

# Collin College Saves \$100,000 Creating HR Applications Using Caspio



Collin College serves nearly 52,000 students annually and offers more than 100 degrees and certificates in a wide range of disciplines, providing customized training and work force development. In addition to serving students across seven campuses in north Texas, the Human Resources department at Collin College also manages programs for over 2,000 faculty members and an additional 3,300 students in partnership with ten surrounding universities.

## Industry

Education

## Challenge

The Human Resources department at Collin College was preparing for an accreditation review and needed a system that could manage all faculty credentials and transcript information. With the accreditation date drawing closer, the department began searching for a solution that could be rolled out within a few weeks.

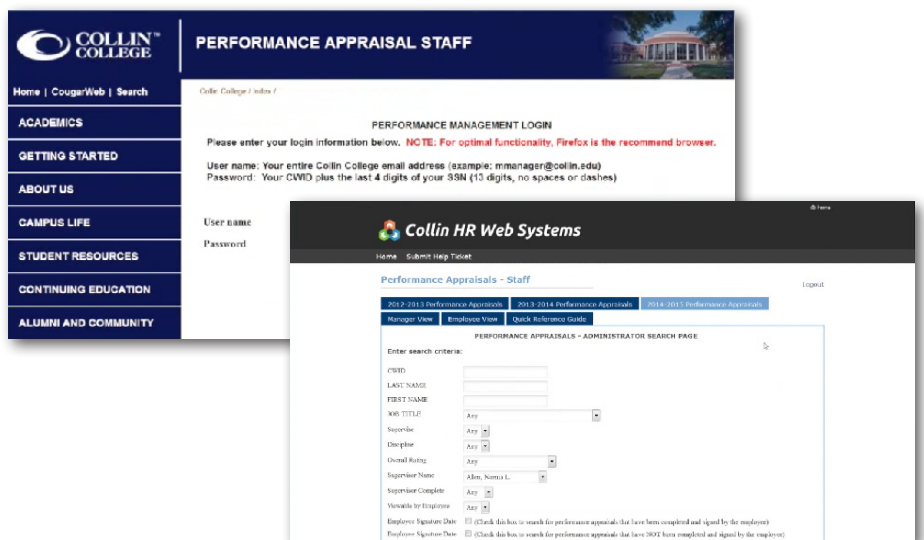
## Solution

Norma Allen, Vice President of Human Resources of Collin College, discovered Caspio at two o'clock in the morning and quickly built the core features overnight. The power and flexibility of Caspio made it easy to build and deploy the application without acquiring third-party software or expensive developers. Collin College saved an estimated \$100,000 using Caspio for their first application, and has since built over 20 custom applications heavily utilized across the department.

## A Surprise Overnight Success

In preparation for their 10-year accreditation review, Collin College needed a searchable database system to manage all faculty credentials and transcript information. However, the software system they planned to implement fell short on key functionality and many of the features failed to perform as promised.

With the accreditation review only four weeks away, Norma Allen, Vice President of Human Resources, started looking for a more suitable database system that could be rolled out in a short time. Allen started searching the web and found Caspio at two o'clock in the morning. She quickly opened a free trial and got to work – building all the core functionality overnight.



Collin College human resources applications powered by Caspio.

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Empowered by Caspio's rapid application development tools, Allen demonstrated the system to the team on the very next day. "When I came back in the morning, I was so excited to share the application to some of my colleagues," Allen says. "To their surprise, they set up a demo with the entire team, and the rest is history from there."

Using Caspio, Collin College implemented the faculty credential system ahead of schedule. Within two weeks, the application launched and was running flawlessly. Allen estimates that Collin College saved an estimated \$100,000 on their first project using Caspio.

### Less Reliance on Third-Party Software

Collin College soon expanded its use of Caspio by replacing their third-party performance management and recruiting system. The overly-complex system was not user-friendly and couldn't be customized to adapt to their internal processes.

With the recent success of the Caspio-powered faculty credential system, Allen and her team negotiated their way out of using the performance management software. According to Allen, "We knew that it would be easy enough for us to build a better system using Caspio."

Caspio's customer support and training videos helped Allen to build and deploy the performance management application quickly, saving the college over \$20,000 per year. Meanwhile, the IT department was able to focus on other mission-critical duties. "We don't have to try to articulate and explain to an IT programmer what we need," Allen says. "With Caspio, it's a great time-saver for us to create the application ourselves."

### Maintaining FERPA Compliance

The Human Resources department went on to build over 20 additional custom applications to simplify operations, including vacation management, compensation tracking, disciplinary and

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**Norma Allen**, Vice President of Human Resources, Collin College



appeal processes, employee training systems, and various HR approval workflows.

Collin College built their applications on Caspio's Compliance Edition in order to maintain compliance with the Family Educational Rights and Privacy Act (FERPA). The Compliance Edition provides special account security policies and procedures to protect the privacy and personal information of students and faculty.

Today, Collin College is still automating operations with Caspio, with a long list of upcoming projects to streamline complex processes such as school board policies, tracking for the Affordable Care Act, and an online employee handbook.

"Caspio is a powerful and flexible tool that allows us to create custom applications to tackle major operational challenges and projects that are otherwise left undone," Allen says.

Caspio has a proven track record of enabling its customers to save significant time and money while enjoying quick project turnarounds. To learn more about Caspio's education solutions for universities, colleges, and research institutions, visit <https://www.caspio.com/education/>.

### About Caspio, Inc.

As a leader in cloud database and platform-as-a-service technology, Caspio ([www.caspio.com](http://www.caspio.com)) helps organizations shrink the development time of custom business applications from weeks to hours, and from thousands of dollars to a small monthly fee. Caspio's low-code platform powers applications for thousands of customers including Fortune-500 companies, America's largest newspaper websites, educational institutions, government agencies, nonprofits, and healthcare organizations around the world.

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