

SCEIS
Executive Oversight
Committee

Annual Report Calendar Year 2025



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REPORT OVERVIEW

The South Carolina Enterprise Information System (SCEIS) Executive Oversight Committee Annual Report captures the status of SCEIS operations in calendar year 2025 (CY 2025). As required by S.C. Code Section 11-53-20, the report is submitted to the Governor, the Chairman of the Senate Finance Committee and the Chairman of the House Ways and Means Committee by Jan. 31 of each fiscal year.

The SCEIS Executive Oversight Committee, appointed by the South Carolina Comptroller General, is currently led by Chairman Brian Gaines. The committee comprises representatives from a cross-section of state agencies varying in size and business function and representing a range of SCEIS functional areas used by state employees.

SCEIS is the statewide integrated system used by over 80 South Carolina state agencies to efficiently manage accounting, budget, human resources, treasury, procurement and payroll processes in South Carolina government. SCEIS uses the System Applications and Products in Data Processing (SAP) solution and related technologies.

Each year, the South Carolina Department of Administration's (Admin) Division of Enterprise Applications (DEA) releases system upgrades and new features to ensure the state of South Carolina utilizes modern enterprise technology in a secure environment, allowing agencies to quickly respond to customer needs. Throughout CY 2025, Admin's DEA enhanced system functionality, deployed technical developments, completed projects related to legislative mandates and delivered tools that led to improved productivity and efficiency.

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STRATEGIC PROJECTS

SCEIS Modernization Program efforts made progress in CY 2025. Transitioning to a more flexible and modern system will ensure efficient, effective and economical management of SCEIS and its accounting, budget, human resources, treasury, procurement and payroll processes. The SCEIS Modernization Program encompasses several key projects and applications, continuing to drive a strategic shift in modernizing the state enterprise resource planning (ERP) system. DEA engaged in a variety of these strategic projects throughout CY 2025, including the following.

- **SCEIS Modernization Program Management:** DEA continues to manage the SCEIS Modernization Program to facilitate coordination across all projects. This includes change communication with partner agencies and stakeholders and program management and tracking.
- **SCEIS Modernization Program Governance:** A SCEIS Modernization Program governance framework was developed and will be implemented in 2026.
- **SCEIS Super User Group:** To ensure the success of SCEIS Modernization Program projects and applications, and to support the successful transition for state agencies, DEA re-established the SCEIS Super User Group (SUG). The SCEIS SUG is an advisory group of SCEIS super users and helps identify user needs, seek opportunities for process improvement, participate in testing and foster user engagement and adoption of new processes and technologies. The SCEIS SUG was chartered and officially kicked off April 22, 2025. Eight SUG meetings were held in 2025, consisting of three full user group meetings and five sub-user group meetings focusing on specific business functions: budget, finance, human resources/human capital management, procurement/logistics, and reporting. As of Dec. 4, 2025, there are 223 super users representing 53 agencies.
- **SCEIS Upgrade Program:** Through a competitive procurement process, Admin selected IBM as the implementation partner to lead the state through the SCEIS migration to SAP's S/4HANA version and negotiated licensing for software and related services with SAP on behalf of the state. In addition, an Independent Validation and Verification (IV&V) supplier, Public Consulting Group (PCG), was solicited and contracted to provide Admin with independent assessments of the SCEIS Upgrade Program progress through go live.
 - **Pre-Migration Projects:** The pre-migration projects, the first component of the SCEIS Upgrade Program, implement changes in the SAP Enterprise Core Component (ECC) environment to reduce the size, complexity and risk of the S/4HANA cloud migration. These projects focus on preparing data, code, tools and processes for a smoother transition. DEA launched all pre-migration projects during CY 2025 and has made significant progress to move each towards completion.
 - **Migration Project:** DEA began work on the second component of the SCEIS Upgrade Program: migration. Migration involves the conversion of the existing SAP

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ECC and Business Warehouse (BW) systems to S/4HANA and BW/4HANA platforms. In CY 2025, DEA created a sandbox environment to enable early validation and testing of the migration process.

- **SCPro Implementation:** SCPro is a web-based procurement system that will lead to greater purchasing efficiencies statewide. SCPro will improve access to business opportunities for suppliers and small businesses and will replace the current SCEIS Supplier Relationship Management (SRM) tool. Admin continued collaborating with SFAA and other partners to prepare for SCPro to ensure a smooth transition from SRM.

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LEGISLATIVE PROJECTS

Action taken by the South Carolina Legislature can result in changes to the SCEIS system. Such was the case in CY 2025 when legislative mandates led to payroll projects and assistance in state agency restructuring efforts. Legislative mandates impacting SCEIS in CY 2025 include the following.

