

Application for 2016 University of California Larry L. Sautter Award for Innovation in Information Technology

Project Title Accommodate

Project Submitter Safa Hussain, Director
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Project Team Members

The team members listed below made up the product development team

- Bee Yang, Agile Project Manager
- Priya Haldiya, Developer
- Walter Sysko, Developer
- Pradeep Haldiya, Developer
- Carolyn Germino, Developer

Project Description

Accommodate is a disability management system that tracks all efforts related to getting employees back to work following time off due to injury, including a history of work accommodations and consultation notes.

How It Works

Drawing basic information from the university's systemwide PPS (Personal Payroll System), Accommodate creates an Employee Dashboard for every UC employee. It includes the employee's essential personal information and also a history trail of all accommodation consults/cases performed on the employee. The history details are displayed in such a fashion that if a Counselor receives a phone call from an Employee needing accommodation, he/she can quickly search up the employee, land on the dashboard and quickly view the history of the employee.

Bee Yang

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Department

INFORMATION TECHNOLOGY SVCS

Job Title

BUS ANALYST

Employee Id

623473584

Show Details & Contacts

[+ Add Consultation](#) [+ Add Case](#) [+ Add Contact](#)

Case #031026

Opened on 02/25/2016

This case is about Bee's back pain. She was referred to us by Sedgwick.

Counselor
David Ritz

Consultation - Workers' Comp

Opened on 02/01/2016

Wrist pain. Provided ergonomic evaluation.

Counselor
Ann Preszler

Consultation - Workers' Comp

Opened on 12/01/2015

Wrist pain

Counselor
Shabana Anees

Consultation

Opened on 10/01/2015

Limited ability to carry anything over 25 lbs.

Counselor
Fredna Karneges

Figure 1: Employee Dashboard

The most common task a Counselor performs in Accommodate is entering in consults/cases. We provide a short and simple form for entering notes. If more needs to be added, there's the ability to do so by selecting "Add more details."

Figure 2: Notes

Efficiencies

Accommodate replaces a paper-heavy process. The system collects all the data needed to automatically create annual reports for UCOP and Counselors can pull ad hoc reports anytime automatically. Unlike paper files, the system can be accessed anytime, anywhere, even on a cell phone or tablet.

Before Accommodate, the need for a software solution for case management was high. The project began in August 2015 with the goal of having a Minimal Viable Product as soon as possible. Two campuses committed to using Accommodate before the product was even released. In only three months we were able to release a product that included all the features necessary for a Counselor to create a case and a consultation.

Accommodate was developed using Agile methodology, which is based upon short iterations of work with ongoing user feedback. This process ensures that the most important aspects of a product are prioritized and developed in order, eliminating waste. Accommodate is in continual development and continues to benefit from end users' suggestions for enhancements and improvements.

Only six months after the first release, 8 of the 10 UC campuses and 2 of the 5 medical centers are either using Accommodate or piloting it.

Partnerships

Getting input and feedback from the Disability Management Group was key to Accommodate's success. Working in collaboration with our development team, this group of about 40 Disability Management Services professionals (with a core working group of about 10) from throughout the system ensured that the application we created would include and simplify the most vital aspects of their work.

Having a PPS feed to populate the Employee Dashboard is essential for making Accommodate a valuable tool for a Counselor's everyday tasks. UCOP's agreement to provide our development team access to the systemwide PPS was crucial.

Technology Used

- Back end: Spring, Hibernate and Sprint data JPA
- Database: Microsoft SQL
- Front end: Angular
- Automated Testing: e2e test, j-unit test Karma, Jasmine, Mockito, H2 Database Engine

Relevant URLs

A demo of the Accommodate application can be reached at <https://ehs.ucop.edu/auth-demo/>.