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AI Accelerated. Human-led.
Higher Education Transformed.



Alchemy Overview – Executive Alignment

Texas Southern University | September 21, 2026

TSU

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SCOPE RATIONALIZATION & NEXT STEPS

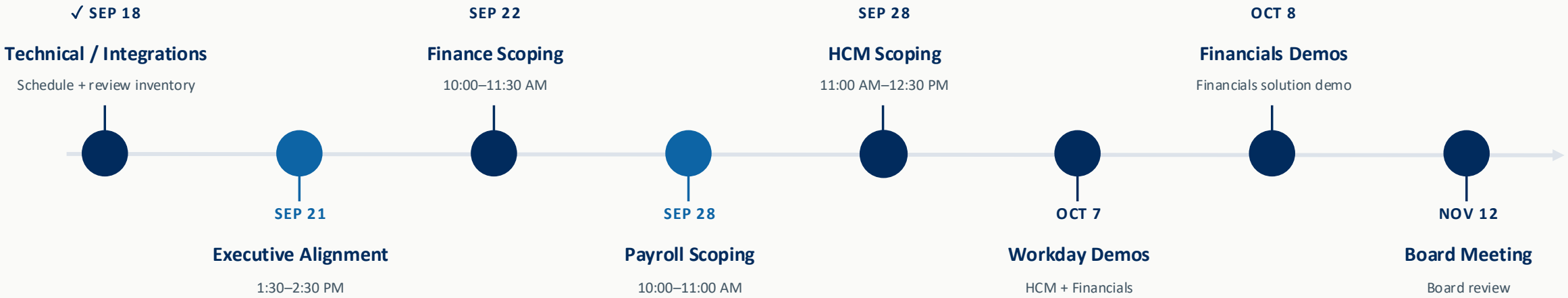
SEPTEMBER 2026

A focused path from executive alignment through scope validation, SOW refinement and demonstrations

01 ALIGN — Leadership & outcomes

02 VALIDATE — Finance, Payroll, HCM & Technical scope

03 DEMONSTRATE — Workday solution



OUTCOME

A confirmed, ownership-aligned scope ready for final SOW updates

1. **Complete scheduled scoping** — Capture decisions, assumptions and open items
2. **Review integration inventory** — Confirm systems, interfaces and ownership
3. **Refine & finalize SOW** — Incorporate validated scope and responsibilities

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AGENDA

01 Alchemy Overview

02 Program Details

03 Solution Design / Deployment Strategy

04 HCM Overview

05 Financials Overview

06 Questions & Next Steps

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THE ALCHEMY TEAM

Nice to meet you.



Brad Borton
Project Director



Enika Devaul
Senior Consultant, Financials



Jackie Cheng
Vice President, Professional Services & Delivery



Gabrielle Scott
Senior Solution Consultant, HCM



Patrick Lattanzio
Account Executive



Peter Eschenbach
CEO

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Alchemy Overview

Who we are, our Higher Education Experience, and why we are the right partner for Texas Southern University.

TRINITY UNIVERSITY

"An absolutely fantastic implementation and production services partner."

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WHY ALCHEMY

Alchemy at a Glance

A Workday partner built exclusively for higher education.

100%

Focus on Workday

Every Alchemy consultant works exclusively on the Workday platform.

100%

Focus on Higher Education

We serve colleges and universities — and nothing else.

100+

Higher-Education Customers

Higher-ed institutions have partnered with Alchemy to date.

