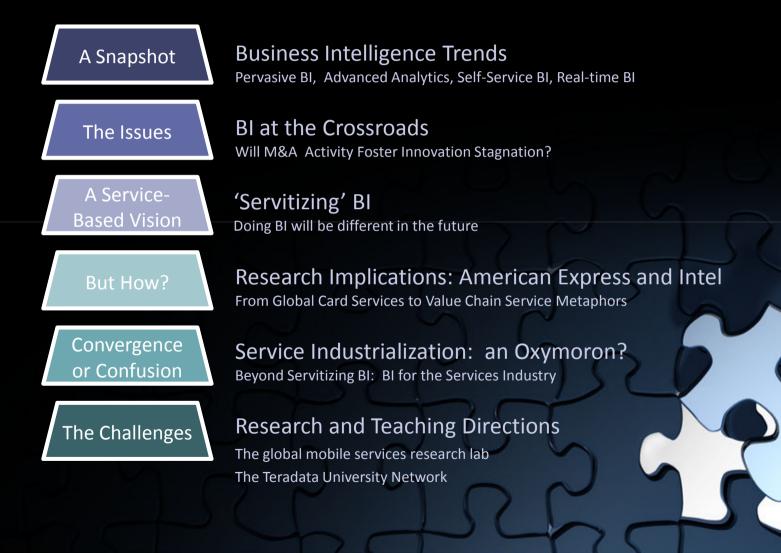


Business Intelligence at the Crossroads

Michael Goul Professor and Chair, W. P. Carey School of Business, Arizona State University

32nd Conference on Information Technology Interfaces, ITI 2010

Agenda



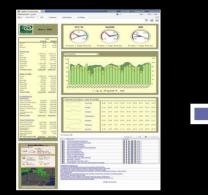
Business Intelligence Trends

[Warzecha, A. 2010; Russom, P. 2009; Kash, W. 2010]

- Data volume in world today:
 - 988 Exabytes = Stack of books from the Sun to Pluto and back
 - Larger organizations will double their data warehouse size by 2012
 - In 2010, mobile data volume (2 exabytes) will exceed voice data volume for the first time
- Where data is coming from:
 - 80% of data growth generated by email with more coming from documents, images and video
 - Scaling up current data warehouses is a key concern
- BI Defined
 - BI is a set of methodologies, processes, architectures, and technologies that transform raw data into meaningful and useful information to enable more effective strategic, tactical, and operational insight and decision-making

DATA GROWTH ⁿ

Examples of Business Intelligence



 A hotel franchise uses BI analytical applications to compile statistics on average occupancy and average room rate to determine revenue generated per room



 A bank gives branch managers and other users access to BI applications to determine who the most profitable customers are, and what mortgage loan amounts might be applied for in a future period



 A store tracks sales in near realtime; a shopping concierge on your cart steers you to the right aisle and tries to cross/up-sell you

The Business Intelligence Puzzle Pieces

[Bardoliwalla, N. 2010; Luckham, D. 2010; Davenport and Harris, 2007]

- 1. BI Value Proposition Shifting To ADVANCED ANALYTICS
 - Classic analytic tools and applications help users understand what has happened and then analyze the root causes, but information value is often stale before it reaches its intended audience
 - The holy grail of analytic technologies is the promise of being able to predict future outcomes by sensing and responding, with minimal latency between event and decision point
 - This has become manifested in the resurgence of interest in event-driven architectures that leverage complex event processing, predictive analytics and fact-based management to drive decisions and actions

PREDICTIONⁿ

2. Pervasive BI

Expanding BI beyond the power user and analyst skill sets throughout an organization



- The value of content in a data warehouse is amplified when access is provided throughout an organization
- Decisioning services provided to front-line knowledge workers help transform the strategic vision of an organization to operational reality
- The next step will be to deliver such capabilities to suppliers, distributors, customers and government agencies
- More aggressive service levels will be required for performance, availability and data freshness
- Business rules engines, business activity monitoring and advanced visualization will be necessary for effective deployment" Brobst, S., CTO, Teradata

3. Self-Service BI

Give users virtually unlimited data

access. Encapsulate mission-critical

enterprise data sources for ad-hoc

Services

as data sources.

availability and performance.

analysis by using SQL Server Reporting

data feeds and PowerPivot workbooks

Microsoft

the same performance and features as in the Excel client

Make decisions based on most recent data. Schedule automatic data refresh for workbooks in SharePoint to ensure the data remains current automatically.

Maximize business insight. Reuse available shared applications as data sources and use SharePoint permissions and workflows to coordinate how users share and collaborate on their own solutions

Increase IT Efficiency Drive efficiency in your IT department by

centralizing BI and data management and encapsulating enterprise data sources:

- Give users virtually unlimited data access. Encapsulate mission-critical enterprise data sources for ad-hoc analysis by using SQL Server Reporting Services data feeds and PowerPivot workbooks
- Discover mission-critical self-service BI applications. Leverage the PowerPivot Management Dashboard to monitor your shared applications. Track usage patterns over time, drill down to obtain more details, discover mission-critical solutions, and make sure appropriate server resources are provisioned to ensure high

Use PowerPivot workbooks like a cube

included in SQL Server 2008 R2 and

by taking advantage of a new version of Analysis Services and Reporting Services as data sources.

- Ensure data quality, integrity and security. Support your business units in their decision making by taking advantage of all technologies in the Microsoft BI Solution Stack. Provide your PowerPivot users with trustworthy data in a secure and compliant way
- Discover mission-critical self-service BI applications. Leverage the PowerPivot Management Dashboard to monitor your shared applications. Track usage patterns over time, drill down to obtain more details, discover mission-critical solutions, and make sure appropriate server resources are provisioned to ensure high availability and performance.

