

Data Governance Council

April 10th, 2025

2:00 – 3:00PM

Agenda

1. Discuss university wide data happenings on the horizon
 1. Emergency contact update
2. Data Strategy 101
3. Sub-council progress shared definitions for cross-domain data points
4. Data domain spotlight- Talent and Culture
5. **Standing agenda item-** Open the floor for cross domain issues- proposed resolution and next steps

Data happenings

Efforts are in place to capture emergency contacts for students

Sandra Oerly-Bennett and Josh Imes

- Overview
 - Salesforce will not be collecting emergency contact information
 - Need to determine a better way to capture emergency contact information for existing students
 - Prospective students are out of scope
 - There is a way to update emergency contacts currently, but there is no way for us to make it mandatory
- Next steps
 - Josh working with Neeley Clelland to determine how Workday is configuring emergency contacts
 - We need to know how Workday stores and what it collects
 - Information that is being collected in Banner should align with Workday emergency contacts
 - “Preferred Language” is the outlier
- Action needed from the DGC
 - If anyone is using Emergency Contact data in your functional areas, let Josh know

Data strategy 101

Sub-council on shared data assets

Efforts to bring the community together around shared terms and definitions has several benefits

Objective

- Ensure that all users across WVU are using the same terminology and understanding data in a consistent way, preventing confusion, and misinterpretation in order to:
 - Improve data quality- reduce inconsistencies and errors
 - Enhance data usability- make it easier to interpret and utilize data across applications
 - Streamline decision-making- make data reliable and accurate

Our foundation is set. Over the next month, we look to come together on common terms and definitions

Actions completed

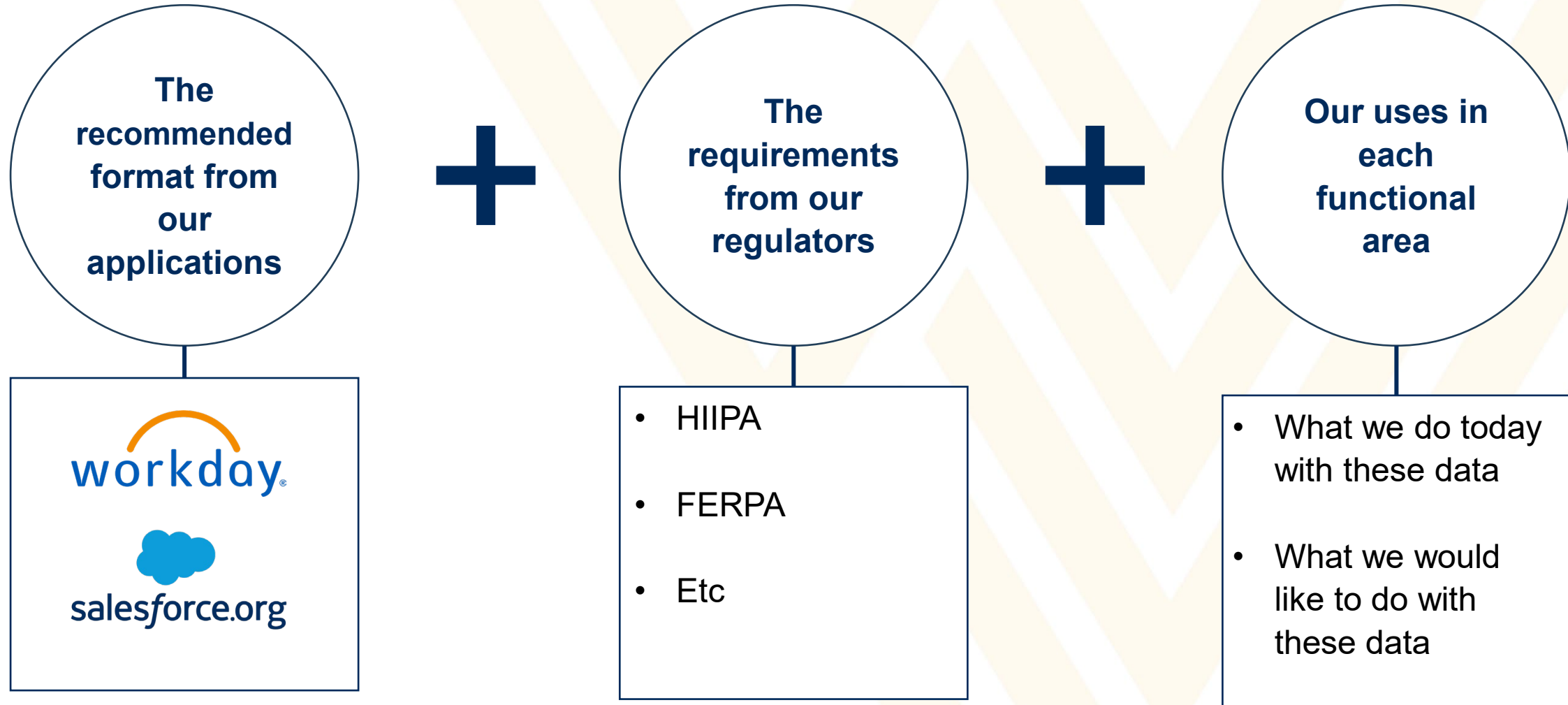
- Team conveyed
 - Amy Alton
 - Jamie Bunner
 - Samantha Burwell
 - Joe Cook
 - Kathy Day
 - Josh Imes
 - Lee Lawson
 - Rebecca Meyer
 - Rebecca Tarabrella
- Developed framework for creating terms and definitions
- Decided to focus on “military status” as our first shared term

