Reach New Heights in Operational Excellence and Innovation

Workday for Higher Education

October 7, 2026



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Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

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Housekeeping Items:

- Demo Agenda
- Recordings
- WOW Cards
- Lunch
- Dial-in Reference
- Hands-on (laptop required)

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What We Heard

Executive Summary

Challenge

- **Core Systems** are inherently separate databases, 3rd party solutions and custom applications
- **Disparate data** hinders the university's ability to easily pull information and gather insights
- **Manual and frustrating experiences** for employees impact engagement and increase risk

Opportunity

- **Risk mitigation**, standardize business processes, increased compliance, and visibility across TSU
- **Provide leadership actionable data** with drill through capability to meet the needs of a broad range of stakeholders
- Create a **seamless and standardized user experience** by using common tools across functional areas

Value

- **Reduce cost, risk and technology debt** while enabling modern and intuitive tools
- Enable **fast and confident decision making** by providing a real-time, institution-wide data set
- Boost **operational efficiency** across the university, allowing faculty and staff to focus on value-add activities

What We Heard

Tactical Summary

- **“One stop shop”** from recruiting/onboarding through offboarding
  - Centralizing all HR systems/processes into one platform
- **Self-service and automation**
  - Direct deposit and benefit elections.
  - Offboarding/removing access.
  - Off-cycle payroll, retro pay, and late timesheet corrections are currently manual.
  - Automatic org chart
  - Eliminate all paper and manual processes.
- **Compensation**
  - Enabling “what-if” or percentile-based pay analysis
  - Market-based, merit-driven raises
- **Workforce Planning**
  - Forecasting and developing multiple scenarios by adjusting the workforce
- **Reporting**
  - Easier, self-service, real-time reports that you feel confident in
  - Drillability and dashboards
- **Performance and Talent**
  - Enable outcome/goal-based reviews tied to Ascend 2030 Strategic Plan.
  - Focus on retention strategy and talent development
- **Recruiting/Onboarding**
  - Deliver a much better and standardized experience for onboarding new-hires
  - Modern technology will help attract and retain top talent at the institution



1

Enhance the Employee Experience

2

Become a Decision-Ready Institution

3

Achieve Operational Excellence



Enhance the Employee Experience

TSU wants to	Workday gives you
Streamline processes and eliminate manual/paper tasks	Robust business process framework that will digitize and automate university operations
Simplify and centralize data and systems	One system, one user experience driven by best practices
Attract and retain the best talent	Modern, mobile, intuitive platform used by over 50% of the Fortune 500

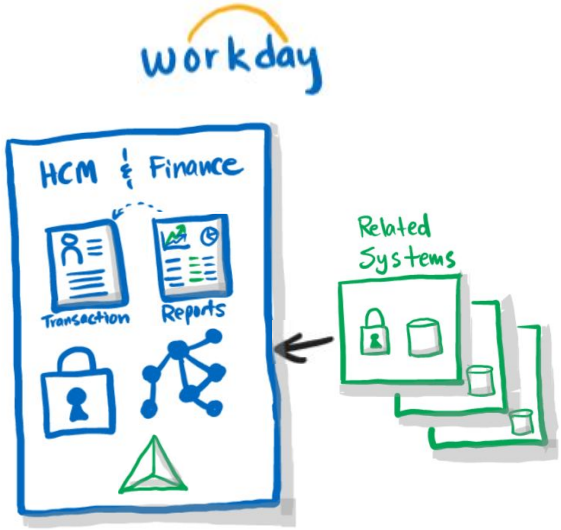
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TSU

