



Minnesota State NextGen Student

Board of Trustees

November 22, 2024

NextGen Strategy and Objectives – Mission Items



Seamless Experience for Students

Enhancing the student experience is foundational to providing extraordinary education in Minnesota. This includes a seamless experience for students across the Minnesota State system, regardless of the Minnesota State institution attended.



Student Outreach

Deliver targeted outreach and engagement throughout the student lifecycle. Enable interactions across channels and devices (including mobile devices)



Data and Analytics

Create an integrated environment for data sharing. Improve the flow of information and access to business operations system-wide. Improve decision making. Provide a mechanism for capturing data comprehensively across the Minnesota State. Reduce the amount of redundant data across the Minnesota State's systems



Full Integration of "non-core" and third-party solutions

To provide the best overall experience, all ERP and ancillary technology solutions must be fully integrated and adequately supported.



Maintain Competitiveness

To provide Minnesota with the highest value and most affordable higher education option, the Minnesota State System must remain competitive with other educational entities within and outside the state, including private and primarily online institutions.



System-wide processes and procedures

To both establish and maintain a consistent user experience, and to leverage cloud-based SaaS technology solutions effectively, future-state processes will need to be defined or redefined consistently across the system. This may also include the definition or refinement of policies and practices that assure efficient and consistent process are adopted system-wide.



System-wide software consistency

The number and type of technology solutions must be streamlined; duplicative solutions must be minimized or eliminated; and clear, effective governance must be established around the introduction, integration, and maintenance of third party and "non-core" solutions.



Security

Implement a stable, maintainable, secure, and intuitive suite of applications.

NextGen Guiding Principles - Vision

We selected 10 Guiding Principles to help drive project implementation decisions.

1. Start with leading practices

Set of structured activities designed to fill gaps or address needs in service delivery, and to produce innovative knowledge and tools.

2. Challenge the status quo

We are not rebuilding a replica of ISRS!

