

August 2001
HRIS Follow-up Task Report

Return completed document to Judy.Thai@ucop.edu by August 30, 2001

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| ITEM#: 18 | Reporting for EEO/AA |
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| Team #: 2 | Reported by: Robert Merryman (UCSD) |
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Definition Statement:

- (1) Requirement **9.1** – defer to ‘bolt-on’ Recruitment/Applicant-Tracking system for sub-requirements **9.1.a, c, d, e**, which are not addressed in time estimates. Sub-requirements **9.1.b, f**, would be served by common EDB and action data, probably via intermediate Data Warehouse. Overlap with Projects # **1** and # **2**.
- (2) Requirement **9.2** – reporting based on data from ‘bolt-on’ Recruitment/Applicant-Tracking system (**9.2.a**) or from EDB-derived information, probably via an intermediate Data Warehouse. Given the noted data, reporting to current EEO standards can be accomplished via generic reporting tools, or via use of standard workstation-based EEO/AA reporting packages.
- (3) Requirement **9.3** – requirement not entirely clear – possibly just establishment of standard format for campus to use to upload information for inclusion in UC Data Warehouse. If standard EEO/AA reporting package is chosen, ability to unload data in format for transmission to UCOP would be a requirement.
- (4) Requirement **9.4** – defer to external information service or application. Not addressed in time estimates.
- (5) Requirement **9.5** – correlation of external market statistics with common data within EDB, probably via intermediate Data Warehouse.
- (6) Requirement **9.6** – defer to ‘bolt-on’ Recruitment/Applicant-Tracking system. Not addressed in time estimates.

Re-engineering Required? Y/N: **No**

| Size/Scope (person months) | Small < 1 month | Medium 1-3 months | Large 3-6 months | Extra Large > 6 months | Super Size > 1 Year |
|---|--|------------------------------|-----------------------------|--|-----------------------------------|
| Requirements Definition & Development | (4) (5) (6) | | (1) (2) (3) | | |
| Programming | (4) (6) | (1) (2) (3) (5) | | | |
| Campus Implementation | (1) (2) (3) (4) (5) (6) | | | | |

Comments/Risk Factors:

- Parenthesized numbers in **Size/Scope** matrix refer to the Item groupings given in the Definition Statement section.
- Anticipated that programming would be isolated to generic report alteration or development and interface conversion issues.
- Campus implementation limited to selected individuals in a few central offices, so little training impact is anticipated.