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35+

HCM, Payroll, and Financials Customers



70+

Production Services Customers



Banner → Workday Conversion Experience



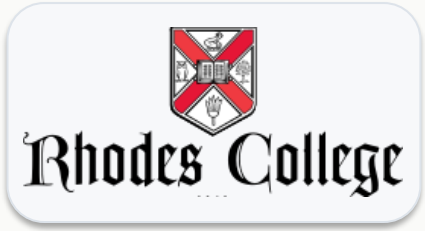
























Why Alchemy

Clients stay with us at every stage

98%

Customer satisfaction

Across all client engagements

< 5%

Budget variance on delivery



95%

Go-live to production services retention



95%

Production services renewal

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Program Details

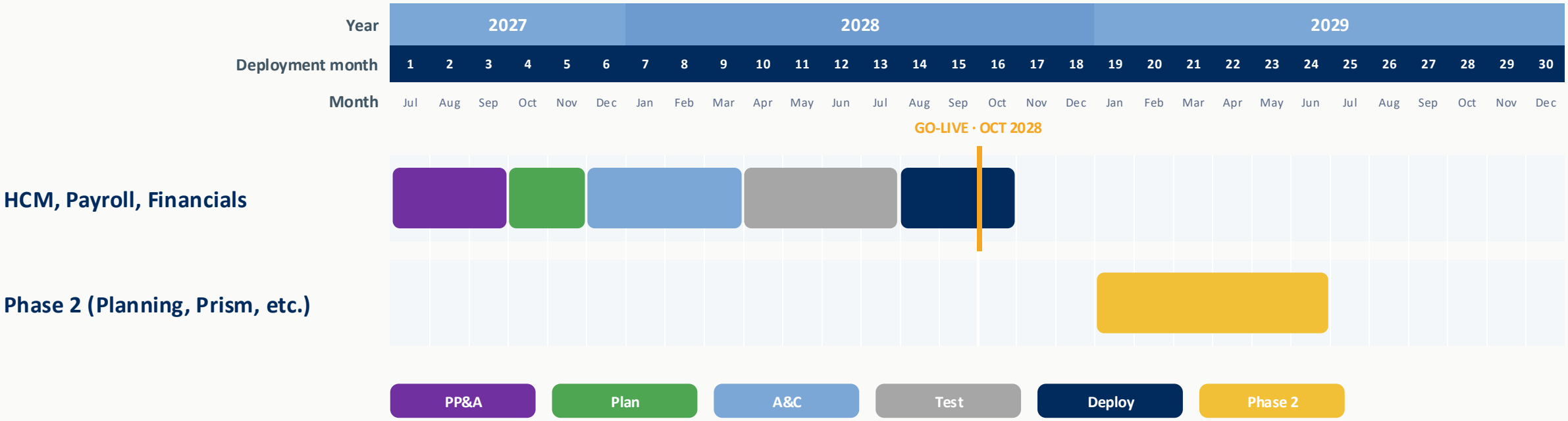
Scope, timeline, approach, and investment for Workday at Texas Southern University.

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TIMELINE

Proposed Timeline

A 16-month Phase 1 for HCM, Payroll and Financials — go-live October 2028 — with Phase 2 to follow.



Alchemy looks forward to meeting with TSU to discuss these considerations in more detail and jointly affirm the best timeline.

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ACTIVITIES BY STAGE

Alchemy Deployment Approach

01

Pre-Plan

Jul 2027 – Sep 2027

- Project Leadership Alignment
- Confirm Project Governance Structure
- Resource Planning and Training
- Project Management and Methodology Workshop
- Project Workspace Orientation
- Discovery Session
- Planning Workshop

02

Plan

Oct 2027 – Nov 2027

- Project Startup
- Foundation Tenant Build
- Initial Change Management Adoption Program

03

Architect & Configure

Dec 2027 – Mar 2028

- Unit Test Preparation
- Finalized Project Planning Documents
- Customer Confirmation Sessions (CCS)
- Configuration Unit Test
- Integration/Reports Build and Unit Test
- Develop End User Training Plan
- Test Preparation
- End to End Tenant Build

04

Test

Apr 2028 – Jul 2028

- End-to-End Testing
- User Readiness Review
- Regression Testing
- Cutover Plan
- Finalize End User Training Materials

05

Deploy

Aug 2028 – Oct 2028

- End User Training & Support Plan
- Move To Production
- Final Validation
- Catch Up Transactions
- Go-Live
- Production Support
- Initiate Sustainment Plan

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NINE ACCELERATORS EMBEDDED INTO EVERY IMPLEMENTATION

AI-Accelerated Methodology

WORKS ACROSS THE WHOLE LIFECYCLE

Workday Sana Deployment

Helps customers prepare for, govern, and realize value from Workday's embedded AI.

AI-Enabled Conversion Orchestrator

Legacy-agnostic extraction, mapping, and transformation of legacy data into Workday.

Plan

AI-Assisted Project Planning Documentation

Executive-ready planning and governance artifacts tied to milestones.

AI-Assisted Project Resources Heatmap

Real-time view of project and resource health, surfacing risks early.

Architect & Configure

AI-Enabled Student Financials Calc. Agent

Turns requirements into configuration guidance, catching rule conflicts.

AI-Assisted Persona, Epic & Story Examples

Agile personas, epics, and stories tied to business requirements.

Test

AI-Enabled Financial Aid Test File Generator

Builds and validates ISIR, COD, MPN, and NSLDS files; 80% less prep.

AI-Powered Test Scenario Builder

ScenarioForge: a governed, searchable library of test scenarios.

