

# MODERNIZE HIGHER EDUCATION MODELING: WORKFORCE PLANNING

## THE CHALLENGE

Workforce Planning in Higher Education is incredibly complex. Given the reality of "The Great Resignation" and the likely disruption and innovation higher ed must embrace, a clear understanding of current and future staffing models is essential.

Salaries and benefits are the largest budget percentages for institutions just as they are in business, but that is where the similarities stop. Assessing a workforce of tenured and adjunct faculty, endowed chairs, research fellows, administrative and student employees can be complex and will see many changes in the coming years as higher ed adjusts to align the workforce to meet institutional goals.

Empower your institution to find the right workforce mix while minimizing cost and achieving the evolving goals of your institution's strategic plan. This planning will inform HR leaders at the institution as they move through taboo subjects that must be part of the modern workforce conversation. Topics like remote work, flexible scheduling and the demands of diversity, equity and inclusion will all impact recruitment, hiring and retention policies.

Granular level, dynamic, and real-time planning capability enables multiple stakeholders including finance, HR, and cabinet leaders to collaborate and evaluate the impact of changes in real time.

## WHY ALLITIX

When institutions consolidate people, planning and data, they are able to plan and get ahead of change. Connected Planning pulls all departments together for a centralized data source and a unified plan.

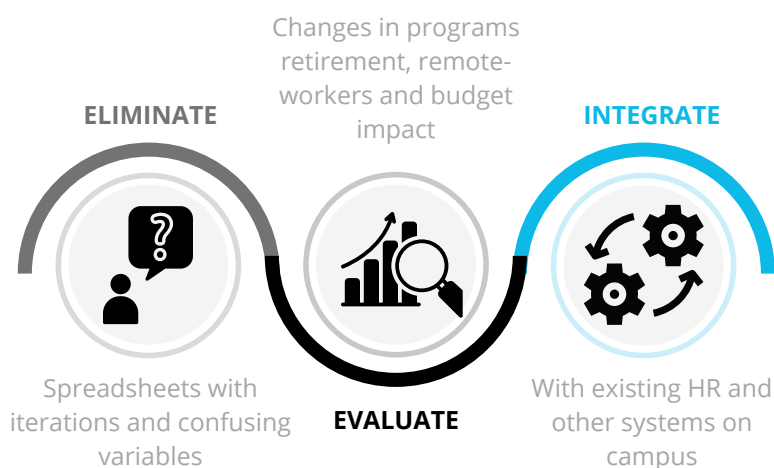
Our solutions apply assumptions and drivers to multi-year projections. User-controlled scenarios are applied to model potential outcomes based on adjustments the institution is considering.

Allitix is an Anaplan Gold Partner with more than 60 employees, ready to guide your journey to data-driven models and scenarios that tie to your institution's strategic plan.

# WORKFORCE PLANNING MODEL

With this model, you can develop a workforce plan to:

- Optimize your workforce mix (full time, part time, tenured, adjunct, work-study, outsourced), headcount capacity, and capability plans.
- Seamlessly connect financial headcount projections with HR talent acquisition and strategic plans.
- Align the top-down plan to bottom-up workforce plan across all institutional groups. This allows you to Connect strategic workforce plans with operational plans (annually, by semester, monthly, and daily during peak seasons of enrollment or fundraising).
- Integrate various HRIS, HCM, ATS, CRM, and ERP systems.



## THE DEPLOYMENT

Connected Planning pulls all departments together for a centralized data source and a unified plan.

Allitix leverages the Allitix Way, a variant of the Anaplan Way implementation methodology, as the foundation of each customer project. We then apply our team's experience and your unique needs to execute specific models developed to your desired outcomes.

We will work to identify data sources that the Allitix project team will use to load your data into the Data Hub, the foundational module that feeds the plans. Expect a 12-week deployment.

### More Information

Learn more about CapEx Planning and other scenario planning models, and our higher ed customers using them, at <https://allitix.com/highered>

Contact: [highered@allitix.com](mailto:highered@allitix.com) Phone: 937.312.7080

"The strategic management of human resources is the foundation on which organizational success is built and maintained. Every organization seeks to attract and retain the talent necessary to fulfill its mission, considering both the needs of today and looking into the future."

[CUPA-HR: THE HIGHER ED HR WORKFORCE](#)

## THE FAQ

Let's start with these questions:

- What is your planning process and cadence?
- Is planning centralized or decentralized?
- What are your current planning challenges?
- What programs, departments and challenges are driving the majority of headcount?
- What is the involvement between HR, Finance, and the Provost for tenure track vs adjunct positions, retirement planning, and administrative turnover?
- Are there significant federal, state or regional regulations to consider (e.g., state-wide free community college?)
- What are your current tools and systems (HCM, ERP, etc.) and do you anticipate changes (migrations) in the coming years?