- **South Carolina Department of Behavioral Health and Developmental Disabilities (Act 3):** Effective April 28, 2025, Governor McMaster signed a state law that established the South Carolina Department of Behavioral Health and Developmental Disabilities (BHDD), comprising the Office of Intellectual and Developmental Disabilities (formerly the Department of Disabilities and Special Needs), the Office of Mental Health (formerly the Department of Mental Health) and the Office of Substance Use Services (formerly the Department of Alcohol and Other Drug Abuse Services). To support the formation of the new agency, DEA created a new business area, established master data and the organizational structure and provisioned the necessary security roles.
- **New Statewide Classification and Compensation Reform and Associated Salary Increase:** Under Proviso 117.141 (Employee Compensation) of the FY 2026 Appropriations Act, the state of South Carolina adopted a new classification and compensation system. Working in conjunction with Admin's Division of State Human Resources (DSHR), DEA updated 252 jobs, 46,274 positions and 38,801 employees in SCEIS. Additionally, the classification and compensation reform aimed to adjust employee pay based on new pay structures, guaranteeing employees received at least the new minimum of their pay grade or a 2% increase, whichever was higher. Thus, DEA also implemented a General Increase for appropriate employees.

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FUNCTIONALITY & PRODUCTIVITY PROJECTS

DEA continuously identifies and deploys SCEIS systems, functionality and processes designed to improve productivity and efficiency for state agencies, allowing them to better serve their customers. Functionality and productivity enhancements to SCEIS systems occurring in CY 2025 include the following.

- **Funds Management (FM) and Grants Management (GM) Module Enhancements:** Enhancements to the FM and GM modules were completed and deployed Aug. 1, 2025. The new features and improvements benefit finance, grants and budget users. The enhancements streamline workflows making it easier to track the life-to-date grant budget, simplify business processes, make it easy to obtain and report data, improve data accuracy and create a foundation for increased transparency into agency funds and grants management. DEA created resources to assist SCEIS users with the enhancements including an at-a-glance guide, an “Are You Ready” checklist and seven Quick Reference Guides (QRGs). DEA also offered two webinars and six live demos before the enhancements were released.
- **SuccessFactors Performance Management Module:** Admin continued to expand on the 2024 implementation and rollout of the SuccessFactors Performance Management module within the SCEIS MyTalent portal. In collaboration with Admin’s Division of State Human Resources (DSHR), DEA assisted in developing forms and roles for agencies choosing to transition from the previous paper-based method to the statewide employee performance process electronic workflow system. Agencies who began utilizing this module in 2025 include the South Carolina Criminal Justice Academy, South Carolina State Library, South Carolina Forestry Commission and South Carolina Department of Commerce.
- **New Bonus Wage Types:** Admin’s DEA created new bonus wage types that provide the reason for specific bonuses. These new wage types allow for refined reporting and eliminate the need to key the bonus reason. Additionally, SCEIS will now accumulate bonus amounts and caps based on statutory requirements for the fiscal year. The new bonus wage types were effective Sept. 1, 2025.
- **SAP SuccessFactors Updates:** SAP SuccessFactors provides two major updates annually, known as the 1H (first half) and 2H (second half) releases. These releases include hundreds of new features and enhancements. DEA successfully implemented the 1H and 2H releases within the SCEIS MyTalent system.
 - One notable enhancement was the launch of a new Interface Learning Experience (ILX) in MySCLearning. The new ILX provides users with a modern dashboard experience, improved navigation and a more personalized learning experience.
- **Service Management Framework:** Building on DEA’s existing processes, DEA developed and implemented a robust Service Management Framework, a service delivery operating model rooted in the Information Technology Infrastructure Version 4 (ITIL 4) principles and

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designed to support modern, enterprise-scale operations. It combines process rigor with agile responsiveness to deliver high-quality services across diverse stakeholder groups by leveraging the Project Management Institute's (PMI) structured process for overall governance and risk management, while applying agile practices for service delivery.

