



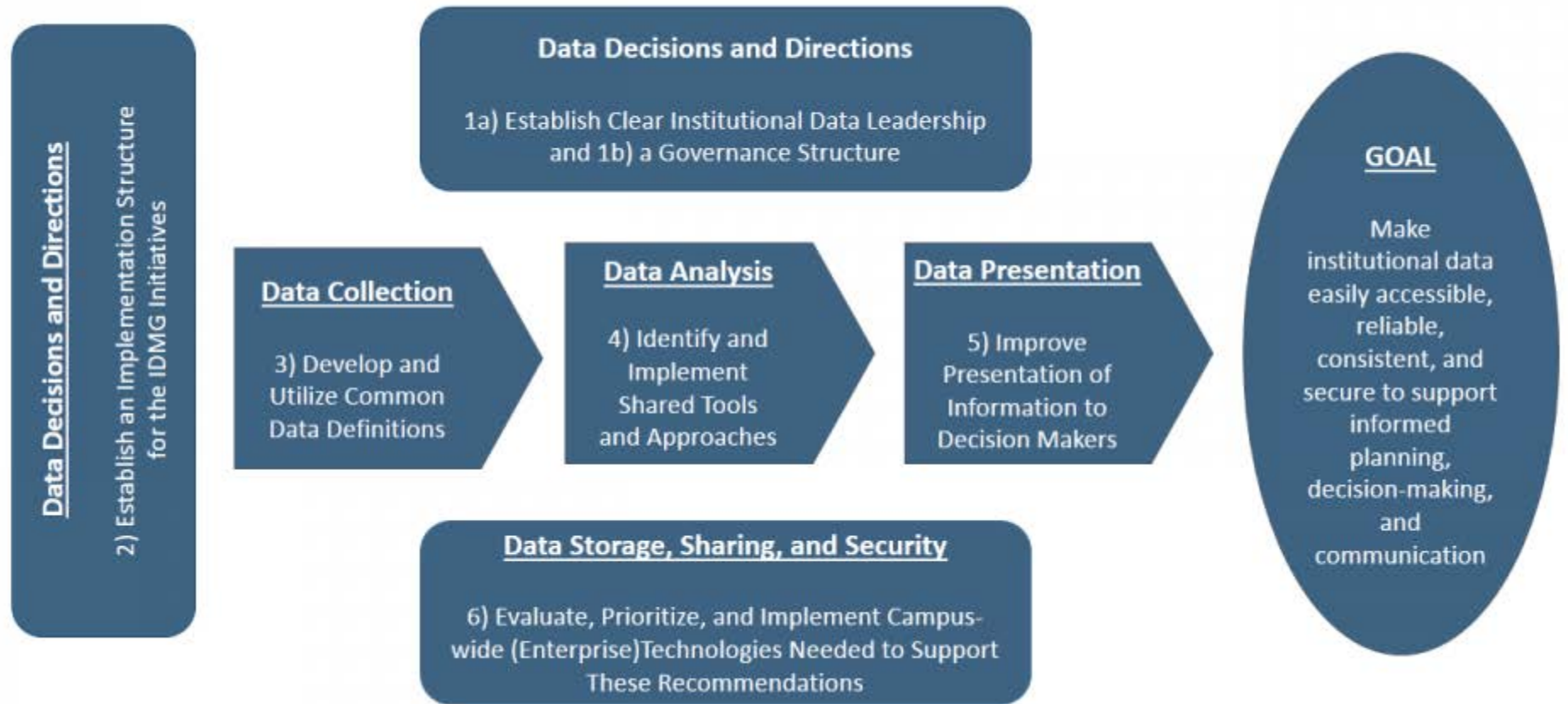
Using Cal Answers to Inform Academic & Campus Decision Support

AFLG
10.7.13

Supporting the Berkeley Campus with the Old Data Landscape...

- Too many answers to the same question
- Data silos
- Basic data that's too hard to get to
- Complex analyses are too labor intensive

IDMG Roadmap Recommendations



Now we have a clearer view of what the campus delivers and how students are doing using **Cal Answers** ...

