What is Kronos?

- Kronos is a Time, Attendance and Leave Management & Reporting System

- The Kronos system includes the configuration of all laws (Federal and State), rules, leave accrual rates and pay policies (State and University) into one comprehensive system in order to automatically calculate overtime, premium pay types, leave balances, and the like. The premise is that Kronos does the work.

- Policies are standardized and applied consistently

- Employees and supervisors have a single interface that provides exhaustive access to information on leave balances, time off requests, comp time, hours worked, etc.
Kronos at ECU

At ECU Kronos is envisioned as the System of Record for Time, Attendance and Leave Keeping

• Purchased in 2011, the Kronos Pilot at ECU went live March 1, 2012

• There are six areas in the pilot:
  o HR
  o Payroll
  o Systems Coordination
  o Family Medicine
  o Obgyn
  o Facilities – Health Science Campus (Steam Plant)

• ECU owns 8500 Kronos Users Licenses and 850 Kronos Managers Licenses

• ECU purchased 25 time clocks and 7 are deployed in the current pilot
Who Will Use Kronos?

Leave

SPA Exempt 413
CSS Exempt 305
Non Faculty EPA 614
EPA 12 Month Faculty 291
Health Sciences 12 Month Faculty 460
EPA 9/11 Month Faculty 1085

SPA Non-Exempt 1765
CSS Non-Exempt 725

Time and Attendance

Post-Doctoral Fellows 40
Undergraduate Assistants 13
Flat Rate Students 253
CSS Temps and Intermittent 105
SPA Temps and Intermittent 173
Work Study Students 163
Self Help Students 1825
Graduate Assistants 728
EPA Temporary 129
Project Objectives

• Automate and consolidate leave, time keeping and attendance methods campus wide with one system in order to…
  o Increase efficiency
  o Increase data capture
  o Increase data accuracy
  o Increase compliance
  o Centralize data housing and reporting
  o Define, Document and Standardize policies and practices
  o Interface with Banner
  o Eliminate manual and in-house processes
  o Replace Banner Web Time Entry and ECU Mass Time Entry*

• Give our employees, supervisors, departments and the University as a whole a thorough tool for managing and reporting time worked, employee attendance and leave earned/granted and taken
Project Structure

Executive Steering Committee

- LaKesha Alston – OED
- Bill Bogle – Campus Operations
- George Bailey – Faculty
- Melissa Bard - HR
- Kristen Bonitz - Legal
- Chris Budbo – Faculty
- Ruth Ann Cook – EPA Admin
- Anne Jenkins - Finance
- Garrett Killian – Staff Senate
- Brenda Killingsworth – Faculty
- Bill Koch – Campus Safety
- Zach Loch – Committee Chair
- Rick Niswander – Admin & Finance
- Janice Paris – CSS Staff
- Wendy Sergeant – Academic Affairs
- Lisa Sutton – HR HS
- Don Sweet – ITCS
- Stephen Thomas – Allied HS
- Stacie Tronto – Internal Audit
- Amanda Williams – Legal

Core Project Team

- Robert Ables – DBA
- Melissa Bard - HR
- Marci Copeland – Payroll
- Julie Evans – EIS
- Nonie Garcia – HR Class and Comp
- Rhonda Gavin – EIS
- Lee Ann Goff – HR Benefits
- Greg Harrett – Desktop Support
- Charlie Justice – Help Desk
- Kim Knox – EIS
- Letty Lalu – Payroll
- Zach Loch – EIS
- Wayne Poole – IA
- Jennifer Roby – Academic Tech
- Scott Reynolds – EDIS
- Josh Ronau – HRIS
- Kate Scarabelli - OED
- Robyn Stocum - HR Staff Dev
- Cathy Smith – Infrastructure
- Scotty Stroup – ODS
- Scott Stubbings – SyS Coord
- Karen Summerlin – HR Staff Dev

Training Team

- Technical Team

Communications Team

Security/Audit Team

Payroll Team

Benefits Team

Policy Team

Best Practice Analysis Team

Student Workers

Faculty Concerns

Clinical Concerns

Department Level Implementation Working Group

- Marci Copeland – Payroll
- Julie Evans – EIS
- Rhonda Gavin – EIS
- Lee Ann Goff – Benefits
- Letty Lalu – Payroll
- Josh Ronau – HRIS
- Robyn Stocum – HR Staff Dev
- Cathy Smith – Infrastructure

Departments under active implementation will select and send individuals representative of and responsible for time keeping functions classified at a manager’s level, which includes all functions beyond tracking an employee’s own time.
Resources

Kronos Project Implementation
http://www.ecu.edu/itcs/kronos/

Kronos Training
http://www.ecu.edu/cs-admin/HumanResources/Kronos.cfm

FAQ
http://www.ecu.edu/cs-itcs/kronos/faq.cfm
“Institutions that have not implemented an institution wide CRM strategy and solution by 2016 will lose significant competitive advantage to peers”
Gartner – October 2013
What is CRM?

Customer Relationship Management

- Marketing Databases/Digital Rolodex
  - 80’s
- CRM Coined, ERP bolt-on’s
  - 90’s
- Salesforce.com
  - 2000’s
ECU’s CRM

• Ellucian Recruiter
• Built on MS Dynamics CRM
• Implemented
  – UG August 2013
  – GR September 2014
Student Portal
- interest forms
- admissions app
- checklist management
- integrated payment
- integrated recommendations

Prospect Management
- imports
- email integration
- territory assignment
- applicant tracking
- event management

Admissions Processing
- checklist management
- CSQ Management
- Xtender Integration
- Banner Integration
Student Portal

Welcome to East Carolina University. GradApply is designed to help personalize your graduate admissions experience. Once you create an account, you can:

- Apply for graduate admission
- Track your admission and supplemental application item

Email: *
Password: *

Log In

Not registered yet? Create an account!
Student Admissions Application
Admin View