University Update Topics

1. Enrollment
   Fall 2018: 34,992
2. FY20 Resources Request
3. Research Excellence
4. Improved Service Delivery
5. Campus Climate Survey: What’s Next?
6. Campus Climate Response Team (CCRT) website: campusclimate.iastate.edu/reporting
7. Leadership Searches
8. Welcome, New Leaders
9. University Awards
10. Installation
11. United Way Campaign
2018 United Way Campaign
OUR VISION.
TO IMPROVE THE QUALITY OF LIFE IN OUR COMMUNITY FOR INDIVIDUALS AND FAMILIES.

OUR MISSION.
UNITED WAY OF STORY COUNTY IS A STRATEGIC LEADER IN BUILDING COUNTYWIDE PARTNERSHIPS TO IDENTIFY NEEDS AND TO DEVELOP, SUPPORT AND EVALUATE EFFECTIVE HUMAN SERVICES, ESPECIALLY IN THE AREAS OF EDUCATION, INCOME AND HEALTH, FOR OUR DIVERSE COMMUNITY.
The Team

2018 County-wide Campaign Chairs – Bill and Deb Fennelly

2018 Campaign Chair – Laura Jolly

2018 Leadership Chair – Dawn Bratsch-Prince

Unit Volunteers
Chelsey Aisenbrey • Mark Rowe-Barth • Madeline Burkhardt • Bryanna Cain • Haley Cook • Karen Couves • Lainey Crawford • Amanda Demaris • Sarah Dubois • Tara Fisher • Heather Forburger • Ed Goedeken • Melody Gustafson • Jeremy Jacobsen • Sarah Klahs • John Lawrence • Stacey Maifeld • Mike Miller • Beth Miller • Lindsay Moeller • Dynette Mosher • Drew Nishiyama • Kelsey Sampson • Jennifer Sass • Monica Sasse • Kristi Schaben • Tracy Schlater • Lisa Sebring • Dawn Smith • Sri Sritharan • Cara Stone • Chelsea Trowbridge • Sean Whalen • Brett Willenborg • Ann Wilson

Leadership Committee Members
Dawn Bratsch-Prince, ISU Leadership Chair • Laura Jolly, ISU Campaign Chair • David Spalding, Tocqueville Campaign Chair • Joe Colletti • Mike Crum • Larissa Holtmyer Jones • John Lawrence • Beth McNeil • Sarah Nusser • Jenn Plagman-Galvin • Jamie Pollard • Sarah Rajala • Beate Schmittmann • Adam Schwartz • Wendy Wintersteen
United Way at work

**Health**
- Affordable/accessible essential services for healthy lives

**Education**
- Prevention strategies
- Outreach/advocacy services
- Access to building blocks for academic success

**Financial Stability**
- Basic/emergency needs
- Movement toward self-sufficiency
Results in health/education

Gifts in Action:
Summer Enrichment Program

Almost 800 children participate
More than 22,000 meals are served
STEAM activities every day, literacy every day

- 38% improved or maintained their reading proficiency last summer
Results in education

Gifts in Action: Parent training programs

UWSC invests $164,000 in parent training programs like the one pictured. These programs build family success and success for kids by getting a great foundation.

- 63% of parents report increasing their parenting knowledge and skills
Results in financial stability

Gifts in Action: Women United

Women United can break the cycle of poverty.

- 60% of participants increased their savings
- 68% of participants decreased their debt
Timeline and Target

Day of Caring and County-wide Kickoff – September 7, 2018
ISU Mailing – Watch for it this week!
Response Requested – by October 12

Iowa State University Division Goal of $415,000
County-wide Goal of $2,222,222

Thank you for your support and advocacy!
The WorkCyte Program
President’s Council – 11 September 2018
The Case for Change

Why Workday, why now?

Opportunities

• Transform ISU’s legacy system into a modern, cloud-based solution
  • more effective and efficient
  • better supported
  • more secure
  • can grow with us

Threats

• Aging legacy systems
  • many are older than our students!
  • most of the code is difficult to support
  • security and compliance challenges
  • not sustainable
What is Workday?

