

- functional area or category of the feature application
- features automatically installed without configuration

Announcing Workday 32!

Feature Name	Feature Description	Release Theme
Common Financial Management		
Adaptive Insights Integration	<p>With Workday 32, we'll provide the initial connections between Workday and Adaptive Insights. This is the first step in a multi-phase effort that will enable you to integrate Adaptive Insights headcount and financials planning and advanced modeling into your Workday experience. We will deliver:</p> <ul style="list-style-type: none"> • An adapter that you can use to import data from Workday Financials and Human Capital Management (HCM) to Adaptive Insights and then drill back from Adaptive Insights to Workday. • Worklets to provide easy navigation between Workday and Adaptive Insights. 	Analytics & Insight
Transaction Matching on Journal Lines for Alternate Accounts	Workday 32 will continue to enhance manual and automated transaction matching on journal lines by enabling you to match transactions on alternate accounts.	Operational Excellence
Financial Controls on Operational Transactions	We will update financial controls to save the accounting date when you cancel operational transactions. You'll also be able to prevent users from changing approved operational transactions posted in a closed period. This will provide a better audit trail when reconciling ledger balances to operational transactions.	Compliance & Risk
Automated Transaction Matching on Journal Lines	With Workday 32, we'll continue to improve automated transaction matching on journal lines by enabling you to create rules for 1-to-many and many-to-many matching, saving you time and increasing efficiency.	Operational Excellence
Journal Line Numbers	Workday 32 will provide line numbers on all journal lines to help you meet statutory requirements around tax auditing for different countries.	Operational Excellence
Reset Currency Conversion Rates	With Workday 32, you'll be able to automatically recalculate journal line amounts after a change in the currency conversion rates, providing more efficiency and accuracy when you create, copy, or edit multicurrency journals.	Operational Excellence

Payroll Intercompany Accounting	We'll introduce intercompany accounting to enable you to charge payroll expenses to multiple companies. This will help minimize your effort to reclassify journal entries, providing you with greater flexibility and accuracy when you manage your payroll cost within an organization.	Operational Excellence
Cash, Banking, and Settlement		
Cash Forecasting with Worksheets	With Workday 32, we'll enable you to leverage Worksheets to model and generate cash forecast data for viewing in cash forecast reports and dashboards. You'll also be able to utilize Worksheet functionality to prepare your cash forecast data with greater efficiency.	Operational Excellence
Unify Cash Forecasting and Cash Positioning	You'll be able to use cash forecast outlines to generate cash position reports. We'll also enable you to view prior day and intraday cash positions in a more structured way.	Analytics & Insight
Matching Rule Sets for Multiple Bank Statement Automatic Reconciliation	We will improve automatic bank statement reconciliation to increase automation and decrease manual errors. We'll enable you to include matching rule sets when you run or schedule automatic multiple bank statement reconciliation. You will also be able to launch single or multiple bank statement reconciliations from a single location.	Operational Excellence
Copy Bank Reconciliation Rule Sets to Matching Rule Sets	Workday 32 will deliver a new task for copying bank reconciliation rule sets to matching rule sets, enabling you to streamline and control the transition to matching rule sets.	Operational Excellence
Suggestion Rules for Matching Rule Sets	We'll update matching rules to support suggestions for automatic 1-to-1 bank statement reconciliations, helping to reduce manual effort and streamlining bank statement reconciliations.	Operational Excellence
Bank Account Creation	Workday 32 will enable you to use bank and branch records to help users create worker and settlement bank accounts. This will ensure better accuracy in bank payment information and reduce manual entry.	Experience & Engagement
Used Check Numbers	Workday 32 will streamline check numbering functionality to provide more control over managing check number gaps.	Operational Excellence
Customer Accounts		
Restrict Customers by Company	We'll enable you to restrict customers by selected companies to improve transaction processing.	Operational Excellence

