



MANAGING DATA TEAMS POST-COVID

Peter Dieringer, MPH

Ground Rules

This is a discussion

No wrong answers

“I don’t know” is okay...and expected these days

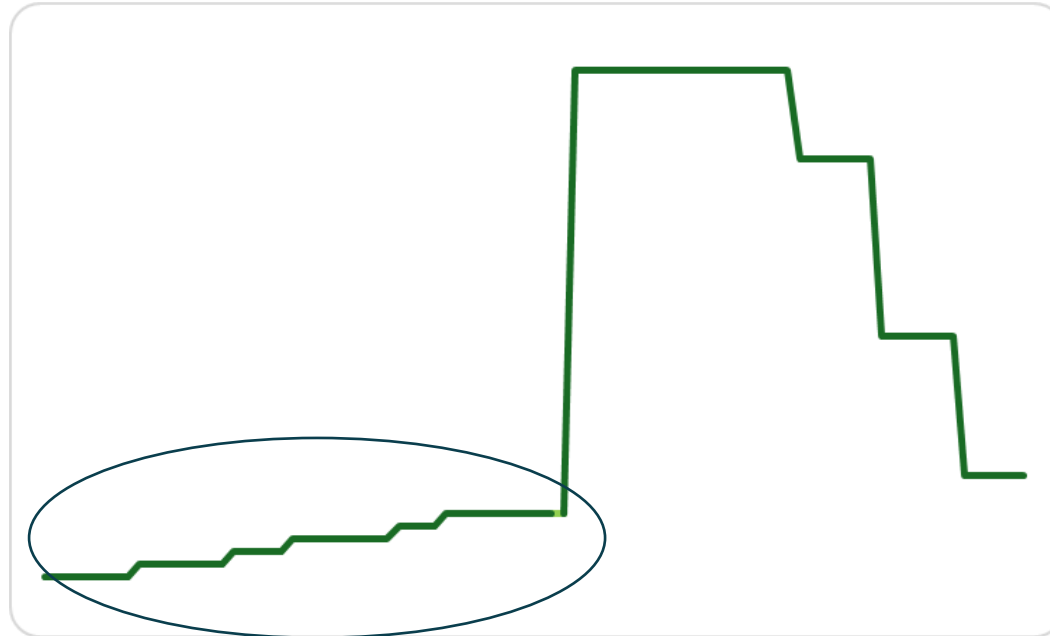
WADOH answers are an example, not something to match or compare to

How do we define “data teams”?

- Teams that directly access, manage, and analyze data
- Epidemiologists, Informaticians, Data Analysts, Data Engineers, Developers
- For this discussion
 - Data teams do not include staff working in direct data entry, training, or only accessing system generated reports

