

ICDE 2017 Leadership Summit

Institutional Analytics in SUSS:

Objectives, Methodology, Progress & Challenges

Objectives of Institutional Analytics in SUSS

Methodology: Structure, Data, Competencies & Projects

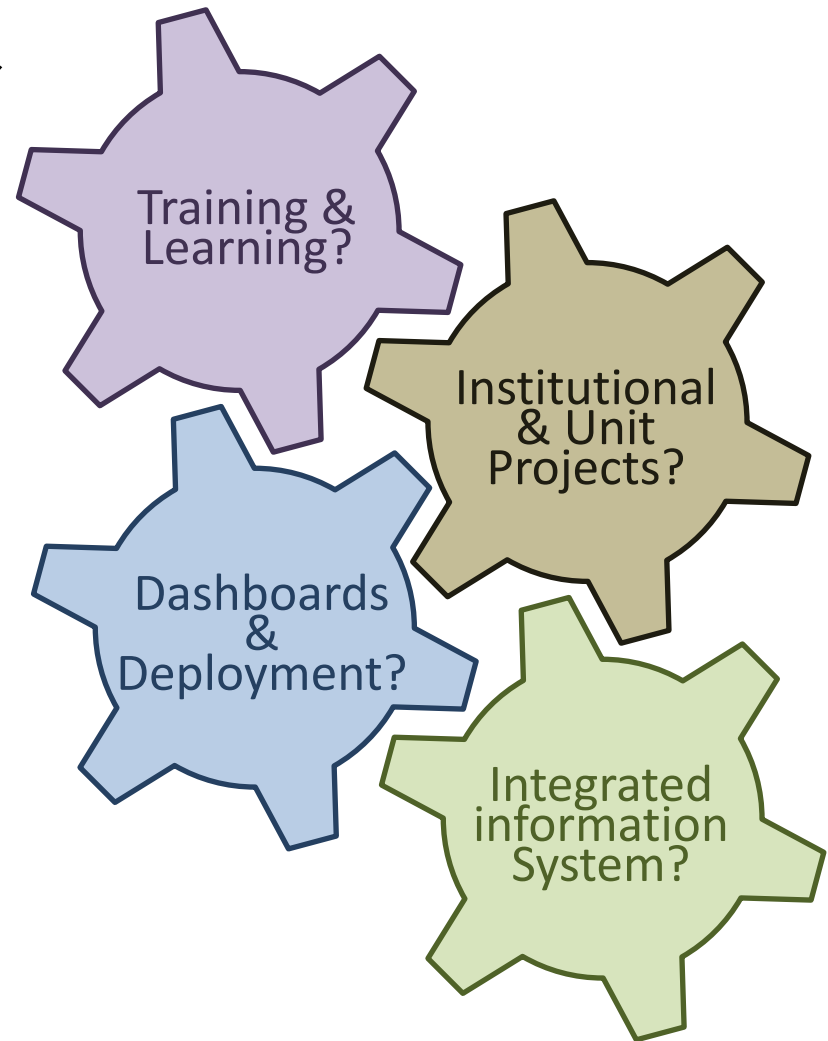
Progress to Date

Challenges and Future Directions

Objectives

The Institutional Research & Analytics Unit (IRAU) was set up in August 2016 to:

- a) build up the University's analytics capability;
- b) undertake/facilitate analytics projects;
- c) develop a platform to facilitate information sharing and decision making; and
- d) digitally "warehouse" critical data.



Methodology

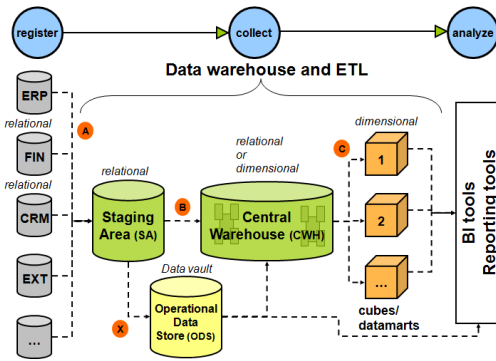
IRAU Structure

Head, Faculty & Admin Support
DW Architect & Developer
Research Analysts & Associates

