

RPA and System Office Update

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Research and Policy Analysis

Spring 2023 RAC-IRP



Interact Preconference Update



Interact Preconference

- Strategic Plan metrics
 - Sent materials out
- New MOVEit protocol
 - materials transferred will be removed after 30 days (45 for IPEDS items)
 - protocol begins Oct. 13th
 - sent download instructions and file tracking template
 - doesn't affect file transfers with other USG offices



Interact Preconference

- Sharing of resources between institutions and with system office:
 - Official USG onboarding of new IR staff
 - Code library
 - Virtual trainings by campus IR staff
 - Directory of IR staff, expertise, campus needs
- Dashboarding: discussion groups for those on same tool
 - Sent out survey results about who uses what tools



USG Updates



USG Strategic Plan 2024-2029 Vision

The University System of Georgia is determined to be recognized as the best system of higher education in the United States as it advances the prosperity of individuals, the state of Georgia, and the nation through education, research, engagement, and innovation.



Strategic Plan Website

The screenshot displays the University System of Georgia website. At the top, the navigation bar includes the USG logo, a search bar, and menu items for 'ABOUT USG', 'OUR INSTITUTIONS', 'STUDENTS', and 'NEWS & REPORTS'. A 'GIVE' button and social media icons are also present. A dropdown menu is open on the right, listing 'INITIATIVES & PRIORITIES', 'MOMENTUM YEAR', 'COMPLETE COLLEGE GEORGIA', 'KNOW MORE, BORROW LESS.', 'MENTAL HEALTH INITIATIVE', and 'STRATEGIC PLAN 2029'. A large green arrow points to the 'STRATEGIC PLAN 2029' option. The main content area features a large heading 'Georgia Degrees Pay' with the subtitle 'A powerful data tool putting affordability and transparency at your fingertips.' Below this, a smaller version of the tool's interface is shown, including a 'Undergraduate Enrollment Profile' sidebar and a map of Georgia with house icons.

https://www.usg.edu/strategic_plan/





ABOUT USG

OUR INSTITUTIONS

STUDENTS

NEWS & REPORTS

INITIATIVES & PRIORITIES



STRATEGIC PLAN 2029

Our Mission is Knowledge

▶ Home

Strategic Plan Development

2029 Goals

+

2029 Dashboards

Past Strategic Plans

The University System of Georgia is determined to be recognized as the best system of higher education in the United States as it advances the prosperity of individuals, the state of Georgia, and the nation through education, research, engagement, and innovation.

— 2029 Vision Statement

This strategic plan empowers, informs, and impacts the work of the University System of Georgia's 26 diverse institutions and related entities to elevate their unique missions. The implementation of this plan across sectors and institutions will be a net benefit to the communities they serve but will align to the goals and metrics of the system.

Mission Statement

Our mission is knowledge: to create it through research, transfer it through teaching, and apply it through service.

System Values

Students are our top priority.

We create, disseminate, and apply knowledge.

We protect freedom of inquiry and expression.

We foster an environment where all people are free to share ideas and opinions, even those that some may find offensive.

We value diversity of intellectual thought and expression for all.

We are dedicated to continuous improvement.

We hold ourselves accountable to the public and one another.

We invest in people.



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NEWS & REPORTS


INITIATIVES & PRIORITIES

STRATEGIC PLAN 2029

Our Mission is Knowledge

- Home
- Strategic Plan Development
- 2029 Goals +
- ▶ 2029 Dashboards
- Past Strategic Plans +


Strategic Plan 2029 Dashboards



Student
Success



Responsible
Stewardship



Economic
Competitiveness



Community
Impact

Community Impact



USG Community Impact Goal KPIs

Identify key areas relating to USG's strategic plan and be able to dive further into the specific dashboards relating to them.



Community Impact

University System of Georgia institutions will connect and collaborate with the communities and regions in which they serve to drive innovation and create opportunities for continued economic and quality of life impact.

