

Helper of Helpers: Sharing Data Results Across a Complex Division of Student Affairs

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Session Overview

- Session Outcomes
- NU Student Affairs Assessment & Planning
- Creation of the Helper of Helpers
 - Development
 - Inter-rater reliability
- Sharing/Using the Helper of Helpers
 - Annual Student Affairs Assessment Group (“class”)
 - Using Tableau for sharing results
- Demos/Discussion

Session Outcomes

Participants will be able to:

1. Identify how to tie metrics to strategic themes and outcome domains
2. Describe the use of a “helper file” for creating a catalog of metrics and structuring data visualization
3. Develop ideas for fostering a collaborative culture of evidence at their home institution

Problems/Issues to Resolve

- Gift (curse?) of having a lot of available data
- Easy to overwhelm staff
- Research requests/questions tend to be VERY broad
- We have the tech that allows folks to drive their own explorations (via Tableau server)
- We trust our colleagues to go into the data since they know what matters for their departments/fields



Departmental Purpose Statement

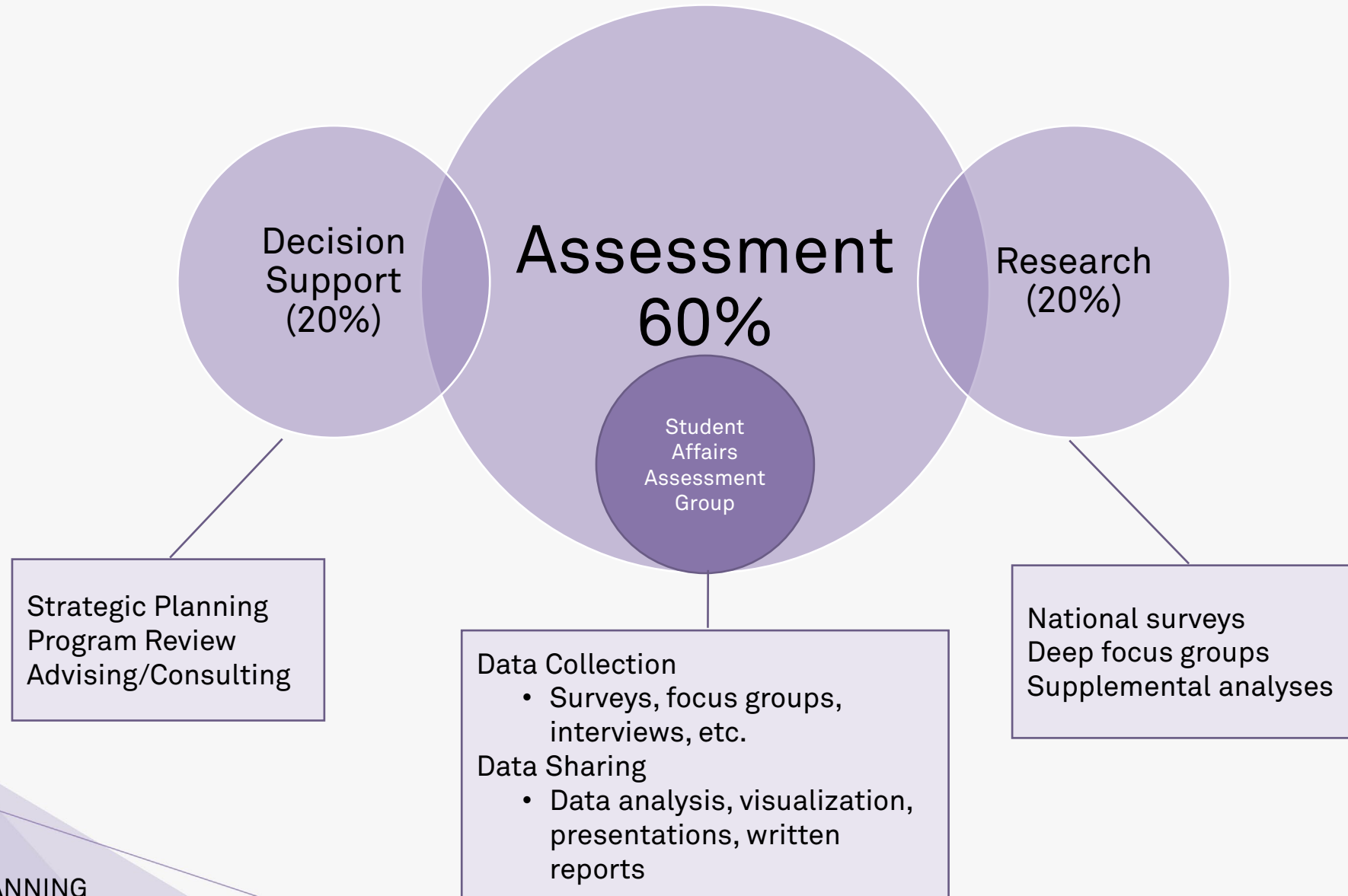
The mission of **Student Affairs Assessment & Planning** is to support data-informed decision-making related to the continuous improvement of programs, service delivery, and campus climate.

