ANNUAL REPORT 2023-2024

The mission of the USF Office of Decision Support (ODS) is to facilitate leadership decision-making by providing data, analysis, business solutions and reporting for USF and to coordinate academic planning, reporting and related needs for USF. ODS supports the University by ensuring competitive performance, compliance with regulations and policies, and institutional accreditation.

July 2024

www.usf.edu/ods

UNIVERSITY of SOUTH FLORIDA

OFFICE OF DECISION SUPPORT

OFFICE OF THE PROVOST

MESSAGE FROM THE VICE PROVOST & ASSOCIATE VICE PRESIDENT

As we look back on the past year, we at the Office of Decision Support (ODS) are filled with a sense of pride and accomplishment. The 2023-2024 year has been one of remarkable successes, growth, resilience, and successful collaboration within our university community. We are pleased to present our annual report, which highlights our achievements and contributions to the University of South Florida.

Despite facing unprecedented challenges due to the rapidly evolving landscape of higher education, both nationally and in the state of Florida, the ODS team remained unwavering in our commitment to supporting USF's mission and vision. We adapted to ensure the continuity of our services while providing the highest level of support to our stakeholders across all colleges and campuses. Through our collective efforts, we have demonstrated our ability to be agile, adaptable, and responsive to the ever-changing needs of USF and its internal and external stakeholders.

Our core areas of responsibility have guided our actions and initiatives throughout the year. These include empowering data-driven decision-making, serving as the trusted source of information, promoting excellence in assessment, enhancing academic program planning and review, empowering data-driven insights and modeling, and ensuring compliance and external reporting.

In addition to our ongoing responsibilities, we have actively contributed to several university-wide initiatives that showcase our nimbleness, creativity, and commitment to advancing USF's strategic priorities. These contributions include guiding the university towards SACSCOC Accreditation Reaffirmation in 2025, maintaining and developing academic planning tools, onboarding tools assist with the advancement of USF's academic portfolio management, collaborating with USF Information Technology and numerous university stakeholders to continue to advance the USF Data Governance program, supporting USF's Strategic Plan implementation in its second year of implementation, and contributing to university-wide strategic initiatives.

As we reflect on our contributions to the university over the past year, we are strengthened in our understanding of how our team can continue to support USF, especially now as an AAU institution. We are excited and look forward to the year ahead!

Respectfully submitted,

Terry Chisolm & Valeria Garcia

ORGANIZATIONAL STRUCTURE

The USF Office of Decision Support is the official source of institutional student and faculty data and is responsible for providing accurate, insightful, and actionable information to internal and external stakeholders.

Functional Units:

ALL	**ALL** teams listed below	
APOR	Academic Planning and Operational Reporting	Cynthia Brown Hernandez, Deputy Accreditation Liaison Director
CAS	Central Administrative Support	Jonna DeSantis, Executive Administrative Specialist & Tammy Reed, Executive Administrative Specialist
EXEC	Executive Leadership	Terry Chisolm, Vice Provost & Valeria Garcia, Associate Vice President
FDRA	Faculty Data Reporting & Analytics	Adam Caskie, Director
IE	Institutional Effectiveness	Christopher Combie, SACSCOC Accreditation Liaison/ Senior Director & Michelle Madden, Director
SIP	Strategic Initiatives and Planning	Sarah Thomas, Senior Director & Jay Unnikrishnan, Senior Director
SSRA	Student Success Research & Analytics	Shruti Kumar, Director
UPSA	University Performance & Survey Analytics	Michael Bolen, Director

Note: Color coding and acronyms are used for the goals starting on page 13.

FALL EMPLOYEE HEADCOUNT							
Employee Type		**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
Administrators & Staff	A&P	33	33	36	35	34	34
	OPS	0	0	0	0	0	0
	USPS	**3**	3	2	2	2	2
	TOTAL	**36**	**36**	**38**	**37**	**36**	**36**
Student Employees	Grad Assistants	5	5	5	6	6	7
	Student Assistants	2	5	4	1	2	2
	TOTAL	**7**	**10**	**9**	**7**	**8**	**9**
Total Headcount		**43**	**46**	**47**	**44**	**44**	**45**
Total FTE		**39.37**	**40.63**	**42.5**	**40.5**	**40**	**40.5**

ODS BY THE NUMBERS FOR THE 2023-2024 AY

DATA REQUESTS

146
External Data Requests (EDR) fulfilled (10 months)

45
Data requests fulfilled for the university community

21
AAU Data Exchange Requests Fulfilled

3
Unique media requests supported

25+
Publication company requests for data

300+
Student Information System Reports

125+
Institutional dashboards and/or data hubs created or redesigned for use by the university community

14,000+
Unique views of institutional dashboards and/or data hubs produced by ODS for the university community

40,000
Unique web page views of Academic Planning website and tools

17
Accreditation Reaffirmation Narratives Completed

92
SIS REPORTS CONSOLIDATED
with redundant reports eliminated

2
EXTERNAL GRANT OR NATIONAL AWARD APPLICATIONS
supported with official institutional data and information

66
UNIVERSITY-WIDE GROUPS
in which ODS members participated, with many led or co-led by ODS members

14
Presentations at
NATIONAL CONFERENCES
positioning USF as a
NATIONAL LEADER
in Decision Support

128
TENURE AND PROMOTION APPLICATIONS
processed online representing
31 DEPARTMENTS

41,000+
Survey records received on student and faculty experience and leadership evaluations

Data as of early March 2024, does not represent the full Spring 2024 term

ODS BY THE NUMBERS FOR THE 2023-2024 AY

ASSESSMENT / REVIEW / EVALUATION

291 Majors assessed

132 Certificates assessed

21 Student support services units assessed

35 Administrative Effectiveness Assessments Collected

39 Academic program reviews facilitated

147,769 Completed course evaluations received (Summer 2023, Fall 2023, Spring 2024)

XITRACS SOFTWARE TRAINING

Faculty Credentialing:

7 Sessions hosted

42 Attendees

Program Assessment:

14 Sessions hosted

17 Attendees

16 Canvas Trainees

1,148 Unique individuals have accessed the faculty information system Canvas course

60+ Rankings monitored

PROCESSED

28 Ad-Hoc Requests

107 SIS/SAP reports access requests

11 University Administrator Evaluations

35 Curriculum code changes processed

2 Facilitated department/ school, center/institute name changes

1 Facilitated CIP changes

14 Accreditation substantive change submissions

60 Participants in Gray Decision Intelligence Markets Software Workshop

20 USF policies and regulations reviewed or created

13 Institutes and Centers 7-Year Evaluations Collected and Submitted to BOT and BOG

10 Tools maintained to support academic planning

4 BOG data file submissions

211 BOG Submissions through Data Administration Team

1 Supported new center/ institute established

Data as of early March 2024 does not represent the full Spring 2024 term

OUTREACH AND INFORMATION/ DATA SHARING EFFORTS

AAUDE Data sharing

Distribute results of AAUDE data surveys to various client units across USF

Academic Analytics Site Visit

Coordinated several days of meetings, at all 3 campuses, to train new users and make meaningful connections to the data for seasoned users. Provided USF faculty with the tools to improve collaborations and find external scholarship.

Academic Master Planning

A collaborative and comprehensive process for the development and implementation of the University's five-year academic master plan.

Academic Program Review (APR) Data Packets and Meetings

Discussed the APR Data Packets, including Academic Analytics customized peer reports, Burning Glass labor market data, and student and faculty data with program leadership and faculty

Accreditation Steering Committee

Quarterly meetings to ensure coordination and facilitation with accreditation standards.

Ad hoc meetings as requested by both Academic Affairs and Health Colleges

Meetings scheduled as requested to introduce/train on use of tools developed by ODS (e.g., Strategic Performance Hub; College Review online packets; Survey resources, etc.).

College Accountability Framework Data

Provided Academic Program Review and assessment data for college accountability navigation

Data Dive

Monthly meetings are hosted by ODS and attended by constituents from across campuses. The topics for the past year include: SACSCOC Reaffirmation Status Update, Accountability Plan Summary, College Accountability Framework and Navigational Tools, Financial Aid/FAFSA Changes, RNL Update, Student Experience and Engagement Survey, Research Data Set, URO and SSB9, Cyber Security Awareness, SACSCOC Accreditation Style Guide, Research Data Set presentation, QEP Update and other updates from the Center for Career & Professional Development, Employee Data Lake, Project Drive, Banner Student Self-Service 9, Academic Planning Website Update and SIS/SAP Report Migration and UAT Process. The goals of the meetings are to facilitate the awareness and use of the rich array of sources available to support strategic, data-informed decision-making.

Data Governance Meetings (DGEC, DGMC, DGWC, DGSG)

Data Governance at USF is the establishment and operation of a decision rights and an accountability framework that enhances transparency, ownership, security, speed and accuracy of data-driven decision making. The Data Governance Program is overseen by four distinct governing bodies: The Data Governance Executive Council, the Data Governance Management Council, the Data Governance Working Committee, and the Data Owners Group. These groups are generally responsible for creating, modifying, and approving policies and procedures and in promoting environments that support data-driven decision-making.

OUTREACH AND INFORMATION/DATA SHARING EFFORTS

Gray Decision Intelligence Program Markets Software

Coordinated a workshop to launched the Gray DI Program Market software. Gray DI provides academic program evaluation software for higher education institutions to enrich decision making that aligns with strategic objectives.

