

# AMP UPDATES: MAY

Everything you need to know to  
stay up to date about AMP

Board of Trustees Finance & Administration Committee  
May 7, 2026



**Oregon State University**  
Administrative  
Modernization Program





# Administrative Modernization Program Timeline



Critical: End-to-End Testing

User Experience Review

Training @ Learning Opportunities

# Leading with Organizational Change Management

## Key Updates

### ⚡ End-to-End Testing:

Testing of all components in a fully integrated testing environment was completed in late December, with over 5,700 test cases executed across all HR, Finance, and Grants Administration process areas.

### ⚡ User Experience Review (UER):

UER was completed in March, expanding hands-on exposure to new ways of working to validate what's working, surface issues early, and strengthen community preparedness. There were 405 employee participants representing all major university roles and units.

### ⚡ Readiness and Training:

AMP is preparing the university for change through coordinated readiness and training efforts, including:

- AMP Readiness Series (bi-weekly demos and Q&A sessions)
- Tailored Learning Journeys for different employee groups, or personas
- Get Ready for Go-Live Fair (May 1)
- Manager and HR Liaison Showcase

### ⚡ Post-Go-live Support and Sustainment:

AMP will launch a go-live support phase beginning June 30 and continuing through the end of 2026 to support all employees.

# Budget Update

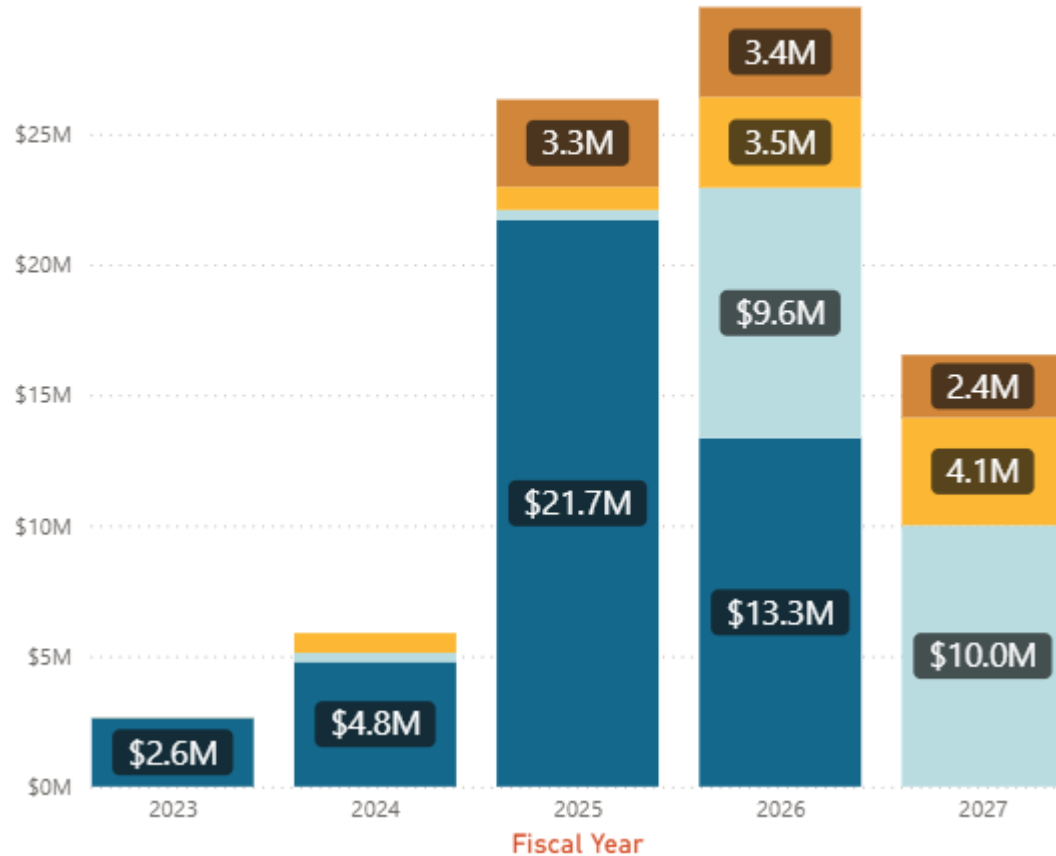
Actual expenses are tracking at or below the planned burn rate.

