

Welcome to the True Blue Fusion Campus Community Kickoff!

Please scan the QR Code below to check-in to today's event!



We will begin at 2:10 PM



True Blue Fusion Community Kickoff

December 16, 2025



Agenda

- Introduction to the True Blue Fusion project
- Preview of Oracle Cloud
- How will campus be supported?
- Q&A



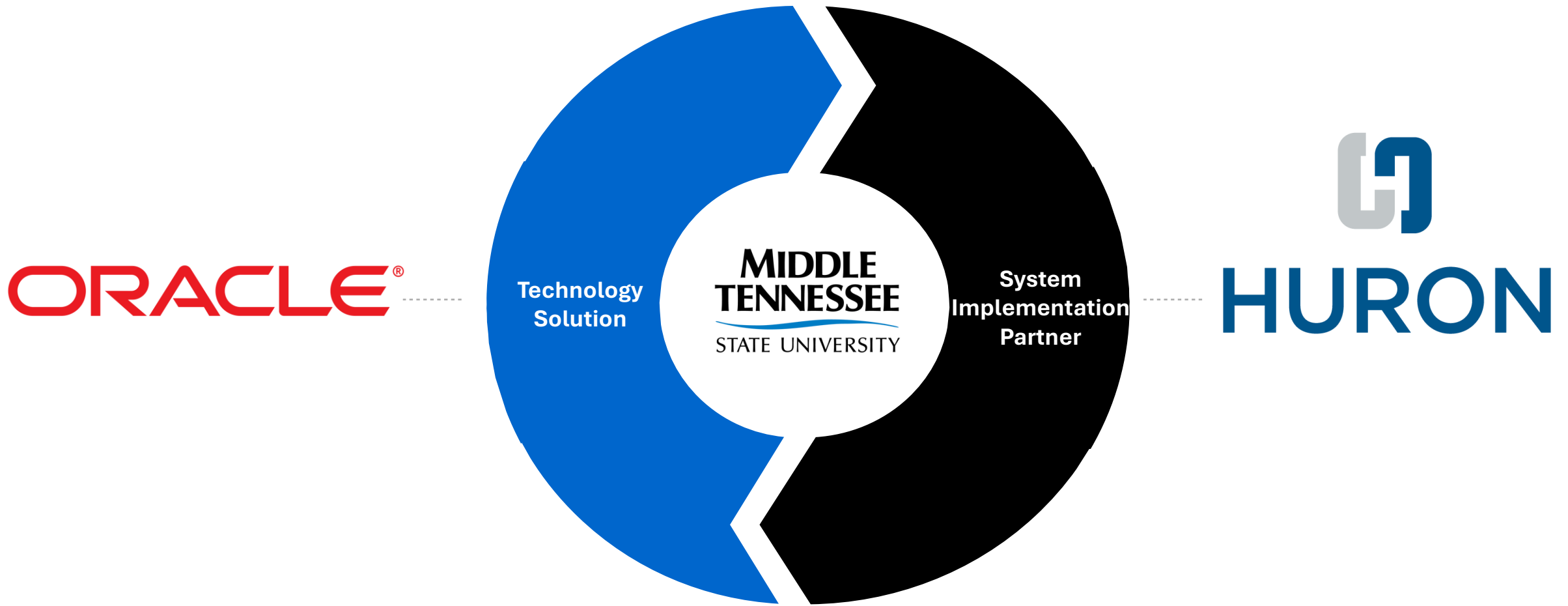
- Provide an overview of MTSU's transition to Oracle Cloud and the available support options.

What is True Blue Fusion?