Print Attachments with Customer Invoices	With Workday 32, you will be able to include attachments from an expense transaction and customer invoice document on 1 PDF file for easier printing and emailing. This will eliminate the need to download each attachment on an expense report and manually upload it to the invoice.	Experience & Engagement
Customer Lockbox Payment Integration	Workday 32 will continue to improve the efficiency of payment applications that use the Customer Lockbox Payment integration. We'll enable you to automatically record payments that reference invoices from multiple bill-to customers. We will also expand the integration to support payments with a different currency from the invoice.	Operational Excellence
Expenses		
Receipt Scanning for Mobile Expenses	You'll be able to scan receipts for the Merchant attribute so you can quickly report expenses through Workday on Android, iPad, and iPhone.	Experience & Innovation
Central Travel Card	With Workday 32, we'll update the Visa and MasterCard integrations to support central travel cards and automatically assign central travel card transactions to workers for expense inclusion. This will enable you to efficiently track and analyze travel spend so that you can improve policy decisions, negotiate better travel rates, and optimize your cash flow.	Analytics & Insight
Configurable Expense Item Attributes	With Workday 32, you'll be able to define and customize expense item attributes. This will enable you to capture more detail on expense reports and spend authorizations, such as for tax compliance.	Operational Excellence
Per Diem	We'll continue to enhance per diem functionality by populating more data on travel journal lines. This will improve per diem calculations by saving you time and reducing manual entry. We'll also introduce travel journals based on 24-hour periods, enabling you to configure for additional scenarios that involve per diem calculation.	Operational Excellence
Corporate Expense Credit Card Accounting and Settlement	Workday 32 will enable you to configure your corporate expense credit card account to record credit card transaction liability and generate its accounting based on the company. This will expand the accounting and settlement process so you can settle transactions between companies and pay credit card companies before workers include transactions on expense reports.	Operational Excellence
Procurement		

Suppliers and Units of Measure for Purchase Items	With Workday 32, you'll be able to enter the same units of measure (UOMs) for ordering, issuing, and stocking on your purchase items. You'll also be able to define supplier information without catalog loads on your purchase items. This will save you time and effort when maintaining items for procurement and inventory.	Operational Excellence
Link Ship-To and Deliver-To Locations for Requisitions	Workday 32 will enable you to associate deliver-to locations with ship-to addresses for requisitions. This will help improve efficiency and ensure greater accuracy during shipping and delivery.	Operational Excellence
Multiple Companies on Requisitions	With Workday 32, we'll enable you to create consolidated requisitions with lines containing multiple companies, saving you time during reconciliation and reducing the number of requisitions you need to complete.	Operational Excellence
Projects		
Monthly Resource Forecasts	Workday 32 will enable you to review and manage resource forecasts on a monthly basis to simplify resource forecasting for projects that span multiple years. You'll be able to view a complete year of forecasting at a glance.	Operational Excellence
Ad Hoc Project Transactions for Spend	With Workday 32, you'll be able to create and view ad hoc project spend transactions. You'll also be able to integrate your external expense systems with Workday Projects. This will enable you to assess your profitability while increasing flexibility.	Operational Excellence
Exclude Nonbillable Time for Revenue Project Budgets	Workday 32 will exclude nonbillable time transactions from the calculations of revenue project budget calculations. This will help you manage project budgets more accurately.	Operational Excellence
Flexible Labor Costing	You'll be able to include multiple companies in a single rate sheet and to budget by worker and role. This will provide you with more flexibility in project labor costing.	Operational Excellence
Financial Plan User Interface Redesign for Projects	We will redesign the summary view of financial plans to make it easier to review project schedules and cost performance data.	Analytics & Insight
Configurable Labor Cost Capitalization	With Workday 32, you'll be able to capitalize standard cost and fully burdened cost amounts from time transactions for capital projects. This will enable you to capitalize labor costs independent of Workday Payroll.	Operational Excellence

