Digging Into the Data

Challenges and Opportunities

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Introductions

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Schedule

9:45 a.m. – 10:15 a.m. PDT
12:45 p.m. – 1:15 p.m. EDT

Where we are (10 mins)

Where we are going (5 mins)

Getting from here to there (5 mins)

Questions and reflections (10 mins)

Where we are

The demographics of America are changing.

We have a special responsibility to lead efforts with like-minded institutions through deepened partnerships and collaborative pilots.

Available Post-Secondary Data

Most public post-secondary data benchmark data from Integrated Postsecondary Education Data System (IPEDS)

Based on federal race/ethnicity definition: Hispanic or Latino, American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, White
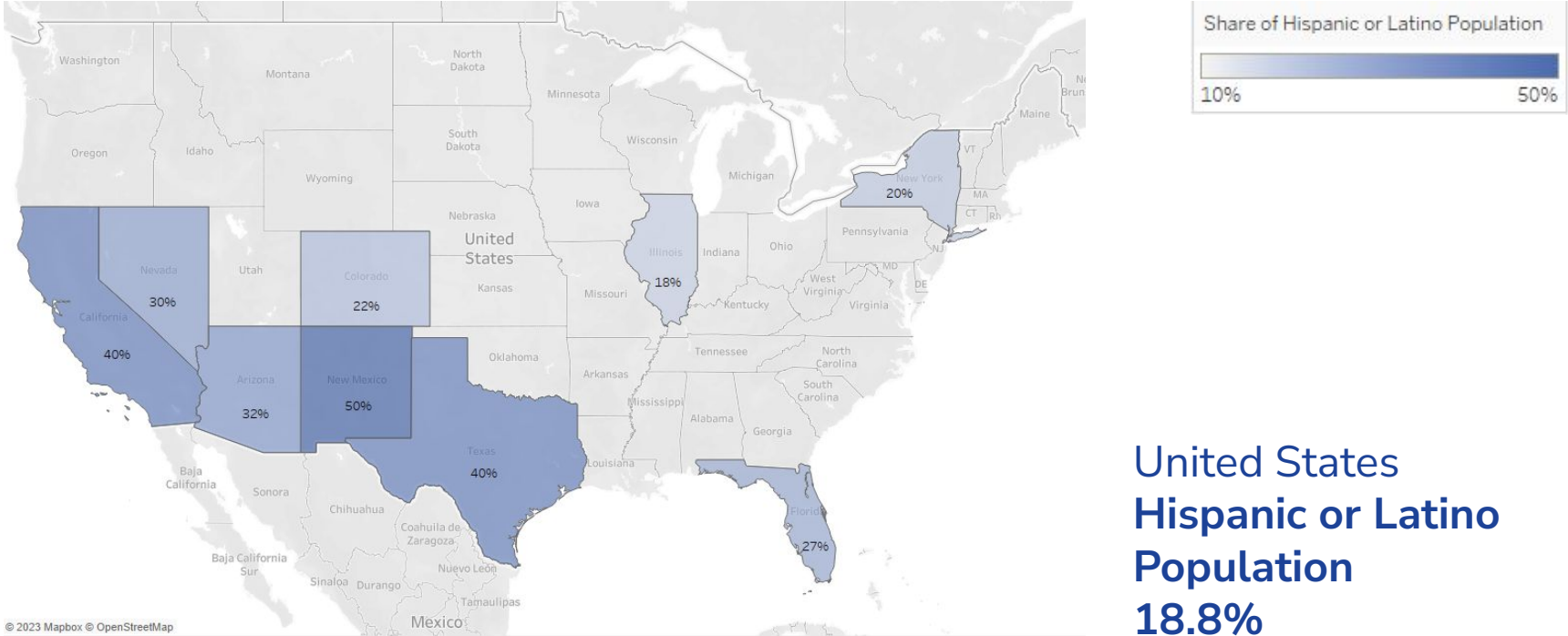
IPEDS data by Race/Ethnicity

