# Using Data for Inspiration and Feedback (and Avoiding Data-Driven Torture)

*Lori Taylor, Public Service & Administration*
*David Cairns, Department of Geology*
*Heather Lench, Psychological & Brain Sciences*

# The Department Head Council (DHC)

- All sitting department heads (DH) at Texas A&M are members of the DHC
- The DHC meets as needed to share ideas and strategies
- One DH from each College represents their College on the DHC Steering Committee

# The DHC Steering Committee

- Meets monthly with the Provost regarding issues of concern for Department Heads
  - The Chair of the Steering Committee meets monthly with the Dean of Faculties
- Identifies members to represent the DHs on university-wide committees
- Works to solve problems on behalf of the DHs
  - Today's presentation stems from work by a DHC Steering Committee subcommittee on leveraging Texas A&M data systems to empower data-driven decision-making

# Presentation Outline

- What do I need to know as a new administrator?
- What data resources are available to answer those questions?
- How do I use data for change?

# What Do I Need to Know?

# Questions about Faculty

- Who are my most productive faculty?
  - How can I measure productivity?
- Are there salary anomalies that can't be explained?
- Are my teaching loads distributed fairly?
- Are any of my faculty outliers with respect to student success?

# Questions about Students

- Where do my students come from?
  - Which high schools?
  - What about transfer students?
  - Graduate students?
- Where do my students go?
  - Graduates?
  - Transfers out?
- Are the answers different for under-represented students?
- How diverse are my degree programs anyway?

# Questions about Scheduling

- What slows time to degree?
- What electives are likely to be oversubscribed? Undersubscribed?
- Would it be better to offer this course in the spring?
- Are there any courses that push students out of the major?
- How big a room will I need?

# Types of Data

# Types of Data

- Research Productivity
- Academic Program
- Institutional
- Financial
- Other Data

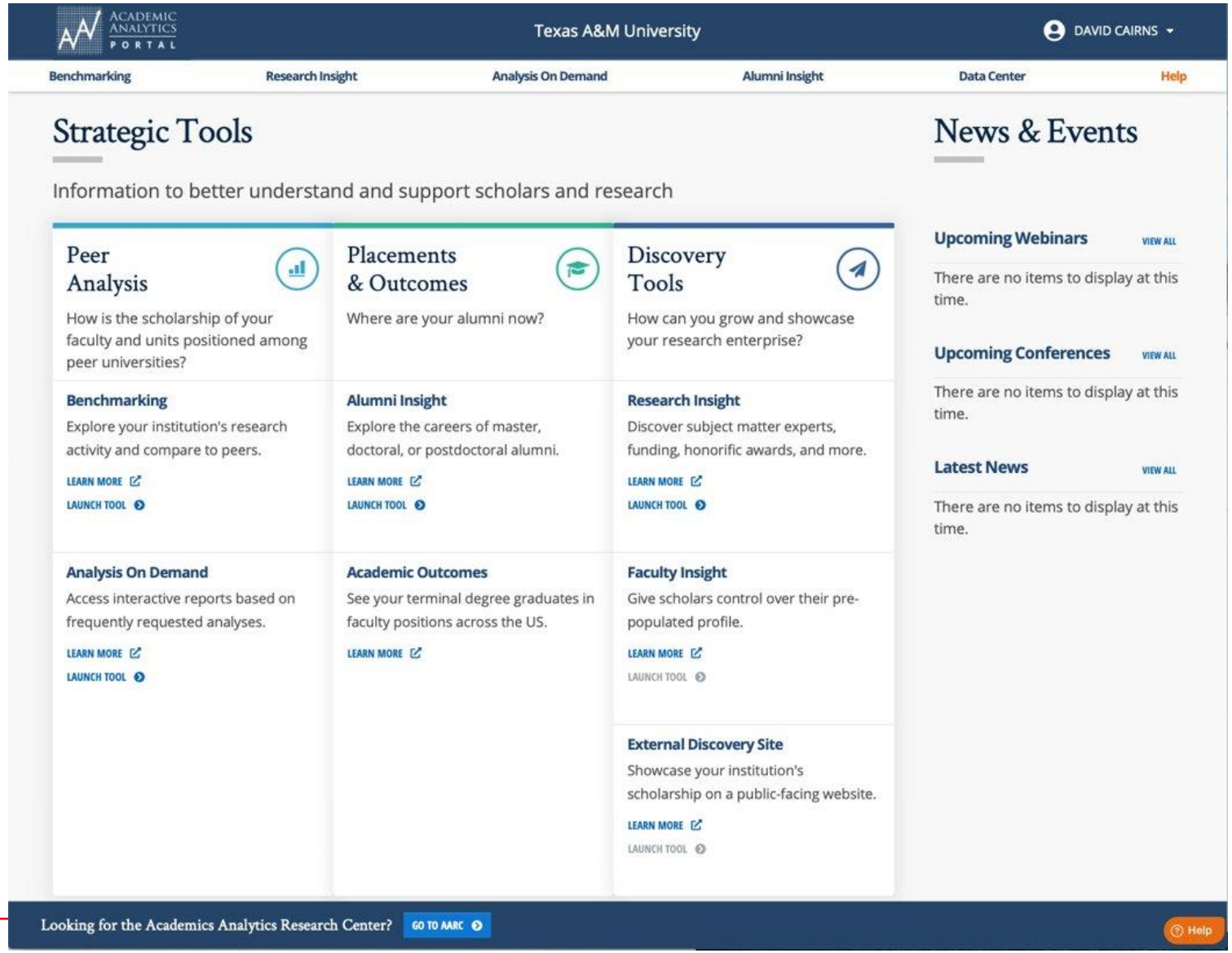
# Research Productivity

- Academic Analytics
- Faculty180
- Maestro

# Academic Analytics

Request access from your Dean's office.

http://portal.academicanalytics.com


ACADEMIC ANALYTICS PORTAL
Texas A&M University
DAVID CAIRNS
Benchmarking
Research Insight
Analysis On Demand
Alumni Insight
Data Center
Help
Strategic Tools
Information to better understand and support scholars and research
Peer Analysis
How is the scholarship of your faculty and units positioned among peer universities?
Placements & Outcomes
Where are your alumni now?
Discovery Tools
How can you grow and showcase your research enterprise?
Benchmarking
Explore your institution's research activity and compare to peers.
LEARN MORE
LAUNCH TOOL
Alumni Insight
Explore the careers of master, doctoral, or postdoctoral alumni.
LEARN MORE
LAUNCH TOOL
Research Insight
Discover subject matter experts, funding, honorific awards, and more.
LEARN MORE
LAUNCH TOOL
Analysis On Demand
Access interactive reports based on frequently requested analyses.
LEARN MORE
LAUNCH TOOL
Academic Outcomes
See your terminal degree graduates in faculty positions across the US.
LEARN MORE
Faculty Insight
Give scholars control over their pre-populated profile.
LEARN MORE
LAUNCH TOOL
External Discovery Site
Showcase your institution's scholarship on a public-facing website.
LEARN MORE
LAUNCH TOOL
News & Events
Upcoming Webinars
VIEW ALL
There are no items to display at this time.
Upcoming Conferences
VIEW ALL
There are no items to display at this time.
Latest News
VIEW ALL
There are no items to display at this time.
Looking for the Academics Analytics Research Center?
GO TO AARC
Help

# Faculty180

Access:

Faculty Affairs Portal

https://facultyaffairsportal.tamu.edu/

Use:

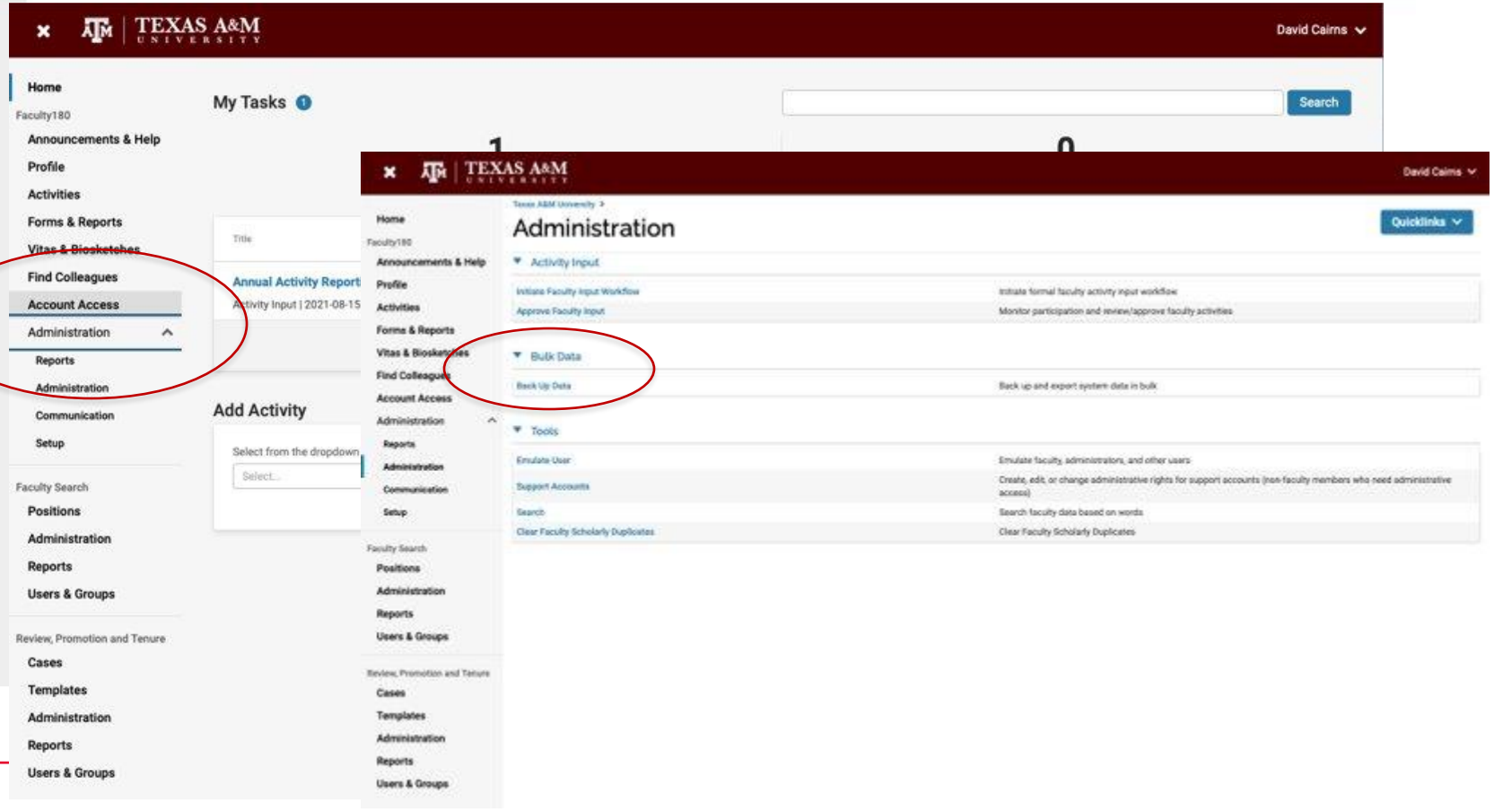
Faculty annual activities reporting

Annual performance reviews for faculty

Promotion and Tenure

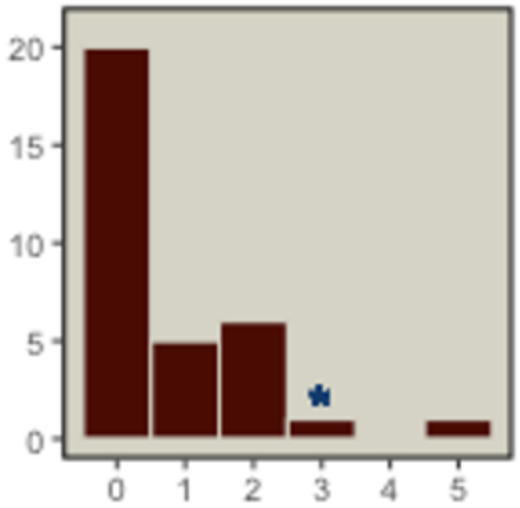
# Faculty Affairs Portal

- Home
- Interfolio
- Hiring Workflow
- Credentialing
- FDL
- Catalog
- Admin

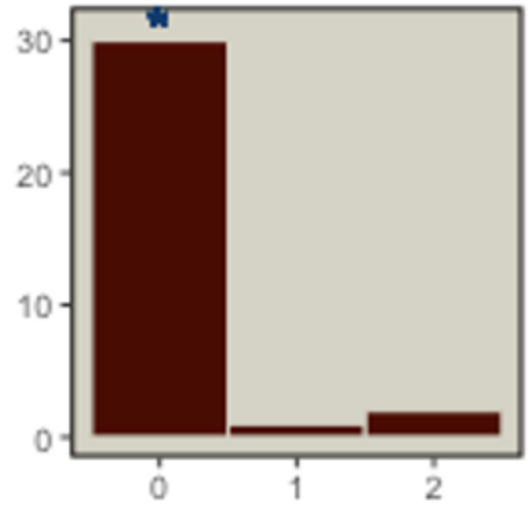


# What You Can Do With the Bulk Data

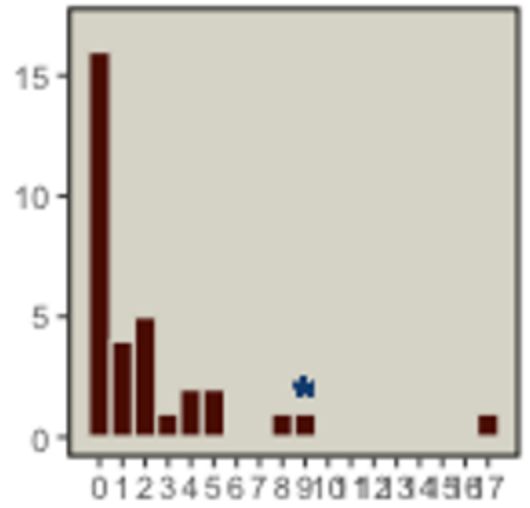
Active Internal Grants



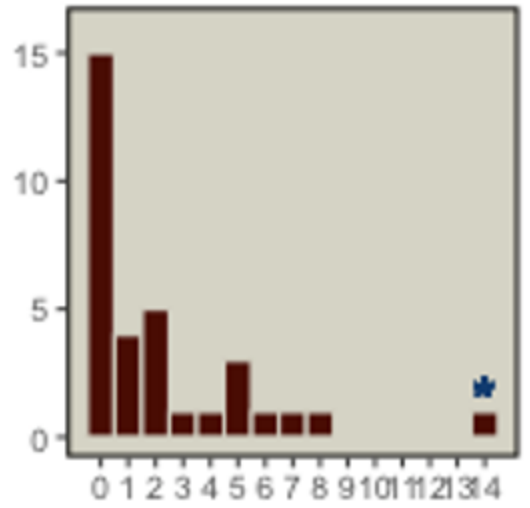

Submitted Internal Grants




Active External Grants




Submitted External Grants



# Maestro

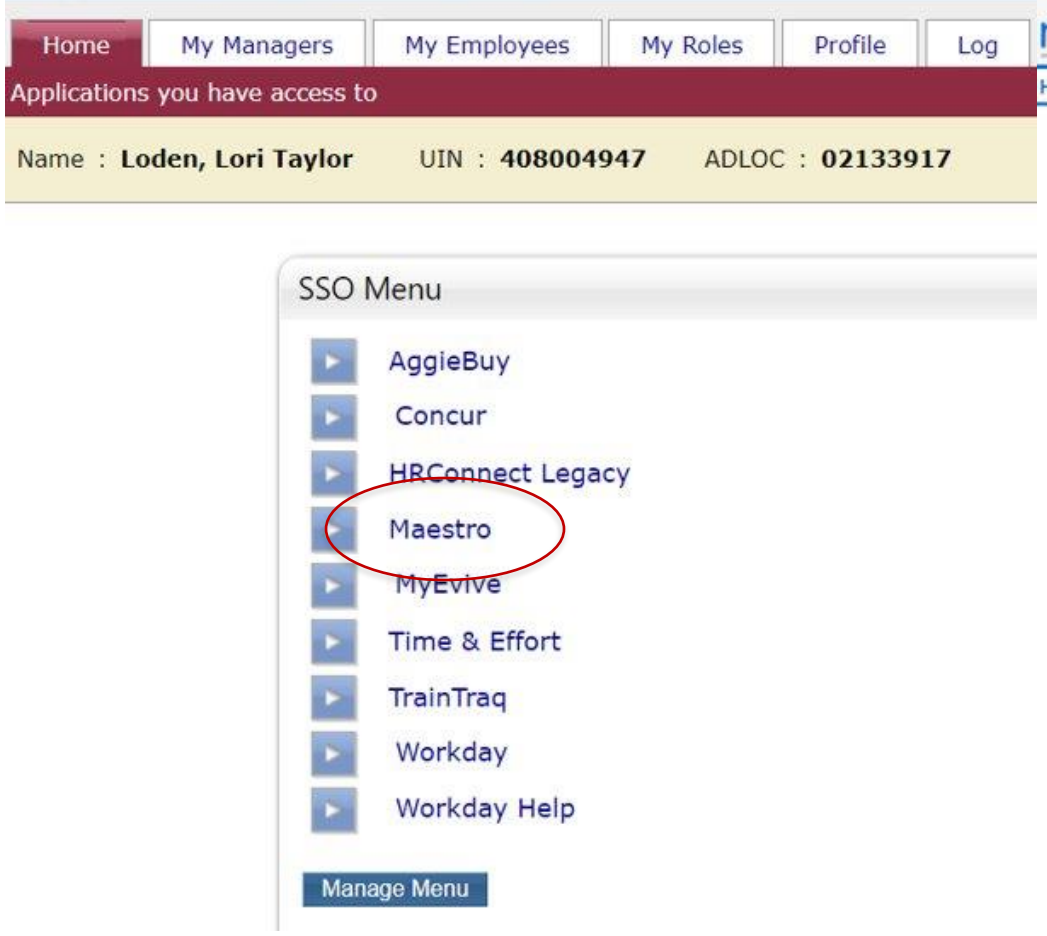
Access:

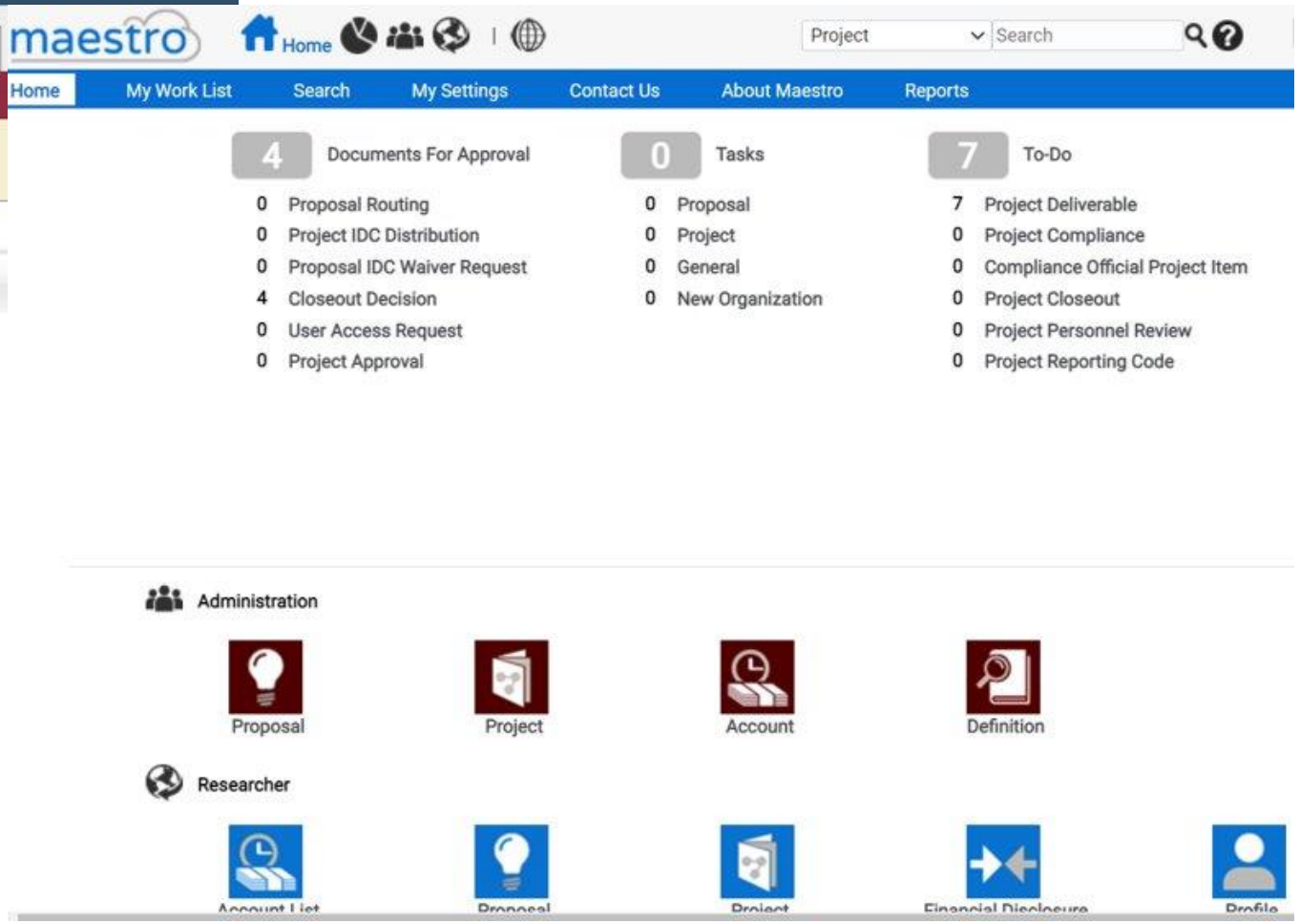
Available through SSO http://sso.tamus.edu

Use:

Detailed information about sponsored projects (grants and contracts)

TEXAS A&M UNIVERSITY SYSTEM
SINGLE SIGN ON


Home
My Managers
My Employees
My Roles
Profile
Log
Applications you have access to
Name : Loden, Lori Taylor
UIN : 408004947
ADLOC : 02133917
SSO Menu
AggieBuy
Concur
HRConnect Legacy
Maestro
MyEvive
Time & Effort
TrainTraq
Workday
Workday Help
Manage Menu


maestro
Home
Project
Search
Home
My Work List
Search
My Settings
Contact Us
About Maestro
Reports
4 Documents For Approval
0 Proposal Routing
0 Project IDC Distribution
0 Proposal IDC Waiver Request
4 Closeout Decision
0 User Access Request
0 Project Approval
0 Tasks
0 Proposal
0 Project
0 General
0 New Organization
7 To-Do
7 Project Deliverable
0 Project Compliance
0 Compliance Official Project Item
0 Project Closeout
0 Project Personnel Review
0 Project Reporting Code
Administration
Proposal
Project
Account
Definition
Researcher
Account List
Proposal
Project
Financial Disclosure
Profile

# Academic Program Data

- Department Head Dashboards
- Banner Reports

# Department Head Dashboards

Access:

http://tableau.tamu.edu

Use:

Data specifically targeted for Department Head use

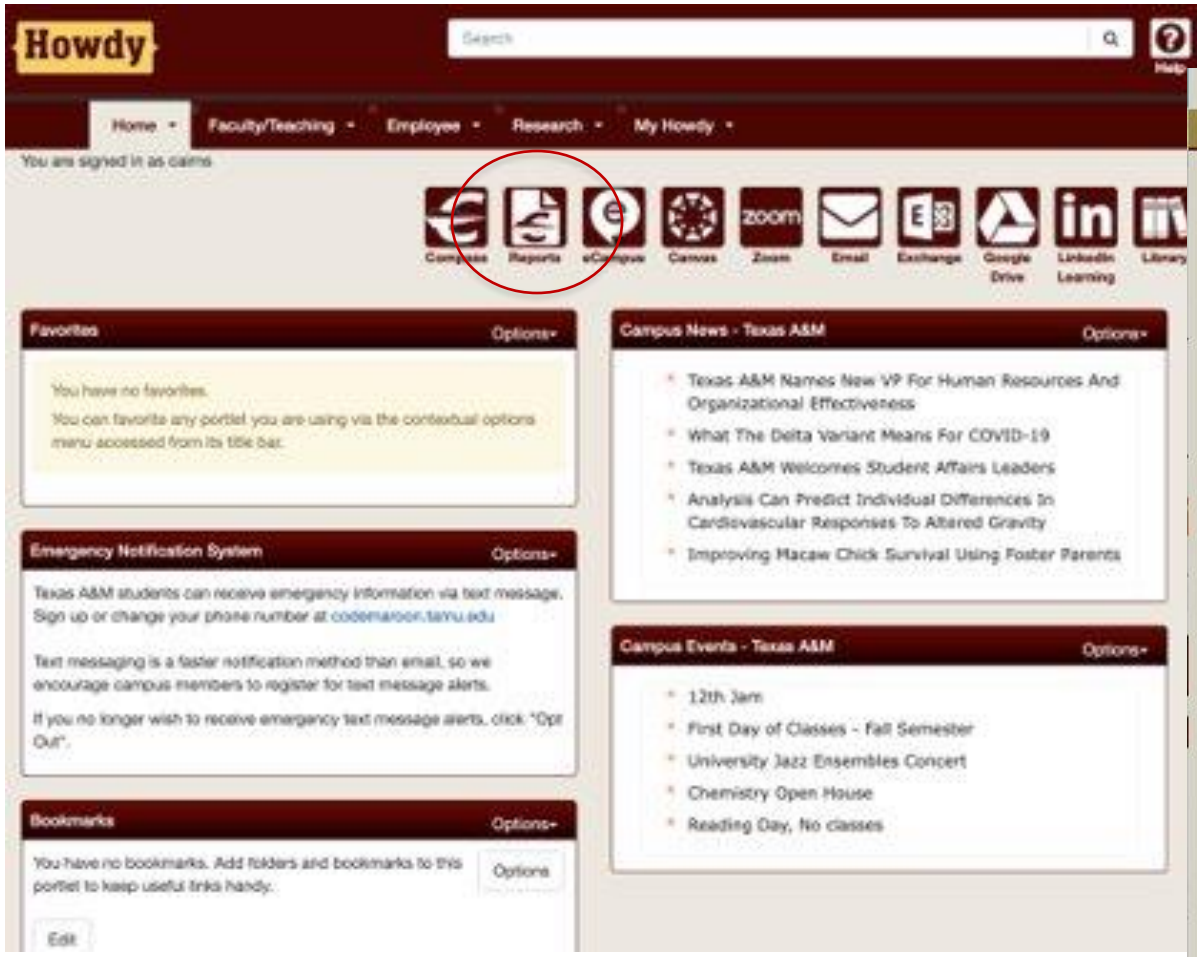
# Banner Reports

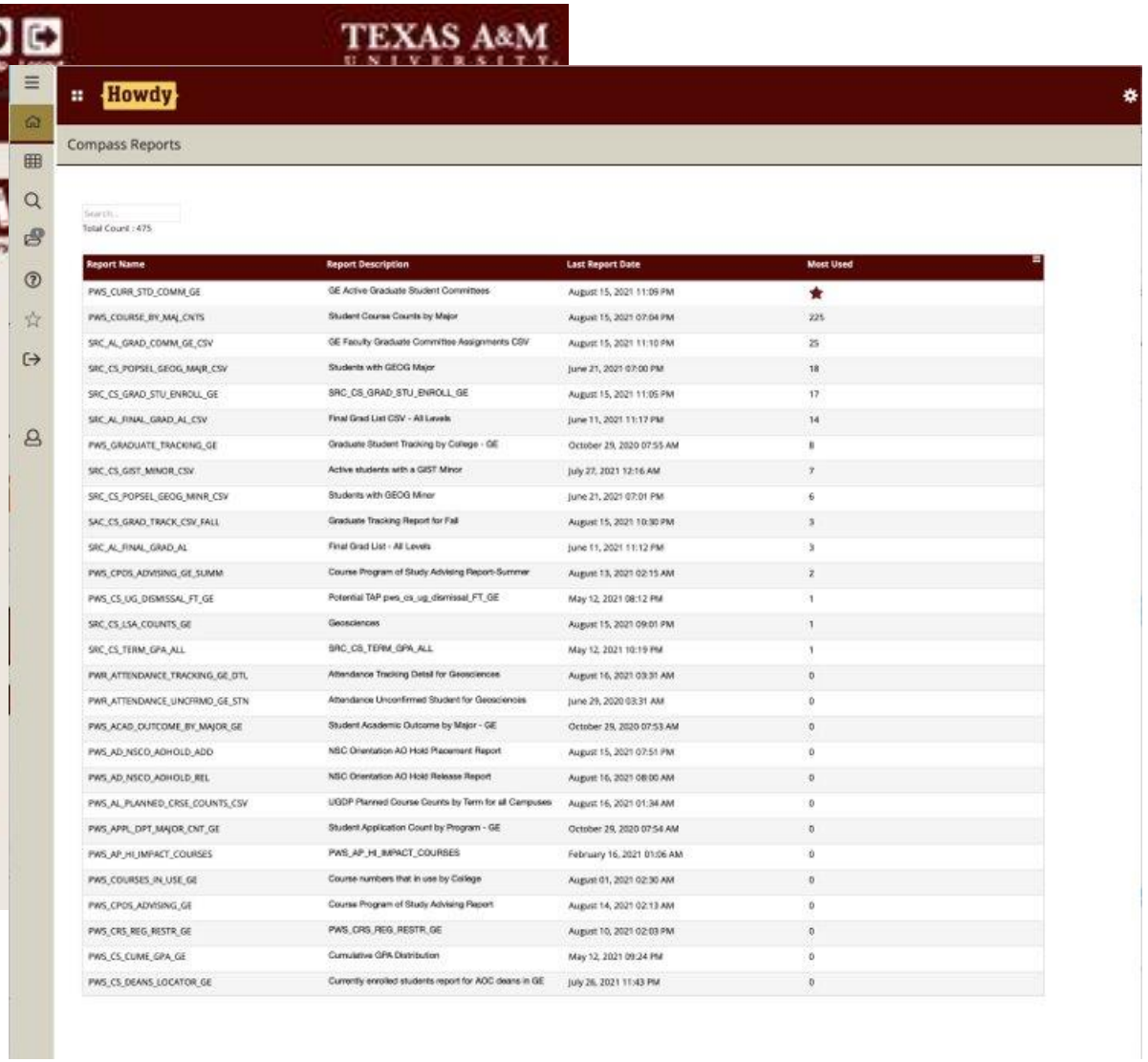
Access:

http://howdy.tamu.edu

Use:

Raw data for specialized uses


Howdy
Home
Faculty/Teaching
Employee
Research
My Howdy
You are signed in as cairns
Reports
Favorites
Options
You have no favorites.
You can favorite any portlet you are using via the contextual options menu accessed from its title bar.
Emergency Notification System
Texas A&M students can receive emergency information via text message. Sign up or change your phone number at codemaroon.tamu.edu
Text messaging is a faster notification method than email, so we encourage campus members to register for text message alerts.
If you no longer wish to receive emergency text message alerts, click "Opt Out".
Bookmarks
You have no bookmarks. Add folders and bookmarks to this portlet to keep useful links handy.
Edit
Campus News - Texas A&M
Texas A&M Names New VP For Human Resources And Organizational Effectiveness
What The Delta Variant Means For COVID-19
Texas A&M Welcomes Student Affairs Leaders
Analysis Can Predict Individual Differences In Cardiovascular Responses To Altered Gravity
Improving Macaw Chick Survival Using Foster Parents
Campus Events - Texas A&M
12th Jam
First Day of Classes - Fall Semester
University Jazz Ensembles Concert
Chemistry Open House
Reading Day, No classes