Standard Billing Rate Sheet for Project Budgets	With Workday 32, we'll enable you to create revenue project budgets for projects with contract lines that use the standard billing rate sheet.	Operational Excellence
Revenue		
Custom Validations for Customer Contracts	You'll be able to create rules to ensure that contract data is correct upon upload, saving time and effort.	Operational Excellence
Additional Dimensions for Daily Rate Billing Rate Rules	Workday 32 will improve how you price project time transactions for daily rate using the same dimensions you use for hourly rate. This will give you the flexibility to create more detailed daily rate billing rate rules.	Operational Excellence
Transfer Pricing for Expenses	Workday 32 will improve intercompany transactions by eliminating manual pricing and calculations for expense transactions.	Experience & Innovation
Automatically Reclassify Customer Contract Assets and Liabilities	Workday 32 will increase efficiency by automating the month-end customer contract assets and liabilities reclassification process.	Operational Excellence
Transfer Project Time	To improve efficiency, Workday 32 will enable project managers and billing specialists to move time blocks between multiple projects or tasks.	Operational Excellence
REST API for Usage Based Transactions	Workday 32 will introduce a new REST API for usage-based transactions, enabling you to price transaction data in an external system while keeping contracts, billing, revenue recognition, and reporting in Workday.	Operational Excellence
Run Allocations	You will be able to manually run high-volume, multiple-element revenue allocations, improving performance and giving you more control over the revenue allocation process.	Operational Excellence
Supplier Accounts		
1099 MISC and 1096 Forms With 2-Transaction Corrections	To help you comply with IRS requirements, we will update the 1099 MISC and 1096 forms so you can efficiently submit 2-transaction corrections on electronic and manual filings.	Compliance and Risk
Match Supplier Invoice Adjustments	You'll be able to link transaction lines to supplier invoice adjustment lines, enabling Workday to populate line information for you. We'll also update your commitments and obligations when you match credit returns on supplier invoices with the original purchase documents, eliminating the need to track adjustments outside of Workday.	Operational Excellence

Configure Default Supplier Spend Categories and Worktags	Workday 32 will deliver the ability to configure default spend categories and worktags for non-purchase order invoice lines based on the supplier, reducing manual effort and improving data accuracy.	Experience & Engagement
Tax		
Effective Date on Transaction and Withholding Tax Rates	With Workday 32, you'll be able to specify an effective date on transaction and withholding tax rates, helping you comply with tax requirements in different states and countries. This will also reduce the number of transaction and withholding tax rates you need to create.	Operational Excellence
Self-Assess Tax at Line Level	Workday 32 will enable you to self-assess a portion of the tax on individual transaction lines, providing additional configuration options on tax rates at the line level. This will also help you set up defaulting rules for self-assessed tax selection.	Operational Excellence
Tax Declarations by Value Added Tax Group	With Workday 32, you'll be able to create tax declarations by Value Added Tax (VAT) group. This will help minimize manual effort by enabling you to create tax declarations for a consolidated group of companies.	Compliance & Risk
Cancel Draft Tax Declarations	You will be able to cancel tax declarations in draft status, enabling you to modify transactions or correct invoices that are included in the tax declaration run. You'll also be able to delete cancelled tax declarations as well as retain necessary tax declarations.	Compliance & Risk
Tax Reporting for Payment, Cancellations, and Returns	Workday 32 will enhance tax reporting when you cancel or return taxable payments. We'll improve how you report on tax amounts for your financial transactions and reconcile tax reporting with ledger activity. We'll also enable you to report on taxes at the time of payment for both transaction and withholding tax rates.	Operational Excellence
Core Human Capital Management		
Section 3 for Record of External Form I-9	Workday will enable you to complete a Section 3 on a Record of External Form I-9, making it easier for you to track workers' forms in Workday and meet regulatory requirements.	Compliance & Risk
Safety Incident Tracking	Workday 32 will deliver improvements to safety incident tracking, making it easier to collect data and report safety incidents.	Experience & Engagement