enjoy an attractive user interface in SharePoint-browsing at its best-and

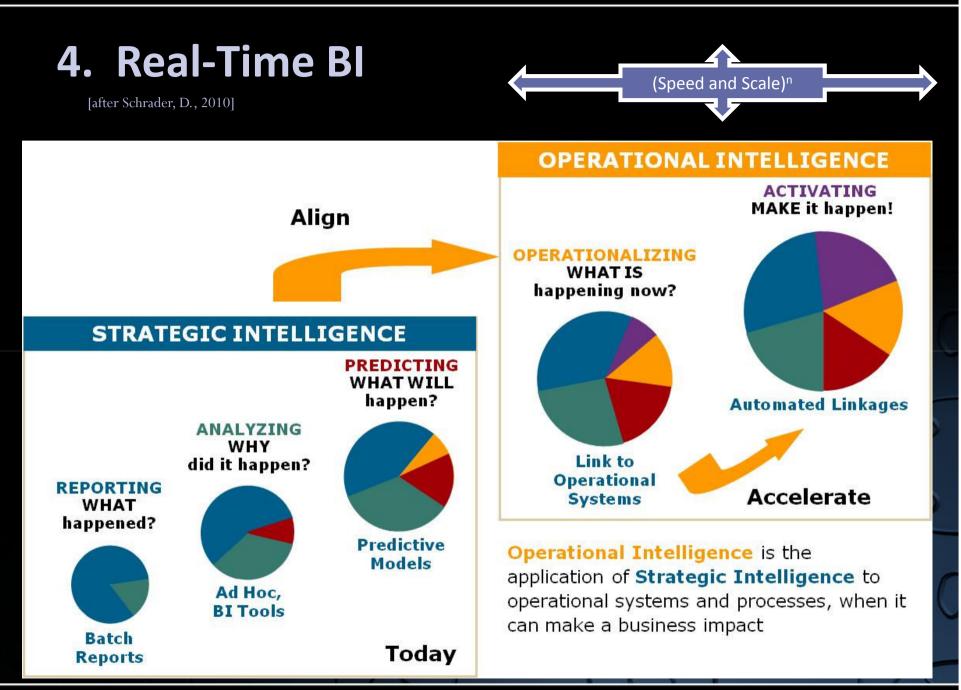
The Microsoft BI Solution Stack **BUSINESS USER EXPERIENCE**

(Self-Service)ⁿ

Office 2010

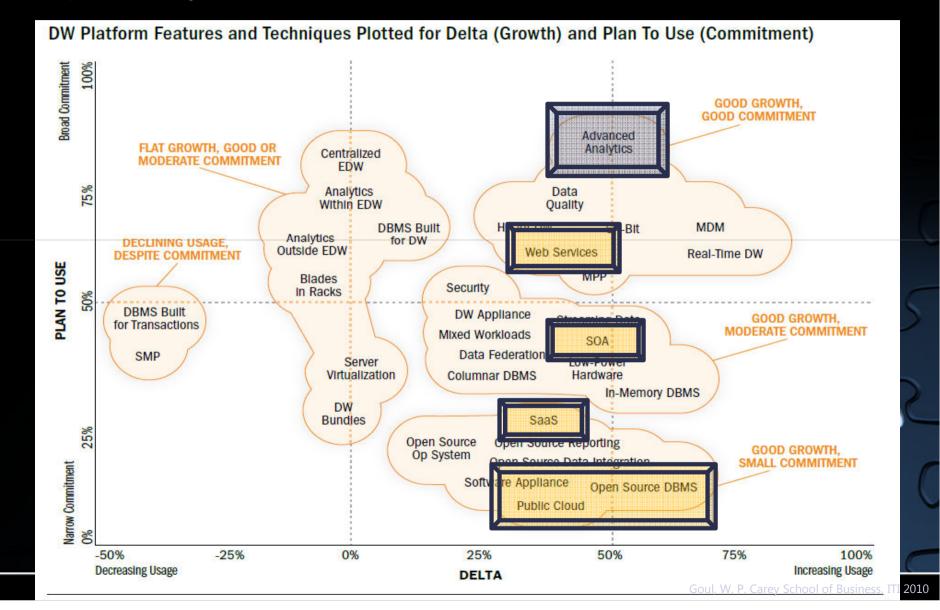
BUSINESS COLLABORATION PLATFORM SharePoint 2010 Platform Analysis Services . **Reporting Services** DATA INFRASTRUCTURE & BI PLATFORM Master Data Services Integration Services SQL Server 2008 R2 Data Mining Data Warehousing





5. The Changing Infrastructure

[Russom, P. 2009]



The Issues

Where will the next breakthrough BI research come from?





- M&A frenzy has characterized the BI space: SAP <- Business Objects and Sybase, IBM <- Cognos and SPSS, Oracle <- Hyperion, Microsoft <- DATAllegro
- The economic downturn limited BI activity– turned markets to 'data warehouse appliances'
- M&A organizations

 involved in integrating and consolidating; combined
 R&D capabilities not yet
 ready for primetime
 innovation
- Appliances rule;
 Approaches for servitizing
 BI to address data growth,
 scale and speed for active
 enterprise intelligence
 remain untested

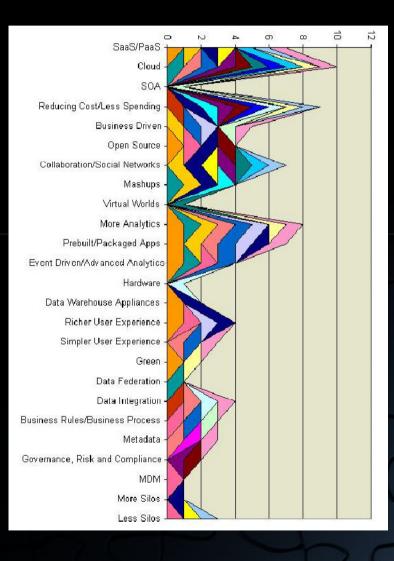


Oh what to to, what to dooo?

Convergence or confusion?

What could be at this intersection?

[McBurney, V., 2009]



Looking Ahead – Different Directions?

SaaS/PaaS, Cloud, Business Driven, Reducing Costs, Open Source, Collaboration/Social Networks, More/Advanced Analytics, Prebuilt Apps, Richer User Experience, Data Integration

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Servitizing BI

[Goul, M., 2009]



WHAT: Rent or Open- Out-Source BI Infrastructure

HOW: BI PaaS, On-Demand Analytics, Data Warehouse Cloud

WHAT: Amass Loosely Coupled Internal and External Structured and Unstructured Data Sources

HOW: Integration services, self-service, etc.

The Traditional (Structured) Way Collect information about data sources; document entities and attributes; create a data warehouse or data mart (ETL, ELT); gather specifications for BI applications...



WHAT: Turn It On, Load it up, Analyze Fast, Learn, Iterate, then De-Provision

HOW TECHNICAL: Elastic Data Marts

HOW METHODS: Agile

Goul, W. P. Carey School of Business, ITI 2010

Research Needs

SERVITIZING BI

- How can we best explore the tensions between traditional and agile BI methodologies to improve understandings for the future?
 - We need to address reconciling alternate technical approaches with business-driven contingencies
 - Should we Hadoop?
 - Freely licensed, distributed file system, commodity hardware, assume failure - but not data structure, move operators to the data - not the other way around, apply map/reduce framework

TO WHAT END?

- Where is Bl's next killer app?
 - Personal Analytics
 - Collaborative Analytics
 - Sentiment Analysis
 - Mobile BI
 - Text Analytics



Background Case : Starbucks teaches us how to order - we learn their 'business action language' - and we like it!

