



Workday for Higher Education

The changing landscape in higher education is impacting the student experience and institutional sustainability in unprecedented and unimagined ways. With the quick shift to remote learning and working brought on by the pandemic, business continuity plans faced the ultimate test in supporting faculty, staff, and students from afar while ensuring data security and continuing critical operations. Unfortunately, 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, making it challenging for colleges and universities to achieve their vision of student success.

That's where Workday comes in. Workday unifies student administration, financials, spend management, human capital management, payroll, grants, budgeting, planning, and analytics to bring your entire campus together under one agile, easy-to-use system—all delivered in the cloud.

Different by Design

Mobile at the core, Workday delivers the best possible user experience, enabling your students, faculty, and staff to easily manage their tasks anytime, anywhere. Simple enough for the casual user yet robust enough to handle critical back-office work, Workday applications are natively built for cloud delivery, offering advantages that are not possible with rigid on-premise, single-tenant SaaS systems.

- **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. Embedded predictive analytics in Workday enable you to see trends from past academic time periods, as well as look ahead to determine the resources required to meet student need and demand.
- **More time to focus on strategic initiatives:** Workday manages all the traditional IT-related aspects of your administrative applications: upgrades, patches, data security, application availability, backup, disaster recovery, performance tuning, operating system, database, network, storage, and maintenance. IT teams can then spend more time focusing on strategic academic computing initiatives that help further the mission of your institution.

Key Benefits

- Improve decision-making with real-time data and collaborative, continuous budgeting and workforce planning
- Increase productivity and user adoption with an intuitive mobile and desktop interface
- Empower faculty, staff, and executives through self-service
- Eliminate costly system maintenance and upgrade cycles with a proven SaaS delivery model

Key Features

- Single source of student, finance, HR, and payroll data
- Built-in, always-on auditing and compliance controls
- Configurable business processes
- Intuitive, native mobile user experience

Results

- 50% reduction in time spent on monthly close
- 30% reduction in payroll calculation time
- 60% reduction in procurement cycle time
- 50% reduction in time to reimburse expenses
- \$900K saved annually with elimination of out-of-policy spend
- 10% reduction in adjunct faculty costs from improved planning and analysis
- 86% improvement in execution of adjunct faculty contracts

- **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 a unified data core with one platform, one code line, and one user community—opening the door for faster innovation, easily consumable enhancements, and shared best practices.
- **Rapid deployment and faster time to value:** Workday applications are more cost-effective and faster to deploy than legacy applications, giving institutions predictable operational expenditures. Workday deployments can start immediately and are delivered on time and often under budget.

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. Workday also delivers more than 500 business processes optimized with industry best practices to help with standardization. All these options are flexible, so you will never again be locked into a system that does not grow and change with your institution.
- **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.

Engaging User Experience

Workday looks and works like your favorite consumer websites, such as Amazon or Google. The intuitive interface uses internet constructs such as hyperlinks, icons, predictive search, embedded help, and worktags—identifying names that can be used for reporting and associated transactions to give you a 360-degree view of your institution. With minimal training, all users can quickly adopt Workday.

Workday is designed to be mobile-first for smartphones and tablets, and you don't need a separate application for each business process. With Workday, it's all unified in a single mobile experience.

Workday Applications

Financial/Spend Management

- Core Financials
- Revenue Management
- Accounting Center
- Expenses
- Grants Management
- Projects
- Financial Planning/Budgeting
- Strategic Sourcing
- Inventory
- Procurement
- Endowments

Human Capital Management

- Human Resource Management
- Payroll Management
- Recruiting
- Compensation
- Benefits
- Learning
- Talent Optimization
- Time Tracking
- Absence Management
- Workforce Planning
- Journeys
- Help
- Cloud Connect for Payroll and Benefits

Student

- Academic Foundation
- Student Recruiting
- Student Admissions
- Curriculum Management
- Student Records
- Academic Advising
- Financial Aid
- Student Financials

Analytics and Reporting

- Prism Analytics
- People Analytics
- Report Writer and Discovery Boards
- Benchmarking

Active User Community

Workday customers are encouraged to participate in solution development through 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—as well as 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 foundation and multi-tenant cloud delivery model, Workday grows and adapts with your institution in ways your legacy systems will never be able to do. Workday has reinvented business applications to help your institution run more effectively and efficiently.

To learn more about how Workday addresses the needs of public sector organizations, please visit workday.com/highered.

Deploy Workday and Get Significant Value Fast

Workday offers deployment services, training, support, and continuous innovations to help you use Workday with confidence as your organization evolves. Because each customer has different requirements, resources, and goals, we've designed our services to meet a variety of needs and learning styles.

To help you reach your goals faster and empower your teams, subscription-based Workday Success Plans offer exclusive access to resources, tools, and expertise for an even deeper understanding of Workday.

For more information, visit workday.com/cx.



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