

IPPC Sub Committee- Institutional Effectiveness Minutes

September 20, 2022

Present: Cathy DeLorenzo, Michael Arnush, Joe Stankovich, Jamin Totino, Mike Sposilli, Amy Ballesteros, Kelly Shepherd, Amy Tweedy

Absent: Joshua Woodfork, Jennifer Allen

1. Assessment Reports- due 2021-2022 academic year
2. Annual Report Update-
3. Roundtable: plans for upcoming year
 - a. Admissions-moving back to in-person travel. Will evaluate virtual vs. in person interviews and offerings. Hosting visitors on campus. Assessment of application and enrollment statistics in person vs. virtual. Will spend time documenting as division leadership is changing. Worked with Maguire Assoc. to study sustainability of enrollments over next 5 years.
 - b. VPAA – Following up with areas that did assessment projects last year.
 - i. Examining decrease in OP students (aspire to 40 per year).
 - ii. Study Abroad numbers are high for spring, 40-50 ahead of Fall '19.
 - iii. Registrar's Office looking at new software for Catalog, proposing new courses for curriculum.
 - iv. VPAA Assessment of students who struggle academically and support structures that can be created or used better.
 - v. Creating programming to support First generation students.
 - c. IR - Retention is 90% (pre-freeze), On campus enrollment 2671. Non-Returning Student survey report is out. Instrument revised with help of members of this group. NSSE survey administered last spring. Results are being analyzed and will be presented via PowerPoint. NACCC staff survey results are not yet ready, faculty will be surveyed spring 2023. HEDS Alumni survey cancelled last year.
 - d. Student Affairs/SAS – Covid continues to be a challenge, continually evaluating and assessing. Reconstituting ADA advisory committee -service animals; accessible information management system, alternative testing, will be a more streamlined process.
 - e. Advancement-Marc traveling to alumni events. \$8 Million Skidmore Fund goal. \$35 million in new gifts. Fundraising initiatives in support of athletics. Survey of Alumni via Washburn & McGoldrick launched last week. Results expected mid-late October, how they will be shared is TBD.
 - f. Communications and Marketing, Digital signage to improve campus communication, redesigning admissions landing page, catalog improvements.
 - g. Assessment – Most academic departments and programs have submitted their assessment reports. Trend toward more indirect assessment since Covid, FDA working to push departments and programs back toward direct assessment. Working with CEPP on multi-year plan to assess Gen Ed curriculum, at this point, identifying what tools will be used, talking to relevant constituencies in advance.

Next year is first year that graduating class will have had new Gen Ed curriculum for all 4 years. Direct assessment of Bridge Experience. Compiling commonalities on information literacy assessments for In the Major literacies from the past few years. Changes to Goals for Student Learning and Development.

- h. Finance and Administration – Campus safety, campus master planning, HR assessment of staffing model and salary equity, Dining services.
 - i. HHMI grant starts in November. One project is how do we develop tools for assessment related to DEI work, creating processes and dashboards, mini projects forthcoming to pilot. Measure effectiveness of teaching with equity and inclusion.
4. MSCHE
- a. Standards are currently being revised with focus on embedding DEI and clarifying existing standards. They will be voted on in the near future.
 - b. Evidence inventory
 - c. Self-Study options-case study or standard by standard,
 - d. We have to have our team together with co-chairs by next year. They will attend training and determine approach.
 - e. We will update the Accreditation website to make sure the timeline is clear for 2025-26. <https://www.skidmore.edu/assessment/accreditation/index.php>
 - f. Annual Institutional Update due 9/28 looking for any decline in enrollment or concerning numbers. Skidmore has no concerns.
 - g. Mid-Point Review on hold pending new standards.
5. Review IE Assessment
- a. Identify where the SIE Committee can have role as a committee?
 - b. In your local area/dept/office, is there an area where you can put more commitment to?
6. Project for the year: Exemplars of assessment
- a. Each meeting someone pick a chapter to present to the group. Amy will send a Doodle poll for group to choose a chapter.
7. Mission and Values Presidential Project-
8. Next meeting: Set up time
- a. Thursday 3-4
9. Review of types/methodologies of assessment
10. Student Representation

IPPC Sub Committee- Institutional Effectiveness Minutes

November 17, 2022

Present: Cathy DeLorenzo, Michael Arnush, Amy Ballesteros, Mike Sposilli, Amy Tweedy, Kelly Shepherd, Kerry Nelson, Joe Stankovich, Jamin Totino

1. *Exemplars of Assessment in HE*: Jamin
 - a. *Jamin provided an overview of Chapter 20 of Exemplars of Assessment in Higher Education, Do we Have it? Do we Do it? and Does it Work?. Would be useful for anyone involved self study. Does it Work piece is crucial to evaluate whether the policies and plans work for all participants.*
 - b. *Simple but effective framework for self-study*
2. [Annual IE/Assessment Report](#) available for feedback.
3. [President Action Agenda](#)-is available for review
4. HHMI- High Impact Practices ([Overview available here](#))

Research Question: Are students across different dimensions of identity at Skidmore participating equally in high impact practices? If not, we need to ask the follow-up of why not.

