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ERP Readiness Assessments

Service Description

Evaluating institutional preparedness, identifying gaps, and developing actionable strategies to ensure a smooth transition to a modern ERP system.

Service Roles and Rates

Role	Hourly Rate
Assessment Lead	\$ 350
Assessment Analysts	\$ 252
Function SMEs	\$ 295

Typical Fees

Fees (low)	Fees (high)
\$ 100,000	\$ 750,000

Typical Duration

Weeks (low)	Weeks (high)
4	16

Estimation Considerations

- *Breadth of assessment, perhaps greater than potential ERP coverage/functionality (i.e., readiness may incorporate functions tangential to those directly addressed by ERP solution)
- *Availability of existing business process documentation (i.e., need to document current state prior to ERP alignment)
- *Identification of ERP solution (i.e., knowing the ERP allows for leverage of specific application processes in measuring impacts/gaps vs. "typical ERP solution capabilities")

Strategic Planning and Roadmapping

Service Description	Service Roles and Rates		Typical Fees	
Guiding institutions through ERP modernization efforts with tailored roadmaps, aligning technology investments with institutional goals.	Role	Hourly Rate	Fees (low)	Fees (high)
	Project Lead	\$ 390	\$ 100,000	\$ 500,000
	Solution Analysts	\$ 295		
	Functional Analysts	\$ 252		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
Typical Duration				
		Weeks (low)	Weeks (high)	
		8	12	
Estimation Considerations				
*Breadth of assessment, perhaps greater than potential ERP coverage/functionality (i.e., strategic plan may require broader scope of work than what is addressible with ERP solution)				
*Availability of existing business process documentation (i.e., need to document current state prior to ERP alignment)				
*Identification of ERP solution (i.e., knowing the ERP allows for leverage of specific application processes in alignment vs. "typical ERP solution capabilities")				

System Selection and Procurement Support

Service Description	Service Roles and Rates		Typical Fees	
Assisting institutions in defining functional and technical requirements, facilitating competitive vendor selection, and ensuring alignment with public procurement best practices.	Role	Hourly Rate	Fees (low)	Fees (high)
	Selection Lead	\$ 350	\$ 100,000	\$ 200,000
	Seletction Analysts	\$ 252		
	Solution Analysts	\$ 295		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
Estimation Considerations				
*Availability of existing functional/technical requirements *Availability of SME team from insitutional functions *Number of RFP recipient vendors *Number of vendor finalists for demonstrations/use case execution *Incorporation of professional services estimates in tandem/collaborative with softwre vendor				

Implementation Oversight and Quality Assurance

Service Description

Providing independent oversight (aka "project health check") during ERP implementations to mitigate risks, enhance vendor accountability, and ensure project success.

Service Roles and Rates

Role	Hourly Rate
Project Lead	\$ 350
Process Area/Services Leads	\$ 295
Solution/Technology SMEs	\$ 295

Typical Fees

Fees (low)	Fees (high)
\$ 100,000	\$ 500,000

Typical Duration

Weeks (low)	Weeks (high)
48	96

Estimation Considerations

*Effort and breadth of oversight directly related to ERP implementation scope/timeline.

* We can customize a similar service with gate reviews (e.g. 5 gate reviews over the course of the project) on the low end of our proposed fee range

Change Management and Organizational Readiness

Service Description	Service Roles and Rates		Typical Fees	
Supporting institutions with stakeholder engagement, training programs, and strategies to manage resistance to change.	Role	Hourly Rate	Fees (low)	Fees (high)
	Project Lead	\$ 350	\$ 500,000	\$ 1,500,000
	Change Lead	\$ 295		
	Communications Lead	\$ 252		
	Training Lead	\$ 252		
	Training Analyst	\$ 225		
	Function SMEs	\$ 350		
Estimation Considerations				
*Breadth of functional impact (and associated change), which is roughly aligned to subscribed ERP functionality (i.e., more functions increase stakeholder variations/effort) and timeline *Availability of institutional communications channels, established operations training materials, etc. *Availability of existing business process documentation (i.e., need to document current state as baseline for understanding change) *Identification of ERP solution (i.e., knowing the ERP allows for leverage of specific application processes in measuring impacts/gaps vs. "typical ERP solution capabilities") *Allocation of institutional staff to support change effort (i.e., should institution assign a team to execute, our services may shift to change team ramp-up/training, coaching, and ongoing advisory)				

Business Process Optimization

Service Description

Analyzing and refining institutional processes to maximize efficiency including but not limited to leveraging ERP system capabilities effectively.

