

ANNUAL REPORT 2022-2023

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 2023

www.usf.edu/ods



MESSAGE FROM THE VICE PROVOST & ASSOCIATE VICE PRESIDENT

It is with great pleasure and a sense of accomplishment that we reflect upon the past year as a team in the Office of Decision Support (ODS). The 2022-2023 year has been one of tremendous growth, resilience, and successful collaboration within our university community. We take this opportunity to share with you our annual report, highlighting our achievements and contributions to the University of South Florida.

In the face of unprecedented challenges stemming from a rapidly evolving higher education landscape, both nationally and in the State of Florida, the ODS team remained steadfast in our commitment to supporting USF's mission and vision. We adapted, ensuring 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: The ODS team has been dedicated to conducting valid, reliable, and actionable analyses that inform decision-making processes across the university. By providing accurate and insightful data, we have supported evidence-based strategies and initiatives.
- Serving as the trusted source of information: As the official data and reporting source for student and faculty data, we have ensured the accuracy, integrity, and accessibility of critical information. Our data has served as the foundation for informed decision-making and planning at all levels of the institution.
- Promoting excellence in assessment: We have played a pivotal role in promoting sound assessment practices across all academic programs and support units. By facilitating robust assessment processes, we have helped foster a culture of continuous improvement and quality enhancement throughout USF.
- Enhancing academic program planning and review: The ODS team has provided invaluable oversight for academic program planning, review, and quality improvement initiatives. By leveraging data and analytics, we have supported evidence-based programmatic decisions and strategic resource allocation.
- Empowering data-driven insights and modeling: Our team has been instrumental in providing comprehensive student and faculty data and analytics to units across all campuses. These insights have facilitated informed decision-making and student success initiatives.
- Ensuring compliance and external reporting: Through coordination with state governing bodies, external reporting agencies, and accrediting bodies, we have played a crucial role in meeting compliance requirements and supporting USF's commitment to accountability and transparency.

MESSAGE FROM THE VICE PROVOST & ASSOCIATE VICE PRESIDENT

In addition to our ongoing responsibilities, we have actively contributed to several university-wide initiatives that highlight our nimbleness, creativity, and commitment to advancing USF's strategic priorities. Some of these noteworthy contributions include:

- Remaining steadfast in guiding the university towards SACSCOC Accreditation Reaffirmation in 2025.
- Maintaining and developing academic planning tools that enable effective decision-making.
- Collaborating with USF Information Technology to advance the USF Data Governance program, ensuring robust governance across the university community.
- Supporting for USF's Strategic Plan implementation and working closely with key stakeholders university-wide.
- Contributing to university-wide strategic initiatives, such as Faculty Success, Budget Renewal, Student Success – Ruffalo Noel Levitz, to drive innovation and enhance the overall university experience.

This reflection on how ODS has contributed to the university this past year, strengthens our understanding of how our team can continue its work in supporting USF, even more so now as an AAU institution. We are excited and look forward to the year to come!

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, 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 and Director
LEAD	ODS Leadership	Executive Leadership Team and Functional Unit Leaders
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
Administrators & Staff	A&P	33	33	36	35	34
	OPS	0	0	0	0	0
	USPS	3	3	2	2	2
	TOTAL	36	36	38	37	36
Student Employees	Grad Assistants	5	5	5	6	6
	Student Assistants	2	5	4	1	2
	TOTAL	7	10	9	7	8
Total Headcount		43	46	47	44	44
Total FTE		39.37	40.63	42.5	40.5	40

ODS BY THE NUMBERS FOR THE 2022-2023 AY

DATA REQUESTS



130

External Data Requests (EDR) fulfilled (10 months)

38

Data requests fulfilled for the university community

10

Unique media requests supported

25+

Publication company requests for data

39

Student information system reports



100+

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 & operational reporting website

95

SIS REPORTS CONSOLIDATED
with redundant reports eliminated

2

EXTERNAL GRANT OR NATIONAL AWARD APPLICATIONS

supported with official institutional data and information

57

UNIVERSITY-WIDE GROUPS

in which ODS members participated, with many led or co-led by ODS members



6

Presentations at **NATIONAL CONFERENCES**

positioning USF as a **NATIONAL LEADER** in Decision Support



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 2023, does not represent the full Spring 2023 term

ODS BY THE NUMBERS FOR THE 2022-2023 AY

ASSESSMENT / REVIEW / EVALUATION

279

Majors assessed

117

Certificates assessed

23

Student support services units assessed

34

Administrative Effectiveness Assessments Collected

14

Academic program reviews facilitated

147,511

Completed course evaluations received (spring 2022, summer 2022, fall 2022)

XITRACS SOFTWARE TRAINING

Faculty Credentialing:

4

Sessions hosted

69

Attendees

Program Assessment:

7

Sessions hosted

28

Attendees

25

Canvas Trainees

1,055

Unique individuals have accessed the faculty information system Canvas course

60+

Rankings monitored

191

SIS reports updated for post-consolidation college/department/curriculum coding



PROCESSED

35

Ad-Hoc Requests

&

91

SIS/SAP reports access requests

77

Curriculum code changes

6

Facilitated department/school, center/institute name changes

6

Facilitated CIP changes



10

Tools maintained to support academic planning

14

Accreditation substantive change submissions

20

USF policies and regulations reviewed or created



7

BOG data file submissions



5

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



NEW CENTERS & INSTITUTES
applications processed

Data as of early March 2023, does not represent the full Spring 2023 term

OUTREACH AND INFORMATION/DATA SHARING EFFORTS

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.

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.).

Data Dive

Monthly meetings are hosted by ODS and attended by constituents from across campuses. The topics for the past year include: SAP Tips & Tricks, Generative AI in Higher Education, Strategic Plan Metrics Implementation Updates, DARE Faculty Dashboards, BOG Accountability Plan and PBF Anticipated Changes, Self-Service Analytics Strategy, Re-accreditation Updates, Xitracs Migration, EIS Cube Change Request Workflow, New Admit and Student Types and Impact on SIS reports, Doctoral Student Success Dashboard Demonstration, Enrollment Headcount Reports and USF Challenges with Data related to Faculty Qualifications and Program Faculty. 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.

New Degree Program Planning

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

OUTREACH AND INFORMATION/DATA SHARING EFFORTS

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 System 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

Twice annually 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.

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

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.