3. Design solutions for the end user

4. Minimize manual processes

5. Simplify when possible

6. Operate as a system

7. Work collaboratively and transparently

8. Communicate frequently

9. Engage institutions early and often

10. Maintain a single system of record

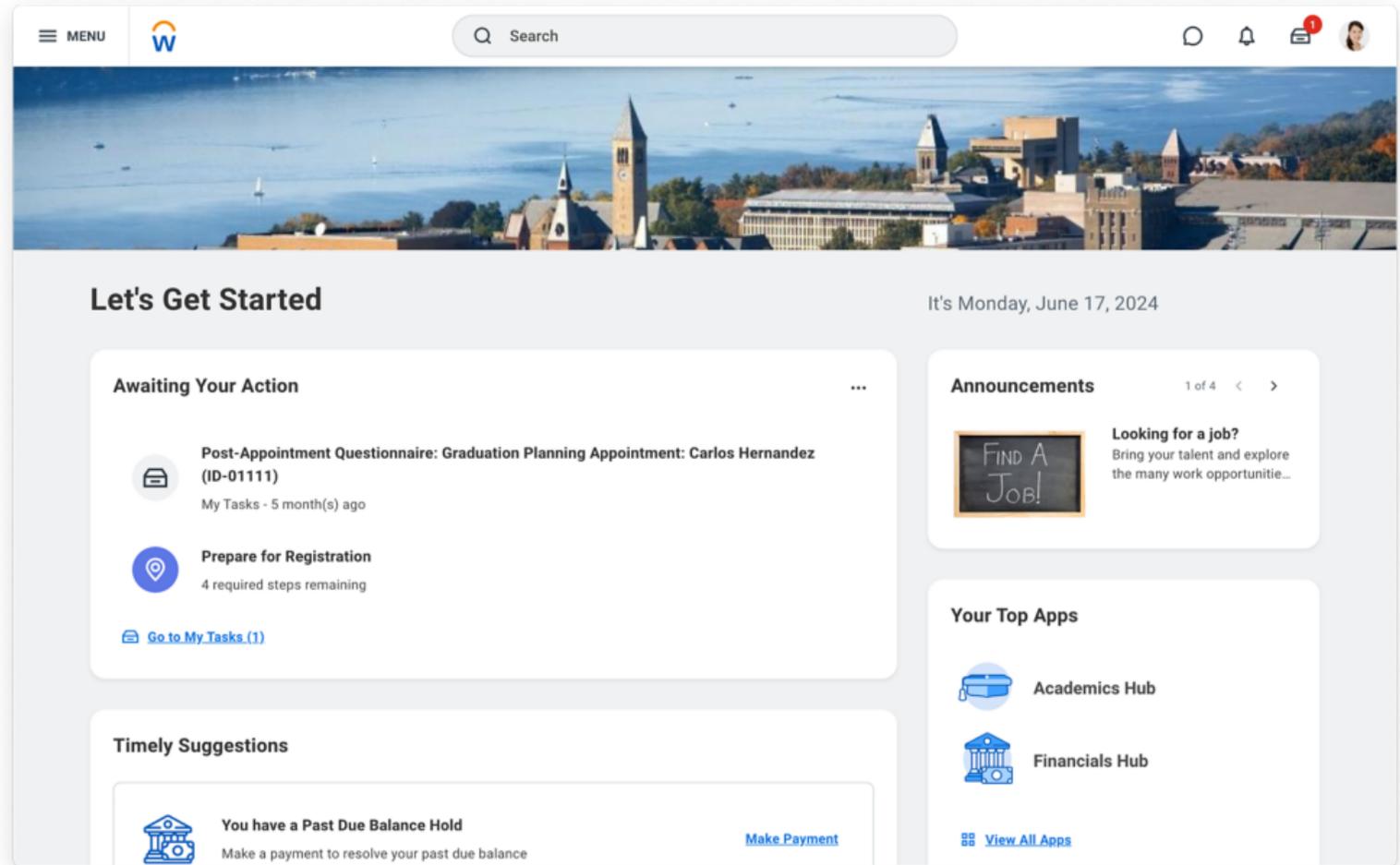
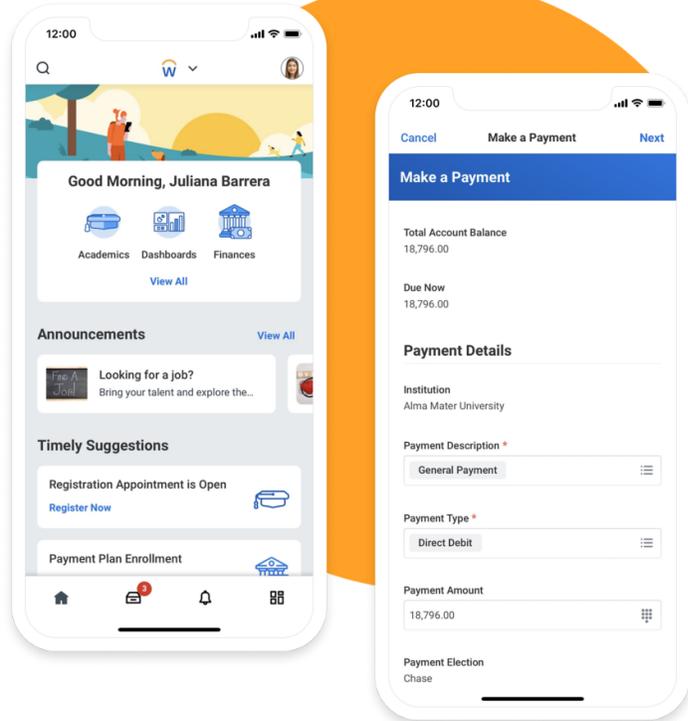
NextGen Student

- » Background
- » Student Functionality
- » Implementation Timeline
- » Project Budget and Financing Plan
- » Workday Student Contract Terms
- » Project Launch and Staffing
- » Student Sustainment

Background on NextGen Student

- » 2020
 - Board of Trustees approval of revised project budget and financing plan; and authorization of vendor contract with Workday
 - Executed agreement with Workday included fixed fee implementation for Workday Student if exercised by December 28, 2024
- » 2021
 - Workday Human Capital Management (HCM) and Financials implementation begins
- » 2023
 - Board of Trustees approval of project timeline and student employment change (Change Order 12)
 - HCM/Financials go live moved from July 2023 to July 2024
 - Moved implementation of student employment functionality to student phase, at a cost not to exceed \$1.8M
- » 2024
 - HCM/Financials Go Live
 - Negotiations to update the statement of work for Workday Student

Built for Mobile



Student Dashboard with Progress Indicators

Student Information

Student ID ID-01188

Alma Mater University

Student Status Active
Residency Status Resident
Class Standing Sophomore
Location Main Campus
Primary Program of Study Economics Major