Service Roles and Rates

Role	Hourly Rate
Project Lead	\$ 350
Process Area Leads	\$ 295
Process Area Analysts	\$ 225
Process Area SMEs	\$ 350
	\$ -
	\$ -
	\$ -
	\$ -
	\$ -

Typical Fees

Fees (low)	Fees (high)
\$ 75,000	\$ 350,000

Typical Duration

Weeks (low)	Weeks (high)
5	16

Estimation Considerations

- *Breadth of process analysis/optimization, which is roughly aligned to subscribed ERP functionality (i.e., more functions increases effort)
- *Depth of process analysis/optimization (i.e., Level 4 more involved than Level 2)
- *Availability of existing business process documentation (i.e., need to document current state prior to ERP alignment)
- *Identification of ERP solution (i.e., knowing the ERP allows for leverage of specific application processes in alignment vs. "typical ERP solution capabilities")

Cybersecurity and Risk Management

Service Description		Service Roles and Rates		Typical Fees	
Assessing security vulnerabilities, ensuring compliance with regulatory frameworks, and integrating cybersecurity best practices into ERP planning and implementation.		Role	Hourly Rate	Fees (low)	Fees (high)
		Project Lead	\$ 500	\$ 30,000	\$ 150,000
		Project Director	\$ 350		
		Project Senior Manager	\$ 350		
		Lead Analyst	\$ 250		
		Experienced Analyst	\$ 215		
		Analyst	\$ 175		
Typical Duration					
		Weeks (low)	Weeks (high)		
		8	20		

Estimation Considerations

Workbook last saved: Just now

Data Governance and Privacy Compliance

Service Description		Service Roles and Rates		Typical Fees	
Establishing policies and frameworks to ensure data integrity, privacy protection, and adherence to state, federal, and industry regulations.		Role	Hourly Rate	Fees (low)	Fees (high)
		Project Lead	\$ 350	\$ 80,000	\$ 220,000
		Data Governance Lead	\$ 295		
		Solution Architect	\$ 295		
		Data Governance Analyst	\$ 250		
Typical Duration				Weeks (low)	Weeks (high)
				8	16
Estimation Considerations					
Number of data entities for consideration. Number of potential data stewards. Number of source systems for consideration. Level of depth analysis into core data elements.					

Post-Implementation Evaluation and Continuous Improvement

Service Description	Service Roles and Rates		Typical Fees	
Assessing system effectiveness, identifying optimization opportunities, and ensuring long-term ERP success.	Role	Hourly Rate	Fees (low)	Fees (high)
	Project Lead	\$ 350	\$ 50,000	\$ 150,000
	Process Area/Services Leads	\$ 295		
	Solution/Technology SMEs	\$ 295		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
Estimation Considerations				
*Prior involvement in ERP implementation *Prior involvement in Change Management and Organizational Readiness services (or access to appropriate deliverables/working materials) *Availability of institutional communications channels, established operations training materials, etc. *Allocation of institutional staff to support				

Program and Project Management Office (PMO) Setup and Execution

Service Description
Establishing and supporting program governance structures to manage ERP and strategic plan execution across departments and institutions.

Service Roles and Rates	
Role	Hourly Rate
Program Lead	\$ 390
Program Analysts	\$ 295
Reporting Analyst	\$ 252
	\$ -
	\$ -
	\$ -
	\$ -
	\$ -
	\$ -

Typical Fees	
Fees (low)	Fees (high)
\$ 500,000	\$ 1,500,000

Typical Duration	
Weeks (low)	Weeks (high)
48	96

Estimation Considerations
*Effort and breadth of oversight directly related to ERP implementation scope/timeline. *Prior, familiar governance processes and structures post a change, but ultimately reduce effort. *Degree of operational (execution) need increases effort/time (i.e., standing up program governance and transitioning or periodically advising is lower effort). *Familiar, capable planning/management/reporting solutions reduce effort to transition to institute operations.

Knowledge Transfer and Internal Capacity Building

Service Description	Service Roles and Rates		Typical Fees	
Delivering tools, coaching, and training programs to ensure sustainable ERP operations and empower institutional teams for self-sufficiency.	Role	Hourly Rate	Fees (low)	Fees (high)
	Project Lead	\$ 350	\$ 100,000	\$ 200,000
	Communications Lead	\$ 252		
	Training Lead	\$ 252		
	Training Analyst	\$ 225		
	Function SMEs	\$ 295		
	Solution/Technology SMEs	\$ 295		
Estimation Considerations				
*Prior involvement in ERP implementation *Prior involvement in Change Management and Organizational Readiness services (or access to appropriate deliverables/working materials) *Availability of institutional communications channels, established operations training materials, etc. *Allocation of institutional staff to support				

Oracle Cloud ERP Implementation Services

Service Description	Service Roles and Rates		Typical Fees	
	Role	Hourly Rate	Fees (low)	Fees (high)
For institutions selecting Oracle Cloud, the Provider offers direct implementation services leveraging its Oracle Cloud expertise, including HCM, ERP, EPM, and analytics. For institutions that are already live on Oracle Cloud, the Provider also offers assessments, optimizations, and post go live support services.	Principal	\$ 390	\$ 3,000,000	\$ 10,000,000
	Director	\$ 350		
	Program Manager	\$ 295		
	Project Manager	\$ 252		
	Solution Architect	\$ 295		
	Configuration Consultant	\$ 225		
	Technical / Reporting Architect	\$ 295		
	Technical / Reporting Analyst	\$ 225		
	Technical / Reporting Developer	\$ 225		
Typical Duration			Weeks (low)	Weeks (high)
			48	96

Estimation Considerations

*Typical fees estimate is assumed to be a multi-pillar implementation of Oracle Cloud HCM and ERP. We expect to conduct full scoping with each institution to refine the set of services, scope, and fees based on discovery and discussions.