Howdy
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Report Description
Last Report Date
Most Used
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GE Active Graduate Student Committees
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PWS_COURSE_BY_MAJ_CNTS
Student Course Counts by Major
August 15, 2021 07:04 PM
225
SRC_AL_GRAD_COMM_GE_CSV
GE Faculty Graduate Committee Assignments CSV
August 15, 2021 11:10 PM
25
SRC_CS_POPSEL_GEOG_MAJR_CSV
Students with GEOG Major
June 21, 2021 07:00 PM
18
SRC_CS_GRAD_STU_ENROLL_GE
SRC_CS_GRAD_STU_ENROLL_GE
August 15, 2021 11:05 PM
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SRC_AL_FINAL_GRAD_AL_CSV
Final Grad List CSV - All Levels
June 11, 2021 11:17 PM
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Graduate Student Tracking by College - GE
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Active students with a GIST Minor
July 27, 2021 12:16 AM
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SRC_CS_POPSEL_GEOG_MINR_CSV
Students with GEOG Minor
June 21, 2021 07:01 PM
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SAC_CS_GRAD_TRACK_CSV_FALL
Graduate Tracking Report for Fall
August 15, 2021 10:30 PM
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SRC_AL_FINAL_GRAD_AL
Final Grad List - All Levels
June 11, 2021 11:12 PM
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Course Program of Study Advising Report-Summer
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Potential TAP pws_cs_ug_dismissal_FT_GE
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Geosciences
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SRC_CS_TERM_GPA_ALL
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Attendance Tracking Detail for Geosciences
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PWR_ATTENDANCE_UNCFRMD_GE_STN
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June 29, 2020 03:31 AM
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PWS_ACAD_OUTCOME_BY_MAJOR_GE
Student Academic Outcome by Major - GE
October 29, 2020 07:53 AM
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PWS_AD_NSCO_AOHOLD_ADD
NSC Orientation AO Hold Placement Report
August 15, 2021 07:51 PM
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NSC Orientation AO Hold Release Report
August 16, 2021 08:00 AM
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UGDP Planned Course Counts by Term for all Campuses
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Student Application Count by Program - GE
October 29, 2020 07:54 AM
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February 16, 2021 01:06 AM
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PWS_COURSES_IN_USE_GE
Course numbers that in use by College
August 01, 2021 02:30 AM
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PWS_CPOS_ADVISING_GE
Course Program of Study Advising Report
August 14, 2021 02:13 AM
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PWS_CRS_REG_RESTR_GE
PWS_CRS_REG_RESTR_GE
August 10, 2021 02:03 PM
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PWS_CS_CUME_GPA_GE
Cumulative GPA Distribution
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Currently enrolled students report for AOC deans in GE
July 26, 2021 11:43 PM
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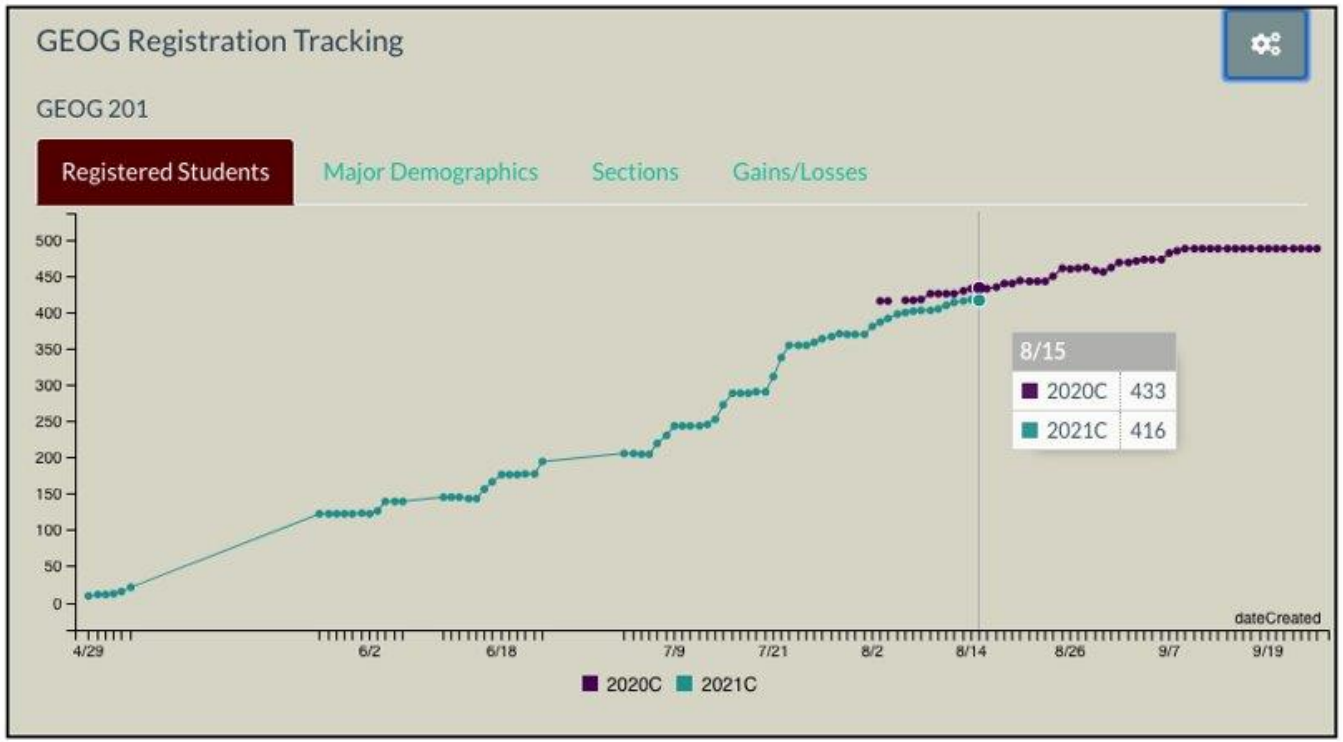
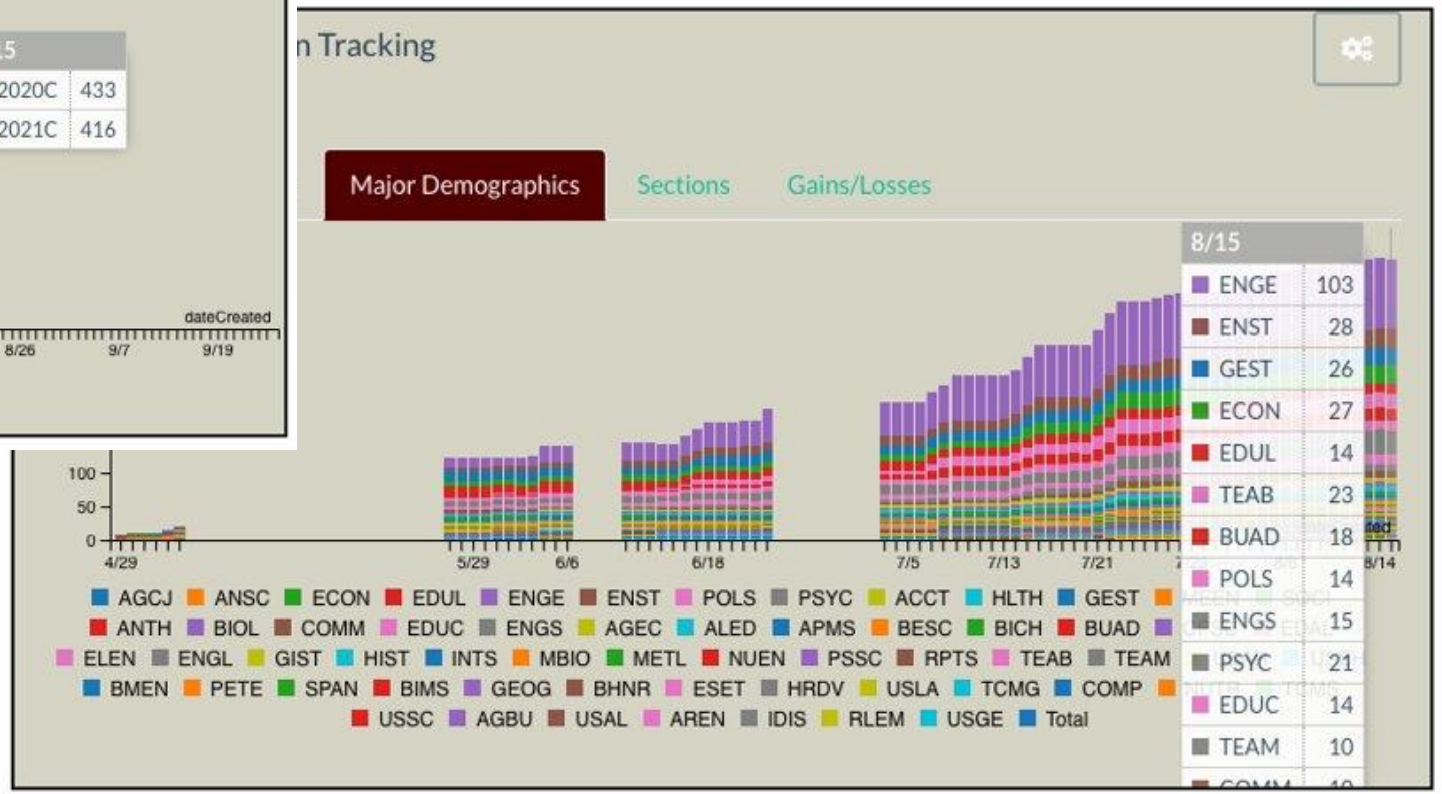

