

Data Fellows for Student Success

PROMOTING A DATA CULTURE FOR STUDENT SUCCESS

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COLLEGE OF BUSINESS ADMINISTRATION

CSULB



GOALS & ACTION STEPS

Goal #1

- Raise awareness of student success issues and initiatives amongst department chairs, faculty, advisors, and Student Center for Professional Development.

Action Steps

- Present at department meetings and advisor meetings.
- Disseminate newsletters to faculty and staff.
- Determine actionable data that could be shared with faculty.
- Conduct short student surveys.

Impact

- Lay the foundation for a wider understanding of student success issues.
- Lead to more awareness that could influence their interactions with students and how faculty approach their teaching.
- Use data collected to better advise students.



GOALS & ACTION STEPS

Goal #1

- **Raise awareness** of student success issues and initiatives amongst department chairs, faculty, advisors, and Student Center for Professional Development.

Action Steps

- **Present at department meetings and advisor meetings** once a semester to provide updates.
- **Disseminate a newsletter** each semester to faculty and staff on student success goals, ongoing initiatives, and resources for faculty and students.
- Work with Enrollment Services and Institutional Research to expand access on **actionable data that could be shared with faculty** (e.g. grade reports, incoming GPA of students).
- **Conduct short student surveys** following advising workshops to get more information on students' plans.

Impact

- **Lay the foundation for a wider understanding** of student success issues throughout the college.
- Lead to more awareness that could **influence their interactions with students and how faculty approach their teaching.**
- **Use data collected** on student plans and workloads so that we can better help and advise students.



GOALS & ACTION STEPS

Goal #2

- Increase data fluency among department chairs and staff.

Action Steps

- Provide training to department chairs and staff.
- Mentor department chairs and staff.
- Provide an annual Student Success report on the state of each department.
- Create a department chair webpage.

Impact

- Empower department chairs and staff to use data more effectively in day-to-day duties.
- Allow for a more constructive dialogue amongst departments and faculty on student success issues.



GOALS & ACTION STEPS

Goal #2

- **Increase data fluency** among department chairs and staff.

Action Steps

- **Provide training** to department chairs and staff on data sources most impactful for their respective areas.
- **Mentor department chairs and staff** on departmental issues impacting to student success (e.g. scheduling, grade reports, faculty evaluations).
- **Provide an annual Student Success report** on the state of each department.
- **Create a department chair webpage** with links to reports or information on reports that they need in their roles, as well as access the CBA Department Chair Guide.

Impact

- **Empower department chairs and staff** to use data more effectively in their day-to-day duties
- **Allow for a a more constructive dialogue** amongst departments and faculty as to ways to improve graduation rates and reduce attrition.



GOALS & ACTION STEPS

Goal #3

- Inform students of resources and opportunities available, and help them feel prepared to graduate.

Action Steps

- Mandatory Sophomore Workshop.
- Dissemination of Center for Student Success (CSS) newsletters to students.

Impact

- Empower students.
- Help students set and reach their academic goals.
- Help student feel comfortable and ready to graduate.
- Help students engage with the college and university.
- Improve graduation rates and reduce attrition.



GOALS & ACTION STEPS

Goal #3

- **Inform students** of resources and opportunities available, and help them feel prepared to graduate.

Action Steps

- **Mandatory Sophomore Workshop** for second-year students.
- **Dissemination of Center for Student Success (CSS) newsletters** to students. Track data using Mail Chimp.

Impact

- **Empower students** by providing them with the information they need to be successful in their academics.
- **Help students set and reach their academic goals.**
- Use SCPD resources and career readiness activities to **make sure student feel comfortable and ready to graduate.**
- **Help students engage** with the college and university.
- **Improve graduation rates and reduce attrition.**



GOALS & ACTION STEPS

Goal #4

- Establish and support a CBA Team for Student Success, consisting of a faculty & representatives from the Center for Students Success (CSS) and Student Center for Professional Development (SCPD).

Action Steps

- Establish the CBA Team for Student Success with representatives interested in pursuing research in area of student success.
- Set expectations and accountability.
- Provide access and training.
- Establish a collaborative environment, and follow it up with actionable decisions.

Impact

- Conduct research to identify reasons for issues and most effective ways to make improvements.
- Use data for actionable decisions (e.g. policy changes, admission criteria, create/modify student success initiatives, curriculum changes).



GOALS & ACTION STEPS

Goal #4

- **Establish and support a CBA Team for Student Success**, consisting of a faculty from each department & representatives from the CBA Center for Students Success (CSS) and Student Center for Professional Development (SCPD).

