



MIDWESTERN STATE UNIVERSITY

Institutional Research & Assessment



1. Reporting to State and Federal Agencies

- ✓ CBM, IPEDS, THECB, LBB, US News, etc.

2. Manage the University-wide Assessment Plan

- ✓ Promote the purpose of assessment and continuous improvement
- ✓ Assist departments with assessment goals
- ✓ Core Curriculum Assessment

3. SACS Reporting

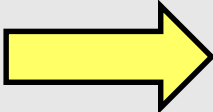

- ✓ Coordinate writing of SACS compliance documents

4. Assisting the University with Data Needs

- ✓ Maintaining historical records
- ✓ Tracking graduation and retention records
- ✓ Student demographics
- ✓ Making data available
 - Website – Power BI
- ✓ Compiling data for departmental accreditations
 - DCOBA
- ✓ Increasing role in enrollment management and retention
 - Learning Communities, retention, forecasting
- ✓ Monitor Data entered in Banner

Department Size



2018-19	RECLASSIFY	2019-20
Director of IR & Assessment		Director of IE
Research Analyst		Data Manager
Assessment Specialist		Manager of Assessment

Why the Name Change?



1. Institutional Effectiveness Better Encompasses the Job Duties and Goals

- ✓ Change from reporting and compliance to strategic use of data and continuous improvement
 - keeping with industry standard

Why the Title Changes?



1. **Research Analyst to Manager of Data Research and Standards – Data Scientist**

- ✓ Better reflects the actual job duties.
 - More forward thinking in what we need from the position.
- ✓ Change in focus from:
 - reporting to strategic use of data
 - static reports to visualization
 - archived, siloed data to dynamic, relational data

2. Assessment Specialist to Manager of Assessment

- ✓ Greater focus on continuous improvement, transparency and process improvements rather than compliance
 - SACS requires “closing the loop”
 - focus on using assessment results, not on collecting data
- ✓ Impacts the entire campus
- ✓ Keeping in-line with MSU job descriptions and salary plan.

Budgets



Budget:	2017-18	2018-19	2019-20
Research Analyst -> Data Manager	\$50,296	\$42,000	\$53,000
Assessment Specialist -> Assessment Manager	\$51,510	\$52,489	\$62,000
Student Salaries	\$6,430	\$6,430	\$6,430
Travel	\$6,800	\$6,800	\$6,800
M&O	\$12,268	\$12,268	\$12,268
Longevity	\$1,700	\$240	\$500

Why increase?



1. Data Manager

- ✓ Current female employee makes \$8,000 less than male she replaced
 - Far more productive and knowledgeable
 - Integral part of what we want to do as a department

2. Assessment Manager

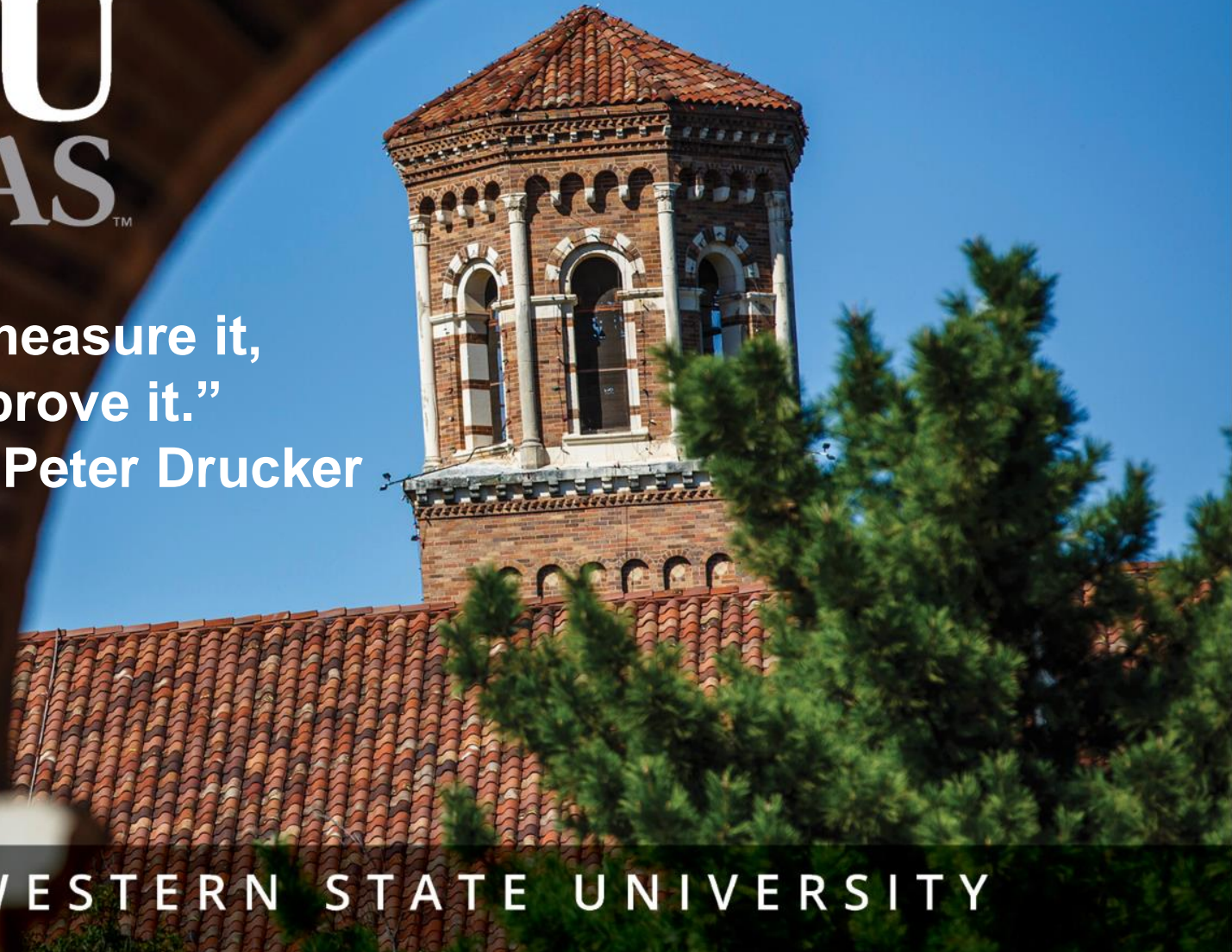
- ✓ Best person I have had in the job since being here.
- ✓ Knows assessment, believes in assessment, promotes assessment.
- ✓ Salary would be in line with Assessment people at the individual colleges.

1. IR& A/E Touches Many Parts of the Institution
2. Increasing Demands Put on the University by State, Federal, and Accrediting Bodies
 - ✓ Transparency, effectiveness, efficiency improvement and justification.
3. Personnel Based Office
 - ✓ Skills and knowledge based office
 - ✓ Leverage existing resources
4. Great Team to Move the University Forward



MSU TEXAS™

**“If you can’t measure it,
your can’t improve it.”
- Peter Drucker**



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