Workday- Cloud-based Enterprise Resource Planning Solution

- Technology that improves effectiveness
- Better User Experience
- Mobile Access
- Technology that facilitates efficiency
- Standardization
- Transparency
- Access to information
What is WorkCyte?

WorkCyte is an Enterprise Initiative to:

- Modernize Iowa State’s business processes and technology
- Improve Identity Management
  - Better security
  - Single sign on
- Enhance Customer Relationship management
  - Prospective, current students
  - Alumni
  - Research and Business Partners
The potential of a powerful new tool…

… is lost if you’re using it the way you used your old tool
Business Process Improvement

Goals of BPI

• Optimized, common experience for faculty, staff and students

• Implement efficient and effective business processes
  • Align business processes with leading practices
  • Mitigate compliance risks

48 business process have been analyzed, reviewed, and improved
Decision Approval Process

Subject Matter Experts/Functional Teams

Project Management Team

Steering Committee

Executive Sponsor

Program Sponsors
Program Sponsors

The Program Sponsors are WorkCyte Champions

- Ensure resources are available
  - including key personnel to develop and test
- Set and approve:
  - objectives, goals, and policies
  - timelines, quality and success criteria
- Monitor
  - organizational impacts, resources, timelines, decisions- including escalation

Pam Cain
Martino Harmon
Jonathan Wickert
Kristen Constant
Sarah Nusser
Steering Committee

The Steering Committee roles:

- Validate that business needs are being met
- Resolve issues from Program Management Team
- Evaluate designs for processes and workflows
- Make recommendations to the Program Sponsors
# Steering Committee Membership

<table>
<thead>
<tr>
<th>Member</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>Amy Ward</td>
<td>Professional and Scientific Executive Committee</td>
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<tr>
<td>Arne Hallam</td>
<td>Associate Dean (LAS)</td>
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<tr>
<td>Bonnie Whalen</td>
<td>Student Affairs</td>
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<tr>
<td>Brenda Lohman</td>
<td>Human Sciences - Faculty</td>
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<tr>
<td>Carol McDonald</td>
<td>IT Services</td>
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<tr>
<td>Cory Harms</td>
<td>Procurement Services</td>
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<tr>
<td>Deb Coates</td>
<td>Extension and Outreach</td>
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<tr>
<td>Ellen Reints</td>
<td>Office of the Provost; Academic Affairs</td>
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<tr>
<td>Francis Quinn</td>
<td>WorkCyte Program Director</td>
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<tr>
<td>Hridesh Rajan</td>
<td>Faculty Senate Representative</td>
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<tr>
<td>Jeremy Neppl</td>
<td>Research</td>
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<tr>
<td>Joan Piscitello</td>
<td>Treasurer</td>
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<tr>
<td>Jody Danielson</td>
<td>Facilities Planning and Management</td>
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<tr>
<td>Julian Healy</td>
<td>Student Government</td>
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<tr>
<td>Kathy Dobbs</td>
<td>Controller</td>
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<tr>
<td>Kristen Constant</td>
<td>WorkCyte Executive Sponsor</td>
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<tr>
<td>Kristi Darr</td>
<td>University Human Resources</td>
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<tr>
<td>Laura Doering</td>
<td>Student Affairs</td>
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<tr>
<td>Lisa Lorenzen</td>
<td>Office of the President</td>
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<tr>
<td>Nicci Port</td>
<td>Diversity and Inclusion</td>
</tr>
<tr>
<td>Paula DeAngelo</td>
<td>University Counsel</td>
</tr>
<tr>
<td>Rodger Main</td>
<td>Veterinary Medicine - Faculty</td>
</tr>
<tr>
<td>Russ Laczniak</td>
<td>Graduate College (BUS)</td>
</tr>
<tr>
<td>Stephen Simpson</td>
<td>Environmental Health and Safety</td>
</tr>
<tr>
<td>Wallapak Tavanapong</td>
<td>Faculty Senate Representative</td>
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**Workday Timeline**