Autocomplete Hire From Workday Recruiting	Workday will deliver a new configuration option that you can enable on the Hire business process. This will help reduce manual effort by automatically completing the Initiation step using information entered in Workday recruiting and skipping steps that are not subprocesses of the hire event.	Operational Excellence
Core Connector: Global Worker	We'll introduce a new Core Connector: Global Worker integration, making it easier for you to report data with effective dates that consider workers' local time zones.	Operational Excellence
Worker Document Security	Workday will expand security for worker documents by enabling you to separately secure permissions to add and delete them.	Operational Excellence
HCM Integrations	With Workday 32, we'll continue to improve the performance and flexibility of HCM Connectors. We'll also update the Core Connector: Worker integration to support workers with multiple positions.	Operational Excellence
Full Time Equivalent	You'll be able to distinguish between a worker's paid full time equivalent (FTE) and working FTE, providing greater clarity throughout your organization and enabling you to optimize compensation, payroll, and staffing processes.	Operational Excellence
Absence Management		
Start and End Times on Time Off	Workday 32 will enable users to include optional or required start and end times for worker time off requests. This helps managers know when in the day the worker will be taking time off to better plan for absences within teams.	Experience & Engagement
Compensation		
Worktags for Referral Pay	Workday 32 will enable you to automate the costing of referral payments to hiring organizations, reducing manual effort and improving efficiency.	Operational Excellence
Hours for Period Activity Pay	Workday will enable you to enter a worker's hours on period activity pay assignments so you can more accurately track their hours for reporting and regulatory requirements.	Experience & Engagement
Talent		
Feedback Labels	We'll update feedback labels to better reflect the broader uses of feedback. This will improve the user experience and help drive a continuous feedback culture by empowering users to make clearer choices.	Operational Excellence
Learning		

Extended Enterprise Learning	We'll introduce Extended Enterprise Learning, enabling you to create and maintain Learning accounts for users outside your company. Expanding your company's Learning catalog audience will help you align external users with your organizational values.	Operational Excellence
Pre-Hire Learning Access	Workday 32 will enable you to provide pre-hires with access to Workday Learning. You will be able to create pre-hire audiences and send them campaign Learning content.	Operational Excellence
Learning Domain Security	With Workday 32, we'll deliver new domains for Learning, adding flexibility as you configure access to Learning-related tasks and reports for learning content management and instructors.	Operational Excellence
Blended Course Reporting	We'll improve how learners report on blended courses when they access them from the Learning dashboard or the Search Learning report, improving usability for learners as they enroll in courses.	Experience & Engagement
Learning Campaign Maintenance	Workday 32 will continue to improve Learning campaigns, enabling you to streamline how you deliver Learning content. We will automatically remove learners when they are no longer in a campaign's intended audience, improve status reporting, and help you better maintain previously completed campaigns.	Experience & Engagement
Recruiting		
Duplicate Candidate Merging	With Workday 32, you'll be able to merge candidates with an attached pre-hire to other records at any stage of the job application process when you use the Merge to Person feature. This will ensure that you hire the correct candidate and reduce time spent on duplicate record management.	Operational Excellence

Recruiting Hub	We'll continue to improve the recruiter experience by delivering the Recruiting Hub, which includes a configurable navigation toolbar and a centralized view of action items, outstanding tasks, and recruiting information. Recruiters will be able to configure what information to preview so they can more efficiently manage their workload, monitor candidate activity, and quickly navigate between pages.	Experience & Engagement
Job Requisition Workspace	Workday 32 will provide a new Job Requisition Workspace, improving your recruiting efficiency by enabling recruiters to manage candidates on their company's job requisitions from one place.	Experience & Engagement
Mass Actions on Candidates	We continue to improve candidate mass actions by updating reports for a more consistent recruiter experience. We'll also enable you to take mass actions on candidates across multiple job requisitions.	
Requisitions on Supervisory Organization	Workday will display all requisitions associated with a supervisory organization on the Staffing tab of the organization profile, giving you an overview of current staffing activity.	Experience & Engagement
Offer on Evergreen Requisitions	We'll deliver support for your high-volume recruiting needs by enabling you to make offers from evergreen requisitions, improving efficiency and reporting.	Operational Excellence
Candidate Pipeline on Job Requisitions	With Workday 32, we'll deliver a new candidate pipeline, improving recruiter efficiency by enabling them to see an overview of candidate activity across all stages on a job requisition.	Experience & Engagement
IBM Watson Job Requisition Prioritization Integration	We'll deliver a new integration for IBM Watson, enabling you to send job requisitions to IBM and retrieve a priority and complexity for each job requisition based on analysis by IBM Watson.	Analytics & Insight
Candidate Profile Data Report	We will deliver a report that lists the candidate information stored in Workday, helping you meet regulatory requirements.	Compliance & Risk
Confidential Job Postings and Candidates for Recruiting Agencies	With Workday 32, you'll be able to post confidential job requisitions to recruiting agency career sites, enabling them to source confidential candidates for your sensitive job requisitions.	Operational Excellence
Interview Management	Workday will continue to expand your ability to manage interviews for an improved recruiter experience. We'll also provide more flexibility in scheduling and enable you to log into an Outlook account other than your own to use shared mailboxes or calendars as you schedule interviews.	Experience & Engagement

