MANAGEMENT
PERFORMANCEHUB

Indiana's Data-focused Workforce

Josh Martin, Indiana Chief Data Officer

MPH Mission

MPH provides analytics solutions tailored to address complex management and policy questions enabling **improved outcomes for Hoosiers.**

We empower our partners to leverage data in innovative ways, facilitating **data-driven decision making** and **data-informed policy making.**

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About Indiana MPH

MPH does not house any direct constituent services; it's an agent of its state agency partners.

MPH serves state agencies and external partners and adds value by unlocking data, connecting and analyzing across disparate systems, and sharing with agencies and external partners.

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Challenges

So much data…

- Improved Data Governance
- Data Management Capability Assessments
- Data Cataloging
- Data Governance Council

Be prepared for the next COVID!!

- Faster, scalable record linkage
- Improved tooling
- Data literacy…*more on that later*

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MPH Internal Structure

Indiana Chief Data Officer
Indiana Chief Privacy Officer

Legal & Security
Engagement
IT Support

Data Management
Data Science
Business Intelligence

38 full-time employees
3 Interns
6 Open Personnel Control Numbers
10 positions being created

Recruiting data talent

Applicable job descriptions

Sufficient pay bands

Internal controls

- Two-year budgets
- Strategic Hiring Committee

Limited recruiting

Skill levels

Building out small teams for partner agencies

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Job Description Progress

Modernization

- Reviewing or creating 41 data job codes

Career ladders

Data Job Matrix

Consistent application

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MPH Initiatives

DATA PROFICIENCY PROGRAM

- Rolled out by MPH in April 2021
- Monthly lessons delivered to state emails about important data topics
- Lessons hosted publicly on MPH website
- Employees earn badges by completing lesson series
- Green Badge to date: 1,800 badges earned YTD
- Blue Badge to date: 600 badges earned YTD

MPH History

2014: Agency first created in 2014 by Executive Order.

July 1, 2017: Management Performance Hub officially codified into law in Indiana Open Data Act (IC 4-3-26). Indiana Chief Data Officer role created.

September 2017: Indiana Data Hub goes live.

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Office of Indiana Chief Data Officer

The Office of the Chief Data Officer (CDO) was established as part of IC 4-3-26.

About CDO role

- Executive Director of MPH
- Advises executive state agencies and political subdivisions regarding state best practices concerning the creation and maintenance of data.
- Coordinates data analytics and transparency master planning for the executive state agencies and provides leadership regarding state data analytics and transparency.

Contact Us

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Sign up for MPH News!

Indiana Management Performance Hub

Web: IN.gov/mph | IN.gov/mph/cdo
Data Hub: hub.mph.in.gov
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THANK YOU!

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