



Buchanan Ingersoll & Rooney PC Streamlines Talent Management with vi by Aderant

For law firms, talent is everything. But behind every successful attorney is an intricate ecosystem of recruiting, onboarding, evaluations, and people management that keeps the firm operating at its highest level. For Buchanan Ingersoll & Rooney PC, a national law firm headquartered in Pittsburgh with offices across the United States, ensuring those processes run smoothly has become a critical business priority.

To support that mission, Buchanan Ingersoll & Rooney turned to vi by Aderant, leveraging the platform to modernize and simplify its evaluation and talent management processes across both attorneys and business professionals.

A Need for Simplicity in a Complex HR Environment

Like many law firms, Buchanan Ingersoll & Rooney faced the challenge of managing multiple disconnected HR and talent systems. According to Dina Vickers, manager of HRIS/HR operations at Buchanan Ingersoll & Rooney, the firm had historically relied on different platforms for payroll, HRIS, recruiting, and evaluations.

While the firm consolidated several functions into UKG for payroll, HR, timekeeping, recruiting, and onboarding, there remained a gap when it came to the specialized evaluation and talent management needs of a legal organization. The firm needed a platform capable of supporting the nuanced requirements of both legal and non-legal evaluations without forcing HR teams into cumbersome workarounds.

Why Buchanan Ingersoll & Rooney Chose vi by Aderant

Buchanan Ingersoll & Rooney had already been familiar with the Aderant ecosystem, having used the legacy vi Desktop platform for years. When the opportunity arose to upgrade to vi by Aderant, the firm evaluated competing solutions, including capabilities available within its existing HRIS platform.

"It was everything we needed because we were looking for a solution that delivered functionality and fit," said Vickers.
"We really like the solicitations, the feedback, the self-eval, and everything contained within that one system."



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Unlike broader HR platforms that required customization and operational workarounds, vi by Aderant delivered the specialized workflows the firm needed out of the box for both attorneys and business professionals.

“We chose to do the upgrade because we did not have to make all these workarounds with vi,” Vickers added. **“The platform gave us the functionality we needed without forcing our teams to change the way they work.”**

A Seamless Six-Week Implementation

Technology implementations in large organizations are rarely simple, particularly within law firms where workflows are highly specialized, and operational continuity is critical.

But for Buchanan Ingersoll & Rooney, the deployment experience with vi by Aderant exceeded expectations.

“That integration was probably the best experience I’ve ever been involved with doing an upgrade or an install,” said Vickers. **“The vi by Aderant team was remarkable, very kind, very patient, very knowledgeable, very helpful.”**

Beyond the implementation itself, Vickers emphasized the responsiveness of the Aderant support organization as one of the platform’s most valuable differentiators.



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“The response time from the support team has been phenomenal,” Vickers explained. “If we say, ‘Classic did this and we’re not finding it in vi,’ they provide a workaround and often add it into the next patch fix. We can’t say enough great things about the experience.”

Driving Better Experiences Across the Employee Lifecycle

For Buchanan Ingersoll & Rooney, talent management extends far beyond evaluations. The firm takes a holistic approach to employee experience, from a candidate’s first interaction with a job posting to long-term career growth within the organization. By consolidating critical evaluation and talent workflows into vi by Aderant, the firm has created a more connected, efficient, and consistent experience for employees across the organization.

More than an evaluation platform, vi by Aderant has become an important part of Buchanan Ingersoll & Rooney’s broader talent management strategy. By streamlining evaluations, improving operational efficiency, and delivering responsive support, the platform has enabled the HR team to focus on creating exceptional experiences for the people who power the firm.

The screenshot displays the viByAderant Performance Management interface. The top navigation bar is blue with the viByAderant logo on the left, 'PERFORMANCE MANAGEMENT' in the center, and a user profile 'Attorney' on the right. A sidebar on the left lists navigation options: '2025-2026 ANNUAL PERFORMANCE...', 'Practice Skills', 'Management Skills', 'Client Skills', 'Firm-Building Skills', and 'Final Points' (which is highlighted). The main content area is titled 'EMPLOYEE Attorney Self Assessment' and includes a 'View REPORTS' button. Under the 'Final Points' section, there are two 'Self Assessment' prompts. The first prompt, 'Areas of particular strength', has a text box containing the response: 'This year has been a big focus on improving my skills and growing my book of business. I have worked very hard to improve communication skills as that was a area of improvement from last year.' The second prompt, 'Types of work I hope to seek before the next review period', has a text box containing the response: 'I would like more client facing working, and I have developed these skills I would like to put them to work.' At the bottom of the form, there is a 'Form Not Saved' warning and a row of buttons: '< PREV', 'SAVE', 'SAVE AND CLOSE', 'SAVE AND REVIEW', 'X EXIT', and a green 'SUBMIT' button.

“It just works great for us,” Vickers said. “We found everything that we needed for both the legal and business professional side within that one system.”