Using both quantitative and qualitative methodologies, Student Affairs Assessment & Planning leverages research techniques to:

- Identify student needs
- Measure student satisfaction, attitudes & behaviors
- Plan for Division priorities
- Assess intended programmatic and Divisional learning outcomes

The student data that we regularly collect, analyze and report, serves as a guide for many Northwestern University partners inside and outside the Division of Student Affairs

Departmental Overview



The Helper* of Helpers (HoH) is...

- A repository of survey items
- All items are mapped to concepts or strategic themes we study regularly
- Based in Tableau

HoH Development (Why)

Department and Divisional metrics, strategic themes

Requests for results by concept, not by department

Requests from the Student Affairs Assessment Group

Continuous change

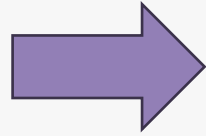
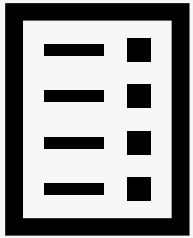
HoH Development

C	D	E	F
Qile's Labels	Question (stem)	Question (wording)	Survey
demogr	Are you...	A member of a student organization on campus?	CPDS_2018
2	Have you ever experienced any of the following effects from your non medical use	Harmed another person?	CPDS_2018
2	Have you ever experienced any of the following effects from your non medical use	Been harmed by another person?	CPDS_2018
19	Please rank your agreement with the following statements:	Even when the work is challenging, I can make progress in my academic program	CPDS_2018
?	Please rank your agreement with the following statements:	I will complete my degree	CPDS_2018
18	Feel safe	On this campus (nighttime)?	NCHA_2019
?	Last 12 months	Wear a helmet when you were in-line skating?	NCHA_2019
1	Last 12 months party	Use a designated driver	NCHA_2019
5	Past 7 days-Do moderate-intensity cardio or aerobic exercise (caused a noticeable	increase in heart rate, such as a brisk walk) for at least 30 minutes?	NCHA_2019
6	Ever mental health services	Minister/Priest/Rabbi/Other clergy	NCHA_2019
5	Last 30 days	Take diet pills to lose weight	NCHA_2019
5	Last 7 days: enough sleep to feel rested	Enough sleep to feel rested	NCHA_2019
21, 1, 2	Are you actively involved in efforts to prevent drug and alcohol use problems on your campus?		CORE_2022
18	Do you feel that the college environment is supportive of students who are in recovery?		CORE_2022
6	Has technology (cell phone, internet, iPad etc.) had negative consequences on your life in the following ways: - Relationships		CORE_2022
18, 14	To what extent do you agree with the following statements? - It is easy to make friends at this school without drinking alcohol		CORE_2022
19	PRERES2: I was not easily discouraged when I experienced failure - Looking back to before you started college, please indicate your level of agreement with the following items:		MSL_2021

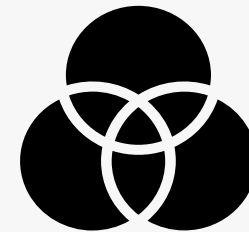
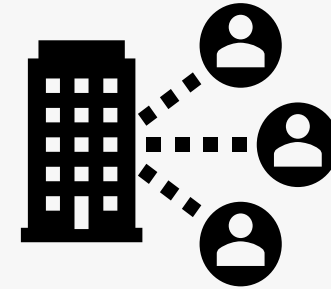
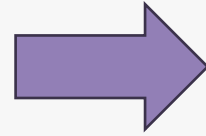
HoH Development

