



The University of Tulsa

Office of Human Resources

Modernizing Retirement Plan Administration for a Better Employee Experience

In alignment with the University's transition to Oracle HCM, TU is implementing a strategic shift in how certain retirement plan administrative tasks are managed. Beginning **January 1, 2026**, the University will leverage **TIAA Outsourced Services**, a suite of administrative capabilities provided at no additional cost to the University or our employees. This initiative is also designed to position the University for a seamless transition to auto-enrollment, scheduled to begin on April 1, 2026.

This change positions us to:

- **Streamline processes** for salary deferral elections and contribution monitoring.
- **Improve employee experience** through faster updates and centralized transactions.
- **Enhance compliance** with evolving regulations, including the SECURE Act 2.0.

What This Means for You

- **Salary Deferrals:** Beginning January 7, 2026, employees will make salary deferral elections via their [TIAA member account](#) (instead of employee self-service).
- **Auto-Enrollment:** Effective April 1, 2026, eligible new hires will be automatically enrolled in the retirement plan. The default employee deferral rate is 5%, which helps new employees take full advantage of the employer match.
- **Vesting Tracking:** Vesting status will now be updated much more frequently through ongoing data delivery to TIAA.
- **Compliance & Efficiency:** Outsourcing these tasks ensures a sustainable, compliant process as regulations evolve.

Please note: This transition will require a brief period of downtime in Paycom, Oracle, and TIAA's member platform. This downtime, called the Quiet Period, is necessary to ensure a smooth and accurate migration of data and services. Details regarding the Quiet Period will be issued Nov 24, with a reminder scheduled for Dec 1.

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Edit colors



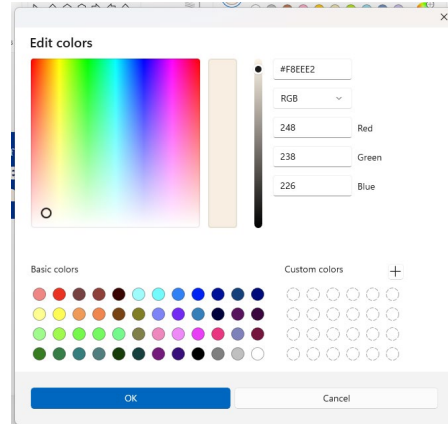
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RGB

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53 Green

147 Blue



Edit colors

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RGB

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238 Green

226 Blue

Basic colors

Custom colors

OK Cancel