ROLE AS A CENTRAL AND CRITICAL OFFICE

University-wide Coordination Activities

- 2025 SACSCOC Reaffirmation of Accreditation Self-Study Report Generation (lead, coordinate)
- Academic Analytics Advisory Council (lead, coordinate, participant)
- Academic and Campus Environment Advisory Council (ACEAC) (co-lead)
- Academic Master Plan (lead, coordinate, participant)
- Cohort Committee (lead)
- Academic Program Review (lead, coordinate)
- Administrative Effectiveness Assessment, Academic Program Assessment, and Academic & Student Support Services Assessment (lead, coordinate)
- 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)
- IE/FDRA/HR/IT collaboration to develop SACSCOC Faculty Roster (lead, coordinate)
- New Degree Program Proposal (lead)
- PBF/PE Accountability Team (co-lead)
- Persistence Committee (participant)
- Project Drive Subject Matter Expert, for Oracle HCM implementation (participant)
- SIS Reporting Advisory Workgroup (lead)
- Specialized Accreditation reporting and database (lead, coordinate)
- Student Data Governance (co-lead, support)
- Success Data Collaborative (lead)
- Xitracs software implementation (lead, coordinate)



ROLE AS A CENTRAL AND CRITICAL OFFICE

University Committees & Initiatives

Academic Affairs & Student Success Leadership Team

- Terry Chisolm (Member)
- Christopher Combie (Member)
- Valeria Garcia (Member)

Academic Analytics Advisory Council

- Terry Chisolm (Lead)
- Adam Caskie (Member)
- Valeria Garcia (Member)
- Jay Unnikrishnan (Member)

Academic Campus Environment Advisory Committee

- Terry Chisolm (Co-Chair)
- Cynthia Brown Hernandez (Ex-Officio Member)
- Christopher Combie (Ex-officio Member)
- Jonna DeSantis (Support)

Academic Excellence Workgroup

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

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)
- Evan Rosenthal (Unit Representative)

Administrative Solutions Governance Workgroup

- Adam Caskie (Member)
- Valeria Garcia (Member)

Advancing Latino Access and Success (ALAS)

- Valeria Garcia (Co-Chair)

Alianza Latina Faculty and Staff Association (USF-ALFSA)

- Valeria Garcia (Executive Board)
- Glendalis Gonzalez (Member)

Budget Committee Reporting Workgroup

- Valeria Garcia (Support)

Budget Committee Resource Allocation Workgroup

- Terry Chisolm (Support)
- Valeria Garcia (Support)

Budget Committee Resource Generation Workgroup

- Terry Chisolm (Support)
- Valeria Garcia (Support)

Budget Governance Committee

- Terry Chisolm (Support)
- Valeria Garcia (Support)

CITL-IE Partnership

- Rebecca Gibbons (Lead)
- Joe Boyd (Member)
- Logan Feinberg (Member)
- Christopher Combie (Backup/Support)

CMS Lead Content Managers Group

- Brisey Lopez Bello (Member)
- Sarah Thomas (Member)

Community Engagement Committee

- Cynthia Brown Hernandez (Member)
- Rebecca Gibbons (Member)

ROLE AS A CENTRAL AND CRITICAL OFFICE

University Committees & Initiatives (cont.)

Critical and Creative Design Thinking Program Implementation Committee

- Rebecca Gibbons (Member)

Data Governance Management Committee

- Terry Chisolm (Co-sponsor)
- Valeria Garcia (Co-lead)
- Adam Caskie (Member)
- Christopher Combie (Member)
- Mary Kuka-Marchese (Member)
- Shruti Kumar (Member)
- Kevin Meleedy (Member)
- Ken Rodriguez (Member)
- Sarah Thomas (Member)
- Jay Unnikrishnan (Member)

Data Governance Working Committee

- Valeria Garcia (Co-lead)
- Cynthia Brown Hernandez (Member)
- Michael Bolen (Member)
- Mary Kuka-Marchese (Member)
- Shruti Kumar (Member)
- Kevin Meleedy (Member)
- Ken Rodriguez (Member)
- Sarah Thomas (Member)
- Jay Unnikrishnan (Member)

Enrollment Planning & Management Planning Group

- Valeria Garcia (Member)

Faculty Success Initiative

- Adam Caskie (Member)
- Terry Chisolm (Member)
- Valeria Garcia (Member)

General Education Council

- Rebecca Gibbons (Ex-officio)

Graduate Council Advisor

- Cynthia Brown Hernandez (Ex-officio Member)

Data Governance

- Valeria Garcia (Co-Lead)
- Terry Chisolm (Co-sponsor)
- Adam Caskie (Member)
- Shruti Kumar (Member)
- Sarah Thomas (Member)
- Jay Unnikrishnan (Member)

Information Technology Management Council (ITMC)

- Terry Chisolm (Academic Affairs Representative)
- Valeria Garcia (Ex-officio Member)

Office of Decision Support - Human Resources Strategic Planning Team

- Logan Feinberg (Member)
- Rebecca Gibbons (Member)
- Glendalis Gonzalez (Member)
- Laura Hoffman (Member)
- Robert Horchak (Member)
- Mary Kuka-Marchese (Member)
- Xiaoying Liu (Member)
- Ilyshia Lowman (Member)
- Jennifer McCarthy (Member)
- Sangita Singh (Member)

Persistence Committee

- Michael Bolen (Member)
- Glendalis Gonzalez (Member)
- Shruti Kumar (Member)

PowerBI User Forum

- Hennadii Balashov (Member)
- Michael Bolen (Member)
- Cynthia Brown Hernandez (Member)
- Adam Caskie (Member)
- Tina Gainer (Member)
- Glendalis Gonzalez (Member)
- Shruti Kumar (Member)
- Xiaoying Liu (Member)
- Ilyshia Lowman (Member)
- Jennifer McCarthy (Member)

ROLE AS A CENTRAL AND CRITICAL OFFICE

University Committees & Initiatives (cont.)