National Student Clearinghouse Workgroup

Initated and coordinated bi-weekly meetings with membership across campuses for data sharing and knowledge transfer of student tracker data.

New Degree Program Planning

Met with faculty and college administration planning and writing new degree program proposals.

New Faculty Orientation (NFO)

Participated in NFO to spread the word about data available through ODS as well as inform faculty of the Faculty Information Session.

ODS Orientation presentations

Presentations done for leadership teams and other stakeholder groups, per request or recommendation. Presentations were designed to provide an overview of all areas of the Office of Decision Support, including services and resources available.

Planning Performance Accountability Cycle Meetings

Scheduled meetings with Academic Affairs Deans and their leadership teams to discuss (1) Setting annual performance goals; and (2) Performance data in preparation for College Review meetings with Provost.

Predictive Analytics Research for Student Success (PARSS)

Collaborate and guide for predictive analytics datasets.

Programs of Strategic Emphasis (lead)

Led the initiative to update internal systems to align with the AY 2024-2025 Florida Board of Governors Programs of Strategic Emphasis (PSE)

SACSCOC Core & Functional Team

Working group charged with planning for the SACSCOC site visit and preparing USF students, faculty, staff, and trustees for their meetings with SACSCOC.

SIS Reporting Advisory Workgroup (lead)

Advisory group made up of SIS/SAP users who provide guidance on SIS report governance.

Student Success Collaborative Meetings

Initiated and coordinated monthly meetings with membership from across all campuses, focused on transparency of reporting for student success, alignment of data sources for reporting of student success data, and to allow for natural partnerships and collaboration on student success research and projects.

University Cohort Group

Lead and coordinate meetings with membership across campuses for decision-making and knowledge transfer of USF Undergraduate Cohorts.

ROLE AS A CENTRAL AND CRITICAL OFFICE

University-wide Coordination Activities

- 2025 Quality Enhancement Plan Leadership Transition (coordinate/advise)
- 2025 SACSCOC Reaffirmation of Accreditation Self-Study Report Generation (lead, coordinate)
- AAUDE Data collection and submission for ad-hoc surveys
- Academic Analytics Advisory Council (lead, coordinate, participant)
- Academic and Campus Environment Advisory Council (ACEAC) (co-lead)
- Academic Master Plan (lead, coordinate, participant)
- Academic Program Review (lead, coordinate)
- Administrative Effectiveness Assessment, Academic Program Assessment, and Academic & Student Support Services Assessment (lead, coordinate)
- Carnegie Community-Engaged Learning Steering Committee (member)
- Cohort Committee (lead)
- Data Dive (lead)
- Data Governance (co-lead, support)
- Enrollment Planning & Management (support)
- Establishment, review, annual reporting, and termination of Institutes & Centers (lead, coordinate)
- Faculty Credentialing (lead, coordinate)
- Faculty Success (participant, support)
- Gray DI Program Market Software (lead, coordinate)
- IE/FDRA/HR/IT collaboration to develop SACSCOC Faculty Roster (lead, coordinate)
- National Student Clearinghouse Workgroup (Lead)
- New Degree Program Proposal (lead)
- Persistence Committee (participant, support)
- Project Drive Subject Matter Expert, for Oracle HCM implementation
- SIS Reporting Advisory Workgroup (lead)
- Specialized Accreditation reporting and database (lead, coordinate)
- Strategic Enrollment Planning (SEP) Committee (member)
- Student Information Governance (co-lead, support)
- Student Success Collaborative (Lead)
- Xitracs software implementation (lead, coordinate)

WHAT USF SAYS...

A comprehensive survey was conducted earlier this year encompassing representation from various administrative and academic units across University of South Florida (USF) to evaluate the effectiveness of the services provided by the Office of Decision Support (ODS). The feedback collected offers intriguing perspectives on the pivotal role ODS plays in strategic decision-making and support as identified by our clients. These results highlighted in the adjacent graphic underscore the importance of ODS's work and are instrumental in shaping the continuous improvement of ODS services to meet the evolving needs of the university.

73% dependency rating on ODS services and products for getting their work done

80% importance rating on ODS services and products to their internal operations

73% satisfaction rating we got from the ODS clients for our services and support

University Committees & Initiatives

AAU Data Exchange (AAUDE)
- Valeria Garcia (Primary Representative)
- Jay Unnikrishnan (Alternate Representative)
- Adam Caskie (Alternate Representative)
- Sarah Thomas (Member)
- Brisey Lopez Bello (Support)

AAU Workgroup
- Valeria Garcia (Member)

Academic Affairs & Student Success Leadership Team
- Terry Chisolm (Member)
- Valeria Garcia (Member)
- Christopher Combie (Member)

Academic Analytics Advisory Committee
- Terry Chisolm (Lead)
- Adam Caskie (Member)
- Jay Unnikrishnan (Member)
- Valeria Garcia (Member)

Academic Campus Environment Advisory Committee
- Cynthia Brown Hernandez (Ex-officio Member)
- Christopher Combie (Ex-officio Member)
- Jonna DeSantis (Support)
- Terry Chisolm (Co-Chair)

Accreditation Steering Committee (Reaffirmation)
- Terry Chisolm (Chair)
- Christopher Combie (Ex-officio)
- Mary Kuka-Marchese (Ex-officio)
- Cynthia Brown Hernandez (Ex-officio)

Administrative Advisory Council
- Adam Caskie (Special Projects Team Co-Chair)

Administrative Solutions Governance Workgroup
- Adam Caskie (Member)
- Valeria Garcia (Member)

Advancing Latino Access and Success (ALAS)
- Valeria Garcia (Executive Board)

ALAS Recommendations Implementation Workgroup
- Valeria Garcia (Member)

Alianza Latina Faculty and Staff Association (USF-ALFSA)
- Valeria Garcia (Executive Board)
- Christopher Combie (Member)
- Glendalis Gonzalez (Member)

Black Faculty and Staff Association (BFSA)
- Christopher Combie (Member)
- Michelle Madden (Member)
- Iyshia Lowman (Member)

Carnegie Community-Engaged Learning Steering Committee
- Shruti Kumar (Member)
- Cynthia Brown Hernandez (Member)

CITL-IE Partnership
- Rebecca Gibbons (Lead)
- Joe Boyd (Member)
- Logan Feinberg (Member)
- Michelle Madden (Member)
- Christopher Combie (Backup/ Support)

CMS Lead Content Managers Group
- Brisey Lopez Bello (Member)
- Sarah Thomas (Member)

Data Governance
- Valeria Garcia (Co-lead)
- Terry Chisolm (Co-sponsor)
- Adam Caskie (Member)
- Ken Rodriguez (Member)
- Sarah Thomas (Member)
- Jay Unnikrishnan (Member)
- Shruti Kumar (Member)
- Christopher Combie (Member)

University Committees & Initiatives (cont.)

Data Governance Working Committee
- Valeria Garcia (Co-lead)
- Cynthia Brown Hernandez (Member)
- Jay Unnikrishnan (Member)
- Ken Rodriguez (Member)
- Michael Bolen (Member)
- Sarah Thomas (Member)
- Adam Caskie (Member)
- Christopher Combie (Member)

Downstream Impact Group (DIG)
- Shruti Kumar (Member)

Enrollment Planning & Management Planning Group
- Valeria Garcia (Member)

Faculty Information System Advisory Committee
- Adam Caskie (Co-Lead)
- Theresa Chisolm (Co-Lead)
- Gabriel Prefontaine (Facilitator)

Faculty Senate Workgroups (various)
- Terry Chisolm (Provost Office Ex-officio Member)
- Valeria Garcia (Provost Office Ex-officio Member)

Faculty Success Initiative
- Adam Caskie (Member)
- Terry Chisolm (Member)
- Valeria Garcia (Member)

General Education Council
- Rebecca Gibbons (Ex-officio)

Graduate Council
- Cynthia Brown Hernandez (Ex-officio Member)

Inclusive and Equitable Pedaogy Faculty Learning Community
- Michelle Madden (Co-facilitator)

Information Technology Management Council (ITMC)
- Terry Chisolm (Academic Affairs Representative)
- Valeria Garcia (Ex-officio Member)

National Student Clearinghouse Workgroup
- Glendalis Gonzalez (Lead)

Office of Decision Support - Human Resources Strategic Planning Team
- Glendalis Gonzalez (Member)
- Iyshia Lowman (Member)
- Jennifer McCarthy (Member)
- Laura Hoffman (Member)
- Logan Feinberg (Member)
- Mary Kuka-Marchese (Member)
- Rebecca Gibbons (Member)
- Robert Horchak (Member)
- Sangita Singh (Member)
- Xiaoying Liu (Member)

Persistence Committee
- Glendalis Gonzalez (Member)
- Michael Bolen (Member)

Planning Officers USF Strategic Plan
- Joseph Boyd (Member)

Power BI User Forum
- Adam Caskie (Member)
- Ben Salazar (Member)
- Cynthia Brown Hernandez (Member)
- Saurabh Verma (Member)
- Braden Seidl (Member)
- Glendalis Gonzalez (Member)
- Hennadii Balashov (Member)
- Iyshia Lowman (Member)
- Jay Unnikrishnan (Member)
- Jennifer McCarthy (Member)
- Michael Bolen (Member)
- Sangita Singh (Member)
- Shruti Kumar (Member)
- Tina Gainer (Member)
- Viviana Milla Angeles (Member)
- Xiaoying Liu (Member)

Predictive Analytics Research for Student Success (PARSS)
- Glendalis Gonzalez (Member)
- Michael Bolen (Member)

Quality Enhancement Plan Workgroup
- Rebecca Gibbons (Member)

University Committees & Initiatives (cont.)