Student Enrollment (Undergraduate and Graduate)
Degrees Conferred(Undergraduate, Masters, and Doctoral) by CIP code
Faculty (By Tenure Status)

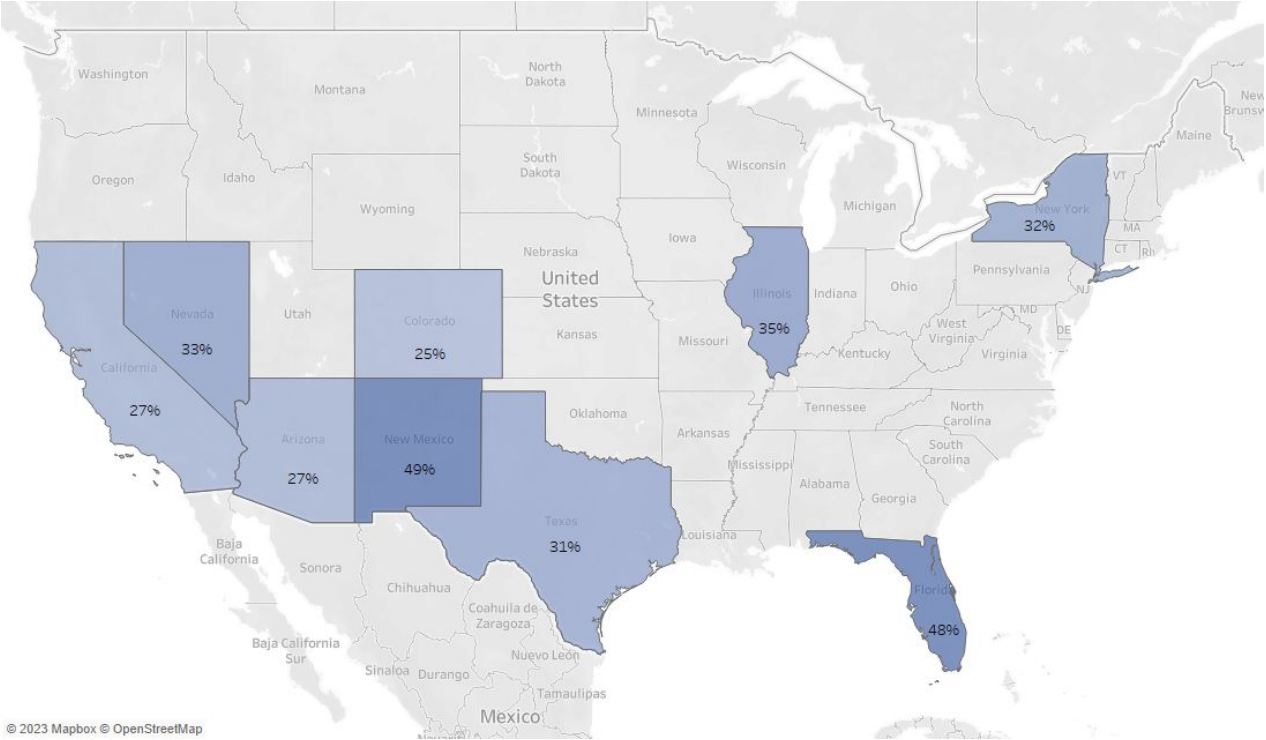**Most recent available IPEDS data is from Fall 2021**

Hispanic or Latino Population by HSRU State

Share of Hispanic or Latino Population
10%   50%

New York 20%
Illinois 18%
Nevada 30%
Colorado 22%
California 40%
Arizona 32%
New Mexico 50%
Texas 40%
Florida 27%

United States
**Hispanic or Latino Population
18.8%**

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HSRU Schools - Median Hispanic or Latino Undergraduate Enrollment

