

# 2017-18 Data Champions Final Report

## Data Champion Teams

College of Arts & Letters  
Fowler College of Business  
College of Education  
College of Engineering  
College of Health & Human  
Services  
College of Professional Studies  
& Fine Arts  
College of Sciences  
Graduate & Research Affairs  
Library Administration  
Housing Administration  
Division of Student Affairs

## Program Sponsors

CSU Chancellor's Office  
Academic Affairs  
Student Affairs  
NSF Big Data Grant  
Learning Analytics Working  
Group

## Presentation

AIR National Conference  
May 2018

## PROGRAM OBJECTIVES

The Data Champions Program formed teams to facilitate data-informed decision-making in support of student success. The program was motivated by the CSU Graduation Initiative 2025 (GI2025), SDSU strategic goals, and efforts to expand University data capabilities. By becoming proficient in the data tools available, Data Champions aimed to identify student success challenges and to collaborate with colleagues in developing data-informed initiatives. The program also sought to engage faculty and staff in strategic planning and policy decisions in service to SDSU students. Building connections among college student success teams, with campus data providers and with institutional research experts were also goals for the Data Champions.

## TEAM FORMATION

Each team included at least one associate/assistant dean, one faculty member and one staff member and was assigned a primary data coach who provided hands-on training, consultation on institutional data and promoted collaboration among the Data Champions.

## 2017-18 PROGRAM PARTICIPANTS

**Data Champions:** **CAL:** Audrey Beck, Michelle Lenoue, Karey Sabol, Peter Atterton; **BUS:** David Ely, Andrew Baker, Jason Tan; **ED:** Virginia Loh-Hagan, Sandra Kahn, Nina Potter, Nadine Bezuk; **ENG:** Theresa Garcia, Natasha Forbes-Celise, Yusuf Ozturk; **HHS:** Mark B. Reed, Ignatius Nip, Jason Ramirez; **PSFA:** Bey-Ling Sha, Kotaro Nakamura, Annie Foral, Lanie Lockwood, Donna Conaty; **SCI:** Emilio Ulloa, Amy Gonsalves, Estralita Martin, Cathie Atkins; **GRA:** Lisa Kath, Ed Balsdon, John Crockett; **Library:** Sallee Spearman, Lisa Lamont; **Housing Admin:** Eric Hansen, John Godfrey, Anwar Cruter, Kara Bauer; **Student Affairs:** Jeff Harlig, Chia Her, Henry Villegas

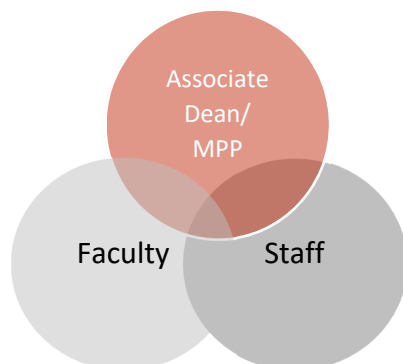
**Data Coaches:** **ASIR:** Hidahis Mesa, Arthur Pasternak, Rich Levine, Xi Yan, Jeanne Stronach; **Enrollment Services IT:** Cyndi Chie, Cris Manlangit; **Student Affairs Research & Assessment (SARA):** Rey Monzon, Anna Jost; **Instructional Technology Services (ITS):** Maureen Guarcello; **Faculty:** JuanJuan Fan (Math & Statistics)

**Data Crew:** **Faculty Advancement:** Alexandra Wilson; **ASIR:** Lauren Tagalog, Ashlee Hurry, Josh Beemer; **Graduate & Research Affairs:** Stephanie Stocking; **Faculty:** Bernie Dodge (JMS)

**Leadership Team:** **ASIR:** Jeanne Stronach, Rich Levine, Hidahis Mesa; **SARA:** Rey Monzon; **DAESA:** Stephen Schellenberg; **Chancellor's Office:** Roy Stripling

## Data Champion Team Structure

For more information see complete [Data Champion Guidebook](http://asir.sdsu.edu) at [asir.sdsu.edu](http://asir.sdsu.edu).



