Main Level
Embassy Suites by Hilton San Francisco Airport Waterfront

2019 RP Conference Program

Institutional Effectiveness: Navigating the Seas of Change
The Research and Planning Group for California Community Colleges (RP Group) warmly welcomes you to the 2019 RP Conference, the largest gathering of institutional research, planning, and effectiveness professionals (IRPE) in the California Community Colleges system.

The RP Conference provides a space for us to unite, connect, share, and learn approaches and practices — helping us to be more effective and innovative in our work to advance student success and equitable outcomes. This year’s conference will offer tools and strategies that can be applied to our own institutions; highlight local and statewide projects and initiatives impacting the IRPE field; illuminate successful efforts; and launch robust discussions about critical issues surrounding research, planning, and institutional effectiveness.

This year’s conference theme is Institutional Effectiveness: Navigating the Seas of Change, which focuses on the evolution of the institutional, research, planning, and effectiveness field and how IRPE offices and practitioners can best support student success across their institutions. Over the next 32 hours, you will have the opportunity to select from 35 engaging breakout sessions; learn more about the work of the 2019 RP Group Project of the Year Award recipients; hear from keynote speaker, Dr. Matthew Wetstein, President of Cabrillo College about his journey from IRPE dean to college president; and receive updates from the RP Group and the California Community Colleges Chancellor’s Office Digital Futures Lab.

We hope that you have a fantastic and rewarding experience at the conference, and we look forward to hearing your observations and suggestions for improving this event for the field. Thank you!

Sincerely,
The RP Conference Committee
Name Badge
Please wear your name badge while you are at the conference. In addition to identifying yourself, it is your ticket for meals, sessions, and special events.

Registration Desk
The registration desk will be accessible on Wednesday, April 3, 8:00 am - 5:00 pm, and Thursday, April 4, 8:00 am - 1:00 pm. If you have an urgent need, please contact Lila Tavelli at 415-407-9368.

Wireless Internet Access
Wireless internet access is available in the general session and meeting rooms and is being provided complimentary for all conference attendees. Please use network connection attwireless or hhonors. Attendees and presenters can access both networks using the password rpgroup19.

RP Conference App Access
Access the most up-to-date conference information from your mobile device! Connection instructions are as follows:
1. From your mobile device scan the QR Code or go to: http://eventapps.quickmobile.mobi
2. Choose your device type and download and install the app
3. Open the app and enter RP2019 (case sensitive) in the search field
4. Click on the + to add the event
5. Enter Username: your email
6. Enter Password: rpgroup

Photograph and Video Disclaimer
Please be aware that by attending the RP Conference, you consent to your name, person, and/or likeness being used, without compensation, in photography, video, and in written format for use in any and all media, and you release all conference producers, as well as conference presenters and attendees, from any liability whatsoever of any nature.

Evaluations
At the end of the conference, we will e-mail you a link to the conference evaluation. Please take a moment to share your thoughts and reflections about this year’s event. Your feedback will help us improve the conference experience for the field next year. We will enter all completed evaluations into a drawing to win a complimentary registration to the 2020 RP Conference.
Session Tracks and Formats

Session Tracks

Briefings (60 minutes) are led by one or more presenters with a brief amount of time reserved at the end of the session for participant questions.

Interactive Discussions (75 minutes) are designed to allow for additional interaction between presenters and participants. These sessions are led by one or more presenters and may include in-session discussions and activities.

Posters will be on display in the reception area Wednesday, April 3, 5:00 - 6:30 pm. Presenters will showcase and answer questions about their work.

Session Formats

Sessions are organized by topic areas (tracks) to help you select a schedule that addresses your professional development needs and interests. Tracks are summarized below and are indicated for each session in the conference program.

Institutional Effectiveness
Showcases projects, tools, and approaches that have proven effective in addressing the challenge of bringing together institution-wide improvement efforts.