Learning the language gives the customer more control—the power to order a drink precisely to preference
It creates a sense of belonging—of having insider knowledge and status

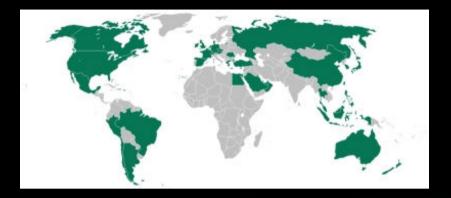
• Empowerment and belonging make customers feel that they are a part of Starbucks

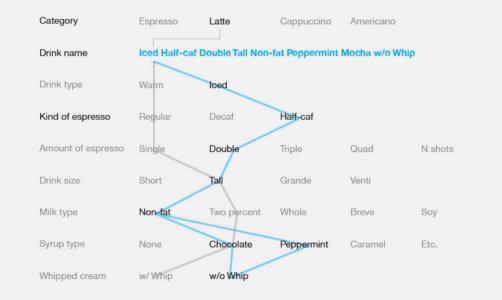
 They encourage repeated visits and build loyalty

 It shows how progressive disclosure and unfolding complexity can support co-creation of products and services

• These lessons can be applied to many other interaction design and service design problems

Durham, S. "Simple for beginners, rich for aficionados: How Starbuck's drink framework and ordering language engage customers at all levels," www.dubberly.com, 12/2007





Advantages to Starbucks Approach



- Business intelligence is streamlined and globalized
 - Common semantics for all employees minimizes errors, enhances report interpretation, facilitates product and service agility
 - Global strategy implications: Supports an aggregation/scale approach, enhances local adaptation with some standardization and facilitates labor arbitrage as employee training is streamlined and costs kept low



IVE JUST IN - OBAMA'S STARBUCKS ORDER Caramel Frappucino with extra froth!

Customer Service is a Delight

- Personalization
- The 'Starbucks experience'
- Customers recognize the experience globally
- Marketing strategy is consistent

Case 1: American Express

B2B: Global Card Services, e.g., 'Zap the Gap'

- AmEx is very mature in SOA, Grid, Business Process Management and Cloud, and its business model is to be superior in delivering financial services with maximum agility
- At issue was the different vocabulary and definitions of services and their constructs between business, software developers and infrastructure service providers (both internal and external)
- We studied the organization for 24 months and implemented a new way of integrating their perspectives consistent with OASIS' movement towards cloud, SOA and business process management convergence – and then we tested the approach with solid results

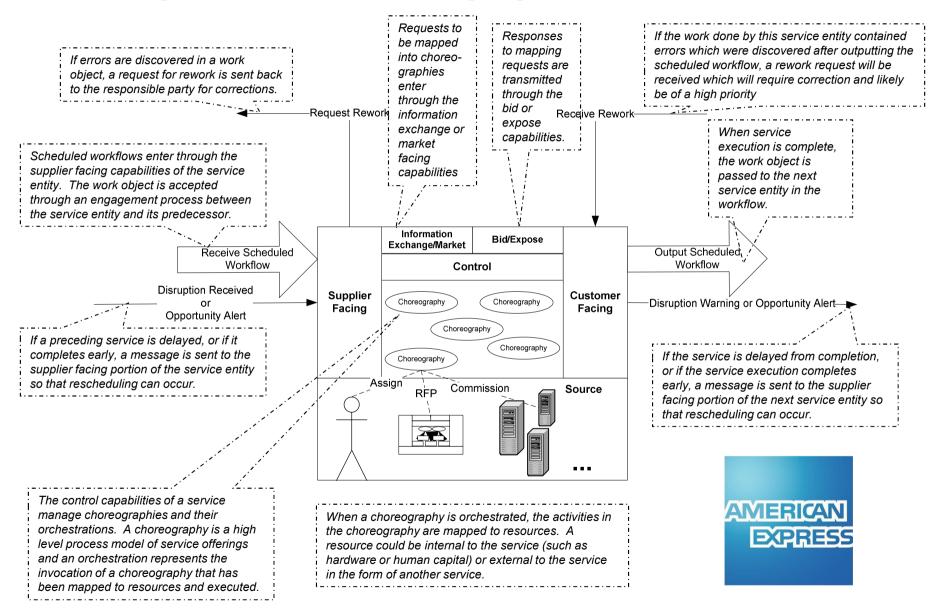
The different orientations were causing high overhead in projects – most notably in the area of Business Intelligence (BI)

AMERICAN

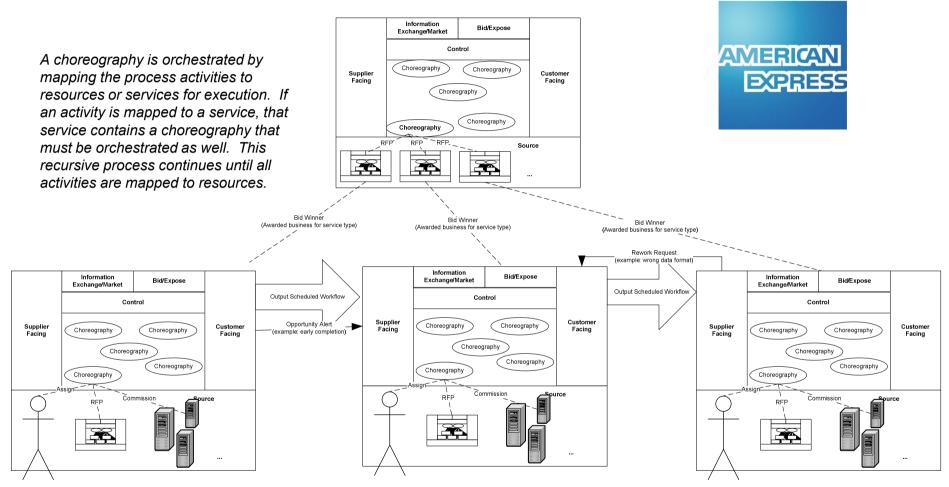
EXPRESS

 Each BI project had different business requirements, there was too much overhead in mapping from requirements to BI service design, there was too much overhead in BI service development /delivery, and there was excessive overhead in BI service execution

Creating a Business Action Language

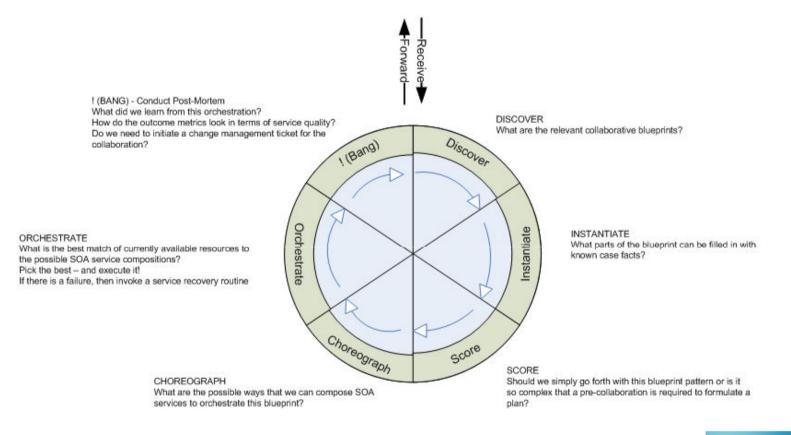


Modeling for Processes and Services at AmEx: From Service Entities to Service Engagements



After a choreography begins being orchestrated, work executes along the process defined by the choreography with the work object traveling along the process flow, and messages concerning errors, disruptions, or opportunities - and the associated scheduling adjustments - constitute engagement overhead for orchestration.

