

CASE STUDY: Building an Effective Data Stewardship Organization

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Agenda

- About Stanford
- Key Factors in Effective Stewardship
- Stewardship Challenges
- Stewardship Solutions
- Overall Strategies

About Stanford

- One of the world's leading teaching and research universities
- \$4.8 billion operating budget
- \$18.7 billion endowment
- 2,000 faculty
- 12,000 staff
- 16,000 students



Key Factors in Effective Stewardship

Participation

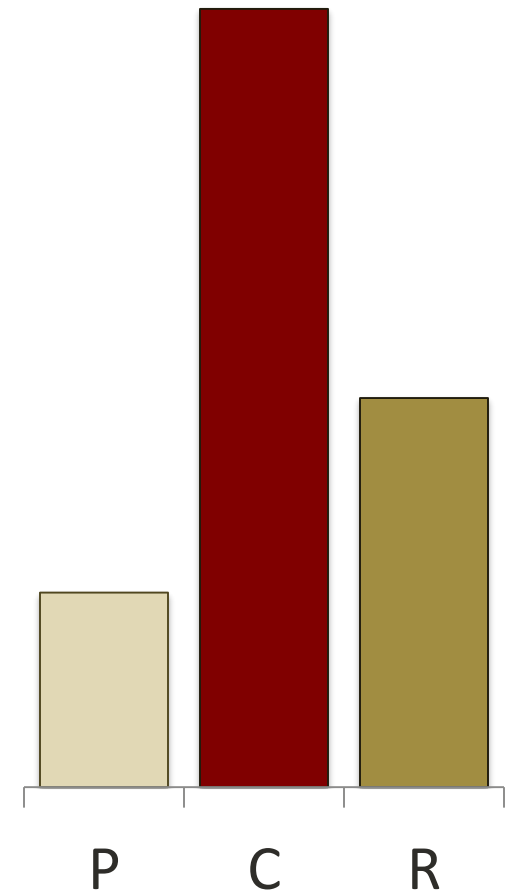
- Consistency
- Breadth

Coordination

- Aligning people, projects, and content

Resources

- People
- Capabilities

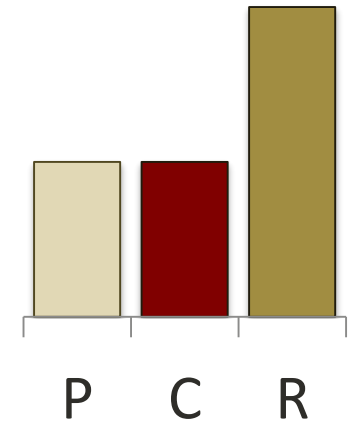




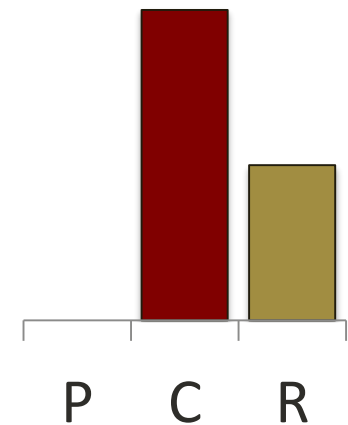
Stewardship Challenges

Stewardship Challenges

A. Over-dependence on central resources

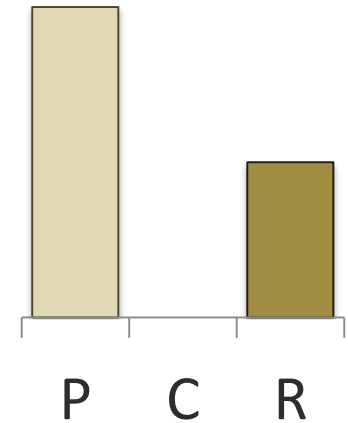


B. Managing metadata where ownership is complex

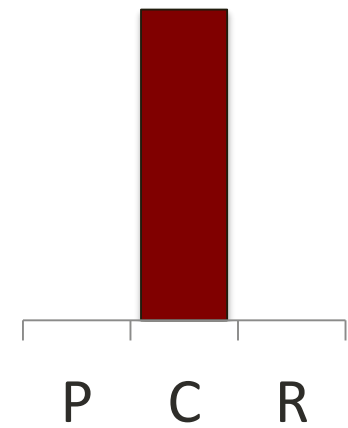


Stewardship Challenges

C. Lack of broad, consistent engagement



D. Integration across initiatives and functional areas

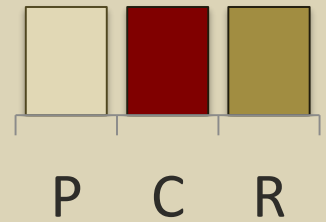




Stewardship Solutions

Stewardship Solutions

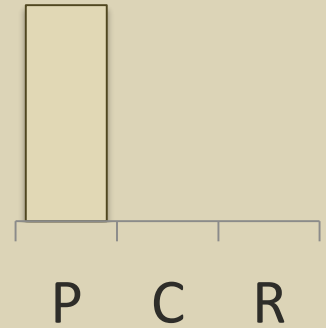
1. Scope initiatives carefully



- Integrate stewardship into funded projects
- Identify specific deliverables
- Be realistic about resource requirements