Advancing Student Equity
Focuses on building momentum for and evaluating student equity-related efforts by leveraging qualitative and quantitative data.

The RP Toolbox
Showcases and demonstrates practical tools, research methods, approaches, software, and resources for new and experienced IRPE professionals.

General Sessions
Wednesday, April 3, 2019

Welcome Session
9:45 am – 10:00 am | Embassy Ballroom
In this welcome session, RP Group Board President Gregory Stoup will provide opening comments on behalf of the RP Group Board and provide context for the conference related to the rapidly changing landscape for institutional research, planning, and effectiveness offices across the state.

Presenter: Gregory Stoup, President, The RP Group; Interim Vice Chancellor, Educational Services, Contra Costa Community College District

Birds of a Feather Topic Discussion Session
4:10 pm – 5:10 pm | Embassy Ballroom
The Birds of a Feather Session is an opportunity for conference attendees to talk with colleagues about issues or topics of specific interest on their campuses.
General Sessions
Thursday, April 4, 2019

California Community Colleges Chancellor’s Office Update (CCCCO): Student Success Metrics – The Past, Current, and Future
8:30 am – 8:50 am | Embassy Ballroom
Visiting Senior Executive for the Digital Futures Lab will provide an overview of the CCC statewide metrics development and the Student Success Metrics dashboard as a tool for establishing local goals to meet Vision for Success and Student Equity Plan requirements.

Presenter: Omid Pourzanjani, Visiting Senior Executive, Digital Futures Lab, California Community Colleges Chancellor’s Office

Navigating the Seas of Change in the IRPE Field: A Panel Discussion with Seasoned IRPE Professionals
8:50 am – 9:50 am | Embassy Ballroom
A panel of experienced practitioners will share their multiple decades of experience in the California Community Colleges and provide a glimpse of their expectations and vision for the field in the future.

Panelists: James Fillpot, Dean of Institutional Research, Policy, and Grants, Chaffey College; Gregory Stoup, Interim Vice Chancellor, Educational Services Contra Costa Community College District; Rosaleen Ryan, Director of Institutional Research, Monterey Peninsula College, Barbara McNeice-Stallard, Director of Research and Institutional Effectiveness, Mt San Antonio College; and Alice van Ommeren, Executive Director of Institutional Effectiveness, Research, and Planning, San Jose-Evergreen Community College District

Keynote Address
Wednesday, April 3, 2019

Opening Session
Navigating the Seas of Change: A 20-Year Perspective on the Research and Planning Seascape
10:15 am – 11:00 am | Embassy Ballroom
What happened when a mid-career institutional research, planning, and effectiveness (IRPE) practitioner made a course change and tacked toward an academic deanship? How did a veteran research and planning “nerd” become a Vice President of Instruction and navigate the CEO search process to become a college president? More importantly, what changed in the seas of research and planning that allowed IRPE practitioners to become so central to the academic enterprise? This keynote address tackles these questions, pivoting between analysis of the calming shores of professional development and the rising, sometimes disquieting, seas of leadership transition and change. This is a story of 20 years of sea change and how individuals in the RP community can maximize their standing as individuals who can make good decisions and steer the ship well.

Matthew Wetstein, President/CEO, Cabrillo College
Matt Wetstein has just completed his first year as Superintendent/President of Cabrillo College. Prior to being hired by the Cabrillo board, Wetstein served for six years as the Assistant Superintendent/Vice President of Instruction and Planning at San Joaquin Delta College in Stockton, CA. Before that time, he served as Delta's Dean of Planning, Research, and Institutional Effectiveness. He is a statewide leader in the California Community Colleges IRPE community, having spent six years on the board of the RP Group and two years as President. During that time, Wetstein represented the community on several statewide task forces related to student success metrics and helped the RP Group rewrite its strategic plan. He is the co-author of three books on the Canadian Supreme Court, one book on abortion politics in the United States, and has written or co-authored more than a dozen peer-reviewed articles on judicial behavior, abortion politics, and community college student success. Wetstein is a member of a number of community advisory boards in Santa Cruz County, including the United Way, Santa Cruz Symphony, Santa Cruz County Business Council, Santa Cruz Chamber of Commerce, the Agri-Culture Board, and Sutter Health/Palo Alto Medical Foundation Advisory Board. A member of the Capitola/Aptos Rotary Club, Wetstein resides in the La Selva Beach area.
RP Group Awards