Institutional Research



Reporting Infrastructure



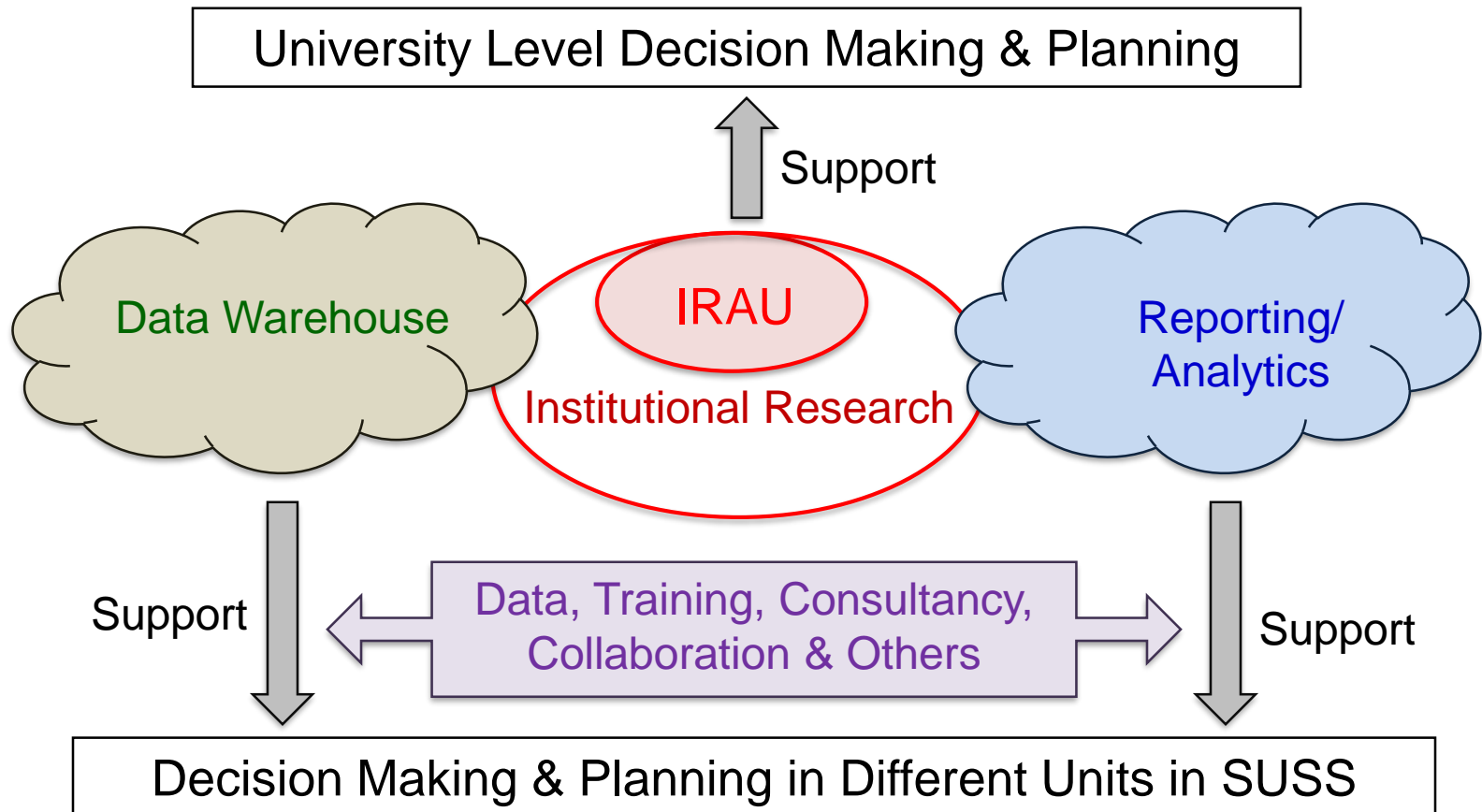
Data Warehouse



Analytics Infrastructure

Integrated Information System

Objectives and Methodology Alignment



Progress

Internal:

Group & self learning

External:

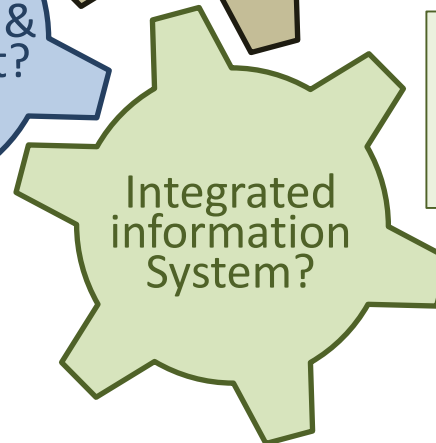
Stages 1-3 (projects)

Reporting:

Dashboards

Analytics:

DM projects



Students:

At-risk, LMS & performance
(PT & FT)

Associates (i.e., PT instructors)