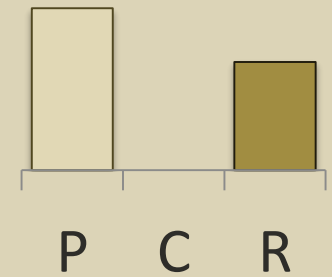
Stewardship Solutions

2. Reward Engagement

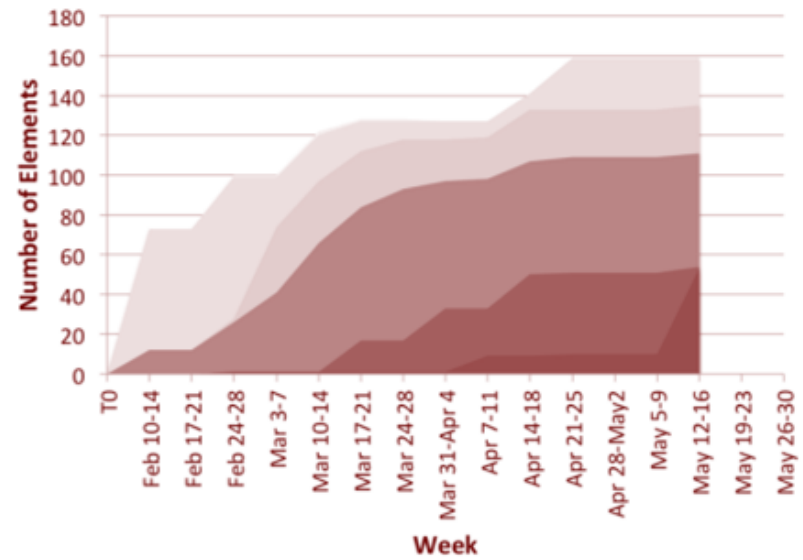


Stewardship Solutions

3. Demonstrate Progress

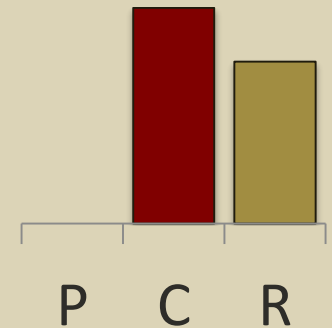


- Identify key metrics
- Set specific goals
- Share results broadly



Stewardship Solutions

5. Upgrade your tooling



Confluence page for 'Casual Employee'. The page includes a definition, aliases, attributes, relationships, authoritative source, and metadata status. A large red arrow points from this page to the right.

Definition: Casual Employees are "Employees on the University payroll appointed less than 50% FTE and work[ing] no more than 980 hours during the calendar year for all Job Assignments." (Admin Guide 2.2.2.9)

Aliases:

Has Attributes:

Is Attribute Of:

Relationships: This class is mutually exclusive with Regular Employee, Student Employee and Temporary Employee

Is Type Of: Employee

Authoritative Source: PeopleSoft, Admin Guide 2.2.2.9: <https://adminguide.stanford.edu/chapter-2/subchapter-2/policy-2-2-2#anchor-23245>

Definition Discrepancy:

SQL or Derivation:

Examples or Link:

Definition Owner: HR

Definition Contributors: HR

HR Metrics Enhanced Definition: A casual employee is an employee on the University payroll appointed less than 50% FTE in a non-Benefits-Eligible position and who works no more than 980 hours during the calendar year for all job assignments. This term is defined in the admin guide, section 2.2.2. These employees are not included in the HR Metrics dashboard.

Metadata Status: Approved by SUDS-HR on February 22, 2012

Stanford Data Governance Center SUDS Dictionary page for 'Casual Employee'. The page shows a structured overview with sections for Definition, Responsible SUDS Group, Note, Relationships, Is Type Of, and Authoritative Policy References.

Definition: Casual Employees are "Employees on the University payroll appointed less than 50% FTE and work[ing] no more than 980 hours during the calendar year for all Job Assignments." (Admin Guide 2.2.2.9)

Responsible SUDS Group: SUDS-HR

Note: No value has been given yet.

Relationships: This class is mutually exclusive with Regular Employee, Student Employee and Temporary Employee.

Is Type Of:

Name	Definition	Responsible SUDS Group	Domain
Employee	An Employee is a Person that is...	SUDS-HR	SUDS Dictionary

1 relations

Is Different From:

Name	Definition	Responsible SUDS Group	Domain
Student Employee	A Student Employee is an Empl...	SUDS-HR	SUDS Dictionary

1 relations

Authoritative Policy References:

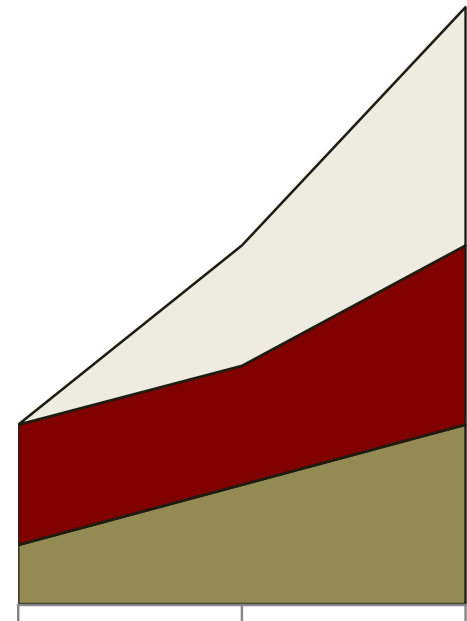
PeopleSoft, Admin Guide 2.2.2.9: <https://adminguide.stanford.edu/chapter-2/subchapter-2/policy-2-2-2#anchor-23245>

Overall Strategies

Start with available technology and volunteers

Embrace opportunities for expansion and change

Do whatever it takes to increase engagement



Evolution of Focus





Discussion