Leading the Implementation of Workday Grants Management Capabilities

The Sponsored Programs Excellence Center (SPEC) is an alliance of Sierra-Cedar consultants who leverage their knowledge and experience of leading practices in the world's most complex research institutions to improve the cross-functional processes related to grants administration. Their role is to redesign business processes with an integrated perspective that makes information more accurate, more accessible, and more understandable to a wider community of end users. In addition to Sierra-Cedar resources, the Sponsored Programs Center of Excellence includes an advisory board of sponsored research experts from respected institutions.

Unparalleled Experience

Research universities operate in a highly complex administrative environment. Experience has shown that unless the team configuring the Workday solution is highly knowledgeable regarding grants business processes, deployment and configuration work will likely have to be scrapped and redone later. This can add significant time, cost and frustration to the deployment experience, perhaps even resulting in a delayed go-live. Sierra-Cedar's team is positioned to provide both unparalleled Workday product experience and grants management expertise to our clients throughout the project lifecycle.

Sierra-Cedar is the only Workday Higher Education Partner to participate in the Workday HCM/Payroll system, Financials system and Grants module product development efforts for higher education. Our consultants have provided functional consulting directly to Workday on encumbrance and commitment accounting, endowments, faculty management and tracking, multi-job and adjunct faculty, 9-over-12 payroll adjustments, and grant-related processing.
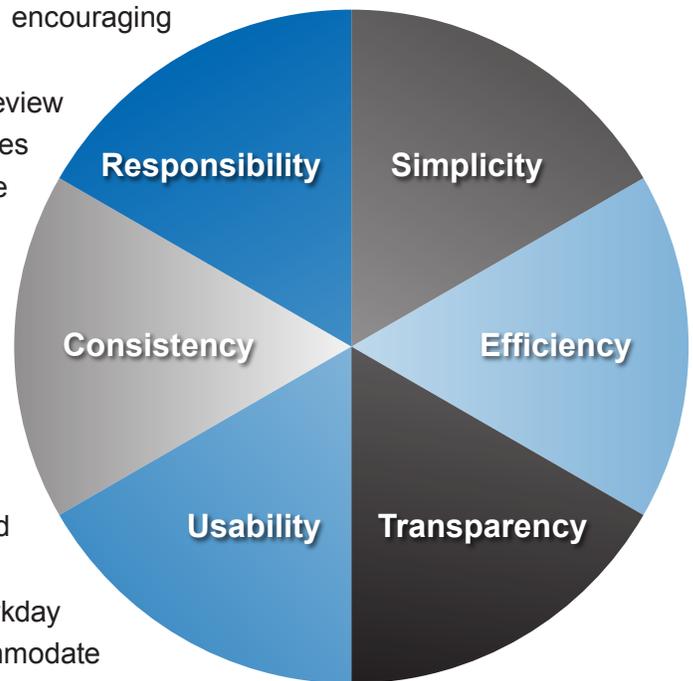
workday®

P A R T N E R

6 Guiding Principles

Understanding the unique grants management requirements of research institutions and the challenges that they entail, the Sponsored Programs Excellence Center has established the following guiding principles:

1. Our clients take immediate responsibility for their system. We are merely change agents.
2. We partner with Workday to deliver integrated solutions to our clients, enabling simpler, more consistent processes throughout the lifecycle of their sponsored programs. At the heart of this vision is one-stop shopping for faculty data, sponsored budgets, labor accounting, detailed payroll records, encumbrances, expenses, effort reporting and cost transfers (which we aim to minimize).
3. We always consider the perspective of the researchers when crafting our solutions. We seek to achieve compliance while minimizing the time researchers spend on administrative functions as well as to limit the number of systems that investigators must navigate.
4. We believe that knowledgeable users throughout the institution are key to achieving best practices. We therefore support the efforts of NCURA and other constituent groups that offer a variety of effective training options.

5. We aggressively protect confidential data while encouraging transparency where appropriate.

6. With our approach, appropriate knowledge and review is built into transactional processes. Any charges posted to a sponsored account in the ledger are ready to be billed. As a result, billing becomes a highly automated process in which cost and revenue are tightly aligned.

Benefits of the SPEC Approach

- Our on-site consultants use their knowledge of best practices along with their substantial consulting skills to help each client arrive at simpler, standardized and consistent business processes.

- We start with real life scenarios and standard Workday process configurations and adjust them to accommodate the client's unique needs.

- We coordinate efforts with Sierra-Cedar's Solution Center to leverage the Workday knowledge base and configurations already developed for other institutions.

- While on site, our consultants work with each client to determine which of their grants systems will be replaced by Workday and which will be integrated.

- The close relationship between Sierra-Cedar and Workday, particularly in the area of grants management, means that our clients have access to detailed knowledge of Workday's latest capabilities and plans for future enhancement.

- Our collaborative approach involving on-site Sierra-Cedar consultants, the client team, and our Solution Center staff—all of whom share a passion for client initiative and mastery—accelerates time to value.

Sierra-Cedar delivers industry-focused client success by providing consulting, technology, and managed services for the deployment, management, and optimization of next-generation applications and technology.