QUICK SURVEY RESULTS
Human Resources Software
May 4, 2023

A total of 18 colleges/districts responded to ICCTA's Quick Survey on HUMAN RESOURCES SOFTWARE.

What software is utilized by your Human Resources Department?
Please feel free to share any comments, suggestions, criticisms about this software.

Danville Area Community College
DACC utilizes Colleague for our payroll/HRIS system. PeopleAdmin is used for our recruiting/hiring software.

Elgin Community College
ECC uses Colleague for employee data, eTime for Time and Attendance, and eTalent for Applicant Tracking, Onboarding, Performance, and Learning Management, and Informer 5 for HR reports.

Comments/criticisms
A. Colleague dominates the Academic space because of its student-based functionality. It is not a great HRIS but it is sufficient.
B. eTime is owned by Workforce software and it is used by payroll. It houses our leave plan information. The software is adequate but I think there may be better offerings out there.
C. eTalent is a very good suite with good functionality. The support is very good and the software is easy to use.
D. Informer 5 is not very intuitive and is very technical. I would want a reporting tool that is user-friendly and good for non-technical users.

Heartland Community College
Heartland Community College currently uses PeopleSoft as its HRIS/Payroll system. There are multiple other software/subscription solutions used to carry out various Human Resources functions. Some examples include NeoEd, Vector Solutions, HireRight, LinkedIn Learning, Maxwell Health, etc.

Illinois Valley Community College
Ellucian-Colleague

Comments/criticisms
No criticisms to note

John A. Logan College
JALC is currently in the process of implementing the Paycor HR & Payroll Solution Software for the HR Department.

Joliet Junior College
Workday

Kankakee Community College
Kankakee Community College uses Ellucian Colleague, Survey Monkey, NEOGOV for applicant tracking, and Adobe Acrobat Sign subscription to sign/route documents. We also use Principal's E-Benefits for benefits enrollment.

Kaskaskia College
Ellucian/Datatel for payroll processing, leave plans, benefit/deductions.
Custom in house for applicant tracking
EASE for benefit enrollment.

College of Lake County
- ERP (HRIS) is currently PeopleSoft and the College will be transitioning to Workday on January 1, 2025.
- Electronic File Storage System (including employee files) is ImageNow.
- Applicant Tracking System (ATS) is currently PeopleAdmin and the College will be transitioning to Workday on January 1, 2025.
- Learning Management System (LMS) is Canvas.
- Professional Development/Learning Course Registration Tool is Destiny One.
- Compliance Training Vendor is Vector Solutions.
- Performance Evaluation was Qualtrics and the College will likely be transitioning to Workday on January 1, 2025.
- Benefits Portal (public) through our health and welfare broker (Alliant Services) is Touchpoint.
- We have shared common electronic file folders for the HR department use in Microsoft Teams.
- We use our intranet site for communications and information access for employees such as policies, procedures, union contracts, announcements, celebrations, calendar, governance, employee resource groups. This was built from a provided shell and maintained in Microsoft SharePoint.

  Comments/criticisms
  - My understanding is that Oracle will stop supporting PeopleSoft in 2033.
  - I recommend a cloud-based platform that has as much embedded functionality as possible for a more seamless employee experience.
  - Teams works fine for shared files.
  - SharePoint rocks as an intranet!

Lake Land College
Colleague, NeoEd, and Etrieve.

  Comments/criticisms
  Colleague is very clunky and hard for a new employee to learn.

Moraine Valley Community College
Moraine Valley Community College's Human Resources department uses Ellucian Colleague as its HRIS. HR also uses PeopleAdmin as its applicant tracking system, VectorSolutions as its online training platform, and Employee Navigator as its online benefits enrollment system.

Morton College
HR utilizes the Colleague platform to store and extract employee data, demographics, job history, wages, hire dates, movement in the college, etc. The system is compatible with our recruitment platform – PeopleAdmin.

  Comments/criticisms
  HR finds the system user friendly. It is part of the Ellucian network so there are trainings, webinars and a point of contact if we were to run into issues.

Oakton College
Ellucian Banner, Hirezon ATS, Adobe, Microsoft Office, OnBase Document Imaging

  Comments/criticisms
  The challenges we have with Banner is that it is not intuitive and it is not always user friendly. To make it somewhat friendly, it has to be customized to the users' needs which makes it more difficult to use.
  Hirezon ATS doesn't speak to our Banner system. So we can't integrate candidate applicants into employee records.

Prairie State College
Human Resources utilizes Ellucian (Colleague) as the entire institution uses this ERP system. Human Resources also utilizes PeopleAdmin for applicant tracking of resumes, employee records for new hire paperwork, and position management.

  Comments/criticisms
  Prairie State College's Human Resources department is pleased with the PeopleAdmin software.

<u>Sauk Valley Community College</u>
Sauk Valley Community College uses the Banner HR module and several other programs to meet our HR electronic needs. We would be very interested in learning what other colleges are using as these programs are not a HRIS system.

Comments/criticisms
It is difficult for our HR department to know which system to access for needed information. Banner will not communicate with our benefit providers, so we must enter participant information into each benefit provider portal.

<u>South Suburban College</u>
Colleague, NeoEd, Safe Colleges

<u>Triton College</u>
Ellucian-Colleague

<u>William Rainey Harper College</u>
At Harper College, we use Oracle Fusion for our Human Resources Department.

Comments/criticisms
Harper has been a long time user of Oracle, but only since 2021 have we used Fusion. This is a SaaS solution, we have had to retrain out brains to think about processes. We are very excited that we have begun another implementation of modules that were not implemented in the first tranche. We have found that working with consultants has become a requirement, thus an additional expense. The additional modules are adding increased abilities to all users and streamlining our processed. The little work it creates in the beginning will have a huge pay off in the end. There is so much more that we will be able to do!

For more information, please contact:
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