Question Stem	Question Short	Category / Label Name					
		Division Student Learning Outcomes		Foster Meaningful S..	Pursue Equity, Justice, and Bel		
		Interpersonal development	Personal development	Fraternity/sorc life	Belonging	Equity/Access	Identify-based bias/discrimi..
10. My chapter experience has positively impacted my:	Comfort with people of a different sexual orientation	✓		✓			
28. I speak out about the following topics with my chapte..	Sexual orientation		✓	✓			
29. I speak out about the following topics with the greate..	Sexual orientation		✓	✓			
31. Rank these 7 topics related to social justice in order o..	Sexual orientation		✓				
To what extent do you agree with the following statements	Students at this institution are treated fairly regardless of ..				✓	✓	
	This institution proactively implements policies to prevent ..					✓	✓
What do you think was the reason for the incident	Sexual orientation						✓

HoH Development



x50



Our End Goal

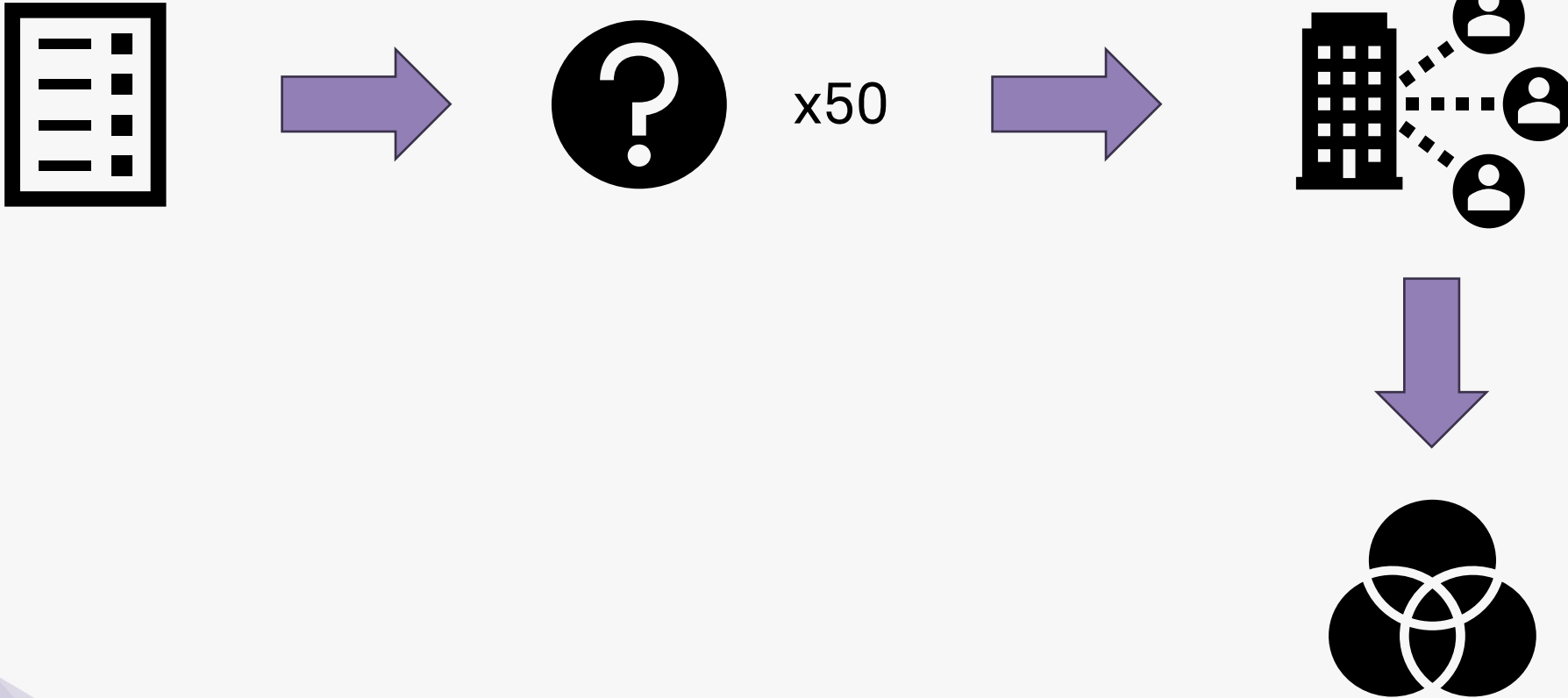
Searchable Survey Item List ("Helper of Helpers")

Curious about the various questions that are asked in our student-facing surveys? [Click here to consult the "Helper of Helpers," a searchable, comprehensive list of our survey instruments](#) (available only to NU staff in Student Affairs or campus partners). Then, [contact our team](#) to request a dashboard of survey items related to your topics of interest.

