HR Professional Development Workshop

May 16, 2017

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Institutional Research & Analytical Studies



Business intelligence tool

- Institutional Research and Analytical Studies (IRAS)
- Information Technology Division

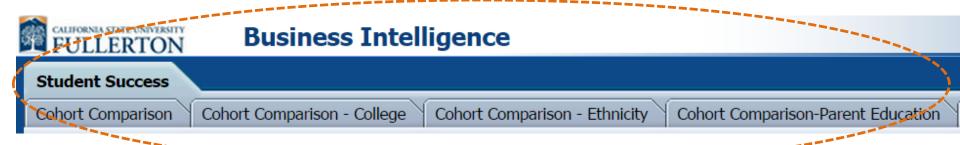
Dynamic dashboard

- Helps faculty and administrators track FTF & Transfers
- Graduated / Enrolled / Dropout
- By Demographics
 - Ethnicity, Gender, Underrepresented, Parent Education
 - Major at Entry, Latest Major, Prior Institution Type

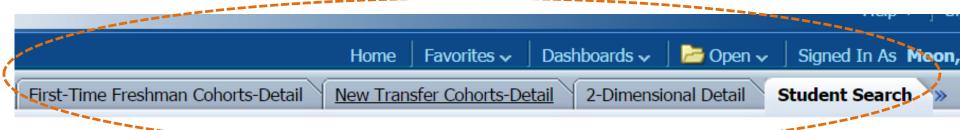


- Making Data Actionable
- Data Assisting To Achieve University's Vision
- Cases
 - Are there students that have completed all degree requirements but had not requested graduation review?
 - Are there 2014 Fall Cohort who are already at-risk?
 - Proactive intervention before census to contact students to ensure they enroll in sufficient units to earn their degree on time

PART 1: 4 Tabs – Cohort Comparison



PART 2: 4 Tabs – Detailed, Student Level Information





Cohort Comparison - Summary

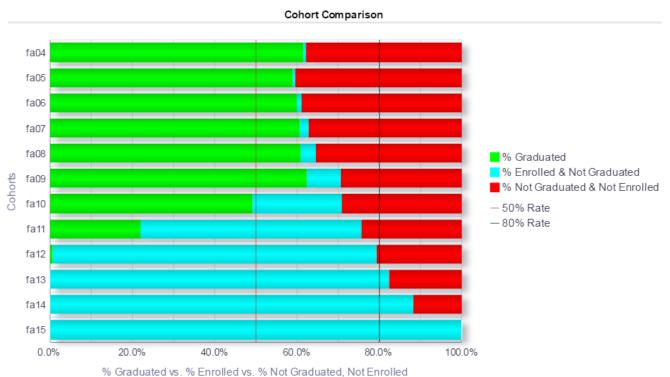
- Given a Cohort, Dashboard displays live data
 - by Ethnicity, College, Parent Education
- % Students Graduated
- % Students Not Graduated but Currently Enrolled
- % Students Not Graduated and Not Enrolled



(Tab 1) Cohort Comparison : Summary



First-Time Full-Time Freshmen vs. New Transfers

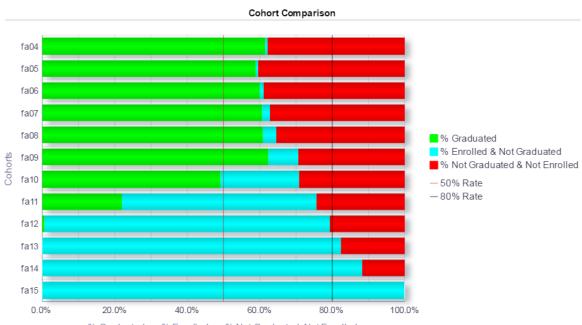


Cohort Description	Enrollment Type Description	Initial Cohort Size	Graduated Count	% Graduated	Enrolled Count	% Enrolled & Not Graduated	Not Graduated not Enrolled Count	% Not Graduated & Not Enrolled
fa04	First-time Full-Time Freshman	3,542	2,180	61.5%	23	0.6%	1,339	37.8%
fa05	First-time Full-Time Freshman	3,820	2,252	59.0%	27	0.7%	1,541	40.3%
fa06	First-time Full-Time Freshman	3,737	2,245	60.1%	41	1.1%	1,451	38.8%
fa07	First-time Full-Time Freshman	4,042	2,449	60.6%	94	2.3%	1,499	37.1%
fa08	First-time Full-Time Freshman	4,519	2,750	60.9%	165	3.7%	1,604	35.5%
fa09	First-time Full-Time Freshman	3,845	2,395	62.3%	318	8.3%	1,132	29.4%
fa10	First-time Full-Time Freshman	3,749	1,842	49.1%	813	21.7%	1,094	29.2%
fa11	First-time Full-Time Freshman	4,091	899	22.0%	2,193	53.6%	999	24.4%
fa12	First-time Full-Time Freshman	4,419	24	0.5%	3,484	78.8%	911	20.6%
fa13	First-time Full-Time Freshman	4,512	1	0.0%	3,713	82.3%	798	17.7%
fa14	First-time Full-Time Freshman	4,243	0	0.0%	3,742	88.2%	501	11.8%