## 2017-2018

### Program Timeline

#### FALL 2017

- Workshops
- Project Preparation

#### SPRING 2018

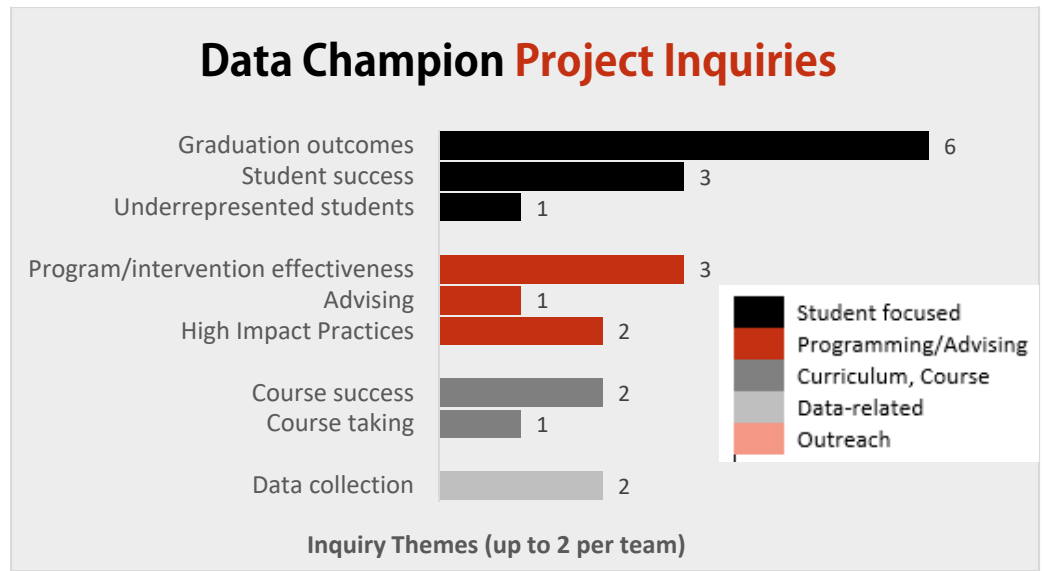
- Team Meetings
- Survey Usage
- Data Analysis
- Presentation

#### Fall 2018

- Campus Presentations TBD

## PROGRAM FOSTERED INQUIRY-BASED DATA EXPLORATION

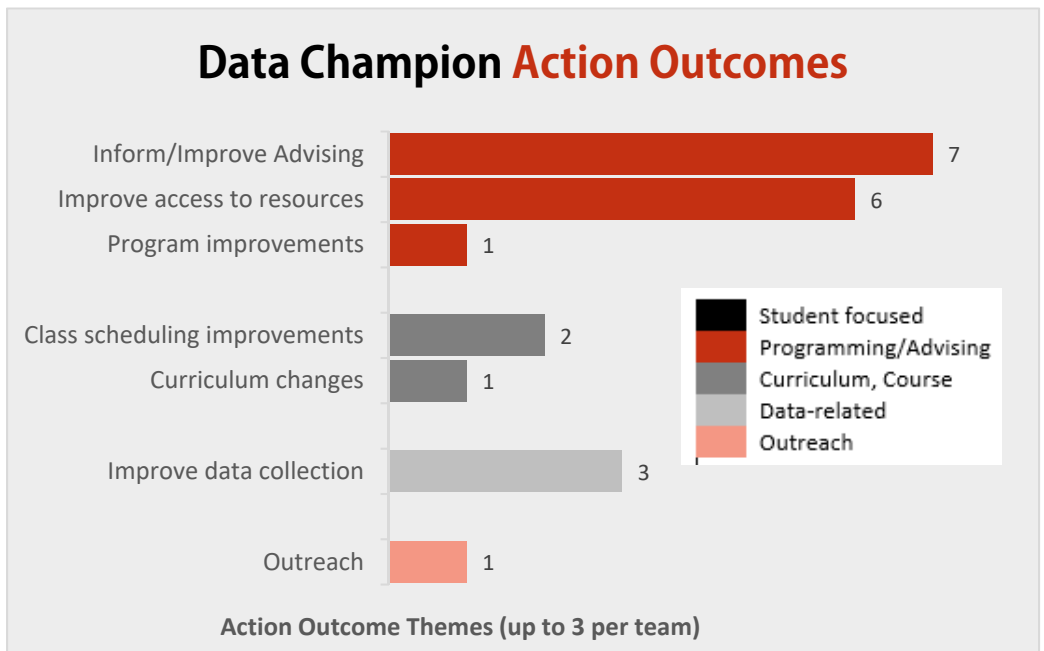
In Fall 2017, Data Champions attended four two-hour workshops centered on inquiry-based activities and discussions. The program also offered training sessions on SSEA (Student Success Exploration & Analytics) dashboards, survey design, and the Qualtrics survey application. In Spring 2018, Data Champion teams were paired with Data Coaches to implement their proposed projects and preliminary results were presented at a final session in May. Project topics largely focused on graduation outcomes, student success, and program effectiveness.