What happens inside every service entity in executing an engagement– be it a human work group, automaton or some combination?



Note: We use the terms choreography and blueprint interchangeably. Blueprint is more of a business service term, and choreography is used more in the SOA arena.



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So, what did these constructs actually achieve for AmEx?

- Thinking in terms of a services process modeling approach and the DISCO! model, all parties (business process, software development, infrastructure provider, SOA adherents, etc.) have a new common vocabulary and vision for how different abstractions fit together
- We were able to build a common semantics for performance management metrics that could be generalized across the enterprise
- Necessary to develop a 'service semantics' (many are out there now)

 Those semantics dealt with engagement overhead measures that targeted efficient service unit handoffs and collaboration to identify bottlenecks and manage them



Shifting to Intel: Another B2B Services Context

- Showed Intel R&D Leadership the work at AmEx on semantics and service/engagement models
- Brown and Carpenter of Intel had described a similar approach to envision the future supply chain – as extended to be a 'value chain' where each participant is actually a service entity
- Common semantics were deemed as the way to advance the R&D vision, but there were obstacles – most notably the need to learn from the exercise about the future of enterprise computing, the role of virtualization and how cloud computing would apply at the infrastructure level – potentially impacting the chip market

- Turned into a unique project in that all prior Intel R&D on virtualizing resources had ignored combining business process, SOA and semanticsbased approaches
- Supply chain gurus led the effort, and they saw a need to translate detailed business process information from layer to layer in the traditional organizational computing platform/stack
- Intel's intent was to shape standards at the global level

Extending the Idea

- Of main interest was the translation of business process information into value-add information for sourcing software and infrastructure as a service
- Intel called their current approach to SOA the Federated Enterprise Reference Model (FERA), and planned to rely on the Value Reference Model semantics (called Value Chain Operations Reference or VCOR)
- The idea is that companies outsource business processes across the value chain at the same time as they take advantage of SaaS and IaaS



 The dynamics and complexities of the implied value chain and its participants' organizational platforms led to considering automating layer translations

BP -> SaaS (SOA) -> laas (SOI)

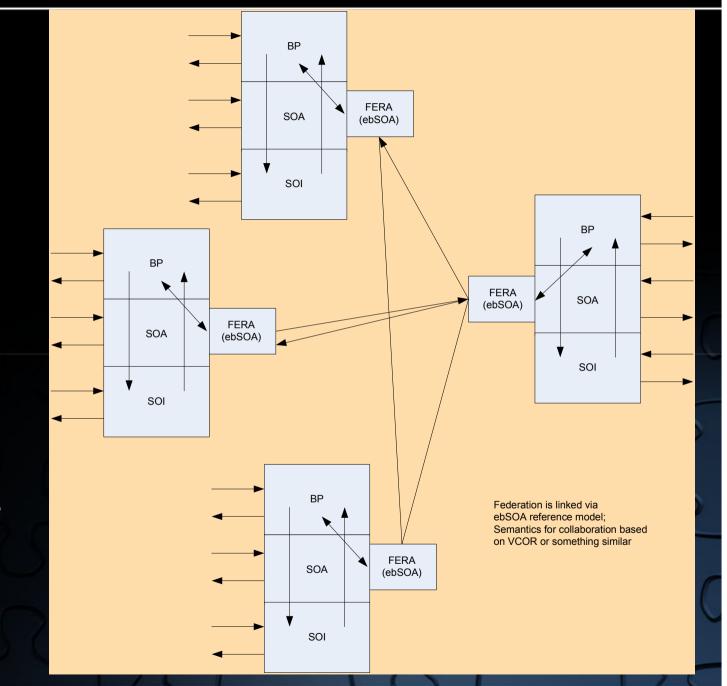
KEY

BP: BusinessProcess layerSOA: SaaS layerSOI: IaaS, Privateand Public Cloud

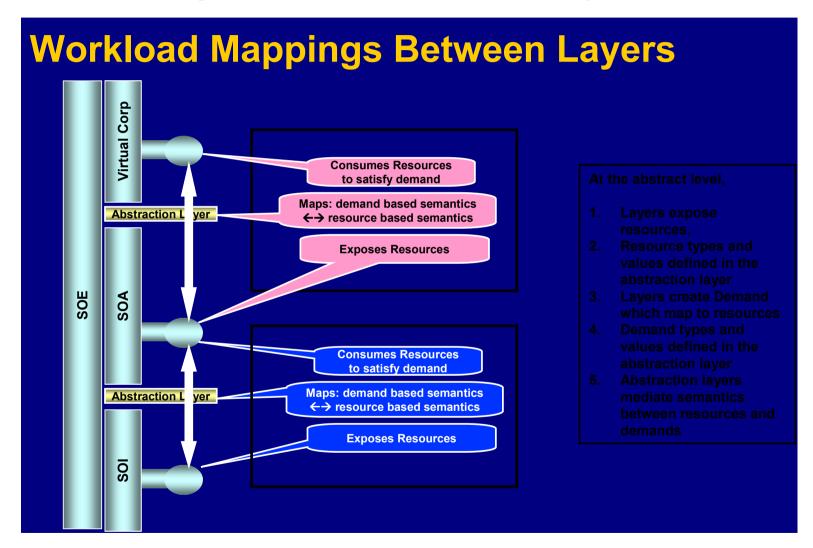
-> Layer by layer<- Outsourcing

Up and down arrows: Translations between layers

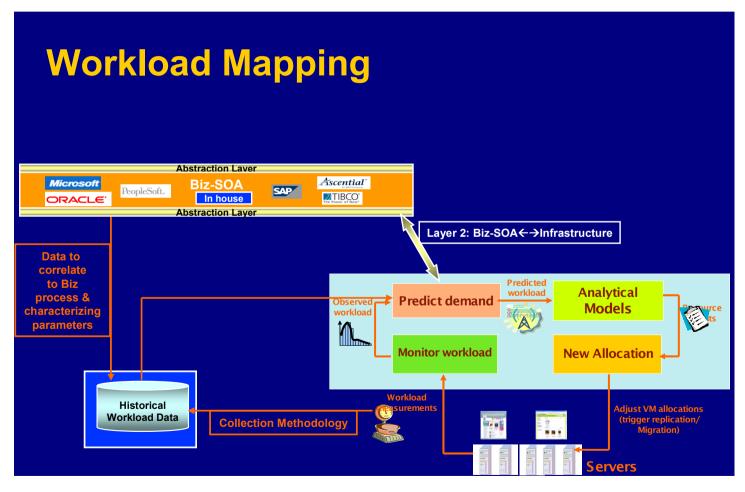
FERA (ebSOA): The standard Intel initiated



Demand-based semantics must be mapped to resource-based semantics through the SOA to SOI abstraction layer...