- Viviana Milla Angeles (Member)
- Evan Rosenthal (Member)
- Ben Salazar (Member)
- Sangita Singh (Member)
- Jay Unnikrishnan (Member)

Predictive Analytics Research for Student Success (PARSS)

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

Reaffirmation Core & Functional Group

- Brandis Baines-Waiz (Member)
- Joseph Boyd (Member)
- Cynthia Brown Hernandez (Member)
- Terry Chisolm (Member)
- Christopher Combie (Member)
- Logan Feinberg (Member)
- Valeria Garcia (Member)
- Rebecca Gibbons (Member)
- Mary Kuka-Marchese (Project Manager)

Sarasota-Manatee Campus Staff Advisory Council Ad-Hoc Rules & Administration Committee

- Rebecca Gibbons (Chair)

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

- Terry Chisolm (Member)
- Valeria Garcia (Member)
- Sarah Thomas (Member)
- Jay Unnikrishnan (Member)

Strategic Plan Implementation Advisory Committee

- Terry Chisolm (Co-Lead)
- 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)
- Hennadii Balashov (Member)
- Michael Bolen (Member)
- Cynthia Brown Hernandez (Member)
- Laura Hoffman (Member)
- Shruti Kumar (Member)
- Xiaoying Liu (Member)
- Kevin Meleedy (Member)
- Jay Unnikrishnan (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)
- Glendalis Gonzalez (Member)
- Shruti Kumar (Member)

ROLE AS A CENTRAL AND CRITICAL OFFICE

University Committees & Initiatives (cont.)

Transfer Success Strategic Planning Committee

- Valeria Garcia (Member)
- Shruti Kumar (Member)

Undergraduate Council Advisor

- Cynthia Brown Hernandez (Ex-Officio Member)

University Cohort Committee

- Glendalis Gonzalez (Co-Lead)
- Valeria Garcia (Member)
- AJ Ule (Member)

University Conduct Board

- Cynthia Brown Hernandez (Member)
- Rebecca Gibbons (Member)

University Leadership Council

- Christopher Combie (Member)
- Valeria Garcia (Member)
- Terry Chisolm (Member)

USF Critical Incident Planning Group

- Adam Caskie (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)
- Joanna DeSantis (Support)

USF Planning Officers Committee

- Joe Boyd (ODS Rep)

USF Project Managers Group

- Mary Kuka-Marchese (Member)
- Brisey Lopez Bello (Member)
- Sarah Thomas (Member)

USF SAS User Group

- Hennadii Balashov (Member)
- Tina Gainer (Member)
- Glendalis Gonzalez (Member)
- Shruti Kumar (Member)
- Xiaoying Liu (Member)
- Sangita Singh (Member)

USF Tableau User Group

- Jennifer McCarthy (Founder/Lead)

Xitracs Implementation Team

- Mary Kuka-Marchese (Project Manager)
- Christopher Combie & Cynthia Brown Hernandez (Advisors)
- Joe Boyd (Member)
- Adam Caskie (Member)
- Logan Feinberg (Member)
- Rebecca Gibbons (Member)
- Chirag Jain (Member)



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: Assessment

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Revised and implemented a new process to collect administrative unit effectiveness reporting in alignment with accreditation requirements and best practice.	IE		*	*	*	*			*	*
Facilitated assessment of student support services units.	IE	*	*	*				*		
Facilitated assessment of student learning outcomes in academic programs.	IE	*	*	*		*				
Developed templates and processes for changing from the System for Assessment Management (SAM) to Xitrac for collecting and reviewing all academic program assessment and academic & student support services assessments.	IE SIP				*	*				

CATEGORY: Collaboration

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Partnered in conceptualizing dashboards, validated data and developed numerous data dashboards supporting efforts for student and faculty diversity data.	SIP FDRA LEAD SSRA UPSA	*	*	*			*		*	
Created, 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 and SIS Reports)	IE SIP FDRA SSRA				*	*	*		*	
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	*	*	*	*	*	*	*		
Enhance user experience on the ODS website to allow for easier access to data dashboards, reports, surveys and tools.	SIP				*	*	*		*	
Project management of major reporting projects (IPEDS, Accountability Plan, College Accountability, etc).	SIP	*			*	*		*		

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Coordinated user access to the Student Data and Student Information Systems including verification of FERPA training.	APOR		*				*			
Coordinate the implementation and data migration to Xitracs for Faculty Credentialing and Assessment	IE SIP FDRA APOR	*		*		*	*			
Revision of the Academic Program Review management process through project management and enhanced use of software products (Jira, Teams, Confluence) including enhanced feedback collection surveys	IE SIP	*		*	*	*	*			
Maintained all ODS equipment, software and licenses to meet technology needs and budgetary restrictions within the department.	SIP FDRA CAS		*		*			*		*
Implemented additional modules in Xitracs to support SACSCOC Reaffirmation.	SIP IE FDRA APOR									
Reviewed and edited many proposed contracts, MOUs, and other agreements to ensure compliance with SACSCOC and BOG requirements.	APOR LEAD IE					*				
Provided data for Academic Program Reviews.	IE APOR FDRA SSRA UPSA	*		*		*			*	
Facilitated development of new and revised curriculum with faculty.	APOR		*			*				
Facilitated new degree programs proposals.	APOR			*		*				
Maintained and developed academic planning tools (e.g., Curriculum Codes, CIP Code Tracking, Degree Inventory, Intent Proposals, etc.).	APOR		*				*			
Maintained and developed streamlined web-based resource (A-Z Planning Guide) to efficiently guide faculty through processes for curricular-related matters.	APOR		*	*		*				

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

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, entities external to USF, 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.	ALL		*		*	*				
Consolidation of SIS reports to enhance end-users abilities to gathering critical data to meet their operational reporting needs and reduce redundancies	APOR	*		*		*				
Developed Student Information System reports.	APOR		*				*			
Collected, reviewed, and provided Institute & Center financial and formal review documents to the BOT and BOG in alignment with increased BOG oversight	IE LEAD			*			*			
Submitted data to national university initiatives (e.g., APLU's Powered by Publics: Scaling Student Success, Gardner Institute for Excellence in Academic Advising).	SSRA			*		*				

CATEGORY: Faculty Success

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
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.	FDRA LEAD			*			*			
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.	FDRA LEAD			*			*			
Updated FAIR/FACT module for faculty data reporting, cleaned faculty records, 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 27 publication company requests for data (e.g., US News, Times Higher Ed, etc.).	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: #4a7c59; color: white; padding: 2px 5px;">FDRA</div> <div style="background-color: black; color: white; padding: 2px 5px;">LEAD</div> </div> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 5px;"> <div style="background-color: #c4a37c; padding: 2px 5px;">SSRA</div> <div style="background-color: #90c47c; padding: 2px 5px;">UPSA</div> </div>	*		*				*		
Maintained and enhanced the Rankings Hub with added data visualizations and ranking trends supporting the monitoring of USF's performance on over 65 rankings.	<div style="background-color: #90c47c; padding: 2px 5px; display: inline-block;">UPSA</div>	*		*				*		