## PROGRAM EMPHASIZED ACTIONABLE OUTCOMES

In consultation with Data Coaches, Data Champion teams analyzed existing and new data sources to address their challenges and to identify actionable solutions. Outcomes are summarized here with details provided in report appendix.

Data Champion projects focused on using data to inform decision-making to improve student success in their college.



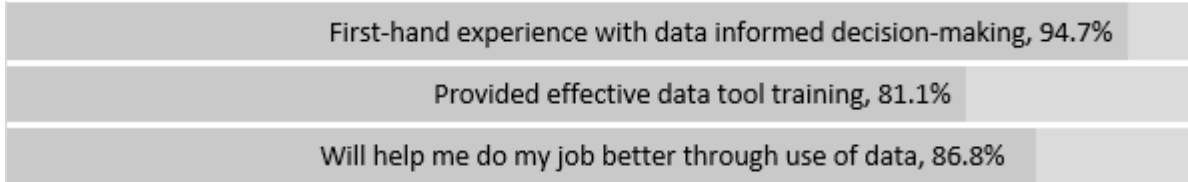
## PROGRAM MET MANY OF ITS GOALS AND LEARNING OBJECTIVES

The Data Champions program sought to impact the campus community by fostering data-informed decision-making through action-research projects. Through this exercise, participants broadened their skills and widened their networks to improve decision-making capacity and ultimately student outcomes. Program survey results indicate that the Data Champion program overwhelmingly met many of its goals.

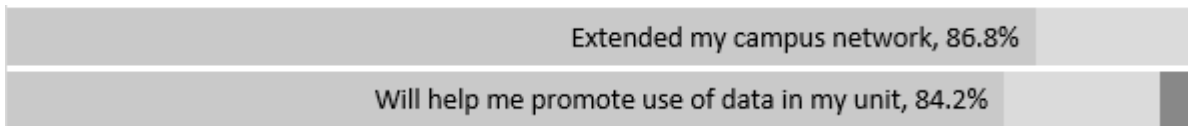
### PROGRAM PARTICIPANT SURVEY RESULTS - PERCENT AGREEMENT

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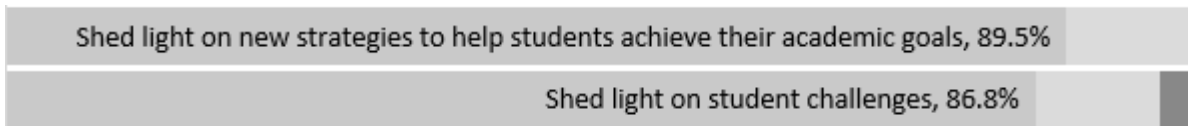
✓ **OBJECTIVE:** Promote campus-wide evidence-based decision-making



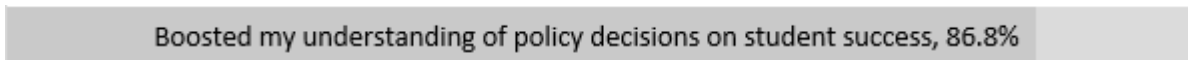
✓ **OBJECTIVE:** Encourage collaboration across units to enhance student success



✓ **OBJECTIVE:** Communicate goals of GI 2025 and help units take ownership



✓ **OBJECTIVE:** Engage faculty and staff in strategic policy decisions



### TOP THEMES REPORTED ABOUT DATA CHAMPION PROGRAM

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MOTIVATED FOCUS ON  
STUDENT SUCCESS

INSPIRED CULTURE OF  
CONTINUOUS IMPROVEMENT

PROMOTED COLLABORATION

REQUIRED TIME INVESTMENT

*“The most valuable part of the program to my unit was...”*

“Lessons learned about how to lead a research team. That our topic is one that can be developed into a methodical process that can be replicated... and how important and powerful these results will be. To keep doing data-driven projects.”

