President’s Council

May 10, 2016
Agenda

• Announcements
• Project Helios: Workday Initiative – Nancy Giles
• Enrollment/Admissions Update – Tana Miller for Dan Garcia
• SACSCOC Response to Recommendation – Dr. Wade Shaffer
  – University Planning & Assessment Committee Meeting Scheduled
    • Wednesday, June 22; 2:00-4:00 p.m.; Board of Regents Room Old Main 317
• PPHM Director Position Status Update – Pat O’Brien
  – Interim Director
  – Search Committee
• All-Steinway University Release – Pat O’Brien
• Agricultural Sciences Complex Project Press Release & Status Update – Randy Rikel

Agenda continued – next slide
Agenda

- TAMUS CEO Meeting / TAMUS Board of Regents Meeting – Pat O’Brien
  - CEO Meeting:
    - Riverside Redevelopment/System Academic Center
    - Title IV Audits
  - General Agenda Items Approved:
    - Admission Standards
    - FY17 Holiday Schedule
  - WTAMU Agenda Items Approved:
    - Agriculture Sciences Complex
    - Center for the Study of the American West
    - Honorary Degree – Geneva Schaeffer
    - Tenure
    - Rule 34.06.02.W1 Carrying Concealed Handguns on Campus

- Title IV – Consumer Information – Dr. Angela Spaulding
- Distance Education Fee Waiver – Pat O’Brien
- Presidential Search – Pat O’Brien
  - Presidential Search On-Campus Committee Meeting [May 18] – review applicants
  - Presidential Search On-Campus Committee Meeting [May 31] – identify those candidates to participate in airport interviews.
  - Presidential Search Committee DFW Meeting [June 22-23] – interview candidates.
- Open Discussion/Questions
Project Helios: Workday Initiative
Nancy Giles
Introducing Project Helios

President’s Council
May 10, 2016
What is Project Helios?

What’s Happening?

What’s Next?

- ARCHITECT: FEBRUARY 2016
- CONFIGURE & PROTOTYPE: JUNE 2016
- TEST: DECEMBER 2016
- DEPLOY: JULY 2017
- GO LIVE: DECEMBER 2017
- ?
What is Project Helios?
Replace the A&M System’s legacy mainframe payroll and human resource systems with Workday
What We Will Accomplish

• Replace our existing HR and Payroll solution with a modern, integrated HR and payroll system

• Simplify and standardize processes

• Make it easy to get work done and harder to make mistakes

• Lower our operating costs, reduce risk and realize efficiencies with a cloud-based solution
The Journey Began in 2014

<table>
<thead>
<tr>
<th>Structured Process</th>
<th>Inclusive Process</th>
<th>Transparent Process</th>
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<tbody>
<tr>
<td>Almost 10 months to announce, post, evaluate and select a solution</td>
<td>All members represented</td>
<td>Request for Proposal was competitively bid following all system and State procurement guidelines</td>
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<tr>
<td>Evaluation team reviewed responses and materials at each stage gate</td>
<td>Nearly 500 employees from Payroll, Human Resources, Finance, and Information Technology participated</td>
<td></td>
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The Decision

workday®
A&M System and Workday

- HCM (Core HR)
- Absence
- Compensation
- Time Tracking
- Benefits
- Recruiting
- Payroll
- Talent Management
- Reporting
- Performance Management

The Texas A&M University System
Targeting December 2017

December 2017

- HCM (Core HR)
- Compensation
- Benefits
- Payroll

Absence
Time Tracking
Reporting

Phased In Beginning December 2017

- Recruiting
- Talent Management
- Performance Management
What is Replaced by Workday?

**Replaced by Workday**
- BPP
- EPAs
- Guardian I-9
- HRConnect
- iBenefits
- LeaveTraq
- PeopleAdmin (PATH)
- TimeTraq

**Staying in Place**
- Business Objects
- Buy A&M
- eTravel / Concur
- Glacier
- Maestro
- SSO
- Time & Effort
- TrainTraq
What’s Happening?
Business Process Design Sessions

March 22 – April 26
## Workshops

- Attended by representatives from each institution and agency
- Facilitated using the Deloitte IndustryPrint™ business process mapping tool and Workday core processes
- Focus on what is the best answer for the A&M System

## Results

- Common areas
  - End-to-end system processes that we will use across the A&M System
  - Roles and associated system usages
- Applicable internal controls within the business processes
- Change impacts in terms of process, policy and skill sets
Separating BPP and FAMIS

• Some BPP functionality needs to move to FAMIS
  • Financial accounting functions
    – Banking
    – State funding integrations
    – Associated processes

• Project will run concurrently with Workday implementation
  – Requirements identified
  – Team members are assembled
  – Code will be ready for Workday Test stage
What’s Next?
Next Steps

**Ongoing Communication**

- Monthly meetings between project team and member representative(s)
- Monthly member updates
- Quarterly communication
  - HRO, CFO, CEO/President, CIO, CAO
- Regular web updates
  - workday.tamus.edu
  - News You Can Use

**Project Work**

- Complete business process design
  - Complete remaining sessions
  - Answer outstanding questions

  **April**

- Review business process design with HR, payroll, benefits community

  **May**

- Develop first prototype

  **June**
Thank You!

workday.tamus.edu
it.tamus/projecthelios
Enrollment/Admissions Update

Tana Miller for Dan Garcia
SACSCOC Response to Recommendation

Dr. Wade Shaffer
2015-2016 Annual Report – 1st Draft Review

Pat O’Brien
2015-2016 Annual Report – 1st Draft Review

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Agricultural Sciences Complex
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TAMUS CEO Meeting / TAMUS Board of Regents Meeting

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