



Bulletin

The Newsletter of the Indiana Association for Institutional Research

INAIR Bulletin is a publication of the Indiana Association for Institutional Research, a regional affiliate of the Association for Institutional Research. Please submit direct inquiries or comments to Sonia Ninon at sninon@ivytech.edu

President's Message

(Cory Clasemann-Ryan)



It's hard to believe more than two months have passed since we were all together at the JW Marriott for our annual conference. We received a lot of positive feedback from both our attendees and our sponsors, so I want to again extend a huge "thank you" to everyone who helped make this year's conference possible. From the planning committee, to the presenters, to the volunteers who assisted with last minute requests, to everyone who attended, this event is

not possible without the help and support of our entire organization. Each passing year reinforces for me just how wonderful our group is!

As always, the feedback we received was very insightful and will be helpful as planning for next year's conference begins. Many people commented on the networking opportunities, which included some thoughts on expanding upon this even further. The conference planning committee will definitely take this into consideration when working on the schedule for 2016. If anyone has additional thoughts or feedback to consider for next year's gathering please let Mike King or any other member of the executive committee know. We always appreciate helpful insights on how to improve the conference.

With the AIR Annual Conference quickly approaching I want to remind everyone that INAIR will again have a dedicated time to meet as a group. Please check the conference program to find our meeting time and location.

I hope everyone has a wonderful and relaxing summer!

Volume 27, Issue 3
May 2015

Executive Board

President:

Cory Clasemann-Ryan
(Ivy Tech Community College)

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(Saint Mary-of-the-Woods
College)

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Gillian Leonard
(Purdue University-Calumet)

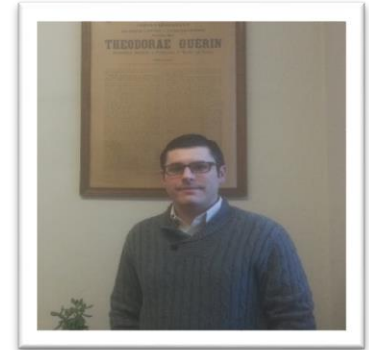
ICHE Liaison:

Stacy Townsley

Vice President and 2016 Conference Chair's Message

(Mike King)

The beginning stages of planning for the 30th Annual Conference of the Indiana Association for Institutional Research (INAIR) are well underway! Possible dates and venues are currently being explored. Announcements of an exact date and location will be made later in the year. Somewhere in Indianapolis and sometime in March might be a good guess of things to come.



Speaking of preparations for the 2016 Conference; now might be a good time for members of INAIR to think back to past conferences. Since we are at another milestone conference year, we would like to share photos, memorabilia, and stories from previous INAIR Conferences at the 2016 Conference. A formal request will be made later in the year, but now might be a good time to think of the whereabouts of old photos, that button from the 1995 Conference*, or anything else from a past conference that made a lasting impression.

Another photograph related request for the 2016 Conference is we will be asking for volunteers to snap pictures at the 2016 Conference. Hopefully, we have some in our membership that enjoy photography as a hobby and willing to volunteer. A formal request will again be made later in the year, but we wanted to put the idea out there now.

Hope the academic year is coming to a pleasant conclusion for everyone!

*I have no idea if there was actually a button for the 1995 Conference.

In Case You Missed the Business Meeting ...

(Linda Ferguson)

The **2014 Best Presentation Award** was awarded to Sarah Bauer, Brent Drake and Todd Schmitz for their presentation: *Business Intelligence – A Tale of Two Universities*

The **2014 Best Paper Award** was awarded to Stefano Fiorini, Tao Liu, Linda Shepard and Judith Ouimet for their paper: *Using NSSE to Understand Student Success: A multiyear analysis*

2015-16 INAIR Executive Committee

Five members of last year's Executive Committee advanced to the 2015-16 committee:

- Cory Clasemann-Ryan - from Vice President to President
- Sonia Ninon - Secretary
- Mike Sauer - Treasurer
- Barb Dobbs - Membership Committee Chair
- Linda Ferguson - from President to Immediate Past President

The Nominating Committee proposed and the membership approved the following slate of new officers:

- Mike King - Vice President and 2016 Conference Chair, Saint Mary-of-the-Woods College (Mike has served as the Conference Planning Committee Chair for the last two years)
- Bethany Butson - Web Administration Committee Chair, Purdue University
- Gillian Leonard - Conference Planning Committee Chair, Purdue University Calumet

Congratulations to our award winners and our new officers!



Back row from left to right: Sonia Ninon, Mike Sauer and Cory Clasemann-Ryan
Front row from left to right: Gillian Leonard, Mike King, Linda Ferguson and Barb Dobbs
Bottom right corner: Bethany Butson
Not pictured: Stacy Townsley

From the Membership Committee

(Barb Dobbs)

Hello everyone, I can't believe it is May already. It was wonderful seeing so many of you at the INAIR Conference in March.

