




May 19, 2014

MEMORANDUM

TO: District Board of Trustees
FROM: Jim Murdaugh, President 
SUBJECT: Authorization to hire Workday to implement the Workday Student system

Item Description

This item requests that the District Board of Trustees authorize President Murdaugh to sign a Professional Services Agreement with Workday and to sign Statements of Work with Workday to implement the Workday Student System at a cost not to exceed \$1,375,000.

Overview and Background

On August 19, 2013, the District Board of Trustees approved the purchase of the Workday Enterprise Resource Planning (ERP) software suite to replace "Integrow," the 20+ year old ERP system currently in use at the College, and to become a design partner for the new Workday Student Information System. The replacement of the College's ERP system is in direct response to the 2013 Strategic Plan and Mission for the College, which has a strategic priority to "Replace the College's existing Enterprise Resource Planning (ERP) software with a robust solution that meets the present and future administrative, reporting and data-driven decision-making needs of the institution." On January 21, 2014, the District Board of Trustees approved hiring CedarCrestone on a time and materials basis to provide consulting services on the implementation of all of the components of the Workday ERP software suite, with the exception of the Workday Student System. Under Tab 18 of the meeting notes for the January 21, 2014 meeting of the District Board of Trustees it said:

Note that as a part of the Workday design partner program, the College will be contracting directly with Workday for the implementation of the Workday Student Information System as parts of the system are developed and ready for use.

Having Workday serve as the implementation partner for the Student System is advantageous to the College as there is no documentation or manual on how to implement the new-to-market Student system; indeed, Workday will be developing those materials as we implement the product. Working directly with Workday will obviate the need to have a third party implementation partner, such as CedarCrestone, serve as an intermediary between the College and the developers. Instead, with Workday "priming" the implementation, we will have direct access to the product developers and product consultants.

Workday is now ready to begin implementation of the Student system, the first piece of which will be the student recruiting module. The College will be one of the first two schools to begin using the new Workday Student system when we go live with recruiting this August.

Past Actions by the Board

There have been District Board of Trustees Workshops on the need to replace the College's ERP system in January 2012 and June 2013.

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On January 21, 2014, the District Board of Trustees approved hiring CedarCrestone on a time and materials basis to provide consulting services on the implementation of all of the components of the Workday ERP software suite, with the exception of the Workday Student System.

Funding/Financial Implications

On June 19, 2013, President Murdaugh signed a non-binding Letter of Intent with Workday to both purchase the Workday ERP suite as well as to become a design partner for the new Workday Student system (the District Board of Trustees formally approved this action at their August 19, 2013 meeting). A copy of the Letter of Intent was provided to the District Board of Trustees for their June 17, 2013 Board Workshop. In the Letter of Intent, Kevin Francis, Vice President for Sales with Workday, gave an estimate of the implementation costs of the Workday ERP suite, including the Student system. Based on the Letter of Intent, we created a budget placeholder of \$1,375,000 for implementing the Student System.

In January, 2012, the District Board of Trustees was told that the overall cost of implementing a new ERP system would be \$12M dollars: \$6M for software costs and \$6M for implementation costs. The projected budget for software and implementation costs for the Workday ERP suite, including the Student System, is below those amounts: \$3M for software costs and \$5.4M for implementation costs for a total of \$8.5M.

Staff Resource

Bret Ingerman

Recommended Action

Approve the recommendation to authorize President Murdaugh to sign a Professional Services Agreement with Workday and to sign Statements of Work with Workday to implement the Workday Student System at a cost not to exceed \$1,375,000.