GEOG Registration Tracking
GEOG 201
Registered Students
Major Demographics
Sections
Gains/Losses
500
450
400
350
300
250
200
150
100
50
0
8/15
2020C 433
2021C 416
dateCreated
4/29
6/2
6/18
7/9
7/21
8/2
8/14
8/26
9/7
9/19
2020C 2021C


n Tracking
Major Demographics
Sections
Gains/Losses
8/15
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ENST 28
GEST 26
ECON 27
EDUL 14
TEAB 23
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POLS 14
ENGS 15
PSYC 21
EDUC 14
TEAM 10
100
50
0
4/29
5/29
6/6
6/18
7/5
7/13
7/21
8/14
AGCJ ANSC ECON EDUL ENGE ENST POLS PSYC ACCT HLTH GEST
ANTH BIOL COMM EDUC ENGS AGEC ALED APMS BESC BICH BUAD
ELEN ENGL GIST HIST INTS MBIO METL NUEN PSSC RPTS TEAB TEAM
BMEN PETE SPAN BIMS GEOG BHNR ESET HRDV USLA TCMG COMP
USSC AGBU USAL AREN IDIS RLEM USGE Total

# Institutional Data

- TAMU by the Numbers
- Accountability.tamu.edu
- Office of Academic & Business Performance Analytics (formerly DARS)

# TAMU by the Numbers

Access:

https://facultyaffairs.tamu.edu/Data

Use:

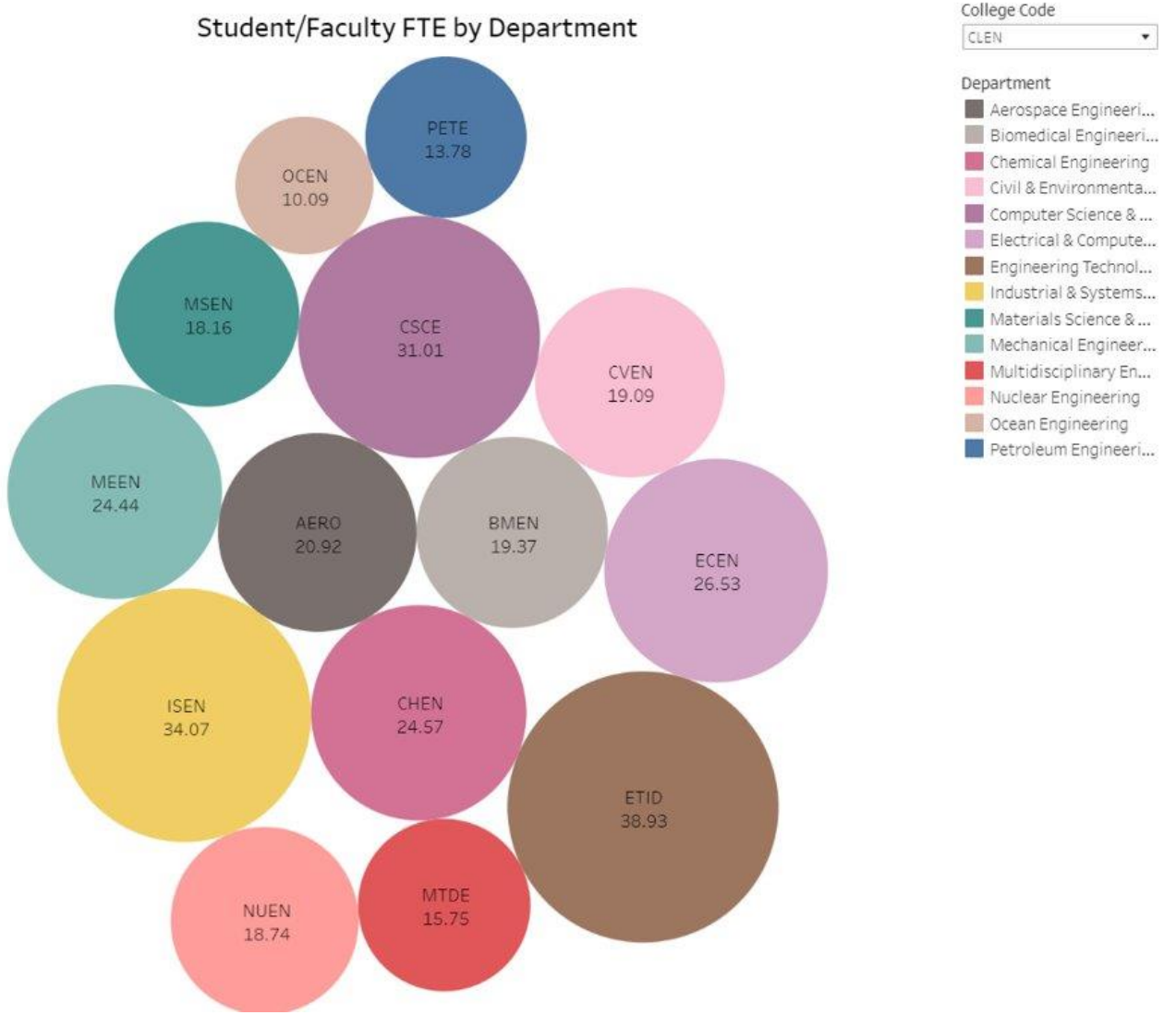
University-wide data on

Faculty demographics

SCH and WSCH

Students/Faculty ratios

Research expenditures and budget


Student/Faculty FTE by Department
College Code
CLEN
Department
Aerospace Engineeri...
Biomedical Engineeri...
Chemical Engineering
Civil & Environmenta...
Computer Science & ...
Electrical & Compute...
Engineering Technol...
Industrial & Systems...
Materials Science & ...
Mechanical Engineer...
Multidisciplinary En...
Nuclear Engineering
Ocean Engineering
Petroleum Engineeri...
PETE 13.78
OCEN 10.09
MSEN 18.16
CSCE 31.01
CVEN 19.09
MEEN 24.44
AERO 20.92
BMEN 19.37
ECEN 26.53
ISEN 34.07
CHEN 24.57
ETID 38.93
NUEN 18.74
MTDE 15.75

# Accountability

Access:

http://accountability.tamu.edu

Use:

University-wide data

- Student Metrics
- Faculty & Staff Metrics
- Graduate & Professional Student Metrics

# Data and Research Services

Access:

http://dars.tamu.edu

Use:

University-wide student and faculty data

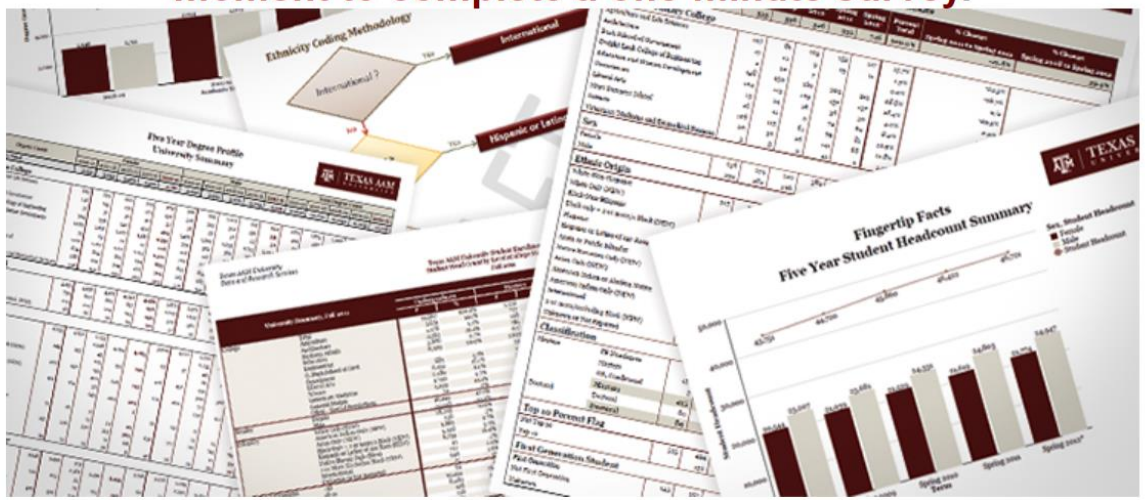
# ABPA Reports

TEXAS A&M UNIVERSITY

Reports : TAMU by the Numbers Student Faculty Degree Course Other About Us

Office of Academic & Business Performance Analytics

**To help us better serve you in the future, please take a moment to complete a one-minute survey.**




## Student Data & Reports

- Preliminary Enrollment
- Enrollment Profile Report
- Common Data Set
- Retention & Graduation Profile
- Applied, Admitted, Enrolled Report
- Accountability Website

**Data Requests**

## Faculty Data & Reports

- Instructional Faculty Profile Report
- Who's Teaching Whom
- Semester Teaching Analysis Report (STAR)
- Faculty Workload Report

## Contact Us

**Office of Academic and Business Performance Analytics**

**To contact the Office of Academic and Business Performance Analytics send an email to** abpa@tamu.edu

**Campus Location**: Nagle Hall
**Address**: 008 Nagle
Mail Stop 1244
College Station, Texas 77843-1244
**Email**: abpa@tamu.edu
**Phone**: 979.845.7838

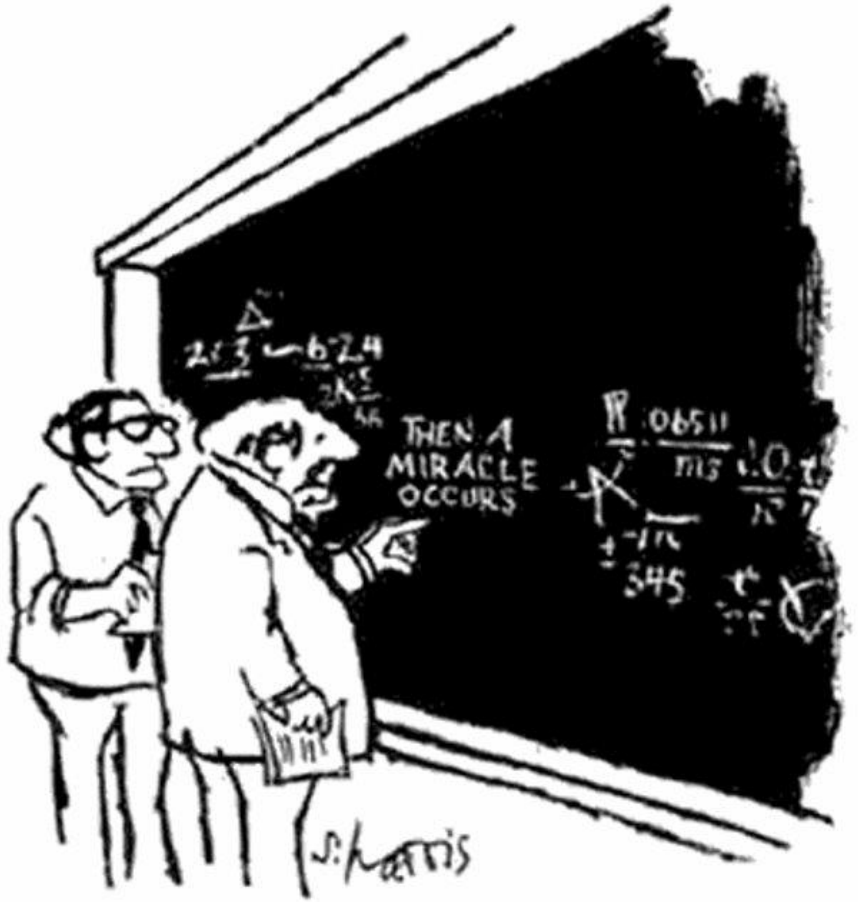
# Financial Data

- Best sources:
  - Business Administrators
  - Dean’s office

# Other Data

- Alumni Data
- Student Placement
- Gift Data

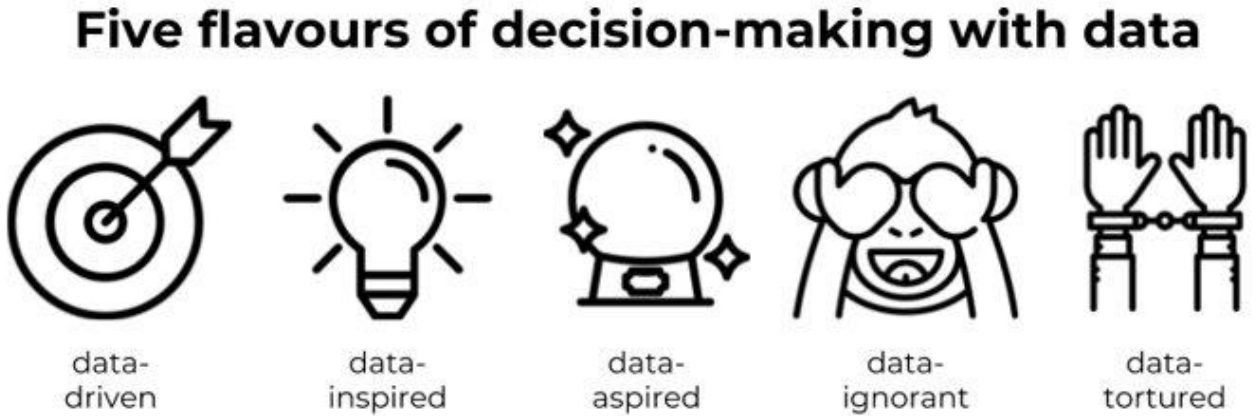
# Using Data for Change




"I THINK YOU SHOULD BE MORE EXPLICIT HERE IN STEP TWO."

# Why Use Data?

- Accountability
- Strategic change
- Communicate value



# Start with a Question

- You must set the question & priority
  - Evaluate current status
  - Look for opportunities
  - Look for challenges