Different by Design

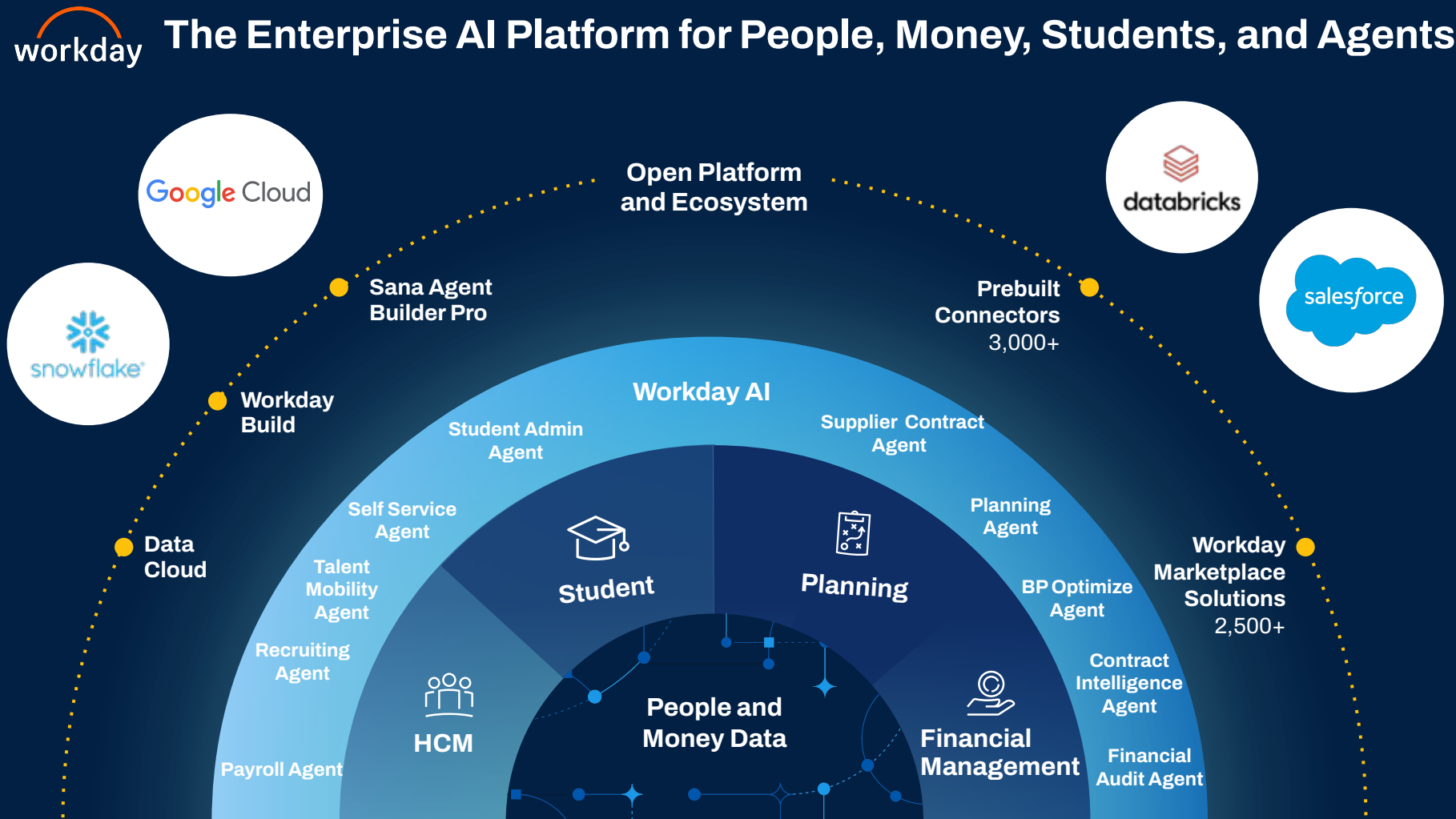


- Multiple Repositories
- Duplicated Security
- Multiple Reporting Solutions



- One Repository
- One Security Model
- One Reporting Solution

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workday
The Enterprise AI Platform for People, Money, Students, and Agents
Open Platform and Ecosystem
Google Cloud
snowflake
databricks
salesforce
Sana Agent Builder Pro
Workday Build
Data Cloud
Prebuilt Connectors 3,000+
Workday Marketplace Solutions 2,500+
Workday AI
Student Admin Agent
Self Service Agent
Talent Mobility Agent
Recruiting Agent
Payroll Agent
Student
HCM
Supplier Contract Agent
Planning Agent
BP Optimize Agent
Contract Intelligence Agent
Financial Audit Agent
Planning
Financial Management
People and Money Data



Workday

Enterprise Workplace Solutions

Free

Share

1.9M RATINGS	AGE RATING	CHART
4.7 ★★★★★	4+ Years	#13 Business



> Having Workday has allowed us to consolidate systems, create consistency which makes a difference in our ability to serve students, faculty and staff.