Key Topics:

- **Implementation Partners**
- **Project Scope**
- **Timeline**

True Blue Fusion Partnerships



True Blue Fusion Scope

Human Capital Management (HCM)

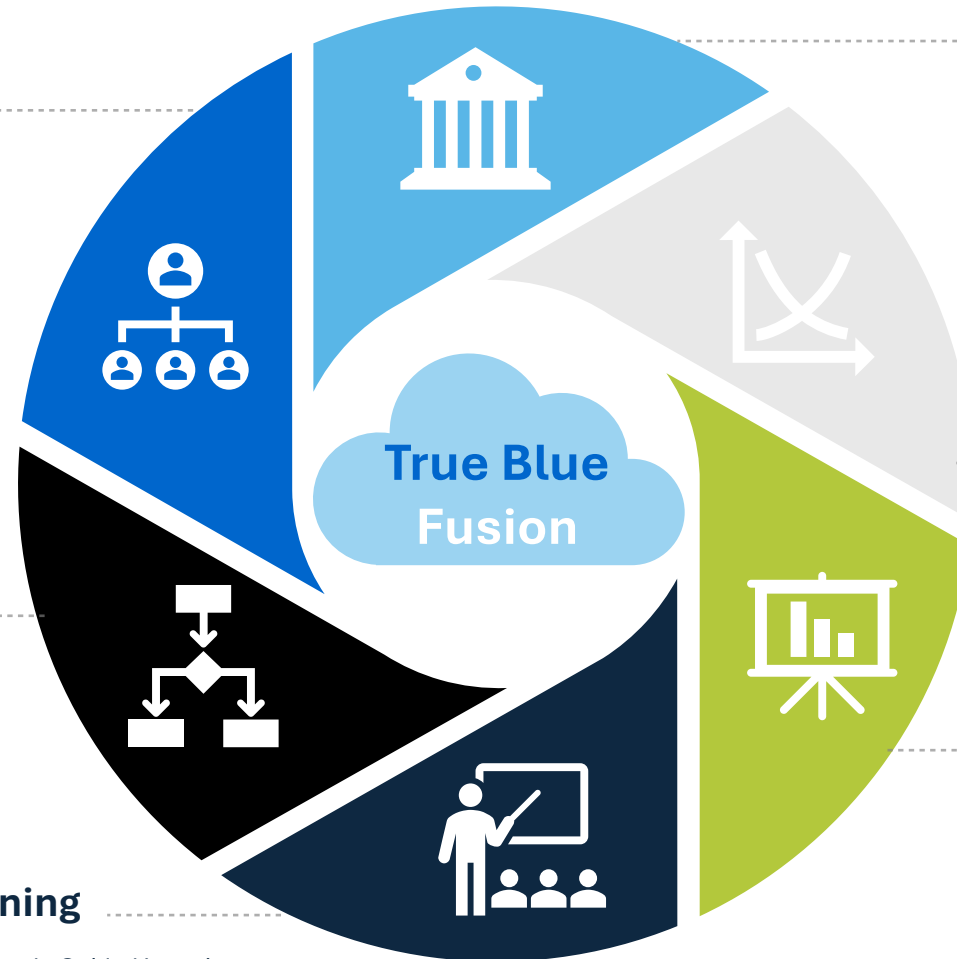
- ❖ Absence Management
- ❖ Integrated Benefits Solution
- ❖ Employee Onboarding
- ❖ Employee Data and Lifecycle Management
- ❖ Employee Goal and Performance Management
- ❖ Recruiting and Offer Management
- ❖ Payroll Processing
- ❖ Time Entry and Administration
- ❖ Mass Compensation Adjustments
- ❖ Salary and Stipend Management
- ❖ Total Rewards Statements

Financial Foundations & Chart of Accounts (COA)

- ❖ Chart of Accounts Redesign
- ❖ Chart of Accounts Mapping

Training

- ❖ Oracle Guided Learning
- ❖ End User Training



Enterprise Resource Planning (ERP)

- ❖ Journal Entries
- ❖ Account Reconciliation
- ❖ Financial Reporting
- ❖ Customer Billing
- ❖ Revenue Management
- ❖ Invoice Processing
- ❖ Payment Processing
- ❖ Expense Accruals
- ❖ Bank Statement Reconciliation
- ❖ Approval Workflows
- ❖ Expense Reporting
- ❖ Project & Grants Resource Management
- ❖ Requisition Management
- ❖ Supplier Management
- ❖ Purchase Order Processing
- ❖ Labor Allocations

