Your power behind Business Intelligence

INCISIVE **ANALYTICS**

MIAMI UNIVERSITY

Miami University
Human Resources Labor Negotiations

Public University Serving Over 16,300 Students Annually

Industry: Education

Role: Business Intelligence Design and Implementation

Business Challenge: Deteriorating economic conditions in 2008-2009 created a significant budget shortfall. The need for expense reductions in staffing, capital and operating budgets created an opportunity to ramp up a fledgling BI program. By December 2008, Miami's leadership identified **upcoming contract negotiations** as an expense initiative which could dramatically improve the projected financial position while maintaining the University's excellent student outcomes.

Allowing Miami's leadership team to approach these decisions with disciplined, data–driven decision–making will allow them to save the University millions of dollars. With the Enrollment, Human Resources, Timesheet and Payroll functional data now online, Miami's leadership is positioned to dramatically impact the University's financial bottom line while maintaining or improving student outcomes.

Testimony: *"Auxiliary units have no transparency."* – *Senior Director Human Resources*
"Planning for voluntary turnover…" – *Director of Compensation, Employment & Tech*
"Fund allocation by position analyses…" – *Budget Analyst, University Budget Office*

The need for disciplined, data–driven financial decisions in upcoming labor negotiations requires fast, accurate, and self–service access to information. The IT team collaborated with HR business experts to pull together 'critical path' information. The team started work on a 12 week program to bring Payroll, Timesheet (Kronos) and Human Capital data online and make it available to a select group of administrative and academic executives and their 'power user' assistants. Although the current HR focus is limited to the data needed for contract negotiations, the richness of the information also allows the University to answer broader questions such as disciplinary issues, EEOC reporting, faculty retirement trends & projections, etc.

Solution:
- Focus on specific, targets, high–value BI initiatives
- Involve multiple source systems
- Exploit existing BI footprint and put power in the hands of analytical 'power users' and departmental decision–makers quickly and cost–effectively
- Roll out without a high gloss vendor presentation layer

This unconventional strategy allowed Miami University to create an institutional appetite for BI and the Strategic Oversight Team is already prioritizing an 18 month plan for an emerging and sustainable campus–wide BI program.

Technologies: Today: Microsoft SQL Server, Analysis Services and Microsoft Excel pivot tables.
Future: Deploy MS Reporting Services and a "best of breed" presentation layer.