



iNtegrate 2 Orientation

March 17, 2015

2:00pm

iNtegrate 2 Vision

- To provide campuses, the System office, and the Regents with a single version of the fundamental and foundational NSHE-wide financial data in the most efficient and effective manner.
- Implementation of best practices in business and administrative processes as well as the reduction of unnecessary duplication of back office functions across all NSHE institutions, while ensuring that consistent and effective operating policies are in place.

Guiding Principles

- We will fundamentally “transform” how NSHE does business
- We will design and follow standardized business processes system-wide
- Workday First: Adopt native Workday configured processes first, with considerations from the Huron Business Process Review, the Huron Chart of Accounts Study, and BoR Efficiency and Effectiveness report.
- We will eliminate duplicative and unnecessary back office operations across NSHE
- We will design an efficient state-wide management structure for shared services
- We will make a dramatic move away from a paper-based work environment



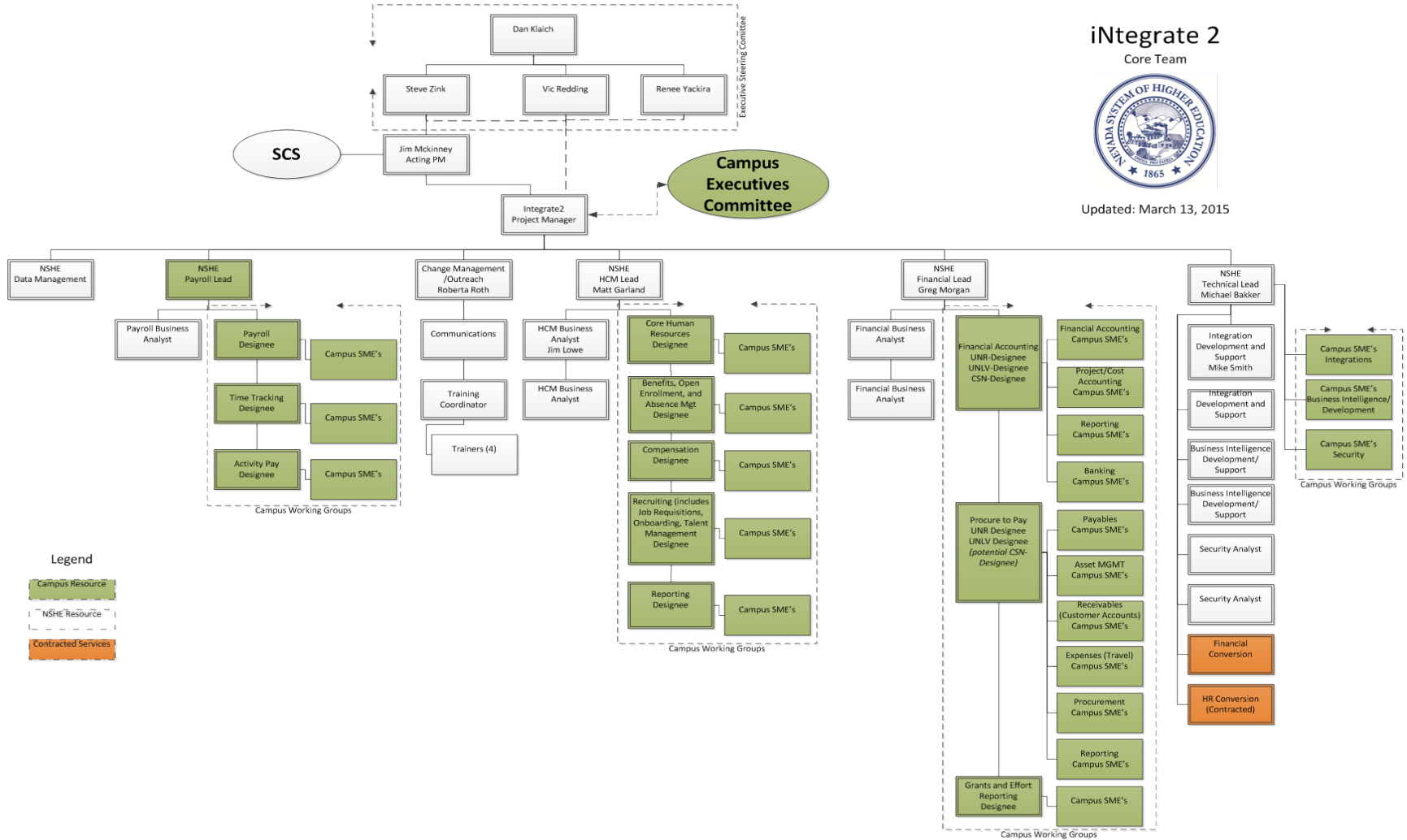
Shared Services

- Payroll
- Benefits
- Purchasing
- Classified Personnel (long term)
- Other areas as identified

Governance

- iNtegrate 2 Executive Steering Committee
- Campus Executives Committee
- Business Process Exception Request

Organization



Roles

- The Subject Matter Expert is that individual who exhibits the highest level of expertise in performing a specialized job, task, or skill within the organization. The SME should know the who, what, when, how and why of steps within the business process.
- The Designees are SME's who have been deemed to have the highest level of expertise within NSHE for the function and will lead/coordinate discussions during Business Process Design sessions.