Rankings and Points of Pride Workgroup
- Michael Bolen (Core Member)
- Valeria Garcia (Core Member)

Reaffirmation Core & Functional Group
- Terry Chisolm (Member)
- Valeria Garcia (Member)
- Christopher Combie (Member)
- Cynthia Brown Hernandez (Member)
- Brandis Baines-Waiz (Member)
- Joseph Boyd (Member)
- Logan Feinberg (Member)
- Michelle Madden (Member)
- Rebecca Gibbons (Member)
- Mary Kuka-Marchese (Project Manager)

Ruffallo Noel - Levitz Financial Aid Workgroup
- Jay Unnikrishnan (Member)

Sarasota-Manatee Campus Staff Advisory Council Ad-Hoc Rules & Administration Committee
- Rebecca Gibbons (Chair)

SEP Academic Excellence Workgroup
- Cynthia Brown Hernandez (Member)

Status of Latinos Presidential Advisory Council
- Glendalis Gonzalez (Member)

Status of Men Presidential Advisory Council
- Valeria Garcia (Inaugural and Continuing Member)

Strategic Plan Core Support Team
- Jay Unnikrishnan (Member)
- Terry Chisolm (Member)
- Valeria Garcia (Member)

Student Solutions Governance Workgroup
- Cynthia Brown Hernandez (Ex-officio Member)
- Valeria Garcia (Member)

Student Success Collaborative
- Valeria Garcia (Lead/ Sponsor)
- Glendalis Gonzalez (Co-Lead)
- Cynthia Brown Hernandez (Member)
- Hennadii Balashov (Member)
- Jay Unnikrishnan (Member)
- Kevin Meleedy (Member)
- Laura Hoffman (Member)
- Michael Bolen (Member)
- Shruti Kumar (Member)
- Xiaoying Liu (Member)
- Sangita Singh (Member)
- Iyshia Lowman (Member)
- Jennifer McCarthy (Member)
- Viviana Madelaine Milla Angeles (Member)
- Bruce McCollaum (Member)

Student Success Council
- Valeria Garcia (Member)

Student Well-Being Initiative
- Michael Bolen (Member: Engagement and Data Analysis Workgroup)

SUS Accreditation Liaison Officers Workgroup
- Cynthia Brown Hernandez (Member)
- Christopher Combie (Member)

Transfer Student Success Council - Helios Grant Subgroup
- Valeria Garcia (Member)

Transfer Success Strategic Planning Committee
- Valeria Garcia (Member)

Undergraduate Council
- Cynthia Brown Hernandez (Ex-Officio Member)

University Athletics Council
- Adam Caskie (Member)

University Cohort Committee
- Glendalis Gonzalez (Lead)
- Kevin Meleedy (Member)
- Valeria Garcia (Member)

University Committees & Initiatives (cont.)

University Conduct Board
- Cynthia Brown Hernandez (Member)
- Rebecca Gibbons (Member)

University Leadership Council
- Terry Chisolm (Member)
- Christopher Combie (Member)
- Valeria Garcia (Member)

USF BOG IRDF Workgroup
- Adam Caskie (Member)

USF CoPilot Center of Excellence
- All ODS Team members (Member)

USF Leadership Enrichment Group
- Cynthia Brown Hernandez (Member)

USF PATS Final Appeals Committee (Non-Student)
- Brandis Baines-Waiz (Chair)

USF PBF/PE Accountability Team
- Terry Chisolm (Co-lead)
- Valeria Garcia (Member)
- Jonna DeSantis (Support)

USF Project Managers Group
- Valeria Garcia (Member)
- Brisey Lopez Bello (Member)
- Mary Kuka-Marchese (Member)
- Sarah Thomas (Member)

USF Title IX Office
- Adam Caskie (Title IX Advisor Volunteer)

Xitracs Implementation Team
- Adam Caskie (Member)
- Chirag Jain (Member)
- Christopher Combie (Advisor)
- Cynthia Brown Hernandez (Advisor)
- Joe Boyd (Member)
- Michelle Madden (Member)
- Logan Feinberg (Member)
- Rebecca Gibbons (Member)
- Mary Kuka-Marchese (Project Manager)

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

ODS Goals

1	Facilitate decision making by providing accurate and timely analytics, peer benchmarking, projections, research, and guidance to USF leadership and internal stakeholders.
2	Foster institutional effectiveness and mitigate risks to the university by implementing quality assurance and quality improvement processes.
3	Collect, coordinate, and provide accurate and timely data, reports, and information to regulators and other external entities.
4	Engage in process improvement to improve data integrity and ensure the validity of official data about students, faculty, and curricula.

Strategic Plan Goals

1	**Student Success at USF and beyond** - To promote the success of well-educated, highly skilled, and adaptable alums who, as lifelong learners, lead enriched lives, contribute to the democratic process, function as engaged community citizens, and thus thrive in a dynamic global market.
2	**Faculty excellence in research and innovation** - To conduct high-impact research and innovation to advance frontiers of knowledge, solve global problems, and improve lives.
3	**Partnerships and engagement with local, national and global impact** - To be a major social and economic engine creating robust global, national, and regional partnerships to build a prosperous and sustainable future for our regional communities and the state of Florida.
4	**A diverse and inclusive community for learning and discovery** - To provide a safe, inclusive, and vibrant community for learning, discovery, creative activities, and transformative experiences enabled through adaptive design of physical, social, and digital environments.
5	**A strong, sustainable, and adaptable financial base** - To practice continuous visionary planning and sound stewardship throughout USF to ensure a strong and sustainable financial base and adapt proactively to emerging opportunities in a dynamic environment.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

CATEGORY: Academic Portfolio

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Collaborated with the Florida BOG and SUS institutions on the 2024 Programs of Strategic Emphasis (PSE).	APOR			*		*		*		*
Develop an academic planning community of practice with the utilization of analytics to foster academic program portfolio decision making.	APOR	*				*				
Reviewed and edited multiple proposed contracts, MOUs, and other agreements to ensure compliance with SACSCOC and BOG requirements.	APOR EXEC	*		*		*				
Facilitated development of new and revised curriculum and method of delivery expansion with faculty.	APOR		*			*				
Facilitated new degree programs proposals.	APOR			*		*				
Developed, enhanced and maintained academic planning tools (e.g., Curriculum Codes, CIP Code Tracking, Degree Inventory, Intent Proposals, etc.).	APOR		*			*				

CATEGORY: Accreditation

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Coordinated the training, collection of narrative and evidence, refinement of narratives and evidence, building in Xitracs, and overall development of the first draft of the USF Compliance Certification Report for SACSCOC.	IE APOR		*	*	*				*	*
Project managed the SACSCOC Reaffirmation project including status reporting and the tracking of the development of the Compliance Certification Report (CCR) which included (training, collection of narrative and evidence, refinement of narratives and evidence, and building in Xitracs.)	SIP		*	*	*				*	*
Facilitated the transition of QEP Director and continued support of QEP development.	IE		*	*	*				*	*
Socialized reaffirmation timelines, requirements, and status updates with institutional stakeholders (USF President, Board of Trustees, Accreditation Steering Committee, UG/Graduate Councils).	IE APOR	*		*					*	*

See page 3 for color and acronym codes.

CATEGORY: Accreditation (cont.)

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Reviewed USF policies and regulations for alignment with our accrediting agency's policies and standards.	IE APOR	*	*	*		*	*			
Developed narrative and collected evidence for various accreditation standards within the Compliance Certification Report.	IE APOR			*					*	*
Managed accreditation substantive change process, including submission and reporting.	APOR	*	*	*	*	*				
Designed and launched an accreditation style guide to provide the USF community with accurate information for representation to external entities.	IE	*		*	*			*	*	
Developed and distributed the Accreditation Digest to provide essential information to key stakeholders about the progress of reaffirmation.	IE	*			*			*		

CATEGORY: Assessment

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Facilitated administrative unit effectiveness reporting.	IE		*	*		*			*	*
Created and disseminated Assessment Archive of historical reports.	IE	*		*					*	
Created a workgroup of faculty and staff stakeholders to revise USF Assessment Standards and process in alignment with repeal of assessment-related BOG Regulation.	IE		*		*	*			*	
Facilitated assessment of student learning outcomes in academic programs as well as student support services units.	IE		*	*		*				
Completed implementation into Xitracs in order to collect and review all academic program assessments and student support services assessments.	IE SIP		*	*	*	*			*	

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

CATEGORY: Collaboration

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Fulfilled External Data Requests for over forty stakeholders throughout the USF community. Worked with requestors to determine needs and to provide quality relevant data.	FDRA	*		*	*		*			*
Partnered in conceptualizing dashboards, validated data and developed numerous data dashboards supporting efforts for student data.	APOR EXEC FDRA SIP SSRA	*		*		*	*			
Collaborated with end-users, URO and IT on the migration of SIS reports to a new platform.	APOR	*				*	*			*
Managed and contributed to the ODS Knowledge base that houses information and documentation available for all of USF on ODS projects (e.g., Accountability Plans, IPEDS, PPA, EDRs as well as notifications on updates and outages for FIS).	APOR FDRA IE SIP SSRA				*	*	*			
Project management of major reporting projects: IPEDS, Accountability Plan, College Accountability, ODS Annual Report, ODS Annual Planning and Degree Productivity Reporting.	APOR SIP	*	*	*	*	*		*		
Coordinated user access to the Student Data and Student Information Systems including verification of FERPA training.	APOR		*				*			
Project managed the Xitracs implementation project to support SACSCOC Reaffirmation as well as migration from the System for Assessment Management (SAM) and FAIR for Faculty Credentialing. Implemented additional modules in Xitracs to support SACSCOC Reaffirmation.	FDRA SIP	*		*	*	*	*			
Set up AAU Data Exchange, AAUDE, processes to work in conjunction with existing data request processes, run triage meetings and track and manage all AAUDE data requests.	SIP				*	*	*			*
Received Customer Achievement Award from Concord for Xitracs implementation.	APOR FDRA IE SIP			*	*			*		
Provided Assessment and Academic Program Review data for College Accountability Framework.	IE	*				*	*			

See page 3 for color and acronym codes.