Median Hispanic or Latino Enrollment

10% 50%

New York 32%

Illinois 35%

Nevada 33%

California 27%

Colorado 25%

Arizona 27%

New Mexico 49%

Texas 31%

Florida 48%

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Hispanic or Latino Undergraduate Enrollment 236,584

HSRU Schools - Median Hispanic or Latino Graduate Enrollment

Median Hispanic or Latino Enrollment
10% — 50%

Washington, Montana, North Dakota, Minnesota, Oregon, Idaho, Wyoming, South Dakota, Wisconsin, Michigan, Maine

Nevada 19%
California 13%
Utah
Colorado 12%
Arizona 15%
New Mexico 32%
Texas 18%
Illinois 13%
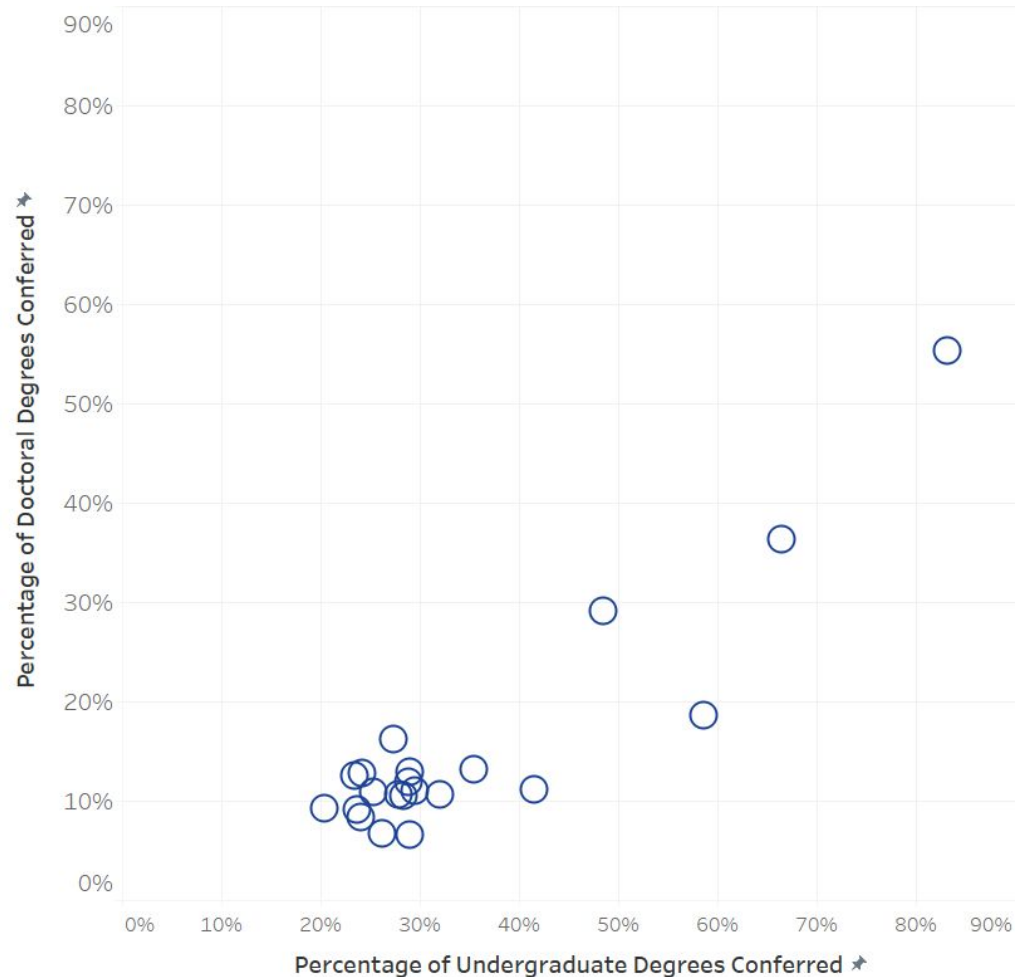New York 16%
Florida 34%