Thursday, April 4, 2019

RP Group Awards Ceremony and Lunch

12:30 pm – 1:15 pm | Embassy Ballroom

Each year, the RP Group recognizes colleagues and organizations that have made extraordinary contributions to student and institutional success through community college research, planning, and institutional effectiveness efforts. The 2019 award focuses on a single category: RP Project of the Year, representing a project/practice that addresses models, frameworks, process, or tools that serve as a breakthrough in the field of institutional effectiveness.

Project of the Year Award

Confirming the Socio-Ecological Outcomes (SEO) Model to Predict Student Success of Men of Color at Community Colleges

Lijuan Zhai, Director of Institutional Research, Assessment, and Planning; Dee Cetin-Berber, Senior Research and Planning Analyst; Raymond Ramirez, Equity Coordinator; Carol Rains-Heisdorf, Senior Research and Planning Analyst; Lili Gao, Senior Research and Planning Analyst; and Chuck Kralowec, Research and Planning Analyst; Fresno City College

Breakout Session 1

Wednesday, April 3, 2019 | 11:25 am – 12:25 pm

A Rising Tide Lifts all Ships, or Does it? A Look at Early AB 705 Outcomes

Track: Institutional Effectiveness | Room: Ambassador A

The question everyone wants to know is: Will AB 705 implementation actually increase throughput? The state legislature mandated full implementation in fall 2019 for math and English, however many colleges began piloting curricular and support changes much earlier. This session takes a deep look at what those early adopters did and how it affected their throughput rates, how it changed what their classrooms look like, how instructors taught the content, and how students were supported in and out of the classroom. The Multiple Measures Assessment Project (MMAP) research team will present results from colleges that adopted this approach early. A few of these colleges will share their experiences and describe how they have adapted to ensure students are successfully completing transfer-level courses. This session is applicable to IRPE professionals who are helping their college navigate the changes around AB 705 and who are required to evaluate the effectiveness of the changes to enable their campus to adapt to best support students.

Presenters: Craig Hayward, Bakersfield College; Terrence Willett, Cabrillo College; Mallory Newell, De Anza College; and John Hetts, Educational Results Partnership

Data Coaching: Building Data Literacy and Research Capacity to Support Data-Informed Change

Track: Institutional Effectiveness | Room: Diplomat A

In 2017-2018, Santa Monica College (SMC) implemented a pilot professional development program focused on data coaching. The effort aims to expand the research capacity of the college by providing intensive training for faculty and other practitioners on how to compile, analyze, and contextualize data in their programs. After being certified as data coaches, faculty used their skills to facilitate intentional discussions about student equity, program marketing, and program evaluation across campus. The session will focus on the mechanics of the SMC Data Coaching Program, the challenges SMC faced in implementing this approach, and the “wins” experienced so far.

Presenters: Ruth Casillas, Hannah Lawler, and Laura Manson, Santa Monica College
Confirming the Socio-Ecological Outcomes (SEO) Model to Predict Student Success of Men of Color at Community Colleges

Track: Advancing Student Equity | Room: Diplomat B

Informed by Astin’s (1993) Input-Environment-Outputs model and extensive review of literature, Harris and Wood (2014, 2016, & 2017) developed a socio-ecological outcomes (SEO) model to predict student success of men of color at community colleges. This model is composed of seven key constructs including background/defining and societal factors and socio-ecological domains, all of which measure student experiences at community colleges. While the SEO model provides a theoretical understanding of student success of men of color, this conceptual model has never been confirmed by empirical methods. The purpose of this study is to apply a structural equation modeling (SEM) method to confirm if SEO model is a good model to predict student success of men of color. The model will assist community college practitioners to better understand the development and success of men of color. The model constructs can be used for programming and service development for closing achievement gaps. Session participants will learn the model's constructs, which can be used for programming and service developments for closing achievement gaps.

