

# DoD HR 2002



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## **Corporate Management Information System (CMIS): Corporate Data at Your Fingertips**

**HR Worldwide Conference  
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# CMIS Overview

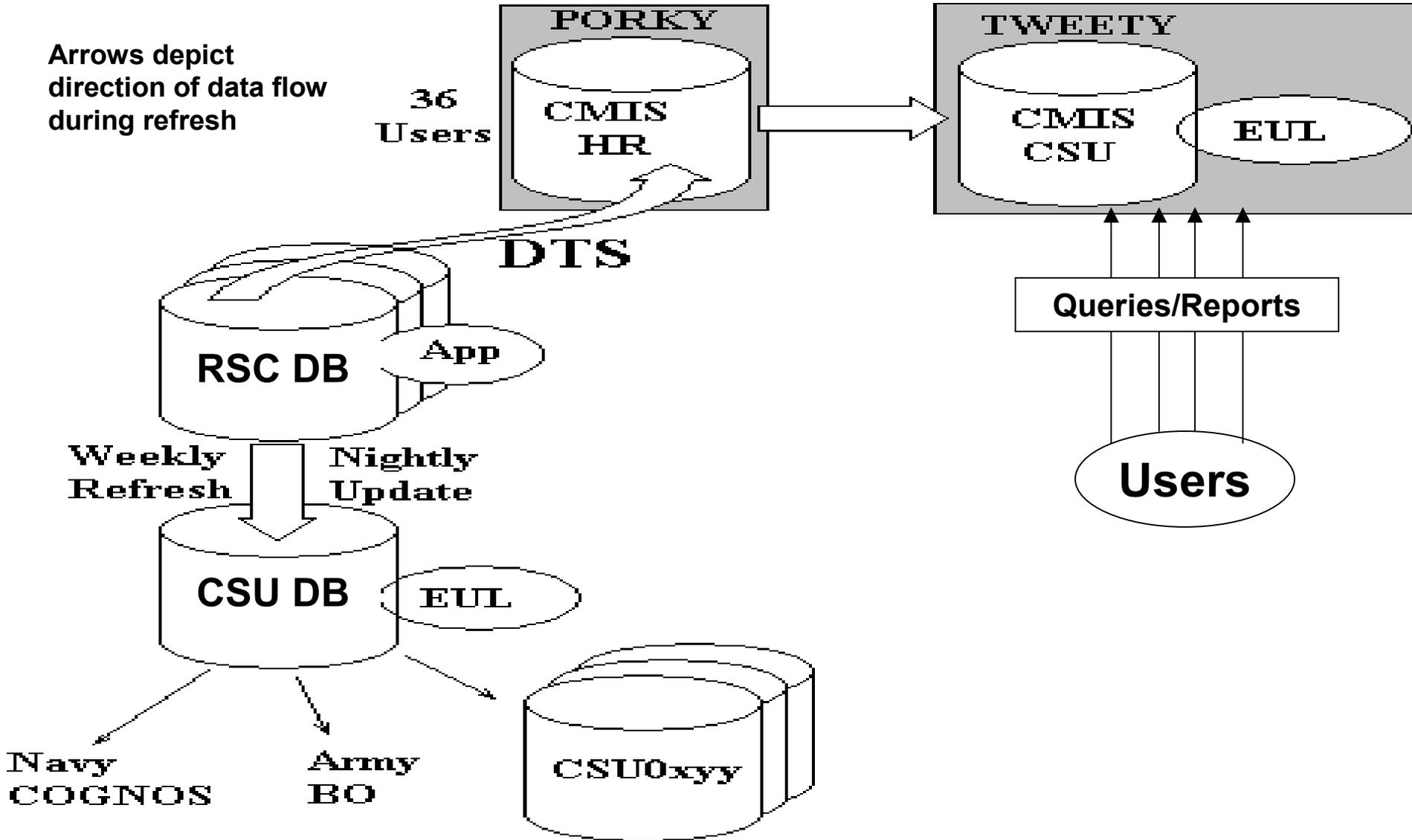
- Central repository of DoD-wide civilian employee and position data (excluding NIMA, DIA and NSA)
- Consolidated data from all modern DCPDS databases
- Corporate level data query and reporting capability
- 780K current employee records (view capability only)
- Daily feed from all regions



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# CMIS Architecture

Arrows depict  
direction of data flow  
during refresh





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# Capabilities of CMIS

- Department-wide data in a single query and reports database instance
- Statistical analysis across Department, Component, organization
- Ad hoc queries/reports
- Strategic workforce planning
- Historical trend analysis
- Comparative analysis among Components
- Mobilization and Contingency Planning

# Potential Users



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- OSD Staff
- Component HQ Staffs
- Cross-serviced Components
- Functional communities (e.g., Acquisition, Logistics, Medical)



# User Requirements

- Authorized access (user accounts managed by CPMS)
  - “Need to know”
  - Principle of “least privilege”
  - Formal requests through Component chain of command
- Compatible query tool (Oracle Discoverer, Cognos, Business Objects)
- Limited access secure views (e.g., certain data elements, certain organizations)

# Current Issues



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- Data transfer mechanism reliability
- Refresh performance
- Process fine tuning (CPMS & contractor working ensure greater data accuracy and currency)