**Open MSU**

**Work Efficiency**

**Job Satisfaction**

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**Roadmap:**

**From the Ground Up**

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**1. Build the Foundation**

Root causes of frustrations and inefficiency must be solved with needed foundation.

- Begin immediately with qualified project teams and program oversight.

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**2. Lay the Cornerstones**

Certain cornerstones are needed, based on foundation, before processes can be solved.

- Begin in parallel with foundation using collaborative teams and oversight.

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**3. Fix Process Pains**

HR-Payroll and HR-EPAFs are dependent on, and could change with, foundation and cornerstone pieces.

- Continually report progress; begin as soon as possible.

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**4. Add Finish Work**

BPA and Purchasing improvements are more narrow in scope, less widely felt, dependent on foundation and cornerstones.

- Include in project teams; convene purchasing summit.

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**Blue:** four-campus integrations. **Gray:** Bozeman-only solutions.