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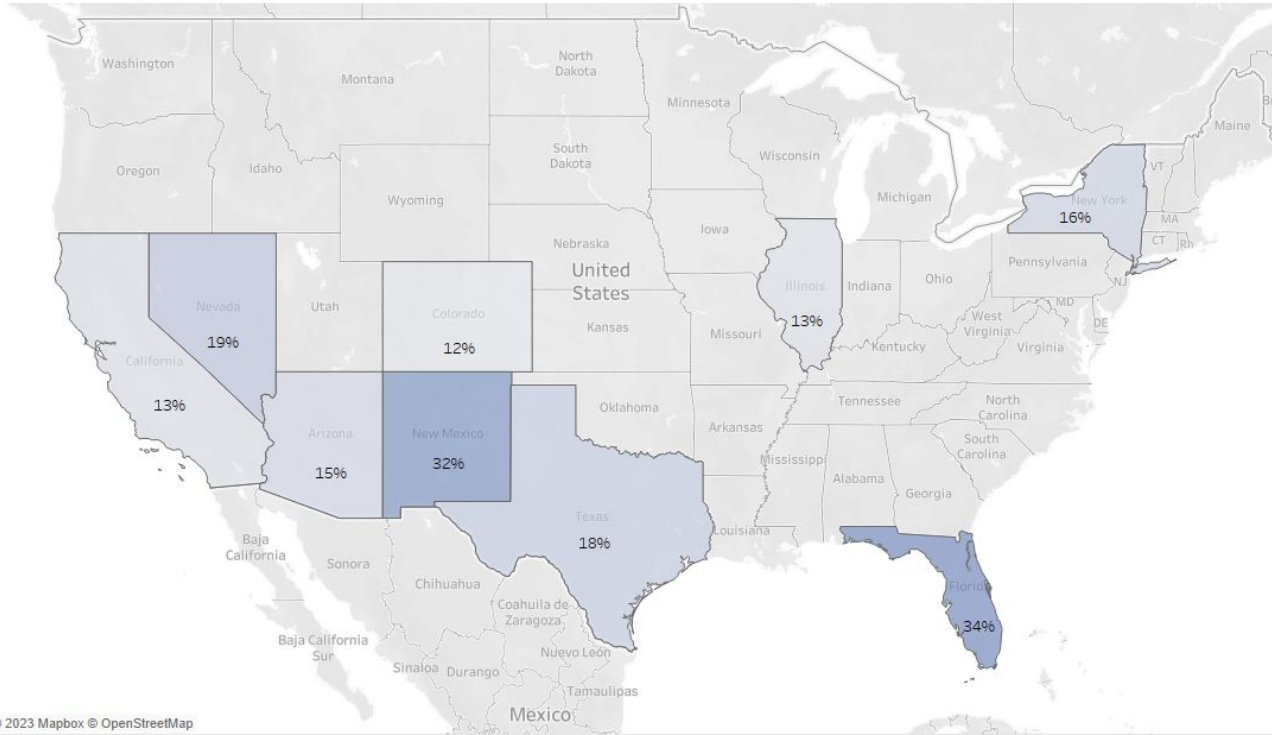
Hispanic or Latino Graduate Enrollment 34,559

Hispanic or Latino Doctorates Conferred 1,768

Percentage of Undergraduate and Doctoral Degrees Awarded to Hispanic Or Latino Students at HSRU Institutions

Percentage of Hispanic or Latino Population by State and HSRU Schools

HSRU State	% of Doctoral Degrees Conferred to Hispanic or Latino Students by HSRU School	% of State's Hispanic or Latino Population
Arizona	11%	32%
California	11%	40%
Colorado	9%	22%
Florida	25%	27%
Illinois	11%	18%
Nevada	12%	30%
New Mexico	29%	50%
New York	11%	20%
Texas	13%	40%