(Tab 2) Cohort Comparison : by College

* Enrollment Type First-time Full-Tir ▼ College (Entry) (All Column Values) ▼ Apply Reset ▼

Cohort Comparison by College



% Graduated vs. % Enrolled vs. % Not Graduated, Not Enrolled

fa09 Total			3,845	2,395	62.3%	318	8.3%	1,132	29.4%
	OTHER	First-time Full-Time Freshman	777	468	60.2%	75	9.7%	234	30.1%
	NSM	First-time Full-Time Freshman	331	213	64.4%	35	10.6%	83	25.1%
	HHD	First-time Full-Time Freshman	477	290	60.8%	27	5.7%	160	33.5%
	H&SS	First-time Full-Time Freshman	658	419	63.7%	47	7.1%	192	29.2%
	ECS	First-time Full-Time Freshman	318	156	49.1%	49	15.4%	113	35.5%
	COMM	First-time Full-Time Freshman	276	187	67.8%	10	3.6%	79	28.6%
	CBE	First-time Full-Time Freshman	676	456	67.5%	53	7.8%	167	24.7%
fa09	ARTS	First-time Full-Time Freshman	332	206	62.0%	22	6.6%	104	31.3%
fa08 Total			4,519	2,750	60.9%	165	3.7%	1,604	35.5%
	OTHER	First-time Full-Time Freshman	889	553	62.2%	38	4.3%	298	33.5%
	NSM	First-time Full-Time Freshman	278	152	54.7%	17	6.1%	109	39.2%
	HHD	First-time Full-Time Freshman	647	404	62.4%	18	2.8%	225	34.8%
	H&SS	First-time Full-Time Freshman	750	484	64.5%	19	2.5%	247	32.9%
	ECS	First-time Full-Time Freshman	353	145	41.1%	27	7.6%	181	51.3%
	COMM	First-time Full-Time Freshman	314	219	69.7%	1	0.3%	94	29.9%
	CBE	First-time Full-Time Freshman	900	567	63.0%	31	3.4%	302	33.6%
fa08	ARTS	First-time Full-Time Freshman	388	226	58.2%	14	3.6%	148	38.1%

(Tab 3) Cohort Comparison : by Ethnicity

fa08

fa09

fa09 Total

Non-Resident Alien (Intl) First-time Full-Time Freshman

Race/Ethnicity Unknown | First-time Full-Time Freshman

First-time Full-Time Freshman

First-time Full-Time Freshman

Two or More Races

White

79

149

182

1,036

3,845

51

90

102

691

2,395

64.6%

60.4%

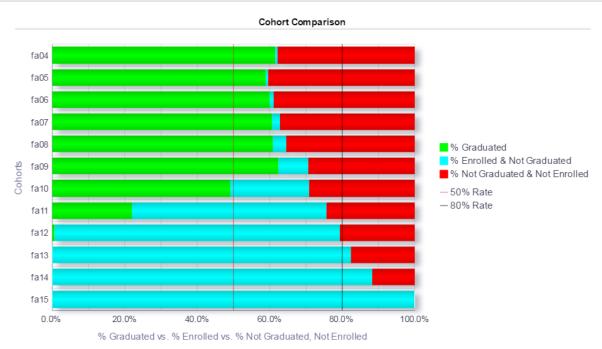
56.0%

66.7%

62,3%



Cohort Comparison by College



American Indian First-time Full-Time Freshman 27 19 70.4% 0 0.0% 8 29.6% Asian/Pacific Islander First-time Full-Time Freshman 1.002 660 65.9% 37 3.7% 305 30.4% Black First-time Full-Time Freshman 50.0% 8 3.7% 46.3% 216 108 100 659 Hispanic First-time Full-Time Freshman 1,658 915 55.2% 84 5.1% 39.7% Non-Resident Alien (Intl) First-time Full-Time Freshman 73 45 61.6% 4 5.5% 24 32.9% Race/Ethnicity Unknown First-time Full-Time Freshman 268 56.3% 12 4.5% 105 151 39.2% White First-time Full-Time Freshman 1,275 852 66.8% 20 1.6% 403 31.6% fa08 Total 2,750 165 1,604 4,519 60.9% 3.7% 35.5% 3 0 American Indian First-time Full-Time Freshman 6 50.0% 0.0% 50.0% Asian/Pacific Islander First-time Full-Time Freshman 849 576 67.8% 81 9.5% 192 22.6% Black First-time Full-Time Freshman 109 45.9% 7 6.4% 52 47.7% 50 Hispanic First-time Full-Time Freshman 1,435 832 58.0% 134 9.3% 469 32.7%

