



EPI-USE assists leading College of Medicine to modernize Human Capital Management

Case Study: Baylor College of Medicine

Baylor College of Medicine, located in the Texas Medical Center in Houston, Texas, is a leading health sciences university with the mission of “Improving Human Health through science, scholarship, and innovation.” The college includes a medical school, Baylor College of Medicine, the Graduate School of Biomedical Sciences, the School of Allied Health Sciences, and the National School of Tropical Medicine.

With the President’s strong sponsorship and support, BCM began a journey to completely transform their administrative processes and SAP in 2017. Baylor focused on improving business processes and then how SAP SuccessFactors could improve employee engagement and business efficiency through technology. As part of this transformation, BCM began their transformation journey in 2018 with implementation of the full SuccessFactors HCM and Talent suite linked to on-premise payroll and benefits. In July, 2019 BCM went live with the full SuccessFactors HCM and Talent suite to improve position approval, recruiting, onboarding, time management, HR processes, employee career development, training, performance management, and compensation management.

Project Scope

- System modernization and simplification of core HCM via SAP SuccessFactors Employee Central
- Implementation of SuccessFactors Talent Management including Recruiting, Onboarding, Learning Management, Performance and Goals Management, and Compensation Management
- SuccessFactors Cloud Platform Integration
- Integration to On-Premise SAP Payroll



Headquarters: Houston, Texas

Industry: Higher Education

Employees: Approximately 10,000

Systems Replaced: Multiple

Systems Implemented: SAP SuccessFactors

“Our partnership with EPI-USE has provided us with process and technology expertise, innovative solutions to our unique challenges, and proven implementation experience that led to an on-time successful go-live! The go-live for BCM was only the beginning, and we continue to leverage our partnership to deliver continuous improvement and innovation for BCM. We hope to demonstrate to our employees that positive change is not just something that happens every few decades, but something we aspire to deliver to the institution year-round.”- **Client Project Stakeholder**

Key Wins

- Improved processes and tools for recruiting, retaining, developing, and managing workforce
- 74% of BCM Employees migrated off paper timesheet tracking to electronic Time Entry / Time-off Requests
- Greatly simplified transaction processing and trackable workflow that promotes transparency and action
- Centralized Learning System – one central place which houses all training curriculums to promote employee development
- Improved reporting and information for Managers, Administrators, and Employees
- 160% Increase in applications for open job postings
- Common definitions for employees’ jobs, competencies, skills, and activities to enable career development and progression



About EPI-USE

EPI-USE is part of groupelephant.com, which employs more than 3,000 people in 33 countries. Best known as the world's largest and most experienced independent SAP HR/Payroll specialist, designing, building and implementing Cloud-based, hybrid and on-premises HR/Payroll systems for large, complex multinational corporations, EPI-USE has recently emerged as a leader in deploying SAP's S/4 HANA Finance applications across several industries, with the proprietary 'S/4 FastTrack' program designed for Higher Education institutions in the USA.

To find out more about EPI-USE's solutions and services, please visit www.epiuse.com or contact us at info@epiuse.com.

Beyond Corporate Purpose: Elephants, Rhinos & People ('ERP')

Our Group operates under a hybrid business model in terms of which we fund and run an in-house nonprofit, so that we go 'Beyond Corporate Purpose' in our day-to-day activities. Rather than implementing a traditional corporate social responsibility program and simply donating funds to charities, with 'Beyond Corporate Purpose' we operate a professionalized, institutional nonprofit delivery capability, the primary focus of which is the protection and conservation of Elephants and Rhinos in the wild, through an unusual strategy based on the economic upliftment of impoverished rural People in areas adjacent to the threatened species, or another definition of 'ERP', if you will.



Should we be successful in winning this engagement, we will channel 1% (one percent) of our net revenues deriving therefrom, to ERP projects. You would be able to choose from a range of projects towards which the funds would be directed, and our ERP staff will provide you with ongoing monitoring and evaluation, and reporting, at your election. Please note that the monies do not constitute an elective add-on to our fees, but would rather be taken out of our revenues.

Please visit www.erp.ngo for examples of our current initiatives and interventions.