Multiple Tracking Pixels	Workday 32 will enable you to configure multiple tracking pixel URLs for your career sites so you can better track conversions for third party vendors.	Experience & Engagement
External Career Site Privacy Policy	We'll enable you to provide a link to your company's privacy policy on the bottom of all external career site pages.	Experience & Engagement
Referral Questionnaires	With Workday 32, recruiters will be able to ask a referrer a set of questions about their candidate, enabling them to gather more information and improving recruiting efficiency.	Operational Excellence
Candidate Delete My Information	We'll enable external candidates to submit a request through their Candidate Home account for their information to be purged from Workday. This will help you to comply with General Data Protection Regulation (GDPR) and other regulatory requirements more efficiently.	Experience & Engagement
Recruiting National and Government IDs	Workday 32 will give you the ability to hide or require the National ID or Government ID sections by country, ensuring your company collects critical information at the right time to improve downstream efficiency and reduce candidate confusion when entering their data.	Experience & Engagement
Recruiting Legal and Preferred Names	Workday will enable you to collect both legal and preferred names from your prospects and candidates. You'll also be able to configure additional name components as hidden or required by country, improving data accuracy and reducing downstream inefficiencies.	Experience & Engagement
Internal Candidate Self-Scheduling	We'll continue to improve recruiter efficiency by enabling you to invite internal candidates to sign up for self-schedule events.	Experience & Engagement
Resume Parsing for Recruiters	Workday 32 will deliver parsing that helps streamline creating prospects and job applications, improving the efficiency and accuracy of your sourcing efforts.	Operational Excellence
External Candidate Job Alerts	With Workday 32, candidates with external career site accounts will be able to create alert criteria for job posts that they're interested in, so that they can be notified by email when new posts meet their preferences. These automatic notifications will reduce manual effort for your company outreach and keep candidates connected even when jobs are unavailable.	Experience & Engagement
Configurable Candidate Consent	Workday 32 will enable you to configure the check box message a candidate sees when they provide consent on external career sites.	Experience & Engagement

Downtime Message on External Career Sites	We'll enable you to configure a message on external career sites for candidates who attempt to access the career site during Workday maintenance to reduce confusion and improve the candidate experience.	Experience & Engagement
Delay Notifications on Recruiting Business Processes	With Workday 32, we'll improve the Workday user experience for Recruiting business process notifications by enabling you to delay sending custom notifications to your users.	Experience & Engagement
Core Payroll		
Payroll Intercompany Accounting	We'll introduce intercompany accounting to enable you to charge payroll expenses to multiple companies. This will help minimize your effort to reclassify journal entries, providing you with greater flexibility and accuracy when you manage your payroll cost within an organization.	Operational Excellence
Payroll Commitments for Multicompany Accounting	Workday will extend payroll commitments processing to support multicompany accounting. This will help you increase the accuracy of your position budgets when you charge payroll expenses to multiple companies within an organization.	Operational Excellence
Continuous Payroll Calculation	Workday 32 will deliver the option for you to calculate payroll results automatically as payroll-impacting events occur, streamlining the payroll process and improving efficiency.	Operational Excellence
Multiple Replacement Payments	Workday 32 will deliver the ability for you to create replacement payments (on-demand or manual) for multiple subperiods within a pay period, helping you eliminate the need for manual processing and other workarounds.	Compliance & Risk
Global Payroll Reconciliation	With Workday 32, you'll be able to configure and reconcile worker payroll related information between Workday and your third-party payroll system, automating the process to save you time and effort.	Operational Excellence
Ad Hoc Payroll Effective Change Interface Integrations	We'll update how Workday tracks the last successful run date at the worker level in ad hoc Payroll Effective Change Interface integrations. This will help eliminate duplicates in your payroll integrations while giving you new ways to manage worker data.	Operational Excellence