CATEGORY: Collaboration (cont.)

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Implemented Academic Program Review management process through project management and enhanced use of software products (i.e. Jira, Teams, Confluence). Streamlined operational logistics APR management process.	IE SIP	*		*	*	*	*			
Maintained all ODS equipment, software and licenses to meet technology needs and budgetary restrictions within the department.	FDRA LEAD SIP		*		*			*		*
Explored and implemented best-practice methods in Institutional Effectiveness areas based on AAU and HLC analysis and research.	IE		*		*				*	*
Developed and implemented a streamlined communication plan to request submissions from institutional stakeholders across functional areas.	IE		*		*				*	
Provided assessment, employment, and research productivity data as well as other data for Academic Program Reviews.	APOR FDRA IE SSRA UPSA	*		*		*			*	
Served on, and provided support for, internal (USF Planning Officers, SM campus Staff Advisory Council) and external (COQEBS, LEAP Tampa Bay, SACSCOC Peer Advisory Board, AALHE, SAAL, Grand Challenges in Assessment) organizations and committees.	IE			*				*		

CATEGORY: External & Internal Reports

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Fulfilled and verified ad-hoc requests for student, faculty and curricular data requested by USF staff and faculty, AAUDE, FL SUS BOG and the Florida State Legislature. Also did impact evaluation during the Florida State Legislative sessions.	APOR FDRA IE SSRA UPSA	*	*	*	*	*	*			
Fulfilled, verified and managed the External Data Review process to ensure accuracy for all data submitted to external entities.	APOR FDRA IE EXEC SSRA UPSA		*		*	*				

See page 3 for color and acronym codes.

CATEGORY: External & Internal Reports (cont.)

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Reviewed USF's policies and regulations in compliance with BOG regulation.	APOR	*		*		*	*			
Managed accreditation substantive change process, including submission and reporting.	APOR	*	*	*	*	*				
Provided final Programs of Strategic Emphasis (PSE) data for consumption by USF employees, databases, dashboard, etc.	APOR	*		*	*	*				
Development of new SIS reports and consolidation of existing SIS reports to enhance end-users abilities to gathering critical data to meet their operational reporting needs and reduce redundancies	APOR	*		*		*				
Collected, reviewed, and provided Institute & Center financial and formal review documents to the BOT and BOG in alignment with increased BOG oversight	EXEC IE			*			*			*
Submitted data to national university initiatives (e.g., SAM Student Achievement Measure).	SSRA			*		*				

CATEGORY: Faculty Success

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Provided data for and facilitated data migration to Xitracs for Faculty Credentialing and Assessment	APOR IE FDRA	*	*	*		*	*			
Continued Improvement of the Academic Analytics Faculty Insights/External Discovery Suite platform for USF and coordinated the Academic Analytics Advisory Council to advance the utilization of the platform.	EXEC FDRA			*			*			
Developed a new Post Tenure Review module for the Faculty Information System (FIS) in Archivum to remain compliant with Florida Statutes.	FDRA			*			*			
Continued development of Faculty Information System (FIS) in Archivum, with Tenure and Promotion, Annual Faculty Evaluations, and Annual Faculty Assignments, and coordinated an FIS Advisory Group of Faculty and Staff.	EXEC FDRA			*			*			
Updated Xitracs module for faculty data reporting, cleaned faculty records, and created professional development activities for faculty & staff.	IE			*		*				

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

CATEGORY: Rankings

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Submitted data to over 40 surveys and publication company requests for data (e.g., US News, Times Higher Ed, etc.).	EXEC FDRA SSRA UPSA	*		*				*		
Maintained the Rankings Hub with added ranking trends supporting the monitoring of USF's performance on over 65 rankings.	UPSA SSRA	*		*				*		

CATEGORY: State & Federal Reports

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Developed statistical forecasting models for OneUSF, Goals for Yearly Accountability Plan for OneUSF to the BOG.	EXEC SIP SSRA		*	*		*				
Submitted BOG State files successfully and established a more robust process for state file coordination, including a focus on rigorous quality assurance and timely submissions.	FDRA SSRA		*	*		*		*		
Integrated New Strategic Emphasis programs into the SUS Accountability plan forecasts.	SSRA	*	*	*		*		*		
Automated all student IPEDS surveys in collaboration with IT, including all relevant documentation.	EXEC SIP		*	*				*		
Supported statistical forecasting models for OneUSF Goals in the Accountability Plan, while integrating PPA goals at the college level.	EXEC SSRA	*		*		*				

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

CATEGORY: Strategic Initiatives

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Advanced the coordination and data collection processes to manage USF Strategic Plan Metrics project ensuring the university's strategic plan goals are measured and tracked to meet expectations.	EXEC SIP	*	*	*	*	*	*	*	*	*
Completed ODS Development Platform evaluation and built out ODS Infrastructure roadmap.	SIP				*					*
Analyzed and redesigned Confluence online documentation space to enhance user experience and encourage collaborative knowledge sharing throughout USF.	SIP				*	*	*		*	
Elevated the use of visualization and analytic tools (e.g., SAS BI, Power BI, Tableau) to be able to provide timely data and insights needed for informed decision-making.	APOR FDRA SSRA UPSA	*	*	*	*	*	*	*		

CATEGORY: Student Success

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Continued to support grant work for colleges including Lumina, Flit-GAP, TRIO Grant, and College of Engineering NSF funded grant: Florida IT Pathways to Success.	APOR SSRA		*				*			
Supported the USF Persistence committees with statistical risk models i.e., FYR, GPA APR models, and student at-risk lists.	SSRA		*			*				
Guided and maintained the FTIC student cohorts in Banner and established Transfer student cohorts for OneUSF.	SSRA		*			*				
Leveraged National Student Clearing House (NSC) data for analysis on student success initiatives and deployed NSC Premium Data for ease of analysis.	SSRA	*				*				
Partnered with SME areas such as Research, USF World and IT to streamline data sources and reporting for College Accountability.	SSRA	*		*	*					

See page 3 for color and acronym codes.

CATEGORY: Surveys & Dashboards

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Submitted data for and collaborated on the submission of various national surveys i.e., IPEDS, NCAA, Veteran's Survey, CUPA, AAUP, OSU, Delaware.	FDRA SIP SSRA			*	*		*		*	
Continued routine administration and analyses of student surveys, including the Graduating Senior Survey, Graduate School Exit Survey, Dean evaluations, First Destination Survey, New Bulls Intake Survey, and the Student Well-Being Survey).	UPSA	*		*		*				
Developed, administered and analyzed data on a new survey on Student Engagement and Experience.	UPSA	*		*		*				
Developed, administered and analyzed a survey on SIS Reports.	APOR	*		*		*				
Maintained College Accountability Navigation website and reports & dashboards as well as developed new summery-level reports dedicated to College Accountability Framework.	SSRA	*		*	*					
Designed and developed College Scorecards to track progress on goals for Colleges leadership across 11 strategic metrics.	SSRA	*		*	*					
Maintained and supported dashboards for internal and external stakeholders: PBF, Preeminence, Career Readiness & Post Graduation Outcomes, Key Performance Indicators, University Facts, Faculty Success, Master Faculty Roster, Doctoral Student Success, Graduate and Undergraduate Admissions Goal to Enroll, FTIC Admission Profile, Admitted Not Enrolled (NSC) , Course Modality, Course Grades Distribution, Distance Learning, Headcount, SCH & FTE, Completions, Enrollment Suite, FTIC and Transfer Student Success Suites, FTIC Retention & Graduation, Academic Program Review - Headcount & Completions, Graduating Senior Survey, Graduate School Exit Survey, NSSE, BCSSE, FDS, Student Well-Being Survey, Student Experience & Engagement Survey, New Bulls Intake Survey, Degree Inventory, and the Campus Climate Survey.	APOR FDRA SSRA UPSA	*	*	*			*			

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

CATEGORY: Training

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Provided mentorship and research opportunities for undergraduate and graduate students and hands-on job training.	APOR IE SSRA		*			*				
Provided hands-on training in Jira and Confluence.	SIP		*						*	
Increased the quality and access of IE written & digital collateral such as webpages, training videos, slides, templates and user-guides.	IE				*	*			*	
Designed, recorded, and launched new USF faculty member orientation materials introducing Institutional Effectiveness.	IE		*		*				*	
Updated and revised content in the Canvas course for training for Academic Program Assessment and Student Support Services Assessments.	IE			*	*	*				
Created project management standards, gave presentation for training purposes and published all information in Confluence.	SIP				*	*	*			*
Updated training materials and provided training for SAP SIS Reporting, Faculty Qualifications, SACSCOC Compliance Certification Report, Institutes & Centers, Academic Program Review, and Assessment.	APOR FDRA IE		*	*		*				

See page 3 for color and acronym codes.