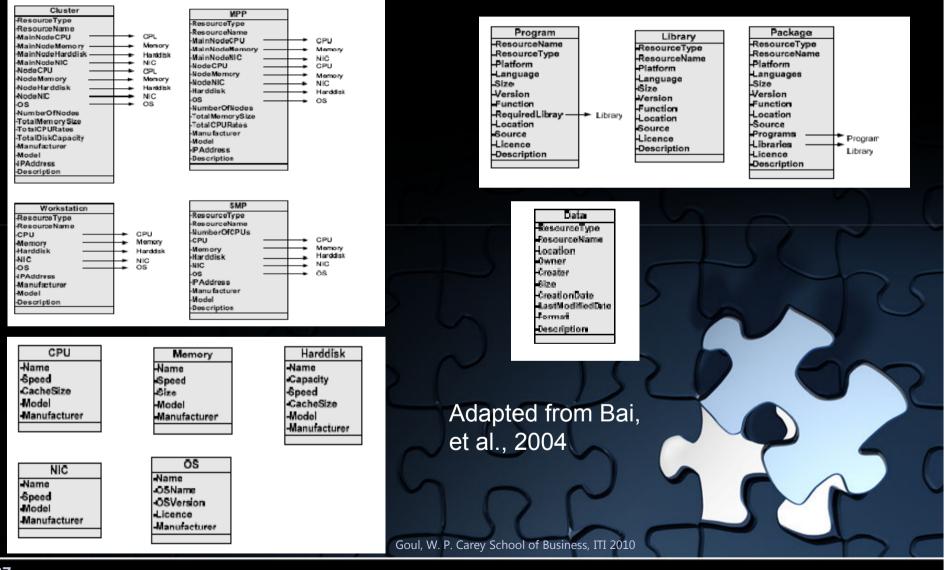
...for that mapping, it seems appropriate to apply analytical models to historical performance data to inform accurate demand prediction (BI!), and to monitor existing workload to make timely new allocation decisions....



Goul, W. P. Carey School of Business, ITI 2010

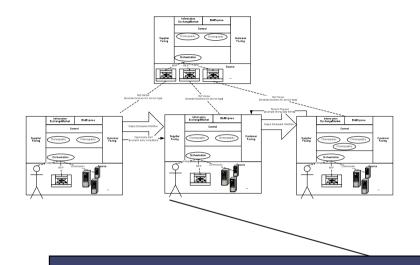
An approach to resource semantics

Hardware:



Software and Data:

Resource expression example for a service





ResourceType == "Cluster" & (NodeMemory.Size >= 1 GB) & (NodeCPU.Speed >= 1.6 GHz) & (NodeHarddisk.Capacity >=30 GB) & TotalDiskCapacity > 40 GB) & ((if (NodeMemory.Size > 4 GB) then 1 else (NodeMemory.Size/4 GB)) && (if (NumberofNodes>40) then 1 else (NumberofNodes/40)))

B2B Case Summary

INTEL

"Owned, fabricated, consumed, tangible, involve logistics"

Questions of how to minimize cost by enabling switching agility and 'cost information' sharing

Services traditionally relegated to a product support role FEDERATION SEMANTICS ARE KEY TO BI FOR AUTOMATED PROCESS FLOW AND TO AVOID BULLWHIP AND OTHER UNDESIRABLE EFFECTS IN REAL-TIME

Common Ground

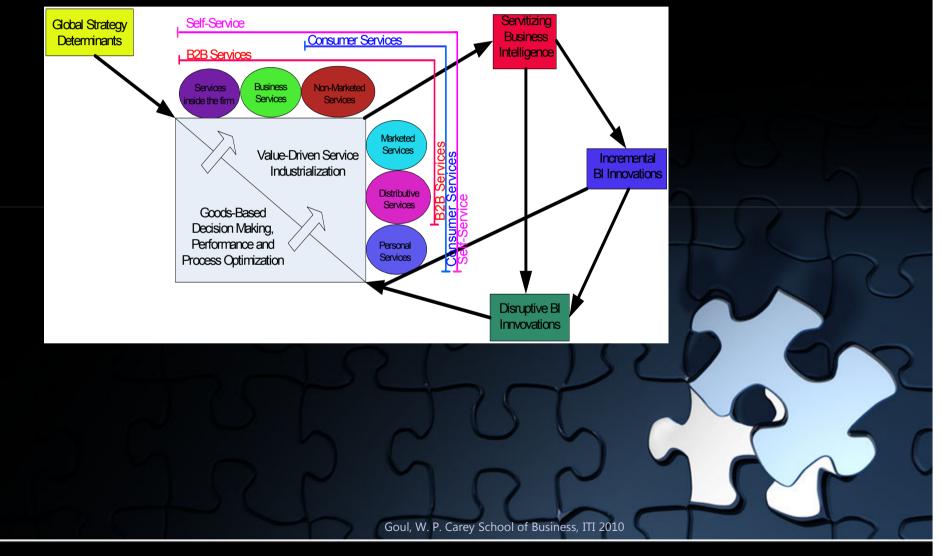
- Need for BI
- Fragmentation
- Common
- Semantics key
- Performance management is crucial
- Service
 execution model
 applicable to both

AMERICAN EXPRESS

- "Access, performed, intangible, variable, involve touchpoints"
- Questions of how to scale, deliver, delight customers and 'revenue info' sharing
- Integration across inter- and intraorganizational boundaries is significant COLLABORATION SEMANTICS ARE KEY TO SERVICE INTERGRATION BI



So What is Next?

