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SYMPLECTIC
Elements

TRANSITION TO ELEMENTS

BRING ON TOMORROW

INDIANA UNIVERSITY

The Team

The implementation teams includes faculty representatives from all constituent groups, who represent the interests of faculty.



Willie Miller
Indianapolis



Susan Popham
Regionals



Logan Paul
Bloomington



Melody Braun
School of Medicine

The Team

The implementation team includes staff from academic systems, strategic operations, and enterprise systems (and their teams).



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Academic Systems



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Enterprise Systems

Agenda

Transition to Elements
for Faculty Activity Reporting (FAR)

1. Selecting Elements
2. Implementation Timeline
& Progress
3. FAQ
4. Questions

ELEMENTS IMPLEMENTATION

Selecting Elements



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Identifying the need

DMAI was not serving the needs of the faculty for reporting faculty activities.

Common complaints included:

- Clunky User Experience
- Too many fields!
- Caused duplicative work for faculty (e.g. CV, online profiles) and campuses (e.g. awards)

The goals include:

1. Simplify activity reporting for faculty.
2. Provide faculty a greater benefit to reporting activity.
3. Allow for process optimization for various workflows (e.g., P&T, Annual Review) for administrators.



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Selecting Elements

The university formed a task force to evaluate our current FAR solution in Spring 2023.

The recommendation from the task force at the end of Summer 2023 was to put out a bid for a new vendor and move away from DMAI.

The university conducted a **Request for Proposal (RFP)** in Fall 2023 with a wide group of stakeholders.

The RFP ended and we selected Symplectic Elements in early 2024.



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Faculty Input in Selecting Elements

A significant amount of faculty feedback made it to governance groups, administration, and staff offices responsible for supporting DMAI.

The RFP group was composed primarily of faculty from across the university – Bloomington, Indianapolis, Regionals, and School of Medicine.

Demos from vendors to each of those groups were available with a survey for comment.

Faculty governance groups were involved in the selection process.

Faculty feedback was integral in the Elements selection process and current configuration activities.

Elements Features

SELECTING ELEMENTS

Easier user interface

A more functional design from the vendor combined with a completely fresh configuration from IU will improve the user experience for faculty.

Automated scholarly matching

Elements will be able to source publications for our faculty from sources like Scopus, Web of Science, and ORCID. This will reduce manual entry of activities.

Web profiles

Elements can support an enterprise-wide web profile system, reducing the need for faculty to keep information up to date in multiple places. (Future!)

Workflow & routing capabilities

Elements has built-in workflows that administrators can setup to simplify and enhance our activity-based processes (e.g., annual review, P&T).

