

CASE STUDY: BELMONT UNIVERSITY



Problem

Paper based system was tedious, time consuming, wasteful, difficult to report on status, limited access to historical information, difficulty communicating with departments and applicants, improved HR institutions as a whole

A top 5 southern educational institution, Belmont University attracts students from over 25 countries. Finding staff and faculty to service various departments is difficult in of itself; using an antiquated, paper-based process created a tedious, inefficient system that could not keep up with the HR demands. Belmont's human resource executives selected PeopleAdmin's online talent management solution and have radically increased access to new applicants, pertinent historical information and cross-departmental communication, that resulted in a new and improved HR program.

"Our previous process was paper intensive with vast amounts of copying and faxing. Everyone seems to like this process much more. Our provosts and Deans have been very supporting with the entire process,"

*-Dr. Baruzzini,
Belmont University*

Vision

Ranked in the Top 5 in the Regional Universities South category and named for the third year as one of the top "Schools to Watch" by U.S. News & World Report, Belmont University is a fast-growing community of students who come from every state and 25 countries. Committed to being a leader among teaching universities, Belmont brings together the best of liberal arts and professional education in a Christian community of learning and service.

In the summer of 2005, Belmont University purchased PeopleAdmin's Applicant Tracking and Position Management solution. Looking for a combination of configurability, flexibility and room-for-growth, PeopleAdmin was the clear choice. The implementation project started in late August and Belmont was live with both modules in December, 2005. Various departments across the institution adopted PeopleAdmin over time, and by December 2006, Belmont University was successfully using PeopleAdmin for faculty, staff, adjunct faculty and student postings and position description management.

Dr. Deborah Nunn Baruzzini, Director of Organizational Development, said that they received very good feedback from faculty search committees; particularly because using PeopleAdmin is significantly easier and faster than managing a paper based process.

Better Talent

Due to the ease of use and adoption that Belmont experienced with PeopleAdmin's automated solutions, conversations started emerging over possibly automating the paper-based performance evaluation process. Luckily, Belmont University quickly learned that PeopleAdmin provides a full talent management suite, including comprehensive and robust performance management capabilities. "We wanted an integrated, full service approach and were very happy to find that PeopleAdmin offered all of it, including performance management, for a limited budget", said Dr. Baruzzini.

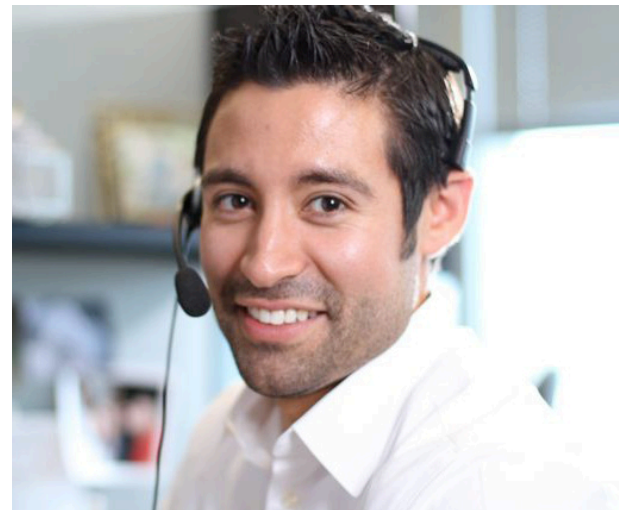
Belmont University successfully implemented PeopleAdmin's Performance Management module in May, 2011. In order to ensure full management/supervisory participation, Belmont's HR team began numerous communications and training sessions very early on in the implementation process. Dr. Baruzzini believes this was essential in rolling out the new process in an organized manner. In order to track results, Dr. Baruzzini and team are using a Zoomerang® survey to collect evaluator/evaluatee feedback in addition to conducting a full audit of the system.

"We are very pleased with the results. We have had better and more consistent participation using the online process than during the past ten years of hard copy process." Belmont University released the performance management system for staff position initially, but we will begin discussions this summer to consider using on a limited basis (perhaps as a pilot) with academic leadership and faculty.

While the new performance management system is currently used for staff positions only, Dr. Baruzzini and team plan to begin discussions to consider using the system for academic leadership and faculty.

Better Future

- Transitioned from a paper based system to a fully automated online talent management suite
- Automated the data delivery & reporting process
- Vast improvement in organizational compliance
- Reduction in liability with access to historical information
- Elimination in soft costs (e.g. data entry, report generation, offer/regret letter processing, application copies, etc.).
- Access to real-time information
- Improved Communication (cross departmental and applicant communication)
- Increased numbers of faculty applicants
- Increased quality of applicants
- Improvement in the level of customer service HR provides institution as a whole



ABOUT PEOPLEADMIN

PeopleAdmin provides web-based Talent Management solutions uniquely designed for Higher Education, Government, and Non-profit organizations; including modules for applicant tracking, position management, and performance management. PeopleAdmin's solutions enable clients to automate and simplify their hiring workflow, improve candidate communication and selection, drive compliance through their process, and improve reporting methods. Delivered through a SaaS (Software-as-a-Service) model, PeopleAdmin solutions are rapidly deployed, easy-to-use and supported through a world-class customer service organization. [For more information visit www.peopleadmin.com](http://www.peopleadmin.com)