Enterprise Performance Management (EPM)

- ❖ Planning & Budgeting

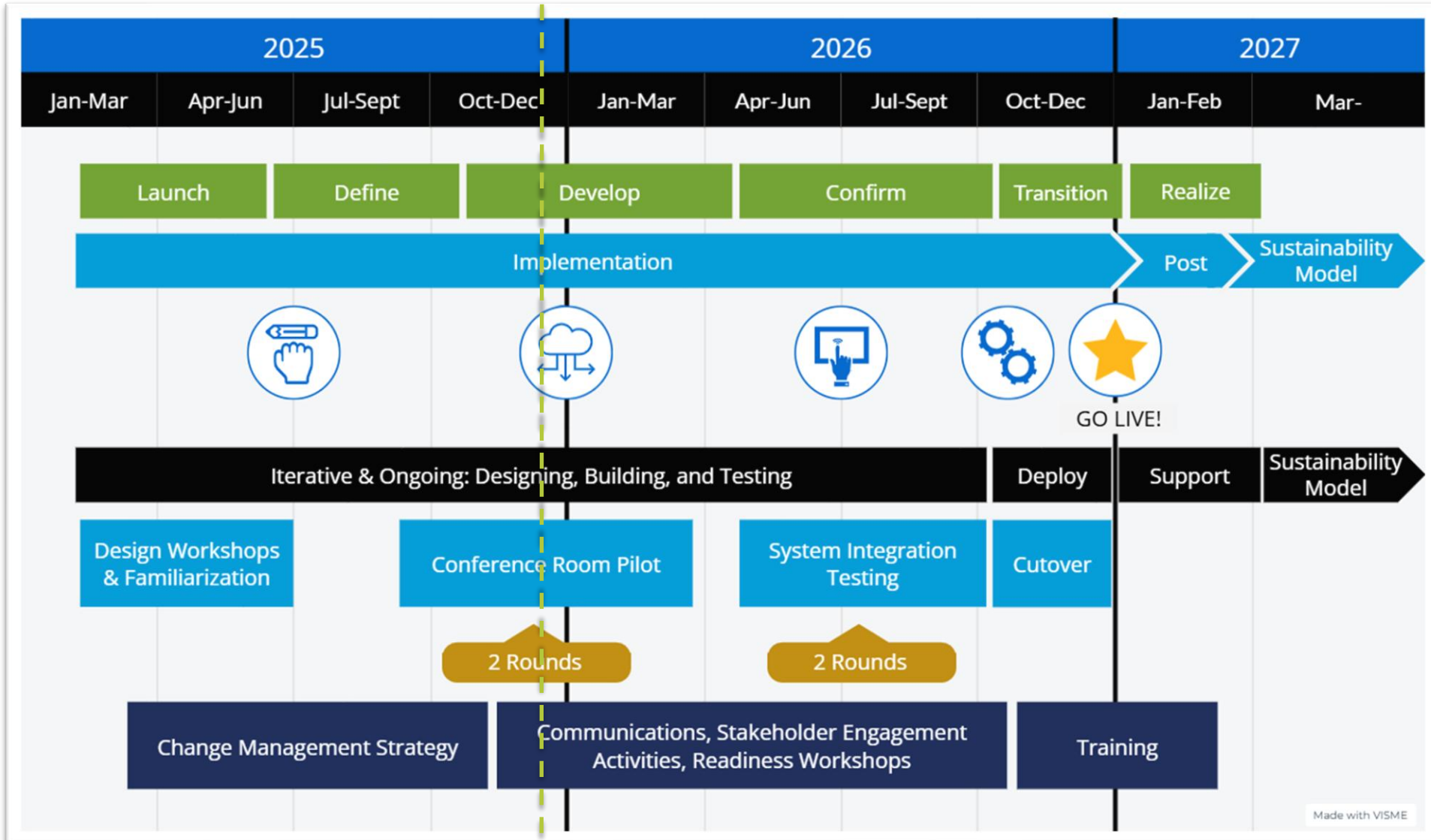
Business Intelligence

- ❖ Operational performance analysis with best-practice key metrics, dashboards, and reports

