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**UC Tech Awards 2023 Candidate**

1. **Category**: INNOVATION (applied with a slightly different application for OPERATIONAL EXCELLENCE  
   **Name:** Baskar Chitravel and Tom Dudziak  
   **Number of people:** (2)

**Location:** UCOP

1. **Person submitting the nomination**
   1. **Name:** Amit Prayag
      1. **Title:** Institutional Researcher
      2. **Department:** Institutional Research and Academic Planning
      3. **Location/organization:** UC Office of the President (Oakland)
      4. **Please indicate if you are faculty or staff:** Staff
   2. **Email address:** [amit.prayag@ucop.edu](mailto:amit.prayag@ucop.edu)
   3. **The name of your organization:** UCOP
2. **Award category:** Larry L. Sautter Award for **Innovation** in Information Technology
3. **Name of person, name of the team, or name of the project to receive the award:** Baskar Chitravel and Tom Dudziak
4. **All project team members**

* Baskar Chitravel (ITS-Application Technology Services, Information Systems Analyst, Staff, [baskar.chitravel@ucop.edu](mailto:baskar.chitravel@ucop.edu))
* Tom Dudziak (ITS-Application Technology Services, Application Programmer, Staff, [tom.dudziak@ucop.edu](mailto:tom.dudziak@ucop.edu))

1. **Which location was affected by the work?:** UC systemwide, all locations
2. **Summary:**

Baskar Chitravel and Tom Dudziak of the UC Office of the President are nominated for Larry L. Sautter Award for Innovation in Information Technology at UCTech 2023 for streamlining the UC annual wage reporting process (AWR) by redesigning the data workflow. Their innovative solution reduced annual project efforts by 33%, accurately combined all data pieces, and made personnel reporting more accessible for data-driven decision support. Their creative work positively impacted the UC system, making them deserving candidates for this recognition for digital innovation.

1. **Narrative**

We are delighted to nominate Baskar Chitravel and Tom Dudziak for Larry L. Sautter Award for Innovation in Information Technology for their innovative ETL work on redesigning the UC systemwide annual wage reporting process. Their efforts have significantly improved our process workflow. Their commitment to accuracy, accountability, and accessibility of our systemwide personnel reporting has made them invaluable assets to the UCOP team.

UC Annual wage reporting (AWR) is a complex project of high visibility and strategic importance. We use the annual wage data for the internal UC compensation website (<https://ucannualwage.ucop.edu/wage/>), which serves as a platform for compensation transparency and access. Moreover, we leverage these data for systemwide wage reporting to the California State Controller Office (<https://publicpay.ca.gov/Reports/HigherEducations/UniversityOfCalifornia.aspx>), a platform that serves the purpose of institutional accountability to the taxpayers of California. As a result, the product dataset includes all UC campuses, medical centers, Hastings, and LBNL. The massive impact of this complex process is visible through accurate data reporting of an annual payroll expenditure of over $23.7B for over 300,000 UC employees in the calendar year 2021. Moreover, this solution helped the business team respond quickly to the downstream data consumers, including various CPRA data requests and media queries.

During Q2 2022, the data process redesign contributions from Tom and Baskar have been particularly remarkable in terms of reducing complexity and improving operational efficiency. Despite new requirements, they demonstrated a unique talent for breaking down complex personnel processes and identifying areas for ETL process redesign. For example, instead of sourcing the personnel, compensation, and benefits data from several siloed sources, Baskar and Tom crafted a clever solution that combined all data pieces from UCPath with consistency and accuracy. In addition, Tom and Baskar constantly looked for creative ideas to streamline our ETL workflow, making our processes more efficient and reducing the annual project by 33% compared to the previous year. They achieved this impressive feat by identifying and eliminating unnecessary steps in our workflow, redeveloping the ETL steps, and introducing automation where possible. They also collaborated with the relevant business teams to ensure the changes were implemented seamlessly, with minimal disruption to the existing data. As a result, the AWR project has been successful, and the University of California has significantly benefited from the exemplary work of Baskar and Tom.

In conclusion, I firmly believe that Tom Dudziak and Baskar Chitravel are outstanding candidates for the Larry L. Sautter Award for Innovation in Information Technology. Their innovative solution to simplify complex AWR data processes has tremendously impacted the University of California family. They are an asset to the UC, and their work has been instrumental in its success in personnel data reporting. Please feel free to contact me at [amit.prayag@ucop.edu](mailto:amit.prayag@ucop.edu) if you have any questions or need any clarification.