Workday @ The Texas A&M System
A Technical Insider's View

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Before Workday …. there was BPP

• The story begins in 1977
  • Replaced a Texas A&M punch card system
  • Green screens were New! and a DBMS (IMS) was used for the first time
• Summer 1979 gave us the first payroll
  • Vendor filed for bankruptcy due to cost overruns and delays
• Quickly becomes A&M System standard
• “Paycalc” (BP5005) possibly modified more than 500 times
  • BPP - worked on by over 50 employees over 35 years
• 2001: Database converted to ADABAS/Natural
• 2002: HRConnect – first web add on
• 2003: LeaveTraq – second web add on
• 2004: Canopy and EPAs
BPP – In All Its Glory….  

```
000010 IDENTIFICATION DIVISION.
000020 PROGRAM-ID.   BP5005.
000030 AUTHOR.        INTERLOCK FIRST-REDONE BY BPP OC STAFF.
000040 INSTALLATION.  TAMUS BUDGET/PAYROLL/PERSONNEL SYSTEM.
000050 DATE-Written.  SPRING/SUMMER 1979.
000060 DATE-Compiled.
000070* REMARKS.      ACTUAL PAYROLL CALCULATION PROGRAM.
000080* SUBROUTINES CALLED: *
000090* (STATIC)       BP9630 - DATE EDITS (YYYYMMDD)
000100*                BP9643 - PART TABLE
000110*                BP9647 - ADLOC TABLE
000120*
000130* (DYNAMIC)      BP9637 - OLD OBJECT CLASS EDITS
```
## Finding a Replacement for BPP

**Structured Process**
- Almost 10 months to announce, post, evaluate and select a solution
- Evaluation team reviewed responses and materials at each stage gate

**Inclusive Process**
- All members represented
- Nearly 500 employees from Payroll, Human Resources, Finance, and Information Technology participated

**Transparent Process**
- Request for Proposal was competitively bid following all system and State procurement guidelines

### Timeline

- **2013**
  - Deloitte IT Assessment – Retire BPP
- **Summer 2014**
  - Develop Requirements
- **Fall 2014**
  - Evaluate and Discover
- **Early 2014**
  - Hire Consultant
- **August 2014**
  - Issue RFP
- **Winter 2015**
  - Oracle, Workday Demos
And the Overwhelming Conclusion...
Why Workday?

New and Modern
- Built after 2006
- Incorporates modern IT architecture and design principles

Overwhelming User Preference
- Preferred by 89% of the nearly 500 participants in the RFP, demonstration and evaluation process

SaaS
- Adheres with Legislative directives
- Utilizes practices leveraged in the private sector
- Reduces TAMUS dependence on custom software development

Upgrades
- Ensures TAMUS is always on the current version of software
- Upgrades come at no additional cost to members

Predictable Costs
- Subscription costs are predictable and require no additional outlays of capital for hardware or software

Superior User Interface
- User friendly
- Access all functionality via multiple devices, including smartphone, tablet, etc.

Business Process-Centric
- Functions and features are based on business processes with pre-defined workflows, approvals, notifications and integrations
- All members will share common, application-designed business processes

Integrated Analytics
- Integrated tools allow mining and analysis of all stored data
Go Live December 2017

- HCM (Core HR)
- Compensation
- Benefits
- Payroll
- Absence
- Time Tracking
- Reporting
- Recruiting
- Talent Management
- Performance Management
What’s Replaced by Workday?

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

**Staying in Place**
- eTravel / Concur
- Glacier
- Maestro
- Time & Effort
- TrainTraq
Our Journey Begins

https://www.youtube.com/watch?v=SHo5bts2WYk&t=6s
Behind the Workday Cloud….

