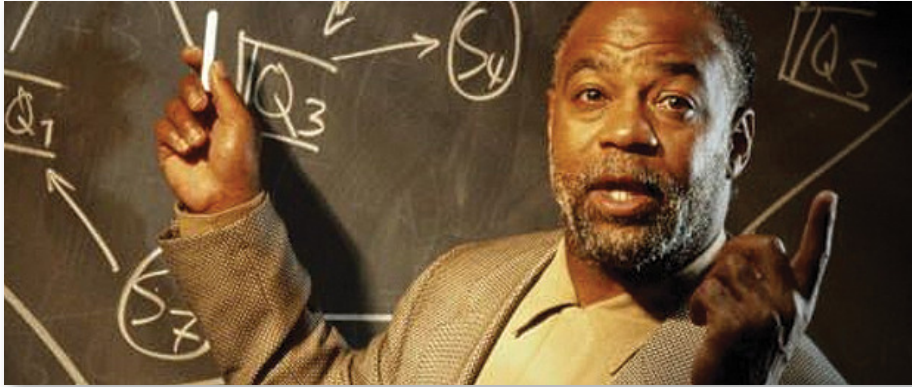


Bryant University

Creates Strategic HCM with UltiPro



Company Profile:

Founded in 1863, Bryant University 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 university's mission is to provide challenging academic programs offered by faculty members who are prominent in their fields; a culturally enriching campus life that encourages personal growth; corporate and business experiences and affiliations; the integration of advanced technology into the curriculum; and the cultivation of a global perspective through course work and student-life activities.

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 payroll 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 HR 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.

Ultimate
SOFTWARE
People first.

The Customer

Bryant University

Industry

Services/Education

Number of Employees

1,300

Key Benefits

- Improved strategic contributions with real-time, easy-to-use business intelligence and reporting
- Streamlined benefits enrollment
- Enhanced communications with Web self-service

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 so employees can 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 HR 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.

"These handbooks and instructions are on the UltiPro portal for everyone to see, streamlining open enrollment for everyone. The portal serves as the university's central repository for business forms, HR news, and all information relevant to our 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 emails to HR, we are now spending on more strategic projects."



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Jeana Welshman
Payroll and Human Resource Analyst
Bryant University

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