CONTRIBUTIONS TO THE STRATEGIC PLAN

Overall ODS Goals and USF Strategic Plan

USF Strategic Plan Progress Scorecard

Goal 1. Student Success at USF & Beyond

www.usf.edu/ods

College Scorecards

Sponsored Research Per Tenure Track FTE

Academic Program Review - Degrees

Academic Program Review - Headcount

Academic Program Review Confluence Page

Academic Master Plan

Admissions

Admitted Not Enrolled (National Student Clearinghouse)

Assessment Canvas Course

Assessment Dashboard

AAUDE data submissions and survey responses - Student Data

Career Readiness & Post-Graduation Outcomes Hub

Career Readiness Dashboard (Link is available at request as this is a secure report)

College Accountability - Academic Progress Rate

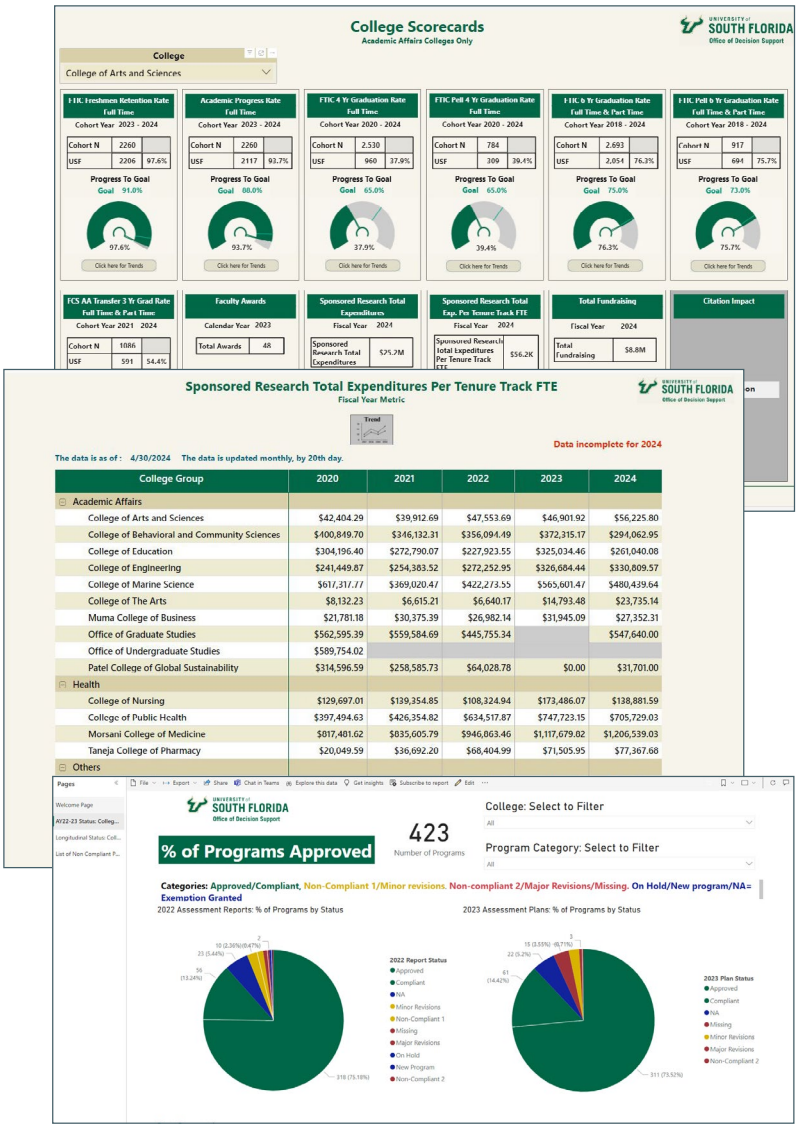
College Accountability - Average GPA & SAT scores

College Accountability Navigation

Completions

Course Catalog Search Dashboard (Link is available at request as this is a secure report)

Course Grades Distribution



CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT.)

Course Progression & Modality

Degree Inventory Dashboard

Enrollment

Graduate Student Success

ODS Student Success Hub

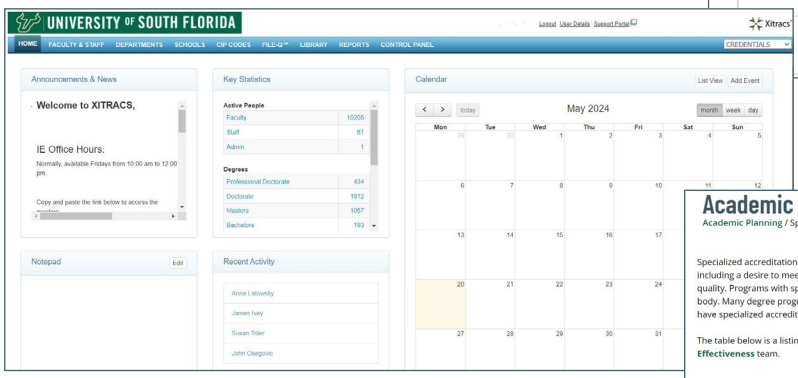
Specialized Accreditation Application

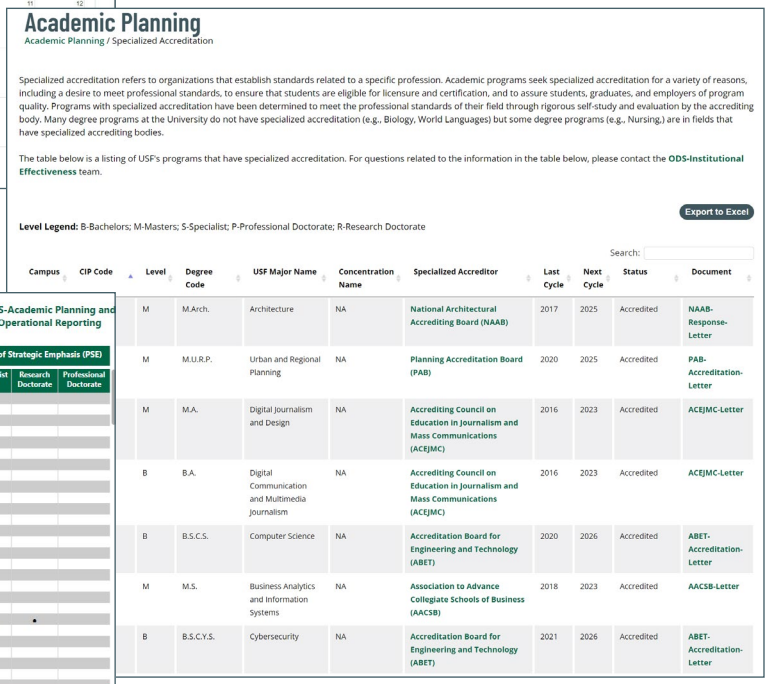
STEM (BOGO) Waiver Dashboard

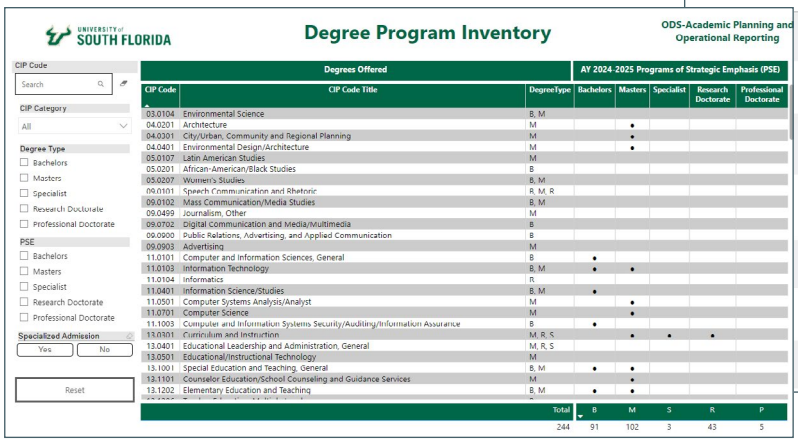
Survey Research Hub

Undergraduate Student Success (FTIC & Transfers)

University Performance Analytics Suite – Student Indicators







CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT.)