“It was very eye-opening to see the reasoning and hard work that go behind making important campus decisions aimed to improve student success.”

# 2018-19 DATA CHAMPIONS

Survey results suggest that some changes should be made to boost program effectiveness.

## **BIGGEST SATISFACTION GAP: INTRA-UNIT COLLABORATION**

Participants reported high satisfaction with collaboration opportunities but rated the importance of collaboration even higher. To close this gap, the program should seek to improve these interactions.

## **RECOMMENDATION 1: INTEGRATE WITH COLLEGE STUDENT SUCCESS TEAMS**

In this next iteration of the Data Champion Program, program participants will expand on their year one projects by working directly with their College Student Success Team. This integration will allow participants to leverage established infrastructure and boost intra-unit collaboration.

## **BIGGEST CHALLENGE: TIME**

“Balancing the day-to-day demands with time to focus on the Data Champions project required creative strategies to meet the demands of both.”

## It's about time...

### 100%

of Data Champion participants felt the program was time well spent, however...

### ...55%

reported Time was the biggest challenge in program participation.

## **RECOMMENDATION 2: MAKE TIME FOR DATA CHAMPIONS**

Based on the pilot program, the best Data Champions candidates are those who possess curiosity, confidence with data, a collaborative spirit, and a high level of dedication. Direct supervisors can support Data Champions by allocating time for project completion and providing input on the action-research project.

## **RECOMMENDATION 3: PROVIDE ADDITIONAL STATISTICS SUPPORT**

Survey results indicated that many teams needed help to organize data and run statistical analyses. 2018-19 Data Champions Program will include funding to hire a pool of graduate statistics students who can be deployed to help in this capacity.

## **RECOMMENDATION 4: FUND ASSIGNED TIME**

Feedback suggests supporting faculty assigned time may yield better results. Since faculty assignments are already set for 2018-19, identifying faculty for 2019-20 Data Champions Program should start soon.

*How can we improve the Data Champion Program?*

“Assigned time and statistical consultation.”

“Provide more hands-on support for statistical analyses.”

# Report Appendix

## DATA CHAMPION PROJECT SUMMARY

Team	Project Focus	Findings & Action Steps
Arts & Letters	While CAL students graduate at higher rates compared to the overall rates, underrepresented students (URM, Pell) perform worse. CAL's project will analyze data to identify reasons for gaps in graduation rates for underrepresented populations.	FINDING: Significant differences were discovered for male and URM students. High rate of major changing in year 4 was also discovered. ACTION: Increase advising to first and second year students to encourage earlier major exploration.
Business	Impact of HIPs (internships and study abroad) on graduation and employment rates	FINDING: Study abroad did not negatively impact graduation (same as no study abroad) and while graduation was delayed for students who had 2 or more internships, the employment rate was much higher than for students without an internship. Those with only 1 internship graduated at similar rates as those without one but with much better placement rates. ACTION: BUS plans to communicate results with advisers and students.
Education	Explore the reasons for upper division students in pre-major status.	FINDING: Transfer students from two local community colleges most likely to be delayed and take longer to graduate. ACTION: Expand CC outreach and recruiting strategies; Add new transfer student success coordinator
Engineering	Focus on reasons for low 4-year graduation rate and identify strategies for helping expedite degree completion.	FINDING: Highlighted the inability of ENG students to graduate in 4 years given the degree requirements. Also identified courses with high repeat rates. Identified low number of summer terms attended. ACTION: Promoting summer enrollment could be a very effective strategy for expediting degree completion given that most ENG students enrolled in one or fewer summer terms during their SDSU career.
Health & Human Services	Explore course repeats in HHS pre-requisite courses to explore impact on persistence in major and graduation.	FINDING: Nearly 25% of HHS undergraduates repeat required prerequisite course, but those repeating are more likely to stay in major; course repeats delay graduation by about one semester. ACTION: Consider supplemental instruction model for most highly repeated courses

