INTEGRATE 2 – COLLABORATION ACROSS NSHE

- All 9 of the Nevada State Higher Education (NSHE) institutions are implementing Workday and will use one shared system
- Together the institutions reviewed their current business processes and worked together to develop processes that would meet the needs of all 9 institutions
- When the project first started, the Steering Committee established a set of Guiding Principals to help focus the design and align all the institutions
<table>
<thead>
<tr>
<th>Principal</th>
<th>What It Means</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fundamentally transform how NSHE does business</strong></td>
<td>Workday brings us into the 21st century with:</td>
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<td></td>
<td>• Access to linked, real-time HR and Financial data</td>
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<td>• Business processes that are paperless and automatically routed to the appropriate people</td>
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<td>• The ability to use reporting to make informed business decisions</td>
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<td><strong>Design and follow standardized business processes system-wide</strong></td>
<td>All 8 NSHE institutions will follow standardized business process they developed together</td>
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<td><strong>Workday First - Adopt native Workday configured processes first</strong></td>
<td>Rather than building a lot of costly system customizations that will have to be maintained, the goal is to fit our business processes into standard Workday functionality</td>
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## GUIDING PRINCIPLES

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<tr>
<td><strong>Eliminate duplicative and unnecessary back office operations across NSHE</strong></td>
<td>By maintaining one standard system for the NSHE Systems office and all 8 campuses, we will minimize duplicate entry of data</td>
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<td><strong>Design an efficient statewide management structure for shared services</strong></td>
<td>Currently purchasing, benefits and payroll are done at the Business Center North (BCN) and Business Center South (BCS) level. Workday will allow us to streamline these process and identify additional areas to share services.</td>
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<td><strong>Move away from a paper-based work environment</strong></td>
<td>NSHE institutions currently perform the bulk of our HR transactions on paper. Workday will allow us automate processes allowing for easy approval routing and tracking.</td>
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