Contact Information - Public

Email sandra.combs@workday.net

Academic Progress

54.5% Economics Major
12 Satisfied of 22 Requirements

Housing Assignment

Location Williams Hall
Room # WH-301
Room Type Double
Assignment Status In Room
Academic Period 2023 Fall Semester
Check-In Date 09/01/2023 09:00 AM
Check-Out Date 12/17/2023 05:00 PM

Additional Housing Assignments

Williams Hall, WH-301, 01/02/2024 - 05/19/2024

Account Activity

0.00 Total Account Balance | 0.00 Due Now

[Make a Payment](#) [View Statement](#)

[View Details](#)

Skills

Critical Thinking Economics Microsoft Excel Problem Solving

Navigation: Summary, Personal, Academics, Student Financials, Athletics, Action Items and Holds, Portfolio, History

Financial Aid Hub

The screenshot displays the Financial Aid Hub interface. At the top left is a search bar with a magnifying glass icon and the text "Search". To the right of the search bar are icons for chat, notifications, a mail icon with a red notification bubble, and a user profile picture. Below the search bar is a sidebar menu with the following items:

- Financials** (with a sub-menu icon)|-
 - Overview** (highlighted in blue)
 - View Account Activity
 - View Financial Aid
 - Statements and Docume... ^
 - View Statement
 - View My 1098-T
 - My 1098-T Box Details
- Suggested Links ^
 - Student Job Board
 - Sign Up for a Payment Plan
 - Payment Elections
 - Satisfactory Academic Progr...
 - Create Request

The main content area is titled "Financials Overview" and contains three cards:

- Recent Payments**: A list of your most recently received student payments. It shows two entries: "\$12,432.00 - General Payment" dated 03/24/2021 and "\$13,431.00 - General Payment" dated 10/29/2020. A link "View Account Activity" is at the bottom.
- Financial Aid Awards**: You've been awarded financial aid. It states "You have financial aid awards pending your response." and includes a link "Accept/Decline Awards".
- PAST DUE Due Now**: The sum of past and current charges due before or within 30.. It displays a large amount of "\$15,028.00" and notes "This amount includes anticipated payments." with a link "Make a Payment".

Reviewing and Accepting Financial Aid Award

Accept/Decline Awards 9/16/21

Verify that your decision and the amount you're accepting are correct. You can't make any changes after your awards are disbursed. Contact your financial aid administrator if you need to make changes after your awards have been disbursed.

Total Estimated Costs 51,152.00 Amount Accepted 23,895.00
Estimated Out of Pocket 27,257.00

2020 Fall Semester Awards

Period Costs 25,576.00 Period Subtotal 11,948.00 Amount Remaining for Period 13,628.00

6 items

Award Type	Amount Offered	Amount Accepted	Current Status	Decision
Honor Scholarship	5,000.00	5,000.00	Accepted	Accept
Federal SEOG Grant	500.00	500.00	Accepted	Accept
Federal Pell Grant	1,698.00	1,698.00	Accepted	Accept
Federal Work Study	1,500.00	1,500.00	Accepted	<input type="text" value="Accept"/>
Federal Direct Subsidized Loan	2,250.00	2,250.00	Accepted	Accept
Federal Direct Unsubsidized Loan	1,000.00	1,000.00	Accepted	Accept

2021 Spring Semester Awards

Period Costs 25,576.00 Period Subtotal 11,947.00 Amount Remaining for Period 13,629.00

OK Cancel

Academic Planning

W Search

Edit My Academic Plan

Primary Plan Name*
Malik McCall - College of Arts & Sciences/Underg

2019 - 2020 Academic Year ▼ 2020 - 2021 Academic Year ▼ 2021 - 2022 Academic Year ▼ 2022 - 2023 Academic Year ▼ 2023 >

Programs of Study
Biological Sciences Major

Remaining Academic Requirements

- Alma Mater University / Undergraduate | Upper-Division - Natural Sciences
- Alma Mater University / Undergraduate | Upper-Division - Social Sciences
- Alma Mater University / Undergraduate | American Institutions
- Alma Mater University / Undergraduate | Diversity
- Alma Mater University / Undergraduate | Individual and Societal

2022 Fall Semester 4 Items (9 units)

2023 Spring Semester 5 Items (14 units)

Academic Requirement	Course	Units	Status
× Upper-Division - Arts and Humanities	× ENGL 364 - American Ethnic and Regional Literature in Focus	3	Eligible to Enroll
× Diversity	× ENGL 261 - Women Writers	3	Eligible to Enroll
× Upper-Division - Natural Sciences	× PHYS 376 - War and Peace in the Nuclear Age	3	Eligible to Enroll

