OBJECTIVE

The Faculty of Arts and Sciences is implementing a new system called Aurora to replace the current FAS Personnel Information Network, ASPerIN. When complete Aurora will support Staff, Temp/LHT, TF/TA, Faculty and other academic appointment processing in a new system that is streamlined and user-friendly.

OVERVIEW

Why

ASPerIN's technology stack is out-of date, difficult to maintain, and has regular outages. The embedded business processes have become increasingly out of sync with end-user needs, and there is a backlog of enhancement requests. Rather than continue to invest in ASPerIN, a decision was made to replace it with a new system, Aurora, using modern software development technologies and infrastructure. Aurora reflects updated business rules and has streamlined processes through direct integration with PeopleSoft and other university systems.

What

A new HR management system for the FAS for viewing appointment information and processing employee transactions.

Who

Staff in departments, centers and institutes who need access to view appointment-related data or who are responsible for creating appointments and processing job data changes for employees in the FAS.

When

- Lookup – Spring 2015
- Annual Salary Increase Process (ASIP) – Spring 2016
- TF/TA Transactions – Summer 2016
- Temp/LHT Transactions (Hire in PeopleSoft; job data changes in Aurora) – September - October 2017
- Staff Transactions & Position Management – December 2017 - January 2018
- Faculty, House and Other Academic Appointments – Fall 2018

BENEFITS

- Streamlined processes and improved data integrity through direct interfaces with PeopleSoft and other university systems
- A cleaner, more intuitive user interface with access to more data and better visibility into the approval workflow
- Improved stability and reduced demands for user support

FEATURES

Lookup

- Lookup data is populated from PeopleSoft, so information visible in Aurora is based on the HR system of record for the University
- Information is available about all Harvard employees, not just FAS employees, including the full history of non-FAS appointments back to 2002 when PeopleSoft was launched
- Most information about an employee is visible on a single page, resulting in fewer clicks and reduced load time for users
- Views are customizable

Transactions

- Direct interface with PeopleSoft action forms, resulting in:
  - Better data integrity because information is submitted directly to PeopleSoft with no re-keying
  - Immediate validation of forms using PeopleSoft business rules. Any problems that would prevent submission in PeopleSoft will be identified earlier.
  - Exact reconciliation of actions between Aurora and PeopleSoft.
- Direct interface with the Identity and Access Management (IAM) system allowing users to:
  - Search against IAM during the hiring process to avoid creation of duplicate HUIDs
  - Generate a HUID for a new employee from within Aurora, allowing departments to start the onboarding process more quickly
- Streamlined New Hire Form with data entry on a single page rather than multiple screens
- Streamlined Job Data Change process with a single form for all changes rather than separate forms for each type of change

Reporting

- Interactive reporting through the Apex reporting tool:
  - Customize standard system reports to include only the data you want in the order you prefer
  - Save custom reports for future access

AURORA OVERVIEW