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Using Data to Make Decisions

UW ADVANCE
Fall Quarterly Leadership Workshop
December 13, 2016

University of Washington Center for Institutional Change

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AGENDA

10:00 – 10:10	Welcome and Introductions
10:10 – 11:10	Panel and Q&A
11:10 – 11:45	Small Group Activity
11:45 – 11:50	Wrap-up and Evaluations
11:50 – 12:30	Networking Lunch

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WELCOME & INTRODUCTIONS

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Panelists

- Kojay Pan, Director of Finance & Administration, College of Engineering
- Susan Astley, Professor, Pediatrics, School of Medicine; Epidemiology, School of Public Health
- Richard Karpen, Director & Professor, School of Music

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PANEL AND Q&A

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KOJAY PAN
DIRECTOR OF FINANCE AND ADMINISTRATION
COLLEGE OF ENGINEERING

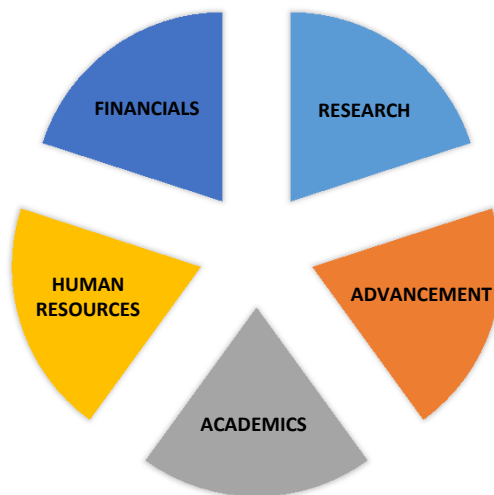
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ADVANCE Leadership Workshop 12/13/2016

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What Kind of Data Are Out There?



How Is Campus Using Data?

- > Faculty Hiring Planning
- > Enrollment Planning
- > Academic Data
- > Infrastructure Planning
- > Research Related Data
- > Peer Comparison Data
- > Payroll Data
- > Performance & Productivity
- > Benchmarking
- > Federal Compliance
- > Audit Compliance
- > Financial Reporting
- > Indirect Cost Negotiations
- > Effort Certification
- > Tracking of Donors
- > Gift Tracking



What Are Some Ways I Can Use Data?

- Making a case for additional resources
- Understanding enrollment trends
- Evaluating productivity (research, course-work)
- Measuring efficiencies
- Developing projections
- Confirming Assumptions



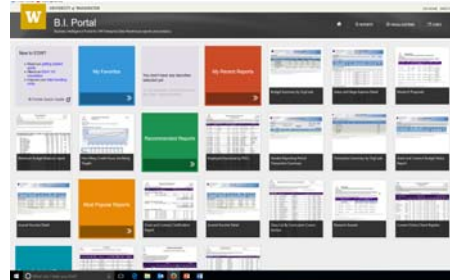
How Do I Get This Data (what are the available tools?)



<http://opb.washington.edu/geosims>



<https://uwprofiles.uw.edu/>



<https://biportal.uw.edu/>



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SUSAN ASTLEY
PROFESSOR,
PEDIATRICS AND EPIDEMIOLOGY

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ADVANCE Leadership Workshop (12/13/16)

Using Data to Address Faculty Salary Discrepancies based on Gender

Susan Astley, PhD.

Professor of Epidemiology/Pediatrics

Chair, SPH Faculty Equity Task Force 2013-16
Chair, Faculty Council on Women in Academia and Minority Affairs (2015-16)
Chair Faculty Senate (2011-12)
Current SPH Senator and member Senate Executive Committee

astley@uw.edu

Recommendations for Addressing Equity in Rank, Tenure, Leadership, and Salary

1. Use the Academic Personnel Demographic Trends (Tableau Dashboard) to easily assess and track gender and racial equity in rank, tenure, and leadership in your department (*slides 2 and 3*).
<https://bitools.uw.edu/#/views/AcademicPersonnelDemographicTrends/DemographicTrends?iid=3>

2. Conduct an annual regression analysis to identify and rectify gender inequities in faculty salary. *Contact Astley for regression methods used by the SPH.*