CATEGORY: State & Federal Reports

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Managed the process of verifying, collating, vetting and timely submission of the annual SUS Accountability Plan for OneUSF to the BOG.	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: black; color: white; padding: 2px 5px;">LEAD</div> <div style="background-color: #4a7c59; color: white; padding: 2px 5px;">SIP</div> </div> <div style="background-color: #c4a37c; padding: 2px 5px; display: inline-block; margin-top: 5px;">SSRA</div>		*	*		*				
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.	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: #4a7c59; color: white; padding: 2px 5px;">FDRA</div> <div style="background-color: #90c47c; color: white; padding: 2px 5px;">IE</div> </div> <div style="background-color: #c4a37c; padding: 2px 5px; display: inline-block; margin-top: 5px;">SSRA</div>		*	*		*		*		
Automated all student IPEDS surveys in collaboration with IT, including all relevant documentation.	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: black; color: white; padding: 2px 5px;">LEAD</div> <div style="background-color: #4a7c59; color: white; padding: 2px 5px;">SIP</div> </div> <div style="background-color: #c4a37c; padding: 2px 5px; display: inline-block; margin-top: 5px;">SSRA</div>		*	*				*		
Supported statistical forecasting models for OneUSF Goals in the Accountability Plan, while integrating PPA goals at the college level.	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="background-color: black; color: white; padding: 2px 5px;">LEAD</div> <div style="background-color: #c4a37c; padding: 2px 5px;">SSRA</div> </div>	*		*		*				

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

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 deliver PPA to help set and monitor progress to goals for student success metrics by consolidated colleges of OneUSF.	LEAD SSRA	*	*		*	*				
Developed new reports and new website dedicated to College Accountability Framework for College leadership.	FDRA SIP SSRA	*	*		*	*				
Continued to support grant work for colleges including Lumina, Flit-Path, 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 data for analysis on student success initiatives	SSRA	*				*				

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/VP 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 LEAD	*		*		*				

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS BY ODS GOAL AND STRATEGIC PLAN GOAL

ACCOMPLISHMENT	TEAM	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
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.	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> <div style="background-color: #0056b3; color: white; padding: 2px 5px;">APOR</div> <div style="background-color: #4f81bd; color: white; padding: 2px 5px;">FDRA</div> <div style="background-color: #c4a37a; color: white; padding: 2px 5px;">SSRA</div> <div style="background-color: #8ebf42; color: white; padding: 2px 5px;">UPSA</div> </div>	*	*	*			*			

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.	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> <div style="background-color: #0056b3; color: white; padding: 2px 5px;">APOR</div> <div style="background-color: #8ebf42; color: white; padding: 2px 5px;">IE</div> <div style="background-color: #c4a37a; color: white; padding: 2px 5px;">SSRA</div> </div>		*			*				
Collaborated with Innovative Education to develop and deploy a series of training resources for the use of Xitracs to complete Faculty Credentialing, academic program assessments, and student support services assessments.	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> <div style="background-color: #8ebf42; color: white; padding: 2px 5px;">IE</div> </div>				*	*			*	
Created and hosted a Canvas course for training for academic program assessment and student support services assessments	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> <div style="background-color: #8ebf42; color: white; padding: 2px 5px;">IE</div> </div>			*	*	*				
SWOT Analysis of project management processes in ODS and proposal for internal training	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> <div style="background-color: #0056b3; color: white; padding: 2px 5px;">SIP</div> </div>									
Updated training materials and provided training for FIS, SAP SIS Reporting, Faculty Qualifications, Academic Program Review, and Assessment.	<div style="display: flex; flex-wrap: wrap; gap: 5px;"> <div style="background-color: #0056b3; color: white; padding: 2px 5px;">APOR</div> <div style="background-color: #4f81bd; color: white; padding: 2px 5px;">FDRA</div> <div style="background-color: #8ebf42; color: white; padding: 2px 5px;">IE</div> </div>		*	*		*				

See page 3 for color and acronym codes.

NOTEWORTHY ACCOMPLISHMENTS

CONTRIBUTIONS TO THE STRATEGIC PLAN

Overall ODS Goals and USF Strategic Plan	
USF Strategic Plan Progress Scorecard	https://usfweb.usf.edu/ODS/strategic-plan/Default.aspx

Goal 1. Student Success at USF & Beyond (https://ods.usf.edu/)	
Academic Program Review - Degrees	https://app.powerbi.com/groups/me/apps/e18f3c16-de97-4889-8b07-7fa49ef9ac5a/reports/2dc7bb40-b851-4acd-9fd8-59a8d79b6efd/ReportSection5a029c33b74002294e0a?ctid=741bf7de-e2e5-46df-8d67-82607df9deaa&experience=power-bi
Academic Program Review - Headcount	https://app.powerbi.com/groups/me/apps/32a94aae-9965-4d8b-b6ad-d86f2cf25469/reports/6077fddc-27e7-47f8-8fb8-7ad8cd879b1e?ctid=741bf7de-e2e5-46df-8d67-82607df9deaa&experience=power-bi
Academic Program Review Confluence Page	https://usfjira.atlassian.net/wiki/spaces/ODS/pages/20730740837/Academic+Program+Review+ODS+ONLY
Academic Master Plan	https://academicplanning.usf.edu/fiveyearmaster/amp.php
Admissions	https://ods.usf.edu/Home/Index/Admissions%20Reports
Admitted Not Enrolled (National Student Clearinghouse)	https://ods.usf.edu/Home/Index/Admitted%20Not%20Enrolled%20(National%20Student%20Clearinghouse)

Admissions Reports

- Undergraduate Admissions Goal to Enroll
- Graduate Admissions Goal to Enroll
- ETC Admission Profile and Student Success

Admitted Not Enrolled (National Student Clearinghouse)

STRATEGIC PLAN IN PURSUIT OF EXCELLENCE

Goal Two: Faculty excellence in research and innovation

To conduct high-impact research and innovation to advance frontiers of knowledge, solve global problems, and improve lives.

Total R&D Expenditures

USF contributes to the vibrancy and strength of the regional economy by serving as a research and innovation powerhouse with hundreds of millions of dollars in annual research expenditures. As a research university with a strong applied research and innovation culture, USF serves as a vital catalyst for the social and economic ecosystems, creating extraordinary opportunities for the Tampa Bay region and Florida.

