High-level Timeline

Calendar Year	2025				2026				2027				2028				2029			
Quarter	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
HCM Readiness & Implementation																				
Finance Readiness & Implementation																				
Student Readiness & Implementation																				

1
- Core HCM
- Compensation
- Academic Staffing
- Time & Absence
- Recruiting
- Learning
- Talent Optimization

2
- FDM & Core Finance
- Banking
- Assets & Projects
- Procurement & Suppliers
- Expenses
- Inventory
- Grants Management
- Budgets
- Strategic Sourcing Essentials and Contracts
- Adaptive Planning

3
- Academic Foundation
- Recruiting & Admissions
- Financial Aid for Applicants
- Curriculum and Course Catalog

4
- Financial Aid Awarding
- Student Records and Registration
- Academic Advising
- Student Financials Fee Calculations

Discovery/Readiness

Implementation   Go-Live