HRMS Process Improvement Advisory Group

December 21, 2009, 10:00 – 10:30 am Conference Call

Absent: Jeff Evans, Deb Komorowski, Norel Tullier, Tom All, Jan Mulcrone, Deb Apsley, Tina Truskowski

Guests: Denise Stegall, Ellen Crissey for Tina Truskowski, and Judy Aldrich

HR BUSINESS INTELLIGENCE

Denise Stegall presented the new HR Business Intelligence (BI) project case. There has been a lower than expected use of HR Metrics and Proclarity. An analysis of the core data was done subsequent to PIAG team members questioning the data’s integrity. The analysis uncovered a number of core components that need to be reexamined and clarified. As they are foundational to HR BI a new project is required to reach agreement campus wide. Two specific examples that need further work and clarification were given:

- What is an employee?
- What is a promotion?

The Project includes spending time selecting key HR metrics and their definitions along with identifying core measures. This may require business process changes or customization of the data cube. Once the core measures are agreed upon they need to be tested by institutional members to validate their usability.

Members asked about resources being allocated to this project when others, like the Department Budget Earnings updating, have been waiting due to lack of resources. Darcy Turner pointed out that a lot of the work is the vendor’s, IStrategy, and ITS has Business Intelligence resources available, which are not part of waiting projects.

Judy Aldrich stated that many of the waiting projects need Developer time and that the Business Intelligence project needs Business System Analyst time. Currently Developer time is consumed with other large projects like eRecruit. Concern was raised about the Department Budget Earnings Update program in particular. That particular project is targeted to roll out by end of FY 2010 as developer resources become available from eRecruit.

Members stated that they were comfortable with the answers to resource issues.

Robin Sarris said that LS&A is committed and wants to participate. They are actively using KPIs to support/drive many business decisions. The KPIs are pulled from administrative systems so it is vital that they understand and participate in core measure development. Due to key member absences it will be difficult for them to participate prior to late February.
Denise was encouraged to make sure the team has representatives from, or someone knowledgeable about business process for, Flint, Dearborn, LEO, and the academic side of the house.

**HRMS PRODUCT STRATEGY/SCORECARD**

Darcy Turner explained that the shared Scorecard has been reformatted to divide the top strategic projects from the rest. She said that they were also available in CTools.

**MEETING WRAP UP**

Lara Nelson noted that our next meeting will be March 15, 2010. Holiday wishes were expressed.