

Workday Delivers Higher Ed ERP in the Cloud

By Dian Schaffhauser • 07/19/11

Workday, which offers software-as-a-service programs for human resources, payroll, and finance--has just announced versions of its services specifically for colleges and universities. Some combination of those applications is already being adopted by several notable universities, including Cornell, Brown, Georgetown, and the University of Southern California.

The new higher ed offerings include:

- Workday Human Capital Management to handle human resources, leave management, benefits administration, and talent management. Self-service functions address on-boarding, performance, compensation, worker development, and succession planning.
- Workday Payroll, which accommodates academic and fiscal year payroll calendars, multiple jobs, contract pay, labor distribution, and cost allocations.
- Workday Financial Management, with functionality for core accounting, budgeting and planning, asset management, procurement, expenses, endowment accounting, and projects and grants management.
- Workday Cloud Connect, which has 160 pre-built application program interfaces to tie Workday's software with other software that's likely to exist in the campus environment.

Being able to integrate HR functions with payroll was an important consideration at Cornell U in Ithaca, NY. "We don't run like a corporation. Our innovations come from the faculty and the collaborations that occur across disciplines. We need administrative systems that recognize this, that can adapt very quickly and don't get in the faculty's way," said Mary Opperman, vice president of human resources. "There was a need to streamline administrative functions in order to free up resources to put towards the university's core missions. We are very decentralized, and we recognize that we do things in different ways for very important reasons. We need flexibility that matches our academic enterprise. Workday allows us to do that."

Opperman said having payroll combined with the human capital system was important to the university since the combined services will better address the quick pace of hiring that goes on when large research awards are granted. "It's important that the systems be linked so we can get that award up and running very, very fast," she explained.