Action Steps

- **Establish the CBA Team for Student Success with department and unit representatives** interested in pursuing research in area of student success and improving data available in their units.
- **Set expectations and accountability** for this group.
- **Provide access and training** on data sources.
- **Establish a collaborative environment for sharing research and analyses**, which must be **followed up with actionable decisions**.

Impact

- **Conduct research** to identify reasons for low graduation rates and high attrition, and most effective ways to make improvements.
- **Use data for actionable decisions** (e.g. policy changes, admission criteria, create/modify student success initiatives, curriculum changes).

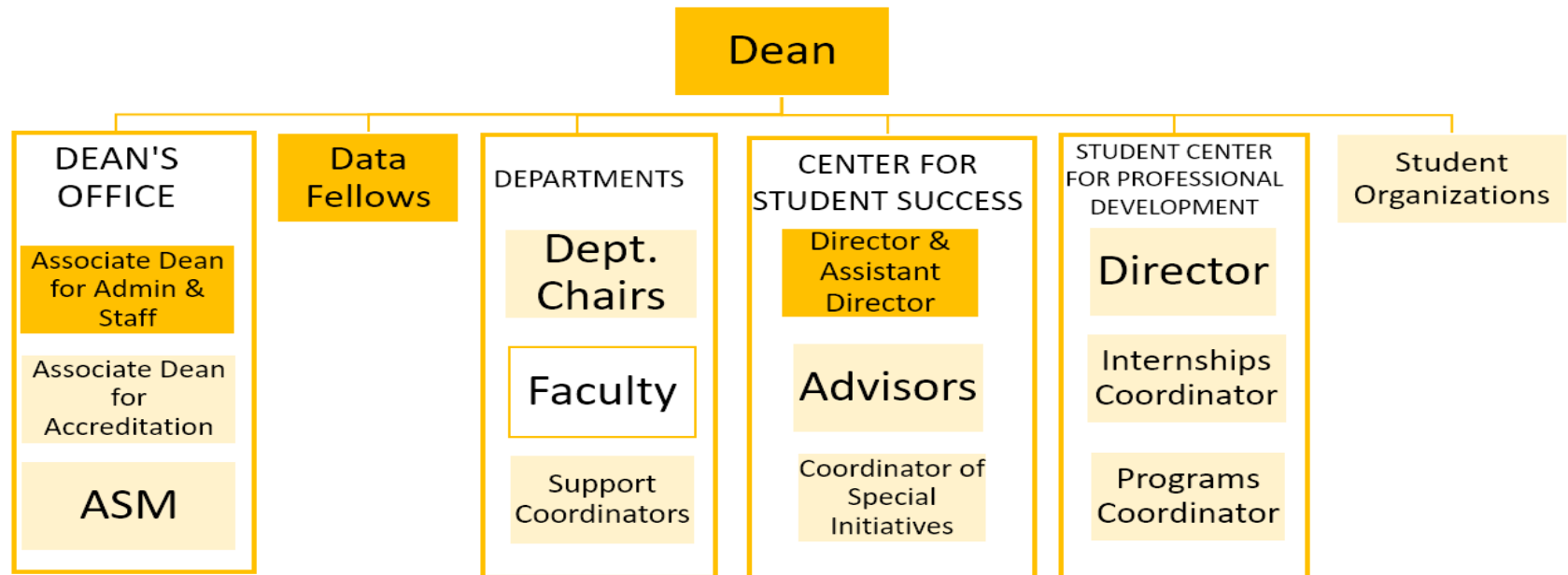


SUMMARY OF GOALS

1. Raise awareness of student success issues and initiatives throughout the college.
2. Increase data fluency among department chairs and staff.
3. Inform students of resources and opportunities available, and help them feel prepared to graduate.
4. Establish and support a CBA Team for Student Success.