7

11

21

57

318

8.9%

7.4%

11.5%

5.5%

8,3%

21

48

288

1,132

26.6%

32.2%

32.4%

27.8%

29,4%

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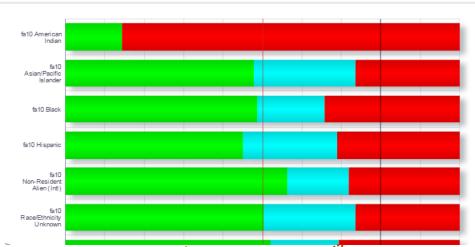
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(Tab 5) FTF Cohort Detail : by Ethnicity



View Numbers By: Ethnicity





Can Drill-Down

Cohort Description	Ethnicity	Size	Degree Count	% Graduated	Enrolled Count	% Enrolled	Not Graduated & Not Enrolled	Count % Not Graduated & Not Enrolled
fa10	American Indian	7	1	14.3%	0	0.0%	6	85.7%
	Asian/Pacific Islander	807	386	47.8%	208	25.8%	213	26.4%
	Black	105	51	48.6%	18	17.1%	36	34.3%
	Hispanic	1,526	687	45.0%	365	23.9%	474	31.1%
	Non-Resident Alien (Intl)	64	36	56.3%	10	15.6%	18	28.1%
	Race/Ethnicity Unknown	121	61	50.4%	28	23.1%	32	26.4%
	Two or More Races	144	75	52.1%	25	17.4%	44	30.6%
	White	975	545	55.9%	159	16.3%	271	27.8%
fa10 Total		3,749	1,842	49.1%	813	21.7%	1,094	29.2%
fa11	American Indian	10	2	20.0%	4	40.0%	4	40.0%
	Asian/Pacific Islander	940	194	20.6%	577	61.4%	169	18.0%
	Black	98	22	22.4%	47	48.0%	29	29.6%
	Hispanic	1,621	283	17.5%	908	56.0%	430	26.5%
	Non-Resident Alien (Intl)	94	19	20.2%	44	46.8%	31	33.0%
	Race/Ethnicity Unknown	92	23	25.0%	42	45.7%	27	29.3%
	Two or More Races	207	52	25.1%	98	47.3%	57	27.5%
	White	1,029	304	29.5%	473	46.0%	252	24.5%
fa11 Total		4,091	899	22.0%	2,193	53.6%	.999	24.4%

Retention Tracking using Detailed Tabs -- Tab 5 (FTF), Tab 6 (Transfers) : 4 weeks before semester starts

% Graduated vs. Enrolled vs. % Not Graduated, Not Enrolled

Cohort Description	College (latest)	Size	Degree Count	% Graduated	Enrolled Count	% Enrolled	Not Graduated & Not Enrolled Count	% Not Graduated & Not Enrolled
fa12	Arts	258	1	0.4%	198	76.7%	* 59 *	22.9%
	CBE	970	0	0.0%	769	79.3%	201	20.7%
	COM	555	0	0.0%	475	85.6%	80	14.4%
	ECS	437	0	0.0%	314	71.9%	123	28.1%
	HHD	822	3	0.4%	699	85.0%	120	14.6%
	HSS	781	9	1.2%	605	77.5%	167	21.4%
	MISC	158	0	0.0%	30	19.0%	128	81.0%
	NSM	438	0	0.0%	343	78.3%	95	21.7%
fa12 Total		4,419	13	0.3%	3,433	77.7%	973	22.0%
fa13	Arts	247	0	0.0%	191	77.3%	56	22.7%
	CBE	1,014	0	0.0%	840	82.8%	174	17.2%
	COM	471	0	0.0%	412	87.5%	59	12.5%
	ECS	550	0	0.0%	429	78.0%	121	22.0%
	HHD	823	0	0.0%	710	86.3%	113	13.7%
	HSS	777	1	0.1%	633	81.5%	143	18.4%
	MISC	218	0	0.0%	139	63.8%	79	36.2%
	NSM	412	0	0.0%	322	78.2%	90	21.8%
fa13 Total		4,512	1	0.0%	3,676	81.5%	835	18.5%
fa14	Arts	254	0	0.0%	223	87.8%	31	12.2%
	CBE	937	0	0.0%	805	85.9%	132	14.1%
	COM	335	0	0.0%	301	89.9%	34	10.1%
	ECS	655	0	0.0%	535	81.7%	120	18.3%
	HHD	475	0	0.0%	432	90.9%	43	9.1%
	HSS	735	0	0.0%	635	86.4%	100	13.6%
	MISC	469	0	0.0%	402	85.7%	67	14.3%
	NSM	383	0	0.0%	315	82.2%	68	17.8%
fa14 Total		4,243	0	0.0%	3,648	86.0%	595	14.0%