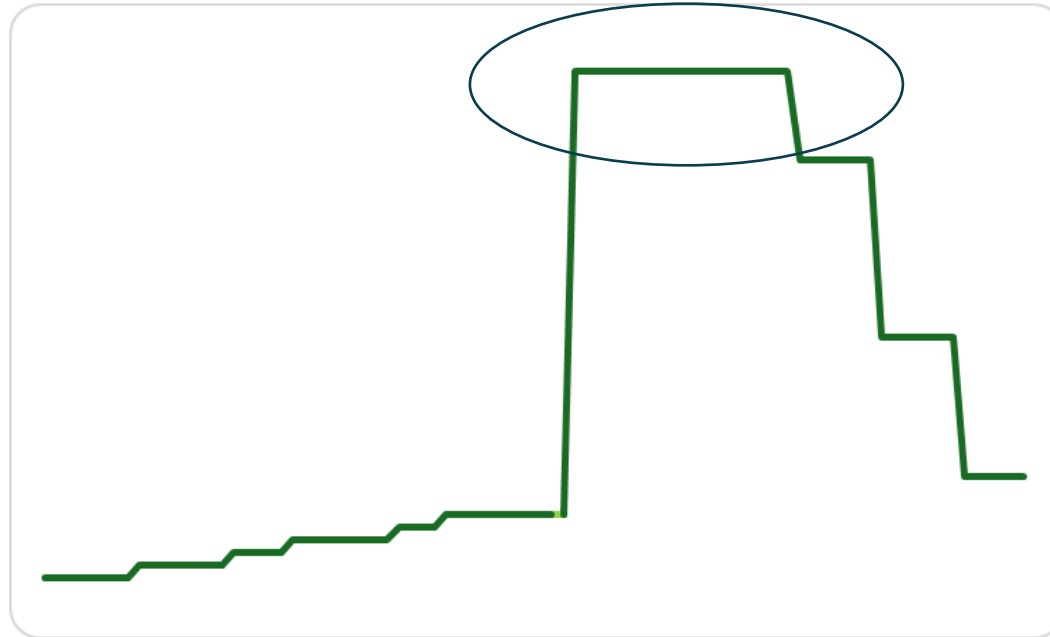
Four Phases

- Pre-COVID
- COVID
- Current
- Future



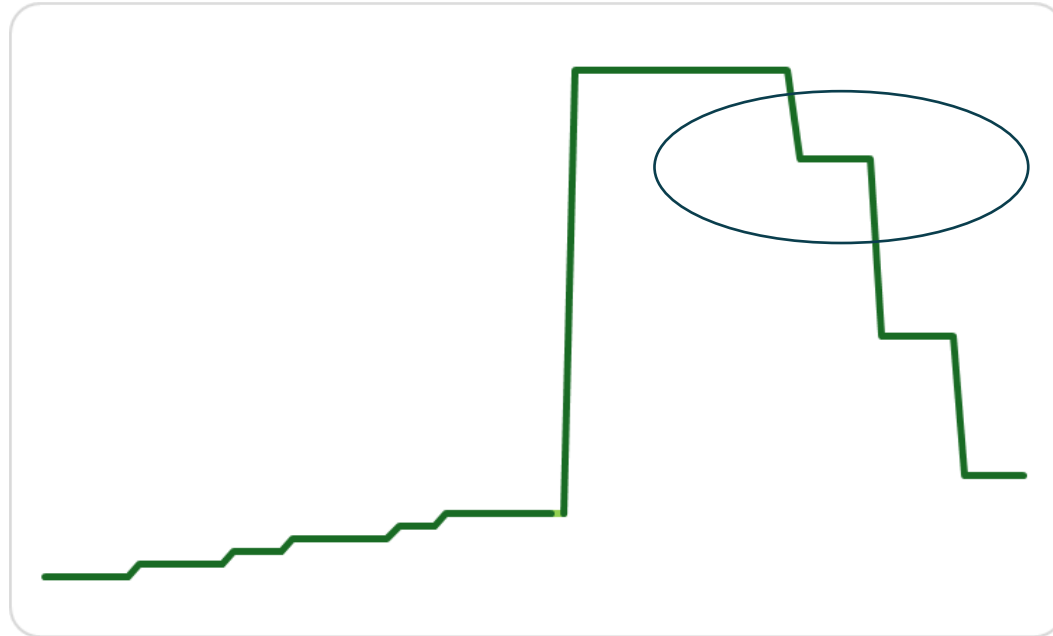
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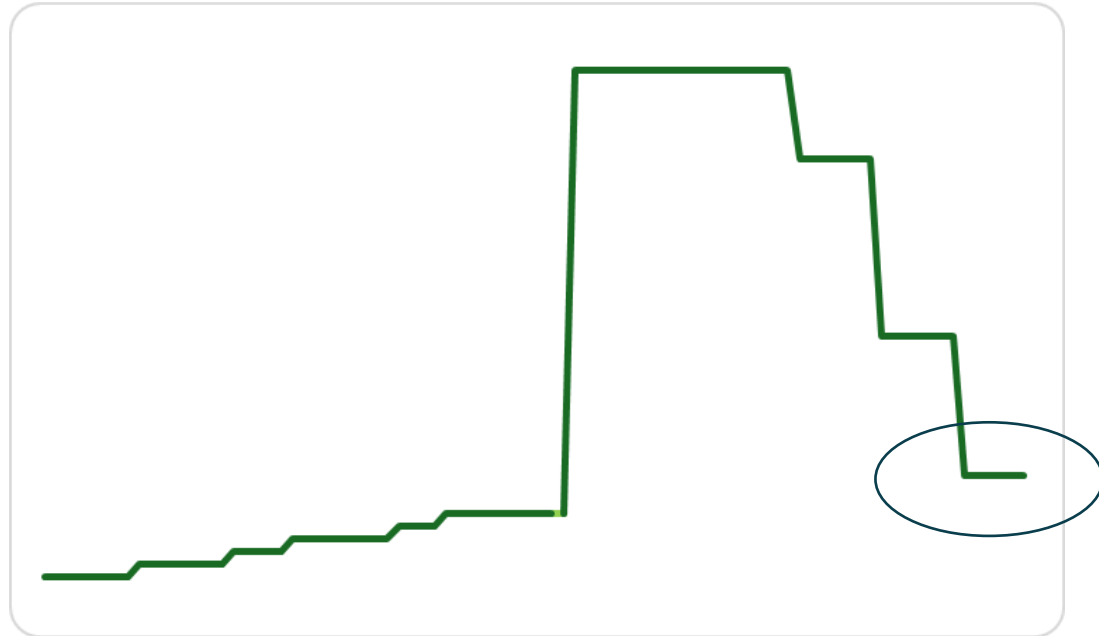
Four Phases