Deploy

AI-Enabled Historical Data Loading

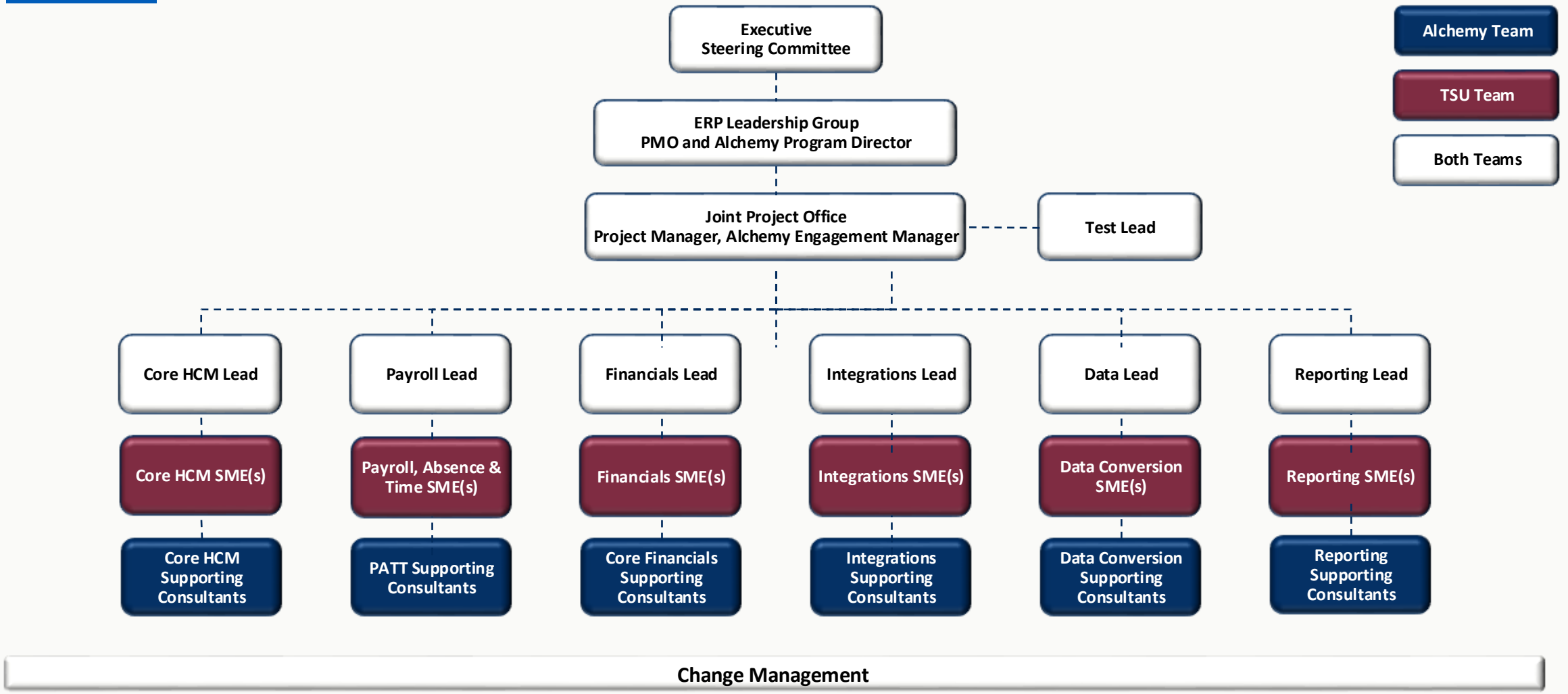
Loads legacy student records into Workday, compressing cutover.