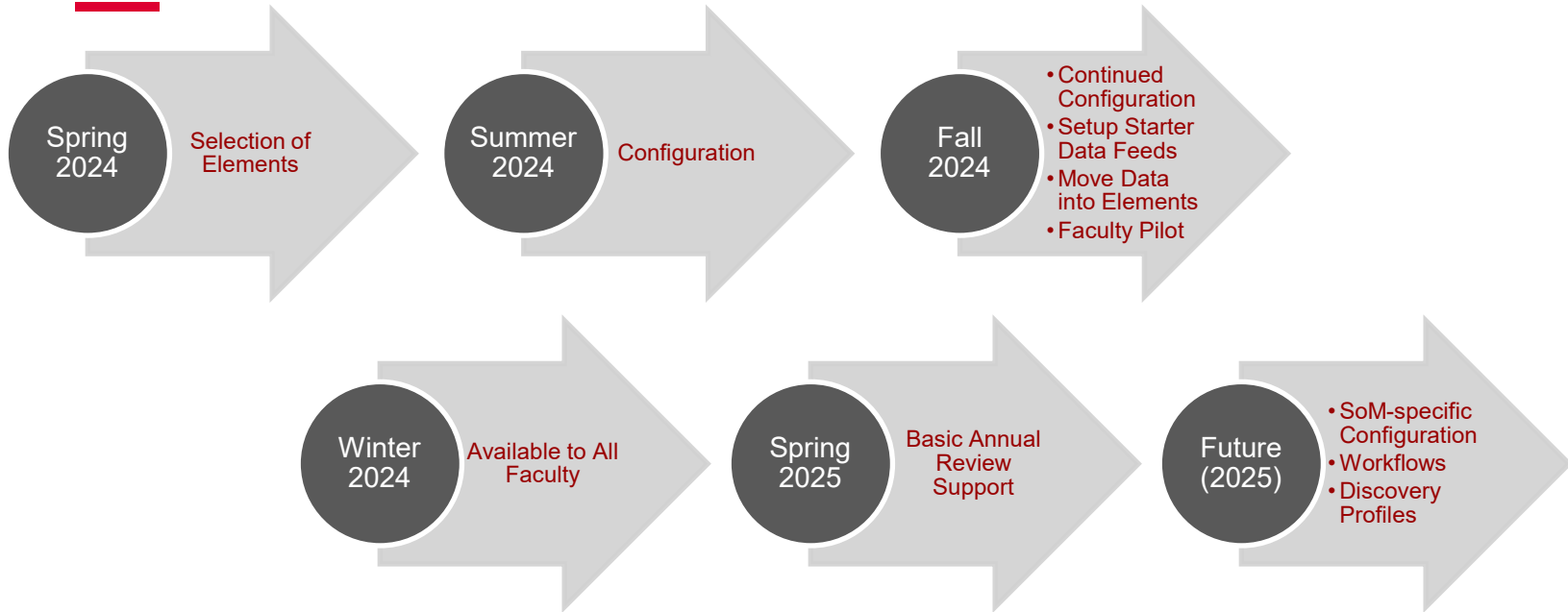
ELEMENTS IMPLEMENTATION

Implementation Timeline & Progress



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Overall Timeline





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Implementation Progress

We have spent Spring and Summer 2024 working through the configuration of Elements with the vendor and faculty representatives.

Configuration is not a direct copy of DMAI. We have re-implemented faculty activity reporting from scratch based on:

- DMAI Data/Usage
- Feedback from Faculty

Configuration Highlights

- Mining DMAI data to determine usefulness of activity types, fields, and the “Other” option.
- Working with arts/humanities faculty to ensure the system can appropriately capture their work.
- Re-tooling feeds (grants, teaching, etc.) and creating new feeds to ensure the data in Elements is useful.



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Implementation Future

We are planning ways to continuously gather feedback from faculty and administrators to enhance the system. This will be ongoing.

We are working on identifying more sources of data so we can enhance automation for activity reporting. This has started larger conversations around how we track activities at IU.

With full-time support, Elements will continue to grow and adapt to meet the changing needs of faculty, campuses, and the university. *This is not a one and done implementation.*

ELEMENTS IMPLEMENTATION

FAQ/ Questions



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What happens to my data from DMAI?

Data from DMAI is being moved in phases to Elements in the upcoming months.

This is a large and complex process because Elements was implemented from scratch and is not just a direct copy of DMAI.

Faculty will be able to review their data within Elements when it is fully launched.



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What will I see when I log into Elements for the first time?

Data is being migrated into Elements in stages, prioritizing 2024 data for the current annual review cycle and data that was manually entered into DMAI. While all DMAI will be imported, due to the structural differences between the systems some pieces will take additional time to be completely transferred.

Before launching fully, the Elements Team will broadly communicate what data has been transferred and what remains in process. Please do not be alarmed if items are initially missing.



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What training and support will be available?

We will be offering a variety of in-person and virtual training options for faculty alongside the full release in late 2024. Asynchronous resources, such as video tutorials and user guides, will be available at go.iu.edu/elements.

If you would like to schedule a training for a specific group of faculty, let us know and we will be happy to coordinate.

Support will also be available at elements@iu.edu as needed.



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How will we conduct annual reviews this year?

Because there were no workflows available in DMAI, units determined their own processes for annual reviews.

Elements will be ready for faculty in November to check their data and enter any new activities from Fall 2024.

A temporary report that mimics the annual report output from DMAI will be available. This report can be used to conduct the annual review for 2024.



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How will annual reviews work in the future?

Elements will be setup to support annual reviews using its workflow capabilities for annual reviews beginning with calendar year 2025 (which will happen in Spring 2026).

Administrators will receive a survey in September inquiring about their annual review process(es). This information will be valuable as the exercises are implemented in Elements. *Please fill this out!*

We are looking for a couple schools from Indianapolis to pilot the annual review process using the Elements workflow. If your school would be interested in joining this pilot, please let us know.



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How can you provide feedback/feature requests?

The implementation team is working on a site to collect feedback/feature requests for Elements.

In the meantime, any feedback/requests can be sent to elements@iu.edu.

THANK YOU!
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Additional questions or concerns?
Email elements@iu.edu.



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