Program Management | Change Management | Technical (Conversion, Integrations, Security) | Oracle Digital Assistant

Project Timeline

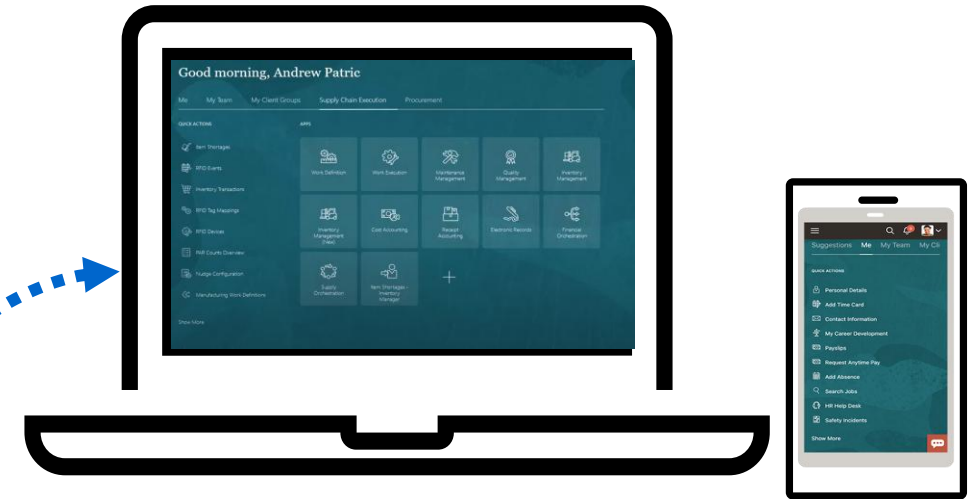
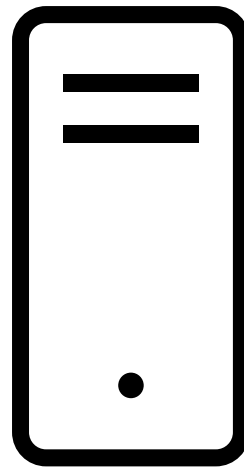
We are here!



True Blue Fusion Will Improve the Way We Work

Where Are We Today?

- MTSU HR and Finance has operated on Banner for 20+ years with employees across campus reporting:
 - Frustrations with manual process and inconsistent workflows
 - Dual/error prone manual data entry



Where Are We Going?

- In January 2027, MTSU will transition to Oracle Cloud HCM & ERP, providing users:
 - Access to **real-time** Financial and HR data
 - **Automated** workflows and transactions
 - Ability to make **data-driven** decisions

How Will TBF Impact Current Technology & Processes

The following systems will be retired with the implementation of Oracle Cloud:

- Banner HR
- Banner Finance
- Chrome River
- PageUp
- Some employee Self-service functions in Pipeline (i.e., time cards, absence requests)

MTSU will retain the following systems and current state processes:

- Banner Student
- Faculty Review processes in Watermark
- Benefits Vendors (Edison, Voya, Tia) - *will integrate into Oracle Cloud*

A complete listing of university systems that will be retained and/or sunset with the TBF implementation project will be made available soon.

Introducing Oracle Cloud

**In this demo we will
explore:**

- **Oracle Cloud look and feel**
- **Basic Navigation**

How will Campus be Supported?

Key Topics:

- **Project Structure**
- **Change Management & Training**

Who is involved?