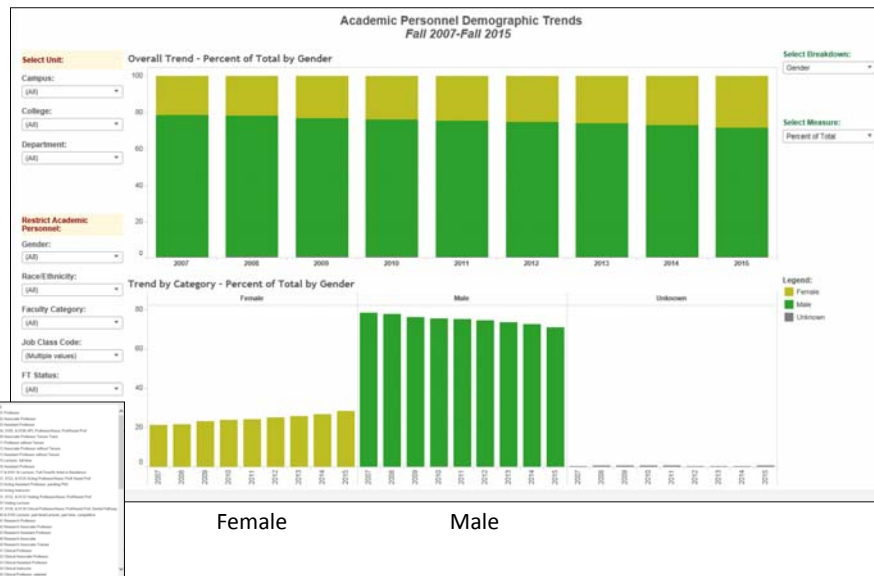
3. Compose and distribute an Annual Faculty Rank , Tenure, Leadership, and Salary Equity Report for your department.
Contact Astley for a draft report template created by the SPH Faculty Equity Task Force (slide 5).

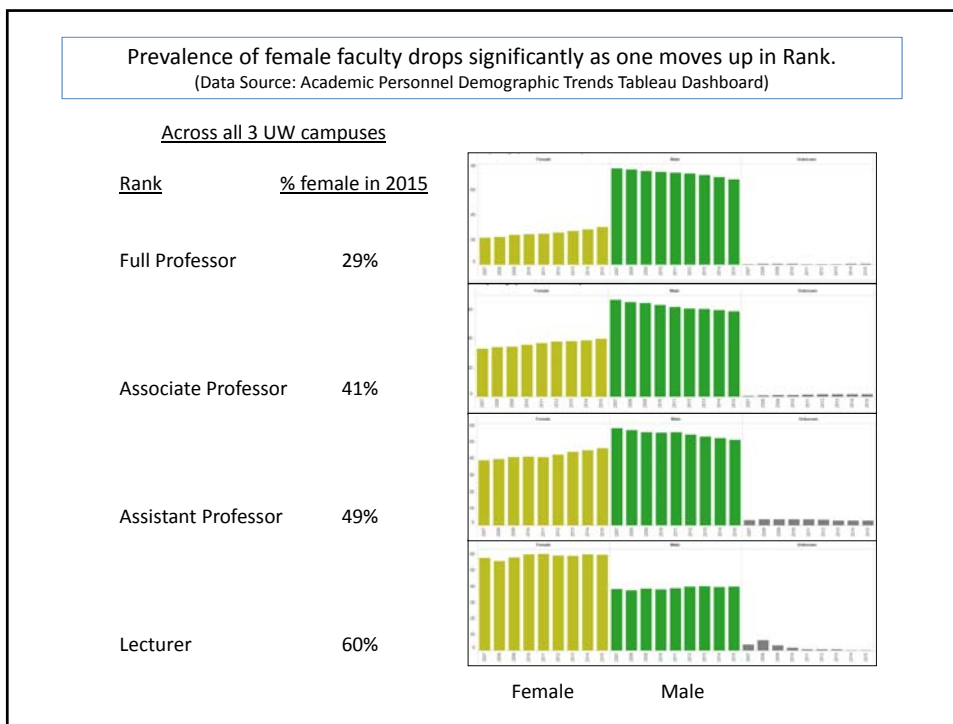
4. Prioritize and reassess your policies for recruitment, advancement, and compensation of under-represented faculty (women and/or persons of color). The Diversity at the UW website offers resources/tools for addressing these issues.

