The benefits of HR/Payroll Modernization are tremendous. This project will strengthen UW’s regulatory compliance, deliver better information for decision making, and produce substantial efficiencies and productivity gains throughout UW units.

ALL EMPLOYEES
- Provides a modern tool and an easy-to-use mobile application to quickly access routine personnel items (e.g., earning statements, leave balances, and time off requests) and to make personal information updates (e.g., contact information, direct deposits selections, and W-2 withholdings)
- Allows for up to three direct deposit options
- Provides access to an organizational chart and that enables employees to know who they report to
- Reduces manual paperwork by allowing online benefits enrollment
- Reduces the number of steps required to complete day-to-day HR or payroll tasks
- Automatically calculates pay premiums
- Generates quicker results with smart search functions (e.g., finding a colleague after typing a partial name or by typing in their business title or organization name)

NEW EMPLOYEES
- Supports an improved and consistent onboarding process
- Helps new employees understand benefits timelines by automating notification of benefits deadlines as part of the onboarding process

FACULTY
- Simplifies and automates entry of academic personnel to ensure correct track and rank are entered into the system
- Enables leaders to easily determine if someone is tenure-eligible or not
- Provides reporting functionality to determine voting eligible faculty, as well as voting eligible faculty that are on leave
- Contains information on and easily distinguishes between academic affiliates and paid academic personnel

MEDICAL CENTERS
- Provides integration between Kronos and Workday, eliminating duplicate data entry
- Provides consistent licensure tracking
- Meets compliance needs as a single integrated system to track of licenses, certifications, skills, education and other credentials

REPRESENTED POSITIONS
- Allows unions to track the work associated with a position held by represented employees
- Minimizes the risk of work being performed outside a represented position through position management
- Improves transparency on positions provided by bargained work
**MANAGERS**

- Gives executives, managers, and administrators ready access to current information about their teams (e.g., current job descriptions)
- Uses position management to manage paid positions, and will help with analysis of historical needs for better forecasting and planning
- Facilitates more comprehensive workforce information reporting
- Reduces the time and effort it takes to pull together information for reporting
- Provides consistent data, regardless of who pulls the information
- Ensures transparency and efficiency in processes that require approval via an automated workflow
- Reduces paper-based practices and duplicative efforts
- Provides transparency into the recruiting, planning, and budgeting process
- Provides comprehensive and up-to-date employee data from onboarding to separation
- Enables units to efficiently generate an annual hiring plan and obtain data to support immediate/urgent hiring requests
- Allows for effective planning and to have positions approved in advance of the hiring request with no additional costs; completing the position approvals in advance of the recruitment process reduces the recruitment cycle
- Relieves the burden of tracking grandfathered positions
- Requires less data entry at the time of hire as job profile data is defaulted from the position, including certification requirements where applicable
- Allows entry of positions into Workday in advance to facilitate annual hiring plans

**OPERATIONAL**

- Integrates HR and payroll information into a single system
- Facilitates one-stop data entry into a single system, which can be accessed by all authorized users
- Minimizes data corrections by ensuring data validation occurs at point of entry
- Is the one source of truth for comprehensive HR and payroll information
- Simplifies tasks that feed into downstream systems, creating higher efficiency in UW's processes
- Eliminates the need to build and maintain side and departmental shadow systems, allowing employees to focus on more important work
- Applies University-driven wage increases across job codes without requiring manual work to locate every single job code it impacts
- Replaces a critical piece of UW's aging computing infrastructure
- Strengthens regulatory compliance
- Provides the foundation for potential future enhancements and configuration changes that were not feasible in HEPPS
- Continually introduces new HR and payroll features and capabilities through Workday's twice-yearly upgrades
- Provides enhanced accountability as a public institution through auditable business process workflows
- Allows leaders to readily identify filled, open, and closed positions across the institution
- Provides a foundation for trend reporting and analytics in talent and retention