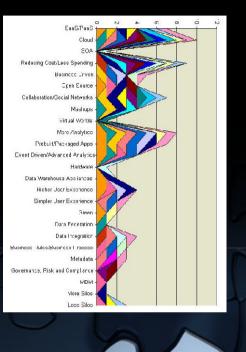


BI Opportunities – The Global Mobile Lab is now OPEN FOR BUSINESS [Adapted from Rudy De Waele and Steffen Becker, 2010]

- Health care delivery, elections (and other forms of political expression) and environmental monitoring will all go to mobile services contexts
- We're all going to become mobile service value creators
- The Internet of Things will deluge us with our daily data, and we'll need BI to help us focus on the things that matter
- Mobile smart phones will be free; we'll pay for data services
- Content will be bundled into mobile service contracts
- Digital garbage collection services will be big
- Social marketing intelligence will be gold
- We'll need human 'service connection managers'
 - it will be a new job classification
- \$100M/year business in apps in 2011

BI Opportunities (continued)

- Non-humans (objects, animals, places) will generate more data than humans
- Education is the next vertical to be revolutionized
- Half of the total economy in many countries will transit through mobile payments; 3 billion people will carry a mobile phone
- Location-based social networking
- Our phone will become our personal concierge
- Services purchased once and become available across all devices
- Wireless connectivity will be built-into every product with a microprocessor
- People will share more and more personal information
- SERVICE ANALYTICS WILL BE HUGE
- You will travel (pay \$) to go to a no-airwaves national park
- Augmented reality and mixed reality services will combine the physical and digital worlds
- A global mobile security attack will lead to mobile security services

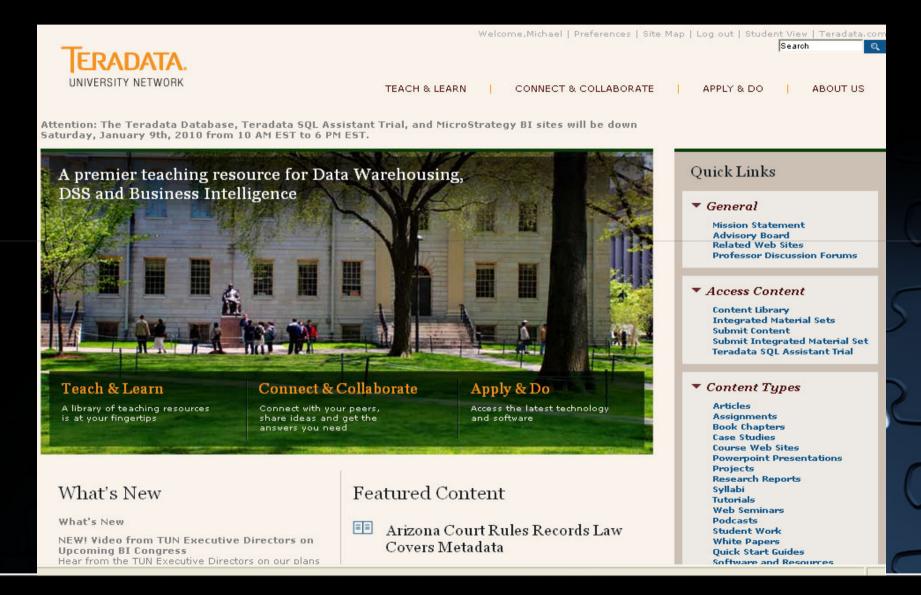


Whew! — Now for some final questions for you today...

- Do you want to teach business intelligence?
- Where will you get your inspiration, validation and newest content ideas?
- Are you tired of rinky-dink hands-on software experiences for your students? Flaky demos? Shabby cookbook examples? Begging for more resource\$ to support your student experiences?
- Have you given up on trying to install, troubleshoot and maintain software, hardware, etc. for your classes? Keeping things going 24/7?
- Do you find it difficult to connect with other faculty colleagues teaching similar content?
- Want to participate in a community of like-minded BI/DW scholars at the next "BI Congress?"

Visiting the BI Virtual Campus

A Donation to the Academic Community from Teradata through its Teradata Cares Program



A Unique FREE Academic P2P Service

What's New

What's New

NEW! Video from TUN Executive Directors on Upcoming BI Congress Hear from the TUN Executive Directors on our plans for the BI Congress in Phoenix on Dec. 15th. > View Video

The 2000 pre-ICIS SICDSS event will feature a joint SICDSS and Tradata University Network (TUN) Business Intelligence Congress in the 2nd week of December 2009 in Phoemic AZ. The 2009 Business Intelligence Congress will provide a first-of-its-kind passion for research and education innoversion in the field of business intelligence. In the spirit of open innovation, learn from, contribute your knowledge to, and brainstorm with key industry and academic movers and shakers in B1

Student Password

The Teradata University Network web site student <u>PASSWORD is ExtremeData (not case sensitive)</u> until 7/31/2010. Reminder: The student password is for students of registered faculty only. Please do not post on public sites or make available to general audiences (ice bloas, twitter, etc.).

Partner News

As you know, MicroStrategy (MSTR) announced their most current MSTR platform called MSTR 9 this year. MicroStrategy 9, MSTR's most feature-into-release in nearly a decade, offers new products and major platform enhancements that help companies seamlessly extend BI from small, individual applications into an integrated enterprise BI operation. We are planning to start updating the hew content after release of the new Teradata University Network (and Teradata Student Network) websites. If you would to provide any improvement suggestions on MSTR content and product pages, please reach contact Haluk Demirkan. **Read More**

Featured Content

Arizona Court Rules Records Law Covers Metadata

> Submitted By: Barbara Wixom | Date: 1-4-2010

Description: My students constantly ask me why we should care about metadata. Here is a legal reason! This article talks about a recent decision by an Arizona cour...

| Read More

Business Intelligence

Submitted By: Hugh Watson | Date: 12-18-

Description: This is the syllabus for my BI course that is offered as an elective for undergraduate MIS majors. The teaching resources used in the course come almo...

| Read More

CIO Talk Radio Podcast: Delivering Smarter, More Competitive BI

Submitted By: Barbara Wixom | Date: 12-9-2009

Description: Great podcast discussion with CTOs from both IBM and Teradata. The abstract from the website is: What is "Business intelligence" for, if not to give...

| Read More

Demo of Palantir Software and Subprime Lenders

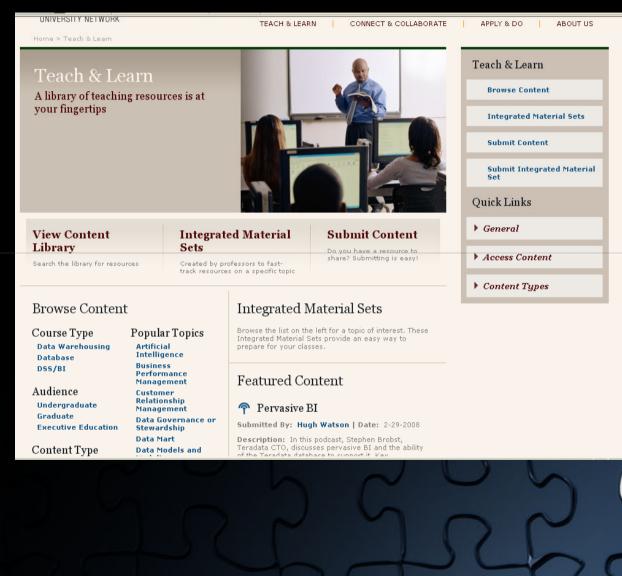
Projects Research F Syllabi Tutorials Web Semir