Team	Project Focus	Findings & Action Steps
PSFA	Explore course paths of students with different graduation outcomes and how these align with myMAPs. Students grouped by their graduation timeline: 4-year, 5-year, 6-year and did not graduate	<p>FINDING: Actual class schedule did not align well with myMaps.  ACTION: This discovery will prompt discussions with faculty to ensure students can follow myMaps as well as conversation about more general pre-major programs.</p> <p>FINDING: High percentage of students with registration overrides; on-time completers only at best loosely following suggested course mappings  ACTION: Will review and consider removing prerequisites</p> <p>FINDING: Low number of students entering as specific major and high proportion migrating between art majors.  ACTION: Consider a general art pre-major major where all art students start by exploratory, foundation classes, then declare in sophomore year or start of junior.</p>
Sciences	Identify characteristics that elevate students' risk of failing pre-calculus and calculus courses.	<p>FINDING: First generation and URM students are at most risk and those with higher Eligibility Index scores performed better. Students attending the Math and Statistics Learning Center have significantly higher odds of succeeding the Calculus course sequence, especially in pre-calculus.  ACTION: Further explore impact of MSLC and find ways to support more students with this intervention.</p>
GRA	Defining and capturing information on UG research data.	<p>FINDING: While research can be defined and captured in many ways, GRA focused on research in credit-bearing activities.  ACTION: Through discussions with colleges, departments and campus experts, conditions for defining these activities have been clarified with more work to be done.</p>
Library	Explore value of storing library data in order to better explore relationship of library resources on student success and outcomes.	<p>FINDING: Limitation of data availability hampered efforts to replicate library studies and/or make meaningful conclusions about the impact of the library on student success. Demonstrates need to retain library usage data.  ACTION: Assessment Task Force has been assembled with charge of creating data preservation plan</p>
Housing Admin & Residential Education	Better understand the sophomore to inform and establish best practices for Sophomore QUEST program.	<p>FINDING: Data show the positive impact of living in housing for two years through higher GPAs, higher graduation rates and more timely major changes.  ACTION: Focus group findings provided insight that will help shape programming.</p>
Student Affairs	Explored outcomes for students by EOP status: those participating in EOP summer bridge, those in EOP only, students who meet EOP criteria but who are not in the program (first generation with EFC<=1500 and all other students	<p>FINDING: EOP summer bridge has a significantly positive effect on the population it serves (EFC&lt;=1500, first gen). However, there are many students who qualify but cannot be served.  ACTION: Explore ways to expand the success of EOP summer bridge to serve more students.</p>

## 2018-19 DATA CHAMPION IMPACT PRESENTATIONS

In order to move results to action Data Champions will be presenting projects and findings at the following campus venues. Campus community and leadership is encouraged to attend.

### COLLEGE OF ARTS AND LETTERS

Chairs and Directors Meeting  
9:30 AM September 27th, 2018  
Finch Conference Room – AL 600

### FOWLER COLLEGE OF BUSINESS

Chairs and Directors Meeting  
9:30 AM August 21st, 2018  
SSE 3301D

### COLLEGE OF EDUCATION

Student Success Team Meeting  
1:00 PM September 20th, 2018  
Dean's Conference Room – EBA 346-G \*

### COLLEGE OF ENGINEERING

College of Engineering Retreat  
9:10 AM August 22nd, 2018  
Bioscience Gold Auditorium

### COLLEGE HEALTH AND HUMAN SERVICES

CHHS Executive Leadership Team  
9:00 AM May 10th, 2018  
ED 154

### PROFESSIONAL STUDIES FINE ARTS

School of Art + Design Faculty Meeting  
11:00 AM October 11<sup>th</sup>, 2018  
School of Art + Design Summit Room \*

Chairs and Directors Meeting  
10:00 AM October 18<sup>th</sup>, 2018  
Dean's Conference Room – PSFA 212

Associate Dean Council  
11:30 AM November 14th, 2018  
AD 223

### STUDENT AFFAIRS

Summer Bridge Partner Meeting  
10:30 AM October 23, 2018  
MLK Conference Room - SSE 2109

EOP Staff Meeting  
9:00 AM October 4<sup>th</sup>, 2018  
MLK Conference Room - SSE 2109 \*

### COLLEGE OF SCIENCE

College of Sciences Chairs & Directors Meeting  
Fall 2018, date TBD

### GRADUATE RESEARCH AFFAIRS

TBA

### HOUSING AND RESIDENTIAL ED

TBA

### LIBRARY

Fall All Library Meeting  
10 AM October 2, 2018  
Love Library Room 430

\* Data Champion team presenting to internal stakeholders; discussions to focus on action planning.