Supporting the Mission of the Institution

Modern HR for the Modern Campus

Disruptive forces in higher education are causing competition to heat up. To compete, institutions are striving to differentiate themselves with innovative programs, high-quality student service, and proven outcomes. Core to the success of these initiatives is people – the right faculty and staff to deliver the programs, service, and outcomes that modern students expect.

The War for the Best People Heats Up

It's common knowledge that finding – and retaining – premium talent is no easy feat. There's fierce competition for top tenured faculty and researchers as institutions drive to differentiate their programs. To compensate, many institutions are increasing their use of adjunct faculty to expand programs, increase access, and cut costs.

Higher education HR professionals face additional challenges as well. Their budgets are 50-75% lower on average than other industries, and the cost of staff, which is 45-60% of the institutional cost, is rising faster than institutional revenue. So how do colleges and universities successfully compete for the top talent needed to differentiate their institution and improve academic outcomes?

Modern HR Transformation

According to a study by Aon Hewitt, HR functions in higher ed continue to lag general industry practices, and many institutions lack a clearly defined HR strategy. So for many higher education HR organizations, rationalizing their systems and processes is step one to becoming more strategic and better positioned to support the mission of the institution. And they are looking at modern HR systems to help them attract and retain top people which will allow them to shift their focus from tactical to strategic.

Find, Grow, and Retain Top Talent to Help Students Succeed

Today, truly talent-centric organizations aim to focus on three critical priorities: recruiting talent, developing talent, and retaining the top performers that they have worked so hard to develop. And each of these priorities helps to create a workforce of faculty and staff that deliver the right programs and high quality student experiences that the institution needs to thrive. But being talent-centric requires you to have a better understanding of your overall talent. You need insight into individual performance, strengths, skills gaps, opportunities, and risk.

THE REALITY FOR HIGHER ED CHROS

- HR Budgets 50-75% lower on average than other industries
- Staff account for 45-60% of institutional cost and are rising faster than income
- Adjunct faculty on the rise

HIGHER EDUCATION SURVEY, THE STATE OF HR EFFECTIVENESS
AON HEWITT, 2012

Through better talent insights, you can develop clear succession plans for critical and leadership roles, so that your top performers stay engaged and are put on a path to growth. And by identifying skills gaps in your faculty and staff early, you can choose to either recruit new talent or grow and develop your existing talent to ensure you have the right people in place to meet your institutional goals.

Encourage Faculty and Staff Collaboration

Today, social applications have made it much easier for faculty and staff to connect and build relationships, learn, collaborate, and exchange knowledge in new ways and all through real-time conversations. Modern social applications are driving:

» **Improved Employee Engagement:** A collaborative culture gets people involved helping to create a more engaged workforce and discourages disengagement.

» **Sharing of Institutional Knowledge:** Formal and informal knowledge lives throughout the minds and experiences of your faculty and staff. Effective means of collaboration allows for the sharing and searching of this knowledge more easily.

» **Increased Agility:** With increased competition and advanced technology, work happens at a faster pace and collaboration is a key to your success.

Complete Workforce Insights for Every Campus Leader

If your institution is like most, your data is scattered in many different systems, some in the cloud, some on premise, and some in spreadsheets. As a result, a lot of time is spent on collecting, combining, and preparing the data rather than actually analyzing, understanding, and drawing insights from it.

In today's data-driven world, more and more CHROs and campus leaders are looking to answer complex questions about turnover trends, retention hotspots, and skill loss and cost of turnover. They aren't simply looking for a historical view of what's happened, but the ability to drill down into these questions so that they can gain workforce insights in real-time.

Campus leaders need real-time information to make forward looking decisions such as whether or not an institutional investment in a new area or program has the right people behind it to be successful. And as the workforce continues to evolve with aging populations, shifting demographics, and uncertain funding, this insight becomes even more critical. Not being able to accurately predict how all the moving parts fit together, and where potential problems exist, can make or break an institution. Having an integrated system that gives campus leaders insight into these variables is critical to institutional success.

Easy for Every User on Every Device

Employees bring their consumer experience into the workplace. They want simple and intuitive experiences, focused on quick, task-driven transactions tailored to their role. And they want relevant information at their fingertips. Mobile capabilities enable your faculty and staff to see only what they need so they can get their work done faster. And they can see it all on their computer or mobile device of choice. The result for HR is increased adoption and a more productive, more engaged workforce that can shift their focus to improving outcomes.

WHY ORACLE?

The Oracle HCM Cloud helps your HR organization shift their focus to delivering a high quality student experience that helps improve student satisfaction, retention, and outcomes. With our proven, secure, stable solutions built on industry best practices, you can transform your institution at your pace, adopting technology when, and where, it makes sense for you.

CONNECT WITH US

blogs.oracle.com/oracle

facebook.com/oracle

twitter.com/oracle

oracle.com

FOR MORE INFORMATION
Contact: 1.800.ORACLE1

Hardware and Software, Engineered to Work Together