BI Program

- The BI Program was launched in 2012, following an assessment performed by KPMG

- Its objective is to replace the current Data Warehouse by a new set of environments/tools that will provide better capabilities for reporting, performing analytics, producing KPIs and Dashboards, etc.

- In addition to bringing new technologies, the BI Program will <u>standardize</u>, <u>consolidate</u> and <u>structure</u> the data captured in the operational systems and other external sources, providing:

  - a "McGill business view" of the information with a common definition of the data (single version of the truth)
  - the proper level of details that will allow to see the information both in an aggregated and a granular way

- The following approach was chosen for the BI Program:

  - Deliver the technological environments and tools - completed in April 2013
  - Through various projects identified for the program, bring the data from the operational systems and other sources into the BI environments and deliver the required reports, KPIs, Dashboards, etc. for each project
  - Each project will contribute to the completion of an Enterprise Data Model and Data Dictionary (definitions) that will be used across the University
  - The first project that was chosen is MASCI (McGill Academic Staff Career Information)

MASCI - Goal, Objectives and Stakeholders

❏ **Business Goal**

The business goal of the MASCI (McGill Academic Staff Career Information) project is to provide information that can better support users in institutional analysis and fact-based decision-making about all academic staff activities.

❏ **Business Objectives**

➢ To deliver a first set of biographical, Faculty membership, appointment and sponsored research data elements and measures about the McGill academic community;

➢ To make this data accessible and searchable by numerous users across the campus, based on defined privileges

➢ To make this centralized view of this data the single "source of truth"

➢ **Stakeholders**

➢ This is an institution-wide project that is sponsored by the Office of the Provost and which includes stakeholders from across the University: Academic Staff & Priority Initiatives (ASPI), Student Life and Learning (SLL), Academic Personnel Office (APO), Graduate and Post-Doctoral Studies (GPS), Office of Sponsored Research (OSR), Teaching and Learning Services (TLS), Development and Alumni Relations (DAR), Public Affairs (PA), Planning and Institutional Analysis (PIA), HR and all the Faculties.

MASCI 1.1 - Project Scope

- **Population**

  - Tenure Stream Academic Staff and CAS

- **Data Sources**

  - All information will be sourced from the Banner and InfoED (Research) systems.

- **Business Information Domains**

MASCI 1.1	MASCI future phases
Biographical Profile	Teaching Profile
Faculty Member Profile	Supervision Profile
Appointment Profile	Space Allocation Profile
Research Profile	Remuneration Profile
	Publications Profile
	Commercialization Profile
	Community Service Profile
	Recruitment Profile
	Awards and Nomination Profile

MASCI 1.1 – Deliverables & Benefits

1- The Academic Staff Profile

MASCI 1.1 will provide an individual "view" profiling each academic staff.   Below are some of the key information that will be included in this "view":

Biograhical Profile

- *Name*
- *Title*
- *Data of birth*
- *Gender*
- *Country of birth*
- *Citizenship*
- *Immigration status*
- *E-mail*
- *Phone #*
- *Office Address*

Faculty Member Profile

- *Service Start Date*
- *Rank*
- *Tenured/Tenure stream*
- *Joint appointment indicator*
- *Senior Administration indicator*
- *GFT Category*
- *CRC*
- *Named chair*
- *Awards (J. McGill, W. Dawson)*
- *Education*
- *Retirement information*

Appointment Profile

- *For all current appointments:*
- *Job title*
- *Job start and end dates*
- *Faculty(ies)*
- *Department(s)*
- *Regime(s)*
- *FTE*
- *Major job indicator*
- *Job status*
- *Employee Class*
- *Position Class*
- *Job leave information*

Sponsored Research Profile

- *Research Activity (federal, provincial, private, international)*
- *Research $ awarded*
- *Research $ requested*
- *Research proposed count*
- *Research awarded count*
- *Research success rate (tbd)*
- *Research project information (title, site, role, etc.)*
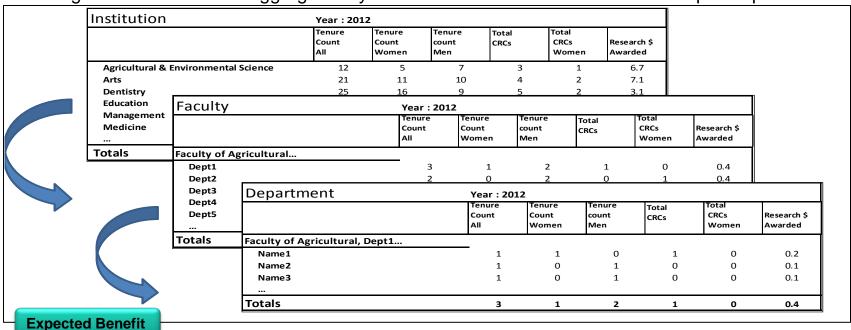
Expected Benefit

- Centralized and easily accessible view of each individual academic staff's profile (security based on organisational hierarchy)
- Built-in drill-down capabilities to see the lowest breakdown of the information
- Data can be easily exported to be used for Annual Reports, Merit, website updates, etc…

2- The Academic Unit Dashboard

The Academic Unit Dashboard will provide a summary view of academic staff profile information aggregated by key data elements and measures. It will also enable yearly comparisons, statistics and trending of these measures aggregated by various data elements. Below is a sample output.

Institution — Year : 2012

	Tenure Count All	Tenure Count Women	Tenure count Men	Total CRCs	Total CRCs Women	Research $ Awarded
Agricultural & Environmental Science	12	5	7	3	1	6.7
Arts	21	11	10	4	2	7.1
Dentistry	25	16	9	5	2	3.1
Education						
Management						
Medicine						
…						
Totals						

Faculty — Year : 2012

	Tenure Count All	Tenure Count Women	Tenure count Men	Total CRCs	Total CRCs Women	Research $ Awarded
Faculty of Agricultural…						
Dept1	3	1	2	1	0	0.4
Dept2	2	0	2	0	1	0.4
Dept3						
Dept4						
Dept5						
…						
Totals						

Department — Year : 2012

	Tenure Count All	Tenure Count Women	Tenure count Men	Total CRCs	Total CRCs Women	Research $ Awarded
Faculty of Agricultural, Dept1…						
Name1	1	1	0	1	0	0.2
Name2	1	0	1	0	0	0.1
Name3	1	0	1	0	0	0.1
…						
Totals	3	1	2	1	0	0.4

Expected Benefit

- Centralized and easily accessible view of summarized academic staff profile data
- Analysis / KPIs capabilities
- Built-in drill-down capabilities to see the lowest breakdown of the information
- Data can be easily exported to be used for Annual Reports, Merit, website updates, etc…