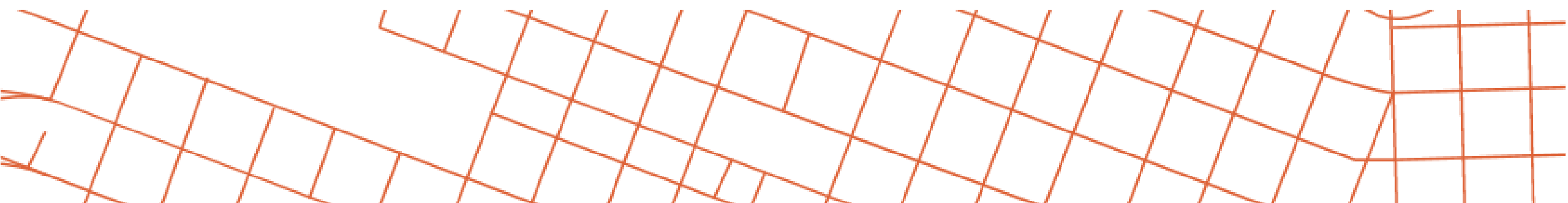


Leading with Organizational Change Management

Summer 2025 in Review

- ⚡ **AMP Visits OSU Cascades Campus:**
AMP held five sessions at Cascade Campus, connecting with 120 supervisors and administrators to better understand their unique administrative needs and engagement preferences.
- ⚡ **AMP Leadership Update - 1 Year to Go-Live:**
167 people tuned in to hear AMP leaders share updates and discuss the importance of AMP, highlighting how new tools and resources will help OSU navigate current challenges and drive future success.

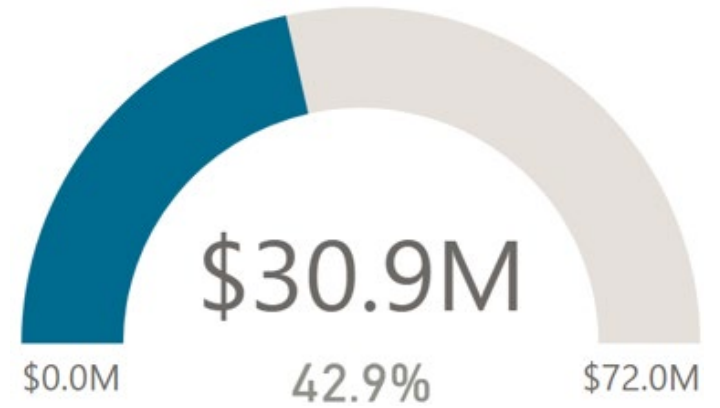
- ⚡ **Training Community Check-in:**
130 people joined to learn how AMP will deliver training and the types of resources that will be available to support individuals adopt new processes, technology, and ways of working July 2026.
- ⚡ **AMP in Action Extension Visits:**
AMP's roadshow included on-site visits to six Extension offices across Oregon to share program updates and gather feedback on local needs ahead of Go-Live.



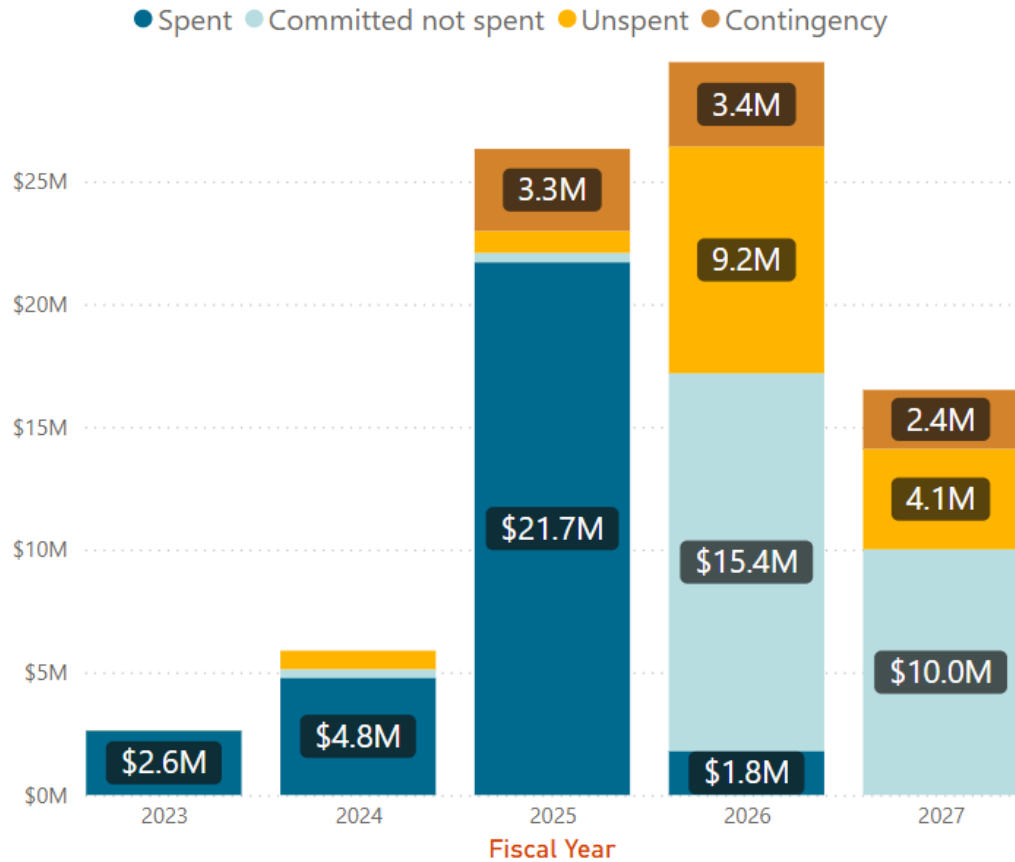
Budget Update

Actual expenses are tracking at or below the planned burn rate.