HoH Inter-Rater Reliability

	A	B	C	D	E	F
1	Amy's Labels	Rob's Labels	Qile's Labels	Question (stem)	Question (wording)	Survey
2	demo, 7	demo	demogr	Are you...	A member of a student organization on campus?	CPDS_2018
3	2, 5	2, 5, 18	2	Have you ever experienced any of the following effects from your non medical use	Harmed another person?	CPDS_2018
4	2, 5	2, 5, 18	2	Have you ever experienced any of the following effects from your non medical use	Been harmed by another person?	CPDS_2018
5	19	19, 22	19	Please rank your agreement with the following statements:	Even when the work is challenging, I can make progress in my academic program	CPDS_2018
6	19	22	?	Please rank your agreement with the following statements:	I will complete my degree	CPDS_2018
7	18	18	18	Feel safe	On this campus (nighttime)?	NCHA_2019
8	5	5	?	Last 12 months	Wear a helmet when you were in-line skating?	NCHA_2019
9	5	5	1	Last 12 months party	Use a designated driver	NCHA_2019
10	5	5	5	Past 7 days-Do moderate-intensity cardio or aerobic exercise (caused a noticeable	increase in heart rate, such as a brisk walk) for at least 30 minutes?	NCHA_2019
11	6	5, ?	6	Ever mental health services	Minister/Priest/Rabbi/Other clergy	NCHA_2019
12	5	2	5	Last 30 days	Take diet pills to lose weight	NCHA_2019
13	5	5	5	Last 7 days: enough sleep to feel rested	Enough sleep to feel rested	NCHA_2019
14	1,8	1, 2, 8, 21	21, 1, 2	Are you actively involved in efforts to prevent drug and alcohol use problems on your campus?		CORE_2022
15	18	1, 2, 18	18	Do you feel that the college environment is supportive of students who are in recovery?		CORE_2022
16	20	20	6	Has technology (cell phone, internet, iPad etc.) had negative consequences on your life in the following ways: - Relationships		CORE_2022
17	1,18	1, 20	18, 14	To what extent do you agree with the following statements? - It is easy to make friends at this school without drinking alcohol		CORE_2022
18	19	6, 19	19	PRERES2: I was not easily discouraged when I experienced failure - Looking back to before you started college, please indicate your level of agreement with the following items:		MSL_2021

HoH Inter-Rater Reliability



HoH Inter-Rater Reliability

- The goal is to enhance consistency
- Where inconsistency evolves:
 - Definitions of subcategories
 - How is “Involvement” different from “Community Engagement?”

HoH Inter-Rater Reliability

- The goal is to reduce individual biases
 - Individual biases:
 - Rater A & B: question X is about Category N
 - Rater C: question X is about Category M
 - Both are correct!

Final Version of Label List

Label list (v. 2/3/23)	#	Category
Alcohol	1	Champion Holistic Well-Being
Other drugs	2	
Stress	3	
Sexual assault	4	
Health behavior	5	
Mental health	6	
Student organizations	7	Foster Meaningful Student Engagement
Involvement	8	
Fraternity/sorority life	9	
Leadership development	10	
Community engagement	11	
Service learning/community service	12	
Engagement with Departmental / Support Services	13	Invest in Organizational Development
Belonging	14	Pursue Equity, Justice, and Belonging
Equity/Access	15	
Justice	16	
Identity-based bias/discrimination	17	
Perceptions of climate	18	
Personal development	19	Division Student Learning Outcomes
Interpersonal competence	20	
Social responsibility	21	
Cognitive & practical skills	22	

Searchable Survey Item List ("Helper of Helpers")

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Onboarding the Division

Onboarding the Division

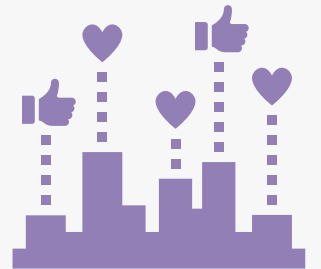
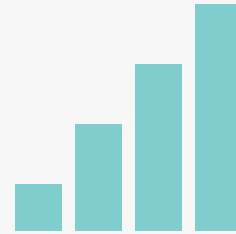
Annual Student Affairs Assessment
Group (“class”)