2022 Actual: \$405M

Target: \$364M

Missed or Below: \$50M

Academic Program Review Student Data
Annual Unduplicated Headcount

USF Office of Decision Support
Student Success Research & Analytics

ESF Code: 330104 Environmental Science & Policy | Degree Level: Masters

Major Title	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Environmental Science & Policy	36	32	31	33	32
Total	39	37	36	33	32

Major Title	201808	201908	202008	202108	202208
Environmental Science & Policy	29	28	28	29	27
Total	29	28	28	29	27

Undergraduate Prospects Admitted Not Enrolled (Subsequent Enrollment within a Year - Not at USF)

Admitted Subsequent Enrollment Trend

Subsequent Enrollment by Institutional System

Subsequent Enrollment by Institutional Type (Public/Private)

Subsequent Enrollment by Institutional Type (Four-Two-Year)

NOTEWORTHY ACCOMPLISHMENTS

CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT.)

Assessment Canvas Course	https://usflearn.instructure.com/enroll/W4K8AC
Assessment Dashboard	https://app.powerbi.com/groups/a998b0ba-f918-4281-a2ce-721054cfebbc/reports/72bcaa50-d089-47ad-80b5-97f2475a4aff?ctid=741bf7de-e2e5-46df-8d67-82607df9deaa&pbj_source=linkShare
Career Readiness Dashboard	Link is available at request as this is a secure report
Career Readiness & Post-Graduation Outcomes Hub	https://usfweb.usf.edu/ods/secure/Outcomes/OutcomesHub.aspx
College Accountability - Academic Progress Rate	https://app.powerbi.com/groups/28ccb77-1684-489d-adbf-6dc839caf78c/reports/4fc6a350-6d87-4a04-a2e1-0288bb1a62bb/ReportSection937baa0d6e2beeed9766?ctid=741bf7de-e2e5-46df-8d67-82607df9deaa&experience=power-bi
College Accountability - Average GPA & SAT scores	https://app.powerbi.com/groups/28ccb77-1684-489d-adbf-6dc839caf78c/reports/cb5c3e0a-74f0-4242-bbd7-06b65a956f54/ReportSection165e37b25a6c07eb1c97?experience=power-bi
College Accountability Navigation	https://ods.usf.edu/Accountability/framework.aspx
Completions	https://ods.usf.edu/Home/Index/Completions
Course Catalog Search Dashboard	Link is available at request as this is a secure report



COLLEGE ACCOUNTABILITY NAVIGATION

Metrics at College level through Dashboards & Reports

Student Success

Research & Innovation

Faculty Excellence

Student Survey & Post-Graduation Data

Academic Program Planning & Review

Human Resources & Employee Survey Data

Philanthropy

Student Success

Enrollment & Tuition

- Headcount Enrollment by Student Level
- Headcount Enrollment by Student Type
- Annual Unduplicated Headcount by Diversity, Student Classification, Residency, and Level
- Percentage of Adult (Aged 25+) Undergraduates Enrolled
- https://ods.usf.edu/

Strategic Plan and Metric Alignment

GOAL 4	ENRL
GOAL 4	ENRL
GOAL 4	ENRL
GOAL 4	KPI
GOAL 4	ENRL

ESIR: Complete vs. Not Complete

154,073 (74.2%)

ESIR: Complete Not Complete

UNIVERSITY OF SOUTH FLORIDA Career Services Readiness Course

All Students	Completed	Not Completed
15422	11494	3928
Count of All Students	Count of Completed	Count of Not Completed

Average GPA and SAT Scores for Incoming Freshmen

Fall Metric

Term	Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
College Group	Avg HS GPA	Avg SAT Score	Avg HS GPA	Avg SAT Score	Avg HS GPA	Avg SAT Score	Avg HS GPA	Avg SAT Score	Avg HS GPA	Avg SAT Score
Academic Affairs	4.09	1283	4.13	1290	4.18	1313	4.18	1296	4.20	1320
College of Arts and Sciences	4.10	1277	4.17	1282	4.20	1315	4.22	1298	4.26	1310
College of Engineering	4.12	1229	4.12	1258	4.22	1280	4.17	1267	4.17	1265
College of Behavioral and Community Sciences	4.14	1271	4.13	1255	4.24	1288	4.16	1263	4.21	1250
College of Public Health	4.18	1276	4.14	1255	4.20	1279	4.20	1244	4.25	1272
College of The Arts	4.14	1305	4.07	1278	4.16	1286	4.22	1288	4.24	1296
Muma College of Leadership	4.00	1263	4.01	1269	4.13	1293	4.13	1273	4.12	1287
Office of Undergraduate Studies	3.94	1277	4.19	1324	4.30	1302	3.97	1275	4.10	1268
Health	4.17	1271	4.15	1256	4.25	1287	4.26	1290	4.29	1277
College of Nursing	4.16	1270	4.15	1256	4.12	1300	4.17	1287	4.16	1286
College of Public Health	4.18	1276	4.14	1255	4.20	1279	4.20	1244	4.25	1272
Others	3.83	1168	4.44	1363			3.93	1305	4.08	1238
University Global College	3.83	1168	4.44	1363			3.93	1305	4.08	1238
Distinct Headcount Total	4.09	1283	4.13	1287	4.19	1311	4.19	1293	4.21	1306

UNIVERSITY OF SOUTH FLORIDA Course Catalog Search

Retern

COLLEGE: All DEPARTMENT: All LEVEL: All COURSE TITLE (abbreviated): Search

SUBJECT: All COURSE NUMBER: All SCHEDULE TYPE: All

COL	COLLEGE DISC	DEPT	DEPT DISC	LEVEL	SUB/ CRSE*	TITLE (abbreviated)	SCHEDULE TYPE	COURSE CREDITS	EFF TERM	LAST TERM OFFERED	LAST #
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9911	Selected Topics in Biology	C - Class Lecture	1 to 4	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	PCB 6205	Cancer Genetics and Drug Disc.	C - Class Lecture	3	2022/26	2022/21	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	IDS 6368	Strategic Communication	C - Class Lecture	3	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	PCB 6336	Cancer Genetics	C - Class Lecture	3	2022/26	2022/21	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9910	Directed Research	Z - Directed Individual Study	1 to 18	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9910	Lectures Contemporary Bio	C - Class Lecture	1	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9912	Selected Topics in Biology	C - Class Lecture	1 to 4	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	PCB 6942	Bioethics for Cancer Research	D - Discussion	1	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9915	Graduate Seminar in Biology	C - Class Lecture	1	2022/26	2022/25	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9916	Scientific Grant Writing	C - Class Lecture	3	2022/26	2022/21	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9911	Thesis Master's	T - Thesis	2 to 18	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 9915	Directed Research	Z - Directed Individual Study	1 to 18	2022/26	2022/26	
AC	Arts & Sciences	ACD	Arts & Sciences Deans Office	GR - Graduate	81C 7936	Directed Seminar	D - Graduate Discussion	1	2022/26	2022/26	

This dashboard aims to serve members of the university community without Banner access to course catalog data with last term offered. USF Course Inventory Document creation

NOTEWORTHY ACCOMPLISHMENTS

CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT.)