Academic Personnel Demographic Trends (UW Tableau Dashboard)

<https://bitools.uw.edu/#/views/AcademicPersonnelDemographicTrends/DemographicTrends?iid=3>

UW Full Professors (71% male in 2015)





Annual Faculty Equity Report proposed by the SPH Faculty Equity Task Force
Primary data source: Academic Personnel Demographic Trends (Tableau Dashboard)

<p>(Draft Content and Format for an Annual Departmental Faculty Equity Report)</p> <p style="text-align: center;"><u>Department of <Name></u></p> <p style="text-align: center;">FY 2014</p> <p style="text-align: center;">Annual Faculty Rank, Tenure, Leadership, and Salary Report</p> <p style="text-align: center;"><small>Data Source: Academic Personnel Demographic Trends Tableau Dashboard</small></p>	<p style="text-align: center;"><small><Department Name> Faculty Rank, Tenure, Hiring, Retention (FTEs), Leadership, and Salary (FY2014)</small></p> <p>Table of Contents</p> <ul style="list-style-type: none"> Foreword 2 Rank and Tenure by Gender in 2014 3 Trends from 2007-2014 4 Gender by Rank (Figure 1) 4 Gender by Tenure (Figure 2) 5 Faculty Hiring, Retention, and Separations 6 Trends in Faculty Hires by Rank, Gender, and Race/Ethnicity (Table 1) 6 Trends in Faculty Retentions by Rank, Gender, and Race/Ethnicity (Table 2) 6 Trends in Faculty Separations by Rank, Gender, and Race/Ethnicity (Table 3) 6 Salary Levels 7 Regression Outcomes 7 Race/Ethnicity 8 Race/Ethnicity by Gender for FY 2014 (Table 4) 8 Race/Ethnicity in WA State and the U.S. 2010 Census (Table 5) 8 Race/Ethnicity Distribution of Faculty and Students from 2007-2014 (Figure 3) 9 Trends in Race/Ethnicity by Tenure from 2007-2014 (Figure 4) 10 Trends in Race/Ethnicity by Rank from 2007-2014 (Figure 5) 11 Leadership Over the Chair's <number of years> Year History 12 School Leadership (Deans and Chairs) over its <# of years> Year History (Table 6) 12 Key Findings for <Department Name> 13 Policies in Place to Address Equity 13 Recommendations 13 Data Sources 13 <p style="font-size: small;">Draft annual dept report112113.docx Not for Distribution 1</p>
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RICHARD KARPEN
PROFESSOR AND DIRECTOR,
SCHOOL OF MUSIC

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Getting access when off campus

Husky OnNet will provide you off campus secure access to UW data portals:

<https://itconnect.uw.edu/connect/uw-networks/about-husky-onnet/>

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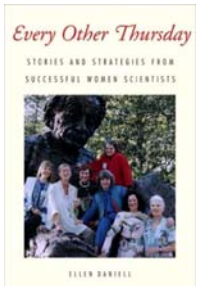
SMALL GROUP ACTIVITY: SOUNDING BOARDS

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What are Sounding Boards?

- Address a last burning question
- Peer feedback model
- Structured opportunity to work on own topic
- Based on model described in book *Every Other Thursday* by Ellen Daniell



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Sounding Boards Format

- Get into groups of 4
- Identify timekeeper
- Each group member gets a chance for feedback from the group
- Will complete 4 rounds of the process. A round will consist of a person having 8 minutes to get feedback on an issue

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For Each 8-minute Round

1. **Individual:** State decision or issue you'd like help figuring out and what data you've already gathered or thought about
2. **Group:** brainstorm about what other types of data could be helpful and how to get that data
3. **Timekeeper:** Given 1 minute warning (each person gets 8 minutes total time)
4. **Individual:** Make a contract at the end of your time to take action related to issue and include timeframe. (1 min)

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Tips to share?

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CONCLUSION AND EVALUATIONS

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NETWORKING LUNCH

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