



IRP Student IT Town Hall: Questions & Answers

May 10, 2021

IRP Student Scope
<p>Can we please get a list detailing what features/pieces of functionality (e.g. admissions, registration, tuition assessment) are in scope and out of scope for Workday student?</p> <ul style="list-style-type: none">• Admissions• Assessment Outcomes (grades)• Curriculum Management• Enrolment• Graduation• Learner Financial Management (fees)• Learner Financial Support (awards, bursaries, loans)• Learner management (biographical information, leaves, transcript, etc.)• Progression• Registration• Scheduling• Transfer Credits
<p>How will extended learning be involved in IRP student, if at all?</p> <p>Extended Learning is not in the scope of IRP Student. It is something we are taking into consideration while we think through design so the opportunity to include Extended Learning is available down the road.</p>
<p>Will OAMS (https://facultystaff.students.ubc.ca/systems-tools/oams) be replaced by IRP Students?</p> <p>We do not have the replacement of the Online Advising Management System (OAMS) in our scope; however, IRP Student and the ecosystem will be integrated to ensure the systems used today will be supported in the future. Longer term, Workday is working on developing some of this functionality so in the future it may be part of Workday Student but not for initial deployment or the immediate future after.</p>
<p>Will advising functionalities such as scheduling appointments, advising notes capturing (admissions, academic and career services) and student early alerts be in scope of IRP student?</p> <p>Most of these functions are supported by OAMS so no scheduling appointments or advising notes are in the scope of IRP Student. As well, we have a separate system for early alerts so this is not in scope of IRP Student. There is notes functionality in SIS and this is part of our scope and we are looking at designing this for IRP Student.</p>



What role will the current UNI CRM solution, which focuses on Undergraduate recruitment and admissions, play when IRP Student is implemented? Will its functionality be extended beyond R&A?

Is there any CRM functionality being considered for the scope of IRP Student? If so, can we have a list of those functionality along with their high-level implementation timelines?

Replacing CRM functionality is not in scope for IRP Student; however, Workday Student and the admissions solution will need to integrate and work very closely with the CRM. As we review our design we will monitor how information flows between these applications – from both an integrations perspective and a holistic experience perspective – and we will ensure it all works as needed to continue operations.

Is Graduate Admissions in scope for IRP Student (through to 2024)?

It is not within the scope of IRP Student to replace this solution but our ecosystem of applications will be integrating with graduate admissions. This will include reviewing current state and exploring any opportunities for improvements that would like to be made in the process.

Scope included "Schedule Courses and Exams". Will Workday replace Scientia?

No, Workday Student will not replace Scientia. We still need our scheduling software and Scientia will be integrated with Workday.

Will the same disposition types from IRP HCM/Finance be used for applications that are outside IRP Student scope?

Yes, there are three key disposition types of varying size and complexity: (1) Retrofit (Changes to system e.g., Code level, interfaces & Integrations), (2) Integrations (Standard integrations, API services), (3) Sunsets (Functionality/Capabilities now provided by Workday, considerations with data migration will be considered)

Respecting that traditional research graduate program admissions is not in scope, is it reasonable to assume that professional graduate admissions for programs in Medicine, Applied Science and elsewhere are not in scope as well?

No graduate program admissions are in scope for IRP Student, although all systems in use for these programs will be integrated with Workday Student and ensuring the integrations are complete and working effectively is within IRP Student's scope.

How many 'ecosystem' applications are there? Any estimates of how many will be integrated and how many retrofit?

There are approximately 153 applications. The list of applications will be published shortly and will be made available on the IRP Student website. Over the next few weeks, IRP Student team members will be reaching out to validate the disposition with IT & Business owners.



Will Student Accommodations be in scope of IRP Student (Classroom/Exam Accommodations)?

Workday will not replace Clockwork as the solution for supporting students with accommodations for exam scheduling and all other accommodation management and support processes.

IRP Student will be designing the identification of students with accommodations and supports/exceptions for students with accommodations in related Workday and Learner Financial Support solution processes, such as registration and financial aid eligibility. IRP Student is also responsible for ensuring the integration between Clockwork and Workday is complete and operates as needed.

Working for IRP Student

For secondments, can we get a guarantee of returning to our former positions if the positions we are seconded to get eliminated and we are laid off from those positions partway through?

A secondment is a temporary job change outside of the originating work unit and agreed upon by mutual agreement from the home unit, receiving unit and employee. Our current M&P secondment agreement is that any party wishing to conclude the secondment prematurely will be required to provide a minimum of 4 weeks written notice to the other parties and at the end of the notice period, the employee will return to the originating work unit.

Are we coming back to Campus? Will it be mandatory, flexible or at the discretion of the employee?

If you're not leading the return to campus, how safe is it to return to our shared work spaces if it's not safe enough for you to return to your private offices?

UBC will continue to work with Provincial Health Office recommendations, and much work is underway in rolling out the safety plans for the Campus. UBC's safety plans will be informed by the Provincial Health Office's revised health and safety protocols in the COVID-19 Go-Forward Guidelines for BC's Post-Secondary Sector which is to be implemented Aug 1. The IRP Student team is actively planning for the transition to a hybrid working model in alignment with the framework being developed by UBC HR.

Are we planning on hiring perm positions instead of term so that we don't lose talent at the end of the program?

