Institutional Effectiveness Weekly Report

TEXAS TECH UNIVERSITY

December 3, 2021

Outcome 1 — The Office of Planning and Assessment will contribute to Texas Tech University's ongoing compliance with all external accrediting agencies and State of Texas mandates.

Tenure & Promotion Qualitative Analysis

OPA is assisting Dr. Raegan Higgins with further qualitative analysis on comments provided by faculty on barriers to tenure and promotion. Our office has been continually supporting Dr. Higgins on this project this semester, providing analysis on a pilot focus group and survey they conducted on the topic. Our previous analysis helped inform questions and structure for a larger faculty survey that was developed in Qualtrics and sent to much of the current faculty of Texas Tech. Of the 618 responses the Qualtrics survey received, 229 respondents also provided comments for questions about perceived barriers to tenure and promotion. Our qualitative analysis approach is open coding, which allows emergent themes to develop based on frequency and intensity. OPA is on track to deliver the analysis and conclusions by December 15th. Dr. Higgins has also requested for OPA's assistance with more qualitative analysis for several focus groups that she is currently conducting. We anticipate the transcripts for these focus groups before the end of the year or early 2022.

CASNR Annual Faculty Reports and Promotion & Tenure

During a recent meeting with Dr. Scott Burris, who is assisting with Dr. Stephanie Jones and TTU's NSF ADVANCE grant, OPA demonstrated and discussed some of the recent updates in DM. To assist with a workshop for chairs, OPA will provide materials for instruction on how chairs may utilize DM, both for faculty evaluations and general use.

Dr. Burris also brought up a need in CASNR to better utilize DM for Promotion and Tenure procedures. This effort aligns well with some pending projects with DM. OPA expects to overview some of the CASNR-specific P&T procedures and how DM can be utilized. Through this process, we hope to create a foundation for other colleges and departments to also utilize DM for this and other future projects. Some effort has already been made to develop efficiencies in the P&T process. At this time, we have a preliminary Tenure Dossier report in DM, but this is only developed insofar as P&T information over 3 or 7 years will be included in a report. We hope to improve this report as we work with CASNR and other colleges on their P&T procedures.

This also aligns with a pending project to streamline a component of the P&T process in the College of Arts & Sciences. We presently have a 'Comprehensive Performance Evaluation' screen developed but inaccessible for faculty. This screen, once approved, would be used as a functional process allowing for procedural entry of sequential components of the Post-Tenure Comprehensive Performance Evaluation. Our goal is to create tools to provide an automated and efficient P&T process while allowing for a broad range of assessment methods.

Graduate School Expansion Project

Great progress was made in the Graduate School Expansion Project recently. After review of the landing page, OPA made suggestions to what can or should be included for the new student-focused DM uses. OPA submitted a work request to update the Activities page of Digital Measures to represent the screens that would only be needed for Graduate Students, while other accounts remain unaffected. This is one of the major tasks required before beginning the import of student accounts. Kenny is working with Application Development and Support to run the query to create accounts for the new student accounts. We expect to have the trial student accounts created by 12/7/2021 for review and additional testing before importing all students.

We were also able to solve a major categorization issue with this project. By adding a new Dynamic box to our administrative data screen, we will be able to provide an additional layer of graduate student reporting, which delineates the employment department from the student department, if different. Previously, this was a major obstacle, because employees who are also enrolled would not be easily differentiated. This solves that problem. We can now expect that students will be categorized into their appropriate department but will only pull into reports when their student department is directly queried.

Kenny will meet soon with Dean Sheridan and Associate Dean Gaines to train on the use of the software and discuss communications and materials for a successful rollout.

Outcome 2 — Texas Tech University faculty and staff will be well-prepared to meet OPA's faculty credentialing, assessment, and strategic plan expectations.

Wind Energy Assessment Planning Retreat

On November 30th, OPA staff were invited to help facilitate an assessment retreat for the department of Wind Energy. Libby Spradlin and Kara Page attended the retreat to help Wind Energy faculty understand the assessment cycle and how to use their data to make informed decisions about student learning within the department. Faculty reviewed and revised the department's SLOs as well as the courses in which those SLOs are assessed. This retreat

coincides with the program's renaming to Bachelor of Science in Renewable Energy effective Fall 2022.

Outcome 3 — The Office of Planning and Assessment will continually monitor the university's compliance with laws, policy statements, and policies deriving from the State of Texas, THECB, and SACSCOC.

Business Coordinator Job Posting

Kahlie Callison has accepted a position at the Texas Tech Alumni Association and her last day in the Office of Planning and Assessment will be Friday, December 3rd. The Business Coordinator position has been updated and posted to the TTU Career Site and has already received several applicants. The position will remain open until a good applicant pool is received, likely through December, and interviews will begin when campus reopens in January. We are so appreciative of the knowledge Kahlie brought to our office and she will be sorely missed!

Kahlie's Farewell

OPA Staff,

I honestly don't know where to begin to thank you all for being such amazing co-workers! It is rare that you find office colleagues in which everyone gets along, can laugh, cut loose, and just have fun together. The six years I have spent in OPA have been some of the best years I have had at Tech. It was amazing to be part of the successful 2015 SACSCOC Reaffirmation and the 2020 Fifth Year Report. What is crazy is that I honestly didn't even really know what assessment was until I physically moved into the OPA offices.

I have learned from each and every one of you and I am so very thankful for my time here. I am going to miss the jokes, how well we all know each other, our shared annoyance on certain things, and just the comradery.

Thank you all for everything and let's not become strangers!