- **SC Vendor Payments Dashboard Collaboration:** In partnership with the Office of the Comptroller General (CG), Admin launched the SC Vendor Payments Dashboard, an interactive online platform designed to elevate transparency and accountability in state spending. Housed on Admin's website, admin.sc.gov, the dashboard collects data from SCEIS and offers real-time insights in payments made by state agencies to their vendors in an easy-to-use format.
- **SCEIS Training Efforts:** DEA's SCEIS Training Team continues to refine, enhance and integrate proven instructional methodologies for existing course offerings for an ever-changing system. This allows for a greater, more memorable user experience resulting in increased SCEIS user competencies to better serve state agencies and ultimately the citizens of South Carolina.
 - DEA added the integration of increased engagement tools such as gamification and interactive knowledge checks.
 - Admin successfully delivered 48 instructor-led courses that included system demos and hands-on interaction to 1,226 enrolled participants.
 - Approximately 4,530 online course completions were recorded by SCEIS users across 22 online courses.
- **STAR Certification Program:** The SCEIS Training Accreditation and Recognition (STAR) certification program recognizes users who meet established criteria in three specialized Human Resources functional areas: Benefits/Payroll, Organizational Management/Personnel Administration and Time/Leave Administration. During CY 2025, Admin received 23 qualifying applications and awarded seven accreditations, including one individual who earned certification in two of the three specialty areas. Accreditation requires completion of all required training courses within the selected specialty, a minimum of two years of experience in an applicable SCEIS security role and a score of 80 percent or higher on the certification examination.

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AGENCY SUPPORT EFFORTS

Working at the intersection of people, processes and technology, DEA provides the framework and orchestration for delivering on the projects and accomplishments. Agency operational support activities occurring in CY 2025 include the following.

- **SCEIS Service Desk:** The SCEIS Service Desk continuously provides tremendous value and support to state agencies by promptly addressing and resolving a wide variety of SCEIS-related questions and issues. Over the course of CY 2025, the SCEIS Service Desk supported state agencies by fulfilling service requests, supporting business processes and resolving reported service events (as of Dec. 17, 2025):
 - Total tickets opened/created: 20,089
 - Total tickets directly handled by SCEIS Service Desk team: 5,689
 - Total tickets supporting suppliers and stakeholders: 3,599

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TECHNICAL DEVELOPMENTS

Deploying new software and installing upgrades ensures that SCEIS systems operate using newly released updates that include industry best practices and features. These deployments result in efficiencies and solutions to identified technical issues. Such technical developments in CY 2025 include the following.

- **Human Resources (HR) Support Packs:** Fall HR Support Packs were successfully deployed Dec. 13, 2025. The HR Support Packs are developed by SAP as a service to help maintain the functionality, security and performance of the SCEIS system. Support Pack upgrades address outstanding security vulnerabilities, provide functional and technical updates that introduce or enhance new functionality, and can help improve the performance of the SCEIS system. Support Pack upgrades also include new IRS tax rates for the upcoming year, which must be applied to non-production and production environments before the first payroll run is made for the upcoming year.
- **New Grants Management (GM) Reports:** Two new Business Warehouse (BW) reports, GM Grant Budget Report and GM Grant Budget vs. Commitment/Actuals, were created to support the Funds Management (FM) and Grants Management (GM) module enhancements. Configuration updates to the source of grant budgeting initiated the development of these reports. The new BW reports facilitate enhanced oversight of grant budgets and integrate views of selected grants and their corresponding budgets to include Fund, Sponsored Program and Sponsored Class data. Users continue to retain access to all BW reporting for historical reporting for FY 2025 and earlier years.

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CALENDAR YEAR 2026 PRIORITIES

Priorities for CY 2026 will continue to focus on the SCEIS Modernization Program and SCEIS Upgrade Program implementation. Much of the pre-implementation work for the SCEIS Upgrade Program was completed, as planned, in CY 2025. For CY 2026, DEA's focus will shift to the migration portion of the SCEIS Upgrade Program. The scope of these projects demands extensive internal and external coordination with partner agencies, communications with stakeholders, program management and tracking and flexibility to adjust to findings throughout the course of the work. Meeting schedule requirements and milestones outlined in the SCEIS Modernization Program projects will continue to be at the core of DEA's work in CY 2026 and will include such strategic projects as the following.

- **SCEIS Modernization Program:** Continue efforts under the SCEIS Modernization Program that will ultimately provide the accountability and consistency necessary to ensure effective risk management, resource optimization and high-quality outcomes for the state.
- **SCEIS Upgrade Program – Completion of Pre-Projects:** Pre-Migration projects are expected to complete in 2026. These projects will provide a strong foundation as the program transitions into the Migration Project.
- **SCEIS Upgrade Program – Migration to S/4HANA:** As the SCEIS Upgrade Program shifts its focus from the completion of the pre-projects to the migration phase, DEA's focus will center around the strategic projects required to create and transition to S/4HANA. To minimize business disruption, DEA is taking an approach that focuses on upgrading the technology while preserving existing business processes and data as much as possible.
- **SCPro:** In collaboration with the State Fiscal Accountability Authority (SFAA), Admin will continue to work to implement a statewide electronic procurement solution to replace the current Supplier Relationship Management (SRM) module in SCEIS.

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