Implementation Methodology

Workday Project Methodology by Stage



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Implementation Methodology

Plan

Set overall project direction, administration and expectations

Architect

Analyze requirements and business processes by leveraging Workday's optimized configurations

Configure & Prototype

Iterative approach to configuring Workday based on requirements

Test

Validate configuration decisions, system and user readiness

Deploy

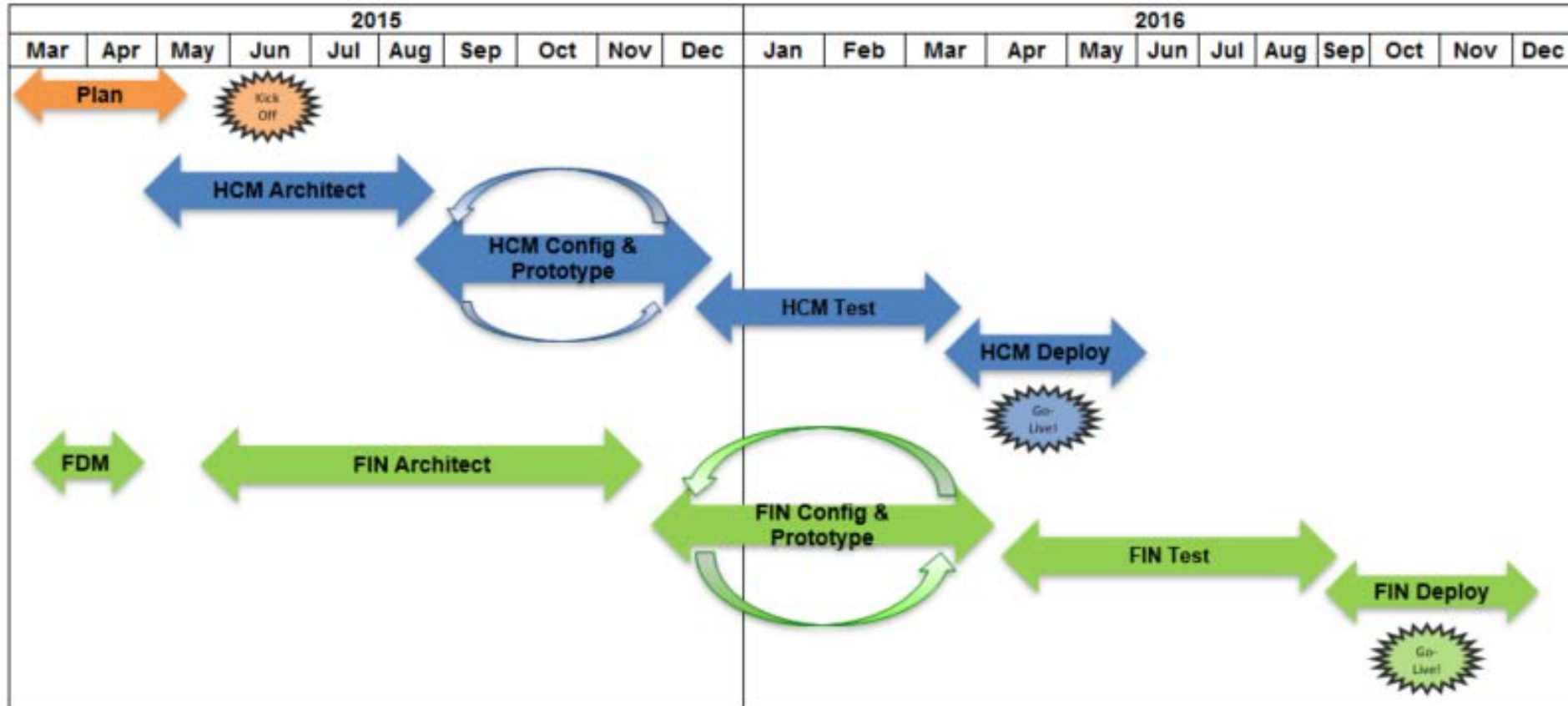
Final build and move to production

Optimize

Transition to Workday production support. Ongoing update and optimization as needed.

Project & Quality Leadership, Change Management, Knowledge Transfer

General Timeline



Schedule

HCM Architect

FIN Architect

April

- Workday Fundamentals Training
- HCM Overview

May

- HCM Design Sessions
- Workday Functional Area Training (e.g., Benefits, Payroll)

June - July

Design Sessions: Benefits, Absence Management, Recruiting, Payroll, Time Tracking, Performance/Talent Management

March

FDM Overview

April

Workday Fundamentals Training

May

FIN Design Sessions

June - August

- Workday Functional Area Training (e.g., Procure to Pay, Grants)
- Design Sessions: Procurement, Grants Management

Team Meeting Logistics

- Consultants will be on-site approximately every other week.
- On-site meetings will alternate between North and South SCS locations.
- Video Conferencing will be used, when appropriate.
- Homework and other assignments will occur during consultant off-site weeks.

Risks

- Resistance to Change/Fear of Change
- Resource Availability (NSHE & SCI)
- Retirements
- Disagreement on standard business process

Next Steps

- Conference call week of 3/23 with Designees & SMEs about training (NSHE Core Team responsibility)
- Issue Project Charter (NSHE Core Team responsibility)
- Develop and publish a detailed project plan (Sierra-Cedar responsibility)
- Backfill plan (Executive Steering Committee responsibility)