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A fresh start is coming to the university's time and labor project [1]



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Earlier this year, the University of Colorado announced plans to implement a new timekeeping system. The new system is intended to simplify and unify the disparate timekeeping systems used across the campuses and individual schools and departments.

The previous rollout timeline was intended to begin in spring 2023, starting with CU Boulder and the System office, followed by CU Denver, the Anschutz Medical Campus, and Colorado Springs.

Following a third-party project assessment conducted this summer, the Chief Human Resource Officers (CHROs) across the campuses have made the decision to reset the time and labor project. This reset will allow more time to research the varied and complex timekeeping needs of all the campus stakeholders.

This reset will be headed by program manager Jacqueline Averett, who will take responsibility for leading and coordinating the time and labor project moving forward. She will work in partnership with campus-level project managers, organizational change managers, business analysts and subject matter experts.

What's next for time and labor?

The first step is to conduct a detailed, in-depth current state assessment to gather information for all schools and departments at each campus to understand key similarities and differences in our processes, policies and time-keeping tools.

This information will be used to inform the decisions made regarding any systemwide timekeeping solution. Decisions about the future state design will be made after the current state assessment and related analysis are complete.

Current state assessment is complete for System Administration and is underway at CU Boulder.

The project team will continue to communicate their progress and next steps as the project progresses, but you're encouraged to see visit the Time & Labor webpage [3] for additional

details. You may also send questions about the Time & Labor project to TimeandLabor@cu.edu [4], and a project team member will respond to you.

If you are on the Boulder campus, please direct your questions to this webform [5] and the Boulder HR Time & Labor website [6]. A Boulder project team member will respond to you.

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