Senior Director, Office of Information Technology, Texas A&M

THE TEXAS A&M UNIVERSITY SYSTEM



Become a Decision-Ready Institution

TSU wants to	Workday gives you
Drive better decisions	Unified system with embedded analytics to make confident decisions quickly
Have instant visibility across the institution	Real-time data across HR, Payroll and Finance
Prepare for the Future	Flexibility to change and adjust quickly

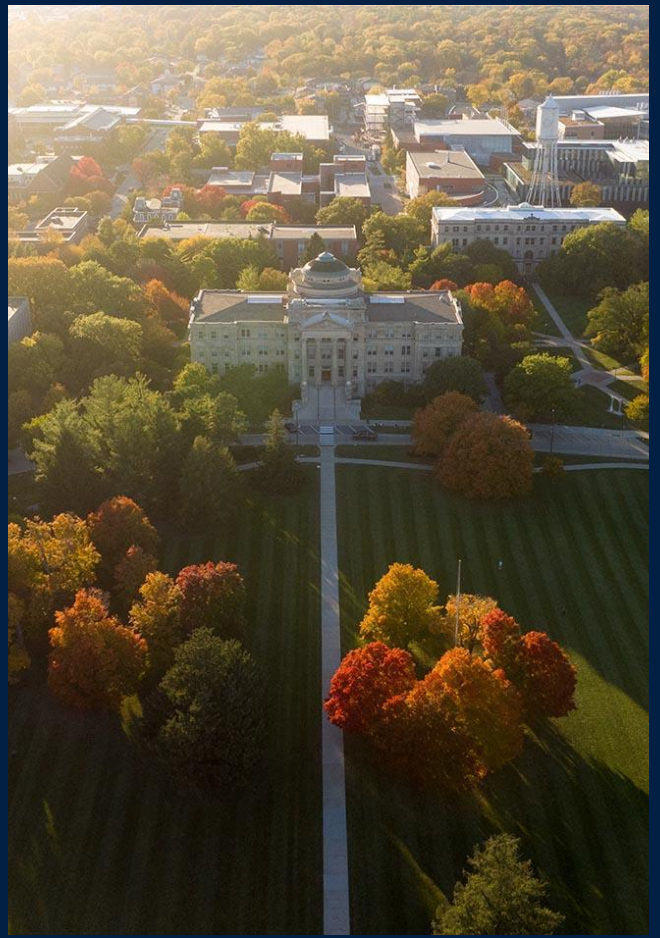
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“Workday provides that uniform source of data. The reporting is very valuable because people can make better decisions in real time.”

Chief Information Officer,
Iowa State University

IOWA STATE UNIVERSITY



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Achieve Operational Excellence

TSU wants to	Workday gives you
Drive efficiency, and focus on more strategic activities	Best Practice Business Processes, embedded AI/ML
Optimize Resources	Streamline processes, so resources can have a greater impact
Mitigate risk, and increase transparency	Built in compliance and always on audit

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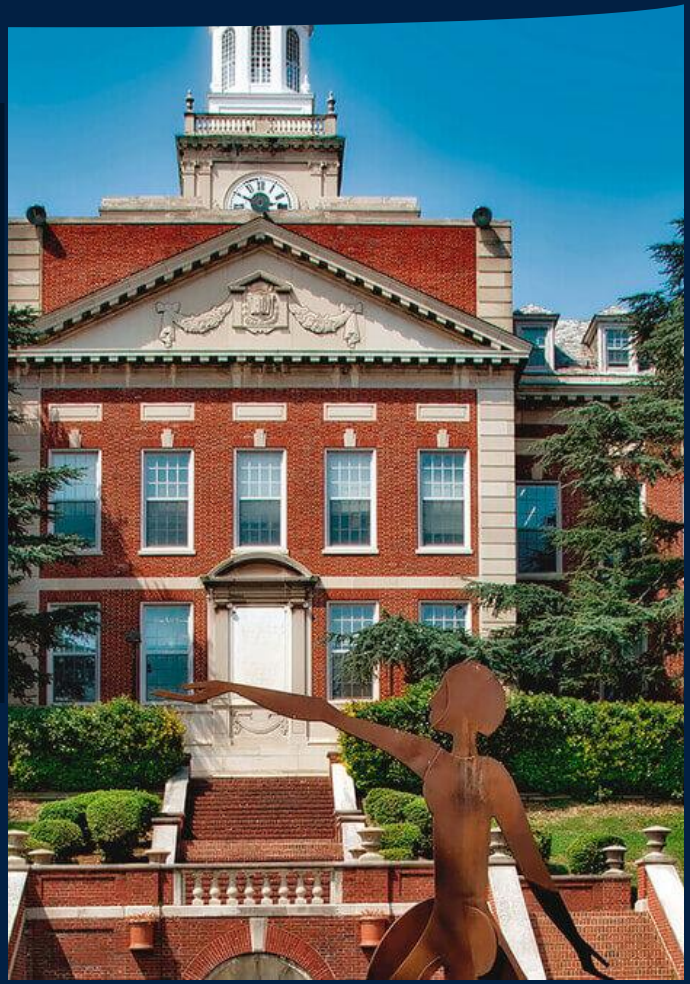
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“

Workday allows individuals to collaborate across functions. Having human resources and financial data in one system allows me to do my job efficiently.”

