

# Monitoring, Learning, & Reporting Diverse Data: Development of an Academic Success Dashboard

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## AACN Diversity Leadership Institute

### PROBLEM

- Inconsistent monitoring of diverse student data
- Multiple data sources for diverse student data
- Inadequate disaggregated faculty, staff, and student data
- No disaggregated academic success student data

### AIM

To increase monitoring, learning, and reporting of disaggregated student data from multiple data sources to one dashboard source by Dec 2021.

### OBJECTIVES

1. Develop a project team.
2. Define data variables.
3. Differentiate internal and external data.
4. Identify key performance measures/indicators.
5. Identify analytic and predictive software.
6. Identify all data sources.
7. Identify single data base with nightly dump.
8. Identify security protocol of personnel and student data.
9. Develop monitoring, continual quality improvement learning, communication plan, and reporting protocol.
10. Launch external dashboard.
11. Train administrative faculty on internal dashboard.
12. Launch internal dashboard and reporting protocol

### METHODS

Literature review

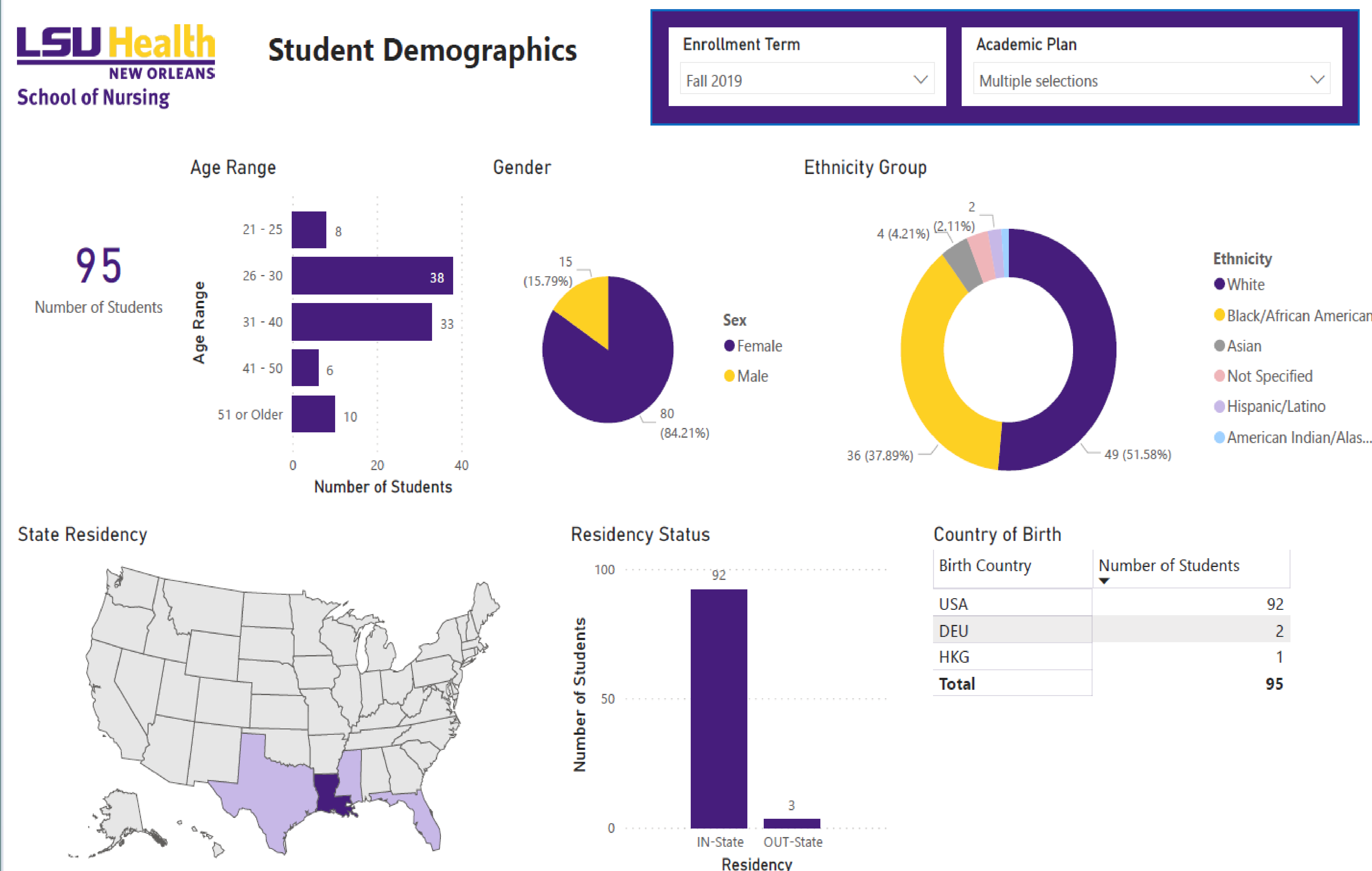
Gap Analysis

Stakeholder analysis

Simplified Project Management Process



### DASHBOARD SNAPSHOT



### RESULTS TO DATE – DATA VARIABLES

Recommended Demographic Data Variables		
Gender Identity	Race	Ethnicity
Female	Am. Indian or Alaskan Native	Hispanic, Latino/a/x, or Spanish?
Male	Asian	No
Non-binary, 3 <sup>rd</sup> gender	Black or African Am.	Mexican, Mex. Am.,
Transgender	Native Hawaiian or Pacific Is.	Chicano/a/x
Cisgender	White	Puerto Rican
Agender	Not listed, other _____	Cuban
Genderqueer	Prefer not to say	Not listed, other _____
Not listed, other _____	Prefer to self-describe _____	Prefer not to say
Prefer not to say		Prefer to self-describe
Prefer to self-describe		

Am. = American; Is. = Islander; Mex. = Mexican

Sources: ORARC, 2020; Rubin et al. 2018.

Variable proposed	Reference system
Demographic info	PeopleSoft has
Gender identity	Gender identity
Race/Ethnicity	Male/Female/Blank
Age	Date of Birth
	In- or Out-of-state
	City, State, Country of Birth
	Marital status
	Race/Ethnicity
	Black/ White/ Af. Am./ As. Pi/Alaskan Native/ Am. Indian/ non-Resident Alien/ Hispanic/ non-Hispanic
1 <sup>st</sup> generation college student	NursingCAS
Disadvantaged background	NursingCAS
Gender identity	
Grades	
Gradebook Assignments	Moodle
Midterm	Moodle/Starfish
Final	PeopleSoft/Moodle/Starfish
Academic Success Indicators	People Soft
Date of Admission	
Expected date of graduation	
Cumulative GPA	
Gateway courses	
Program Outcome	
Certification exam result, 1st time	Manual
Employment	
SON Program Information	
Concentration Admitted to	PeopleSoft
Courses Enrolled	
Courses completed	

### ANTICIPATED CONCLUSIONS

- Timely monitoring, learning, and reporting.
- Affords early intervention for student success.
- Analytics software facilitates ease of illustrating data.
- Collaboration with IT expert is necessary.
- Student confidentiality is imperative.
- Spread use of dashboard across all programs with needed fields.
- Barriers included time, software unfamiliarity, and data from sources external to SON.

### IMPLICATIONS FOR NURSING EDUCATION

A disaggregated dashboard of data can facilitate capacity building and embedding an inclusive approach to continual quality improvement efforts related to the academic success of all students, but especially students from underrepresented populations.

### PRIMARY REFERENCES

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