Alma Mater University / Undergraduate | Upper-Division - Arts and Humanities

OK Cancel

Workday Student Key Features

- » Overall User Experience
- » Financial Aid
- » Student Engagement
- » Advising and Degree Planning
- » Transfer Evaluation and Processing
- » Artificial Intelligence (AI)
- » Multi-institutional Support: specific mode of cross-registration as defined by Minnesota State is *not* being implemented at this time

Revised Implementation Timeline

Original 2020 Timeline

	2021	2022	2023	2024	2025	2026	2027	2028	2029
HCM/FIN	█	█	█	█	█	█	█	█	█
Student	█	█	█	█	█	█	█	█	█

Revised Timeline

	2021	2022	2023	2024	2025	2026	2027	2028	2029
HCM/FIN	█	█	█	█	█	█	█	█	█
Student	█	█	█	█	█	█	█	█	█

Revised NextGen Project Budget

	May 2023	Proposed
HCM/FIN	\$100.4M	\$100.4M
Student	\$101.1M	\$116.2M
Overall Project Support	\$41.2M	\$58.8M
Contingency		\$15.0M
Totals	\$242.7M	\$290.4M

Revised Budget Factors

- » Inflation: \$6M
- » Extended Timeline: \$13M
- » Additional Resources and Risk Mitigation: \$14M
- » Contingency: \$15M

TOTAL: \$48M

Revised Financing Plan

- » Original approved plan
 - \$72M from dedicated state appropriation to the system for NextGen
 - \$129.3M from annual contributions from colleges, universities, and system office
 - \$41.4M from the reallocation of other system or systemwide appropriations
- » Proposed financing plan for additional \$50.7M, which includes cash flow interest costs estimated at \$3M
 - \$25.7M: Extending use of dedicated state appropriation for NextGen by three years through FY2031
 - \$25M: FY2026 biennial budget request of \$25M *or* extend college, university, and system office \$12.5M annual contribution by two years up until FY2031

Workday Student Contract Terms

	Approved 2020	Tentative
Fixed Fee for Student Implementation	\$61.3M	\$59.3M
Student Worker Functionality Implementation	Part of HCM/FIN fixed fee implementation	\$1.8M
Subscription Fees for Student (First Five Years)	\$19.1M	\$16.6M

Student Project Launch and Staffing

» Key Considerations

- Obligations in the student statement of work (SOW)
- Project launch with initial focus on training for team members and planning workshops
- Representation from across colleges and universities

» Current Team

- Kim Lynch, Associate Vice Chancellor for Educational Development and Technology
- Brent Glass, Workday Student Lead
- Nate Hallanger, Deputy Program Manager
- Kayla Westra, Project Manager
- Stephen Kelly, Project Manager
- Kate Yapp, Communications and Community Coordinator

Student Project Staffing

- » Priority: 12 roles at 0.5 FTE each from across colleges and universities representing 6 areas
 - Recruitment & Admissions
 - Core & Academic Foundations
 - Student Records
 - Curriculum and Advising
 - Financial Aid
 - Student Financials

Student Project Investments

» Additional Investments

- Companion Projects (additional software, processes, and integrations)
- Continuing Education and Customized Training
- Student Employment
- Faculty Workload Management
- Identity Access Management
- Data Warehouse (connected to HCM/Finance sustainment data management team)
- Artificial Intelligence

Workday Student Sustainment

- » Sustainment
 - Ensuring that Minnesota State has the staffing, policies, processes, and technology needed to maintain Workday after implementation
- » Factors
 - Information gathered from other Workday Student institutions
 - However, limited examples of student sustainment from peer multi-institution systems using Workday Student
 - Minnesota State experience gained from go live for HCM/Finance
- » Initial estimate of 35-40 FTE in FY2030, approximate annual cost of \$8M based on inflation-adjusted personnel costs
- » Same financing plan as HCM/Finance sustainment: 80% charged to colleges/universities; 20% covered by system office
- » Plan will be updated and revised throughout the project, especially to update analysis on existing positions that will shift to student sustainment

Revised NextGen Timeline, Budget, and Financing Plan Approval

» Recommended Board Motion

- The Board of Trustees approves the revised NextGen timeline, budget, and financing plan as outlined in this report.

Workday Student Statement of Work Approval

» Recommended Board Motion

- The Board of Trustees authorizes the chancellor to execute a statement of work and an order form with Workday to implement Workday Student and functionality to support student employment for a total of \$61,112,875. The Board directs the chancellor or their designee to execute all necessary documents.

Thank you.



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