- Key Metrics
 - *Grad Retention Reports*
- Getting On The Same (Data) Page
 - *Curriculum Dashboards*
- Comparisons and Context
 - *Procure to Pay (On Contract & Off)*
- One Question, One Answer
 - *Human Resource Census*

Building Cal Answers



Cal Answers Dashboards

Registered Student Census Counts
By Term, Level, and Unit

Year & Term
2013 Spring;201

Census Counts

Select Data View:

		Student Census Headcounts			
		2011 Fall	2012 Spring	2012 Fall	2013 Spring
Student Level	Campus Unit				
U	All	25,885	25,277	25,774	25,181
G	All	10,257	9,764	10,125	9,610
Grand Total		36,142	35,041	35,899	34,791

- Overview page with links to training documentation
- Ability to filter responses
- Drill down for detail
- Download results (e.g., excel, pdf, power point)

- <http://calanswers.berkeley.edu/training> (resources for self review)
- calanswers-help@berkeley.edu (helpdesk)
- **Sign up for Office Hours with an Analyst at the training site above!**

Key Metrics

Graduation Rates & Retention Dashboards

Cal Answers in Practice: Graduation & Retention Dashboard

Overview UG Retention **UG Grad Rates**

Undergraduate Cohort Graduation Counts
By Entering Term, Entry Type, Gender, and Ethnicity

Year & Term: 2006 Fall;2005 F
 Entry Type: New Freshmen
 Gender: (All Column Valu...
 Residency: (All Column Valu...

4-Value Ethnicity
 9-Value Ethnicity
 16-Value Ethnicity

Apply Reset

Undergraduate Cohort Graduation Data

Select Data View: Running Sum Headcount % Table

Undergraduate Entry Cohorts (Running Sum by Cohort):						
	2001 Fall	2002 Fall	2003 Fall	2004 Fall	2005 Fall	2006 Fall
Pct Undergrads Graduating In:						
2 Yrs or Less	0.1%	0.1%	0.0%	0.1%	0.2%	0.2%
2.5 or 3 Yrs	3.0%	2.6%	2.5%	3.0%	3.0%	2.9%
3.5 or 4 Yrs	60.9%	63.8%	66.3%	68.8%	71.0%	71.0%
4.5 or 5 Yrs	84.5%	86.3%	87.5%	88.6%	87.7%	88.1%
5.5 or 6 Yrs	88.1%	89.6%	90.2%	91.1%	90.5%	90.7%
More Than 6 Yrs	91.5%	92.1%	92.0%	92.7%	91.7%	
Not Graduated	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

(Note: If you select one of the running sum data views for this table, the "Not Graduated" values will always equal the Grand Total row, since it's the the table. If you want to see the actual percentage of "Not Graduated" students, then select one of the regular headcount data views, rather than sum.)

- Can disaggregate by race/ethnicity, entry status (i.e., new freshman or transfer), gender, and residency

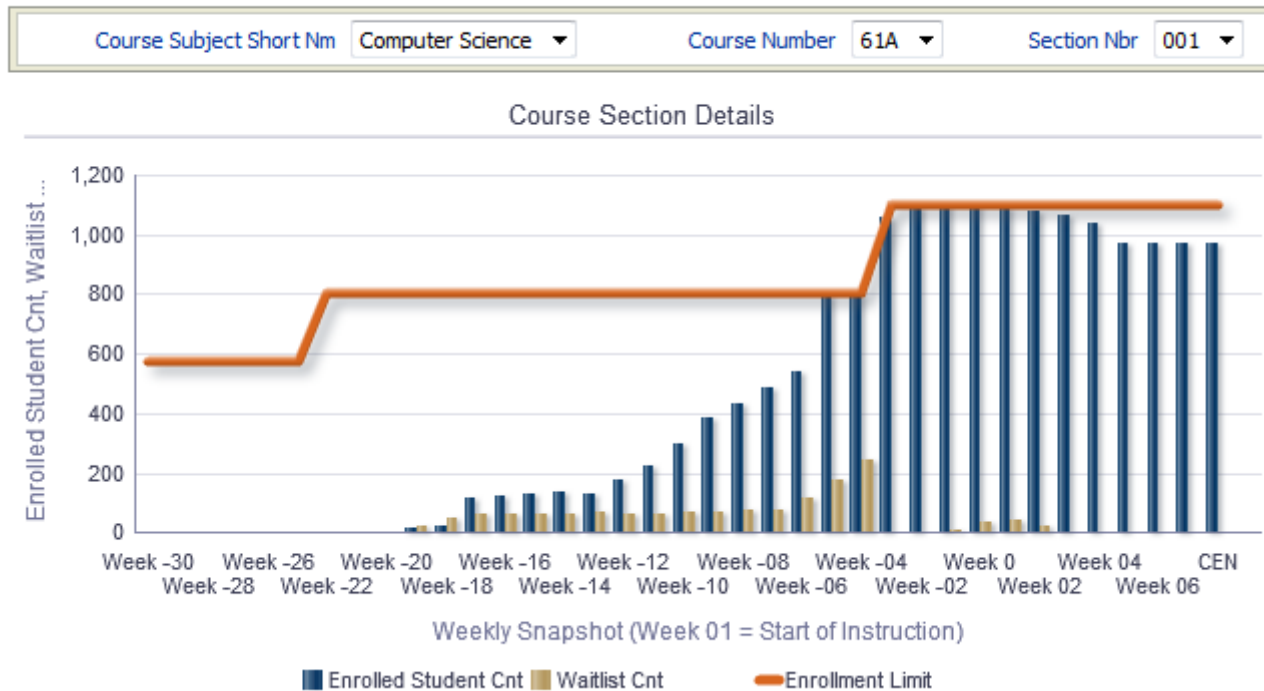
- Cal Answers Graduation & Retention data critical for WASC reaccreditation review