Retention Tracking using Detailed Tabs

Contact Info: Email, Phone → proactively reaching out to students who have good standing but are not enrolled yet

5-					1																				
CWID	Person Name	Email		Pho Nun	one Mumber	Major at Entry	Major (Latest)	Sex	Ethnicity	Underrepresented?	Units Earned	Units Attempted (Future)	Future Term	Group Qual	Cumulative GPA	Last Enrolled Term	EOP Participation	Freshman Programs Participation	Degree Candidate Term	Checkout Consideration	Degree Checkout Consideration Status	Academic	Degree Audit Program		Degree Audit Status
000076500	Marethan Compath Ar		@yahoo.com	1		- ARTS	ARTS	WOMEN	Asian/Pacific Islander	No	48.0		Spring 2016	EI 3500- 3599	1.82	Spring 2015	No	No	-	-		Probation	BA ART	1/26/2015 8:56:36 AM	Have Not Met Degree Regs.
	H		<u>byahoo.com</u>			- THAR	THAR	WOMEN	White	No	23.0			EI 3900 or more	2.02	Fall 2012	No	No	-	-			BA THAR	3/22/2014 9:26:24 AM	Have Not Met Degree Reqs.
	Ca	ah	@me.com			- ARTS	ARTS	WOMEN	Black	Yes	24.0		Spring 2016	EI 3200- 3299	1.83	Spring 2015	No	No	-	-			BA ART	6/11/2015 12:58:54 PM	Have Not Met Degree Reqs.
	M U	e	4@Yahoo.co	mc		- ARTS	ARTS	MEN	Hispanic	Yes	21.0		Spring 2016	EI 3600- 3699	1.83	Spring 2015	No	No	-	-			BA ART	6/11/2015 10:32:45 AM	Have Not Met Degree Reqs.
	St		ullerton.com			- ARTS	ARTS	WOMEN	Asian/Pacific Islander	No	21.0		Spring 2016	Unknown EI	1.74	Spring 2013	No	No	-	-			BA ART	3/21/2014 1:18:58 PM	Have Not Met Degree Reqs.
	H		@gmail.com	1		- ARTS	ARTS	WOMEN	Two or More Races	No	17.0		Spring 2016	EI 3500- 3599	1.67	Spring 2013	No	No	-	-			BA ART	3/20/2014 7:24:59 PM	Have Not Met Degree Regs.
	El		mcast.net			- THAR	THAR	WOMEN	White	No	76.0			EI 3900 or more	3.20	Spring 2014	No	No	-	-		Good Standing	BA THAR	1/8/2015 11:22:24 AM	Have Not Met Degree Reqs.
	Di		@gmail.com			- MLBA	MLBA	WOMEN	Hispanic	Yes	85.0		Spring 2016	EI 3600- 3699	3.54	Spring 2014	No	No	-	-			BA MLBA	3/19/2014 5:05:42 PM	Have Not Met Degree Regs.
	đ		@yahoo.com	ū		- ARTS	FAEA	WOMEN	Asian/Pacific Islander	No	91.0			EI 3900 or more	3.66	Spring 2015	No	No	-	-			BFA FAEA	7/11/2015 1:33:56 AM	Have Not Met Degree Reqs.
	Ri		@yahoo.com	n l		- ARTS	ARTS	WOMEN	White	No	104.0			EI 3900 or more	3.96	Spring 2015	No	Yes	-	-			BA ART	7/28/2015 5:45:40 PM	Have Not Met Degree Reqs.
	R) Ni		<u>:global.net</u>			- THAR	THAR	WOMEN	White	No	43.0		2016	Unknown EI		Fall 2013	No	No	-	-			BA THAR	8:45:58 AM	Have Not Met Degree Reqs.
	Ki Cl Fc Ai Di In		gmail.com			- THAR	TAAC	MEN	White	No	63.0		2016	EI 3900 or more	3.86	Spring 2014	No	No	-	-			BFA TAAC	7/29/2014 1:52:49 PM	Have Not Met Degree Reqs.
	Fc Ar	ley	90@aim.com	<u>n</u>		- THAR	THAR	WOMEN	White	No	70.0		Spring 2016	EI 3700- 3799	2.46	Spring 2014	No	No	-	-			BA THAR	7/29/2014 2:10:51 PM	Have Not Met Degree Reqs.
	Di Ir		<u>igmail.com</u>			UNDC	DANC	WOMEN	White	No	96.0		2016		3.42	Spring 2015	No	No	-	-			BA DANC	11/13/2014 3:47:12 PM	Have Not Met Degree Reqs.
	Jo	r	4@gmail.com	m i			THAR	MEN	Hispanic	Yes	94.0		2016	EI 3200- 3299	2.30	Spring 2015	No	No	-	-			BA Thar	3:12:15 PM	Have Not Met Degree Reqs.
	Hi Ar		ahoo.com			- THAR	THAR	WOMEN	Hispanic	Yes	42.0		Spring 2016	Unknown EI	3.67	-	No	No	-	-			BA THAR	4:18:15 PM	Have Not Met Degree Reqs.
	M	se	ocketmail.co	m !		- THAR	THAR	WOMEN	White	No	31.0			eI 3900 or more	3.74	Spring 2013	No	No	-	-			BA THAR	3/20/2014 11:46:51 PM	Have Not Met Degree Reqs.
	H		<u>byahoo.com</u>			- ARTS	ARTS	WOMEN	Two or More Races	No	24.0			EI 3900 or more	2.09	Spring 2014	No	No	-	-			BA ART	3/22/2014 12:01:30 PM	Have Not Met Degree Reqs.
	Va		<u>imail.com</u>			- ARTS	ARTS	MEN	White	No	40.0			EI 3900 or more	2.44	Spring 2013	No	No	-	-			BA ART	3/23/2014 7:39:03 PM	Have Not Met Degree Reqs.
	Pi		ta@gmail.co	<u>m</u>		- THAR	THAR	WOMEN	Hispanic	Yes	30.0		Spring 2016	EI 3200- 3299	2.41	Spring 2013	Yes	No	-	-			BA THAR	3/22/2014 3:30:30 AM	Have Not Met Degree Regs.
	La		san.rr.com			- MLBA	MPIN	WOMEN	White	No	82.0	0.00	Spring	EI 3600-	3.01	Spring	No	No	-	-			BM	3/21/2014	Have Not Met Degree Reqs.