*Typical timeline assumes a 12-24 month deployment of Oracle Cloud HCM and ERP. Before the implementation, we will conduct detailed roadmapping discussions with each institution to determine the timeline and phasing approach for the implementation.

* Overall timing and fees for an Oracle implementation are subject to the combined availability and responsiveness of client resources. Our project management team will identify resource capacity concerns as they arise and will work with your team to align on a plan forward, which may result in program timeline changes to accommodate the necessary changes in workstream schedules.

* Client resources will provide the appropriate Subject Matter Resources (SMRs) for workshops that can drive to decisions and represent the broader organization. Our ability to meet project deadlines will be largely dependent on the ability of the client to provide information and decisions in a timely manner.

* Institutions will adopt standard business processes and an enterprise common model design.

* The number of conversions/integrations/reports for each implementation will be defined during up front scoping and discovery. We have assumed standard scope based on what we have seen in other higher education institutions.

* Project Management and Change Management services for each implementation are covered in their respective tabs.

Strategic Enrollment Management and Marketing Assessments

Service Description

Evaluating brand differentiation strategies, and ensuring alignment of marketing and recruitment strategies, recruitment operations and pipelines, pricing/discounting strategies, and student personas to align CRM and ERP planning with enrollment goals. Work may also involve ensuring brand distinctiveness aligns to academic program availability and student support.

Service Roles and Rates

Role	Hourly Rate
Assessment Lead	\$ 390
Assessment Analysts	\$ 295
Reporting Analyst	\$ 252

Typical Fees

Fees (low)	Fees (high)
\$ 50,000	\$ 150,000

Typical Duration

Weeks (low)	Weeks (high)
8	12

Estimation Considerations

*Availability of historical institutional analyses/reporting

Academic Program Demand and Profitability Analysis

Service Description	Service Roles and Rates		Typical Fees	
Performing assessments of the existing academic program portfolio leveraging internal enrollment data as well as labor market and demographic data to assess current program demand. Additionally, assessing the program profitability via leveraging known revenue and expense to guide decisions on portfolio optimization, course scheduling and workload management, program continuity, and new program development.	Role	Hourly Rate	Fees (low)	Fees (high)
	Assessment Lead	\$ 390	\$ 75,000	\$ 150,000
	Assessment Analysts	\$ 295		
	Reporting Analyst	\$ 252		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
Estimation Considerations				
- Number and type of programs (e.g. lecture, lab, online, etc.) - Number of teaching locations in scope - Scope focused purely on program demand vs. program profitability vs. program / class seat fill rate analysis - Availability of revenue and expense data for student tuition, faculty (FT and adjunct) expense, and ability to associate with program credit hours				

One-Stop Student Services and Experience Design

Service Description	Service Roles and Rates		Typical Fees	
Redesigning student support models and service centers to enhance accessibility, efficiency, and alignment with ERP capabilities.	Role	Hourly Rate	Fees (low)	Fees (high)
	Project Lead	\$ 390	\$ 50,000	\$ 150,000
	Process/Solution Analysts	\$ 295		
	Change Analyst	\$ 252		
		\$ -		
		\$ -		
		\$ -		
		\$ -		
Estimation Considerations				
*Availability of existing process documentation (i.e., need to document current state prior to ERP alignment) *Availability of prior institutional analyses of retention initiatives (e.g., student services, advising, mental health / wellness resources, and student life) **Availability of SME team from related insitutional functions *Identification of ERP solution (i.e., knowing the ERP allows for leverage of specific application processes in considering best alignment to student services vs. "typical ERP solution capabilities") *Fees range is typical of assessment and high-level design of program to align student support/services processes/solutions in best leverage of ERP. Implementation/execution of program components will vary significantly for each institution				

Managed Services and Strategic Retainer Support

Service Description	Service Roles and Rates		Typical Fees	
Offering optional post-implementation support, including extended go-live assistance or advisory retainers for system optimization and governance continuity.	Role	Hourly Rate	Fees (low)	Fees (high)
	Project Lead	\$ 350	\$ 50,000	\$ 150,000
	Process Area/Services Leads	\$ 295		
	Solution/Technology SMEs	\$ 295		
	Reporting Analyst	\$ 252		
		\$ -		
		\$ -		
Typical Duration				
Weeks (low)	Weeks (high)			
8	12			
Estimation Considerations				

Data Strategy Execution and Analytics Roadmapping

Service Description

Developing institutional analytics strategies by prioritizing data domains, defining capability models, and creating long-term roadmaps to support data-informed decision-making.

Service Roles and Rates

Role	Hourly Rate
Project Lead	\$ 350
Data Strategy Lead	\$ 295
Solution Architect	\$ 295
Data Strategy Analyst	\$ 250

Typical Fees

Fees (low)	Fees (high)
\$ 90,000	\$ 160,000

Typical Duration

Weeks (low)	Weeks (high)
8	12

Estimation Considerations

Number of overall stakeholder interviews. Number of existing source systems for consideration. Number of departments to evaluate.