Interim Chief Financial Officer
Howard University

HOWARD UNIVERSITY
1867

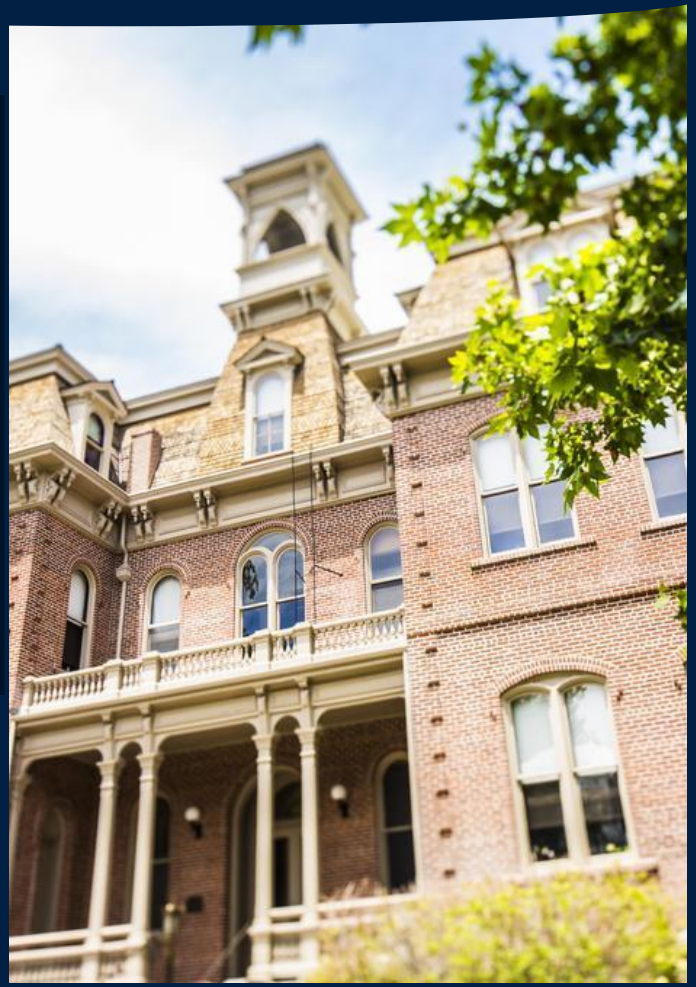


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“The most important benefit we’ve realized from Workday is standardization and efficiencies across the system. With Workday ... employees have one security model, one source of truth.”

Communications & Change Management Lead

Nevada System of Higher Education



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Agentic HR Teammates

Supports the entire workforce lifecycle, from recruiting, HR Operations, service delivery, administrator, and staff experience.

Agentic Finance Teammates

Enables smarter financial decisions, accuracy across the ledger, and optimizes supplier engagement.

Agentic Legal Teammates

Runs legal operations from contract creation to execution and compliance, ensuring institutional integrity.

Agentic teammates across the institution

Agentic Administration Teammates

Turns enterprise operations into intelligence across transcript, forms and application, while reducing risk, and instant response with sourced data.

Agentic Faculty Teammates

Replaces processing tasks with autonomous workflows, while surfacing immediate answers to budget, advisee information, course demand, and more

Agentic Student Teammates

Guides students throughout their educational journey, from support and guidance 24/7 to surfacing campus information, courses, and reminders.



Agentic HR

How will superintelligent agents change how HR teams operate?

