
TSU
TEXAS SOUTHERN UNIVERSITY
ERP MODERNIZATION &
INSTITUTIONAL TRANSFORMATION
Front Porch Portal | Ellucian Banner Student | Workday Finance & HR

Strategic Approach to ERP Technology Transformation

Under the directive of the President, TSU strategically approached the process of ERP technology transformation



Presidential Directive



Strategic Partnership



Leadership Oversight



Core Objectives

Why TSU Must Modernize Enterprise Systems

Today’s operating model creates service friction, control exposure, and avoidable manual work.



Student Experience

Fragmented digital entry points and manual forms create inconsistent access; legacy Banner customizations constrain modernization.



Finance & Procurement

Manual processing and disconnected reporting limit visibility; audit remediation requires improved controls and financial close processes.



Human Resources

Disparate HR, payroll, and workforce workflows require manual coordination; standardized approvals and integrated reporting are critical.

BUSINESS IMPERATIVE: Simplify processes, strengthen controls, and deliver a connected institutional experience.

The Solution: Three Connected Platforms

Modernizing student engagement, system of record, and administrative operations

Integrated Digital Infrastructure

Front Porch

Student digital front door providing unified access to services and communications. Status: Information Only.

Ellucian Banner SaaS

Modern student system of record for admissions, registration, aid, and reporting. Status: Board Approval.

Workday

Integrated finance, human resources, payroll, and administrative workflows. Status: Board Approval.

CONNECTED THROUGH SECURE INTEGRATIONS, DEFINED DATA OWNERSHIP, AND CONSISTENT INSTITUTIONAL REPORTING.

Unified platform ecosystem for enhanced institutional efficiency.

Higher Education Peers Banner/Workday Experience

Universities across the nation and Texas are choosing this combination



Board Action and Contractual Investment

FY2027 Approval Requests and Termination Provisions

System / Board Item	Requested Action	FY2027 NTE	Termination Clause
Ellucian Banner SaaS	Approval	$2,440,000	Termination for material breach (30-day cure/10-day notice); limited termination for legislative non-appropriation (10-day notice)
Iron Brick / Workday	Approval	$306,000	Termination for convenience with 90 day's written notice
Front Porch Portal	Information Only	$0 incremental	N/A – data provided for approval items only

Ellucian Banner SaaS: 10-Year Cost Analysis

Proposed vs. Current Environment Comparison ($ Millions)

Cost Category	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Total
Current Total	$1.41	1.38	1.45	1.53	1.61	1.69	1.78	1.88	1.98	2.08	$16.80
Proposed Total	2.44	4.04	2.11	1.27	1.31	1.35	1.39	1.43	1.47	1.52	18.33
Net Difference	$1.03	2.66	0.66	(0.26)	(0.30)	(0.35)	(0.40)	(0.45)	(0.51)	(0.57)	$1.53

20-Year TCO Summary: Current State ($44.99M) vs. Proposed SaaS ($36.23M) results in $8.76M in projected savings

Workday Finance & HR: 10-Year Cost Analysis

Proposed Environment ($ Millions)

Cost Category	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Total
Implementation	$-	2.59	-	-	-	-	-	-	-	-	$2.59
Training	-	0.04	-	-	-	-	-	-	-	-	0.04
Subscription	0.31	0.52	0.53	0.54	0.54	0.55	0.56	0.57	0.58	0.60	5.30
Total	**$0.31**	**3.15**	**0.53**	**0.54**	**0.54**	**0.55**	**0.56**	**0.57**	**0.58**	**0.60**	**$7.93**

20-Year TCO Summary: Current State (27.81M) vs. Future State - ($15.29M) results in $12.52M in projected savings