



CUSTOMER



FORT HAYS STATE UNIVERSITY

COMPANY PROFILE

- Founded In 1902–Hays, Kansas
- FHSU Is the leading forward-thinking, entrepreneurial university in the Midwest
- Approximately 15,100 students and 1,073 employees
- Offers certificate and degree programs at the associate, bachelor, and master levels and Doctorate of Nursing Practice degree

WORKDAY FOOTPRINT

Products: Financial Management, Human Capital Management, Recruiting, Benefits, Absence Management, Time Tracking, Performance, Grants Management, Procurement, Projects, Accounting, Assets, Expenses, Payroll, Student Recruiting/Admissions

Deployment: 13 months

CONTEXT

Fort Hays State University became heavily reliant upon the exceptional support resources that completed manual interventions to overcome the inefficiencies and limitations of its legacy systems. In an increasingly competitive and dynamic educational environment, FHSU needed to invest in a twenty-first-century IT solution that would enable it to undertake the local, regional, and global ambitions. Workday has provided a single system of record resulting in transactional efficiencies, improved data visibility, and enhanced controls.

IMPROVED CAPABILITIES



Process Automation and Configuration: HR is now able to more quickly and easily onboard, transfer, and track all employees through Workday. Payroll deadlines are consistently met. Faculty and staff are following streamlined and standardized processes. The Workday engagement plans functionality is now used to communicate with students. Finance has seen a significant decrease in errors associated with manual work.



Organizational Management: The university now has improved visibility into the org chart and staffing needs, with direct access to information that leads to better decisions at the right time. Student employee population has shown high level of adoption due to mobile access.

Controls: There is now the ability to analyze who is being paid out of which account resulting in tighter controls of overall spend. The Workday business process framework has enabled better visibility into processes and eliminated the inefficiency associated with older systems.



User Experience: With Workday, FHSU can provide direct access to reports for leaders, allowing for better and faster decisions. Accountability has increased due to the dissemination of information across the university. Faculty can see real-time data, including its activity pay details. Enhanced new hire experience, including the virtual college; all steps in the process are now completed electronically via Workday.



Systems Consolidation and Flexibility: Before Workday, FHSU had aging mainframe systems that were difficult to maintain and lacked key capabilities. Workday now provides a flexible tool that enables growth through efficient workflows, self-service capabilities, and a single source of truth for better decision-making.

“We are better able to manage operations with Workday; we are just so much more efficient and are much less manual.”

–Mike Barnett, VP for Administration and Finance

BUSINESS OUTCOMES

1 System of Record for Finance and HCM



Decreased Percentage of Incomplete Graduate Applications

Access to **Real-Time** Data Driving Better Decisions



Improved **Visibility** into Overall Spend and the Workforce

Enhanced Onboarding Removed Paper and Forms



Direct Access and Mobile Over **90%** User Adoption



\$400K Upgrade Cost Avoidance Mainframe Replacement