Workday Independent Verification & Validation (IV&V) Services Project:
Feasibility Assessment Report

Objective and Scope: The overall objective of the Workday Feasibility Assessment Report was to assess the feasibility of The University of Texas at Austin’s planned July 10, 2017 Workday go-live date. The scope of activities included attending project-related meetings, conducting project team and stakeholder interviews, and reviewing relevant project documentation.

Go-Live Recommendations: Based on the initial assessment performed, the July 10, 2017 go-live date is not feasible. This is based on the culmination of the current state of the Workday modules, the number of pending financial decisions, and campus readiness.

KPMG recommends that UT Austin consider decoupling the Financials and HCM/Payroll modules, implementing in a phased approach. KPMG has deemed a fall 2017 go-live date for HCM/Payroll may be feasible.

Additional Recommendations:

• Clearly communicate the Administration’s support of this project and its level of priority for UT. A position “tone from the top” and directive is critical.

• Strengthen business leadership for the Financial portion of the project. This role requires authority to remove obstacles, and solid organization and coordinator abilities.

• Fill all open campus business leadership positions. (e.g. Director of Procurement, Office of Sponsored Projects Director).

• Include the user community in decision-making; however, appoint a key leader with authority to decide any impasses between organizations to ensure Workday related processes as efficient as possible.

• Conduct a complete assessment of the impacts to the timeline for Financials and determine an appropriate go-live date from the results of that assessment.

• Dedicate resources from all user areas to the overall project, including specific workstreams where there are gaps to provide adequate support for design, testing, and knowledge transfer. Devise strategies to backfill for these resources to ensure that they are able to apply adequate time to the project.

• Assess current Governance structures and processes to align with current leadership direction, and to help ensure the proper stakeholders are involved at the right levels of decision-making.

• Continue to conduct sustainment working sessions to understand and plan for changing processes, changing roles, resource needs, staffing requirements, budget implications, etc. Include relevant impacted stakeholder groups in sessions.