# Get More Specific

- “Big” differences or trends
- Predictors

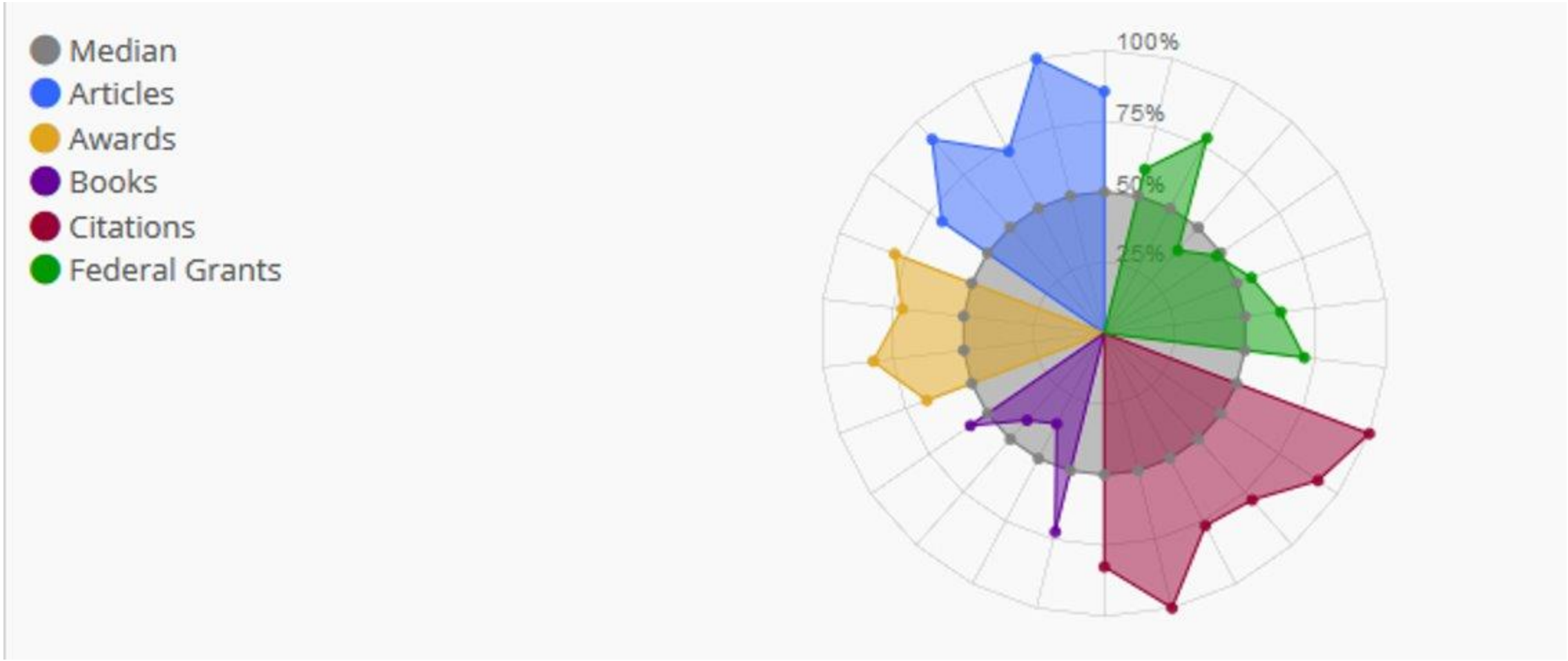
# Make the Change

- Communicate
- Invest
- Plan to evaluate feedback and changes

# The Question

- We want to improve the research profile of the department

# Where Are We Now?



# Getting More Specific

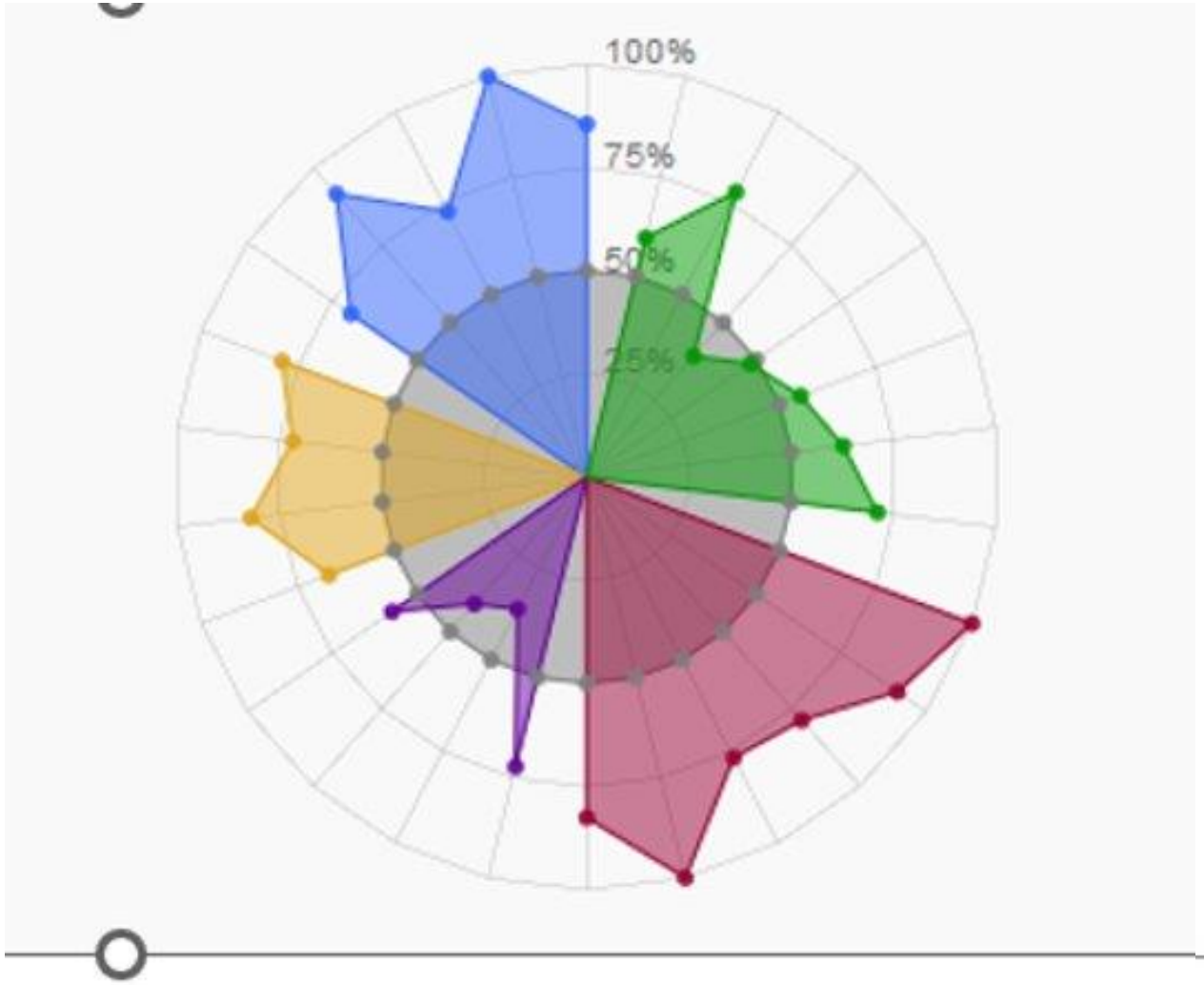
# Making the Change

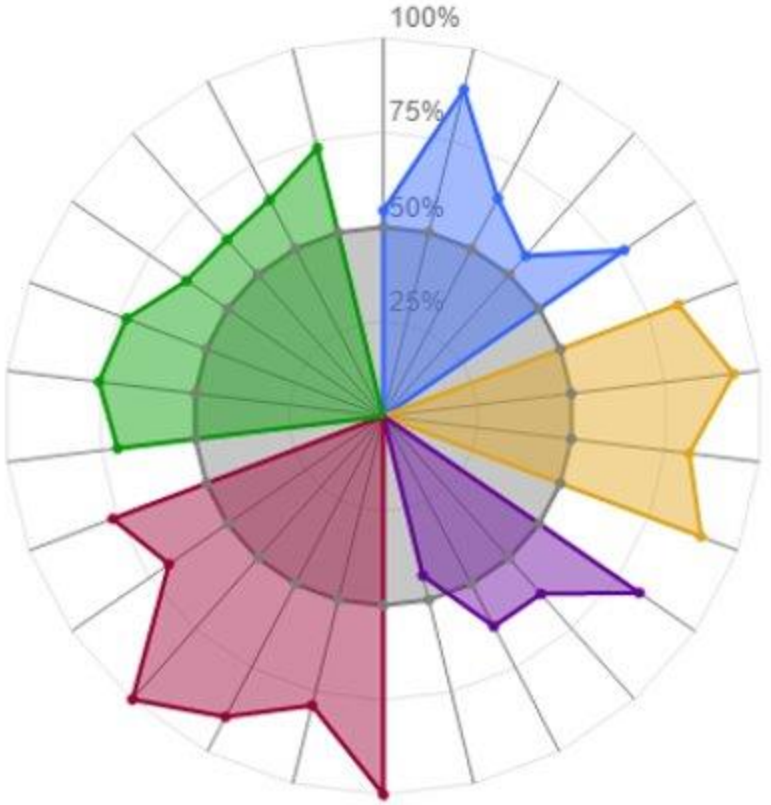
- Communicate
  - Shared governance, strategic planning, align policies
- Invest
  - Support for development & mentoring, develop resources, hiring priorities
- Plan to evaluate feedback and changes

# Evaluation

- 12 R01s, 1 R25, multiple NRSA
- Faculty apply for an average of 2 grants per year
- 42% of graduate students funded from external sources Fall 2021
- Annual expenditures (external) increased 35%
- Indirect expenditures doubled

# Where Are We Now?



"Change is inevitable. Growth is optional."
- John Maxwell