

# Contingent Workforce Project

## VISION

To implement a holistic contingent labor strategy and provider model for Harvard that reduces employment and compliance risk, streamlines the business process from “req to check”, optimizes the highly-fragmented supply base, and achieves savings of 10% on Harvard’s ~\$100M annual spend

## SCOPE

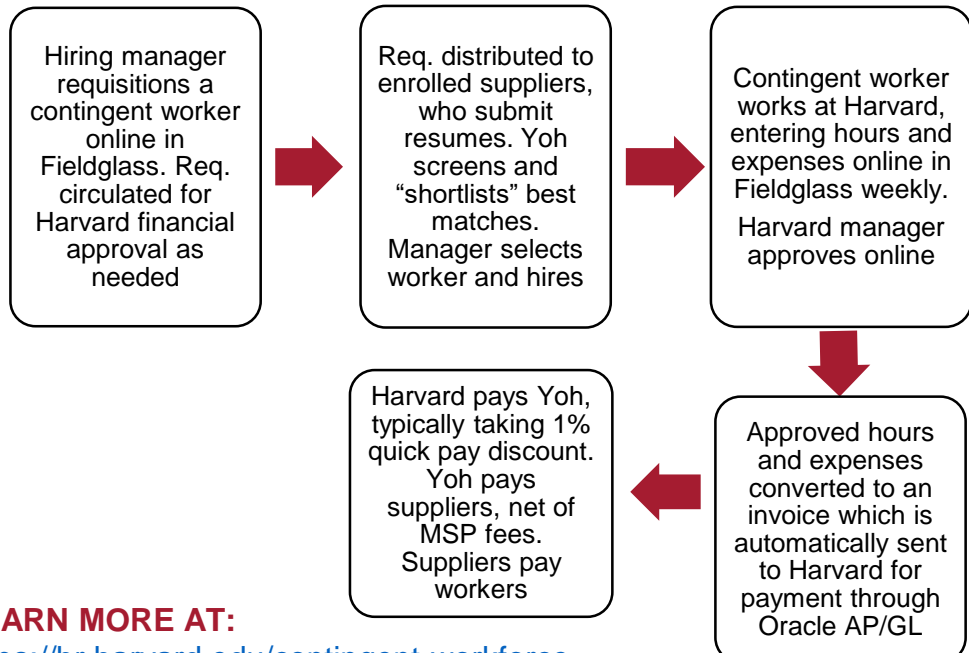
- Effective April 2018, a new business partnership with Yoh, a vendor-neutral managed services provider (MSP)
- A new vendor management system (VMS), SAP Fieldglass, with Harvard side-integrations with our financial, HR and IAM systems
- Enrollment of ~65 of our largest suppliers of contingent talent

At present, 14 Harvard "tubs" are participating, with all others joining the program by October 2020. Once a tub is enrolled, its hiring managers can requisition, select, manage and automatically pay hourly-billed contingent workers in a wide variety of roles online in Fieldglass. Enrolled suppliers compete for every requisition, by proposing the best talent and lowest billing rates. In- and out-of-state payrolling services are also offered.

## IMPLEMENTATION SCHEDULE (subject to change)

<b>July 2019</b> Campus Services	<b>April 2020</b> HLS, HKS, GSD, FAS Core and Allied Institutions	<b>October 2020</b> All Other FAS Units
-------------------------------------	--	--

## HOW DOES IT WORK?



## LEARN MORE AT:

<https://hr.harvard.edu/contingent-workforce>

## PROJECT GOVERNANCE AND TEAM

### Executive Committee

- Marilyn Hausammann, HHR (Chair)  
 Tom Hollister, FAD  
 Anne Margulies, HUIT  
 Meredith Weenick, CS  
 Margie Mahoney, DCE  
 Sara Malconian, Strategic Procurement  
 Katie Vandenabeele, HUHS  
 Kristen Anderson, Divinity  
 Pratike Patel, HLS

### Harvard Human Resources

- Melissa Brown, Mary Ann O'Brien, Lauren Osheroff

### Finance/Strategic Procurement

- Tim McKiel, Lauren Aiello, Dan Hart

### HUIT

- Chris Rocco, Jinesh Mehta, Theresa Butler

### Yoh Program Management Office (PMO)

- Bob Dunakin, Director

### Local Implementation Managers (LIMs)

- Already implemented "tubs"*  
 Denis Collet (HBS)  
 Jose Martinez (HMS)  
 Karen Pemstein (HUIT)  
 Heidi Shea (SEAS)  
 Linda Picard (SPH)  
 Mary Anderson (HSDM)  
 Patty Bruce (CADM)  
 Cheryl Alexis (FAS Athletics)  
 Jag Ramdas (GSE)  
 Chuck Curti (RIAS)  
 Anna Anctil (Divinity)  
 Gaiel Thompson (HUHS)  
 Marc Willis (DCE)  
 Margaret Ivins (Wyss)  
 Kerry Beirme (CS)  
 Kathy Santoro (FAS)

### *Future implementations*

- Lauren Baccus (GSD)  
 HLS (Kevin Moody)  
 HKS (Pam Cozza)