[Click on a KPI to view more details.](#)

Retention of USG Graduates in State of Georgia - FY 2018

73.9% ▼

-0.7 PP from previous year

Average Lifetime Earnings Premium* of USG Graduates - FY 2022

\$1.15M

Bachelor's

0.0% change from previous year

USG Full-time Employee Turnover Rate - FY 2022

16.9% ▼

-1.9 PP from previous year

*Earnings Premiums are all provided in 2019 dollars

Degrees Awarded for Key Employment Sectors - FY 2023

17,718 ▲

+0.2% change from previous year

Student Enrollments in Experiential Learning - Fall 2022

41,887 ▲

+8.7% change from previous year

Community Impact



USG Community Impact Goal KPIs

Identify key areas relating to USG's strategic plan and be able to dive further into the specific dashboards relating to them.

Historical data as of May 30, 2023.



← Graduates in Key Employment Sectors

Number of degrees and certificates conferred in programs leading to health, education, financial technology, data science, and entertainment careers.

Fiscal Year

Sector

Institution

Degree Level

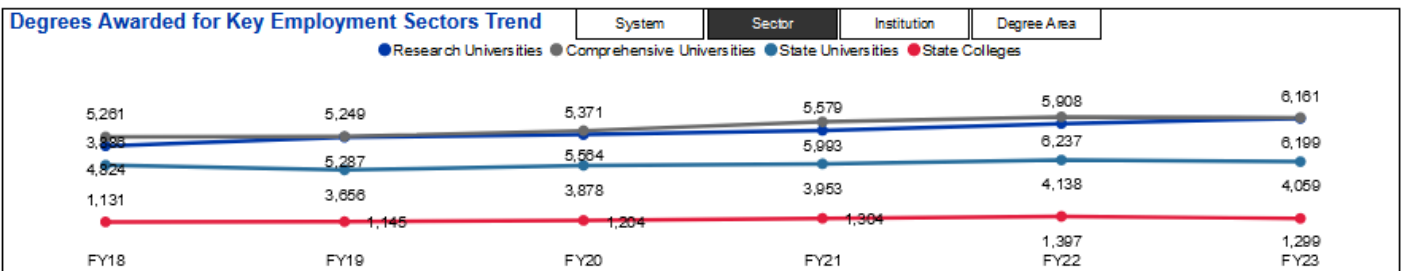
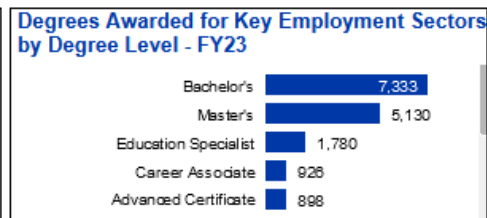
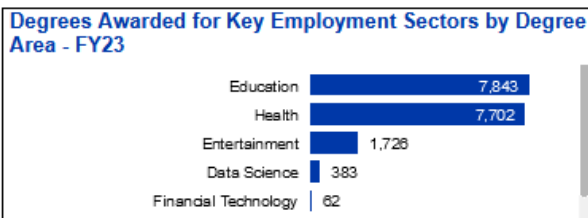
Degree Area

[Clear All Filters](#)

Degrees Awarded for Key Employment Sectors - FY23

17,718 ▲

+0.2% change from previous year



Sector Institution	FY18	FY19	FY20	FY21	FY22	FY23
Research Universities	4,824	5,249	5,371	5,579	5,908	6,161
Comprehensive Universities	5,261	5,287	5,564	5,993	6,237	6,199
State Universities	3,886	3,656	3,878	3,953	4,138	4,059
State Colleges	1,131	1,145	1,204	1,304	1,397	1,299
Total	15,102	15,337	16,017	16,829	17,680	17,718

Area Classification	FY19	FY20	FY21	FY22	FY23
Data Science	40	60	93	155	383
Data Science and Financial Technology		2	5	2	2
Education	6,547	6,867	7,306	7,939	7,843
Entertainment	1,527	1,617	1,692	1,697	1,726
Financial Technology			9	37	62
Health	7,223	7,471	7,724	7,850	7,702
Total	15,337	16,017	16,829	17,680	17,718