- a. Kelly provided an overview of High Impact Practices (link to Kelly's handout)
- b. Common Experiences – FYE, writing intensive course and capstone/Coda course.
- c. Writing intensive courses include writing in the major.
- d. Are students doing non-required HIPs?
- e. Who is doing multiple HIPs?
- f. How well are they working?
- g. How well are they working across different dimensions of identity?
- h. Creating a catalog of HIPs and grouping them under categories-Collective brain dump
- i. What population-graduates vs. students who withdrew, vs. various academic disciplines
 - i. Gen Ed:
 1. FYE
 2. Coda
 3. Writing Intensive
 4. Bridge-
 - a. Content, Theory, Reflection
 - b. Practice Application
 5. Global cultural perspective (IS this HIP?)
 - ii. Universal Design for Learning - How might this fit in to HIPs?
 1. SAS/CLTL
 - iii. Peer Academic Coaching (PAC)
 - iv. Peer Mentors in FYE
 - v. Opportunity
 - vi. Internships
 - vii. See Beyond
 - viii. Summer Experience Fund
 - ix. Study Abroad

- x. Travel Seminars
 - xi. Peer Health Educators
 - xii. Honors Forum
 - xiii. Sustainability - Gardenside
 - xiv. EMS
 - xv. SC3M-Skidmore Scholars in Science and Math
 - xvi. STEMpathy-Students of color in the sciences
 - xvii. Cohorts
 - xviii. Collaborative Research
 - xix. Undergraduate Research
 - xx. Field Experience
 - 1. Davis Project for Peace
 - xxi. Skidmore-Saratoga Consulting Partnership
 - xxii. Freirich Competition (hiatus)
 - xxiii. Athletics
 - 1. Student Team Managers
 - 2. Advisory Council
 - xxiv. Student Employment
 - xxv. Student Leadership
 - 1. PHEs, Peer mentors, PACs, SGS
 - 2. Campus Life and Engagement
 - xxvi. Idea Lab
 - xxvii. PLTL
 - xxviii. IGR
 - xxix. Tang interns
 - xxx. Zankel (M.A. will ask Zhenelle)
 - xxxi. Skidmania
 - xxxii. Skidmore Cares
 - xxxiii. Civic Engagement
 - j. Next time we will discuss demographics
5. Update Student Representation
 6. Roundtable: Updates

IPPC Sub Committee- Institutional Effectiveness Minutes

January 13, 2023

Present: Michael Arnush, Amy Ballesteros, Amy Tweedy, Kelly Shepherd, Kerry Nelson, Joe Stankovich, Jamin Totino

1. *Exemplars of Assessment in HE: Joe Ch 4: Leveraging Technology to Facilitate Assessment Processes*
2. HHMI- High Impact Practices ([Overview available here](#))

Research Question: Are students across different dimensions of identity at Skidmore participating equally in high impact practices? If not, we need to ask the follow-up of why not.

- a. Discussed plan to develop project proposal that includes both current state and actionable, limitations as well as propose future state. We will discuss this further in our next meeting.
- b. Reviewed list of HIP's created in November
- c. Categorized HIP's that were not yet assigned
- d. Created category of Beyond Skidmore to capture HIP's that include a component where students are engaged outside of Skidmore community/academics.
- e. Designated HIP's that were paid experiences
- f. Discussed difference between experiences that were mandatory such as a general education requirements compared to voluntary. Noted this as a data analysis variable.
- g. Next step to determine which HIP's currently have data available. Note difference between academic and co-curricular.
- h. Amy, Kelly and Kerry will create spreadsheet of this information.
- i. Future action item: Determine which current and future demographic options.

IPPC Sub Committee- Institutional Effectiveness Minutes

January 23, 2023

Present: Michael Arnush, Kelly Sheppard, Amy Tweedy, Cathy DeLorenzo, Jamin Totino, Mike Sposilli, Amy Ballesteros

Absent: Joe Stankovich, Joshua Woodfork

1. *Exemplars of Assessment in HE: Michael A.*
 - a. From “Assessment of learning to assessment for learning”
 - b. *Faculty resistance to assessment can be mediated by focusing on scholarship*
 - c. *Supporting Scholarship of Teaching and Learning (CLTL equivalent) supported with money and time, add value to faculty portfolios*
 - d. *Scholarship of pedagogy, teaching as scholarly inquiry*
2. Kelly presented proposed updates to Academic Depts. and Programs reports and reviews cycle. Currently, over 10 years, 9-10 academic assessment reports, 3 triennial reports, and 1 self-study and external review. Proposing a 10 year review cycle that integrates the self-study and replaces the 3 triennial reports with a mid-point report. The self-study becomes a moment to review and reflect on previous assessments to develop and articulate the assessment plan for the next four years (years 1-4 of the next cycle). The year 1-4 assessments lead to a midpoint review during year five, where they review, analyze, and reflect on what they have learned. As part of the midpoint report departments/programs will articulate their assessment plan for the next four years (years 6-9 of the cycle) leading into year ten when they will complete their next self-study. The goal is to promote planning and being reflective in the assessment work by departments & programs.
3. HHMI- High Impact Practices
Research Question: Are students across different dimensions of identity at Skidmore participating equally in high impact practices? If not, we need to ask the follow-up of why not.
 - a. Reviewed current progress.
 - b. Discuss what HIP’s currently have data available (academic/co-curricular).
 - c. Next step: Determine demographics available and future options wanted.