Nearly all HSRU states' percentage of doctoral degrees conferred to Hispanic or Latino students are substantially below the state's general Hispanic or Latino population.
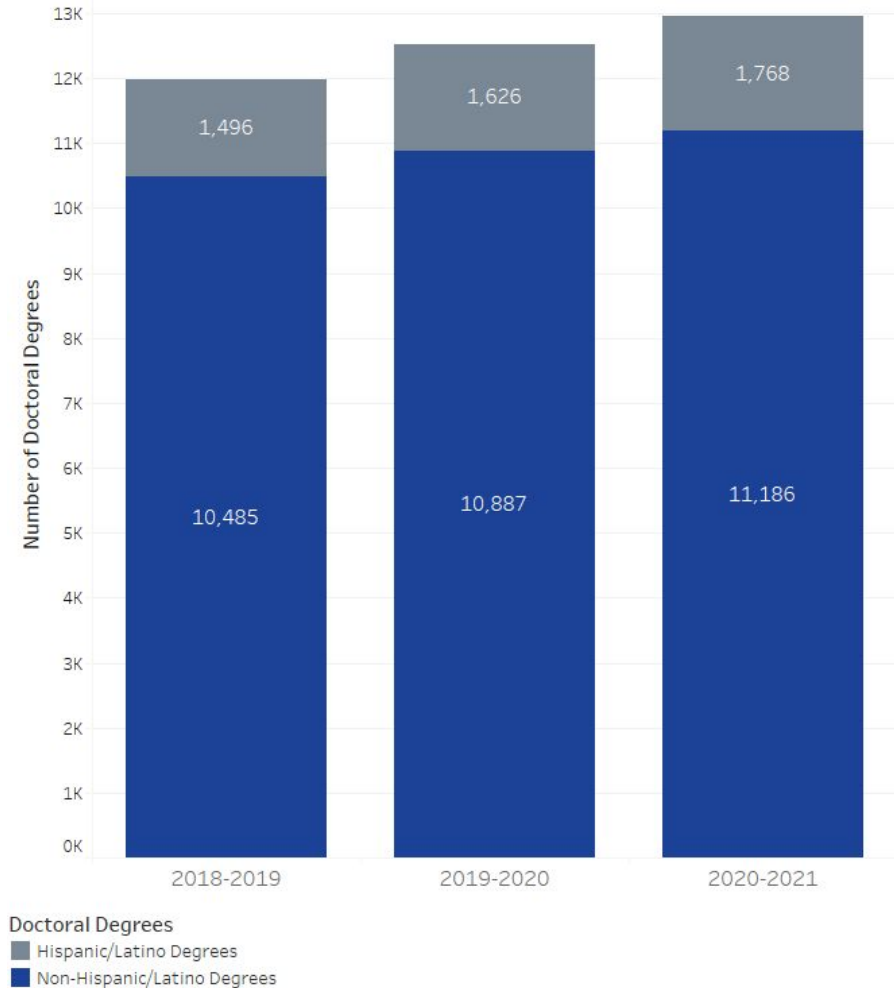
Goal: Double the number of Hispanic doctoral students at our universities by 2030.

Number of Doctoral Degrees[1] Awarded to Hispanic Or Latino Students At HSRU Institutions

Numbers of Hispanic or Latino Doctoral Degrees are growing at our institutions.

**Share is increasing as well, from 12% in 2018-2019 to 14% in 2020-2021.**

Number of Doctoral Degrees

	2018-2019	2019-2020	2020-2021
Hispanic/Latino	1,496	1,626	1,768
Non-Hispanic/Latino	10,485	10,887	11,186

Doctoral Degrees
- Hispanic/Latino Degrees
- Non-Hispanic/Latino Degrees

Actual and Projected Hispanic or Latino Doctoral Degrees by HSRU Institutions

Doubling of degree count is illustrative:

Growth will not necessarily be evenly distributed over time and acceleration of degrees conferred will lag enrollment increases.
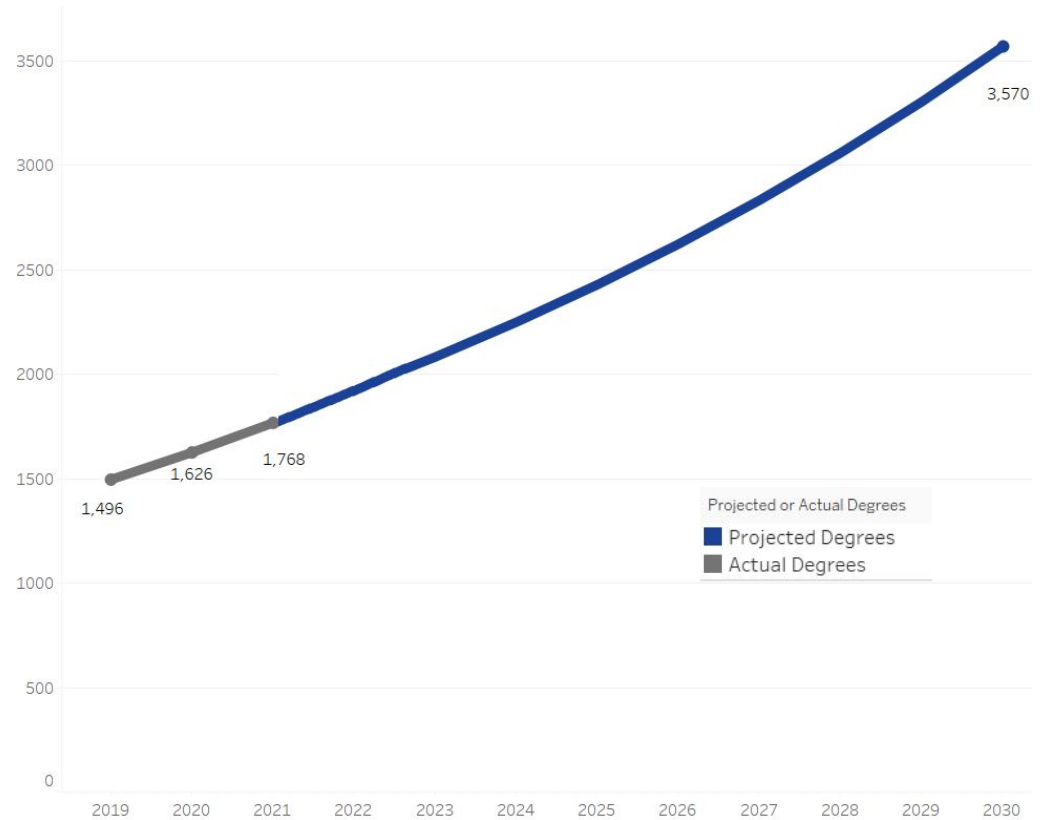
Master's and Doctoral Degrees Conferred to Hispanic or Latino Students in HSRU Institutions

Academic Year	# of Master's Degrees Conferred to Hispanic or Latino Students	% of Master's Degrees Conferred to Hispanic or Latino Students	# of Doctoral Degrees Conferred to Hispanic or Latino Students	% of Doctoral Degrees Conferred to Hispanic or Latino Students
2018-2019	7,698	19%	1,496	12%
2019-2020	8,557	20%	1,626	13%
2020-2021	9,182	21%	1,768	14%

Hispanic or Latino representation among graduate degrees conferred has increased in HSRU schools over the reported 3-year period.

Goal: <u>Increase by 20%</u> the Hispanic professoriate in our universities by 2030.

