Using Cal Answers to Inform Academic & Campus Decision Support

AFLG
10.7.13

Berkeley
UNIVERSITY OF CALIFORNIA
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

**Data Decisions and Directions**
1a) Establish Clear Institutional Data Leadership
1b) a Governance Structure

**Data Collection**
3) Develop and Utilize Common Data Definitions

**Data Analysis**
4) Identify and Implement Shared Tools and Approaches

**Data Presentation**
5) Improve Presentation of Information to Decision Makers

**Data Storage, Sharing, and Security**
6) Evaluate, Prioritize, and Implement Campus-wide (Enterprise) Technologies Needed to Support These Recommendations

**GOAL**
Make institutional data easily accessible, reliable, consistent, and secure to support informed planning, decision-making, and communication
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

Available Now: Data in Cal Answers
Active Initiative: Data Coming Soon
Future Development

Students
- Applicants
- Curriculum*
- Demographics & Outcomes
- Financials*

Facilities
- Space Inventory
- Space Utilization

Alumni
- Career Success
- Community Impact
- Gifts

Research
- PI Portfolio

Human Resources
- HR Census
- UC Path

Finance
- Campus Financials
- Procure to Pay*

* Active Cal Answer initiative with data available now and more coming soon
Cal Answers Dashboards

- 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](http://calanswers.berkeley.edu/training) (resources for self review)
- [calanswers-help@berkeley.edu](mailto: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

- 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

Over 30 years of Graduation & Retention data available
Getting on the Same (Data) Page
Curriculum Dashboards
Cal Answers in Practice: Curriculum Dashboards (Weekly Enrollment Tracking)

- 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

Working to ensure students can get into the classes they need...
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

Helping Berkeley achieve OE goals
One Question, One Answer
Human Resource Census
Cal Answers in Practice: HR Census

HR Census

Fast Facts

<table>
<thead>
<tr>
<th>Fast Facts</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>30,057</strong> Total</td>
<td>headcount</td>
</tr>
<tr>
<td><strong>1,510</strong> Laddered</td>
<td>Faculty administrators</td>
</tr>
<tr>
<td><strong>8,477</strong> Staff</td>
<td></td>
</tr>
<tr>
<td><strong>57%</strong> of staff are</td>
<td>women</td>
</tr>
<tr>
<td><strong>24%</strong> of staff are</td>
<td>under-represented minorities</td>
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</tbody>
</table>

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 (14) 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 Profiles:** 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.

One count for faculty and staff

- 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

Pamela Brown: phb@berkeley.edu
Josh Blatt: jblatt@berkeley.edu