Goal 2. Faculty excellence in research & innovation

www.usf.edu/ods/data-tools/faculty-tools.aspx

Academic Master Plan Process

AAUDE data submissions and survey responses - Faculty Data

Course Catalog Search Dashboard (Link is available at request as this is a secure report)

Degree Inventory PSE Dashboard

Discovery Suite – Academic Analytics

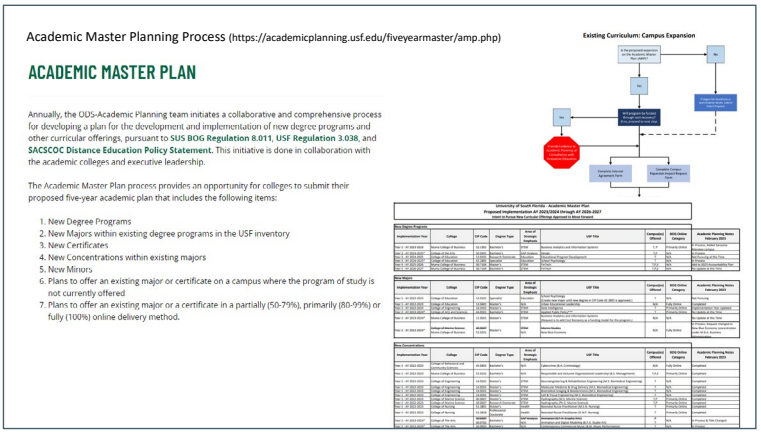
Faculty Demographics

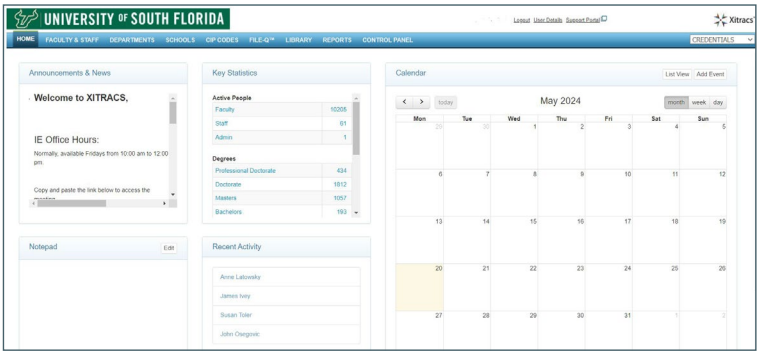
Faculty Diversity

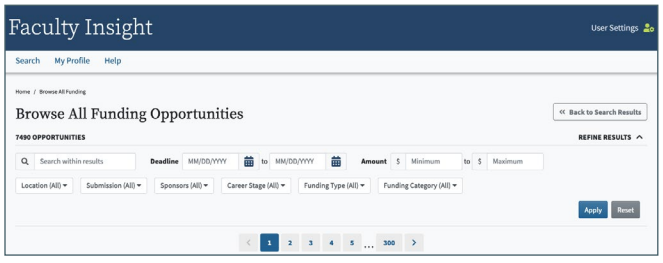
Faculty Hub

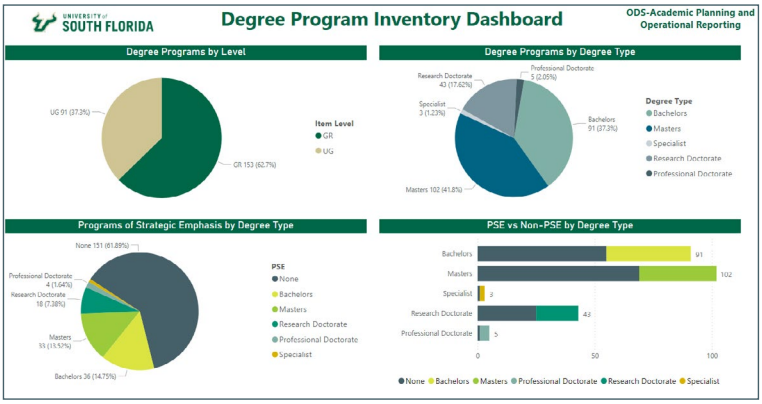
Faculty Insight Portal – Academic Analytics

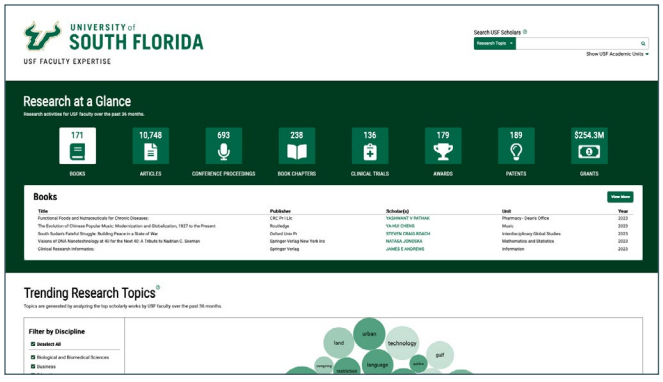
University Performance Analytics Suite – Faculty Indicators











CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT.)

Goal 3. Partnerships and engagement with local, national, and global impact

[Advancing USF's AAU Readiness]

[External Data Reporting oversight]

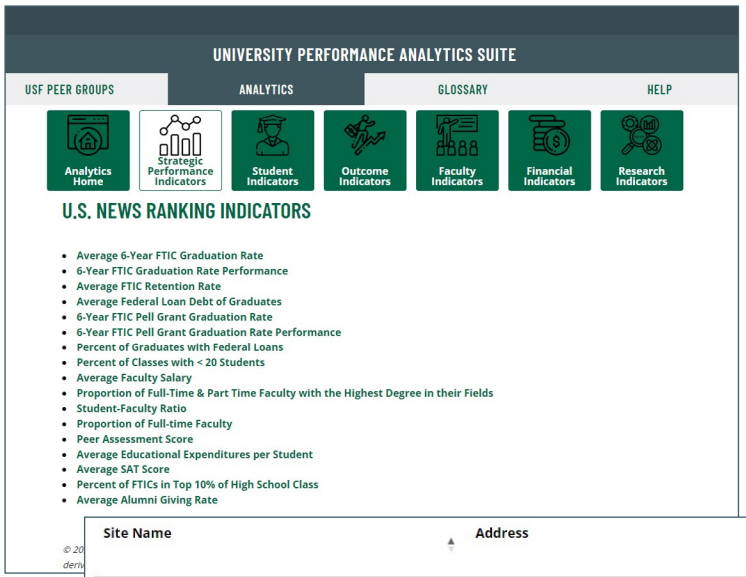
External Professional Roles held by ODS Staff – ODS Annual Report (View at External Professional roles held by ODS Staff within this report)

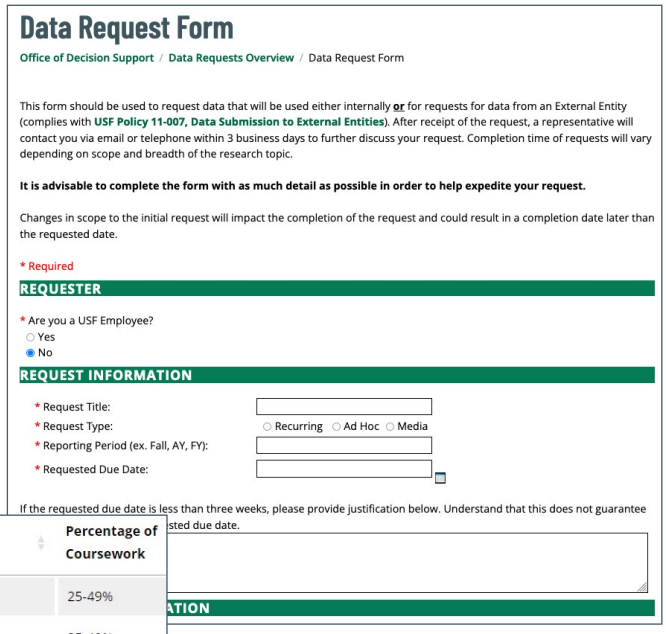
[Off-Campus Instructional Site Application]

[Rankings Monitoring]

[SACSCOC Reaffirmation Confluence Page]

[University Performance Analytics Suite]





Site Name	Address	Percentage of Coursework
Braden River High School	6545 SR 70 East, Bradenton, FL 34203	25-49%
Clam Bayou Marine Education Center	4240 35th Ave S, Saint Petersburg, FL 33711	25-49%
Kathleen High School	1100 Red Devil Way, Lakeland, FL 33815	25-49%
Pine View High School	1 Python Path, Osprey, FL 34229	25-49%
USF Health in South Tampa	560 Channelside Drive, Tampa, FL 33602	≥50%
USF Sarasota- Manatee Science Labs at Mote Marine Laboratory	1600 Ken Thompson Pkwy, Sarasota, FL 34236	25-49%

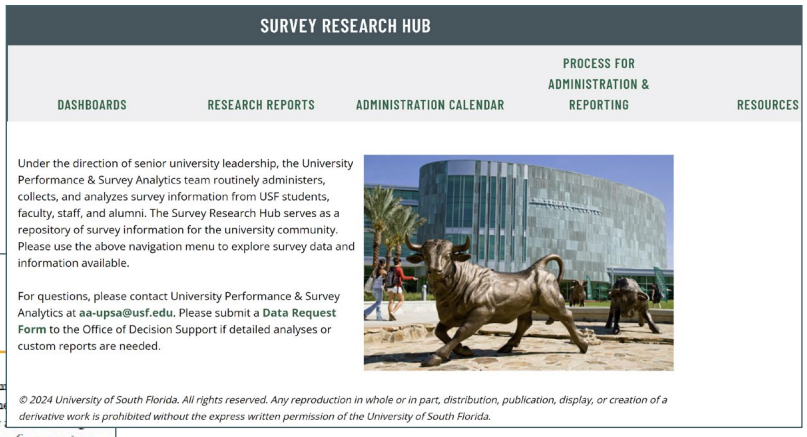
CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT)

Goal 4. A diverse and inclusive community for learning

[Campus Climate Survey]

[Pocket Fact Book]

[Survey Research Hub]


SURVEY RESEARCH HUB

DASHBOARDS | RESEARCH REPORTS | ADMINISTRATION CALENDAR | PROCESS FOR ADMINISTRATION & REPORTING | RESOURCES

Under the direction of senior university leadership, the University Performance & Survey Analytics team routinely administers, collects, and analyzes survey information from USF students, faculty, staff, and alumni. The Survey Research Hub serves as a repository of survey information for the university community. Please use the above navigation menu to explore survey data and information available.

