Christy McClure
Organizational Change Management (OCM)
Lead

Randy Hollowell
Communication Lead

Agenda

What's Changing? (Change on a Page)

Workday Student Timeline

Student Systems Being Replaced by Workday

Workstream Leads

Project Status Update – Key Activities

Change Champions Program

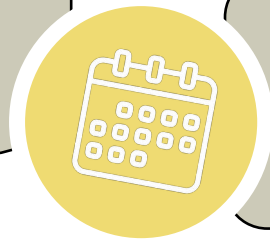Available Resources

Miami University Page

What is changing?

Workday will become Miami's integrated enterprise resource planning (ERP) and student information system (SIS), leveraging the power of one system for our university.

Who will it impact?

This change will impact all faculty and students, as well as select employees.

Why are we doing it?

- Streamline and modernize Miami's systems
- Elimination of multi-system use to obtain data
- Extensive self-service functionality
- Incorporate industry best practice processes
- Easy access to hundreds of standard reports
- Improve the student experience

How will we communicate?

- Multi-modal communication happening in preparation for the phased impacts of the implementation.
- Change Champions will be re engaged in 2025.
- Regularly check the Miami Workday web page for general information, project spotlights, FAQs and more

Who will look after it?

Miami has formed a dedicated Workday implementation team to facilitate a smooth and successful transition to Workday.
The team has been and will continue to work closely with Avaap, Miami's Workday implementation partner.

When will this happen?

The Student implementation will happen in phases, starting in Fall 2025, continuing through Fall 2026.

How will we measure success?

Students will register for classes in Workday during Spring 2026 for Fall 2026

Faculty and staff can successfully support students using Workday

MIAMI WORKDAY IMPLEMENTATION

System of Record Transition Timeline

SERVICE LIVE IN WORKDAY

1
- SLATE INTEGRATION
- ACADEMIC UNITS AND LEVELS
- STUDENT PERSONAL INFO SETUP
- PROGRAMS OF STUDY
- CALENDARS
- EDUCATIONAL INSTITUTIONS
- COURSE CATALOG

2
- VERIFICATION, AWARDING AND PACKAGING FOR NEW STUDENTS
- ISIRS
- CLASS SCHEDULE

3
- REGISTRATION
- STUDENT CONVERSION (ALL)
- VERIFICATION, AWARDING, AND PACKAGING FOR CONTINUING STUDENTS
- FEE CALCULATIONS, SPONSORS AND WAIVERS

4
- PAYMENTS
- CASHIERING INTEGRATION
- CHARGE ASSESSMENT
- PAYMENT PLANS
- DISBURSEMENT
- R2T4
- STUDENT FINANCIALS BALANCES
- TRANSCRIPT GENERATION

5
- GRADING
- GRADUATION
- END-OF-TERM PROCESSING

BANNER

SPRING REGISTRATION / SUMMER REGISTRATION / FALL ADMITS / SUMMER REGISTRATION / FALL GRADES / FALL FINANCIAL AID / WINTER GRADES / FALL REGISTRATION

SPRING GRADES / FALL BILLING / SUMMER GRADES

SPRING REGISTRATION / SUMMER REGISTRATION / FALL GRADES

WINTER GRADES

SPRING GRADES

SUMMER GRADES

FALL 2024	SPRING 2025	SUMMER 2025	FALL 2025	SPRING 2026	SUMMER 2026	FALL 2026
			① ②	③	④ ⑤	
SEPT OCT NOV DEC	JAN FEB MAR APR	MAY JUN JUL AUG	SEPT OCT NOV DEC	JAN FEB MAR APR	MAY JUN JUL AUG	SEPT OCT NOV DEC

- 2024 – 25 AY
- 2025 – 26 AY
- 2026 – 27 AY

FALL ADMITS / FALL FINANCIAL AID / FALL REGISTRATION

FALL BILLING

SPRING REGISTRATION / SUMMER REGISTRATION / FALL GRADES

WORKDAY

Systems Being Replaced by Workday

Photo Roster

Withdrawal App

Change of Program App

Banner

BDM (for most student docs)