1 | Open roles filled in days, not weeks — with AI agents handling repetitive tasks

2 | Real-time understanding of skills gaps and turnover risks before they become problems

3 | Always-on HR support globally, where agentic teammates help employees 24/7

Self-Service

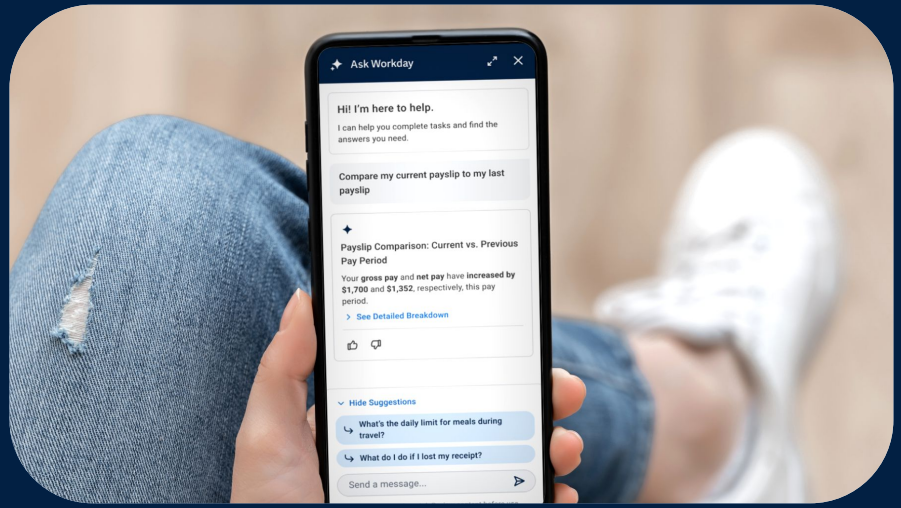
Policy Intelligence for faculty and staff

The Reality Today

Navigating and interpreting fragmented policies—from grant compliance to sabbatical rules—costs institutions thousands of hours in administrative support.

Our Agentic Solution

Equip staff and faculty with 'policy intelligence' guidance, and cited sources to boost self-sufficiency, saving time and costs while driving institutional efficiency and knowledge, while decreasing case volume.



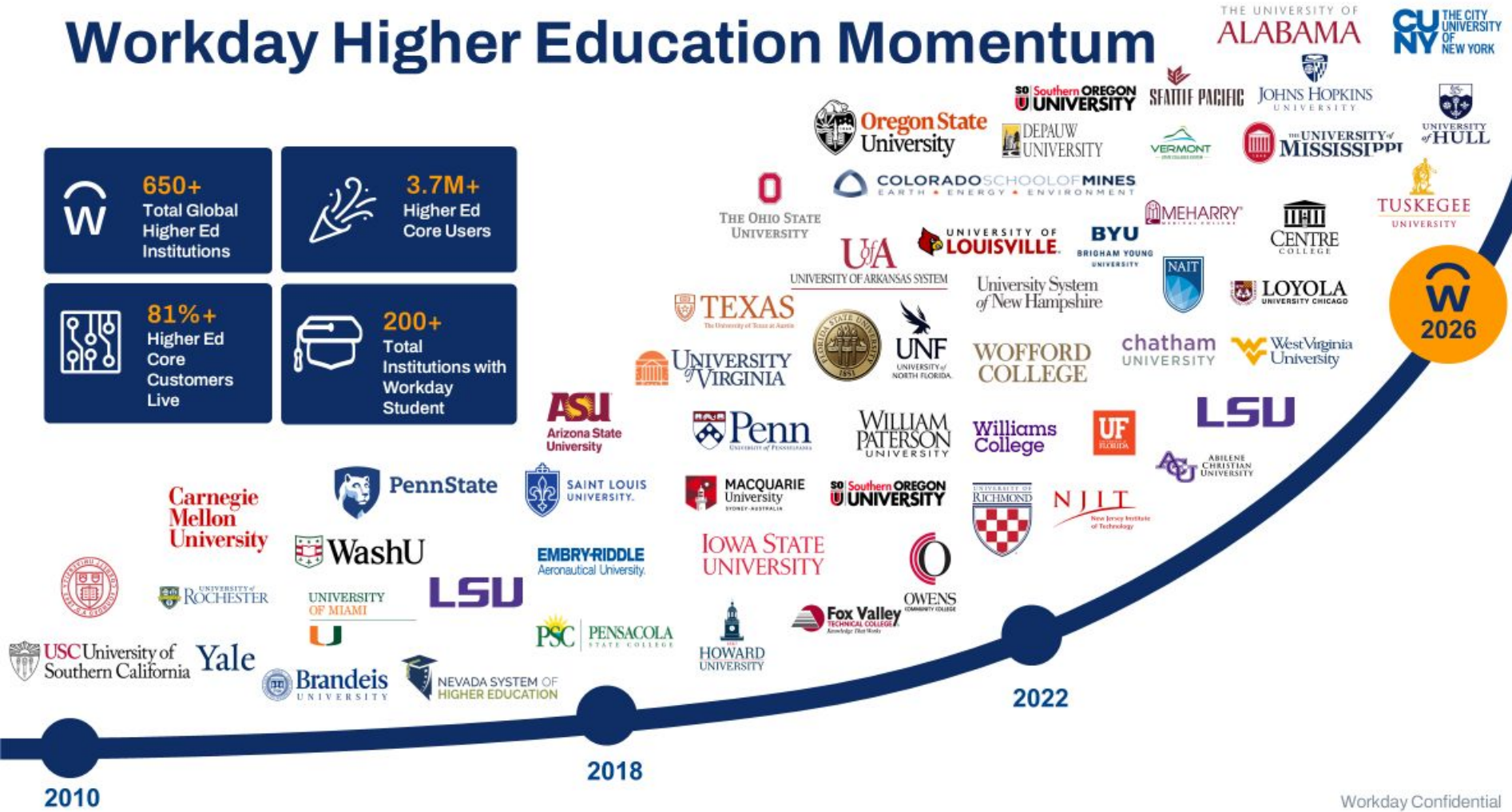
"AI is here to emulate an existing real human person and *give you the answer you need*."