- **2002**: Board of Regents highlights the need to explore technical opportunities.
- **2013**: ISU conducts initial service model study.
  - ISU implements Kuali.
- **2014**: ISU Engineering TIER recommendation to modernize.
  - Deloitte study supports service model.
- **2015**: Discovery phase of legacy enterprise systems.
  - Chazey Activity-Based Analysis for services.
  - RFP finalized and published.
- **2016**: Workday selected.
  - ISU contracts for complete Workday suite of products.
  - Workday planning phase begins.
- **2017**: Workday implementation begins.
Scope of Work

Modules in Scope: HCM and Payroll

• Absence
• Academic Information
• Benefits
• Committees
• Compensation
• HCM Core
• Recruiting
• Payroll
• Talent Management
• Time Tracking
Scope of Work

Modules in Scope: Finance

- Banking & Settlement
- Budgets
- Business Assets
- Customer Accounts
- Customer Contracts
- Effort Reporting
- Endowments
- Expenses
- Financial Accounting
- Financial Reporting
- Foundational Data Model (FDM)
- Grants
- Internal Service Provider
- Inventory
- Payroll and Benefits Accounting
- Procurement
- Projects
- Supplier Accounts & Contracts
Scope of Work

Modules Not in Scope for 1 July 2019

Purchased but planned for later implementation

- HCM – Learning
- FIN – Planning
- PRISM Analytics
- Workday Student (Student Information System)
Legacy systems to be sunset

Financials

- Accounting
  Est. 1993
- Budget
  Est. 1994
- EASE Forms
  Est. 1995
- KFS
  Est. 2013
- Central Stores
  Est. 2000s
- Procurement
  Est. 2000s
- P-Card
  Est. 2000s
- Employee Reimbursement
  Est. 2006

workday

Financials

IOWA STATE UNIVERSITY
Legacy systems to be sunset

Human Capital Management

ADIN Employee Information
Est. 1987

AccessPlus Employee Self Service
Est. 2002

Workday
Human Capital Management

AccessPlus Onboarding
Est. 2015

Electronic Personnel Action
Est. 1993

People Admin
Est. 2002
Legacy systems to be sunset

Payroll

Time Tracking Systems
Est. 1982

workday

ADIN Employee Information
Est. 2007

ADIN Payroll
Est. 1990
Before and After

ISU systems are connected to each other via a complex web
Before and After
Workday – The Power of One System
Integrations

Human Capital Management & Payroll
Before and After: Leave Balances
Before and After: Time/Absence
Before and After: Procurement

<table>
<thead>
<tr>
<th>Before</th>
<th>After</th>
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<tbody>
<tr>
<td><img src="image1.png" alt="Before Image" /></td>
<td><img src="image2.png" alt="After Image" /></td>
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Iowa State University
Campus Outreach

Go-Live

Enablement (9,800)
- Hands-On Training
- User Labs
- Job Aids
- WorkCyte Website Resources

Readiness (1,500)
- PIT Crews
- Office Hours
- Readiness Workshops

Engagement (3,000)
- Change Network
- WorkCyte Workshops
- System Demonstrations and Hands-On Sessions

Awareness (11,800)
- Website
- CyBytes
- Inside Iowa State
  - Social Media
  - Videos

July 2017    July 2018    July 2019

IOWA STATE UNIVERSITY
Opportunities for Administrators

October 17 Workshop
10-12 Campanile Room
Invite to come
Where are we today?

On Schedule & Green

- Completed
  - Planning
  - Architect
  - Configure & Prototype
- End-to-End (E2E) testing: (8/20/18-11/20/18)
  - 4,000+ test scenarios, ~100 ISU testers + consultants
- Next steps:
  - Payroll Parallel testing – 3 rounds
  - User Acceptance Testing
  - Faculty and Staff Training
- Go-live and Post-Production Support (3 months): 1 July 2019

Overall Project Health as of 11 September 2018: Green
Workday Human Capital Management

WorkCyte: Past. Present. Future