There are a couple of things that I want to let you know about. If you were unable to attend the INAIR Conference and have not renewed your membership for the 2015/16 year, it's not too late. A membership form is attached to this newsletter. Just fill it out for each person who is requesting an INAIR membership and send it on to Mike Sauer, INAIR Treasurer with a check made payable to Indiana Association for Institutional Research.

Last month, I sent a short survey to the current INAIR membership to see if there was any interest in having INAIR members (mentors) who can help other INAIR members (mentees) with different software, IPEDS, state reporting, etc. Of the 47 people I heard back from, I have found that there is definitely an interest. I will be sending out an email to the current INAIR members soon letting you know who has agreed to serve as a mentor and for what area (we have around 15 people). I will work with Bethany Butson, INAIR Web Administrator, to get the INAIR web page updated with the list, as well.

Looking forward to seeing many of you at the AIR Forum in Denver later this month.

From the Publications Committee

(Sonia Ninon)

Sincere thanks to everyone who contributed to this newsletter. Please contact Sonia Ninon at sninon@ivytech.edu if you would like your office to be featured in the next INAIR newsletter or share a technology trick or an announcement.

I look forward to seeing you at the annual AIR conference in Denver!

How We Do IR: Central Office Institutional Research at Ivy Tech Community College (Indianapolis, IN)

(Cory Clasemann-Ryan)

In this installment, the Publications Committee is pleased to feature the Central Office Institutional Research at Ivy Tech Community College in Indianapolis, IN. Ivy Tech is one of the largest state system in the nation with 14 regions and 32 campuses.

1. Please describe your vision for the Central Office (CO) IR department at Ivy Tech.

Traditionally the Central Office IR department focused on compliance and enrollment reporting, along with related areas, so it has only been within the last few years that our focus has expanded to include true research areas. My goal is for our team to be a catalyst for change within the College, as I believe at its core that is the function of an IR office - all decisions should be informed by data that supports deploying resources in a specific direction or toward a specific initiative.

At any given time Ivy Tech has dozens of student success initiative occurring. If we are to be good stewards of our resources, we must develop a comprehensive evaluation plan to assess the effectiveness of this work. At times this can be easy, but at other times the challenge is more daunting. It does not necessarily mean IR has to do all the work. In fact, oftentimes a majority of this work falls on other areas. However, IR can, and should, help stakeholders think through how we will know if the initiative is a success, identify students impacted by a particular, analyze the data, and present the results in a way that is easily understood.

We have also recently begun more work modeling success student attributes and behaviors to allow for the creation of policies and processes that support purposeful persistence and, ultimately, completion. I see this work as an increasing part of the work we should be doing, as student behavior is a complex set of activities that cannot easily be explained by one or two simple variables. Instead, we must continue to understand barriers to completion, both internal and external, so we can further incentivize the behavior we want to see and remove barriers that impede this from happening.

At its core IR is a service unit that exists to enable others to better carry out their jobs. The work we do will continue to become more complex, but that core mission will not.

2. What are some of the hot topics currently discussed at your institution?

Everything we do at Ivy Tech right now is focused on student success. Although we approach the topic from multiple angles and ask a variety of questions about subtopics that comprise student success initiatives, all of our work comes back to that goal in some form. For examples, over the past few years we have initiated a co-requisite remediation/gateway model, implemented math pathways that align with a student's major,

Even work that does not tie directly back to student success initiatives is rooted in that focus in some form. The College has placed much effort in "re-engineering" the administrative processes of the College to allow it to function more efficiently both to improve processes as well as to save money. These savings are then available for new and continuing student success initiatives. Many employees have even been trained in process improvement efforts so individual departments can apply these techniques at a more micro-level. We have not had an opportunity to apply these efforts within the IR office, but it is one of our goals for the near future.

3. To whom do you report? Is Ivy Tech leadership team amenable to IR's work? How? Is there room for improvement?

The IR Office reports to the Associate Vice President for Research & Planning (Jill Kramer), who also has oversight responsibility for strategic planning, the Grants Office, and student retention, among other student success initiatives. This placement is key as it enables our team to better connect with the various activities across the College and better focus our work on programs that are most critical to Ivy Tech's overall success.

At the highest level our office falls under the guidance of the Executive Vice President and Chief Operating Office (Jeff Terp), which means our work is always at the forefront for senior leadership. We have a leadership team that is comprised of heavy data users, so they are continuously asking IR for data on a variety of initiatives and related topics. This interest starts at the top with the President, Tom Snyder, who has created the expectation that all decisions we make as a College will be driven by the data. He is a firm believer that there is no such thing as bad data if it tells us something about how we operate, even if it is not what we want to hear. Instead, each data point is an opportunity to self-examine and continue on the current path, make revisions to the current plan, or even stop what we are doing and redirect our efforts entirely. This places a tremendous importance on the work we do with IR, which is an exciting opportunity for people who love to help impact the direction of an organization.