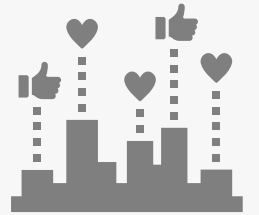
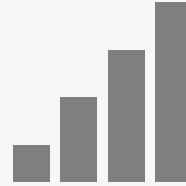
Annual Student Affairs Assessment
Conference



Student Affairs Assessment Group



Student Affairs Assessment Group

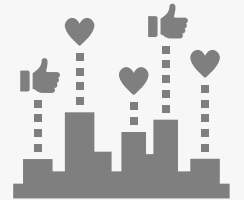
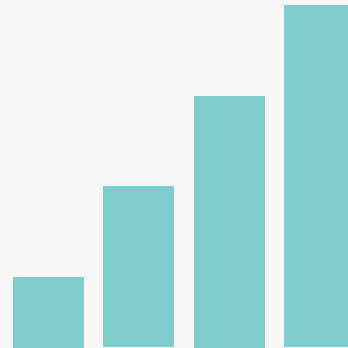


Example Homework 1

		Category / Label Name					
Question Stem	Question Short	Division Student Learning Outcomes		Foster Meaningful S..	Pursue Equity, Justice, and Bel		
		Interpersonal development	Personal development	Fraternity/sorc life	Belonging	Equity/Access	Identify-based bias/discrimi..
10. My chapter experience has positively impacted my:	Comfort with people of a different sexual orientation	✓		✓			
28. I speak out about the following topics with my chapte..	Sexual orientation		✓	✓			
29. I speak out about the following topics with the greate..	Sexual orientation		✓	✓			
31. Rank these 7 topics related to social justice in order o..	Sexual orientation		✓				
To what extent do you agree with the following statements	Students at this institution are treated fairly regardless of ..				✓	✓	
	This institution proactively implements policies to prevent ..					✓	✓
What do you think was the reason for the incident	Sexual orientation						✓

