



NEOED

HOW NEOED HELPS

HR AND I.T.

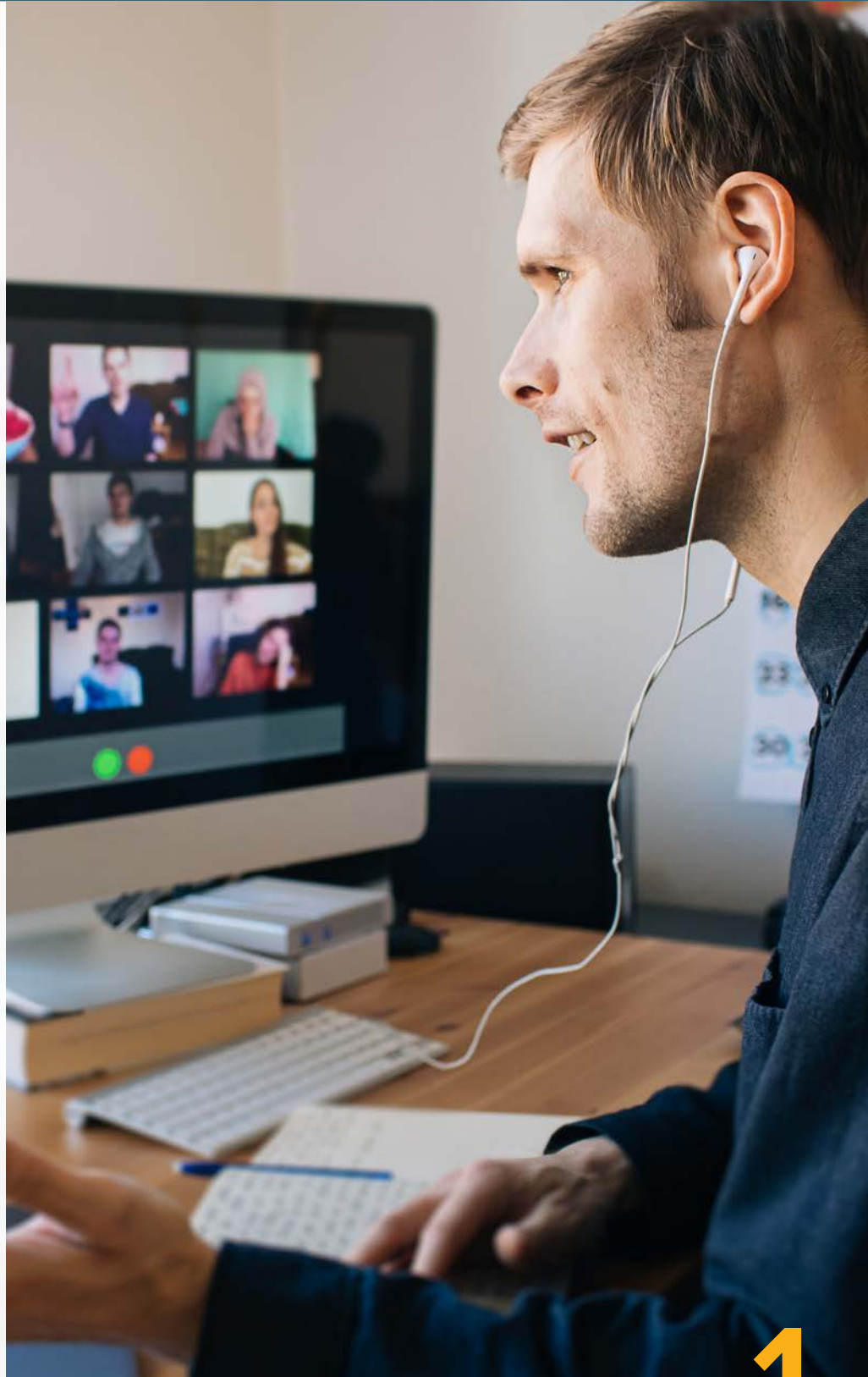
SUPPORT A HYBRID

EDUCATION WORKFORCE

THE TIME FOR MODERNIZATION IS NOW

It's never been more apparent than it is now that technology needs to be modernized to keep organizations running in the face of a crisis, and IT should be leading that charge. According to a recent report from Gartner, **the “responsibility for workforce digital dexterity lies with the IT organization,” and taking ownership of that responsibility “can deliver unparalleled value back to the organization.”** In this new era, IT is not simply along for the ride when it comes to HR software decisions, but instead must be a leader in effecting positive change.

By weighing in early on critical decisions relating to managing workforces digitally and remotely, you can guide HR's path to digital transformation swiftly and efficiently, setting the entire organization up for success.



IT STARTS WITH HR

Whether it's another public health crisis, a natural disaster, or some other unforeseen event that looms, people must be prepared to do their jobs from anywhere. For IT leaders, that means a focus on technology that supports the department responsible for the effectiveness and wellness of the entire organization – human resources.