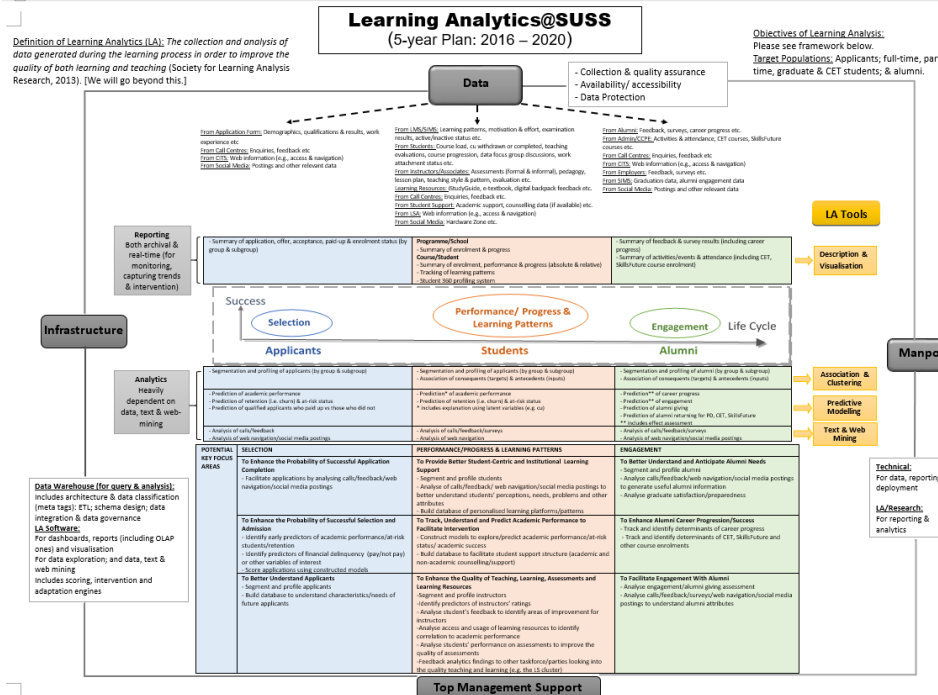
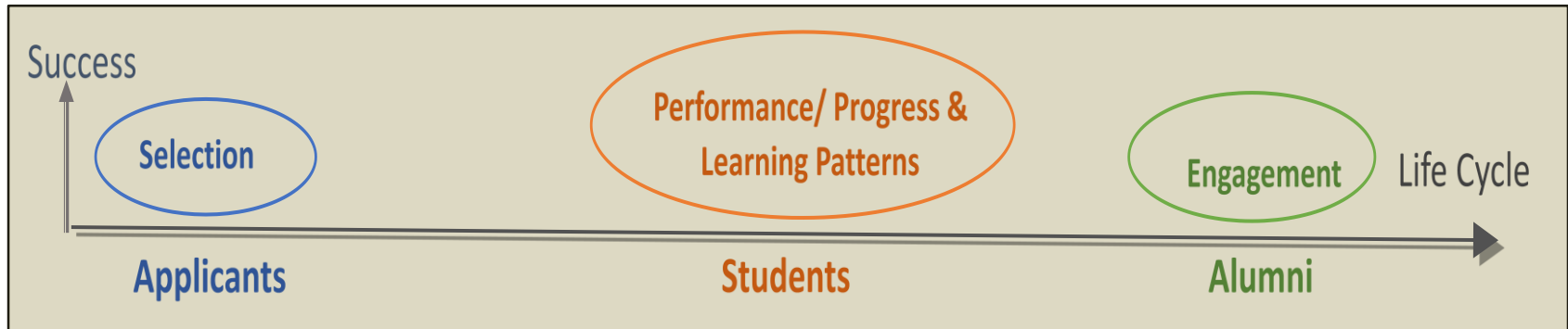
Others (e.g., TLC & external)