Course Grades Distribution	https://ods.usf.edu/Home/Index/Course%20Grades%20Distribution
Course Progression & Modality	https://ods.usf.edu/Home/Index/Course%20Progression%20and%20Modality
Degree Inventory Dashboard	https://academicplanning.usf.edu/degree-inventory/
Enrollment	https://ods.usf.edu/Home/Index/Enrollment
Graduate Student Success	https://ods.usf.edu/Home/Index/Graduate%20Student%20Success
ODS Student Success Hub	https://ods.usf.edu/Home/Index/All%20Reports
Specialized Accreditation Application	https://academicplanning.usf.edu/specialized-accreditation/
STEM (BOGO) Waiver Dashboard	https://app.powerbi.com/groups/3f122a9b-c041-48c7-8214-566cfa59f16d/reports/55cf4f06-e526-414c-bb20-c26453d65281/ReportSection6e465fb002deec067de0?experience=power-bi
Survey Research Hub	https://usfweb.usf.edu/ODS/secure/Surveys/Dashboards_Reports.aspx
Undergraduate Student Success (FTIC & Transfers)	https://ods.usf.edu/Home/Index/Undergraduate%20Student%20Success
University Performance Analytics Suite – Student Indicators	https://usfweb.usf.edu/ODS/UP_Suite/Analytics/Student.aspx

Midterm vs Final Grades Comparison

Grade	Fall 2020			Fall 2021			Fall 2022								
	Count	Grade %	% Difference	Count	Grade %	% Difference	Count	Grade %	% Difference						
A	52,386	49.6%	85,174	35.4%	1.8%	85,923	49.3%	83,371	53.7%	1.3%	85,796	51.5%	87,371	52.3%	0.8%
B	35,284	22.2%	41,202	24.3%	1.2%	38,756	22.8%	29,606	24.3%	0.5%	37,807	22.2%	40,889	24.5%	1.9%
C	18,643	11.2%	17,169	10.4%	-0.9%	18,034	11.3%	17,696	10.9%	-0.2%	17,647	10.6%	17,455	10.5%	-0.1%
D	7,583	4.8%	3,959	2.4%	-2.4%	7,710	4.7%	4,310	2.6%	0.3%	7,433	4.5%	3,592	2.4%	-2.1%
F	8,966	5.4%	6,772	4.3%	-1.3%	8,779	5.4%	6,741	4.3%	-1.2%	8,488	5.1%	6,107	3.7%	-1.4%
I	147	0.1%	456	0.3%	0.2%	85	0.1%	493	0.3%	0.3%	124	0.1%	475	0.3%	0.2%
M	3,079	1.5%			-1.9%	3,246	2.0%	1	0.0%	-2.0%	3,237	1.9%	5	0.0%	-1.9%
N			10	0.1%	0.1%			80	0.0%	0.0%			103	0.1%	0.1%
S	5,204	3.1%	4,933	3.0%	-0.2%	4,775	2.9%	5,654	3.1%	0.2%	5,837	3.5%	5,675	3.5%	0.0%
U	286	0.2%	367	0.2%	0.0%	203	0.1%	351	0.2%	0.1%	265	0.2%	297	0.2%	0.0%
W															
Total	105,7	100.0%													

Undergraduate Student Success

FTIC Retention and Graduation

Transfer Student Success Suite

FTIC Student Success Suite

Enrollment

Headcount

SCH and FTE

Semester Enrollment Planning Suite (Operational/Banner data)

Degree Program Inventory

ODS Academic Planning and Operational Reporting

CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT.)

Goal 2. Faculty Excellence in Research & Innovation (https://www.usf.edu/ods/data-tools/faculty-tools.aspx)	
Academic Master Plan Process	https://academicplanning.usf.edu/fiveyearmaster/amp.php
Course Catalog Search Dashboard	Link is available at request as this is a secure report
Degree Inventory PSE Dashboard	https://academicplanning.usf.edu/degree-inventory/
Discovery Suite – Academic Analytics	https://usf.discovery.academicanalytics.com/dashboard
Faculty Demographics	https://ods.usf.edu/Faculty
Faculty Diversity	https://ods.usf.edu/Faculty
Faculty Hub	https://ods.usf.edu/Faculty
Faculty Insight Portal – Academic Analytics	https://www.usf.edu/provost/faculty-success/research-innovation-partnerships/index.aspx
University Performance Analytics Suite – Faculty Indicators	https://usfweb.usf.edu/ODS/UP_Suite/Analytics/Faculty.aspx

CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT)

Goal 3. Partnerships and engagement with local, national, and global impact	
Advancing USF's AAU Readiness	https://usfweb.usf.edu/ODS/UP_AAU/Default.aspx
External Data Reporting oversight	https://www.usf.edu/ods/data-request/index.aspx
External Professional Roles held by ODS Staff – ODS Annual Report	Point to page number on current report for: External Professional roles held by ODS Staff.
Off-Campus Instructional Site Application	https://academicplanning.usf.edu/offcampus-instructional-sites/offcampus_public.php
Rankings Monitoring	https://usfweb.usf.edu/ODS/secure/Rankings/RankingsHub.aspx
SACSCOC Reaffirmation Confluence Page	https://usfjira.atlassian.net/wiki/spaces/ODS/pages/20811153427/SACSCOC+2025+Compliance+Certification+Report
University Performance Analytics Suite	https://usfweb.usf.edu/ODS/UP_Suite/Default.aspx

Off-Campus Instructional Sites

Academic Planning / Off-Campus Instructional Sites

Site Name	Address	Programs Offered
Bradley River High School	6545 SR 70 East, Bradenton, FL 34203	Dual Enrollment
Center for Advanced Medical Learning & Simulation	124 S. Franklin St., Tampa, FL 33602	D.N.P., Nurse A.
Center for Advanced Medical Learning & Simulation	124 S. Franklin St., Tampa, FL 33602	Graduate Certificate Foundations
Center for Advanced Medical Learning & Simulation	124 S. Franklin St., Tampa, FL 33602	M.S. Business Administration
Clam Bayou Marine Education Center USF	Clam Bayou Marine Education Center USF 4240 35th Ave S, Saint Petersburg, FL	Graduate Certificate - Teaching and Communicating Ocean Sciences Broader Impacts
Dr. Sam J. Horton Instructional Services Center	2920 N 40th St., Tampa, FL 33605	Ed.S., Educational Leadership
Kathleen High School	1100 Red Devil Way, Lakeland, FL 33815	M.Ed. Educational Leadership
Mort Elementary School	1806 E. Beards Ave., Tampa, FL 33613	Graduate Certificate - Teacher Leadership for Student Learning