Payroll Effective Change Interface Data Audit	With Workday 32, we'll continue to improve how you audit and reconcile payroll by delivering a new searchable audit report, making it easier for you to view data changes created by payroll integration events.	Analytics & Insight
Event-Driven Integration for Third-Party Payroll	With Workday 32, we'll deliver event-driven integration functionality for the Termination business process, enabling you to configure Workday to automatically send payroll data for terminations to your external payroll vendors.	Operational Excellence
Local Payroll Data Integration with NGA HR	You'll be able to enter, validate, save, and correct local payroll data for additional countries, making it easier for you to complete hiring and job changes entirely in Workday.	Experience & Engagement
Payroll Errors for Third-Party Payroll Integrations	Workday will continue to improve usability for third-party payroll integrations with new error reports, making it easier for you to track the overall status of your integrations and to quickly identify any corrective actions you need to take.	Operational Excellence
Payroll Forward Accruals	Workday will deliver new configuration options, making it easier for you to exclude employer-paid deductions from forward accruals.	Operational Excellence
Support for Retro Events in Different Pay Groups	Workday 32 will reduce manual effort when you process retro pay differences for workers in different pay groups with 1 or more jobs in the same company and tax authority.	Operational Excellence
Payroll for Retro Termination Events	Workday Payroll will support retro termination events in the U.S. and Canada, reducing the need to run on-demand payments and helping you to comply with payment requirements.	Operational Excellence
Suspend Retro Results	With Workday 32, you'll be able to mark in-progress retro results as suspended and exclude them from payroll calculations, providing you with more flexibility to handle retro results.	Operational Excellence
Voluntary Deductions for Employee Self-Service	You'll be able to configure voluntary deductions, such as charitable donations or gym memberships, that employees can elect using self-service, helping improve your operational efficiency and reducing manual effort.	Experience & Engagement
Time Tracking		

Review Project Time	We'll deliver a new process that enables project managers to review and bulk approve project time for multiple project workers in a consolidated view, making the approval process faster and more efficient.	Operational Excellence
Calculate Time Across Weeks	We'll update the consecutive day calculation so it captures time outside of the week, helping you to meet statutory requirements without manual workaround.	Compliance & Risk
Work Schedule Calendars	With Workday 32, we'll make it easier for you to organize and manage work schedules by delivering enhancements including the ability to define groups of work schedule calendars and the ability to create schedule patterns for more than 2 weeks at a time.	Experience & Engagement
Import Reported Time Blocks	With this release, you'll be able to use the Import Reported Time Blocks web service to edit and delete time blocks, making it easier for you to integrate Workday with a third-party system.	Operational Excellence
Scheduled vs Worked Hours Calculation	We'll deliver a new time calculation that enables you to compare a worker's scheduled hours to worked hours, making it easier to calculate time worked outside of a worker's work schedule calendar.	Compliance & Risk
Grants-Awards		
Copy Awards	With Workday 32, you'll be able to create award contracts by copying existing award contracts, reducing manual entry.	Operational Excellence
Student		
Application Fees	With Workday 32, you'll be able to charge fees to students when they apply to your institution. We'll also enable you to associate waivers with those fees.	Experience & Engagement
Student Talent Portfolio	Workday 32 will enable you to add student talent information on the student profile, enabling your students to maintain their skills and experience in Workday. This will improve reporting by providing a central location to review student talent data, such as awards, certifications, job history, languages, professional affiliations, and publications.	Experience & Innovation
Automatically Mass Apply Holds	To save you time and effort, we will enable you to configure mass operations that Workday can use to automatically apply holds to groups of students based on the criteria you define.	Operational Excellence