Web Seminars Podcasts Student Work White Papers Quick Start Guides Software and Resources

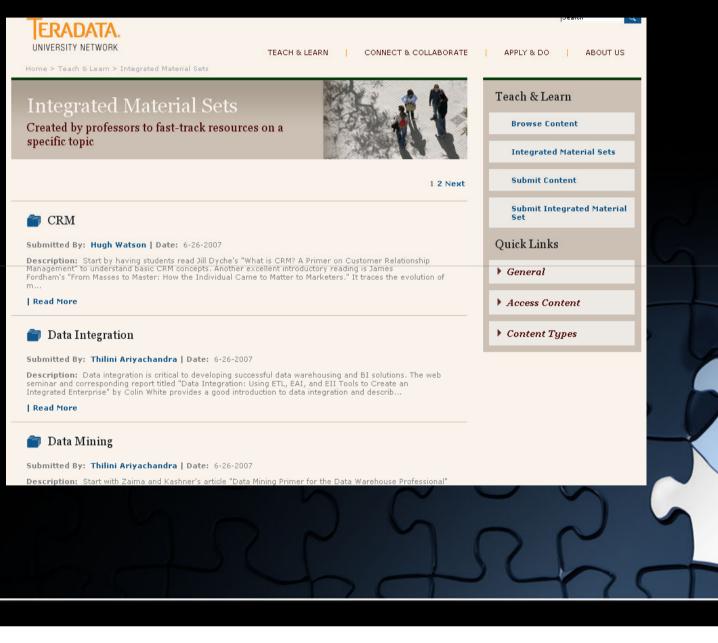


Powerpoint Presentations

Teach & Learn: A Variety of Content Types, Course Types, etc.



Tomorrow's Lecture: BPM



Integrated Materials Combine TUN Content in Classroom Tested Modules

Business Performance Management Michael Goul, 6-26-2007



💼 Integrated Material Set

Title: Business Performance Management

Submitted: Michael Goul, 6-26-2007 Last Modified: Michael Goul, 6-26-2007

Description:

Business performance management (BPM) is among the fastest-growing areas in data warehousing and business intelligence. In fact, many people view BPM as the next generation of business intelligence. An excellent overview is provided in "Keys to Successful Performance Management: Getting Past the Excitement of Technology to Achieve Results."

What BPM provides is a framework for organizing, automating and analyzing the key drivers aligned with the success of an organization's strategy. Automated scorecards and dashboards are used within the BPM framework to track metrics, keep tabs on business processes and report up-to-date performance to important stakeholders. A comprehensive class session on BPM using resources available within TUN is described in "An Introduction to Business Performance Management." This introduction references a demonstration you can use in your classes called, "Eden Corporation - Flash Demo." The flash demo is an excellent resource for encouraging your students to think about the impacts of BPM on an organization's executive suite.

If you are planning to do more than one session on BPM, TUN has a significant amount of additional materials. I suggest you have your students review "Designing Executive Dashboards, Part 1" and "Designing operational dashboard best practices. These are especially appropriate if you wish to have them actually develop or evaluate dashboard designs. To support best dashboard design practices, you may want to include "Dashboard Design: Beyond Meters, Gauges and Traffic Lights" by Stephen Few. "Dashboard Design: Why Design is Important" is also an excellent source, and it addresses Browse Content
Integrated Material Sets
Submit Content
Submit Integrated Material
Quick Links

Access Content

▶ General

Teach & Learn

Content Types

Teaching Notes

An Introduction to Business Performance Management and Dashboards: A Teaching Note

Materials:

This teaching note references the following materials from the TUN website:

- 1. The BPM Showcase Flash demo that highlights the use of role-based <u>dashboards</u> at a fictitious company, the Eden Corporation.
- 2. The suggested Business Performance Management Class Preparation notes for students
- The "Dashboards at Eden, Inc." case introduction with Part A&B case extensions and questions.
- 4. Student reading materials including: <u>Cranfield</u> University's "State of BPM Study" The IDC white paper on Master Data Management Houghton et al.'s MISQE Vigilant Information Systems dashboard case study <u>Noetix</u> Dashboard Development methodology paper

Introduction:

The purpose of this teaching note is to provide background information on how you may wish to introduce your students to business performance management and dashboards using the BPM Showcase Flash demo. The intent of the materials developed here has been to balance both organizational and technical perspectives to issues surrounding the design and deployment of dashboards. The materials have a definite business management focus, but pedagogical elements should be suitable to dashboard deployment in specific functional areas or for other applied contexts. The materials have been tested in actual class settings, and some of the insights provided are based on those experiences, including post-session student feedback.

Class Session Structure:

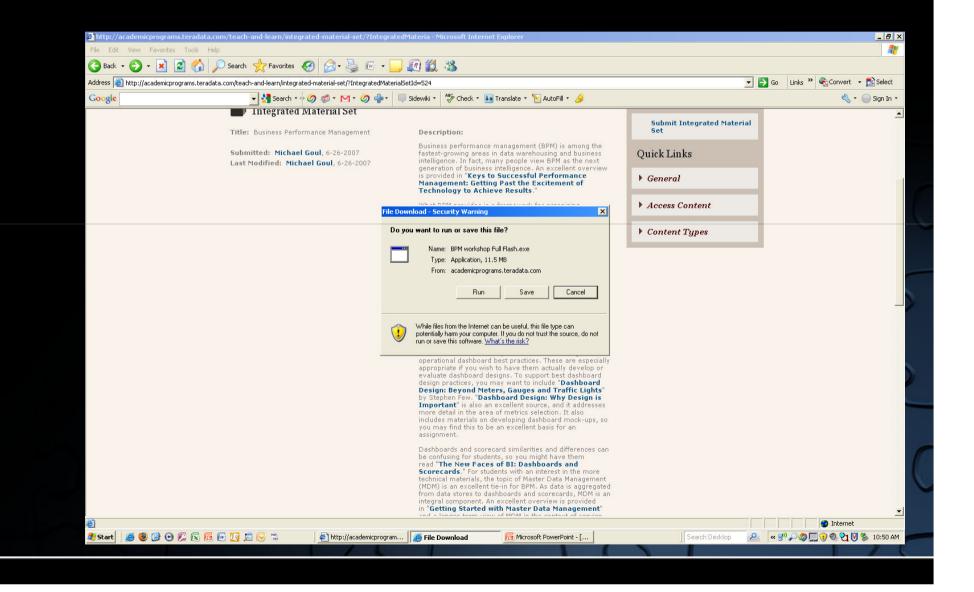
Prior to the class session dedicated to business performance management and dashboards, assigned reading should include Houghton et al.'s MISQE Vigilant Information Systems (VIS) case involving Western Digital. It could also include the <u>Noetix</u> Dashboard Development Methodology paper, the IDC white paper on Master Data Management, and the Business Performance Management Class Preparation notes. Of course, other