- Workday is built on an in-memory object model
- No relational model, no tables, no SQL
- Java based with proprietary “XpressO meta data abstraction layer”
- MySQL used as persistence layer only
- Calculated fields, but no code to touch or see
- Object model can be a challenge to learn
Implementing Workday

• Configure vs. Build Code
  • Table values, rule engines, business processes, calculated values

• Prototype
  • Agile approach, two prototypes completed

• Convert and validate
  • Find data inconsistencies with each prototype

• Integrate
  • FAMIS, Federal agencies, State of Texas, health and wellness partners

• Make decisions

• Re-evaluate business processes
Implementing Workday

Our functional users are empowered

At times our technical team had a hard time keeping up
The Technical Team’s Role

• Integrations
  • Significant work in FAMIS, Canopy, Data Warehouse and SSO Web apps

• Conversion

• Oversee testing

• Partner to identify solutions and fill the gaps

• Build critical data warehouse loads for downstream use
# EIB Integrations

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<th>Required</th>
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<td>Fields</td>
<td>My Company Employee ID</td>
<td></td>
<td></td>
<td>Effective Date</td>
</tr>
</tbody>
</table>

Add your custom excel comment here...
Connector Integrations

Connectors and Cloud Connect Packages

Human Resources Management
Connectors
- Cornerstone OnDemand
- Lumesse TalentLink
- Salesforce Chatter
- Kronos
- E-Verify
- AngelPoints
- SSN Verification
- E-Verify
- Saba*
- Globoforce*
- Dovetail EES Integration for HR Case Management*

Cloud Connect Packages
- Cloud Connect for Benefits

Financials
Connectors
- Salesforce Sales Cloud
- CyberSource
- Payments
- Check Print
- Electronic Payments
- Tidemark Integration for B&P*

Expenses and Procurement
Connectors
- American Express
- Bank of America Visa
- Citibank Visa
- Supplier Punchout
- Supplier Network

Payroll
Connectors
- ADP Tax Filing / Check Printing
- Ceridian Tax Filing / Check Printing
- Kronos
- Canadian Tax Revenue Agency
- Quebec Tax Revenue Agency
- Payments
- Payroll Inputs

Cloud Connect Packages
- Cloud Connect for 3rd Party Payroll

Custom Development
Connectors
- Worker Sync
- Organization
- Talent
- Location
- Worker Organization Assignment
- Competency Model
- Job Profile and Job Family
- Worker Time Block
- Positions

* Delivered by Workday Partners
Studio Integrations
SOAP Web Services API

- Fully versioned
- Designed for system to system integration
- Several hundred available
REST API is an addition to the public APIs.

RESTful interface is intended to support enterprise web and mobile applications characterized by small transactions initiated by end users.
Reports as a Service

• Supports both REST and SOAP
Where We Are Today with APIs

• Limited use of the APIs to date
• Most integrations built as file exchange using the EIB structure
• No outbound synchronous API calls from Workday
  • Allowed, but the business process will not act on a response
• Investigating a publish / subscribe (RabbitMQ) tools
• Looking at API governance and security frameworks
• We want to open this up to you over time
# Business Objects Remains Part of the Solution

## Key Subject Areas / Universes

<table>
<thead>
<tr>
<th>Employee/Worker</th>
<th>Hours worked and FTE history</th>
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</thead>
<tbody>
<tr>
<td>Positions</td>
<td>Next year positions (Prep Budget)</td>
</tr>
<tr>
<td>Positions with funding</td>
<td>Payroll History</td>
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</tbody>
</table>
Data Warehouse

• We are keeping a fair amount of legacy compatibility
  • PINs
  • Adlocs – mapping to FAMIS department codes
  • UINs
  • Title Codes

• And hope to get rid of some 😊
Innovating with the Workday tools

BPP: Extended Pay Plan

Workday: Save for Summer
Questions?
Final Thoughts

• It’s a new world
  • It’s no longer about writing code to solve business problems
  • Those of us with application development backgrounds must continue to adapt

• Focus on building relationships
  • Engage and partner with the business
  • Build relationships with customers and vendors

• Re-work business processes

• Skills in building critical integrations will continue to be highly valued