PLUS Loan Refunds	Workday 32 will give you the ability to refund PLUS Loans to parents or students, helping you comply with federal requirements for PLUS Loan refunds.	Compliance & Risk
Group Ad Hoc Communications for Students	We'll make it easier to communicate with large groups of students by delivering the ability to quickly message a group of students without having to set up an engagement plan.	Experience & Engagement
Preliminary Transfer Credit for Applicants	Workday 32 will enable you to process preliminary transfer credit evaluations for applicants and pre-matriculants. This will enable admissions evaluators to use and share the results with applicants who seek to understand the likelihood of course articulation upon matriculation. Workday will also calculate preliminary cumulative transfer totals, which you can use in custom reports and admissions engagement items as rich text merge fields.	Experience & Innovation
Student Condition Rules for Admissions	With Workday 32, we'll deliver the ability to use student condition rules where you use recruiting and admissions eligibility rules, expanding your control and increasing efficiency.	Experience & Engagement
Mass Maintain Recruiting Events	Workday 32 will deliver the ability to mass maintain student recruiting events, providing a quick and effective way to manage your recruiting efforts.	Experience & Engagement
Student Recruitment Ratings	You'll be able to configure a range of scores for student prospects, improving how you target your recruiting efforts.	Analytics & Insight
Student Application GPA	With Workday 32, you will be able to define tenanted application GPAs, record the values for GPAs, and use GPAs in an eligibility rule. This will enable you to include additional data in the admissions process, helping you make more informed decisions when evaluating applications.	Analytics & Insight
Write Off Student Charges	Workday 32 will enable you to write off uncollectible student charges, providing you with more accurate accounting.	Compliance & Risk
Work-Study	Workday 32 will expand work-study functionality by enabling you to maintain funds and employment for students with financial need.	Compliance & Risk

Schedule Student Engagement Plans	With Workday 32, you'll be able to create your own schedules for engagement plan runs. This will provide you with greater control over your engagement plans as well as enable you to send more timely messages.	Operational Excellence
Student Objects in Request Framework	We'll deliver the request framework for student objects, improving the configuration of requests. You will be able to submit, track, approve, and audit requests for new or changed student data within Workday.	Analytics & Insight
Student Credit Memos	Workday 32 will deliver student credit memos, enabling you to post a refundable credit to the student account.	Compliance & Risk
Configurable Event Registration Form for External Students	We'll deliver a new configurable event registration form that you can use for recruiting events on student external sites.	Experience & Engagement
Cross Application Services		
Time Zones	With Workday 32, we'll continue to expand how you maintain data for workers in different time zones. We will improve how you assess time zones for users not on Pacific Standard Time, adding accuracy to business process routing, data management, and security groups.	Operational Excellence
Mobile Authentication	We'll continue to improve mobile authentication by no longer requiring you to configure mobile PIN authentication as a prerequisite for fingerprint authentication. We will also enable you to configure biometric authentication across your tenant, providing more options for preferred authentication methods.	Experience & Innovation
Mobile User Experience	Workday 32 will improve how your users on mobile devices find your tenant and sign in to Workday on Android, iPad, and iPhone, simplifying the sign-in experience for new users. We will also update the iOS mobile app to support iPad and iPhone devices running iOS 11 or later.	Experience & Engagement
Worksheets	With Workday 32, we'll make Worksheets generally available with new functionality for analyzing and sharing data in a familiar spreadsheet environment.	Analytics & Insight
Questionnaire Limit	Workday 32 will expand how you gather information from your workers by enabling you to maintain more questions and multiple choice answers.	Experience & Engagement
Privacy Purge	In Workday 32, we'll continue to improve the purging of worker data, enabling you to better meet privacy regulations and compliance requirements.	Compliance & Risk

Trusted Devices	Workday 32 will deliver the Trusted Devices functionality so you and your users can easily identify atypical sign-on behavior from unknown browsers and devices.	Compliance & Risk
Email Based Authentication	With Workday 32, we'll expand user eligibility for multifactor authentication by supporting email delivery of one-time passcodes. You will be able to deliver codes using work or home email addresses.	Compliance & Risk