BP LOGIX

How to Optimize Processes for Your Higher Ed HR Team with Automated Workflows

The market for top talent among universities and other higher education institutions is competitive to say the least, so it is crucial for human resources teams to concentrate on hiring and retaining the best talent.

That being said, the constant demand of overflowing inboxes and ever-expanding to-do lists prevents HR teams from focusing on more strategic goals like talent management — and the sheer number of processes as well as compliance and audit tracking mandates only add to the complexity.

To take it even further, HR departments are consistently seeing budget cuts. In fact, the average higher ed HR budget is 50-75% lower than other industries. At that rate, investing in upgrading legacy technologies to streamline processes may seem like a low priority.

However, it is quite the opposite — if HR leaders invest strategically in the right technologies, it can actually help lower costs by freeing up teams to focus on the most important things. By dialing in on talent management and employee engagement efforts, institutions will ultimately help attract and retain students as well, which is another important investment.

Focusing on the right things

Many of the key challenges that HR teams face stem from a lack of attention to tasks like recruiting, onboarding and offboarding, ongoing employee support, and other talent management responsibilities. In fact, a survey of 350 HR leaders in the U.S. found that 76 percent of respondents' workplaces are not effectively onboarding their new hires.

An uncoordinated onboarding process — among other talent management and employee engagement processes — can easily lead to productivity loss and low employee morale. So often, however, too much time is spent focusing on administrative tasks, compliance requirements, and an interconnected web of systems that make it difficult to dedicate time to more strategic goals.

Higher education institutions face constant, ever-changing demands, so HR organizations need a way to build tailored processes quickly that are easily adjustable as requirements change. This will allow for more operational efficiency within HR and create a positive journey for employees.

76%
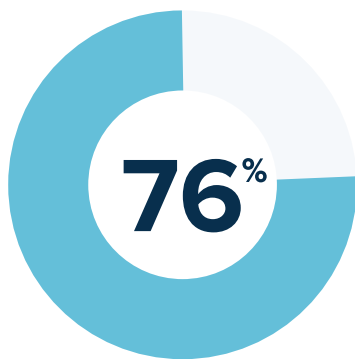
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Using process automation to support HR teams

Frankly, even newer systems that are not specifically designed to handle the complicated workflows of a higher ed HR team often cannot keep up with the demand.

For example, when the University of Wisconsin System switched to a new HRIS system, they had to recreate several hundred forms in a relatively short period of time. These ranged from Candidate Assessment forms, inter-institutional hiring, justification of candidate selection, personnel acquisition requests, and more. Their existing workflow management tools were antiquated and making changes directly to the HRIS system was complex and expensive.

When the University of Wisconsin System deployed the unique capabilities of Process Director from BP Logix, a workflow automation platform tailored to higher education, they were able to quickly and easily build drag and drop workflows that automated processes and provided visibility into existing bottlenecks — even with a limited IT budget and minimal technical resources.

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Process Director connects with a wide range of ERP and HRIS systems on the back end and allows for simple workflow creation and team engagement with an intuitive interface on the front end. The platform is low-code, so it requires less specialized developer knowledge and eliminates hours of coding time. It's so simple that institutions have been able to use students to help build new workflows.
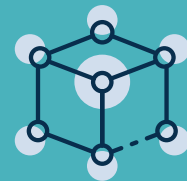
An automated low-code platform is the type of technology higher ed HR teams need to streamline their processes and eliminate complexity from their workflows. Process Director has the necessary capabilities to accomplish this, including:

Easy installation and upgrading

In audit tracking of critical activities

Process modeling for complex processes

Rich integration capabilities that allow for easy coordination among departments

Proactive identification of potential delays and recommended corrective action

More efficient processes results in more efficient teams

Over 10 schools in the University of Wisconsin System have created more than 700 workflows for students, faculty, and staff. With these workflows in place, HR employees have seen a 70% reduction in the time it takes to complete HR processes and 50% more time available for high impact activities like talent management and employee engagement.

When using Process Director, HR leaders no longer have to neglect more critical tasks because they don't have the time to undertake it and lack the tools to automate and track its effectiveness.

With the help of a low-code platform, HR organizations can put more emphasis on strategically engaging employees. In fact, it has translated into improving internal team productivity by 40%+.

Adopting these strategies is the path forward to addressing the unique challenges facing HR teams, improving employee retention, and achieving higher operational efficiency — all without breaking the bank.

+40%

improving internal team productivity by using Process Director

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