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| Q&A: Gaining Clarity by Moving to the Cloud |

* Who is your implementation partner?
  + We used Sierra Cedar to assist with implementing Workday HCM/Payroll and Financials; Collaborative Solutions for Workday Planning; and we’re Workday primed for the implementation of Student.
* What technical training or shift of skills was required for your technical team?
  + We have a separate technical (integrations) team working on Workday than legacy. Our Integration Architects are a combination of hires with prior Workday integrations experience as well as trained through the robust Workday training program.
* How many systems were you able to get rid of?
  + Approximately 5-7 systems when Workday HCM/Payroll went live; 3 additional ones with the go live of Workday Financials and Planning. We are still in the midst of implementing Student, so it’s hard to estimate this number with respect to that implementation.
* What functionality in Student was missing that pushed your timeline out?
  + Our institution provides financial aid packages to students at the time they are admitted. That functionality is scheduled for delivery in Workday 32 (March 2019), therefore we needed to delay until that is available to be configured.
* Percentage of customizations reduced?
  + All of them (hundreds) have been eliminated as Workday is a configuration solution (not customizable). Workday provides a robust, configurable environment which eradicates the need to customize.
* What middleware are you using?
  + We’re using Constituo Unite to assist with integrations between legacy (which doesn’t support web services) and Workday. We also use it as a middleware to help with integrations to/from Active Directory and other systems, too.
* Did you do parallel or sudden switch-over from legacy to cloud?
  + All of our cloud implementations have been a ‘big bang’ go live. Although we do parallel testing during the “Testing” stage of the implementation to confirm consistent results.
* Will this result in reduced staffing needs?
  + Yes; however, some of the reduction in the ITS division has created new opportunities in the functional areas who do not currently have the right skillset on staff to support the cloud application configurations.
* Will you post your slides
  + Yes, the slides are available in the same Educause space as this list of questions for the session with answers.
* Did you bring all legacy data to Workday?
  + We have not, but we have an initiative now to bring additional data elements forward (approximately 2 years after go live of HR in Workday).
  + In Financials, we only brought in beginning balances, no other data.
  + For Planning, we did not bring any legacy data forward as it’s our first budget using the new chart of accounts (aka Financial Data Model / FDM).
  + For Student, there are two “buckets” – active and inactive students. Collectively, it’s the entire student and alumni population. The active student population was defined by each functional area of whom they would need to be able to retrieve (e.g. Registrar and Advising need transaction student data for anyone registered in the last 7 years; Financial Aid needs 6 years for regulatory purposes; Admissions needs 3 years; etc.). We created a script in our legacy system to check each student record to determine if it meets any of those criterion – if so, a flag is updated on that student record, which indicates it’s an active student. The remainder are assumed to be inactive, but will be migrated into Workday Student with aggregated, non-transactional data.
* How did you manage workload on users during transition periods?
  + The ITS team was fortunate enough to have dedicated resources to the project. The functional managers prioritized the workload for their staff (HR, Payroll, and Financials implementations). The functional managers also assisted with communications to campus partners about these priorities and what may not get done as quickly as usual.