Strategic Initiatives

- Revision to Core Curriculum
- Unified ERP
- Direct Admissions
- Shared Services Advisory Council
- Strategic Enrollment Plan
- METRICS dashboards from Academic Affairs
 - Data for researching trends, not reporting
- Studies: Adult Learners, Nursing



Revisions to Core Curriculum

- Adding meaning/memorability instead of A-E check-box
- USG-wide academic/career relevance that faculty convey to students, and students to employers
 - System-wide learning outcomes and career-ready competencies
- Helping students progress faster toward degree



Adding Meaning: The Core **IMPACTS** You

Core IMPACTS	Area Shorthand
Institutional Priority	Institution
M athematics & Quantitative Skills	Mathematics
P olitical Science and U.S. History	Citizenship
A rts, Humanities & Ethics	Humanities
C ommunicating in Writing	Writing
T echnology, Mathematics, & Sciences	STEM
S ocial Sciences	Social Sciences



USG-Wide Academic/Career Relevance

CHEM 1101 INTRODUCTORY CHEMISTRY (CORE IMPACTS: STEM)

This course should direct students toward a broad Orienting Question:

- How do I ask scientific questions or use data, mathematics, or technology to understand the universe?

Completion of this course should enable students to meet the following Learning Outcome:

- Students will use the scientific method and laboratory procedures or mathematical and computational methods to analyze data, solve problems, and explain natural phenomena.

Course content, activities and exercises in this course should help students develop the following Career-Ready Competencies:

- Inquiry and Analysis
- Problem-Solving
- Teamwork



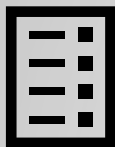
Helping Students Progress Faster

- More meaningful connection to major, and helping with progression toward degree
 - Allowing prerequisites in the core
 - Allowing upper-level courses in field of study
- For students who transfer, minimize issues of credit transfer
 - Strengthen common course designations

Unified ERP

- Project Prep and Planning Continues
 - Business case developed – (being updated)
 - Pre-requisite project planning
 - Project planning & governance strategy
 - USG Software Inventory ERP related
- Higher Ed specific requirements demo's - TBD

Unified ERP Pre-Requisite Projects



Project Planning



Unified Identity Management



Talent Management



Grants Sponsored Projects



Integration Platform



Integrated Development Platform



Service Management



Data Warehouse

Submitted Preliminary HR & Finance Requirements* to State

USG Requirements included in State RFI

Business Case Developed

Challenges and Opportunities cataloged

Prerequisite Projects Identified

Project initiatives documented streamlining Unified ERP implementation



March 2022

April - May 2022

November 2022

December 2022

April 2023

July 2023

Participated in Demonstrations

Full participation in Oracle Cloud and Workday demonstration for Georgia State Agencies

Budget Request Developed

10 year budget forecast developed

Project Planning & Governance Consultation

ISG partnership with SI to develop Unified ERP governance and implementation approach



UNIVERSITY SYSTEM OF GEORGIA

*Initial requirements drafted for Student system in November 2022 in preparation for future requirements gathering sessions with institution project teams. 20

Unified ERP HR & Finance

- What is included:
 - Recruiting Faculty and Staff
 - Talent Management
 - Budget Planning and Forecasting
 - Grants and Contracts
 - Procurement
 - Others...
- Multiple Entity Processing or Multiple Institutional Processing