CURRENT ORGANIZATION CHART FOR DATA USE



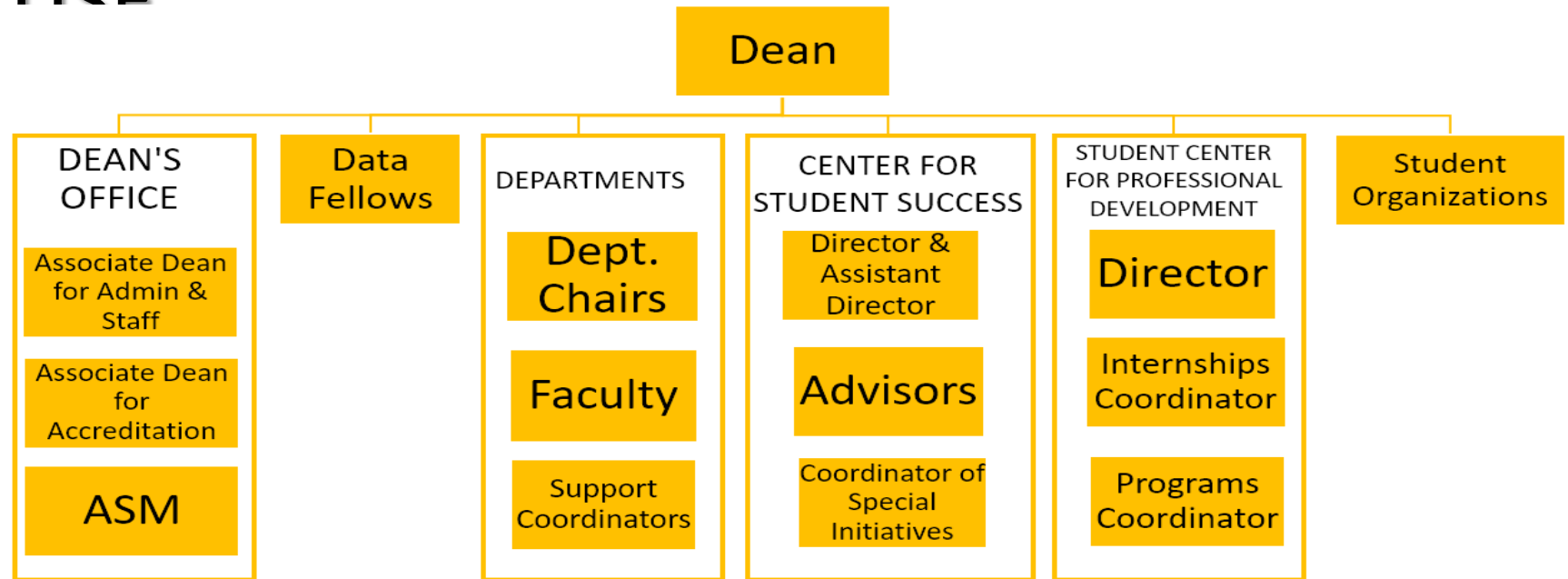
Active Data Users: familiar with both university and internal sources of data

Limited Data Users: 1) use limited university data sources; 2) collect majority of data for their units in-house



NEW ORGANIZATION CHART FOR DATA

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Active Data Users: 1) familiar with university sources of data needed for their respective areas; 2) able to access university data that is useful for their respective areas (latter may require more data collection for this)

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TIMELINE FOR CHANGES

TIMELINE	GOAL	ACTION STEPS
Begin Summer 2017	#1	Work with Enrollment Services and Institutional Research to expand access on actionable data.
2017-2018	#2	Create a department chair webpage. Provide data training and mentorship to department chairs and staff.
2017-2018	#1	Presenting at department and advisor meetings, disseminating newsletter to faculty and staff, and conducting short student surveys.
2017-2018	#2	Provide annual student success report.
Begin Fall 2017	#3	Disseminate Center for Student Success (CSS) newsletters and track data.
Begin Fall 2017	#3	Mandatory Sophomore Workshop for second-year students.
Begin Spring 2018	#4	Search for representatives for the CBA Team for Student Success.
Begin Fall 2018	#4	Establish CBA Team for Student Success, set expectations, provide data access and training, and establish a collaborative environment. Follow up research and analyses with action.



POTENTIAL CHALLENGES

- Expect challenges with segments of Goal #3 and Goal #4.
- Challenges include:
 - Creating a culture shift as we promote full academic workloads to help more students complete degrees in 4 years.
 - Encouraging students to engage in the college beyond the classroom and keeping momentum through graduation.
 - Finding faculty representatives who are not only interested in conducting research to improve student success, but that also have time to dedicate to this pursuit.
 - FERPA issues & accessing more data that may not currently be available (e.g. How much can faculty access; How can we better gather alumni data?)



EXPECTED SUCCESSSES

- Expect successes in Goal #1, #2, and segments of #3.
- Through Data Fellows, have laid the foundation to begin bringing more information back to the college (aid with Goal #1).
- Have years of experience building rapport and working closely with department chairs and staff. This will help as we seek to provide more mentorships and trainings on data sources and student success efforts (aid with Goal #2).
- Have great advisors and staff in the Center for Student Success that can keep students informed, teach them how to utilize degree planner, and encourage them to engage beyond the classroom.



FINAL REFLECTIONS

- This program truly benefits our college, and while our work is not done, you've helped build the foundation for the work ahead of us.
- We learned so much, not just from the presenters of data, but also from all the other participants who taught us through example.
- As we move forward it is important that we include all stakeholders across the campus, as we all seek to help students be successful in pursuit of their degree and after graduation.
- Learned not only about the amount of data available, but also about the importance of sharing this with others so that we can make informed decisions that are to the benefit of the student.