

PRIE PROGRAM AREA OVERVIEW

The true measure of our success will be the number of people touched and transformed by our success.

—Angela Ahrendts

Overview:

The Institutional Effectiveness department supports the College in the following areas:

- Institutional research and planning
- Accreditation
- Participatory governance
- College-wide initiatives
- Data governance

Current Staffing:

- Director of Institutional Effectiveness
- Institutional Research Analyst (vacant)
- Data Systems Research Analyst (vacant)
- .8 FTE Administrative Assistant III (supports PRIE, College Hour, Accreditation, and Professional Learning)
- Classified Professional Learning Program Coordinator (.53 FTE) –categorically-funded (EEO funds)
- eLumen Data Steward faculty position (works closely with PRIE)

PRIE DISCUSSIONS & DIRECTIONS

Change is hard because people overestimate the value of what they have—and underestimate the value of what they may gain by giving that up.

—James Belasco & Ralph Stayer

Focus Items:

- Staffing
- Finish development of data reporting systems (Tableau cloud, PRIE internal data warehouse)
- Data transparency and accessibility
- Data governance (quality of data for research, reporting and evaluation)
- Vision Aligned Reporting

2024-2025 Program Highlights:

- Plan 2030 development
- Updated Tableau dashboards for SLOAC Starting work on annual reports for noninstructional program review
- Working with IT to implement Tableau Cloud
- Classified Leadership Development Program

PRIE RESOURCE REQUESTS

Strategy is about stretching limited resources
to fit ambitious aspirations.

—C. K. Prahalad

Requests:

- Hire Senior Research Analyst position
 - *Funds for Senior Analyst position recommended by PRAC in 2023-24*
 - *Option 1 (Fully funded research staff): Replace vacant 1.0 FTE Research & Planning Analyst Position, + hire 1.0 FTE Senior Research Analyst; estimated request \$160,000*
 - *Option 2 (functional research staff): Hire Senior Analyst position to replace current Research & Planning Analyst vacancy rather than hiring for both positions (estimated request \$38,000)*
- Institutionalize funds for Classified Professional Development Coordinator position
 - *.53 FTE (20 weekly hours) currently funded with EEO funds; estimated 10 will be covered in 2025-2026*
 - *Cost to cover 10 weekly hours through PRIE: \$32,362*
- Additional Classified Professional Development Funds
 - *Current budget: \$13,535*
 - *Request increase of \$7,000 to allow PLC to increase the \$500 per-person annual limit to cover conference and similar PD opportunities*