We are planning on hiring ongoing positions for a variety of reasons. There are a number of benefits for UBC and employees by doing this, one of them being that as we go through the program the overhead we experienced in R1 was quite significant and we feel it will be better with the ongoing position model.



Do we have an approximate breakdown of number of BA's, Integration Analysts, PM's?

The final numbers are still being developed, but our current estimate of some of the role types are as follows:

- Senior Manager -5
- Senior Project Manager - 7
- Project Manager II - 11
- Project Manager I - 18
- Senior Business Analyst - 20
- Business Analyst II - 34
- Business Analyst I - 3
- Project Coordinator - 1
- Project Assistant – 1

Who (what positions) will be responsible for HR aspects for staff in IRP Student program (PDPs, vacation approval, etc.)?

All program areas will have a manager. Like every organizational structure at UBC, everyone will have a supervisor and they will be responsible for PDPs, vacation approvals etc.

Will the Program be prioritizing hiring from within UBC for its positions, instead of going outside or looking for consultant/contractor help?

One of the underlying principles used in replanning was an employee centric approach to staffing. We are prioritizing hiring employees over consultants or contractors. We have very talented employees at UBC and want to leverage that and allow the opportunity for UBC employees to grow their skills and develop their careers.

Can a manager refuse a secondment (3 years is a long commitment) and if yes, does that mean that the staff member will have to resign from their current position?

We post positions not secondments, so in most cases someone needs to express interest in a position and be the successful candidate, and then we need to have a conversation with the manager of the position. Managerial decisions are dependent on many things such as the operational needs and length of secondment. Secondments are arranged on a case-by-case basis. We encourage managers to be flexible but we also need to preserve operational integrity. Wherever possible we want to give people opportunities to grow, learn and enhance their careers, while having some security in their employment situation.

Will IRP stay in Feric?

It is expected that FERIC will remain the on-campus work location for UBC Vancouver IRP Student staff.



Can someone be seconded from an ongoing position to another ongoing position? Or, is the secondment always to the term position?

A secondment is a temporary job change outside of the originating work unit and agreed upon by mutual agreement from the home unit, receiving unit and employee. An end date will need to be determined in order for a secondment to be agreed upon. The definition of 'secondment' for this purpose is defined under the M&P employment group.

If a 3 year secondment is granted and the role needs to be backfilled, how does that work?

The decision on how a role needs to be backfilled due a secondment being granted would be at the discretion of the home unit. The home unit would be responsible for the recruitment and funding of the backfilled role.

How will UBCO contribute/support this program?

UBCO will be included in IRP Student in every possible way. We are one team and one program to support the entire university on both campuses. Both campuses are already represented in our leadership and delivery teams. The IRP Student team is responsible for supporting, engaging and meeting the needs of both campuses equally. All the positions on our team are equally available to staff members at either campus.

Will you be expanding ISC to support Student WD? Or are you going to create another support team specifically for Student WD?

The ISC was created to support Workday at large and not just Workday HCM and Finance, but also Student. There is a plan to incorporate the sustainment of IRP Student, especially the parts of Workday Student, within the ISC. Part of our planning includes support and funding for the transition from IRP to the ISC.

Program Approach

How will current SIS staff in Enrolment Services balance their day to day operational work with supporting IRP Student program needs?

We will support IRP Student by determining our priorities, making tough decisions about what we can and can't do, and putting our time and energy into our priorities. It will ebb and flow and we need to examine this and address needs as they surface.

Will UBC continue to provide student-related services to affiliate organizations (e.g. theological colleges)?

UBC will continue to enable the same student administration outcomes for affiliate organizations as it does today through our current SIS.



For faculties and departments operating their own student-oriented applications today, will there be discussions with each unit about expected faculty resource commitments over the next 2-3 years for staying connected with the new student ecosystem?

We've been looking closely at all applications involved in the student ecosystem and we have a refreshed inventory and will be talking with all the users of these systems to validate we have the correct information. We will be in touch with units about what the ask from them will be.

Would some sustainment teams, such as AS, DASS, etc. get absorbed by ISC?

We need to look at the long-term sustainment plan but we anticipate that we will need roles both within and outside of the ISC. For positions within the ISC, we don't see it as absorbing but rather people getting hired into positions within the ISC. We will need various types of roles so we will offer the opportunity but we will also need roles outside of the ISC.

Can we do staggered deployments instead of one big deployment?

IRP Student is planning staggered deployments of Workday and other solutions over the 2023-2024 academic year that will support student lifecycle activities for the 2024 Winter Session. The detailed deployment plan will be available on the IRP Student website when confirmed.

Will students be involved in the IRP student process?

Students will be involved in the IRP Student project. We are planning on involving students through standing up a student working group and hiring work-learn and co-op students. Additionally, we will seek additional input from existing UBC student groups as appropriate.

How will WD Student impact the current tuition model? Meaning currently a Faculty is impacted by the tuition model, and funding it transferred in or out based on a calculation of enrolment. This is done over the year, about 2-3 times based on estimates at a point in time. Does the WD student help an administrator/planner figure this out sooner than the 2-3x?

We are still learning about this area, but we expect that Workday Student should allow business users to make adjustments and estimates to the Tuition Allocation Model in real time as the revenue is being collected and recognized. With the addition of Worktags and Account Posting Rules the allocation of tuition can likely be managed in a more proactive way than occurs today.