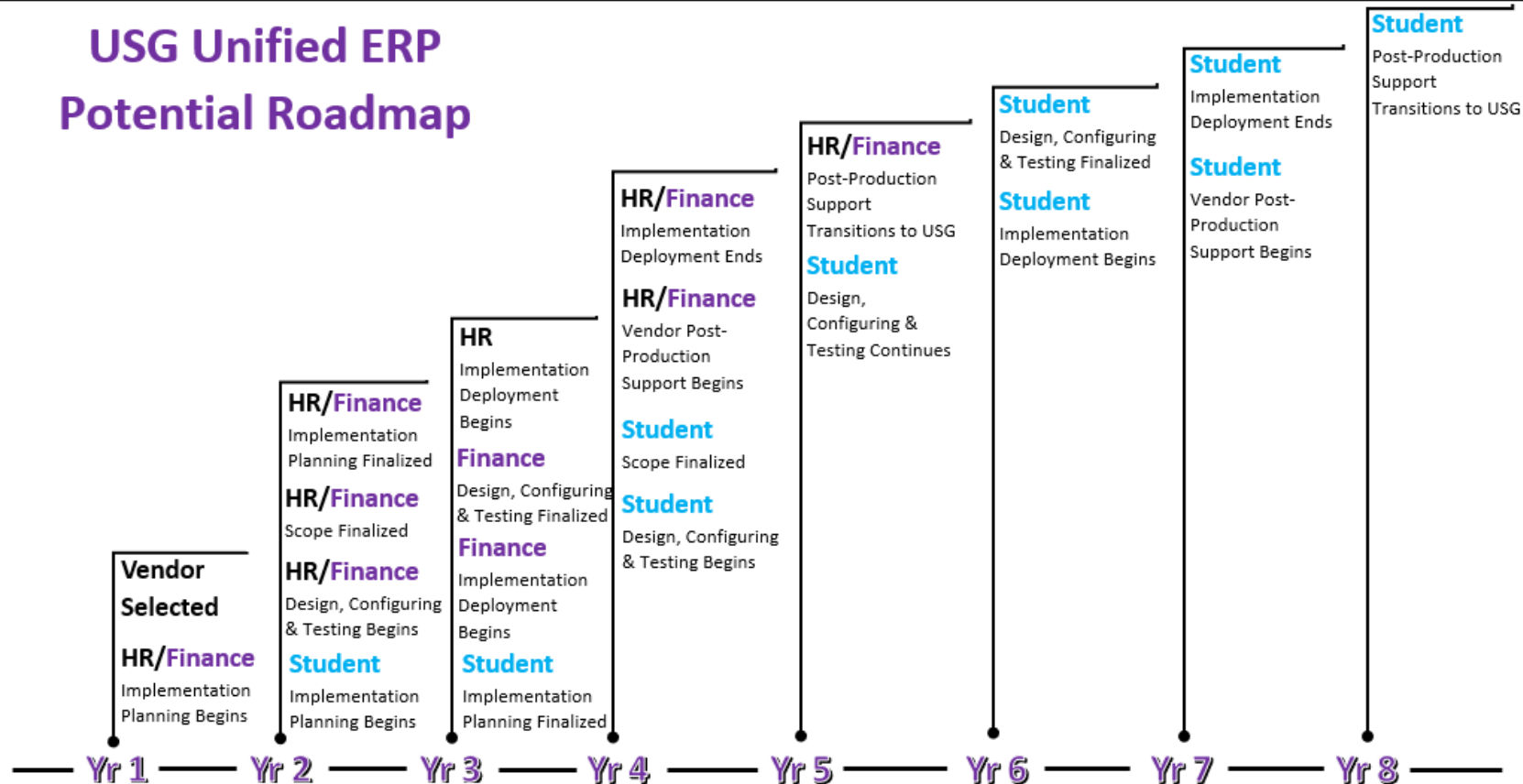


Unified ERP Student Info System

- What is included:
 - CRM
 - Academic Advising
 - Career Counseling
 - Course Curriculum and Scheduling
 - Data visualization and Reporting
 - Others...
- Multiple Entity Processing or Multiple Institutional Processing



USG Unified ERP Potential Roadmap



AFY 2024 & FY 2025 Budget Instructions

- Provided by the Office of Planning and Budget (August 2nd)
- FY 2024 Amended - Agencies were allowed to request one-time investment opportunities for initiatives that improve outcomes, customer service and how we do business
- FY 2025 - USG permitted to request workload increases for growth in enrollment, increases in square footage, and health insurance changes through the funding formula
- FY 2025 – USG B-Units and Special Funding Initiatives only allowed to request 3% enhancement funding requests and submit 1% budget reduction plans



