Prototype 1 Data Load for Workday Successfully Completed  

Key UW data for Workday is loaded by the HR/P data conversion team in an iterative fashion via prototypes. The initial data load last April, known as Prototype 0, contained basic employee data such as employee names, job titles, contact information and location.

In December, the HR/P data conversion team successfully completed the comprehensive Prototype 1 (P1) data load, which included: robust personnel data for 45,000 employees, 8000 Academic Affiliates, and 500 contingent workers; 48,500 positions; and 3,000 supervisory organizations.

Sandy Prescott, data conversion lead, explains that the data load is more than just matching fields between databases. "For example, every active HEPPS employee enters into Workday as an applicant, then runs through the 'hire' business process because it populates other intelligence in the system. This approach allows for better auditing of a person's information in Workday."

She notes that many people and groups depend on the data being loaded correctly in the Workday Prototypes. "It has been and continues to be a dedicated team effort to transition the legacy data to new data so that our partners can confidently perform downstream project work."

Having the comprehensive P1 data in place will allow for more robust development and testing using UW-specific data. The data conversion team will continue to add and improve the data through the project. The next major data load, Prototype 2 (P2), will be completed in April.

Designing and Configuring Integrations is Underway  

Initial design for the 97 integrations identified during the Design phase is now 98 percent complete.

"We have a good first draft of what the integrations will look like based on how the integrations will work. Now we need to fill in the details," says Gwen Trentham, HR/Payroll Modernization integrations and reports lead.

Designing the integrations is iterative. The team will begin prototyping and documenting detailed design once initial design is complete. As the team wraps up design, they then will build the integrations. The goal is to have completed integrations built and ready for end-to-end testing.

"The completion of the P1 data load in Workday provides access to data and the configured application that we didn't previously have, so we will be able to work at a much faster pace to build the integrations," says Trentham.

She notes that the team is building the integrations based on their priority order. "Critical priorities include any integration that affects employee pay."

Once the integrations are configured, the integrations team will conduct point-to-point testing in conjunction with downstream system owners to make sure the connections work properly.
Accessing and Sharing Data in the Future

The HR/P technical team and UW-IT have developed a streamlined approach for how data will be accessed and shared once Workday is live.

**Eliminate redundant systems.** Many unit and departmental systems perform data compilation and reporting functions that will now be available through Workday's extensive functionality and reporting capabilities. Such systems will no longer be needed.

**Limit direct integrations to Workday.** Moving forward, only those systems that send or receive data as part of core HR and payroll business processes will integrate directly to Workday. Examples include the parking system, which has a payroll deduction process; Kronos, the medical centers' time tracking system that will need to integrate with Workday as the single source of time and leave balances; and the person registry, in which Employee ID numbers are generated and stored.

**Provide data via centrally managed data services.** Centrally managed data services, such as the Enterprise Data Warehouse, the Operational Data Store, and HR/P Web Services, provide enterprise data to users and systems across the University to help them answer innovative and important business questions. For these uses, HR and payroll data is often combined with other data not available within Workday, such as financial information. When Workday goes live, downstream systems that don't send or receive data as part of core HR and payroll business processes will obtain data via centrally managed data services.

UW-IT will adapt these core enterprise systems to accommodate changing data and functionality provided by Workday. While many unit/departmental systems won't integrate directly to Workday, modifications may be needed to work properly with the Workday data structures that will be used in centrally managed data services.

"By formalizing our existing practices, the goal is to limit the number of systems that need to be changed for future technology improvements, such as a new financial system," says Jacob Morris, HR/P technology manager. "With this project, we've seen firsthand how many shadow systems were developed to bridge the information gap. It was challenging to wrap our arms around all the unit and departmental systems that exist and assess the business needs of each system. This approach to data access and management will minimize the change needed by other systems when a central system is modified in the future."

Morris underscores that this enterprise data approach is not about limiting access to data by people. "This approach actually will enable people to obtain more comprehensive data in an easier format from a common system," he says.

As part of UW-IT's HRP-Intersections project, an engagement team is assisting impacted units with the assessment and planning for changes required for their systems and processes to be operational when Workday goes live in late-December 2015. Learn more about this effort at [www.uw.edu/uwit/im/HRPI-Project](http://www.uw.edu/uwit/im/HRPI-Project).

---

**Meet Greg Maass**

Greg Maass, senior computer specialist, is excited for Workday and the new capabilities it will provide employees at UW.

He has spent the last seven years working for the HR Information Systems, a small team that supports UW Human Resources with database work, reporting and web development. Maass is one of the HRIS representatives on the HR/P project, making sure that the needs of HRIS and its customers will be met with Workday.

“HRIS supports software that touches a lot of different systems and data sources," says Maass. “I look at what the new world will look like once Workday goes live. Then I try to understand how work done by HRIS in Workday will relate to the work our units will do.”

Greg works with the integrations team to document data requirements, and to design and build integrations, ensuring shadow systems are able to pull the correct information needed from Workday. For instance, UW has a shadow system that manages Husky card eligibility. An integration will be built to ensure Workday sends information to the shadow system.

“The units that work with HRIS rely on us to support their systems. We have deep knowledge of how data is used, and the liabilities that come with the data," says Maass.

These liabilities are what make Maass excited for the new technology. Right now, employees across the University are accustomed to old technology that can be very hard to use and maintain. Workday's web services will provide an easy-to-use platform for HR and payroll tasks.

“The technology is very progressive and cutting edge. It's really exciting to be on the ground floor of building and using the technology that will be around for several decades," says Maass. “There's going to be a transition period. But once people get used to Workday, they won't be able to imagine living without it.”