There is always room for improvement for the work we do. As the questions we are asked to answer continue to evolve and the expectations that are placed upon us by both internal and external stakeholders change we must change our processes to meet this needs. As both as office and as a College we are still working to find the best way to accomplish this work, as there is a tension between how we used to look at data and reports, as there are a wealth of usable data in that process, and creating new processes that may answer some of the new questions but may not have the historical connections that can also provide important context. However, I think this is an unavoidable conflict that will continue to evolve.

4. What tools does the IR staff use? Tell me a little bit about the expertise that each member brings.

We are fortunate to have a pretty large team, which allows people to specialize in specific areas. Although every person may be called upon to work on any project at any time given workflow and time constraints, each person has an area for which they have primary responsibility as the “go to” person. This is a wonderful asset to have as it allows them to dig in to the topic and become content experts. Whether it is survey creation, transfer issues, compliance reporting, predictive modeling, evaluation, or enrollment reporting, our team is able to provide leadership with an expert who can help answer their question.

Over the past few years we have started to use Tableau more frequently due to its data visualization capabilities. Half the battle in our field of work is conveying the results in an easy to understand manner, and we have found Tableau to be quite useful in that regard. We also use SPSS and SAS for statistical analysis and Qualtrics for surveys. However, Excel continues to be the default application in many instances.



Back row from left to right: Cory Clasemann-Ryan, Lori Hynes, Amir Hayat and Jake Williams
Front row from left to right: Tim Escue, Wendy Lin, Samantha Ivery (Grad Assistant), Emilee Purcell (Grad Assistant) and Sonia Ninon

Not pictured: Karen Hum, Kim Stephan and Ryan Johnson

Advice for IR Professionals interesting in working in a complex institution such as Ivy Tech

I think the biggest thing for people looking to work in complex institutions, whether it's within IR or any other field, is not to be afraid to ask questions. There are so many areas that need to be learned, and many quirks and nuances that vary between institutions, that you can only learn by asking. Plus, it's a great way to meet people and network.

Technology Trick

Microsoft Excel Auto-Fill Formula

(Jake Williams)

When aggregated data pulls provide a value for only the first item for each category, it is usually beneficial to populate a value for each and every row. Doing so manually in a spreadsheet with a few dozen records is quick enough, but files at Ivy Tech are typically around 300,000 records.

Step 1: Here's a sample spreadsheet with pretend student IDs, where 'Academic Period' only displays for the first record for each group of data. Our desired state is to have 'Academic Period' populated for every record.

	A	B	C
1	Academic Period	Student ID	Program
2	201220	ID-651981	Information Technology Support
3		ID-561961	Computer Information Technology
4		ID-979711	Network Infrastructure
5		ID-215483	Computer Science
6	201230	ID-554469	Information Technology Support
7		ID-913051	Computer Information Technology
8		ID-401506	Network Infrastructure
9		ID-784198	Computer Science
10	201310	ID-746168	Information Technology Support
11		ID-161044	Computer Information Technology
12		ID-610041	Network Infrastructure
13		ID-912000	Computer Science
14	201320	ID-012154	Information Technology Support
15		ID-705115	Computer Information Technology
16		ID-312589	Network Infrastructure
17		ID-125414	Computer Science
18	201330	ID-041138	Information Technology Support
19		ID-356245	Computer Information Technology
20		ID-648100	Network Infrastructure
21		ID-051487	Computer Science

Step 2: Insert an empty column to the right of the field in question.

	A	B	C	D
1	Academic Period	Auto-Fill Academic Period	Student ID	Program
2	201220		ID-651981	Information Technology Support
3			ID-561961	Computer Information Technology
4			ID-979711	Network Infrastructure
5			ID-215483	Computer Science
6	201230		ID-554469	Information Technology Support
7			ID-913051	Computer Information Technology
8			ID-401506	Network Infrastructure
9			ID-784198	Computer Science
10	201310		ID-746168	Information Technology Support
11			ID-161044	Computer Information Technology
12			ID-610041	Network Infrastructure
13			ID-912000	Computer Science
14	201320		ID-012154	Information Technology Support
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17			ID-125414	Computer Science
18	201330		ID-041138	Information Technology Support
19			ID-356245	Computer Information Technology
20			ID-648100	Network Infrastructure
21			ID-051487	Computer Science

Step 3: Enter the formula that will 'auto-fill' the 'Academic Period' value for each record.

There are two versions of this equation below that will give you the same end result. Choose the formula that best makes sense in your own mind. I like to talk myself through equations like this to make sure that I'm programming the proper function.

