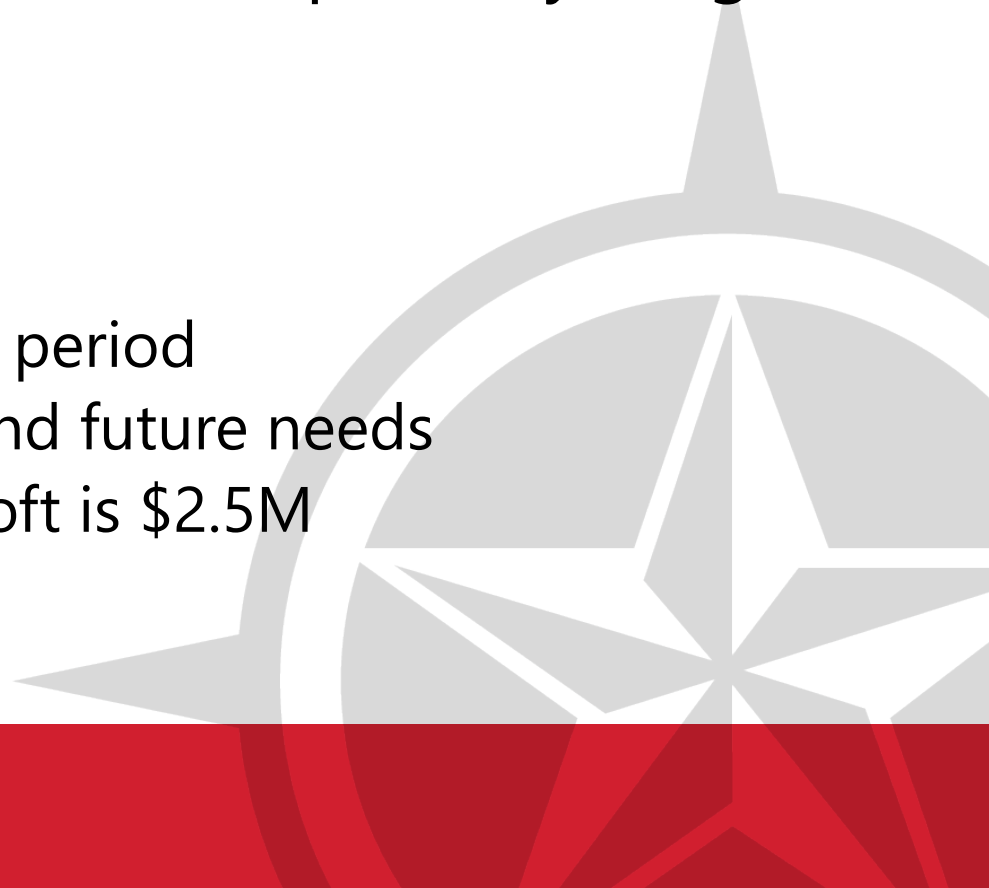# ERP Update

Board of Regents

November 20, 2025

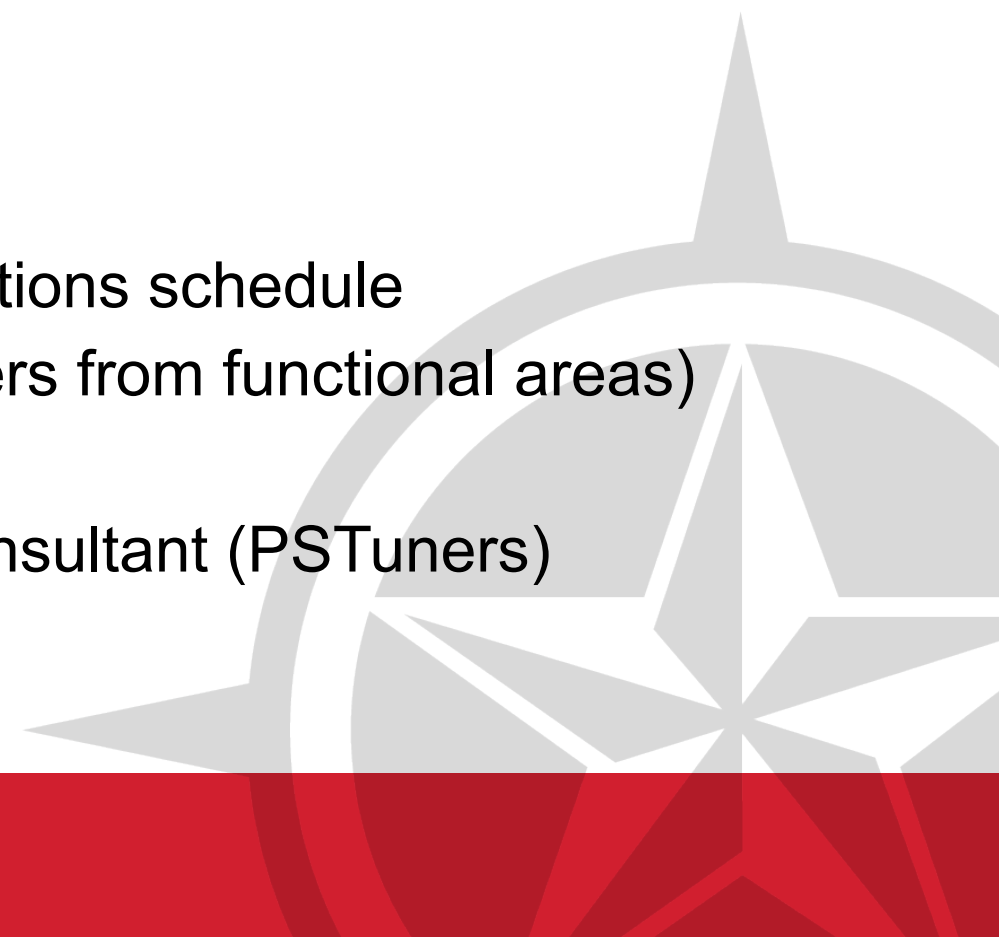# ERP: The System That Runs the College

- An ERP is critical to a college because it is the system that **runs the entire institution**. It is the backbone that keeps everything connected and functioning.

- Lee College adopted Peoplesoft in 2002
  - The decision made was appropriate for that period
  - Peoplesoft has not kept pace with current and future needs
  - The current year budget to replace Peoplesoft is $2.5M

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The Evaluation Process

The College followed a structured process for selecting an ERP system to ensure compliance with procurement policies, thorough vetting of available systems, and selection of the system that will best serve the College for the next 20-25 years.

- Formed a selection committee

