



Enterprise Data Warehouse: HR and Finance

This proposal seeks to incorporate and integrate Human Resources and Finance data into the Enterprise Data Warehouse. In so doing, campus administrators would realize significant savings and efficiencies as well as improved data accuracy, reliability and security.

Summary

The University's Institutional Data Management and Governance (IDMG) initiative has made significant progress in growing its EDW and Business Intelligence (BI) solutions over the past year. Its goal: to make institutional data easily accessible, reliable, consistent, and secure to support informed planning, decision-making, and communication. In building on its momentum, it is seeking funding to integrate HR and finance data.

This proposal would add HR employee verification, staff action, case tracking and workforce data; general ledger, budget, and position tracking; and payroll data into the EDW. New OBIEE Cal Answers reports and dashboards would facilitate quick development of ad-hoc reports and save time for campus analysts, more easily expose data exceptions and provide drill-down functionality, and improve existing operational reports by eliminating redundancy and adding new performance metrics.

This investment in the continued expansion of the EDW will help eliminate inefficient operations, poor decisions, inaccurate publication of data, lost opportunities, continued maintenance of redundant shadow systems, and increased risk of data loss and theft.

Delivering the Vision

Adding HR and finance data into the EDW will help achieve the vision of Operational Excellence by reducing administrative costs, advancing an effective and efficient operating environment, and instilling a culture of continuous improvement that leads to high-quality performance and outcomes. This proposal seeks one-time OE funding of \$1,758,000 with projected efficiency savings of \$11,875,050.

Timeline

If approved by the Executive Committee, this effort would be implemented in 21 months from funding approval.

Leadership

Sponsor: Erin Gore, Associate Vice Chancellor, Budget & Resource Planning, IDC Chair

Sponsor: Jeannine Raymond, Associate Vice Chancellor, Human Resources

Initiative Manager: Pamela Brown / Karen Kato

For More Information

Complete copies of the Enterprise Data Warehouse Business Case as well as the Request for Resources and the proposed budget for HR and Finance can be viewed online at the OE web site at <http://oe.berkeley.edu>

Questions and comments about this proposal for the initiative team: kkato@berkeley.edu

Questions about Operational Excellence: oe@berkeley.edu