For questions, please contact University Performance & Survey Analytics at **aa-upsa@usf.edu**. Please submit a **Data Request Form** to the Office of Decision Support if detailed analyses or custom reports are needed.

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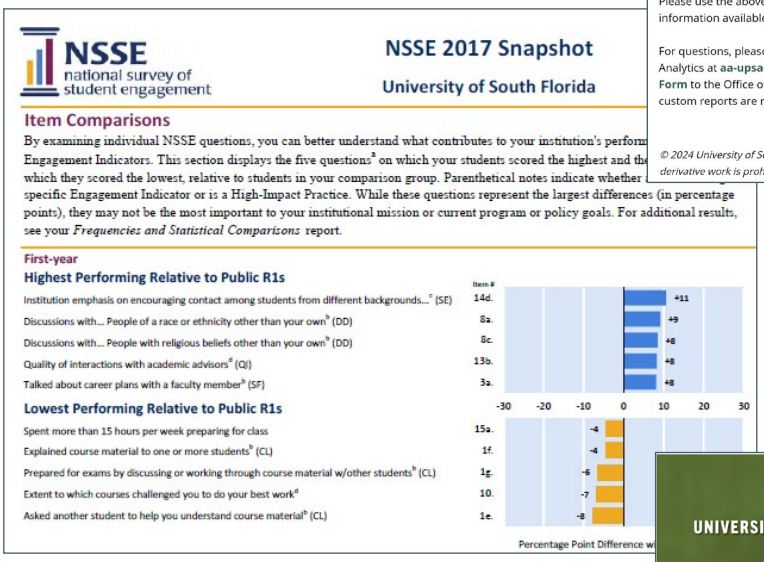

NSSE national survey of student engagement

NSSE 2017 Snapshot

University of South Florida

Item Comparisons

By examining individual NSSE questions, you can better understand what contributes to your institution's perform… Engagement Indicators. This section displays the five questions[a] on which your students scored the highest and th… which they scored the lowest, relative to students in your comparison group. Parenthetical notes indicate whether … specific Engagement Indicator or is a High-Impact Practice. While these questions represent the largest differences (in percentage points), they may not be the most important to your institutional mission or current program or policy goals. For additional results, see your *Frequencies and Statistical Comparisons* report.

First-year

Highest Performing Relative to Public R1s

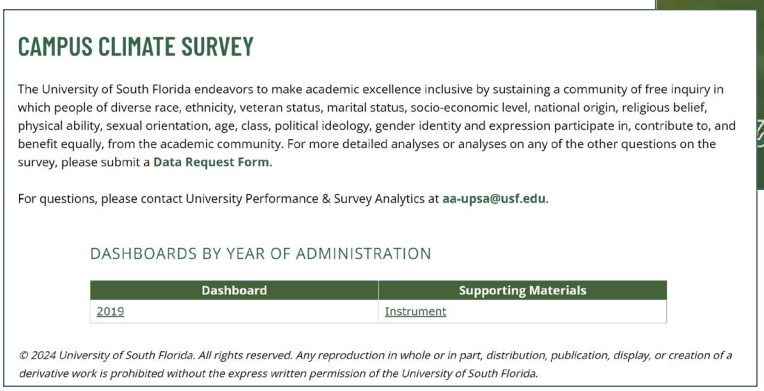
	Item #	
Institution emphasis on encouraging contact among students from different backgrounds...[c] (SE)	14d.	+11
Discussions with... People of a race or ethnicity other than your own[b] (DD)	8a.	+9
Discussions with... People with religious beliefs other than your own[b] (DD)	8c.	+8
Quality of interactions with academic advisors[d] (QI)	13b.	+8
Talked about career plans with a faculty member[b] (SF)	3a.	+8

Lowest Performing Relative to Public R1s

Spent more than 15 hours per week preparing for class	15a.	-4
Explained course material to one or more students[b] (CL)	1f.	-4
Prepared for exams by discussing or working through course material w/other students[b] (CL)	1g.	-6
Extent to which courses challenged you to do your best work[d]	10.	-7
Asked another student to help you understand course material[b] (CL)	1e.	-8

-30 -20 -10 0 10 20 30

Percentage Point Difference w…


CAMPUS CLIMATE SURVEY

The University of South Florida endeavors to make academic excellence inclusive by sustaining a community of free inquiry in which people of diverse race, ethnicity, veteran status, marital status, socio-economic level, national origin, religious belief, physical ability, sexual orientation, age, class, political ideology, gender identity and expression participate in, contribute to, and benefit equally, from the academic community. For more detailed analyses or analyses on any of the other questions on the survey, please submit a **Data Request Form**.

For questions, please contact University Performance & Survey Analytics at **aa-upsa@usf.edu**.

DASHBOARDS BY YEAR OF ADMINISTRATION

Dashboard	Supporting Materials
2019	Instrument

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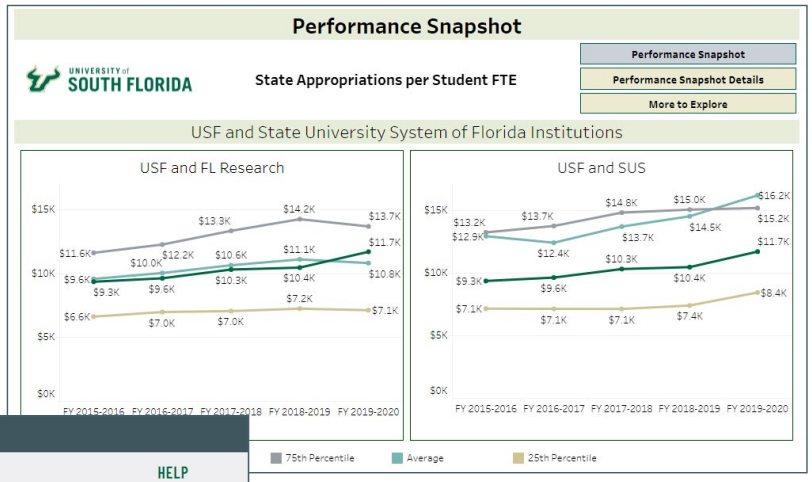
CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT)

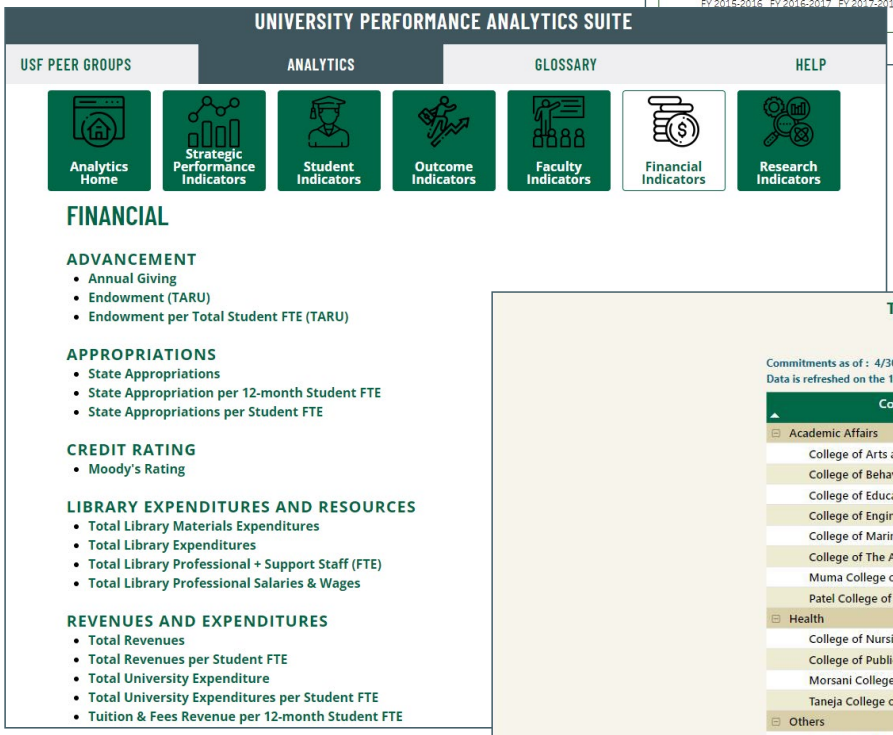
Goal 5. A strong, sustainable and adaptable financial base