In-Class Cases with Real Tensions

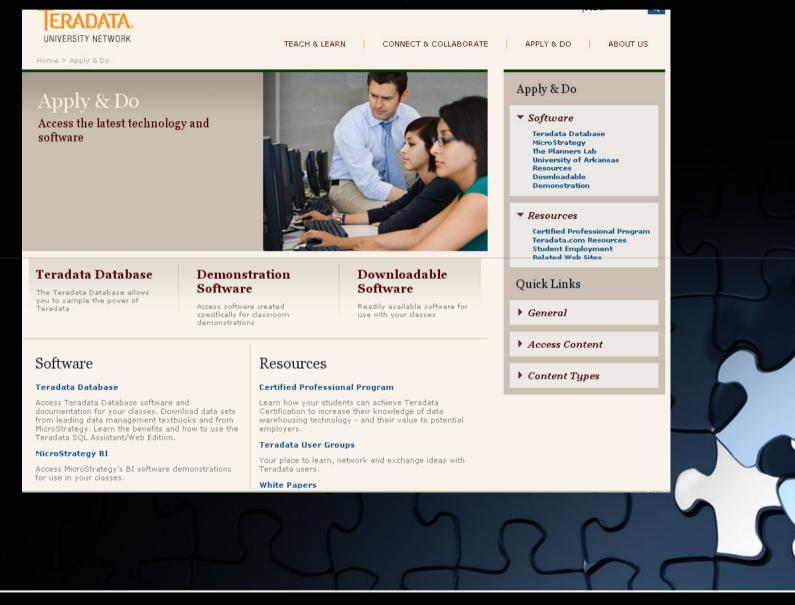
Dashboards at Eden, Inc.

John Strong, CEO of Eden, Inc., championed business dashboards for improving revenue growth, increasing margins, communicating accurate estimates to the financial community and improving innovation and quality. Dashboards are intended to help John build an organizational culture where there is performance visibility. He wants employees to be held accountable for their actions. Eden deployed Hyperion dashboards using tools that manage the flow of data to customized reports that provide top level executives with relevant views into the enterprise. Inna Karlova is one of those executives. As VP of Sales, Ms. Karlova is able to drill down into detailed sales information by region, territory, salesperson, etc. COO Ken Edwards utilizes a dashboard that provides insights into ongoing operations. His dashboard also incorporates models that support and simulate the impact of different decision scenarios. For example, he can simulate the impact of switching suppliers, and he can even see - in real-time - ongoing assembly line operations. Sue Change, VP of Finance, is clear about how difficult it is to monitor macro and micro financials at the same time - especially in real-time. As finance VP, she does much more than managing P&L reporting. She must address communicating with markets, handling debt, managing cashflows and foreign exchange rates and hedging. All of these must be taken into account in her efforts to build solid forecasts. Sue's dashboard at Eden is one of the few that include a graphical or spatial dashboard capability. CIO David Lee's dashboard components are mostly

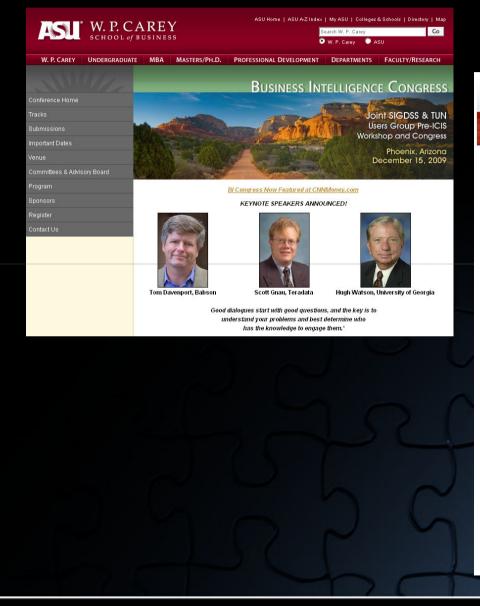
High Quality Media, Demos, Podcasts, etc. to Reinforce Learning



The Most Important Ingredient: Hands-on Authentic Software Suites with Industry-Scale Panache



The TUN BI/DW Community



Y/VIRGINIA	Joint SIGDSS & TUN Business Intelligence Congress
ongress	II: Gateway to the Future of Analytics

Conference Home Research Track Teaching Track Industry Outreach

Committees & Advisory

McIN

LNIVERSIT

BI Co

Submissions

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Important Dates

Join us at the BI Congress II in Saint Louis, MO on December 11 and 12, 2010 and help shape the future of analytics!

The 2010 Business Intelligence Congress II will bring together academic professionals and industry representatives who share a common passion for research and education innovation in the field of analytics. In the spirit of open innovation - learn from, contribute your knowledge to, and brainstorm with the key industry and academic movers and shakers!

Keynote Speaker: Thornton May

Thornton May is a futurist, educator and author. His extensive experience researching and consulting on the roles and behaviors of "C" level executives in creating value with information technology has won him an unquestioned place on the short list of serious thinkers on this topic. Thornton combines a scholar's patience for empirical research, a stand-up comic's capacity for pattern recognition and a second-to-none gift for storytelling to address the information technology management problems facing executives. The editors at eWeek honored Thornton, including him on their list of Top 100 Most Influential People in IT. The editors at Fast Company labeled him 'one of the top 50 brains in business.'

We are thrilled to have Thornton kick off the BI Congress II with his forward-thinking ideas on analytics!

Why should you attend the BI Congress ?: The field needs your leadership. At the 2009 BI Congress in Phoenix Arizona, academics and practitioners identified current gaps in Business Intelligence teaching and research. BI instruction is not meeting market demand, and numerous research directions remain unattended. The BI Congress II will generate momentum and close these gaps by providing support for those who teach analytics and by facilitating constructive discussions around analytics research-in-progress

What & When: Plan to attend and be a part of this unique event. You are invited to submit a paper for our research track or pedagogical material for our teaching track. Or you can come to check out the keynote talks and panels we have planned. We've organized a Saturday afternoon tutorial session where analytics vendors will provide hands-on instruction on free resources that you can use in the classroom, followed by an intimate evening where you can get acquainted and network with the BI Congress II academic and practitioner community. Be sure to mark your calendar for the social on the evening of December 11th and a full day of presentations, keynotes and panels on December 12th. See you in Saint Louis!

Program Co-Chairs:

Barbara Wixom, University of Virginia http://www.commerce.virginia.edu/faculty_research/facultydirectory/Pages/Wixom.aspx

Gloria Phillips-Wren, Loyola University Maryland http://www.lovola.edu/sellinger/isom/ISOMFacultySpots/GWrenSpot





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Questions?