Project Team

30+ Subject Matter Experts from across the various in scope HR and finance areas at MTSU responsible for designing and testing the new solution

Project Leadership

A formally established Steering Committee and Project Management Office in place to oversee project progress and formalize design decisions

Blue Partner Network

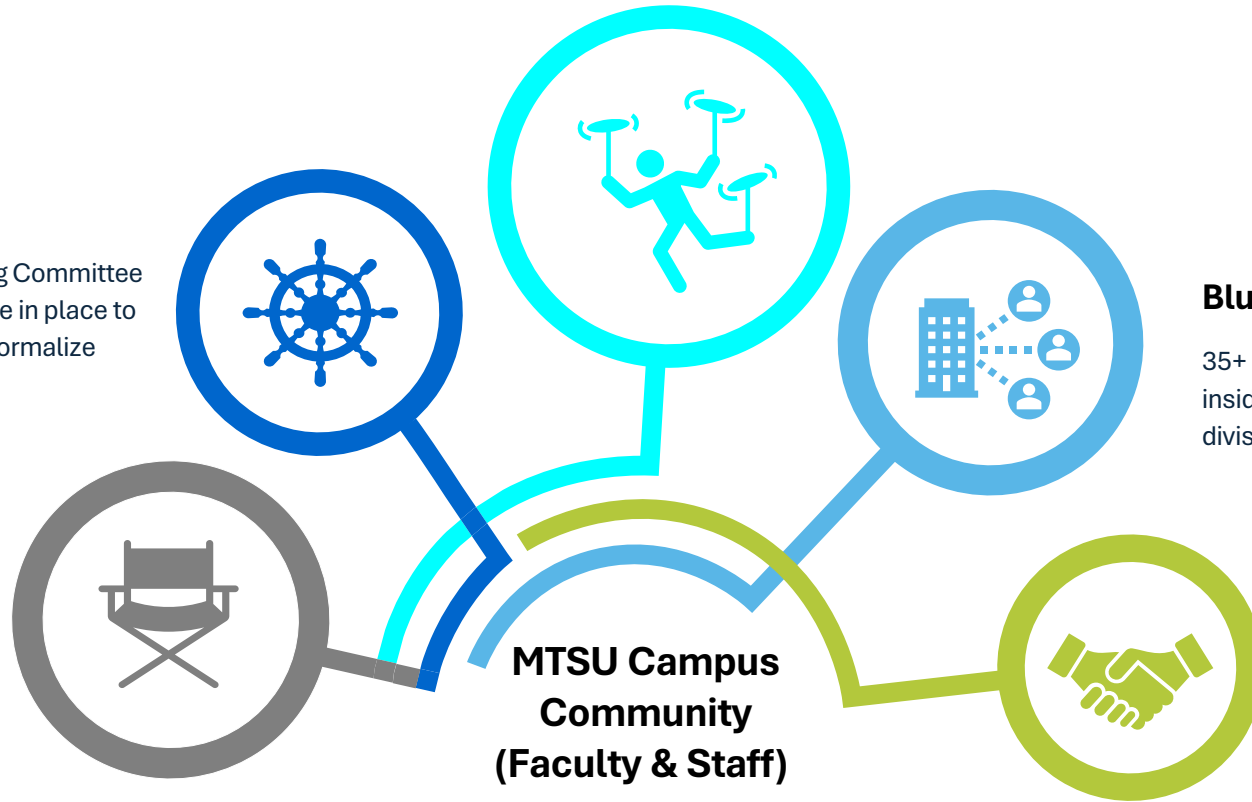
35+ campus representatives that serve as TBF insiders, communicating change impacts to their divisions/colleges/departments

Executive Sponsors

The six Vice Presidents provide executive sponsorship, collectively representing all campus divisions.

Implementation Partners

Oracle and Huron Consulting Group serve as experienced partners throughout implementation