Student Info FERPA App

Re-Enrollment App

Course Repeat App

UAchieve-DARS

eCRT Effort Reporting

Academic Advisor Assignment

Workday

Systems Being Replaced by Workday

Replaced by Workday

- Banner
- UAchieve-DARS
- Photo Roster
- Withdrawal app
- Change of Program app
- Course Repeat app
- Re-enrollment app
- Student info FERPA app
- eCRT Effort Reporting
- Academic Advisor Assignment
- BDM (for most student docs)

Keeping

- Canvas
- Slate
- EAB Navigate
- CourseLeaf – CIM & CAT
- Nelnet
- Flywire
- National Student Clearinghouse
- Terradotta
- The Hub
- 25Live
- Maxient
- Transferology
- ESCI (1098-T processing)
- eCampus
- Sunapsis (iOffice)
- myMiami
- Cayuse Grant Manager
- StarRez

Still Under Review

- LobbyCentral
- Paver
- Teamworks/ARMS
- AIM
- Merit Pages
- 12Twenty
- Final Exam Rules app
- Continuing Education Reg app
- Credit Workshops Reg app
- Cvent
- Grade Submission
- Tutortrac

*Note: This is not an exhaustive list, and it is subject to change as we progress throughout the implementation.

Project Leadership

Duane Drake
Project Sponsor

Kent Covert
Project Manager

Workstream Leads

Jessica Yeung
Recruiting & Admissions Workstream

Ted Peters
Registration/Records Workstream

Leigh Mondello-Garrett & Heather Bechtol
Financial Aid Workstream

Bruce McGee
Student Financials Workstream

Dirk Tepe
Technical Workstream

Daryl Wright
Reporting Workstream

Drew Davis
Student Core Workstream

Don Kidd
Testing and Quality Assurance (QA) Workstream

Project Activities – Where We're At

Currently in the "Architect & Configure" phase - Functional areas are gathering data and designing the system, with help from our system implementation partner (Avaap)

The project team is actively collecting significant changes and planning how to best communicate them and train those impacted

Change Champion Program

We are recruiting individuals to participate in our Change Champion program!

Successful Change Champion Characteristics:

- Credible and recognized as opinion leader with the team

- Willing to provide input and feedback; excited to learn and understand changes

- Willing to participate in activities crucial for success – feedback provision, training, communications

- Communicators who will deliver information to their business unit

- Positive, value-add challenger for new processes and technology

- Willing to participate in meetings and action requests throughout entire project timeline

Expectations & Responsibilities:

- Attend regular meetings beginning later this semester (Approximately 1-2 hours/month to start, and will eventually ramp up to 4-5 hours/month)
- Represent and advocate for your department and colleagues
- Provide feedback
- Deepen your understanding of the change and how it will impact your work
- Be held accountable and deliver on action items
- Show up as a proactive, action-oriented, constructive community member

Available Resources

- [Workday Info Website](#)
  - [Project Team Members](#)
  - [Workday Student Overview](#)
  - [Timelines](#)
  - [Frequently Asked Questions (FAQs)](#)
- Tailored Roadshow Experience
  - The Organizational Change Management team is offering a tailored roadshow experience for those groups who will be significantly impacted by the Workday Student implementation. The goal of these sessions is to provide employees with the information most relevant to them and how the change will impact the way they work. We will be sending additional information about these sessions soon!
- Miami Matters
  - Keep an eye out for Workday-related articles within the Miami Matters newsletter.
- University-Wide Emails
  - When necessary, we will send campus-wide emails to inform the Miami community of major project occurrences or things to be aware of.
- Platform Resources
  - [Workday Wednesday Virtual Walk-In Sessions](#)
  - [Google Chat Support Thread](#)
  - [Submit a Workday Support Ticket](#)

Questions?