- Identified must-haves

- Developed & executed discovery & demonstrations schedule

- Surveyed campus participants (key stakeholders from functional areas)

- Checked references

- Reviewed questions and concerns with our consultant (PSTuners)

- Finalized our recommendation to the Board

Our Critical Requirements

New ERP system must:

- Integrate Human Resources, Finance, and Student Services
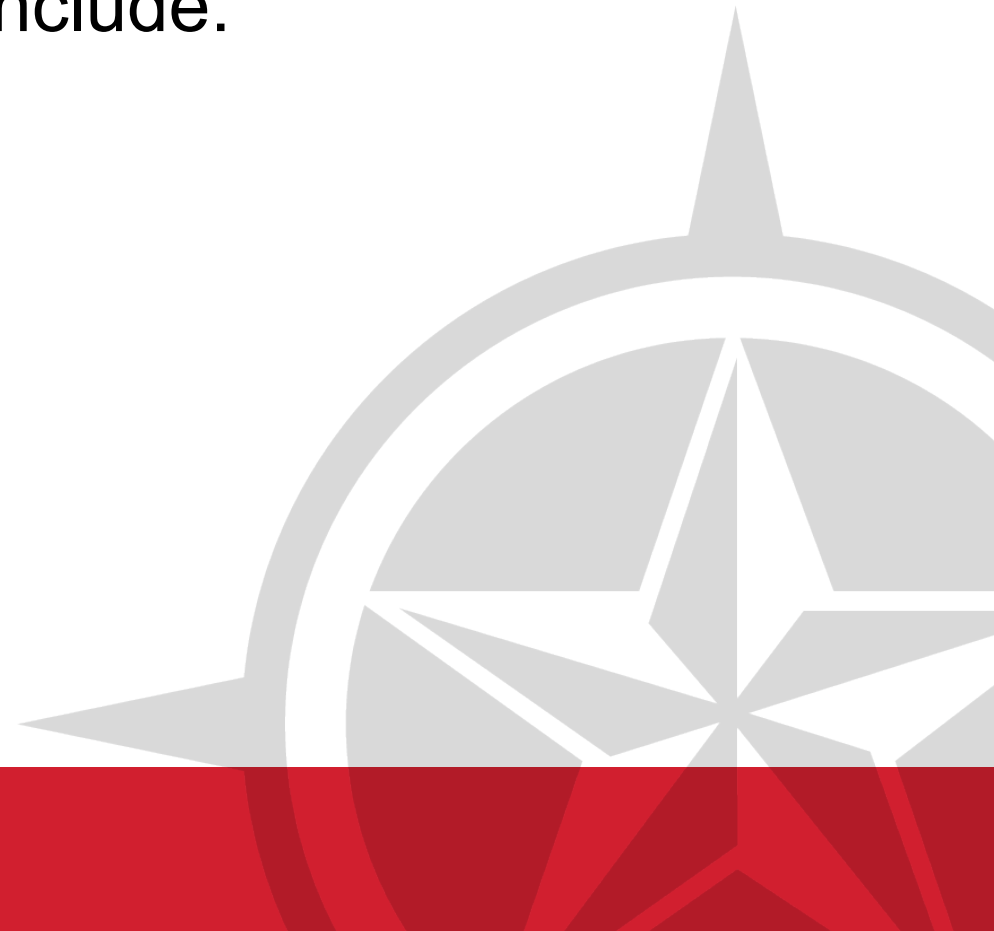
- Hosted in the Cloud

Qualifying Solutions*

- Oracle Cloud ERP
- Ellucian Banner SaaS
- Workday ERP

All vendors on existing cooperative contracts

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Key Evaluation Criteria

The primary factors guiding the decision include:

- Price

- Implementation Timeline

- Fit & Functionality

Price

An ERP selection is a long-term commitment by the College with an expected lifecycle of 20-25 years.

