

Reporting Needs Assessment Results

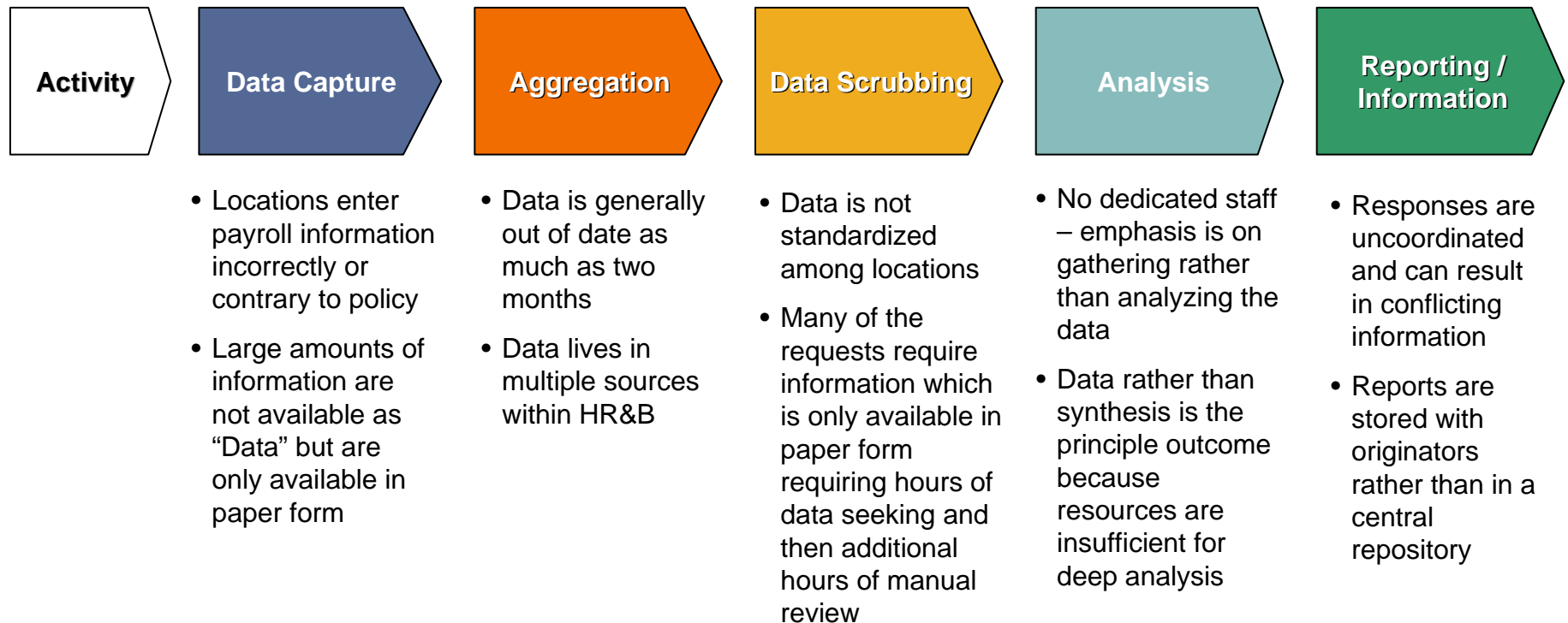
Executive Summary

- Timely and accurate reporting is an important responsibility of UCOP in fulfilling its role as Guardian of the Public Trust
- The risk associated with inaccurate or poorly synthesized data has been proven to be extremely high
- HR&B inventoried 1141 reports, 258 in response to Regental, Legislative, Management, Labor and PRA requests.
 - 883 operational reports, primarily on retirement & benefits
- The system wide HR data from which the reporting is drawn is inconsistent and incomplete, rendering it extremely difficult for HR&B to fulfill this responsibility
- Until the data quality and capture issues can be resolved, HR&B needs greater capacity to scrub, analyze and report on HR activity across the system

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Reporting Challenges

Accurate and effective reporting is challenged at every point in the continuum from data to information



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Recommendations

The following recommendations for a path forward have been provided to HR&B Leadership to consider as a part of the overall restructuring:

- Create a Decision Support & Reporting Unit
- Enhance HR&B Data Warehouse
- Obtain necessary technology to standardize & facilitate access to payroll and personnel data