



## Blackboard Intelligence

# HR

### Key Challenges

- Headcount reporting
- Understanding and improving workforce retention
- Understanding and optimizing correlations between compensation and performance
- Planning for employee attrition
- Information delivery bottlenecks

**Economic pressures and increased accountability are driving every higher-education institution to become more strategic about meeting their workforce needs. Institutions need to recruit well-qualified job candidates, retain and develop high-performing workers, and proactively identify managers and staff in need of training. They need to ensure equitable hiring and rewards practices that foster workforce diversity. With the HR module for Blackboard Intelligence colleges and universities are improving institutional performance through increased information quality, productivity, insights and results.**

The HR module for Blackboard Intelligence provides easy self-service access to key human resources reporting and analytics. By helping institutions to adopt an evidence-based approach to human resource management, we are helping executives, deans, and department heads to make decisions that improve institutional performance.

### Answering the right questions

A robust and sustainable workforce management strategy requires deep insight into hiring practices, costs, and outcomes throughout your institution. Institutional executives, human resource professionals, deans, and department heads need helpful dashboards that provide them with important information at a glance, as well as the ability to investigate opportunities and areas of concern.

With the HR module for Blackboard Intelligence, colleges and universities can easily answer questions like:

- What is the headcount by gender, age band, and other demographic characteristics?
- What are the total expenses and total revenue per employee, by department, by location, and by area of responsibility?
- What are the annual and monthly departmental trends in hiring, terminations, and transfers?
- What departments have high levels of turnovers or terminations?
- Are employee career paths being managed effectively? Are high performing employees being nurtured and retained?
- Are employee pay levels commensurate with performance levels?
- Are goals in diversity hiring and career development being met?
- In what areas are employees nearing retirement eligibility? Are succession and replacement plans adequate?

## KEY HR INFORMATION

### Profile

- Headcount & Full Time Equivalents (FTEs)
- Average Workforce Age, Years of Service
- Male/Female Staffing Ratio
- % of Exempt Employees, % Eligible for Retirement, % High Performers

### Value

- Revenue per FTE
- Operating Expense per FTE

### Mobility

- Internal / External Hire %
- Promotions
- Transfers In / Out
- Demotions, Terminations

### Development

- Average Salary of High Performers vs. Others
- Total Compensation Expense per Employee

### Effectiveness

- Turnover Rate
- Average Days to Fill per Requisition
- Vacancy Rate

### Key Dimensions

- Age Band / FTW Band / Years in Position / Years of Service Bands
- Calendar
- Employee / Employee Status / Employment Category / Job Code
- Department / Location
- Date of: Initial Hire / Job Hire / Termination
- Performance Rating
- Reason for Suspension

## Building Trust

Many institutions struggle to provide their human resources department with easy access to the reporting and analysis capabilities necessary for monitoring performance and thinking strategically. ERP systems often do not provide adequate reporting, and so many human resource professionals must rely on reporting help from IT. Others attempt to meet their information needs by developing spreadsheets and shadow systems, but these often lead to contradictory results.

HR for Blackboard intelligence helps human resource professionals by efficiently providing self-service access to actionable information for effective human resource management and workforce-related decisions. It eases the reporting burden placed on IT departments and increases trust by providing a single source of reliable information.

## Increasing Workforce Productivity

HR for Blackboard Intelligence replaces disparate (and sometimes contradictory) reports and spreadsheets with a pre-packaged dimensional data warehouse, complete with data integration with leading ERP systems, including solutions from Oracle (PeopleSoft) and Ellucian (Banner & Colleague). The Blackboard Intelligence data warehouse uses centralized business logic to transform Financial ERP data into actionable information, including a library of derived data dimensions, metrics, pre-defined reports and more.

Blackboard Intelligence enables executives, deans, and department heads to independently explore HR-related information on their own. They can ask questions about the data by simply clicking on a performance metric and one or more dimensional attributes of HR data model. If workforce-related questions arise during a cabinet or department planning meeting, answers no longer have to take days. Using Blackboard Intelligence, decision-making becomes more efficient and responsive, as questions can be asked and answered on the spot, and in a matter of minutes.

## Blackboard Intelligence

Blackboard Intelligence is a set of packaged data warehouse, analytics, and reporting applications including modules for Blackboard Learn (Analytics for Learn), Student Management, Finance, HR, and Advancement. Blackboard Intelligence integrates with leading ERP systems, enabling institutions of higher education to stand up a robust dimensional data warehouse in a matter of months, not years. It improves institutional performance through increased information quality, productivity, insights and results.

**For more information, visit [blackboard.com/analytics](http://blackboard.com/analytics)**



### Analytics for Learn

Analytics for Learn offers unparalleled access to current data about learning activities – enabling administrators, instructional designers, instructors, and students to align what happens in the classroom with your institution's retention and graduation goals.



### Student Management

With self-service access to student data, you can make significant improvements to your recruiting strategies and create proactive retention plans. Find out exactly what's working and what needs to be improved at every stage of the student life cycle.



### Finance

Gain quick, self-service access to financial reporting and user-friendly analytics that go beyond the basics. Monitor your remaining budget, assess retention impacts on budget, facilitate reporting, manage encumbrances, conduct trend analyses, and more.



### HR

With the HR module for Blackboard Intelligence, you'll have self-service access to the reliable information you need to help make significant improvements in all aspects of human resources management and planning—from hiring practices to attrition.



### Advancement

Make informed decisions and focus your advancement efforts. Who are your top 50 contributors? Which gift officers are exceeding their fundraising targets? Which campaigns have been the more effective? Get the answers to these questions and more with Blackboard Intelligence.

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