

## **Workday chosen as the new Human Capital Management System**

With considerable input from campus stakeholders, the Human Capital Management (HCM) project team has selected Workday, a leading provider of human resources solutions, as the new shared, multi-campus HCM system. The Workday human resource solution will replace multiple systems supporting human resource and payroll functions for CSU Fort Collins, CSU Pueblo, Spur Campus, and the System office.

"Utilizing an industry-leading service like Workday underscores Colorado State University's commitment to excellence and innovation in higher education. This collaboration ensures we provide the best possible solutions for our staff, faculty, and students, solidifying our role as a leader in the academic community," said Armando Valdez, president of CSU Pueblo.

To facilitate the implementation and deployment of Workday over the next 18 months for launch in January 2026, CSU has partnered with Accenture, a global professional services firm that offers a broad spectrum of expertise in strategy, consulting, digital, technology, and operations. The result will be a transformation of the CSU System's HR and payroll operations into a seamless, integrated, and efficient process.

"This collaboration ensures we leverage cutting-edge technology and industry expertise to optimize talent management, streamline administrative tasks, and enhance the overall employee experience," said Jennifer Quintana, Senior Director of Human Resources and Institutional Equity. "By doing so, we are not only future-proofing our HR functions, but also empowering our workforce with tools and insights that drive engagement, productivity, and growth across all campuses."

The successful implementation of Workday will incorporate best practices and align and standardize HR processes within the participating CSU System institutions. A key highlight of this project is CSU's investment in change management and backfilling positions to allow our top professionals to fully dedicate themselves to this initiative.

"This multi-campus initiative spotlights CSU's investment in our people and our community," said David Bartolo, interim director, Enterprise Applications and Infrastructure Operations. "We have come together to maximize the ability of our workforce and users and provide them with opportunities to continue to succeed and enhance the strategic goals of the CSU System."

The implementation of Workday will start in July and continue through December 2025. Please visit the [HCM Project SharePoint site](#) for detailed information about the new HCM system. This site includes a project timeline, news, and continually updated information along with a form for submitting questions and providing feedback to the project team.

"This project is truly a community effort," said Chris Seng, who has returned to the University after retiring in 2021 to lead the project and will serve as the executive director of the CSU HCM

Implementation Project. "As the project team collaborates with Accenture to implement Workday, the awareness and engagement of our campus community are crucial for success."

For questions regarding the HCM implementation, please contact [hcm@colostate.edu](mailto:hcm@colostate.edu).