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Four Phases

- Pre-COVID
- COVID
- Current
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WADOH

- Three data teams
 - Assessment, Informatics, Data Exchange
- Slow growth, sudden expansion, slow decline, pending cliff(s)
- Expansion in staffing, tools, technology, and infrastructure

Pre-COVID

- How many data teams did your office/program have?
- How many staff did your office/program have?
- What tools did they use?

WADOH Pre-COVID

- Two teams
 - Assessment
 - Data Exchange
- 8 Staff
- Oracle SQL Developer, SAS, Tableau

COVID

- Did you expand your teams?
- Did the number of data teams expand?
- Did the number of staff expand?
- Did you use new tools?

WADOH COVID

- One new team
 - Informatics
- Assessment became a section
- 35 new positions
- New cloud infrastructure and tools
 - Databricks, SSMS, GitHub, Python, R/Rstudio, PowerBI

Current State

- Has the number of teams changed?
- Has the number of positions changed?
- Do you use new tools?
- Have you sunset tools?

WADOH Current State

- 3 teams
- Reduction of 7 positions
- Expanded capabilities with tools

Future State (post-June 30th)

- Will the number of teams change?
- Will the number of staff change?
- Will the tools used change?

WADOH Future State

- Decrease in teams
 - Combine Assessment and Informatics
- Reduction of 14 positions
 - Further reductions in 2027
- Posit Workbench and Databricks Unity Catalog

Expectations

- How are you managing/setting expectations?
 - Internally on teams
 - Externally to leadership
 - Externally to partners
- Do you feel expectations have changed?
 - Data request turnaround time
 - Access to data

Efficiency

- Where can you find efficiency?
 - Scalable and flexible systems
 - Reproducible code
 - Shared code and resources
 - GitHub
 - Documentation and Knowledge Center

Critical Work

- How do you define critical work?
- Who makes the decision?
- How can we engage the necessary partners?

How are you structuring your teams?

- What are the advantages of diverse teams?
 - Epidemiologists, Analysts, Informaticians, Developers, Data Engineers
- What are the disadvantages?
- Can one person manage diverse teams?
- What is the “need to know” for managers?
- Can you utilize other teams or programs within your organization?



Peter Dieringer, MPH

Immunization Informatics Manager

WA Department of Health



@WADeptHealth



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