



## Workday for higher education.

Today, higher education face an unprecedented array of challenges. With the enrollment cliff looming in 2025—which is probable to impact the student population—colleges and universities are searching for opportunities to drive the value of higher education and help students realize how higher education can help improve their future employability and financial security. During these time, it's critical for higher education to become more agile, make better and faster decisions, all while striving for student success.

Unfortunately, higher ed institutions are limited by antiquated administrative systems that were built pre-cloud and have large volumes of untrusted and siloed data that could be used to support decisions. 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 effectively achieve their vision of student success and experience while they plan, budget, and forecast.

The Workday suite of applications unifies student administration, financials, human capital management, spend 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. This makes it easier to align across departments, enabling staff to streamline operations and focus on the core mission of student success. Innovating for tomorrow, and with AI and machine learning (ML) built into our solutions, Workday provides higher education with more personalized experiences, data-driven insights, and automation to stay focused on what's most important: students.

### Different by design.

Students, faculty, and staff today need an experience that will meet their needs and level of engagement, collaboration, and ease of use that can't be found in legacy technologies. With 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 delivers built-in business intelligence, diverse institutional structures with modeling capabilities, and more than 850 preconfigured business processes optimized with best practices. Workday applications are natively built for cloud delivery, offering advantages that are not possible with rigid on-premise, single-tenant SaaS systems.

### Key Benefits

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- 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

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- 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

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- 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

- **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.
- **Continuous innovation and adoption:** Workday eliminates the cost and complexity associated with traditional upgrades by delivering easy-to-adopt automated updates. This multitenant cloud delivery model leverages a unified data core with one platform, one codeline, and one user community—opening the door to 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. With 95% of Workday customers deploying on time, you can expect more from your enterprise software to maximize long-term ROI.

## Focused on higher education.

Workday addresses the nuances found in higher education such as academic appointments, flexible payment calendars, academic compensation, open-ended terms, named professorships, committee and union management, tenure tracking, grants management, effort certification, and endowment accounting. We partner with higher education to provide solutions to today's challenges to plan for what's ahead. With Workday, you can:

- **Keep students at the center:** As Workday applications continue to evolve, specific challenges facing higher education—both now and into 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. From admissions, to advising, records, financial aid, and student finance, Workday Student offers flexibility, delivers new insights, and provides a simplified student experience.

## Workday Applications

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### Financial/Spend Management

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

### Human Capital Management

- Core Human Capital Management
- Payroll
- Recruiting
- Compensation
- Benefits
- Learning
- Talent Optimization
- Time Tracking
- Absence Management
- Scheduling
- Labor Optimization
- Workforce Planning
- Journeys
- Help
- Student Employment
- Cloud Connect for Payroll and Benefits

- **Shape your workforce strategy:** To make data-driven and strategic decisions, institutions need access to scalable technology solutions that give them meaningful and trustworthy insights at their fingertips. HR teams need to quickly identify levers for current and future growth across key priorities—whether that’s upskilling, driving retention, fostering belonging, or accelerating career growth. By adopting a data-driven HR strategy, colleges and universities can prioritize problem-solving and driving strategies by automatically aligning data with business goals to make better people decisions, faster. And new generative AI capabilities to amplify human performance at work are being added to the growing roster of more than 40 AI and ML features already in Workday products today.
- **Make data your most strategic asset:** Workday Financial Management combines in-memory accounting and analytics with a modern user experience to support the unique needs of colleges and universities—today and into the future. By leveraging data, academic leaders can capture the details of every financial transaction to better serve the institution and better equip all teams—not just finance—with relevant, contextual financial insights. Turning this data into actions, Workday accelerates the planning process, eliminating the need for a separate planning solution or complex, manual spreadsheets. Workday uses a single embedded analytics framework that allows data to be pulled from multiple sources, delivering rich insight into various facets of your institution.
- **Operate more efficiently and transparently:** Unlike legacy workflow tools that are rigid and difficult to maintain and upgrade, the business process framework in Workday allows you to configure, copy, and extend more than 850 prebuilt delivered processes, allowing you to automate your manual processes with a wide range of business process actions, such as reviews and approvals. Workday offers unparalleled agility and adaptability to keep up with regulatory requirements, new policies, and grants, and provides real-time transaction audits for transparent accountability. You can easily track classroom observations, performance history, evaluations, teacher certifications and licenses, and succession planning, helping align teacher and principal goals to district-wide strategic plans and initiatives. Workday provides a single point of visibility into the budget, operations, and workforce of every department and/or program across your university or college.

## 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.

## 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.

## Workday Applications

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### Student

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

### Analytics and Reporting

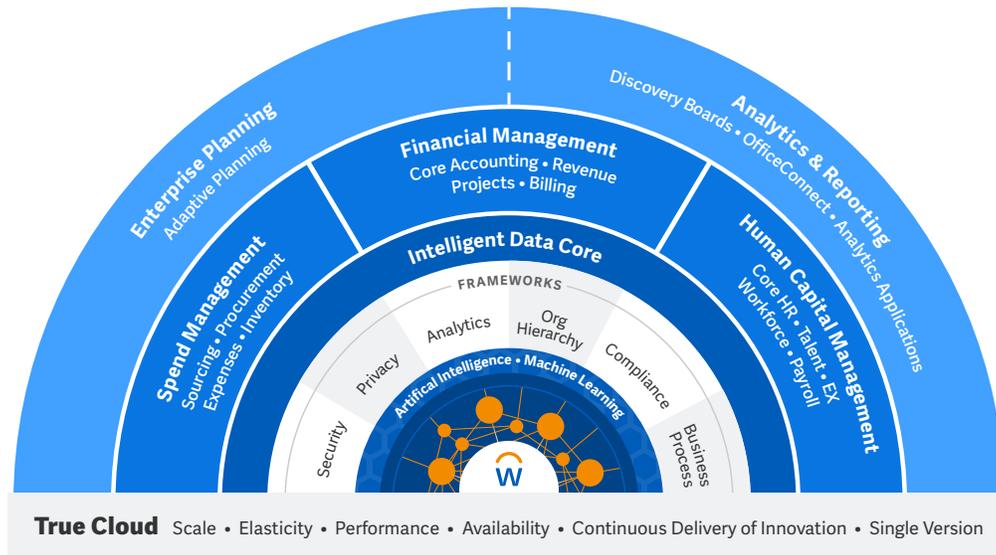
- Prism Analytics
- People Analytics
- Report Writer and Discovery Boards
- Benchmarking

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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.

## Designed for today and tomorrow.

With an innovative foundation and multitenant cloud delivery model, Workday grows and adapts with your institution in ways your legacy systems will never be able to do. Only Workday has AI built in at the core to help eliminate manual repetitive tasks, elevate human capabilities, and improve the way you work. Workday has reinvented business applications to help your institution run more effectively and efficiently.



Workday Enterprise Management Cloud for Higher Education

To learn more about how Workday addresses the needs of higher education institutions, please visit: [workday.com/highered](https://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](https://workday.com/cx)

\*Not all products or features are available in all countries.



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