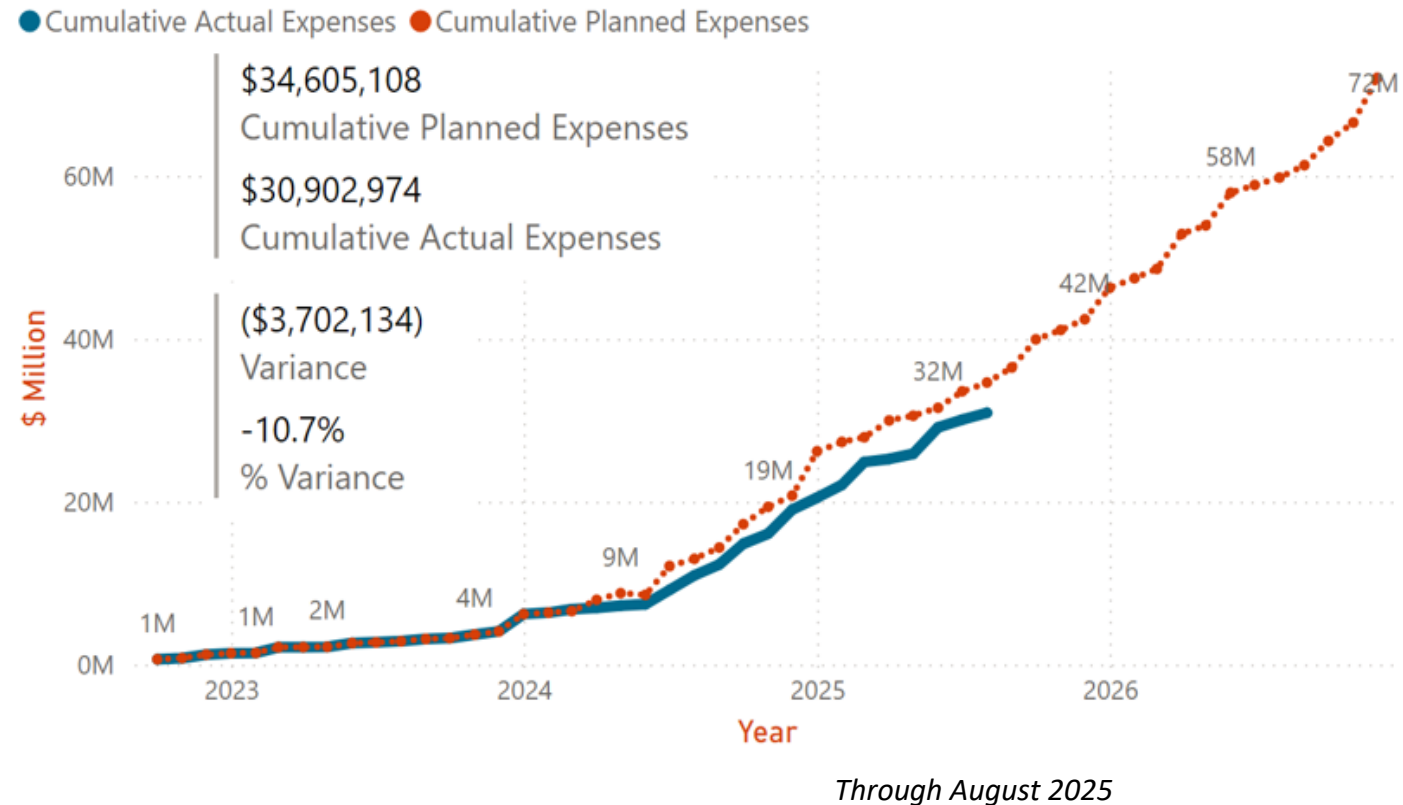
Program Total



Program Expenses by FY



Planned vs. Actual Expenses





Benefits Realization



REDUCES ADMINISTRATIVE COSTS

- Estimated minimum savings of \$10.8M per year by FY28
- Soft and hard dollar savings from automation, employee time savings, cost avoidance and reduction of duplicate tools



DELIVERS KEY BENEFITS

- Improve the OSU experience
- Redirect resources to support mission-oriented work
- Enable data-informed decision making
- Support the broader Oregon community

Issues, Risks, and Mitigation Strategies

Issues and Risks	Mitigation Strategies
Issue: Leadership transitions and the departure of key experts.	Enact strong governance and alignment among senior leaders through the AMP Steering Committee to ensure alignment with AMP’s principles, and through a Leadership Bootcamp hosted by executive sponsors.
Issue: The federal landscape continues to result in uncertainty and/or funding reductions.	Work with functional and technical leaders to address concerns and assess workloads.
Issue: Resource capacity and continuity risk.	<ul style="list-style-type: none">• Fatigue Management• Governance Escalation• Scenario Planning• Communication Reinforcement
Risk: Workforce capability misalignment.	We will align employee skills by investing in upskilling, role redesign, and change enablement. OSU also hired an upskilling lead to conduct that work.
Risk: Without aligning processes and policies to support new ways of working, OSU risks underutilizing its modern technology investments as well as promised ROI.	AMP needs to maintain strong executive sponsorship, stay aligned to principles and the expectations set with university leaders and managers regarding the need for concurrent practice and process upgrades.

Questions & Discussion

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