Faculty Demographics Among HSRU Institutions

Race/Ethnicity	All Full-Time Instructional Staff		Tenured/Tenure Track Faculty		U.S. Population
	Number of Faculty Among HSRU Schools	Percentage - HSRU Schools	Number of Faculty Among HSRU Schools	Percentage - HSRU Schools	Percentage
American Indian or Alaska Native	161	0.4%	119	0.5%	0.5%
Asian	5,268	14.4%	3,933	17.0%	5.7%
Black or African American	1,315	3.6%	823	3.6%	11.8%
Hispanic or Latino	3,458	9.4%	1,954	8.4%	18.8%
Native Hawaiian or Other Pacific Island	23	0.1%	11	0.0%	0.2%
Nonresident alien	1,588	4.3%	1,023	4.4%	---
Race/ethnicity unknown	1,820	5.0%	1,033	4.5%	4.3%
Two or more races	428	1.2%	258	1.1%	0.6%
White	22,570	61.6%	14,005	60.5%	58.1%
Total	**36,631**	**100%**	**23,159**	**100%**	**100.0%**

Hispanic or Latino Faculty at HSRU Institutions

Faculty Status	Measure	2019	2020	2021
Tenured or Tenure Track Faculty	Number of Faculty	1,803	1,903	1,954
	Year Over Year Numeric Change	--	100	51
	Median Share of All Faculty	7.5%	7.1%	7.3%
All Full-Time Instructional Staff	Number of Faculty	3,159	3,313	3,458
	Year Over Year Numeric Change	--	154	145
	Median Share of All Staff	7.5%	7.8%	8.2%

Hispanic or Latino representation among all instructional staff has increased in HSRU schools over the reported 3-year period; tenured or tenure track faculty have fluctuated at a lower share.

Actual and Projected Hispanic or Latino Faculty in HSRU Institutions
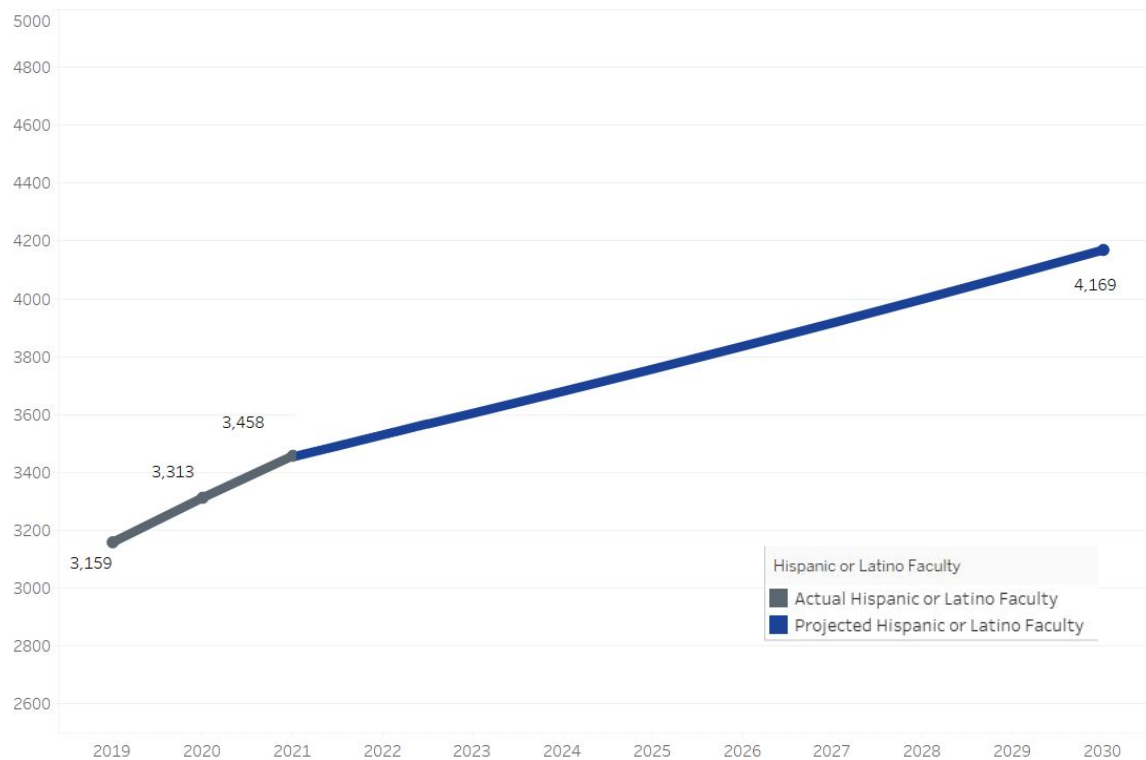
Growth in professoriate will require particular attention to data collection practices, definitions and changing social norms.