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DIRECTIONAL STAFFING

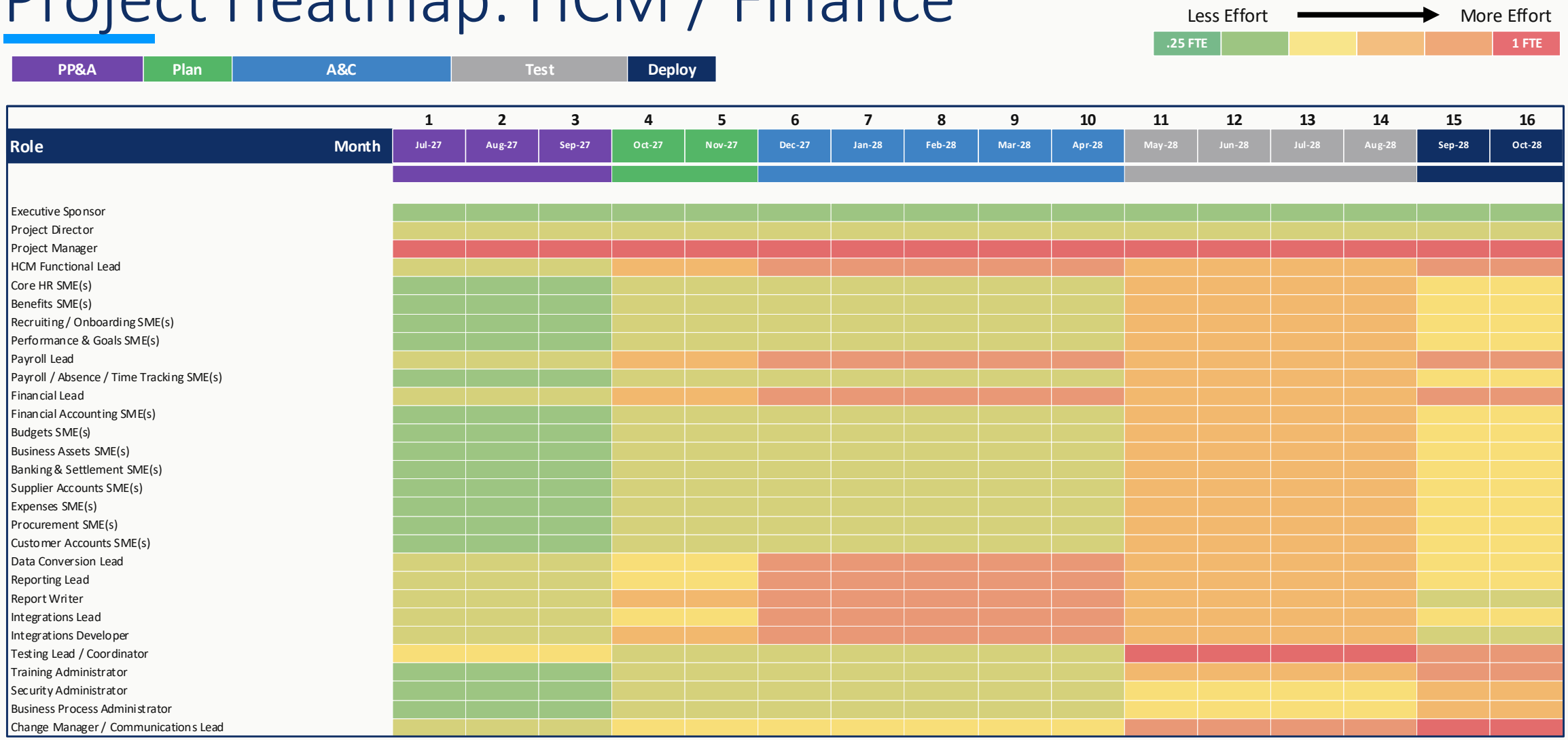
Building TSU's HCM, Payroll & Financials Team



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RESOURCE EXPECTATIONS

Project Heatmap: HCM / Finance



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HCM & Financials Transformation

Future State in Workday

“Amazing team members who feel like an extension of our team.”

Grand Valley State University

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WHAT CHANGES FOR TSU

Future State Wins

	BANNER TODAY		WORKDAY → FUTURE STATE
Chart of accounts	FOAPAL strings, legacy funds	→	**Foundation Data Model behind every report**
Budget control	Overspend found in reconciliation	→	**Commitments checked before money moves**
Month-end close	Offline spreadsheets and exports	→	**Statements from one live ledger**
Approving a hire	Email forms, no audit trail	→	**One supervisory org, every approval time-stamped**
Workforce data	Headcount reconciled by hand	→	**One worker record: headcount, position, cost**

TSU's future-state work is the input to every one of these changes.

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FUNCTIONAL SCOPE & KEY DECISIONS

HCM Workstream Overview

Q4 2027	Dec 2027 – Apr 2028	Jun – Aug 2028	Sep / Oct 2028
Org design decisions locked	Design confirmation sessions	Payroll parallel testing	HCM and Payroll go-live

HCM SCOPE

- Core HCM
- Benefits
- Talent Acquisition
- Talent Management
- Learning
- Absence Management
- Payroll
- Time Tracking

Supervisory organization structure

Who approves what, for faculty and staff

Alchemy brings recommended org model from 13 Banner conversions

Business process and security design

Approval flows, and who sees which data

Alchemy brings higher-ed business process and security library

Job catalog and compensation grades

Redundant job codes consolidated before build

Alchemy brings job code analysis before design starts

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SCOPE & KEY DECISIONS

Financials Workstream Overview

Q4 2027	Dec 2027 – Apr 2028	Jun – Aug 2028	Sep / Oct 2028
Chart of accounts locked	Design confirmation sessions	End-to-end testing	Financials go-live

FINANCIALS SCOPE

- Financial Accounting
- Budgets
- Grants Management
- Projects
- Customer Accounts
- Business Assets
- Procurement
- Supplier Accounts
- Expenses
- Banking & Settlement



Foundation Data Model

Replaces Banner funds and orgs

Alchemy brings FOAPAL-to-FDM crosswalk from your data

Budget and spend control model

How tightly commitments are checked

Alchemy brings control scenarios modeled before you choose

Reporting package

Which statements get built, and for whom

Alchemy brings starter report inventory from Banner

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Questions & Next Steps

