Canada Alliance 2019

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Presenters: Katie Millar *(Lead Metrics & Analysis Specialist, Human Resources, McMaster University)*, Chris Ferguson *(Analytics & BI Reporting Analyst, Office of Institutional Research & Analysis, McMaster University)*, Vanessa Kientega *(Analytics & BI Reporting Analyst, Office of Institutional Research & Analysis, McMaster University)*

Title: Developing an Application to Support Collective Bargaining using Oracle Business Intelligence

Description: McMaster University engages in negotiations with 11 different bargaining units on campus. Each round of negotiations requires the preparation of a baseline total compensation summary, the development of a cost model, and an analysis of employee life cycle trends. This session highlights the efficiencies gained by using an in-house developed Business Intelligence application as a cost projection tool for bargaining.

Abstract: Collective Bargaining at McMaster University is very resource intensive, and can be fast paced in nature. The accessibility of reliable, accurate, and easy-to-navigate employee and payroll data is essential to guide decision makers on the bargaining team. As a result, evidence-based decision making during the Collective Bargaining process has been a top priority for McMaster University.

In this presentation, Katie Millar will focus on the business requirements in embarking on this project, the time constraint challenges associated with busy bargaining years, and provide context for the efficiencies gained in using the Business Intelligence application as a cost projection tool. Chris Ferguson and Vanessa Kientega will explain the technical requirements of building the tool using the Oracle Business Intelligence Foundation Suite and the different approaches taken to meeting the business requirements throughout the tool's development. Katie, Chris, and Vanessa will conclude with a "what's next" as a result of the successful collaboration between the Office of Institutional Research & Analysis (IRA) and Human Resources teams.