TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA

COMMITTEE: Administration and Finance

ITEM: Request Approval to Negotiate and Execute an Agreement with Iron Brick Associates, LLC for Workday Human Resources, Payroll, Finance, and Budgeting Software and Implementation Services

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:
The Administration requests authorization to negotiate and execute an agreement with Iron Brick Associates, LLC for the University's Workday HR/Finance Modernization Project. The proposed agreement includes ten years of software subscriptions, training credits, and implementation and change-management services.

Iron Brick Associates, LLC serves as the authorized supplier and contracting intermediary. Workday, Inc. provides the software platform, and Incline Alchemy, Inc. provides implementation services. The incorporated order form and statement of work establish the respective responsibilities of the University and these providers.

The software scope includes human capital management, benefits, wellness, U.S. payroll, recruiting, time tracking, absence management, talent management, core financials, procurement, financial planning, grant management, travel and expense management, Workday Data Cloud Professional, Workday Flex Credits, and Workday Success Plan—Accelerate. Implementation services include project governance, configuration, data conversion, integrations, reporting, testing, change management, deployment, and defined post-production support. Financial planning and Prism are designated as Phase 2 implementation components.

The project is intended to standardize administrative processes, reduce manual transactions, improve workforce and financial reporting, strengthen approval and access controls, and support institutional budgeting and financial stewardship. Implementation planning will address integration with Ellucian Banner and other retained University systems, data validation, and operational continuity.

The Administration requests Board authorization to negotiate and execute a multi-year agreement with a total lifetime contract value not to exceed $7,939,363.60, inclusive of subscription fees of $5,306,223.60, $39,000 in training credits, and $2,590,900 in implementation services. The FY2027 funding authorization requested is $306,670 for the first-year subscription and training fees, with implementation payments additional to this amount but included within the lifetime authorization. The agreement will include a termination for convenience provision requiring 90 days' notice. Prior to execution, Finance will validate the annual payment schedule, confirm funding availability, and ensure that total contractual obligations remain within the approved lifetime authorization.

Procurement Method
The agreement is issued against OMNIA Partners Contract No. 159124, HR, Finance and Planning, through Region 14 Education Service Center, Texas. The University proposes to utilize cooperative group purchasing pursuant to Texas Education Code §51.9335(a)(4), subject to Procurement's documented best-value determination and confirmation that the final products, services, pricing, and ordering term comply with the applicable cooperative contract.

Procurement will retain the cooperative solicitation and award documentation, applicable amendments, University participation verification, final pricing, and best-value justification. Legal review will address modifications to the cooperative terms and the precedence of the incorporated partner agreements.

Form 1295: Iron Brick Associates, LLC's has been submitted to the State of Texas. Before execution, Procurement will obtain the vendor's completed Form 1295 filed through the Texas Ethics Commission portal and submitted to the University or document an applicable exemption under Texas Government Code §2252.908.

APPLICABLE FEDERAL OR STATE STATUTE(S) AND/OR REGULATION(S):
Texas Education Code §51.9335 - Acquisition of Goods and Services by Institutions of Higher Education
Texas Government Code §2155.144 – Best Value Procurement
Texas Government Code §2252.908 - Disclosure of Interested Parties [confirm applicability and filing status]

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Contract Term
New Contract | Proposed Ten-Year Software Subscription

The software subscription term is July 2027, through January 30, 2037. Training credits are valid for 18 months from the Order Form Effective Date, defined as the later date of the parties' signatures.

Implementation pre-planning is scheduled to begin in July 2027, with anticipated go-live in September 2028, project completion in October 2028, and final implementation payment in November 2028.

FISCAL IMPACT: Not-to-Exceed | $306,670.00 Lifetime Cost | $7,939,363.60
1000-31205-7262-10 | Non-State-Appropriated Funds

SUPPORTING DOCUMENTATION:

-ERP Modernization & Institutional Transformation
-Sample Workday Subscription and Workday End User Agreement (Order Form)
-Two Workday Presentations
-Alchemy Presentation
-Why Workday

RELATED BOARD BYLAW, POLICY AND/OR MAPP:
Board Policy 61.10
MAPP Policy: 01.02.01-Business Administration
MAPP Policy: 03.02.01-Purchasing Guidelines
MAPP Policy: 03.02.02-Code of Conduct Procurement Responsibilities
MAPP Policy: 03.02.03-Purchase of Goods, Materials and Supplies through the Purchasing Department
MAPP Policy: 03.02.08-Prompt Payment and Payment Scheduling
MAPP Policy: 03.07.03-Expenditures and Expenditure Authority
MAPP Policy: 04.06.02-Software License
MAPP Policy: 04.06.08-Change Management
MAPP Policy: 04.06.14-Network Access Security
MAPP Policy: 04.06.15-Network Configuration
MAPP Policy: 04.06.22-Security Standards
MAPP Policy: 04.06.23-Security Training
MAPP Policy: 04.06.27-Vendor Access
MAPP Policy: 08.04.01-Contract Administration
ACTION REQUESTED: The Administration recommends approval of this item.

ASCEND 2030 UNIVERSITY STRATEGIC INITIATIVES ALIGNMENT:
1.2 Drive student success and outcomes
1.3 Grow total enrollment
2.3 Strengthen university partnerships
3.1 Improve student experience — streamline processes/technology
3.2 Strengthen data analytics
3.3 Invest in faculty and staff professional development
3.5 Ensure long-term legacy — diversify revenues, grow endowment
4.1 Update and optimize technology platforms and data governance

Legal Certification: Based on available information to date, this agenda item and its implementation will not be in violation of any applicable federal, state, or local law or regulation.



10/23/2026

GENERAL COUNSEL **DATE**

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Fiscal Certification: This fiscal note, shown above, details the true and actual positive or negative fiscal effect that implementation of this agenda item will have and the detailed reasons for such effect.

J Maine Chubb

CHIEF FINANCIAL OFFICER

10/23/2026

DATE

James Crawford (Oct 26, 2026 19:48:00 CDT)

PRESIDENT

10/26/2026

DATE