Program Total



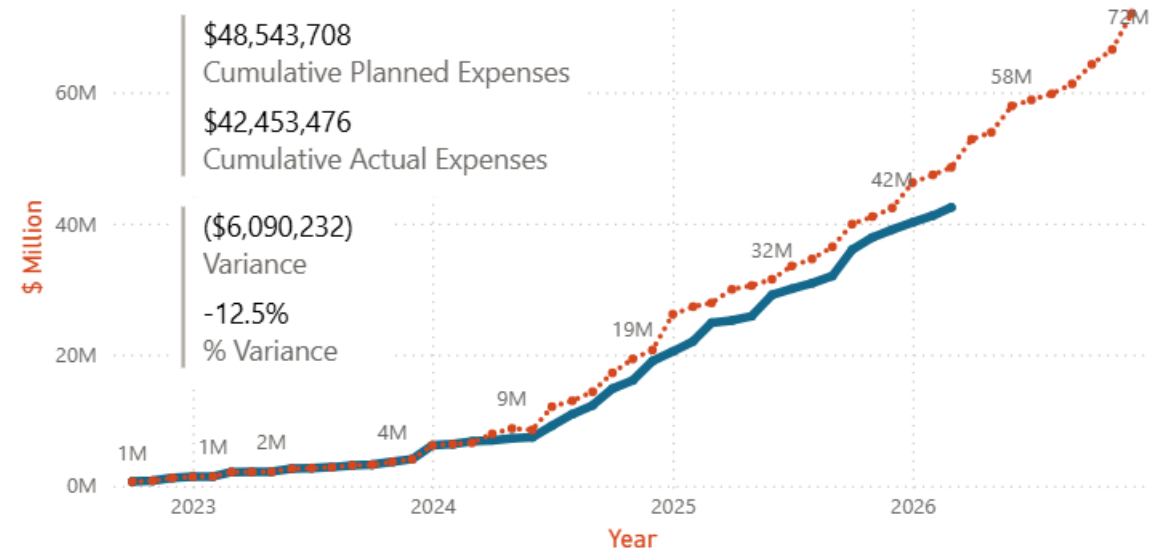
Program Expenses by FY

● Spent ● Committed not spent ● Unspent ● Contingency



Planned vs. Actual Expenses

● Cumulative Actual Expenses ● Cumulative Planned 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 employee experience
- Redirect resources to support core mission-oriented work
- Strengthen data-informed decision making
- Support the broader Oregon community

# Issues, Risks, and Mitigation Strategies

Issues and Risks	Mitigation Strategies
Leadership turnover in key AMP sponsor roles	<ul style="list-style-type: none"> <li>• Consistent reinforcement of benefits: leader talking points and readiness efforts focused on priorities and expectations</li> <li>• VPFA (AMP sponsor) brought interim leadership roles until permanent recruitment and onboarding</li> </ul>
Leadership transitions may delay adoption and full benefits realization	<ul style="list-style-type: none"> <li>• Align and reinforce leadership expectations for the operational changes required to realize benefits (e.g., recruitment and learning) through go-live and stabilization. Work with OSU auditors to schedule process audits post-go-live to ensure benefits are realized</li> </ul>
Limited HR bandwidth potentially reduces AMP team availability (July –Dec 2026)	<ul style="list-style-type: none"> <li>• Actively manage coverage plans to protect critical post-go-live capacity and response times</li> <li>• AMP Executive Sponsors have onboarded additional external experts in Workday implementations</li> </ul>
Concerns that go-live will not immediately satisfy all stakeholders' expectations / pain points	<ul style="list-style-type: none"> <li>• Clearly define and communicate what the program will and will not deliver at go-live</li> <li>• Post go-live will bring additional functionality, reporting and improvements through the optimization phase and the sustainment team moving forward.</li> </ul>
Inconsistent application of “lessons learned” by peer universities and other public entities	<ul style="list-style-type: none"> <li>• Continuously manage efforts using lessons learned—positive and negative</li> <li>• Clarity about requirements for Day 1 stability; launch planning focused on essential go-live outcomes</li> <li>• Prioritizing organizational change management, robust testing (e.g., Payroll compare testing during an OSU peak period), and simplifying the system through a fit-to-standard approach</li> <li>• Avoiding replicating legacy practices that don't align with best practices</li> <li>• Decisions focus on minimizing disruption, building confidence and supporting a smooth transition</li> </ul>

# Questions & Discussion

[AMP.OREGONSTATE.EDU](https://amp.oregonstate.edu)



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