Amy B. will present in February

Mike Sposilli will present in March

Cathy DeLorenzo will present in April

IPPC Sub Committee- Institutional Effectiveness Minutes

February 16, 2023

Present: Jamin Totino, Amy Tweedy, Kelly Sheppard, Michael Arnush

Absent: Amy Ballesteros, Mike Sposili, Cathy DeLorenzo, Joshua Woodfork, Joe Stankovich

1. Discussion of NSSE results. Will discuss further at next meeting.
2. HHMI- High Impact Practices

Research Question: Are students across different dimensions of identity at Skidmore participating equally in high impact practices? If not, we need to ask the follow-up of why not.

- a. Review current progress.
- b. Update student employment-Amy met with Beth Post and has data on student employment
- c. Amy met with Tarah Rowse, Sustainability to learn more about their student employment positions and learning community.
- d. Next step: Determine demographics available and future options wanted.
 - i. What do we have and what do we want to have?
 - ii. Kerry will send link to factbook and Common Data Set to group as example of how we use certain demographic data. ”
 - iii. Strike scribner seminars, bridge experience and bridge experience-100% participate because they are required.
 - iv. Include financial aid- Pell and Skidmore grant
 - v. Previous study similar to HHMI: Transitions and Transformations historical – internships low for ALANA and high need students -student fac research, internships, svc learning, volunteer activities
 - vi. 10 year (IPEDS changed in 2009-10)
 - vii. Class year
 - viii. AQR?
 - ix. Future: data vis software, expertise, ability to connect to data in Banner

IPPC Sub Committee- Institutional Effectiveness Minutes

March 16, 2023

Present: Amy Tweedy, Amy Ballesteros, Kelly Sheppard, Joe Stankovich, Cathy DeLorenzo, Jamin Totino

1. NSSE- Discussion of the results
 - a. How to disseminate results to the right people
 - i. Extended Cabinet?
 - ii. CEPP- Kelly will follow up
 - iii. Share with your divisions
 - iv. Presented to Student Affairs
 - v. Amy will share with Communications and Marketing
 - b. Difference between seniors and first years
 - c. Seniors -academic experience positive
 - d. First years looking for social experiences and engagement and engagement with faculty outside of the classroom.
 - i. Encouraging students to attend campus events
 - ii. Encouraging students to study together
 - iii. Creating social spaces
 - e. Decline in engagement with classes over time
 - f. Preparation for life beyond Skidmore/Career planning earlier than Senior year

2. HEDS Alumni survey currently being administered. Results will be available next fall.

3. HHMI- High Impact Practices

Research Question: Are students across different dimensions of identity at Skidmore participating equally in high impact practices? If not, we need to ask the follow-up of why not.

- a. Review current progress.
 - i. We have mapped what experiences we have, what we have data for, and what is possible.
 - ii. Ideal future state- Data limitations: repeatability, visualization not easy or impossible with tools we have, we don't have capability for interactivity, access rights between and within departments, Tableau vs. Power BI, data source-customized ODS, underlying data structures not built for student success and student life cycle, snapshots not possible
- b. Prioritize HIP's.
 - i. Current state. What should we collect data on, what are priorities. How do we get to ideal state?
 - ii. Add Pre-Orientation to list
<https://www.skidmore.edu/preorientation/index.php>

Amy B. will present in April, Mike S. in May

IPPC Sub Committee- Institutional Effectiveness Minutes

April 20, 2023

Present: Cathy DeLorenzo, Amy Ballesteros, Michael Arnush, Joe Stankovich, Kelly Sheppard, Kerry Nelson

Absent: Amy Tweedy, Mike Sposilli, Joshua Woodfork, Jamin Totino

1. *Exemplars of Assessment in HE*: Amy B.
 - a. Discussion of how Skidmore's Assessment practices compare with Canisius College
2. Review of new academic assessment process in the Spring.
 - a. Overview of academic assessment portal and IE portal functionality, plan and expectations for assessment report submission, responses and archiving.
 - b. Discussion of expanding the culture of assessment at Skidmore, potentially by getting on the agenda of the monthly staff meeting to have a broader discussion of assessment beyond academic affairs.
3. Planning for Annual IE/Assessment Report- reports due in June!
4. HHMI- High Impact Practices
 - a. Discussion of HHMI Project, how High Impact Practices list has been refined, the current state of available data to analyze HIPs and the ideal future state.
 - b. Draft document circulated.

Research Question: Are students across different dimensions of identity at Skidmore participating equally in high impact practices? If not, we need to ask the follow-up of why not.