The sub-council needs your support with a few next steps

Next steps- Deliver on “military status” and continue to standardize data needed for Workday

- Confer with Workday modernization team on standards
- Uncover uses in each functional area
- Identify all regulatory requirements

This equation will lead us to shared terms and definitions



Update on Talent and Culture data engagements

Aligning efforts in flight regarding Talent and Culture data

Workday implementation with Huron

- Uncover data needed for work sets

Data Governance Council

- Provide use cases for data outside of Talent and Culture
- Help communicate data changes in their functional areas

Talent and Culture Data stewards

- Provide data sources
- Define data
- Approve data uses

Data architecture design sponsored by Brice and Lisa

- Provide best practices for architecture
- Determine how data will sit in Snowflake and Informatica



Shared understanding



Governed data



Controlled access



Advanced analytics

Who's involved and what they are doing

Talent and Culture leadership and SMEs- Providing process requirements and objectives to the Workday team

- SMEs are pulled as processes are built

Talent and Culture data governance- Verifying data and metadata, providing data oversight, and making data decisions

- Samantha Burwell
- Amanda Donnelly
- Han Ahn

Modernization team- Identifying HR data needs, sourcing data, and prepping data for the Workday build

- Christine Bennett
- Neeley Clelland
- Todd Witter

Data and Analytics- Fulfilling data and analytics needs, memorializing data decisions, communicating updates, fulfilling compliance needs, and providing data resources

- Laci Cale and team
- Donielle Maust and team
- Liz Reynolds
- Jeff Witt

ITS- Integrating data

- John Loeffelbein and team

Lisa and Brice are sponsoring an engagement with CTI Consulting to modernize our existing architecture



Develop foundational Modern data assets that include Data Models, Data Pipelines, Data Observability and BI Reports



Build Data Lake House Analytics to answer cross domain questions for WVU Executive Leadership



Handle data sensitivity within the platform through an appropriate solution



Support Workday migration activities to ensure capturing conversions rules from Map



Incorporate governance into the development process, with established baseline program needs

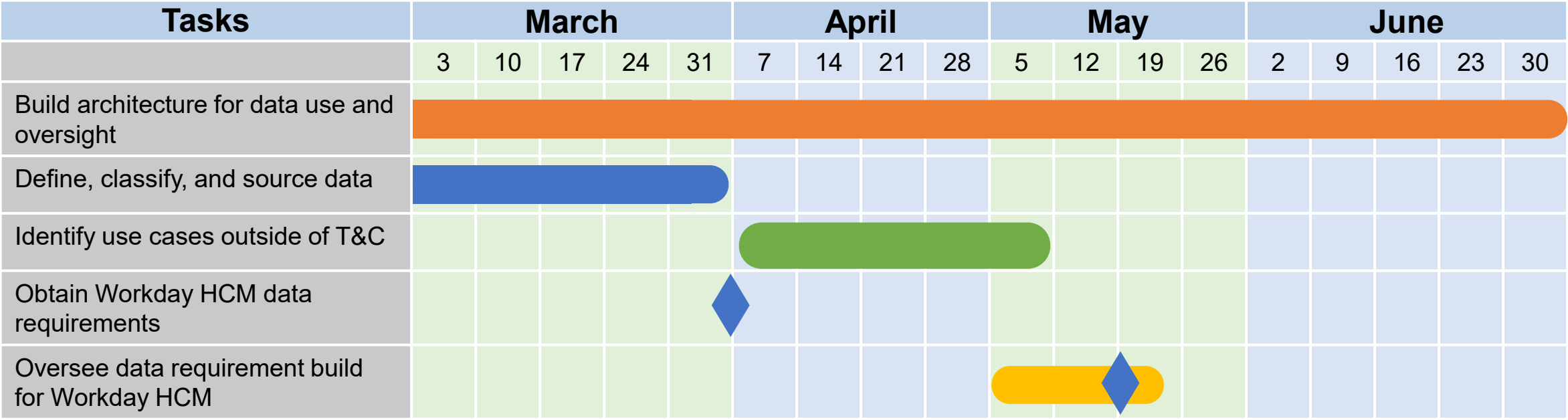


Establish DataOps Operating Model to manage more effective and efficient deployment of data to the University community




Create an adoption Plan from Knowledge Transfer, Training Programs and Adoption Playbooks within the DataOps process


Sequencing is important to meet requirements in a short timeline




 = DnA, CTI Consultants, ITS, T&C DSs, T&C leadership team

 = T&C DSs, Data Governance, Modernization team

 = T&C DSs, Data Governance, Data Governance Council

 = T&C DSs, Data Governance, Modernization team

 = Dates from Workday implementation plan