Executive Sponsors



Dr. Mark Byrnes

University Provost



William J. Bales

Vice President for
University
Advancement



Yvette Clark

Vice President for
Information
Technology and
Chief Information
Officer



Drew Harpool

Interim Vice
President for
Business and
Technology



Danny Kelley

Interim Vice
President for
Student Affairs and
Dean of Students



Andrew Oppmann

Vice President for
Marketing and
Communications

Steering Committee



Becky Cole

Vice Provost for
Academic
Administration and
Resources



Laura Jent

Assistant Vice
President for
Human Resource
Services



Zach Lebarts

Assistant Vice
President for
Administration and
Business Services



Lisa Maas

Associate Vice
President for
Enterprise
Application
Services



Rachel McGinnis

Director of
Research Services
for the Office of
Research and
Sponsored
Programs



Ronda Vaughter

Assistant Vice
President for
Advancement
Operations

Blue Partner Network



Heather Brand
Advancement Services



Susan Clark
Athletics



Tracie Ingram
Athletics



Zackie Sanderson
Athletics



Daryl Simpson
Athletics



Nathan Wallach
Athletics



Marlene Lawson
Basic and Applied Sciences



Beth Todd
Business and Finance



Lindsey Reynolds
College of Behavioral and Health Science



Emily B. Madison
College of Education



Alexandria McMahan
College of Liberal Arts



Heather Trimis
College of Liberal Arts



Mike Forbes
College of Media & Entertainment / Media Arts



Dana Potter
College of Media & Entertainment / Media Arts



Maggie Waggener
College of Basic and Applied Sciences



Cindy Dinwiddie
Enrollment Services



LaCresha Longwell
Human Resources



Yolonda Fields
ITD



Emily Harper
ITD Business Operations



Dustin Smith
ITD Service Desk



Jacob Z. Smith
Jones College of Business – Dean's Office



Robbie Roysden
Library



Kim Smith
Library



Halli Jackson
PA Studies



Matthew Hibdon
Provost's Office



Allison McGoffin
Provost's Office



Tyler Henson
Registrar's Office



Denise Gonzalez
Resource and Operations Management



Teena Young
Resource and Operations Management



Justin Reed
Student Affairs / Dean of Students



Allyson Potts
University College



Billie Jean Brown
University College



Peggy Carpenter
University College



John Burchfield
University College, Office of Student Success



Rick Sluder
University College, Office of Student Success



Wendi Watts
University Honors College

Progressive Learning Approach

True Blue Fusion learning is designed to occur in phases over the next year:

Early Learning Opportunities

Now – Fall 2026

- Change Impact roadshows
- Quarterly Campus Forums
- True Blue Fusion website

End User Training

Late 2026 – January 2027

- Role based training to prepare users for day one in the new system, including:
 - Instructor led courses
 - Computer based courses
 - In-system guides
 - Instructional videos

