



## Workday for Higher Education

Most higher-education administrative systems in use today were built for a pre-internet generation. Expensive to maintain and difficult to use, these legacy systems are too rigid to quickly adapt to change. Bolting on costly applications or adding single-tenant SaaS modules to gain functionality only adds to the problem, as those integrations require significant resources to maintain and update. And the ability to accommodate the rapidly growing trend toward consumerization and bring-your-own-device (BYOD) into that complex technology framework is nearly impossible. Clearly, colleges and universities can't easily achieve their vision of student success when burdened with decades-old technology.

That's where Workday enters the picture. Workday is the only application built in this century and designed for today's generation of technology-savvy students. It unifies Workday Financial Management, Workday Human Capital Management, and Workday Student to bring your entire campus together under one modern, agile, easy-to-use system—all delivered in the cloud.

**“I started Workday to bring passion and customer focus back to the business of enterprise applications.”**

—Dave Duffield, Co-Founder of Workday, Integral, Information Associates, and PeopleSoft—companies that have all made significant contributions to higher education.

### Different by Design

Mobile at the core, Workday delivers the best possible user experience. Your students, faculty, and staff can easily manage their tasks anytime, anywhere. Simple enough for the casual user yet robust enough to handle critical back-office work, Workday delivers built-in business intelligence, diverse organizational structures with modeling capabilities, and more than 300 business processes optimized with best practices. Workday applications are purpose-built for cloud delivery, offering advantages that are not possible with rigid on-premise and single-tenant SaaS systems.

### Key Benefits

- Increase productivity and user adoption with an intuitive mobile and desktop interface.
- Empower faculty, staff, and executives through self-service.
- Standardize with more than 550 proven business processes.

### Workday Applications

- Financial Management
  - > Accounting and Finance
  - > Global Foundation
  - > Reporting and Analytics
  - > Financial Planning
  - > Expenses
  - > Procurement
  - > Inventory
  - > Projects
  - > Grants Management
- Human Capital Management
  - > Human Resource Management
  - > People Analytics
  - > Global Compliance
  - > Workforce Planning
  - > Recruiting
  - > Talent Management
  - > Learning
  - > Compensation
  - > Benefits
  - > Payroll Management
  - > Time and Absence
- Student
  - > Academic Foundation
  - > Student Recruiting
  - > Student Admissions
  - > Curriculum Management
  - > Student Records
  - > Academic Advising
  - > Financial Aid
  - > Student Financials
- Prism Analytics
  - > Data Discovery
  - > Data Preparation
  - > Data Management

- **More time to focus on strategic initiatives:**

Workday manages all the traditional IT-related aspects of your administrative applications—upgrades, patches, integrations, data security, application availability, backup, disaster recovery, performance tuning, operating system, database, network, storage, and maintenance. Your IT team can then spend more time focusing on strategic academic computing initiatives that help further the mission of your institution.

“One platform with finance, HCM, and Student completely interconnected allows us to get insights in a way that’s frankly never happened before.”

—Paul O’Brien, Vice President Institutional Technology, CIO, Indian River State College

- **Continuous innovation and adoption:**

Workday eliminates the cost and complexity associated with traditional upgrades by delivering easy-to-adopt automated updates. This multi-tenant cloud delivery model leverages the Power of One—one unified platform, one codeline, one user community—opening the door for faster innovation, easily consumable enhancements, and shared best practices.

- **Better decision-making with real-time analytics:**

Built-in reporting tools and real-time, actionable analytics provide a 360-degree view of your institution. This functionality eliminates the need for a data warehouse and for juggling multiple (often expensive) third-party applications to reconcile data across disparate security schemas. The embedded analytics in Workday enable you to see trends from past academic time periods as well as to look ahead to determine the resources required to meet student need and demand.

- **Rapid deployment and faster time to value:**

Workday applications are more cost-effective and faster to deploy than legacy applications and give institutions predictable operational expenditures. In addition, Workday will help your organization transition from outdated and disparate systems to a solid foundation based on core business needs, with the opportunity to deploy more-advanced functions over time as your experience with Workday applications grows. Workday deployments can start immediately and are delivered on time and often under budget.

“Tallahassee Community College was the first higher-education institution to deploy almost all that Workday has to offer in a ‘big bang’ approach. The project was on time, under budget, and required no change orders, and within the first 36 hours we had hundreds of happy, engaged users.”

—Bret Ingerman, Vice President for Information Technology, Tallahassee Community College

### Focused on Higher Education

Workday addresses the nuances found in higher education such as academic appointments, flexible payment calendars, activity-based pay, open-ended terms, named professorships, committee and union management, tenure tracking, grants management, effort certification, and endowment accounting.

- **Flexible:** Workday is flexible enough to manage nontraditional academic periods and teaching models such as competency-based learning, badging, and prior learning assessments. Courses created and managed in Workday Student can be a single day, over the weekend, or at a particular student’s pace, in addition to more traditional term periods.

- **Configurable:** With Workday, you can configure applications to meet your institution's diverse and unique needs—now or as changes occur—rather than conform to a limited set of rigid hierarchies that were designed for or customized to accommodate only traditional education models.
- **Student-centered:** As Workday applications continue to evolve, specific challenges facing higher education—both now and in the future—will remain front and center. For example, issues around persistence and completion helped shape the design of Workday Student to ensure that each student is matched with the right courses at the right time for a smooth pathway to graduation or other academic objectives.

**“The most important part of Workday Student is the fact that it’s designed from the ground up. It’s not layered on years and generations of older technology. It starts with a completely clean slate and is designed based on best practices. You can’t do better than that.”**

—David Dodd, Vice President of Information Technology and CIO, Stevens Institute of Technology

## The Power of One

Workday customers are encouraged to participate in solution development through the Workday Community, an online resource that promotes collaboration across the Workday ecosystem. Customers and partners can share best practices, data migration scripts, integration templates, and more, and make suggestions for new functionality. In this way, you can learn from each other to help drive down the total cost of ownership and optimize your Workday experience.

## Designed for Today and Tomorrow

With an innovative, fresh foundation and multi-tenant cloud delivery model, Workday can grow and adapt with your institution in ways your legacy or patchwork hybrid systems will never be able to do. In short, Workday has reinvented business applications to help your institution run more effectively and efficiently.

**“We are trying to tackle the big issue of how to offer affordability and excellence in higher education. We needed to find dollars in our budget and make them available to students via scholarship. Workday is providing a modern finance system that will help us do that.”**

—Michael Hofherr, Vice President and Chief Information Officer, The Ohio State University



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