



*MyWorkday Cutover Connection will help prepare you for the process of cutover.*

**What is Cutover?** During cutover, we will move away from multiple existing systems to two new systems, Tecsys and Workday, for most of our key business tasks. Cutover requires moving data – so there will be some limitations on using our retiring systems and performing some activities. These limitations will help us minimize errors that would require “clean-up” after our Go Live date or having to do difficult manual processes to help us catch up on transactions.

**What does that mean for me?** Closely review the information below. To make the cutover process smoother, we are reducing or limiting some activity in many of our retiring systems. For example, you might want to delay hiring a non-critical new employee until after April 2023 or avoid ordering new supplies in March if they are not essential for patient care. As a health system, we will pause opening new departments/clinics during periods where systems that support those types of activities are unavailable.

Keep familiarizing yourself with what’s ahead in terms of freeze dates. Focus on what transactions you **can** do now. For each freeze date, you may want to set deadlines within your department asking them to provide requests for the future that we are able to process now.

The information below highlights the most immediate impacts (**newer/updated items are in orange**). **Note: all items below apply to every employee in the organization and are not specific to a single department.** For a comprehensive overview of cutover-related information, please refer to [vumc.org/myworkday/cutover](http://vumc.org/myworkday/cutover).

System or Business Process	Date of Impact	Activity	Resumption of Process	Notes
Health System	Late January – End of August	Some business activities slow down or stop during this period: <ul style="list-style-type: none"> <li>Clinical practice openings or acquisitions (changes that require Epic build)</li> <li>Acquisitions/upgrades requiring IT support</li> </ul>	Early summer 2023 <sup>1</sup> (testing to begin in mid-May)	New locations/departments may tentatively resume in early summer 2023 <sup>1</sup> (testing to begin in mid-May)
Supply Chain/ Tecsys	3/17/23	All open POs with a remaining obligation of \$500 or less or with no activity since 10/1/2022 will be closed	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Please review any open POs and close as many of these POs as possible before 3/17/23</li> <li>Any open POs with a remaining obligation of \$500 or less or POs with no activity since 10/1/22 will automatically be closed— contact Supply Chain by 3/14/23 at <a href="mailto:yolanda.redmond@vumc.org">yolanda.redmond@vumc.org</a> if PO needs to remain open</li> <li>Notify Supply Chain at <a href="mailto:yolanda.redmond@vumc.org">yolanda.redmond@vumc.org</a> by 3/14/23 with intent to submit invoices for any POs that currently show obligation of \$500 or less or that have had no activity since 10/1/2022—will flag that open PO for conversion to Workday instead of closing PO</li> </ul>
Supply Chain/ Tecsys	1/19/23	MEOC regular scheduled meeting will move to electronic vote	5/18/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Request approved in January will not be available for use until 4/17/23</li> <li>MEOC 3/16/23 meeting will be delayed until 5/18/23</li> <li>MEOC submission request portal will remain open during freeze period</li> </ul>
Supply Chain/ Tecsys	1/20/23	Hold on creation of new locations or changes to existing locations	4/1/23 <sup>2</sup>	Includes hold on openings/moves, new inventory/PAR locations for clinical areas, new ship to/deliver locations for POs
Supply Chain/ Tecsys	1/27/23	Hold on establishment of new suppliers	4/17/23	No new suppliers created from 1/27 – 4/17/23
Supply Chain/ Tecsys	2/3/23	Hold on supply/ implant item creation	4/1/23 <sup>2</sup>	New supply/implant item adds will not be created or available for use after 2/3/23
Supply Chain/ Tecsys	2/3/23	New Item Number freeze for Pathways Materials Management	4/1/23 <sup>2</sup>	
Supply Chain/ Tecsys	2/10/23	Last day to add/delete any existing/new items to any PMM or POU Optiflex location	4/1/23 <sup>2</sup>	Materials team has until 2/10/23 to have the inventory locations updated with item information
Supply Chain/ Tecsys	2/28/23	Last day to enter requisitions in eProcurement	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Last day for PMM/HSS ordering is 3/27/23</li> <li>Payment cards will remain open and can be utilized</li> <li>Blanket POs can continue to be utilized during this period. Please follow the standard approval process if these POs require an increase. Receipts for goods and services received during this period can still be uploaded to eProcurement.</li> <li><a href="#">View the emergency protocols</a> for purchasing while eProcurement is unavailable</li> </ul>
Supply Chain/ Tecsys	2/28/23	Ordering critical medical supplies, including compressed gas	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Medical supply purchases may continue through 3/27/23 in PMM</li> <li>Lab Animal purchase request will continue without interruption of service. The DAC will purchase animals for all orders utilizing their departmental Pcard</li> <li>Ordering compressed gas:               <ul style="list-style-type: none"> <li>Departments will call in their orders to AL Gas with their account number</li> <li>Once this information is provided, AL Gas will apply order to the current blanket PO that is on file</li> <li>AL Gas is willing to follow this process through the month of March</li> </ul> </li> </ul>
Supply Chain/ Tecsys	3/4/23	Last day for departmental approvals of eProcurement requisitions	4/1/23 <sup>2</sup>	