Post Go-Live Support

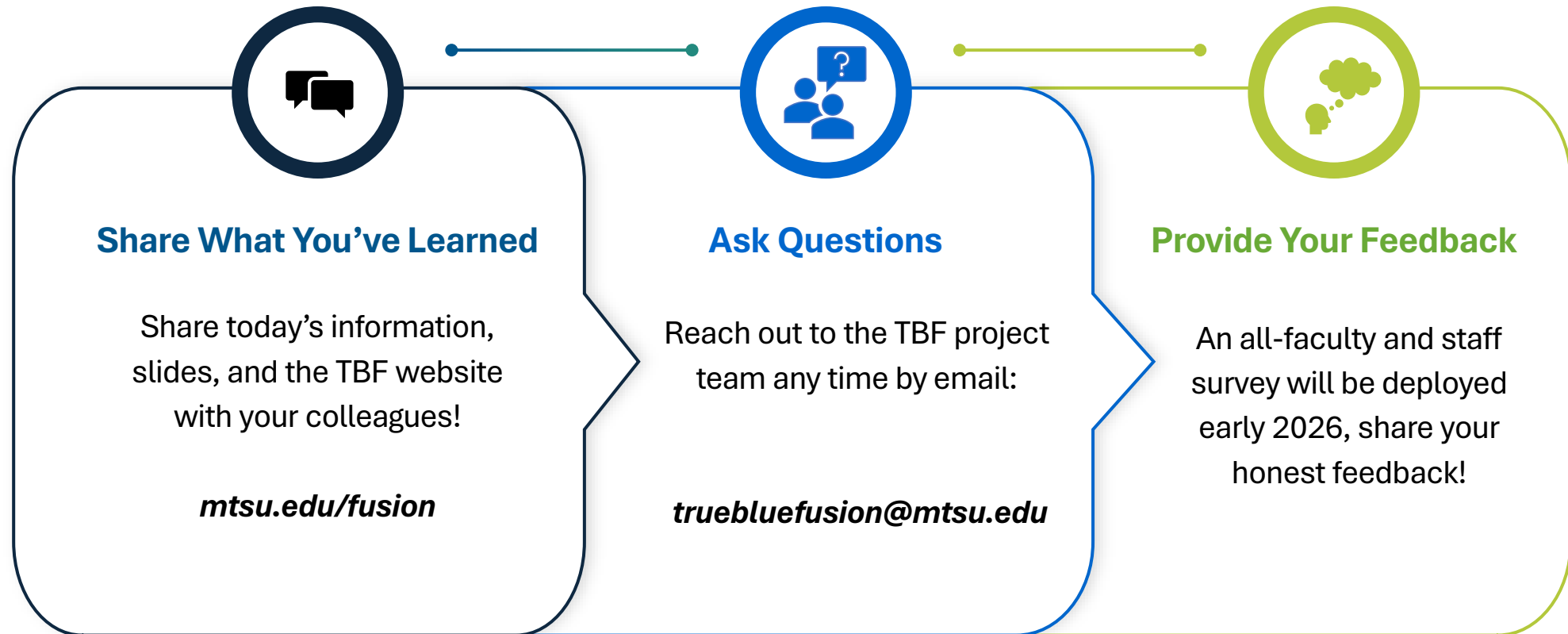
February 2027 - Beyond

- Open labs to support system related questions
- Training available on-demand
- Oracle Guided Learning available any time!

GO BLUE!



Next Steps

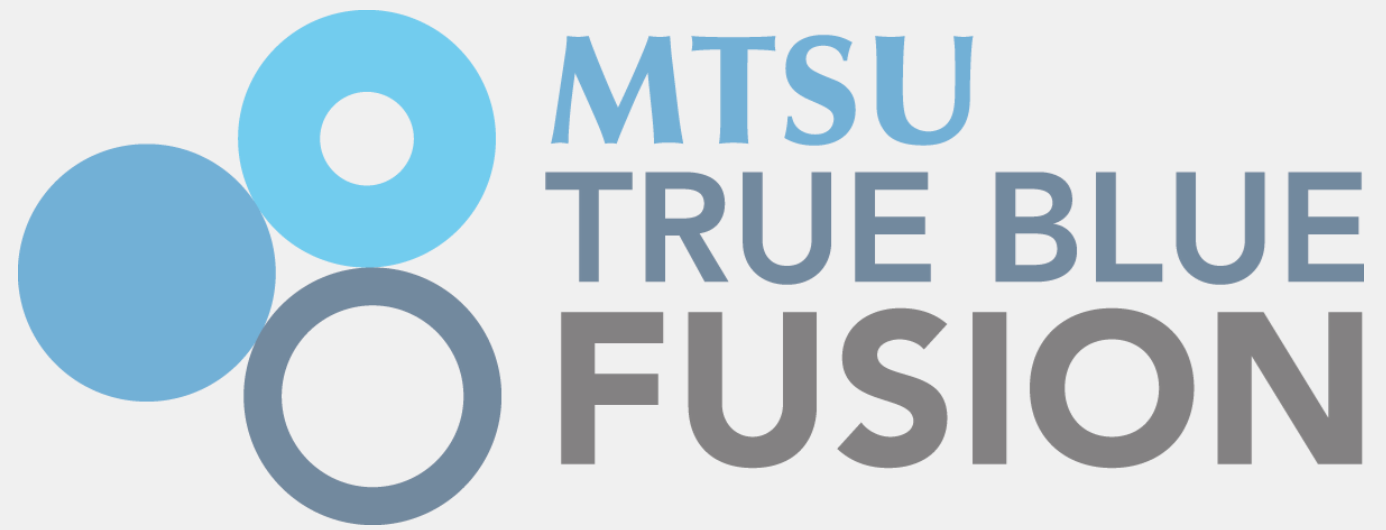


Leadership Q&A

**We want to hear
from you!**



SCAN HERE



Questions?

Email us at

truebluefusion@mtsu.edu