Getting on the Same (Data) Page

Curriculum Dashboards

Cal Answers in Practice: Curriculum Dashboards (Weekly Enrollment Tracking)

Class Tracking - Graph

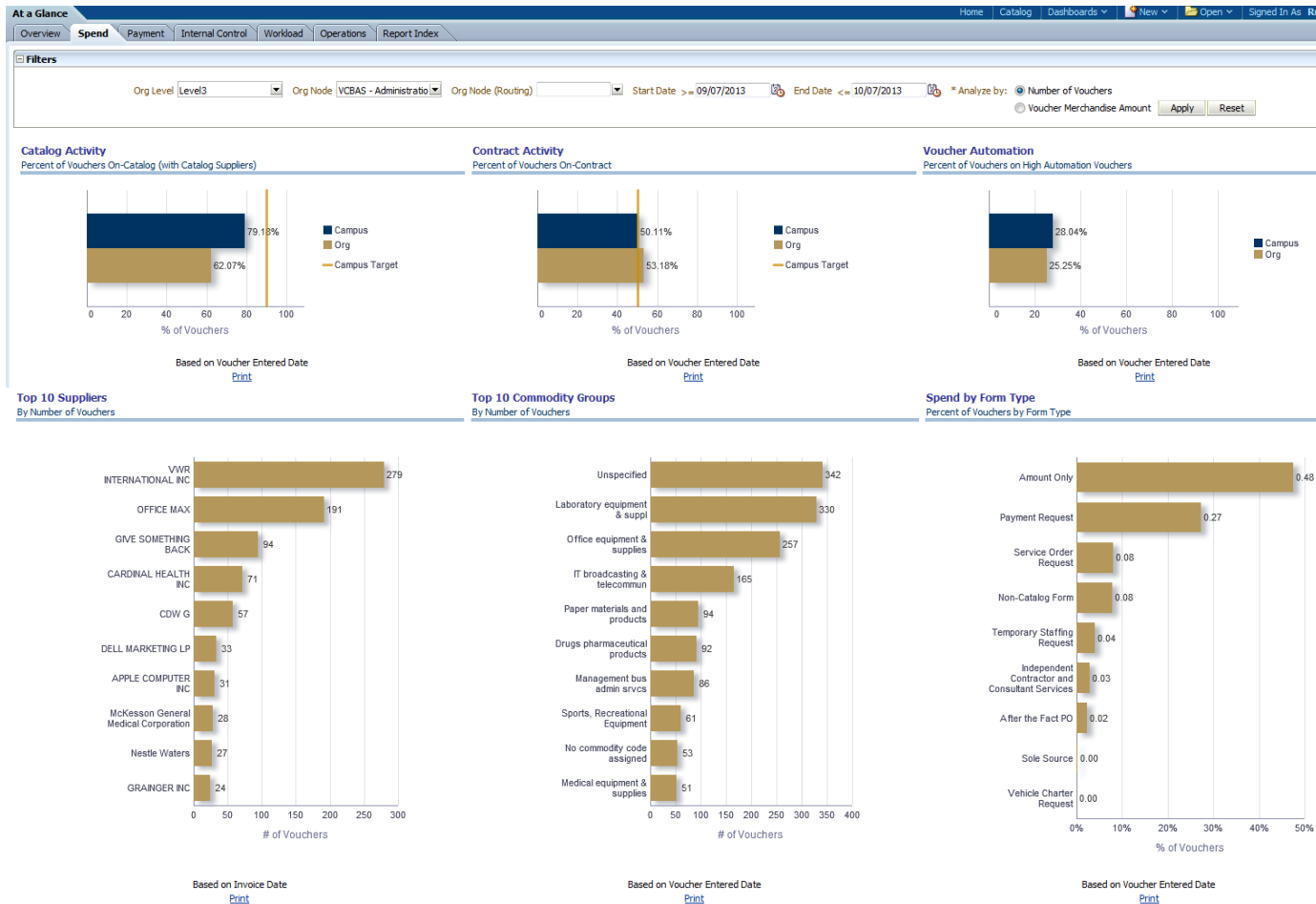


- One stop for tracking enrollments with advising, curriculum coordinators and departmental staff
- Able to view how quickly courses fill each week up to when enrollments close and compare that fill rate to prior terms

Comparisons & Context

Procure to Pay - At a Glance

Cal Answers in Practice: Procure to Pay



- Unit comparison to the campus
- Ability to work with central procurement on ways to achieve campus goals

One Question, One Answer

Human Resource Census

Cal Answers in Practice: HR Census

HR Census

Fast Facts

These facts are from the latest UC Berkeley workforce census taken on 04/30/2013. It includes paid and unpaid employees and affiliates/non-employees

30,057 Total headcount

1,510 Laddered Faculty including 33 faculty administrators.

8,477 Staff

57% of staff are women.

24% of staff are under-represented minorities.

The HR Census dashboard uses data from our human resources system taken on specific dates to help understand the size, composition and changes over time, for the campus and its constituent parts. The dashboard can, for example, help with diversity assessment, identifying impacts of staffing changes, or understanding areas of growth.

Why an official census?

The number of people on campus changes daily. Counts can also change dramatically depending on who and how one counts. Rather than have the confusion caused by many counting methods and different numbers, campus has agreed to a single consistent methodology. We ask that you use these numbers for all public communications.

How is it counted?

The snapshot dates for the census are April 30th and October 31st. We actually wait at least 30 days beyond those dates to capture retroactive personnel actions, so on May 30th we will look in the system for what records were active on April 30th. In the campus level count, each employee is counted once even if they hold multiple jobs. The job that gets counted at the campus level is selected by a precedence algorithm that looks at percentage of time on each job, and the rank. While the principle is that we only count people once for any population we look at, if we are looking at a department (L4) or other subdivision of the campus, we will include a person if they