

Modern Medicine



About the Company

Health professionals fill critical needs in their communities, and Salus University is a top provider of professional and graduate degree and certificate programs to more than 1,200 students, both on-campus and around the globe. In addition to educating students, Salus also plays a critical role in the greater Philadelphia community, running local clinics that provide vision, hearing and speech-language pathology services. Following through on these commitments to both students and the community requires top talent in faculty and staff positions.



Salus University features both on-campus and distance learning programs with current students residing in 30 different countries.

The Problem

In order for Salus to continue finding and hiring the best employees, they needed to modernize recruiting and onboarding. Manual, paper-based processes stopped them from posting new positions in a timely fashion.

"When a hiring manager used to post a position, it would be a blue form that literally went from department to department for signatures, and could take weeks for it to finally get to me. Now they're able to go into ClearCompany and I approve the requisition and it's posted usually within a couple of days"

And, once hired, new employees spent valuable time completing a raft of mandatory paperwork, instead of getting to know their colleagues, learning their new role, and making immediate contributions to further Salus University's mission.



"The biggest win was to eliminate all the paperwork that employees have to do on the first day. It helps them get prepared beforehand and think of questions to bring on the first day. It also saves time on our end so that we do not have to sit here and do the onboarding with them."



Lindsey Cardillo
HRIS Administrator



The Solution

To bring their recruiting and onboarding processes up to speed, Salus University chose ClearCompany's leading-edge Talent Acquisition suite. Starting with paperless, online onboarding, the HR team at Salus immediately saved time and effort, while offering new hires a convenient and intuitive way to complete critical forms before day one.

"We're able to push over all the new hire information directly to their ADP profile, whereas beforehand I was manually entering it. It has saved time and helped eliminate errors. Those were really the biggest benefits."

Next, they implemented advanced recruiting tools that allowed them to quickly post positions and accelerate the hiring process. Key features like Talent Communities, which allowed them to easily recruit from their database of previous applicants, and Candidate Sharing allowed them to find top talent faster and shift candidates between requisitions to match the best people with available positions. Best of all, ClearCompany's industry-leading integration with ADP created a seamless connection between Salus' talent acquisition and payroll platforms.



ClearCompany regularly updates critical state and federal onboarding forms, and the comprehensive integration between ClearCompany and ADP allows clients to instantly create reports on data from multiple systems.

The ClearCompany Difference

"We're proud to help Salus University hire and onboard the best faculty and staff. Salus students dedicate their careers to improving the well-being of others, and ClearCompany is dedicated to helping all organizations recruit, ramp, recognize, and retain top talent."



Christine Rose

Chief Customer Officer,
ClearCompany

The Results

With ClearCompany, Salus University has crafted a modern, efficient recruiting and onboarding process, with benefits that extend far beyond Human Resources. Hiring managers now have deeper involvement with requisition creation, working directly in the ClearCompany platform.

"Every year we have to do an affirmative action plan. It tells us how many candidates we have, their race, their gender, things like that. I remember the last two years. It was a struggle to get all that information. [Our CSM] worked with us very closely and this year we were able to do it within seconds of running the report. That has saved us a ton of time."

Salus can more easily meet compliance requirements with robust reporting features that put critical EEO data right at HR administrators' fingertips. And all of these tools, features, and services are supported by ClearCompany's award-winning customer service.



"Sharing candidates from one requisition to another is very convenient. We had one position open and they received a lot of great candidates and the same position just opened again while the other one is still open. We're able to move candidates around as needed, which is really great."



Lindsey Cardillo

HRIS Administrator

