IRP Community Call In: Countdown to Workday Q&A
June 18, 2020

Student

Q: My understanding is that it's intended for HR, Finance, and Student to be integrated. But I've been told (perhaps mistakenly) that these relationships haven't been modeled yet, and the basic unit in Workday will be essentially HR department. It will be difficult to integrate student with HR department, often times the courses and specializations don't align. How will we address this, or have I been misinformed?

A: Student has a different foundation in Workday than HR and Finance and we are currently working on it. Academic Units are the primary organizing dimension in Workday Student and are used to represent entities such as faculties, departments and schools. Courses and Programs of Study are tied with Academic Units. While an association exists between Academic Units and HR organizational units such as Supervisory Orgs, Workday Student is primarily driven by Academic Units. Student has been involved in relevant foundational decisions for HR and Finance and we will continue to engage all three streams in cross-functional conversations and decisions as needed.

Finance

Q: How will open journal vouchers (JV) (one JV for whole fiscal year) integrated into IRP for payment within UBC researchers and core facilities?

A: When we go live with Workday, we will not be using the concept of journal vouchers for internal sales. We have a new functionality in Workday called ‘Internal Service Delivery’ (ISD), which is a mechanism within Workday that allows internal sales to be executed across the organization with traceability and approvals in place. For something that is a standing order we would set up the ISDs so they have a preapproval function to allow the sales to go through with the various units, like they do today.

Q: Will ordering through established companies (e.g. Fisher for lab supplies) replace using the PCard for weekly ordering?

A: One the exciting features in Workday is something called catalogs. Similar to going online to Amazon, seeing all supplies and picking items into a shopping cart, we are looking to set up these catalogs for our key vendors. We will go into a catalog, select goods, they will go into a shopping cart, then go to the approver to be approved. Once it’s approved, it automatically goes out electronically to the vendor, who will fill the order quickly. Being able to get as many catalogs as we can online will really improve getting goods into the university quicker and it will improve the approval process. That being said, we will still need PCards to some extent as not every vendor has catalogs that they have available.

For go-live on November 2, we do anticipate having catalogs in place for VWR, Fisher and Praxair for scientific supplies, Staples for office supplies, Dell for IT equipment as well as Microserve.
Q: Are all training records (safety, privacy, COVID-19) going to be searchable by administrators, like form 910 in HMRS?

A: The training records are going to be housed in Canvas. More and more of the training records that we have stored in other systems are going to be housed in Canvas going forward. This is a searchable database and useful tool.

We’re going to also have an integration with Workday. There will be a way to engage employees in terms of what they need to learn through their onboarding process, which will be an improvement from our current processes.

Will UBC MSP portal (where I look at my paycheck and T4) be affected by IRP?

A: The MSP portal will be replaced by Workday.