Data Warehouse

Hardware

Software

Progress – LA Framework & HR Strategic Plan

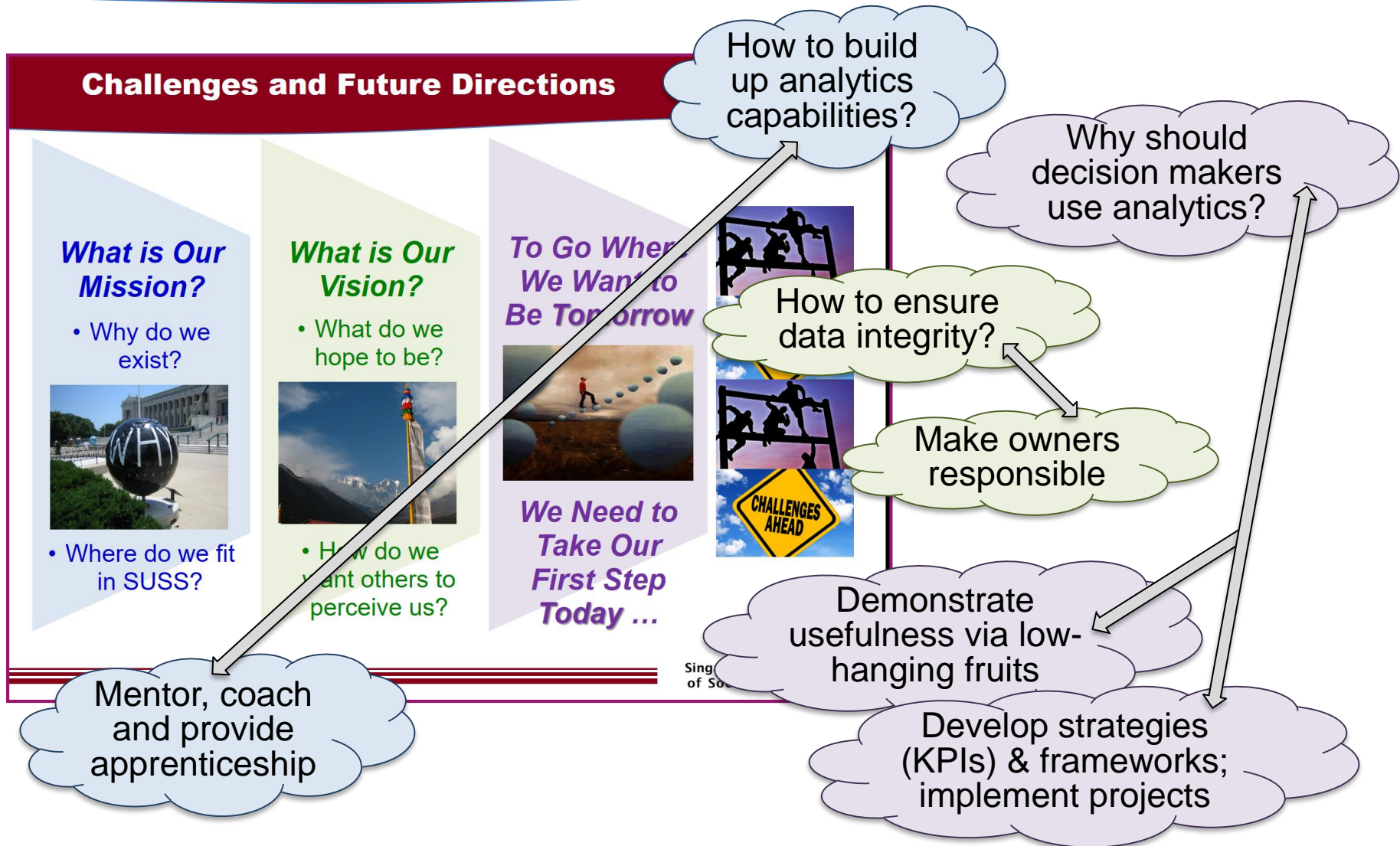


Development of HR analytics plans (e.g., identify indicators) to support evaluation of outcomes of people initiatives and programmes

SUSS 5-year Strategy Plan 2016-2020
Project Milestones and Indicators

Projects	Project Milestones	Progress		Issues and Solutions	Remarks
		Dec 2016	Jun 2017		
		G A R %	# G A R		
Capability Building – Staff					
Assessment and Enhancement of Staff Effectiveness	a. Review of OD and HR current capacity and gaps in building up staff capability in UniSIM: i. OD and HR functions ii. Areas where analytics can support the functions			1. The assessment and enhancement of staff effectiveness should be based on the competency-based framework for recruiting, developing and assessing staff. This framework is currently being worked on by Genice and Agnes' strategic planning group.	1. With the University's plan to set up a HR & OD function, it is very important that the HR & OD team play a critical role in the assessment and enhancement of staff effectiveness.
	b. Formulation of OD and HR strategy to build up staff capability in UniSIM: i. Strengthening of OD and HR functions ii. Development of key people initiatives and programmes iii. Development of HR analytics plans (e.g., identify indicators) to support evaluation of outcomes of people initiatives and programmes			2. The framework will specify the competencies expected of such competencies. Some of these and other indicators of staff competency (or effectiveness) are currently being developed by Genice and Agnes' strategic planning group.	2. It is envisaged that the HR & OD function will develop and implement the HR & OD-related aspects of this strategic plan.
	c. Implementation of the OD and HR strategy: i. Execution of key people initiatives and programmes			3. The assessment and enhancement of staff effectiveness using HR analytics (among other mechanisms) requires data. The feasibility of the database is currently being discussed with HR (GCS). The database should be integrated with the indicators proposed by the competency-based framework.	3. When this happens, this strategic planning group should focus on just HR analytics, for which the new HR & OD team may not be able to do during the set-up phase.
				4. Over time, the HR & OD team will acquire HR	

Challenges and Future Directions



Thank you

Q & A