

The Customer

Bryant University

Industry

Services

Number of Employees

1,300

Key Benefits

- * Improved strategic contributions with real-time, easy-to-use reporting
- * Streamlined benefits open enrollment
- * Enhanced communications and service to employees with online self-service

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Jeana Welshman
Payroll and Human Resource Analyst
Bryant University



Company Profile:

Since 1864, Bryant University has been building the knowledge and character of its students to help them achieve success. Bryant is a student-centered university focused on providing rigorous academic programs that integrate business and liberal arts to develop the skills and critical thinking that are essential to every profession. The College of Arts and Sciences combines a deep understanding of theory with practical skills and marketable experience so students can make a meaningful impact immediately upon graduation. The College of Business offers business specialties with the depth and breadth of a large business school paired with the individual attention found on small college campuses.

The Challenges:

Located in Smithfield, Rhode Island, Bryant University has approximately 1,300 employees who assist in the education of 3,600 full- and part-time undergraduate and graduate students. The school had been using a service bureau that required a significant upgrade. However, before investing in the upgrade, HR leadership investigated other options and then selected UltiPro for its ease-of-use and strategic functionality.

The Solution:

Since going live on UltiPro, Jeana Welshman, payroll and human resource analyst for Bryant University, has found that UltiPro’s business intelligence tools are helping the HR team add value to the organization.

“There is no doubt that UltiPro’s reporting has given human resources a seat at the executive table,” said Welshman. “Our leadership is very pleased at the speed and quality of detailed information we can provide them. I use the reporting every day, and I’m still amazed at the depth of information I can extract about our workforce. We have not seen another solution that provides the reporting capabilities of UltiPro that doesn’t require an IT person.”

Welshman and other members of the HR team create regular reports for management on trends, compliance, and labor metrics that had been either impossible or took days to

assemble before UltiPro. For example, in several minutes, Welshman can determine the real-time dollar value of unused vacation days—part of a regular monthly report she delivers to executives. Before UltiPro, this calculation took approximately a half day to prepare. She also uses UltiPro's reports to model salary increases, help with union labor negotiations, and drill down into manpower costs by department.

Post-benefits enrollment reporting is expedited with UltiPro because Welshman and the HR team have in-house control and can slice and dice benefits information by type, provider, department, or employee. Bryant University leverages UltiPro's online benefits enrollment to enable employees to update their benefits choices from anywhere at any time.

This functionality has shaved off a week of tactical work for Welshman and her group. The university's HR team simply exports a file for benefit providers without data entry—saving time and improving accuracy.

“Our human resources department can spend more time evaluating and managing our total compensation package for employees because we are spending less time keying in benefits changes and handling enrollment forms,” said Welshman.

“With UltiPro, benefits handbooks and open enrollment instructions are on the UltiPro portal for everyone to see, streamlining benefits enrollment for everyone. The portal serves as the university's central repository for business forms, HR news, and all information relevant to employees.”

All employees, including managers, can quickly access information via a Web browser from class room, office, or home. Managers can see paid time-off, job history, or compensation of their staff. Employees can modify their direct deposit selections, update their addresses, or review benefits choices, beneficiary details, and payroll history.

“It's mutually beneficial for management and HR for managers to find information on their own without coming to HR,” said Welshman. “With fewer calls and e-mails to human resources, we have time to spend on more strategic projects.”