Where we are going

{ *Together we will increase opportunity for those historically underserved by higher education.*

HSRU 2030 Goals: Translating into Targets

Double the number of Hispanic doctoral students enrolled at our universities.
- Enrollments are within most institutions' capabilities to disaggregate
- Will all institutions aim for 2X, or are some in a position to stretch?
- What institutional benchmarks may serve as useful drivers?
- What short-term indicators will provide useful signposts along the way?

Increase by 20% the Hispanic professoriate in our universities.
- Will all institutions' have the same 20% target, or are some by context positioned to have a differential impact on this HSRU overall goal?
- What leading metrics may help us track progress toward this goal?

HSRU Initiative-driven data work will evolve

- **Launching research to baseline data capabilities and opportunities: from there we innovate.**

- **NSF, DOE, DOD, NIH and other initiatives will suggest:**
  - **additional benchmarks and metrics (e.g., research dollars)**
  - **inventories of work and project details;**
  - **specific data-sharing needs;**
  - **cohort and pipeline tracking;**
  - **level of data disaggregation (women, STEM, etcetera)**

Getting from here to there

We believe ... that by working together we are more likely to reach our common goals.

We will share data with each other, study lessons learned, and promulgate research-based models and strategies ... .

Opportunities for Data Improvement

Research Project to establish baseline on data capabilities.

Recommendations for Graduate Data Improvement over IPEDS
Disaggregated Doctoral and Master's enrollment and completion rates
Application counts and acceptances rates (possible leading indicators)
Data on funding for doctoral students (address financial equity gaps between funded and unfunded doctoral students)

From an equity lens, change relational nature of data collections

Improve intersectional reflection of social identity in data for research

Source: HSRU Alliance Data Group work paper, August-September 2022.

Institutional Research and Assessment (IRA) Roadmap

- Monthly check-ins with IRA Affinity Group liaisons

- Understand and address contextual differences between institutions

- Develop recommended complete metrics suite (subject to evolution of new initiatives as they arise)

- Work with executive leadership to articulate institutional targets

- Develop data share agreement around goal, initiative and leading indicator metrics for aggregated tracking and reporting

- Continuous improvement of data sharing infrastructure and processes

Breakout Sessions: Please join us!

Institutional Research and Assessment

Metrics with meaning: What's in a target?

Short Description:

As the HSRU Alliance emerges as a force for change according to our shared mission, what metrics will be useful and necessary to shape and measure our individual and collective progress? Beginning with the explicit goals of increasing the number of Hispanic doctoral students and the professoriate, please join this generative and interactive conversation and add your ideas to the bank of metrics that we might use to model the correlates, early signals, and benchmarks that will empower and inspire our work.

Data Research Initiative

Expectations vs. Reality: A Dialogue on Our Data Ecosystems
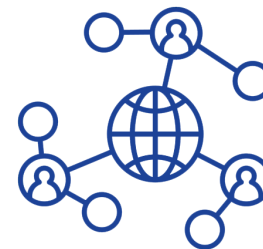
Short Description:

Please join us as we dig into and grapple with the challenges and opportunities related to the state of our data ecosystems and data cultures within our institutions. We are eager to hear your thoughts and perspectives about aligning our aspirations with our current capabilities. We will discuss a broad array of areas including data availability, data architecture/modeling, data lineage, and data literacy within our institutions. Ultimately, as we all strive to improve data-informed outcomes for our students and institutions, your engagement will be key.

Questions and reflections.

Thank you

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