BROWARD COLLEGE℠

About

Broward College serves over 67,000 students across three main campuses, one urban center, and several satellite centers. The prestigious Aspen Institute in Washington, DC ranks Broward among the top 10 community colleges in the US.

We are very proud that we will not only be the first public institution to go live with Workday HCM/Payroll and Financials, but the fastest deployment in higher education thus far. Being first is always a challenge, and the organization was ready for transformational change with its administrative systems in order to support the ongoing success of our students. Sierra-Cedar's knowledge of the unique needs of higher education and their shared-performance approach made them the right choice for us.

Patti Barney
Vice President, Information Technology

Corporate Headquarters:

Fort Lauderdale, Florida
www.broward.edu

Industry:

Higher Education

Technology:

Workday HCM/Payroll, Financials

About Sierra-Cedar

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

Background

In 2012, Broward determined that it was time to replace its 25-year-old core administrative ERP application systems in order to realize excellence in IT operations and administrative efficiency, free-up resources, and add value to its student-centric mission. To meet its needs, Broward chose Workday HCM/Payroll and Financials and selected Sierra-Cedar as its prime implementation partner.

Challenges

Together, we overcame a number of challenges, including the following:

- Broward was the first Workday client anywhere to implement Workday's brand new Period Activity Pay functionality. The Sierra-Cedar consultants' understanding of how full-time and adjunct faculty are paid was invaluable to this effort.
- Broward users needed a way to visualize the new business processes, so Sierra-Cedar conducted business process redesign sessions to optimize and illustrate best practice process flow.
- Broward's student payment activities outside of Workday were impacting its ability to accurately complete bank reconciliation and accounting processes. Sierra-Cedar created complex integrations to bring Student System financial transactions into Workday.
- Broward was committed to fully leveraging Workday's multidimensional accounting model while keeping the proper Chart of Financial Authority approval path in place. Sierra-Cedar made this possible by implementing two intersection security groups between different types of organizations.

Solution

Sierra-Cedar served as Broward's prime deployment partner for Workday HCM, Payroll, and Finance. Roles include Project Management, Integration, Configuration, and Change Management services, complemented by Workday's Delivery Assurance role. As a result of this effort:

- Broward College was the first public higher education institution to go live with Workday HCM and Payroll – October 1, 2013.
- Broward was the first public higher education institution to go live with Workday in 12 months or less.
- HCM went live in October, and Broward conducted its first online Open Enrollment (formerly done 100% on paper) in November—a huge win for all.
- Broward is on track to go live with Financials in July 2014.
- Broward's HR processes are now fully transparent to Hiring Managers.
- The community as a whole is enjoying the benefit of having time tracking, time off, and benefits all visible. Processes previously completed on paper have now become easy to complete in Workday.