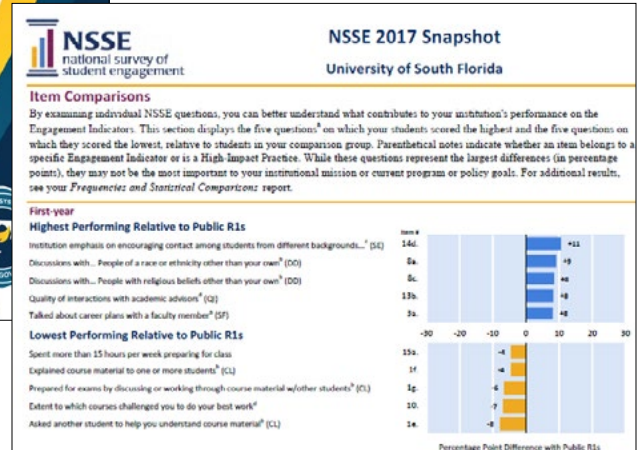
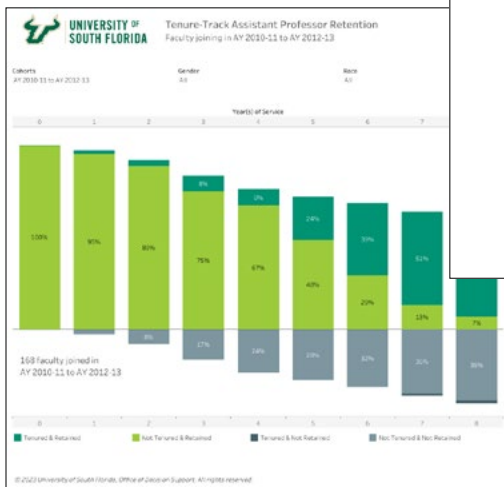
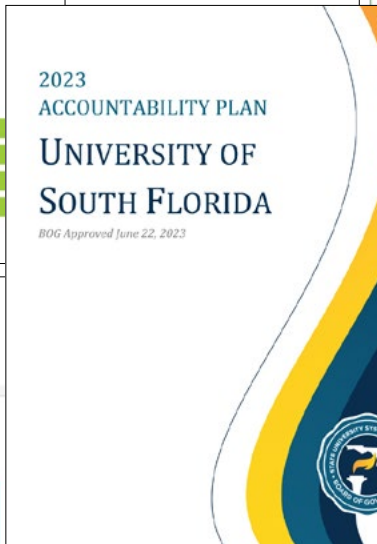
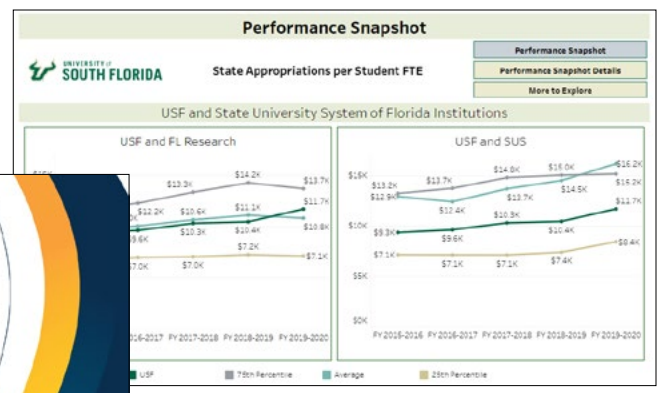
CONTRIBUTIONS TO THE STRATEGIC PLAN (CONT)

Goal 4. A diverse and inclusive community for learning

Campus Climate Survey	https://usfweb.usf.edu/ODS/secure/Surveys/CCS.aspx
DARE Dashboards – Faculty Data	https://usfweb.usf.edu/ODS/Diversity/Dashboards.aspx
DARE Dashboards – Student Data	https://usfweb.usf.edu/ODS/Diversity/Dashboards.aspx
Survey Research Hub	https://usfweb.usf.edu/ODS/secure/Surveys/Dashboards_Reports.aspx

Goal 5. A strong, sustainable and adaptable financial base

USF Accountability Plan	https://www.usf.edu/ods/data-tools/accountability.aspx
University Performance Analytics Suite – Financial Indicators	https://usfweb.usf.edu/ODS/UP_Suite/Analytics/Financial.aspx



PROFESSIONAL ACTIVITY

External Professional Roles Held by ODS Staff

Viviana Madelaine Milla Angeles

- Member, Association for Institutional Research

Hennadii Balashov

- Member, Association for Institutional Research

Michael Bolen

- President, Florida Association for Institutional Research
- Member, Association for Institutional Research

Joseph Boyd

- Member, Florida Association for Institutional Research
- 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

Adam Caskie

- Member, 2022-2024 Association for Institutional Research (AIR) Forum, Strategy and Program Committee
- Member, Association for Institutional Research
- 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)

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)

Christopher Combie

- Visiting Committee Peer Evaluator, SACSCOC
- Member, SUS Accreditation & Assessment Network

Valeria Garcia

- Member, Association for Institutional Research
- Executive Committee, Commission on Information, Measurement, & Analysis (CIMA), one of the operational commissions of the Association of Public and Land-grant Universities (APLU) (2019-present)
- 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
- Ex-officio Member, SUS Council of Data Administrators
- USF Data Liaison, Tampa Bay Talent Hub

External Professional Roles Held by ODS Staff (cont.)