For more information (including the latest list of cutover-related dates), visit [vumc.org/myworkday/cutover](http://vumc.org/myworkday/cutover).

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Supply Chain/ Tecsys	3/15/23	Last day to submit check request and invoices for processing in PeopleSoft	4/1/23 <sup>2</sup>	PO Invoices received after this date will be held for processing in Workday Check Request will be returned to the department for processing in Workday via the Supplier Invoice Request
Supply Chain/ Tecsys	3/21/23	Last day for T&E card charges to post to Concur	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Any unsubmitted T&amp;E card charges will have expense report automatically created and charged to default cost center (reports will be auto-approved and processed). Charges will post to Workday post-go live</li> <li>All outstanding T&amp;E card charges in Concur must be expensed by Wed, 3/22 at 5pm in preparation for Workday transition <ul style="list-style-type: none"> <li>Includes future expenses and advance purchase airfare.</li> <li>All T&amp;E charges in Concur available expenses must be expensed out</li> </ul> </li> </ul>
Supply Chain/ Tecsys	3/22/23	Last day to submit Concur expense reports	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>New expense reports may be entered into Workday beginning 4/3/23</li> <li>All outstanding T&amp;E card charges in Concur must be expensed by Wed, 3/22 at 5pm in preparation for Workday transition <ul style="list-style-type: none"> <li>Includes future expenses and advance purchase airfare</li> <li>All T&amp;E charges in Concur available expenses must be expensed out</li> </ul> </li> </ul>
Supply Chain/ Tecsys	3/24/23	Last day for payments to suppliers from PeopleSoft	4/1/23 <sup>2</sup>	Payments to suppliers will begin on 4/1/23 in Workday
Supply Chain/ Tecsys	3/27/23	Last day to approve Concur reports	4/1/23 <sup>2</sup>	Unapproved reports will be auto approved and processed. Expense reports will be approved in Workday post go-live
Supply Chain/ Tecsys	3/27/23	Last day to order medical supplies from PMM/HSS	4/1/23 <sup>2</sup>	
Supply Chain/ Tecsys	3/31/23	Pcards for February cycle (2/28 – 3/27/23) must be reallocated and final approved by 3/31/23	4/1/23 <sup>2</sup>	
HR	2/1/23	No new job codes, departments, earnings codes created	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>No core table changes in PeopleSoft, Taleo, or CATS after this date</li> <li>No new supervisory organizations (departments)</li> </ul>
HR	2/10/23	Restrict changes for existing employees	4/1/23 <sup>2</sup>	No pay rate changes, job code changes, or department changes for individuals not currently going through recruitment process
HR	2/10/23	Last day to create new positions in PeopleSoft	4/1/23 <sup>2</sup>	
HR	2/10/23	Last day for departments to create a job requisition in Taleo	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Any requisitions that need to be created 2/11 - 3/17/23 must be coordinated with Recruitment</li> <li>New requisitions may be entered by departments beginning April 2023</li> </ul>
HR	2/10/23	Restrict future dated transactions within PeopleSoft with an effective date after 3/26/23	4/1/23 <sup>2</sup>	Any transactions entered in PeopleSoft with a date after 3/26/23 will be removed from PeopleSoft and must be manually entered by department into Workday after 4/1/23 go live
HR	3/15/23	Restrict hiring manager access within Taleo to “view only”	4/1/23 <sup>2</sup>	
HR	3/17/23	Remove Applicant access to Taleo	4/1/23 <sup>2</sup>	
HR	3/17/23	Last day to make any changes in ePac related to individuals in recruitment process	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Includes transfers and earnings distribution changes</li> <li>All transactions will need to be in an approved status 3/17</li> <li>ePAC will be taken offline for all transactions, except retroactive distribution corrections (RDCs)</li> </ul>
HR	3/17/23	Last day to make any changes in C2HR	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Includes W-4 and direct deposit information</li> <li>Any changes made to emergency contact information after 2/10 will need to be re-entered in Workday</li> </ul>
HR	3/17/23	Last day to make additional pay requests	4/1/23 <sup>2</sup>	Must be entered and approved before end of day via ePac
HR	3/17/23	Last day to make changes in My VUMC Benefits	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Employees will not be able to enroll in new benefits, submit a life event, change dependents or beneficiaries, or file a flexible spending account (FSA) claim</li> <li>Employees with qualifying life event during cutover period will have enrollment period extended</li> </ul>
HR	3/10/23	Last day for an offer to be made by recruiter to staff for 3/27 start date	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Offers must be completed and background checks initiated</li> <li>Please note: employees starting the week of March 27 may experience some onboarding challenges, as systems will begin to go offline for our April 1 Go Live</li> <li>Due to the April 1 Go Live, we will not have orientation on April 3. Many system interfaces will not be available the week prior, which will result in a challenging onboarding experience for new hires.</li> </ul>
HR	3/27/2023	Onboarding Portal is no longer available		<ul style="list-style-type: none"> <li>New employees will receive onboarding notifications within Workday after April 1</li> <li>Additional links will be available on the HR website for additional guidance</li> </ul>
Finance	1/31/23	No new ledger accounts after 1/31/23	4/1/23 <sup>2</sup>	
Finance	2/19/23	No new GL allocations/pro-rates or changes to allocations/pro-rates	5/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>Sponsored project F&amp;A allocations will be added/updated for March month-end close as needed. We will utilize Workday functionality to process F&amp;A Allocations for April</li> <li>Professional Billing allocations will resume for changes in May after our first Workday month end and to synchronize with Epic availability for changes</li> </ul>
Finance	3/17/23	No new cost centers or cost center changes	4/1/23 <sup>2</sup>	
Finance	4/6/2023	March month end close will occur in our legacy general ledger	4/7/23 <sup>2</sup>	Month end reports will be released on Friday 4/7/2023 in eDog, BI Launchpad, and Hyperion based upon legacy general ledger