FY 2024 Original State Appropriations

Teaching (Formula Funds) - All institutions	\$2,868,895,190	90.00%
Non-Teaching -B-Units and Pass-Through Organizations		
Augusta University: <i>Cyber Center, AU Health System</i>	46,852,465	} \$286.7M
Georgia Institute of Technology: <i>GTRI, Enterprise Innovation Institute</i>	19,684,922	
University of Georgia: <i>Ag, Cooperative Ext, Vet Med, Forestry, Marine Sciences</i>	117,902,754	
University System Office: <i>Archives, Public Libraries, GALILEO</i>	62,342,431	
Special Funding Initiatives – Select institutions	39,988,670	
Pass-Throughs (GMC, GPTC, GCH and Disregards)	29,204,487	
Non-Teaching	<u>\$315,975,729</u>	10.00%
Board of Regents State Appropriation Total – All Programs	\$3,184,870,919	100.00%



Amended FY 2024 Operating Request

FY 2024 State Funds Budget **\$ 3,184,870,919**

One Time Requests:

Enterprise Resource Planning (ERP)	88,000,000
Facility Defeasances	119,109,914
Major Repair and Rehabilitation (MRR)	80,000,000
Technology, Safety, Equipment, Demolitions	20,618,975
Georgia Research Alliance	14,250,000
Workload and other adjustments	<u>63,400,000</u>

FY 2024 Increase State Funds Request **\$ 385,378,889**

AFY 2024 State Funds Budget Request **\$ 3,570,249,808**



FY 2025 Operating Request

FY 2024 State Funds Budget \$ **3,184,870,919**

Formula Request:

Enrollment growth/Workload adjustment	68,256,374
Maintenance and operations	659,001
Health insurance rate changes and new retirees	22,431,360
Teachers Retirement System Rate Change	<u>7,676,694</u>
Subtotal Formula Increase Request	99,023,429

Other Line Items (B-Units) Request:

Health insurance rate changes and new retirees	1,402,609
Teachers Retirement System Rate Change	692,356
Georgia Public Library Service - Formula Increase	177,605
Music industry archiving at UGA	(5,200,000)
3% State Funds Enhancement Request	8,630,463
1% State Funds Reduction	<u>(2,876,821)</u>
Subtotal B-Units Request:	2,826,212

FY 2025 Increase State Funds Request (3.2%) **101,849,641**

FY 2025 State Funds Budget Request \$ **3,286,720,560**



FY 2025 Capital Outlay Request

Equipment (5 Projects)	\$28,200,000
Construction (5 Projects)	68,600,000
Design and Construction (4 Projects)	42,500,000
Design (6 Projects)	14,200,000
Small Capital (8 Projects)	<u>34,500,000</u>

Total – USG Capital Request **\$188,000,000**

Other Organized Activities:

Georgia Research Alliance	5,000,000
Georgia Public Libraries	<u>5,000,000</u>

Grand Total – BOR Capital Request **\$198,000,000**



Inside RPA



RPA Personnel

- Sean Baser heading to SHEEO
- Lori Hagood moving permanently into the lead for the research team
- RPA hiring for Senior Research Associate (internal posting) and Research Associate

Financial Aid Data Collection

- 2022-23 aid year (fall 22, spring & summer 23)
- Georgia College Completion Grant collection
 - Fund code is GCCG; max amount \$2500; a least one recipient required)
- DED formatting changes
- Max award amount updates (HOPE, HOPECT, HOPEGD)
- Investigating Federal Work Study paid collection issue



Academic Data Collection

Facilities Fall 2023-just closed, Fac. Div. working with campuses on issues

Fall 2023 Mid-Term- 2nd preliminary headcount today (thanks!)