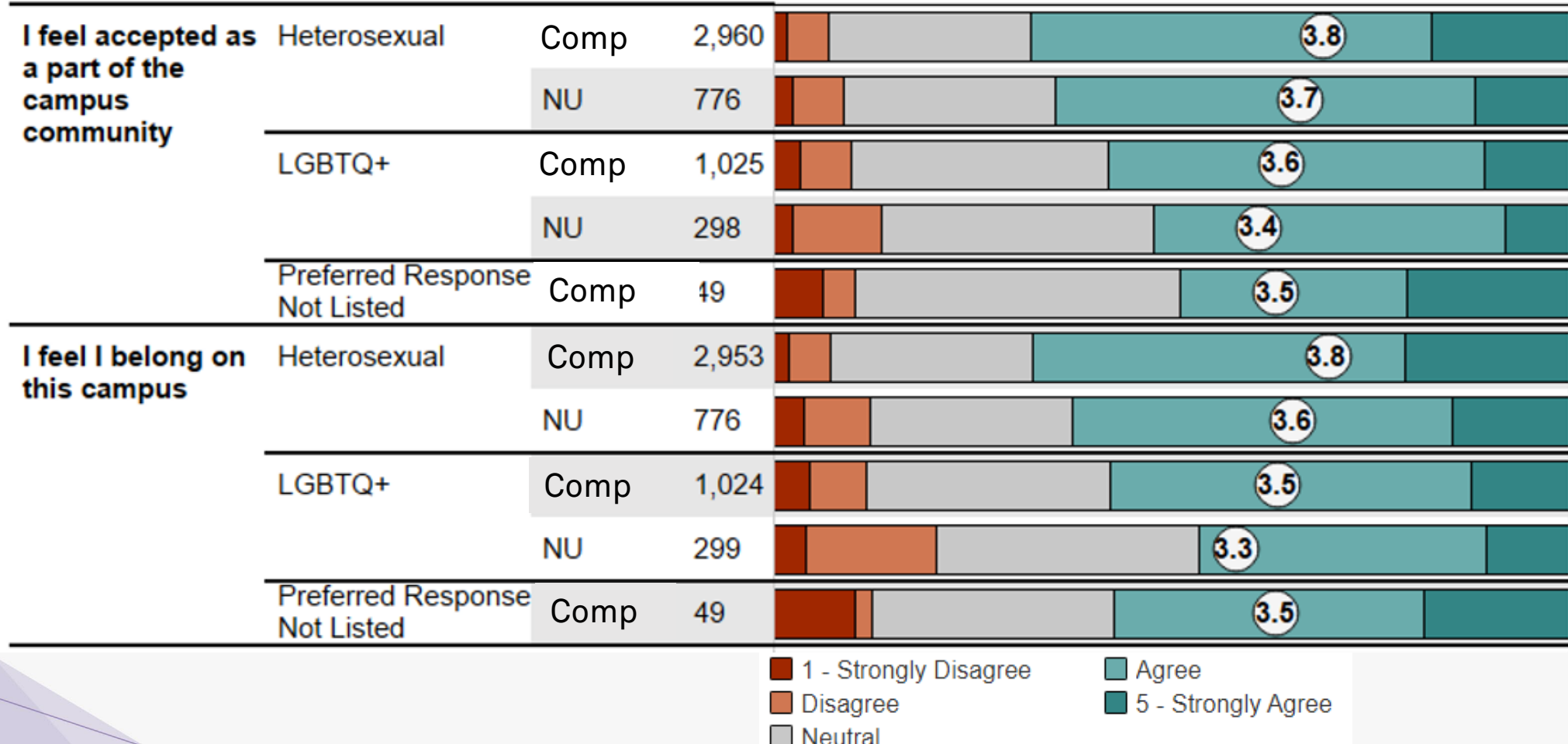
Question Stem	Question Short	Champion Holistic Well-Being Health behavior	Division Student Learning Outcomes			Foster Meaningful Student Experiences	
			Cognitive & practical skills	Interpersonal development	Personal development	Fraternity/sorority life	Involvement or leadership
28. I speak out about the following topics with my chapter...	Sex/gender				✓	✓	
29. I speak out about the following topics with the greater community...	Sex/gender				✓	✓	
31. Rank these 7 topics related to social justice in order of importance...	Sex/gender				✓		
As a result of my experiences at this institution: I can communicate effectively with people who are different...	I can communicate effectively with people who are different...			✓			
do you agree with the following statements	The student activities offered by this institution enhance my understanding of diversity...			✓			✓
	The student activities offered by this institution enhance my ability to work with people from different backgrounds...			✓			✓
How often do you attend meetings, events, activities, clubs, or organizations...	Gender/gender identity						
Last 12 months sexual partners	Genderqueer	✓					
Please check the policies, programs or initiatives that you are aware your school has: (Please select all that apply)	Comprehensive nondiscrimination policy that includes race, ethnicity, sexual orientation, gender identity, and disability...						
	Gender neutral bathroom options						
To what extent do you agree with the following statements	Students at this institution are treated fairly regardless of race, ethnicity, sexual orientation, gender identity, and disability...						
	The student activities offered by this institution enhance my understanding of diversity...		✓	✓			✓
	This institution proactively implements policies to prevent discrimination...						

Student Affairs Assessment Group - ASH

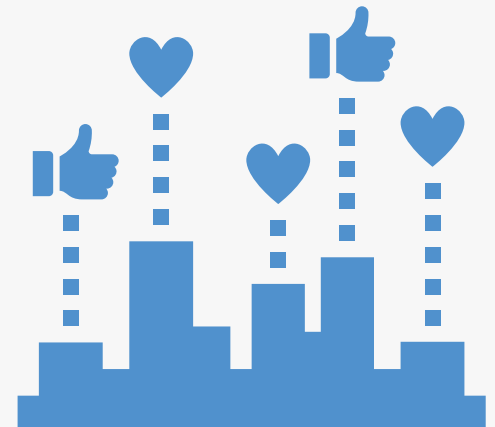
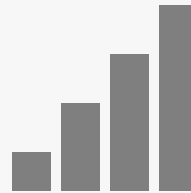


Homework for Week 5- **ASH**

Non-Discriminatory Climate: Belonging Climate Questions



Student Affairs Assessment Group - ASH



Presenting Diverse Datasets



Concluding Thoughts



The Helper of Helpers allows our team to:

- **Provide our colleagues with data** they need to make decisions on their own (with our support)
- **Enable our trusted colleagues to have ownership** in the process of researching their populations of interest
- **Collaborate with our colleagues** to analyze and support decisions for improving the co-curricular student experience

Contact Us!

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Discussion in Small Groups

- How do you engage colleagues in assessment and research processes at your institution?
- How do you share results that affect student trends, and beyond one particular unit?
- What actions is your institution taking on the data you have?