75% ↓
Deflection in Case Volume

30% ↑
Quicker time to resolve HR cases

Modeled impact based on early usage and assumptions

Workday Higher Education Momentum



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Texas Customers & Community of Success

11 Higher Ed Customers

Same Version, Same Software

3.45M+ Employees

Texas-based Companies Using Workday



Empowering HBCUs with Workday

























A Recognized Leader in Four Magic Quadrant Reports

ERP

Recognized as a Leader[1] in the 2024 Gartner® Magic Quadrant™ for **Cloud ERP for Service-Centric Enterprises.**

Planning

Recognized as a Leader[2] in the 2024 Gartner® Magic Quadrant™ for **Financial Planning.**

HCM

Recognized as a Leader[3] in the 2024 Gartner® Magic Quadrant™ for **Cloud HCM Suites for 1,000+ Employee Enterprises.**

Student

Recognized as a Leader[4] in the 2025 Gartner® Magic Quadrant™ for **Higher Education Student Information System Software as a Service.**

1: Gartner Magic Quadrant for Cloud ERP for Service-Centric Enterprises, Robert Anderson, Denis Torii, Sam Grinter, Naveen Mahendra, Tomas Kienast, Johan Jartelius, 4 November 2024
2: Gartner Magic Quadrant for Financial Planning Software, Regina Crowder, Matthew Mowrey, Vaughan D Archer, Michelle Carlsen, 18 November 2024
3: Gartner Magic Quadrant for Cloud HCM Suites for 1,000+ Employee Enterprises, Ranadip Chandra, Sam Grinter, Ron Hanscome, Chris Pang, Anand Chouksey, Josie Xing, Harsh Kundulli, David Bobo, Laura Gardiner, Hiten Sheth, Emi Chiba, Travis Wickesberg, and Michelle Shapiro, 23 October 2024
4: Gartner Magic Quadrant for Higher Education Student Information System Software as a Service, Robert Yanckello, Grace Farrell, 19 March 2025

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TSU Tigers @ Workday®



Alani Richardson

Legal Fellow, Workday
Juris Doctor, Thurgood Marshall School of Law
C/O 2025

"TMSL and TSU gave me the foundation to become **one of only four lawyers in the country selected for Workday's inaugural Legal Fellowship Program,** launching my career as a corporate in-house attorney directly out of law school.

I am forever proud to carry the legacy of TSU and TMSL into every room I enter and to represent what is possible when an HBCU education is paired with ambition and purpose!"

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Monique West

Senior Functional Consultant, Workday
BBA, Accounting, Jesse H. Jones School of Business
C/O 2002

"Attending TSU **ignited my passion for accounting and problem solving.** The community, mentorship, and internship programs at the Jesse H. Jones School of Business provided me with the cutting-edge skills and fearless drive needed to launch a dynamic career in accounting and technology.

Every challenge presented fueled my ambition to push boundaries and shape my career path in accounting and tech!"

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