- 10-year contracts
- Initial contracts include subscription costs and implementation costs
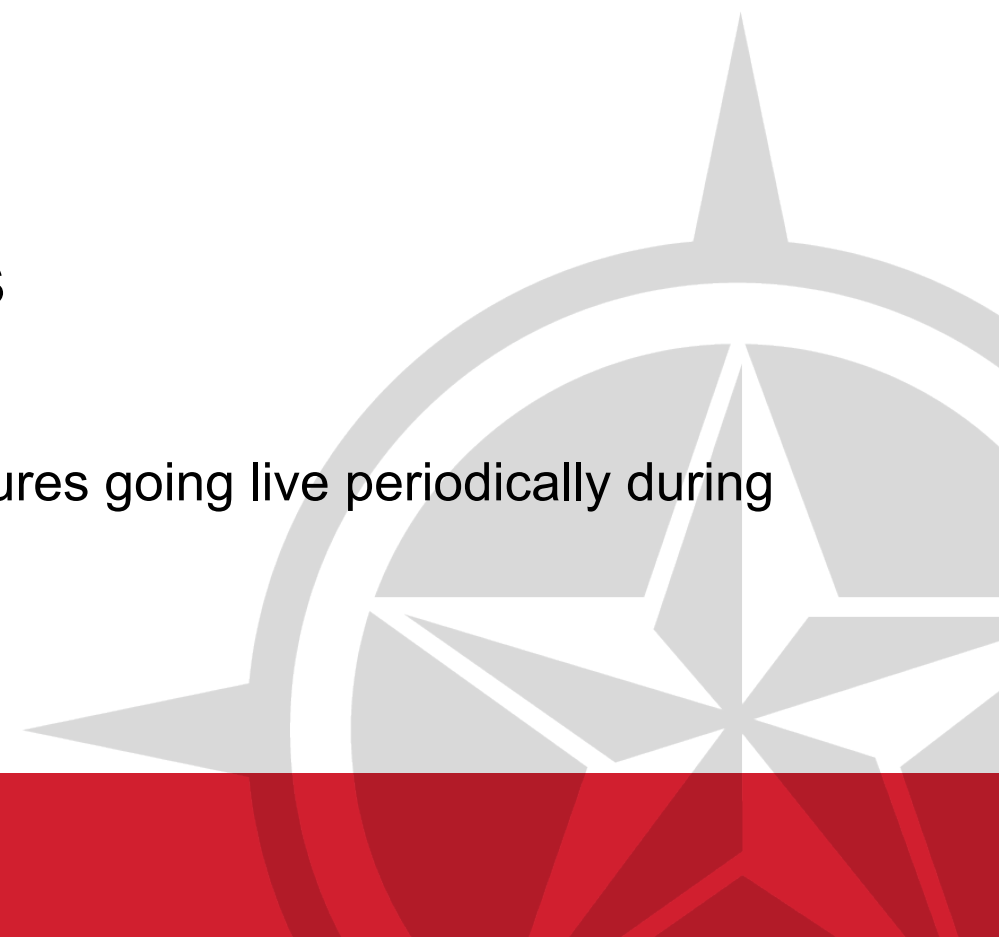
10-year Cost	Workday ERP	Oracle Cloud ERP	Ellucian Banner SaaS
Software Subscription	$ 9,820,368	$ 8,828,170	$ 11,702,808
Implementation & Training	$ 8,926,231	$ 11,171,830	$ 3,247,263
Contingency	$ 2,000,000	$ -	$ -
Total	$ 20,746,599	$ 20,000,000	$ 14,950,071

Implementation Timeline

Each Vendor provided a detailed and complex implementation timeline:

- Ellucian Banner Saas: 24 months

- Workday ERP: 37 months

- Oracle Cloud ERP: minimum 48 months

Note: Implementation takes place over time with new features going live periodically during the process.

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Fit & Functionality: Ellucian vs Workday

Workday ERP

- Clear Advantages:
  - Multi-tenant Architecture
  - Finance Module
  - HR Module
  - AI integrations

- Clear Disadvantages:
  - Implementation Timeline
  - Student Module**

**PSTuners Consultants: Workday Student Module could be configured to be comparable with the Ellucian Student Module.

Ellucian Banner Saas

- Clear Advantages:
  - Student Module
  - Implementation Timeline

- Clear Disadvantages:
  - Single-tenant Architecture
  - Finance Module
  - HR Module
  - AI integrations

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Formal Recommendation

Workday ERP

Thank you.

Any Questions?