Fall 2023 End-of-Term

- New Elements for Courses
 - Department Code and Description
 - College Code and Description



Academic Data Collection

Fall 2023 End-of-Term (cont'd)

- Updates to the ETL to alleviate these errors encountered:
 - VSGC023: USG Cumulative GPA must be greater than zero and cannot be null.
 - VSGC011: USG Cumulative Hours Attempted must be greater than zero and cannot be null.
 - VSTE135: HOPE Hours Attempted cannot be null if HOPE GPA is not null

Academic Data Collection

Fall 2023 End-of-Term (cont'd)

- Updates to Cognos to fix known issues with these errors
 - VFCS005: Faculty Teaching Percentage must not exceed 100 for any individual instructor.
- Updates based on Banner changes (field size changes)
 - Source Background Information field change to 20 char.s will require update in FICE/HS application
 - Test Score Admin Type field change to 10 char.s. Only DED defined values (or their translation) will be extracted for Fall EOT.

Academic Data Collection

Spring 2024 Mid-Term

- Likely preliminary headcount
- Addition of Global Learning / Diversity HIP Course Attribute



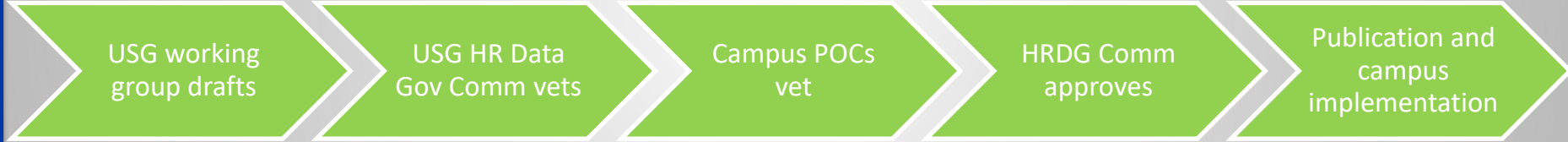
Other ADC Work

DMA Project

- Enhancements to APEX underlying database
- Requesting corrections to DMA from campuses and addition of new fields for all programs
- Enhancing DMA public facing tool
- Creating public academic program search tool for Georgia Degrees Pay

Human Resources DED Project

- Updating dictionary to reflect OneUSG environment and business practices
- July 2021-now
 - 6+ batches of DED items
- RPA lead Leslie Hodges



- Current status:
 - Batch 6 posted
 - Reviewing final “Fallout Batch” of tricky items



Data Governance Other

- RPA is putting a pause on research data requests while we work on filling vacant positions



RPA Reporting and Other Projects



Data Provision for USG Initiatives, Policy, & Decision Making

- Enrollment Monitoring
- Applicant data collection and sending to NSC, analysis for destinations for admissions policy
 - new collection upcoming for all institutions
- GA high school grads who enroll out-of-state
- Gateway Course Completion based on ad hoc transfer data collection



Data Provision for USG Initiatives, Policy, & Decision Making

- Unmet financial need for USG Foundation
- Student success by course modality
- In concert with CVIOG
 - Working student analysis
 - Debt to earnings/return on investment



Other Work

- DHS/DCH Pathways enrollment verification
- Helping Foundation/campus advancement offices



USG/RPA Website Updates

- Student outcomes pages being converted to dashboard underpinnings
- RPA Website (<https://www.usg.edu/research/>)
 - New Credit Hours Dashboard

The screenshot shows the website for the University System of Georgia's Research and Policy Analysis Operations Division. The page features a navigation bar with a search icon, a 'GIVE' button, and social media links for Twitter, Facebook, LinkedIn, and Instagram. Below the navigation bar is a blue header with the text 'RESEARCH AND POLICY ANALYSIS Operations Division'. The main content area includes a search bar, a 'Data Dashboards' section with three icons for 'Enrollment', 'Student Success', and 'Outcomes', and an 'Enrollment' section with two sub-dashboards: 'Enrollment Dashboard' and 'Credit Hours Dashboard'. A left sidebar contains a list of menu items: Home, Data Dashboards, USG by the Numbers, Enrollment Reports, College Readiness and Dual Enrollment Reports, Credit Hour Reports, Student Transfer Reports, Degree Reports, Financial Aid & HOPE Scholarship Reports, and Employee Reports.