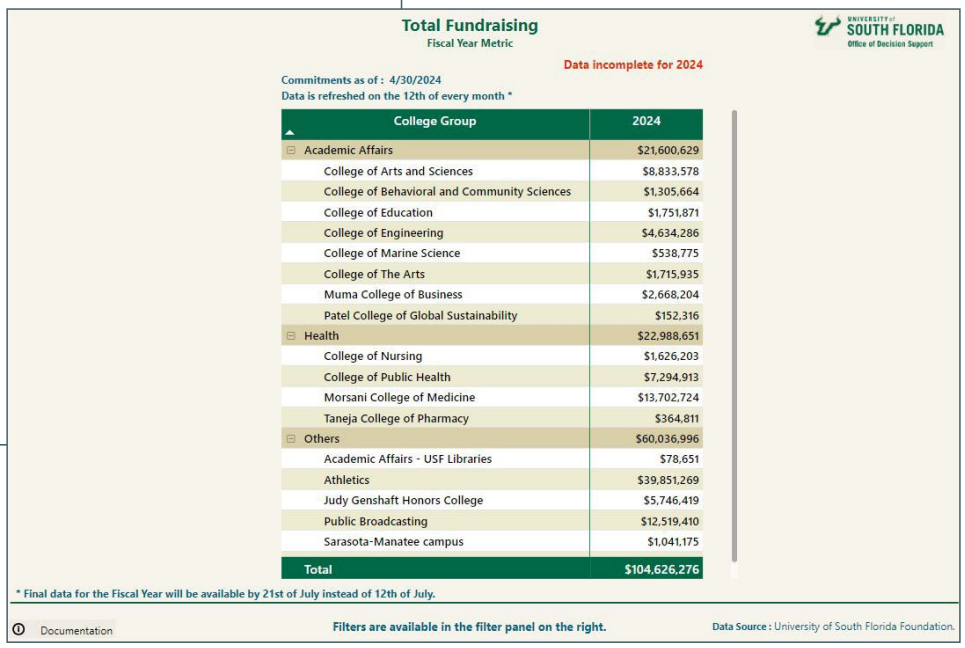
[USF Accountability Plan]

[University Performance Analytics Suite – Financial Indicators]

[Total Fundraising report added on College Accountability Navigation]







College Group	2024
Academic Affairs	$21,600,629
College of Arts and Sciences	$8,833,578
College of Behavioral and Community Sciences	$1,305,664
College of Education	$1,751,871
College of Engineering	$4,634,286
College of Marine Science	$538,775
College of The Arts	$1,715,935
Muma College of Business	$2,668,204
Patel College of Global Sustainability	$152,316
Health	$22,988,651
College of Nursing	$1,626,203
College of Public Health	$7,294,913
Morsani College of Medicine	$13,702,724
Taneja College of Pharmacy	$364,811
Others	$60,036,996
Academic Affairs - USF Libraries	$78,651
Athletics	$39,851,269
Judy Genshaft Honors College	$5,746,419
Public Broadcasting	$12,519,410
Sarasota-Manatee campus	$1,041,175
Total	$104,626,276

External Professional Roles Held by ODS Staff

Adam Caskie

- Member, 2022-2024 Association for Institutional Research (AIR) Forum, Strategy and Program Committee
- Proposal Reviewer, 2024 AIR Forum
- Data and Policy Advisory Committee, Commission on Information, Measurement, & Analysis (CIMA), one of the operational commissions of the Association of Public and Land-grant Universities (APLU)
- Ex-officio Member, SUS Council of Data Administrators

Brisey Lopez Bello

- Member, Project Management Institute

Christopher Combie

- Member, Association for Institutional Research (AIR)
- Visiting Committee Peer Evaluator, SACSCOC
- Member, SUS Accreditation & Assessment Network

Cynthia Brown Hernandez

- USF Representative Alternate, CAVP Academic Coordinating Group
- Member, SACSCOC 5th Year Committee
- Member, SUS Accreditation & Assessment Network

Hennadii Balashov

- Member, SUS Accreditation & Assessment Network

Jay Unnikrishnan

- Member, Association for Institutional Research (AIR)
- Member, Higher Education Data Warehouse (HEDW) Forum
- Member, VSA Analytics

Joseph Boyd

- Member, Association for Institutional Research (AIR)
- Member, Florida Association for Institutional Research (FAIR)
- Member, SUS Accreditation & Assessment Network

Logan Feinberg

- Member, Association for Institutional Research (AIR)
- Member, SUS Accreditation & Assessment Network

Mary Kuka-Marchese

- Member, Association for Institutional Research (AIR)
- Member, Project Management Institute

Michael Bolen

- Past-President, Florida Association for Institutional Research (FAIR)
- Member, US News Institutional Research Advisory Committee
- Member, Association for Institutional Research (AIR)
- Coffee Chat Moderator, Association for Institutional Research (AIR)

Michelle Madden

- Leadership Council Member, LEAP Tampa Bay
- Member, SACSCOC Peer Review Advisory Board
- Member, Society for College and University Planning
- Member, SUS Accreditation & Assessment Network

External Professional Roles Held by ODS Staff (cont.)

Rebecca Gibbons

- Member, Association for Institutional Research (AIR)
- Board of Directors Member, Association for the Assessment of Learning in Higher Education
- Board Liaison, Association for the Assessment of Learning in Higher Education Intersection Committee
- Rapid Pedagogical Change Workgroup Member, Grand Challenges in Assessment
- Editor, Intersection: A Journal at the Intersection of Assessment and Learning
- Research on and Advancing Knowledge Committee Member, Student Affairs Assessment Leaders
- Member, SUS Accreditation & Assessment Network

Sangita Singh

- SUS Sector Representative, Florida Association for Institutional Research (FAIR)

Sarah Thomas

- Member, Project Management Institute

Terry Chisolm

- Advisory Board, ACE Women's Network of Florida
- USF Representative, CAVP Academic Coordinating Group
- Planning Committee, Commission on Information, Measurement, & Analysis (CIMA), one of the operational commissions of the Association of Public and Land-grant Universities (APLU) (2019)

Valeria Garcia

- Member, Association for Institutional Research (AIR)
- Executive Committee, Commission on Information, Measurement, & Analysis (CIMA), one of the operational commissions of the Association of Public and Land-grant Universities (APLU)
- USF Data Liaison, Florida Board of Governors Office of Data and Analytics
- USF Data liaison, Florida Consortium of Research Metropolitan Universities
- USF Representative, Hillsborough College Access Network (HCAN) LEAP Data Workgroup
- USF Data Liaison, Tampa Bay Talent Hub
- Data Administrator, SUS Council of Data Administrators
- ALAS Advisory Committee, Co-lead
- Institutional Primary Contact and Member, AAU Data Exchange

Viviana Madelaine Milla Angeles

- Member, Association for Institutional Research (AIR)

Xiaoying Liu

- IPEDS Educator, Association of Institutional Research in partnership with NCES

Conference Presentations by ODS Staff

Adam Caskie, *A Leadership Mindset: Thriving in the Modern IR Landscape - Panel Session,* Association for Institutional Research (AIR)

Hennadii Balashov, *Forecasting Goals for Student Success Metrics in Accountability Performance Reporting using SAS® Visual Analytics,* SouthEast SAS® Users Group (SESUG)

Joseph Boyd, *Harness Innovation: Leveraging Project Management to Enhance Program Review (USF IE),* Association for Institutional Research (AIR)

Joseph Boyd, *Program Review: Meaning-Making through Data Alignment and Conversation,* SACSCOC Annual Meeting

Logan Feinberg, *Unleash Synergy: Mastering Multi-Unit Collaboration,* National Student Success Conference

Logan Feinberg, *Unleash Synergy: Mastering Multi-Unit Collaboration,* SACSCOC Annual Meeting

Mary Kuka-Marchese, Rebecca Gibbons, Logan Feinberg, Joe Boyd, *USF's Xitracs Transition: Programs & Credentials Modules ,* Fall 2023 Xitracs User Meeting

Michael Bolen, *Understanding Grad Rates by Evaluating Student Interactions with Faculty (*Best Paper/Presentation for Affiliate Organization),* Association for Institutional Research (AIR)

Michael Bolen, *Understanding Grad Rates by Evaluating Student Interactions with Faculty,* Florida Association for Institutional Research (FAIR)

Rebecca Gibbons, *Assessment Integration with Curriculum and Instruction: Results of a National Survey,* Association for the Assessment of Learning in Higher Education (AALHE) Annual Conference

Rebecca Gibbons, *Assessing student learning in higher education: Integrating assessment into curriculum and instruction with implications for accreditation, evaluation, and communication,* Association for the Assessment of Learning in Higher Education (AALHE) Annual Conference

Rebecca Gibbons, *Innovating an Administrative Effectiveness Process,* SACSCOC Annual Meeting

Rebecca Gibbons, *Assessing SLOs (Standard 8.2a) at Three Florida R1s,* SACSCOC Annual Meeting

Rebecca Gibbons, *If we can do it, so can you! Assessment at 3 R1 Universities in Florida,* University of Florida Assessment Conference

Sangita Singh, *Evolving Analytics Tools for Tracking College Level Metrcis ,* Association for Institutional Research (AIR)

Shruti Kumar , *Evolving Analytics Tools for Tracking College Level Metrcis ,* Association for Institutional Research (AIR)

Umar Abdullah, Adam Caskie, *IPEDS Human Resources Data Analytics with PowerBI,* Association for Institutional Research (AIR)

Xiaoying Liu , *Forecasting Goals for Student Success Metrics in Accountability Performance Reporting using SAS® Visual Analytics,* SouthEast SAS® Users Group (SESUG)

Valeria Garcia, *Meet the new members: A panel of the new to AAU(DE),* AAU Data Exchange Annual Meeting

Valeria Garcia, *Data Literacy and Data Culture*, APLU Annual Meeting 2023, Panel Presentation

Valeria Garcia, Adam Caskie, *Academic Analytics: Planning for success, using data to advance the university's strategic plan,* AAU Data Exchange Annual Meeting

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