Option A: =if(not(isblank(A2)),A2,B1)

If cell A2 IS NOT BLANK, populate B2 with the value of cell A2, otherwise grab the value of cell B1 and put that in cell B2.

	A	B	C	D
1	Academic Period	Auto-Fill Academic Period	Student ID	Program
2	201220	=if(not(isblank(A2)),A2,B1)	ID-651981	Information Technology Support
3		IF(logical_test, [value_if_true], [value_if_false])		Computer Information Technology
4			ID-979711	Network Infrastructure
5			ID-215483	Computer Science
6	201230		ID-554469	Information Technology Support

Option B: =if(isblank(A2),B1,A2)

If cell A2 IS BLANK, populate B2 with the value of cell B1, otherwise pull the value of cell A2 and put that in cell B2.

	A	B	C	D
1	Academic Period	Auto-Fill Academic Period	Student ID	Program
2	201220	=IF(ISBLANK(A2),B1,A2)	ID-651981	Information Technology Support
3		IF(logical_test, [value_if_true], [value_if_false])		Computer Information Technology
4		201220	ID-979711	Network Infrastructure
5		201220	ID-215483	Computer Science
6	201230	201230	ID-554469	Information Technology Support

Step 4: Pull the equation down by double-clicking the tiny black square located on the bottom-right corner of cell B2.

The equation populates the appropriate value down the column, and switches to the next value once it finds a cell in column A that is not blank.

	A	B	C	D
1	Academic Period	Auto-Fill Academic Period	Student ID	Program
2	201220	201220	ID-651981	Information Technology Support
3		201220	ID-561961	Computer Information Technology
4		201220	ID-979711	Network Infrastructure
5		201220	ID-215483	Computer Science
6	201230	201230	ID-554469	Information Technology Support
7		201230	ID-913051	Computer Information Technology
8		201230	ID-401506	Network Infrastructure
9		201230	ID-784198	Computer Science
10	201310	201310	ID-746168	Information Technology Support
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19		201330	ID-356245	Computer Information Technology
20		201330	ID-648100	Network Infrastructure
21		201330	ID-051487	Computer Science

Calendar of Events

May 25-29, 2015: The 2015 AIR Forum will be held in Denver, CO. For more information, visit <https://www.airweb.org/EducationAndEvents/AnnualConference/Pages/default.aspx>

May 28, 2015: The INAIR meeting at the AIR Forum in Denver is scheduled for Thursday, May 28 at 4:45 pm in Room 112. This is a time to connect with your INAIR colleagues, catch up on recent happenings, discuss upcoming events – and head off for dinner together at one of the nearby restaurants. Always a good time!

June 16-17, 2015, HERI's Diversity Research Institute will be held at UCLA in Los Angeles, California. For more information, visit <http://www.heri.ucla.edu/diversityInstitute.php>

July 6-7, 2015, HERI's Retention & Persistence Institute will be held at UCLA in Los Angeles, California. For more information, visit <http://www.heri.ucla.edu/retentionInstitute.php>

July 27-29, 2015, HERI's CIRP Summer Institute will be held at UCLA in Los Angeles, California. For more information, visit <http://www.heri.ucla.edu/summerInstitute.php>

August 11-12, 2015, HERI's STEM Institute will be held at UCLA in Los Angeles, California. For more information, visit <http://www.heri.ucla.edu/STEMInstitute.php>

October 25-27, 2015, Assessment Institute will be held in Indianapolis, IN. For more information, visit <http://www.assessmentinstitute.iupui.edu/index.shtml>

November 4-7, 2015, 2015 ASHE Annual Conference will be held in Denver, CO. For more information, visit <http://www.ashe.ws/page.asp?page=799>

November 9-14, 2015, Annual Conference of the American Evaluation Association will be held in Chicago, IL. For more information, visit <http://www.eval.org/Evaluation2015>

Kudos to the 2014 Charles F. Elton Best Paper Award Winners from Indiana!!!

College Seniors' Plans for Graduate School: Do Deep Approaches Learning and Holland Academic Environments Matter?

Louis Rocconi, Amy Ribera, and Thomas Nelson Laird

Examining the Effects of Institutional and Cohort Characteristics on Retention Rates

Gary Pike and Steven Graunke

Using NSSE to Understand Student Success: A Multi-Year Analysis

Stefano Fiorini, Tao Liu, Linda Shepard, and Judith Ouimet

Living With Smartphones: Does Completion Device Affect Survey Responses?

Amber Dumford and Angie Miller

Staying Connected!

Find useful information and Tech tips in the May 2015 AIR e-newsletter at

<http://www.airweb.org/eAIR/Pages/eAIRNewsletterMay2015.aspx>.

Interested in doing evaluation work? Join the Indiana Evaluation Association group on [LinkedIn](#).

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