



**Finance
Strategic
Transformation**

Advisory Group

February 10, 2021



**UNIVERSITY
of
VIRGINIA**



Advisory Group | What We Heard & February's Agenda

Topic	Comments Heard	Today's Agenda Item / Objective	Target Time
Project Overview	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Welcome/Agenda Overview Project Timeline – Where Are We? 	5 min
Pre-Read Materials RAPID Decisions	<ul style="list-style-type: none"> What decisions have been made? When will I have input into decisions? 	<ul style="list-style-type: none"> RAPID Decisions Framework Decisions for Input: <div style="border: 1px solid black; padding: 2px; margin: 5px 0;">WDFIN 636 ▲ 1 Recon@ in Future State</div> <div style="border: 1px solid black; padding: 2px; margin: 5px 0;">WDFIN 602 ▲ 1 System Admin Responsibility Approach</div> 	20 min
Deepening Engagement	<ul style="list-style-type: none"> When will a broader group of stakeholders see the Workday tenant? I don't want to share anything too soon with my broader stakeholders 	<ul style="list-style-type: none"> Plan for Change Leader Engagement Sessions in school or unit Next steps 	15 min
Change Leadership	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Navigating Transitions: Success Characteristics 	45 min
Other Business and Wrap Up	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Questions/Comments 	5 min

Advisory Group – Reminder!



Remember!

We will be reviewing *Navigating Transitions Self-Assessment* during February Advisory Group.

<https://communityhub.virginia.edu/docs/DOC-2842?sr=inbox>

Please be sure to complete the Self-Assessment prior to Advisory Group!

RAPID Decisions – This Month



Advisory Group | What We Heard & Today's Agenda

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Project Overview	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Welcome/Agenda Overview Project Timeline – Where Are We? 	5 min
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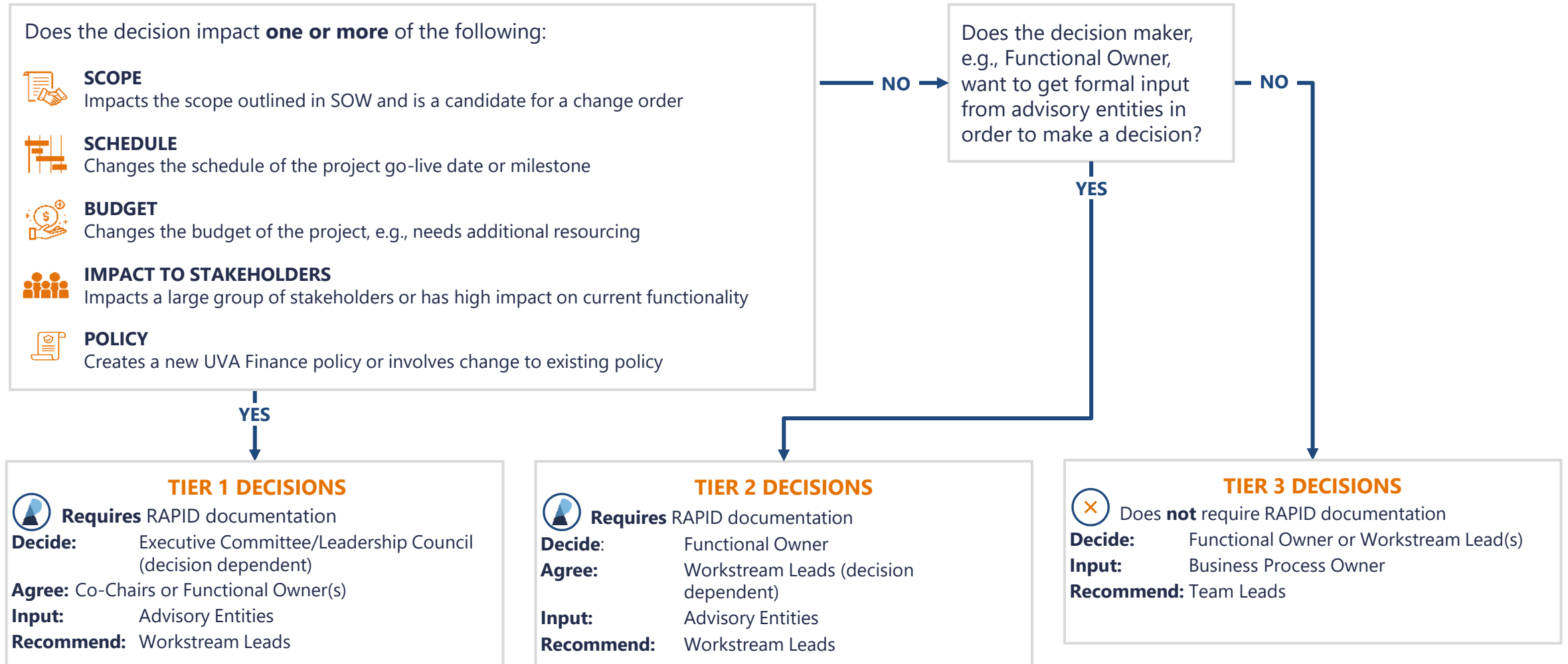
RAPID Decisions | Description