Every aspect of HR's role that was previously done in the office must now be done from the cloud. Whether it's enabling a better remote feedback loop between managers and employees, recruiting for key faculty positions, or providing learning and certification opportunities online, HR is responsible for supporting the entire employee journey.



BUILT FOR EDUCATION HR TEAMS

Our products are made up of three modules -- Recruit, Develop, and Manage. Each module supports all aspects of the employee lifecycle, while ensuring the highest standards of compliance.

Education HR professionals are bound by precisely defined processes and compliance requirements different from other organizations, so it's critical to choose software with functionality that supports them. NEOED was built from the ground up with the education in mind, so there's no need for additional development to accommodate education HR's specific processes.

PLATFORM HIGHLIGHTS

- Move HR's collective resources to the cloud using a Software as a Service (SaaS) platform that's **always the latest version**
- Provide a **digital employee support system** with onboarding, check-ins and reviews, administrative requests, assigning training, and more
- **Digitize the recruitment and hiring process** with online applications, interview scheduling by email or text messaging, sending electronic offer letters, and rich analytics
- Support all employees across the organization with a **highly secure self-service portal** where they can complete timecards, submit leave, and elect benefits online
- Empower HR to administer and manage payroll, benefits, and time and attendance in a **single, centralized system**
- Manage and track performance appraisals for faculty and staff with the ability to **facilitate 360 reviews**.



BENEFITS OF NEOED FOR I.T.

At NEOED, we are aware of the paramount role IT plays in deploying new technology and processes within an organization. That's why we're committed to making the NEOED experience just as beneficial for you as it is for HR.

NEOED's SaaS platform won't disproportionately impact the IT team. The need to update software, maintain security protocols and certification standards, and bug testing will not increase as a result of moving to NEOED's products because we handle all of that from our side, effectively becoming an extension of your team.

Plus, NEOED's tools are intuitive and easy to use regardless of the employee's technical skill set. When there's an issue, they call our customer support department and speak with a live person -- meaning you won't be inundated with troubleshooting requests.

*"I consider the NEOED staff as **part of my team**, helping me provide the best experience for our applicants and employees."*

KRISTA DEUR, HOPE COLLEGE

HOW NEOED ADDRESSES I.T.'S NEEDS

IT CONCERN

NEOED SOLUTION

Overall Management of Processes

SaaS Platform -- Infrastructure completely cloud-based & managed by NEOED; background checks & security training are mandatory for NEOED staff; sensitive/ PII data not available to NEOED staff

Compliance

SOC2 Type II 5 Principles certified; NIST 800.53 Low certified

Updates & Fixes

NEOED updates are handled by the NEOED team – IT is hands-off and can rest assured everything is being handled; internal and external security scans weekly; automatic patches released monthly; third-party penetration test annually; ongoing Bug Bounty program

Servers & Security

Information stored on servers within FISMA-certified data centers in the U.S. (California & Virginia); all data encrypted at rest and in transit, with up-to-date ciphers; NEOED acts as a processor but does not claim ownership of agency's data

Ease of Use & Access

SAML 2.0 ready for single sign-on from anywhere; configurable role-based access and permissions within product; user password expiration date customization (default 6 mos.); easy to use, whether you're an IT pro or a novice in another department

Integrations

Integration-friendly -- NEOED has pre-built connectors for most leading HR solutions and provides a straightforward API that can be leveraged for others

Implementation

A dedicated implementation consultant works directly with stakeholders to determine timeline, requirements, and parties responsible

Support

Phone and email support is available 5 days a week

I.T. DEPARTMENT-MINDED IMPLEMENTATION

Oftentimes after purchase, vendors provide a basic, one-time overview of the software with limited interaction. We realize this can sometimes make for an undue burden on the IT department. With NEOED, our team of skilled Product Implementation Consultants – many of whom are former education HR professionals – are here to help HR configure, train, and deploy our products. Each organization is assigned an Implementation Consultant, who holds HR's hand during the process, including a rigorous testing period to ensure functionality, security, and that the experience meets the organization's expectations. After implementation, live agents are always available for user support Monday through Friday during business hours.



CONNECT YOUR EXISTING SYSTEMS WITH EASE

NEOED is designed to fit seamlessly into your existing architecture. Powerful pre-built integrations and an open API make it easy to plug in whatever you're already using so you can share data across all of HR and finance's systems. NEOED's vibrant partner ecosystem already includes many of the education's most popular tools including background check providers, assessment solutions, other HRIS systems, and more.

HUNDREDS OF EDUCATIONAL INSTITUTIONS TRUST NEOED



NEOED is the leading provider of a comprehensive human capital management solution for educational institutions. Dedicated to supporting the complex needs and compliance requirements of education HR teams, NEOED's suite of three integrated modules – Recruit, Develop, and Manage – provide a centralized platform for managing the entire employee lifecycle. NEOED is a division of NEOGOV, which was founded in 2001 and serves over 6,000 public sector organizations. More information at www.neoed.com.

300+
Schools & Colleges

350,000+
Employees Supported

20
Years of Experience

NEOED

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