The Office of Institutional Effectiveness & Planning is pleased to present volume four of our newsletter. Through this communication, we hope to facilitate data-informed decision-making and keep the UNI community up to date with our continuous improvement endeavors.

We want to highlight and thank our 2022-2023 IE&P student employee, Ethan Graham, for his contributions to the team. Ethan joined the office in October 2022 as a student data analyst and has fulfilled a wide range of data requests during his time here. Ethan is well-equipped to use his strong analytical skills and data experience to help his future employer, Federated Insurance. In addition to his academic and professional pursuits, Ethan has served as the Vice President of the UNI Men’s Volleyball Club and when he isn’t playing volleyball, he is working on his computer or spending time with friends and family.
Data Disaggregation

Data disaggregation is the breakdown of data into smaller, meaningful subgroups, often based on demographic characteristics such as legal sex, race, financial status, etc. These breakdowns reveal patterns hidden by the typically viewed aggregated data, data gathered and expressed in a collective view (Sosa, 2017). Data disaggregation can be used to assist the following:

- Evaluating the performance of specific groups of students
- Identifying needs for the allocation of human and financial resources (NFES, 2016)
- Monitoring equity in educational outcomes and resources (NFES, 2016)
- Opening dialogue on disparities or attainment gaps in student groups

How does the IE&P office use data disaggregation?

Survey collection and data reports: Surveys provide an overview of several critical components regarding the academic, social, and educational experiences of UNI students. This collection of data allows us to create in depth reports that identify meaningful trends across different groups.

Creating user friendly data tables: We have several updated and ready to use data reports that are available for faculty and staff use. UNI Graduating Senior Survey data table or the Program Vitality Metrics are some examples of such reports. These tables provide yearly comparisons for users to infer their own viewpoints of the data.

Data collection for strategic plan metrics: IE&P uses data disaggregation to evaluate success metrics for UNI’s strategic plan goals. While aggregate data may show that a metric goal is being achieved, the office breaks down the data to ensure that these achievements are equitable among student groups.
Fostering Student Success through Cross-Campus Partnerships

For our Spring 2023 newsletter, we would like to share the work and achievements of the UNI Office of Student Success & Retention (SS&R). For further insight on the role of this office, we spoke with their director, Jesús Lizárraga Estrada.

The Office of SS&R duties include: providing oversight of new Student Orientation, extended orientation programs, and Welcome Week activities. They establish and maintain campus early intervention practices to support student progress toward graduation, and review and revise retention-related policies and practices on campus, along with other student success initiatives. The office promotes student degree completion by eliminating barriers to persistence and creates experiences that support students in discovering community, meaning and purpose. This office not only works within their own team to promote these initiatives but also works with a host of other offices across campus to further help students.

When asking Jesús about the ways his office uses data on campus he responded that SS&R consistently uses data to review UNI’s retention and graduation rates to ensure student success at UNI. While retention and graduation rates seem to stay fairly consistent from year to year, there are certain pockets of students who may need some additional support, whether that be financially, academically or through other facets.

SS&R and IE&P also collect data through the administration of the Connection & Rise Surveys. The surveys ask first- and second-year students questions pertaining to their transition to the university. Based on the student’s responses and a retention predictive model created by IE&P, outreach is conducted by various university departments to provide information and support to students.

Jesús also mentioned the importance of the data they receive from feedback surveys related to orientation, Panther Welcome, and Welcome Week. SS&R utilizes this data to better adapt programming to meet the needs of new, future and returning students, along with their guests and family members. SS&R also continuously works with the Retention & Completion Council to help streamline efforts on campus and alleviate duplicative efforts while working to support students and continuously review processes to provide a more collaborative effort for students. Through dashboards and other supportive tools, outreach can be conducted in a more effective and efficient manner to help each and every student at UNI succeed.
We are excited to announce the initial launch of our new interactive Fact Book, a dynamic online tool that provides information and data about the institution in a powerful but user-friendly format. The interactive Fact Book offers users a unique way to explore and learn about our university.

What is the interactive Fact Book?

Our interactive Fact Book is an online resource that provides a wealth of information about various aspects of the university, such as enrollment trends, student demographics, academic programs, student outcomes, and financial aid. The fact book is designed to be user-friendly, making it easy to find the information users need quickly and efficiently.

What makes the interactive Fact Book so useful?

The interface allows you to explore different categories of data, search for specific information, and even create custom reports. Most importantly, the data will be available after fall census which is months earlier than the print version of the Fact Book.

The interactive Fact Book is a valuable tool for anyone seeking to learn more about our institution. Whether you’re looking for information on enrollment, graduation rates, faculty demographics, or campus resources, the interactive Fact Book has everything you need to make informed decisions and stay up-to-date with the latest trends and developments at our institution.

On the next page are examples looking at undergraduate students counts by academic organizations. Also notice how just one interactive Fact Book page can be used to make multiple reports depending on the questions being asked.
Here are some ideas on how to learn more about UNI using the interactive Fact Book.

- Explore enrollment trends and demographics to better understand UNI’s student population

- Research academic programs and degree offerings to help choose a major or plan coursework by looking at the degree pages and see what degrees are being offered and what's popular among current students.

- Learn more about student outcomes, such as graduation rates and retention rates, to help understand student success at UNI.

- Create custom reports to compare different aspects of our institution and track changes over time.

- More visualizations will be added in the future as we continue to develop our interactive Fact Book.
Vision:

The Office of Institutional Effectiveness & Planning provides leadership in the innovative use of campus wide data for decision making by challenging institutional thinking and framing critical issues within the context of continuous improvement.

References