RAPID Roles	Names of Individuals or Entities
Recommend	FST Program Leadership
Agree (Veto)	Tier 1: Co-Chairs / Functional Owner(s) (depending on the type of decision) Tier 2: Workstream Lead(s)
Perform	FST Project Team
Input	FST Steering Committee FST Advisory Group UVA Fiscal Administrators
Decide	Tier 1: Exec Committee/Leadership Council Tier 2: Functional Owner(s)



RAPID Decisions | Framework

While RAPID roles should be defined for all decisions, documentation only required for Tier 1 & 2.



RAPID Decisions | Decisions For Input this Month

Tier	#	Decision Name	Description
1	636	Recon@ in Future State	Decisions on whether Workday's Account Certification functionality can replace the Recon@ system. Functionality needs to be tested to ensure we can meet compliance requirements.
1	602	System Admin Responsibility Approach	Currently, system admin privileges are controlled primarily by ITS EA, however Workday allows for functional area owners to hold these security privileges in the future state.

Recon@ in Future State

As UVA moves towards Workday Financials, it has the chance to phase out Recon@ and potentially shift away from the heavy reliance on post-transaction reconciliation activities.

1 PURPOSE

Awareness and Feedback

2 OUR ASK

- Would schools/units prefer to have transactions approved for accuracy and certified up front or continue performing post-transaction reconciliation and cleanup in Workday as it is done today in Recon@?
- What benefits do schools/units get from post-transaction reconciliation in Recon@?
- What concerns would schools/units have with front-end workflow/approvals? Any particular transaction scenarios?
- What are some ways that smart workflow/approvals could make your work easier?

3 NEXT STEPS

Team will be engaging with the internal audit team to better understand what transformation is possible while still meeting regulatory requirements.

System Admin Responsibility Approach

Admins for Oracle today are primarily within ITS EA, however Workday allows for super-user access within certain functional area domains. This raises the question as to whether UVA will shift towards specialized superusers within different functional departments (Finance / AP) or keep those admin roles centralized within IT.

1 PURPOSE

Update

2 OUR ASK

N/A

3 NEXT STEPS

Team is coordinating with the larger effort to establish a Workday Cross-Platform Support (CPS) model for Go-Live.

Target for this decision to be made will be shifted to accommodate dependencies in the larger cross-platform support effort.



RAPID Decisions – Last Month

RAPID Decisions – Last Month | Decisions For Input

For a recap of the feedback shared across Governance groups, please visit [this link](#).

Tier	#	Decision Name	Description
1	WDFIN 615	Requisition User Access	Decision to be made on whether user access to create a requisition stays restricted or is extended to all users. Will require additional discussion with schools and departments. CP1 will be based on open access to create requisition.
1	WDFIN 600	Data Warehouse - Trend reporting pre/post WD go live	Data Warehouse remediation scope for FST implementation and conversion process is not defined. Leadership Council is considering whether to convert historical data outside of Workday.
1	WDFIN 623	Per Diem Policy	Will UVA require all Workday Expenses users to leverage Per Diem for travel? Has implications for integrating per diem rates.
1	WDFIN 607	Workflow Control and Approval Requirements	As UVA considers transformation away from Recon@, it will need to start shifting towards front-end controls that are sufficient for OSP's audit purposes. To that end, a baseline of workflow review and approval requirements is needed for design teams to refer to.
1	WDFIN 629	Invoice Matching Redesign	Will UVA revise and redesign their matching policy for invoices before payment? Flags a discussion point on whether things will change.
2	WDFIN 603	Discontinue use of WebWire	UVA currently uses WebWire to drive wire payment request and workflow processing - Workday has the capability to mask bank accounts of suppliers and facilitate this workflow process. This question is impacted by the introduction of PaymentWorks.

RAPID Decisions – Last Month | Next Steps

WDFIN615 – Requisition User Access

The Spend Team, in coordination with the Approvals Workflow Team will review implications of each option as it relates to configuration.

WDFIN600 – Data Warehouse

The Reporting/Data Warehouse, FDM and Conversion Teams will continue to solicit feedback and identify potential solutions to meet need without burdening both the project team and end users in the schools/units.

WDFIN623 – Per Diem

The Spend Team will continue to investigate the feasibility of moving to a single per diem policy.

WDFIN607 – Workflow Control

The Workflow Controls Team will be reviewing current process and investigate potential solutions within and outside of WD FIN to ensure we are meeting controls requirements while enhancing end user experience.

WDFIN629 – Invoice Matching Redesign

In conjunction with the Workflow Controls Team, the Spend Team will analyze approval flows and how requiring end users to upload these document could potentially affect workflow and end user experience.

WDFIN603 – Discontinue Use of WebWire

The Banking & Settlements Team will continue to investigate remaining transactions with the Financial Accounting and FDM teams.