have a job in that unit, even if it is not their primary job on campus. For example of Bob has appointments in Chemistry and Physics, they will be counted once in the census for Chemistry, and once in the census for Physics. Likewise, since they are in different schools they will be counted separately at the level. But at the campus level Bob will only be counted once.

[View Dashboard Documentation](#)

Currently, the reports in this dashboard include:

- **Campus Census:** This page provides a graph showing trends in the count by job type. The snapshot dates, and the job types included can be set using the filter at the top of the page. Below the graph is a table with same information (and filtered the same way). The table allows you to view greater levels of detail in job types.
- **Campus Profile:** This provides trends, counts and relative percentages for a number of characteristics of people and jobs. For each section a pull down menu allows viewing the graph, head count and percentages. The snapshot dates, and the job types included can be set using the filter at the top of the page.
- **Additional Census Pages (L2 Census, L3 Census, L4 Census):** These pages show the same information as the campus census (see above) for more specific units. There is a table on the left that shows the size of each unit at that level. You can on a specific unit name in that table to see its census (or jump to its profile). You can also use the filters at the top.
- **Additional Profile Pages (L2 Profile, L3 Profile, L4 Profile)** These pages show the same information as the campus profile (see above) for more specific units. You can also use the filters at the top to change which unit you are looking at.
- **Multi-field Analysis:** This lets you do deeper analysis of the data seen in the other dashboards. You can choose any four factors to slice the data. The counts are at the campus level, and always divided by job type.

- Tracking headcount faculty and staff consistently
- Additional detail provided on gender, age, ethnicity for faculty and staff
- Staff also broken out by appointment type, program level and union representation

Resources & Contact

☐ Cal Answers:

<http://calanswers.berkeley.edu>

<http://calanswers.berkeley.edu/training>

<http://calanswers.berkeley.edu/faq-page>

☐ Office of Planning and Analysis: <http://opa.berkeley.edu>

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