

# Austin Niehaus

**Workday Solution Architect | Technical Delivery Leader | AI Enablement Advisor**

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## Professional Summary

Workday solution architect and technical delivery leader with 20+ years of enterprise technology experience and deep expertise across Workday, Workday Student, Integrations, Reporting, Security, Data Conversion, and Orchestration. Former Workday Principal Product Advisor and consulting leader with experience guiding partner teams, shaping implementation methodology, and supporting complex higher education and enterprise deployments. Bridges strategy and execution across technical delivery, customer advisory, reusable tooling, and practical AI adoption.

## Advisory & Delivery Focus

- Workday implementation technical leadership
- Solution architecture across Integrations, Reporting, Security, Data Conversion, and Orchestration
- Workday Student technical advisory and delivery leadership
- Delivery recovery, governance, and technical quality assurance
- Team coaching, capability building, and methodology enablement
- AI adoption for implementation and operations teams
- Copilot Studio and Power Automate solution advisory
- Reusable delivery assets, accelerators, and internal tooling

## Core Expertise

Workday Platform and Student • Workday Integrations • Workday Studio • Workday Orchestrate / Orchestrate for Integrations • Reporting • Security • Data Conversion / Advanced Load • Extend • APIs • REST • Agents • MCP • Power Apps • Agentic Workflows • XML • XSLT • JSON • Technical Solution Architecture • Delivery Governance • Team Enablement • Microsoft Copilot • Copilot Studio • Power Automate • AI Product Management • MCP and Agents • Claude Code

## Professional Experience

### ***Project Sherpa LLC – Principal Consultant and Founder***

Apr 2026 – Present | Laramie, WY

- Contract Workday Solution Architect and Advisor providing Workday Technical Implementation Guidance, Team Building, Staff Augmentation and Workday Agentic Tooling Enablement.
- AI Training, Enablement, Opportunity Identification, Adoption and Strategy Consulting
- AI agent and product development for Workday implementation workflows, including ChatGPT-powered tooling and agentic solutions

### ***Huron — Digital Workday Director, Technology / AI Enablement Leader***

Mar 2025 – Apr 2026 | Chicago, IL

- Lead technical enablement across Data Conversion, Integrations, Security, Reporting, and Extend for Workday delivery teams, improving implementation consistency and strengthening reusable delivery practices.

- Serve as the technical representative within the Center of Excellence, driving methodology alignment, innovation adoption, and rollout of internal tooling across product areas.
- Advise implementation teams and client engagements on technical architecture, delivery approach, and practical use of AI to accelerate solution design and execution.
- Designed and delivered AI agents and automation solutions using Microsoft Copilot, Copilot Studio, and Power Automate to support onboarding, access requests, knowledge capture, update summarization, and AI-assisted implementation design.
- Supported major client engagements including CES (BYU-Idaho, BYU-Hawaii, Ensign College), Williams College, Norfolk State University, Fort Hays State University, and the University of Maryland.
- Represented Huron in ecosystem-facing enablement and innovation forums, including Workday DevCon and Workday Rising.

Selected Contributions: Technology enablement framework • Practical AI foundation training • Tenant-to-tenant and supplier conversion tools • AI-driven questionnaire and integration design agents • Onboarding, access request, knowledge capture, and project asset repository agents

### ***Workday — Principal Product Advisor, Workday Student***

Nov 2023 – Mar 2025 | Pleasanton, CA

- Provided technical guidance and solution architecture support for the partner ecosystem across Workday Student Integrations, Reporting, and Security.
- Co-led major partner enablement and knowledge-sharing forums, including calls covering data conversion, integrations, reporting, security, and platform updates.
- Supported partner and consulting teams with product guidance, solution design input, and technical escalation assistance.
- Delivered presentations at Workday Altitude on advanced orchestrations, student build tools, and student security.
- Managed community engagement for integrations, reporting, and security topics and contributed solution direction across a broad range of partner questions.
- Recognized as Solutions Enablement Rookie of the Year and received multiple STAR awards.

Selected Contributions: Student data loading course development • MI nightly orchestration toolkit • Education institution web services • Florida Shines web service design • Transfer credit evaluation web services • Orchestrate for Integrations LMS integrations • Integration design accelerators and training assets

### ***Huron — Higher Education Director, Workday Technical Lead***

Dec 2019 – Nov 2023 | Chicago, IL

- Led technical delivery across integrations, reporting, security, and data conversion for Workday Student implementations in higher education.
- Directed technical teams to project timelines, coordinated resourcing, reported progress, and maintained delivery health across complex engagements.
- Supported sales, scoping, requirements gathering, solution design, build oversight, and client-facing technical leadership.
- Built and scaled a specialized team of 12+ Workday Student integration developers to expand delivery capability.

- Championed Workday Student integration knowledge transfer, internal methodology development, and use of Advanced Load.
- Developed Workday Student data conversion tools and implementation accelerators.

Selected Engagements: Iowa State University (Technical Lead) • Brandeis University (Integration Lead) • Smith College (Integration Lead, PowerFAIDS/Slate) • SUNY Erie (Integration Support) • Wake Forest (Integration Lead) • Stephens College (Health Check, Integration Lead)

### ***Alchemy.us — Senior Integration Consultant***

Sep 2017 – Dec 2019 | Reno, NV

- Served as Integration Lead on Workday Student implementations, supporting scoping, customer engagement, requirements, design, development, and deployment.
- Designed and delivered integrations to critical systems including Slate and PowerFAIDS.
- Supported multiple higher education institutions with Workday Student implementation delivery.

Selected Engagements: Bentley University (Integration Lead) • Wellesley College (Integration Lead) • California College of the Arts (Integration Consultant) • BYU-Idaho / BYU-Hawaii (HCM/FIN Integration Consultant)

### ***Fort Hays State University — Senior Application Developer / Project Manager***

Jan 2010 – Sep 2017 | Hays, KS

- Served as customer-side project manager and technical lead for Workday deployment across Recruiting/Admissions and Finance/HCM/Payroll.
- Coordinated documentation, testing, integrations, and delivery tracking across implementation workstreams.
- Developed and maintained enterprise web applications and data-driven systems using Microsoft and database technologies.

## **Certifications**

Workday Orchestrate for Integrations • Workday Integrations • Workday Advanced Studio • PMP • ITIL

## **Additional Technical Background**

Claude • Microsoft Copilot and Studio • Python • Java • Scala • SQL • Microsoft SQL Server • DB2 • ASP.NET / C# • JavaScript • HTML • CSS • AWS • Google Workspace • Active Directory • SAML

## **Education**

Bachelor of Science, Computer Systems Technology — Kansas State University  
Graduated 2005 | GPA: 3.75/4.00

## **Additional Background**

Social Media Presence for Video Game Repair and Modding • Rotary Club of Hill City, KS — President (2014–2015) • Network Operations Manager supporting 45,000+ customer ISP environment

## **References**

References available upon request.