UNIVERSITY OF MINNESOTA

Twin Cities Campus   *Office of the Vice President for*   *170 Donhowe Bldg.*
                                     Human Resources   *319 - 15th Avenue S.E.*
                                                                                Minneapolis, MN 55455

                                                                                Office: 612-624-6556
                                                                                http://www1.umn.edu/ohr

To: Brian Burnett

From: Kathy Brown *KB*

Date: January 15, 2019

Subject: OHR Analytics Dashboard Update

Over the past year, the Office of Human Resources (OHR) has been intensively working on HR Analytics. HR Analytics is included as part of the overall Enterprise Data Management and Reporting (EDMR) UM Analytics program. The HR Analytics team, a collaborative group comprised of team members from OHR and OIT, has been building an HR analytics database and deploying HR focused reporting tools for approximately a year now. The tools deployed include multiple dashboards and an ad hoc reporting environment.

To date, the HR Analytics team has deployed eight dashboards which are accessible via the University's Reporting Center under the Human Resources Management section of the page. Dashboards are accessible via direct links by anyone at the University with access to the reporting center, which generally includes the entire employee base of approximately 26,000 people.

At the direction of a cross college/unit steering group, the first group of dashboards released focused on counting employees across the enterprise. The second group of dashboards is focused on analyzing and reporting compensation information. Reporting in both of these areas has been historically challenging.

Overall, the HR Analytics program has been very successful in delivering what our customers have requested. We've seen this success play out as our dashboards have been accessed over 7,000 times since the first deployment in March. Additionally, we are working closely with Lincoln Kallsen and his team to take a fresh look at who should continue to have access to sensitive HR employee data given the social media environment we now live in.

I believe this is a significant step forward in empowering leadership and human resources professionals to use data in making management and budgetary decisions. We continue to build relevant and useful dashboards including the monthly I-9 compliance dashboard used specifically by VP and Deans.

Please let me know if you have any questions or would like a demonstration of these tools.

Cc: Elizabeth Eull
    Amy Kucera
    Phil Klein
    Patty Franklin