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Finance	4/15/2023	March financial data processed in legacy general ledger will be converted and loaded to Workday	4/20/23 <sup>2</sup>	March data conversion will be complete and validated in Workday on 4/20/2023. March conversion data and fiscal year to date reporting will be available at this time. Fiscal year to date reporting will only be available through February 2023 prior to the final conversion load for March.
Epic (eStar)	2/20/23 through mid-May 2023 <sup>3</sup>	Certain Epic master files cannot be updated during this period, limiting a set of changes from being made in the production Epic environment	Mid-May 2023 <sup>3</sup>	<ul style="list-style-type: none"> <li>▪ Billing Areas for Department and Provider records cannot be created or modified</li> <li>▪ Facility and Department records cannot be created</li> <li>▪ Existing Facility and Department-linked groupers related to general ledger cannot be modified</li> <li>▪ Cost Centers cannot be created or modified</li> <li>▪ Hospital Billing: no new payment or adjustment transaction codes (EAP) can be created or modified</li> <li>▪ Professional Billing: no new charges, payments, or adjustments</li> </ul>
Research & Grants	1/1/23 – 2/10/23	Modify earnings distributions (EDCs) by 2/10/23 to account for <b>increased</b> NIH salary cap	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Effective date cannot predate 1/1/23 but must be no later than 2/1/23</li> </ul>
Research & Grants	4/1/23	Final federal effort certification in ePac must be completed by 4/15/23	4/1/23 <sup>2</sup>	<ul style="list-style-type: none"> <li>▪ Final effort certification will be kicked off in ePac on 4/1/23</li> </ul>

1. Date will depend on stability of implemented systems

2. Workday and Tecsys are planned for availability on 4/1/23; however, employees are advised to wait until that Monday (4/3/23) to use these systems to allow for system stabilization over the weekend

3. After 4/1/23, certain changes may move forward (based on necessity for health system); all changes between 4/1/23 and mid-May 2023 require approval from Chief Operating Officer of VUMC