Rebecca Gibbons

- Intersection Committee Chair, Association for the Assessment of Learning in Higher Education
- Board of Directors Member, Association for the Assessment of Learning in Higher Education
- Rapid Pedagogical Change Workgroup Member, Grand Challenges in Assessment
- Editor-in-Chief, 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

Glendalis Gonzalez

- Member, Association for Institutional Research
- SUS Sector Representative, Florida Association for Institutional Research

Mary Kuka-Marchese

- Member, Project Management Institute

Shruti Kumar

- Member, Association for Institutional Research

Xiaoying Liu

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

Brisey Lopez-Bello

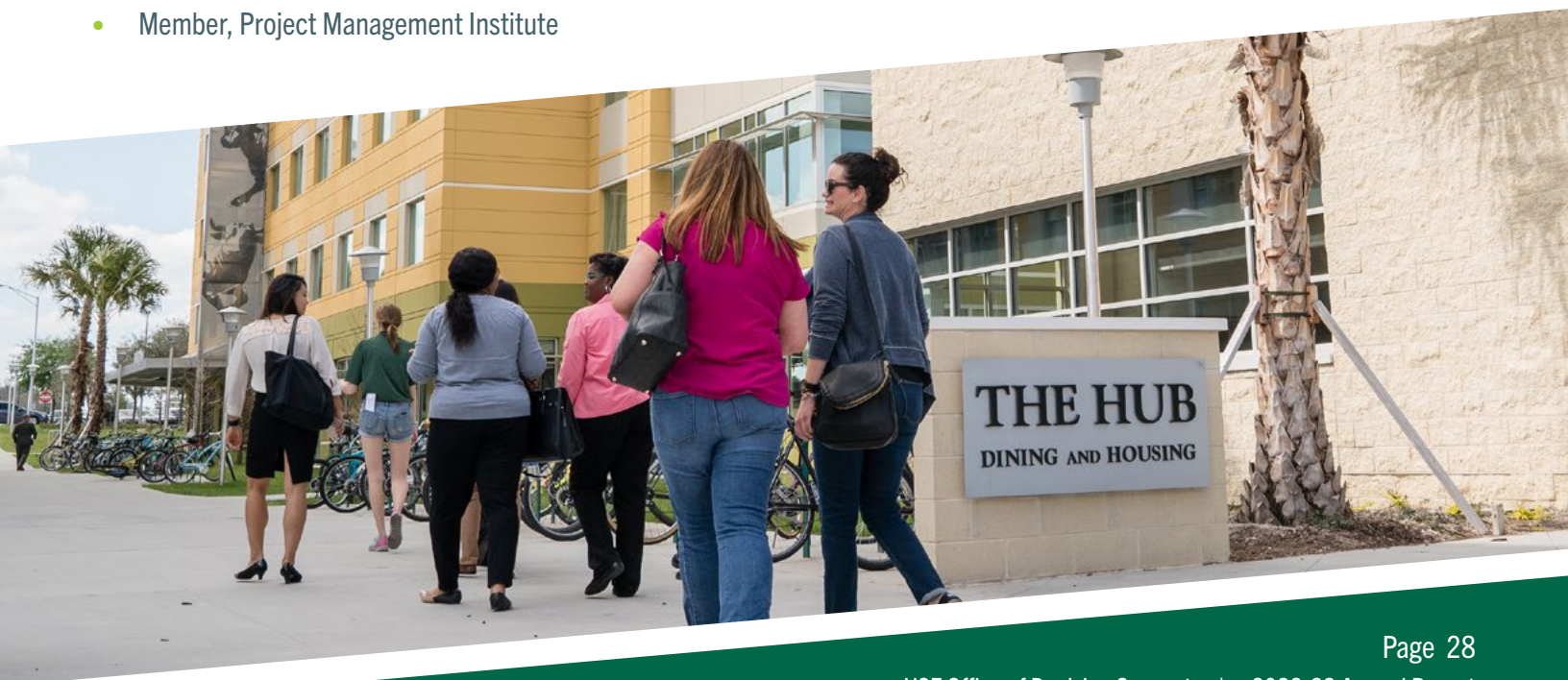
- Member, Project Management Institute

Sangita Singh

- Member, Association for Institutional Research

Sarah Thomas

- Member, Project Management Institute



Conference Presentations by ODS Staff

Adam Caskie, *Tenure-Track Faculty Retention Dashboard*, presented at the Association for Institutional Research

Adam Caskie, *Understanding Differences in the Determinants of Food Insecurity Among Racial and Ethnic Minority College Students*, presented at the EMBRACING OUR VALUES: Education as a Catalyst for Social Justice and Human Rights

Hennadii Balashov, *Best Practices of Effective Dashboard Design: Visualizing Course Grades to Promote Equity in a Diverse Student Body*, presented at the Florida Association for Institutional Research

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

Michael Bolen, *Tenure-Track Faculty Retention Dashboard*, presented at the Association for Institutional Research

Valeria Garcia, *An Equity First Agenda for Improving the Student Experience*, presented at the Association of Public Land-Grant University (APLU) Annual Meeting

Valeria Garcia, *Navigating Data Needs and Data Sharing for LCAN Success*, presented at the Florida Philanthropic Network CASI Learning Community Convening

Rebecca Gibbons, *Identifying Effective Affective Instruments for Everyday Assessment*, presented at the Association for the Assessment of Learning in Higher Education (AALHE) Annual Conference

Rebecca Gibbons, *Are you integrating assessment, curriculum and instructional practices and processes?*, presented at the Association for the Assessment of Learning in Higher Education (AALHE) Annual Conference

Rebecca Gibbons, *Join the National Conversation - How to Engage in Scholarship of Assessment*, presented at the Association for the Assessment of Learning in Higher Education (AALHE) Annual Conference

Rebecca Gibbons, *Keeping Assessment on the MINDs of Leaders to Support Faculty and Staff*, presented at the SACSCOC Annual Meeting

Rebecca Gibbons, *Expanding the Loop: Practical Assessment for Improvement*, presented at the SACSCOC Annual Meeting

Sangita Singh, *College Accountability Framework for University Performance & Planning*, presented at the Association for Institutional Research

Sangita Singh, *College Accountability Framework for University Performance & Planning*, presented at the Florida Association for Institutional Research

Umar Abdullah, *Tenure-Track Faculty Retention Dashboard*, presented at the Association for Institutional Research

Xiaoying Liu & Hennadii Balashov, *Forecasting Goals for Student Success Metrics in Accountability Reporting*, presented at the Association for Institutional Research

Xiaoying Liu & Zheng Zhong, *Outcome Measures for Tracking Doctoral Student Success*, presented at the Association for Institutional Research

Xiaoying Liu & Zheng Zhong, *Outcome Measures for Tracking Doctoral Student Success*, presented at the Florida Association for Institutional Research

Zheng Zhong, *Predicting First-Year Retention Using BCSSE Aggregate & Non-Aggregate Items*, presented at the Association for Institutional Research



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