Example 1:

- Used detail tabs to identify 10 students who had not graduated and not enrolled spring 2013 and had an anticipated degree date of January 2013 or May 2013
- As of Feb 2013, five of six students had their degree conferred as a results requests for re-review by degree progress units

• Example 2:

- Used detail tabs to identify 100 students who had not graduated and not enrolled fall 2013 and advisors reached out encouraging those students to enroll.
- 30% (30) of those students were finally enrolled to continue their schooling.



- The student cohort information is updated daily and includes cohorts' graduation, enrollment and drop-out rates.
- The number of graduates includes the latest posted degrees in CMS; the number of enrolled students applies to current term and is also up-to-date.
- Dashboard may display different numbers in different days for a given cohort

- All campus faculty and staff will have access to the summary dashboards (4 tabs)
- Deans, Chairs, Associate/Assistant VPs,
 Directors, Faculty/Staff, Advisors will have
 access to the summary and detail sheets
- Training by IRAS

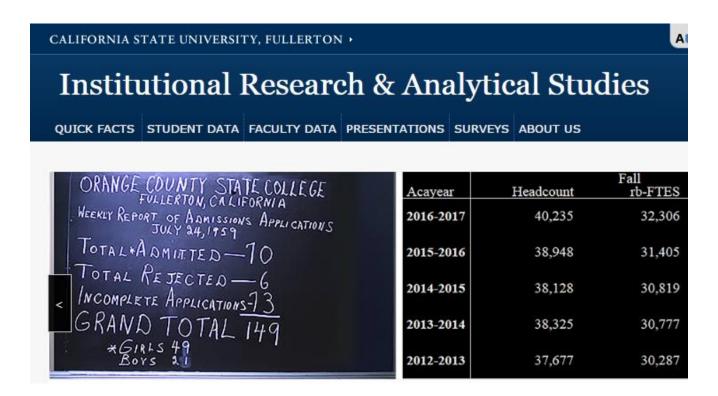




GOAL → Fostering Student Success



Q&A



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http://www.fullerton.edu/analyticalstudies/