Total Credit Hours

By Fund Group / Course Level Group

By Course Modality / Student Enrollment Modality

Credit Hour Details

Definitions

Reports

Fiscal Year

Term

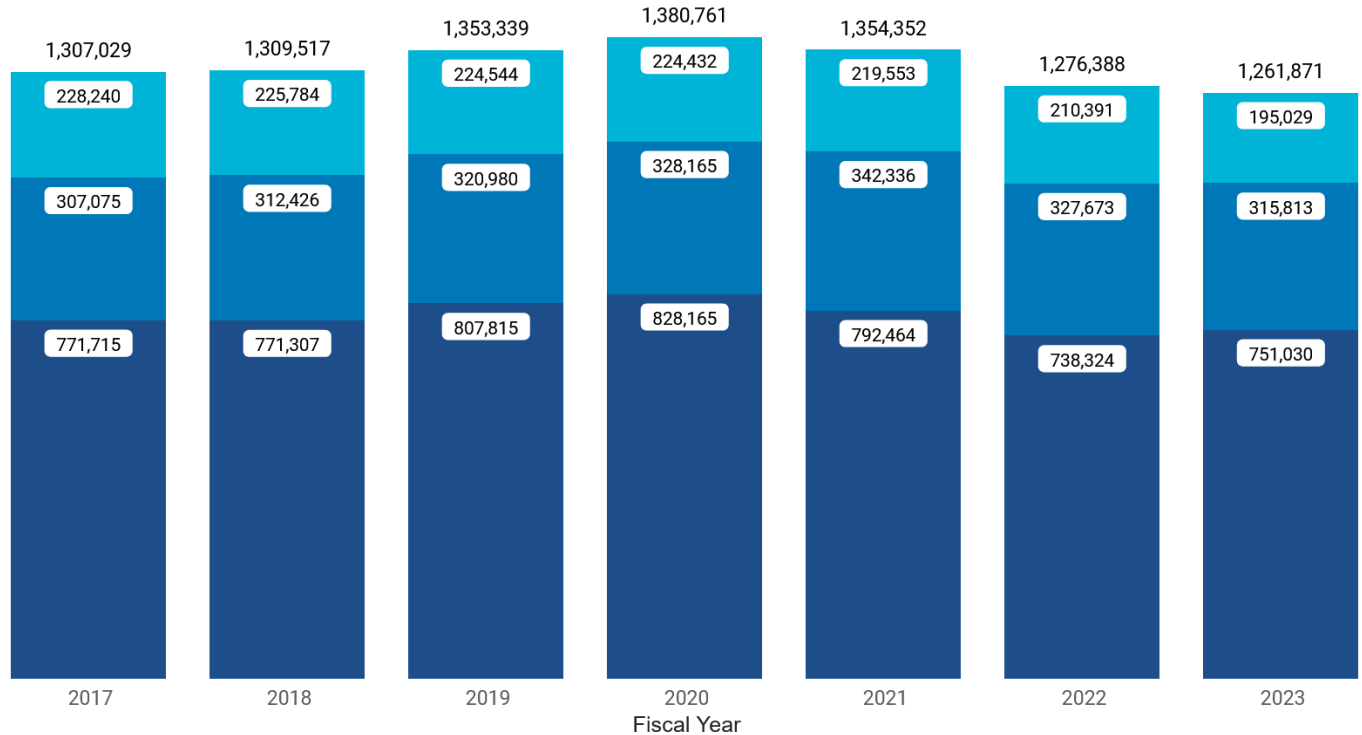
By Fund Group

By Course Level Group

#

%

By Course Level Group ?



● Lower Undergraduate ● Upper Undergraduate ● Graduate/Professional

Sector ?

Institution ?

Fund Group ?

Course Level Group ?

Student Residency

Dual Enrollment

Clear All Filters

Qlik Data Viz Portal

- Qlik licenses- Lori.Hagood@usg.edu for changes
 - 2 view only licenses for up to 10 users each, 1 developer
 - Will be prioritizing apps to transition to PowerBI



Questions and Contact

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