September 15, 2022

TO: Leadership Council

FROM: Devinder Malhotra

SUBJECT: NextGen Update

Colleagues,

Thank you for your engagement during our Leadership Council retreat. I appreciated the opportunity to reconnect in person and talk about the challenges and opportunities in front of us regarding many topics, but especially NextGen.

When we started the NextGen project, we knew it would be hard. And, through the experience of the last 18 months, we've learned we were right. This effort is the most complex and complicated project ever to be undertaken in the history of the system. It involves hundreds of individuals collaborating together across our 54 campuses, and I'm deeply thankful for their hard work and commitment to excellence.

Their work has uncovered challenges, and as we discussed yesterday, the Finance and HR Modules continue to progress but will take longer than originally planned. Taking the time to do the work right will ensure we go live with a technology landscape that will allow Minnesota State to better serve faculty and staff and lays the groundwork to better serve our students and communities.

We've learned a lot during the Finance and HR Module implementation that is informing our approach as ASA prepares for the Student Services Module, including greater insight and accounting of the number and complexity of companion applications and business processes used by our colleges and universities. The sheer complexity of a system of our size, and the level of change management needed for a successful adoption of Workday is a significant endeavor.

When Minnesota State finalized its contract with Workday in December 2020, it allowed for an extended period – up to December 2024 – to elect to begin the Student Services Module implementation. As we shared, we are negotiating a mutually agreeable completion date for the Finance and HR Modules with Workday, and at this time we do not have an exact date to

announce or what additional resources may be necessary. We expect the implementation kickoff of the Student Services Module to be identified after the critical work of the Finance and HR modules is complete. ASA is using this time – and the learnings from the current work – to prepare for the start of the Student Services Module work.

We are aware of other higher education institutions' challenges regarding Workday implementation, many of whom chose to pause their projects because they were able to continue to use their current Enterprise Resource Planning solution. However, because ISRS isn't a viable platform going forward, Minnesota State does not intend to pause the HR and Finance Module implementation. Vice Chancellor Malcolm has discussed with Workday the issues other institutions have experienced and what can be learned from those experiences to ensure successful HR and Finance Module implementations for Minnesota State.

Thank you for your continued support for this project. Your teams are working hard and working together. Collectively, we will bring this project to completion in a way that sets Minnesota State boldly toward its future.