Presenters: Dee Cetin-Berber, Lili Gao, Chuck Králowec, Carol Rains-Heisdorf, Raymond Ramirez, and Lijuan Zhai, Fresno City College

Unpacking the Student Success Metrics, Reporting Requirements, and New MIS Data Elements (Repeat Session)

Track: The RP Toolbox | Room: Ambassador B

Are you curious about how the Student Success Metrics were constructed and how they relate to the funding formula, Vision for Success goals, and program-specific reporting such as Student Equity and Achievement and the Strong Workforce? Looking for more information about the new MIS data elements associated with AB 705 or the Adult Ed Program? This session will provide a technical explanation of the metrics and data elements, based on questions posed by the audience. You will also learn about the development and validation process used for the metrics and data elements, as well as additional features that will be included in the May release of the Student Success Metrics dashboard.

Presenters: Todd Hoig, California Community Colleges Chancellor's Office; and Kathy Booth, WestEd

Probation Management: Identification, Intervention, and Reduction

Track: The RP Toolbox | Room: Solano

This presentation focuses on supporting students with the lowest likelihood of completion. With the Vision for Success and the new Student Centered Funding Formula, it is imperative for colleges to focus on all students and not just the ones most likely to succeed. At our college, one in 10 students are on probation, and 7% eventually get dismissed. It is our view that one avenue for moving the completion needle is to prevent those at risk from getting on probation and lifting those on probation out. We will discuss a probation risk model for identifying at-risk students, and how counselors and student services staff could intervene and follow up with these students to reduce the number who end up on probation and increase their chance of successful completion.

Presenters: Loris Fagioli and Vinh Nguyen, Irvine Valley College
Mt. SAC Program Review, Ninjas, and Data Dashboards: Leveraging Nuventive and Power BI

Track: Institutional Effectiveness | Room: Ambassador A

Ninjas — doing good for the college! This interactive, fast-paced session is focused on how Ninjas collaborated to provide resources and ingredients for employees to bake a “PIE” — Planning for Institutional Effectiveness (aka program review). As equal members of the Ninja team, researchers, faculty, and administrators came together to improve Mt. San Antonio College’s (Mt. SAC) approach to program review. Based on yearly evaluations of PIE, we made enhancements to the programming interface, Nuventive Improvement Platform — providing data in a more user-friendly manner. The Research Department learned how to quickly leverage the dashboard, California Community College (CCC) Power BI Pack (thanks, Jaime Rodriguez!), and became integral to conducting trainings. While this session will entice you with tools and resources, it will also emphasize the team’s collaborative leadership that is the connective tissue of our effort. Come to the session to learn more and share your own stories.

Presenters: Joumana McGowan and Barbara McNeice-Stallard, Mt. San Antonio College

Award Leakage and the Case for an Opt-Out Award System

Track: Institutional Effectiveness | Room: Diplomat A

The Vision for Success calls on colleges to increase degrees and certificates conferral by at least 20%, and the Student Centered Funding Formula (SSCF) holds institutions accountable by tying funding to student success. It is now more important than ever to count every award earned. In this presentation, we quantify award leakage at our college, defined to be the number of awards completed but not awarded, and make the case for moving to an opt-out award system, where the college automatically awards degrees and certificates unless the student specifically requests otherwise. We estimate the cost of leakage under the SSCF (hundreds of thousands to millions of dollars annually) and illustrate how an opt-out award system could play a role in meeting the Vision for Success targets. The process described could be extended to identify near-completers (missing one or a few award requirements) and could also help in scheduling and quantifying demand for certain courses. Based on our analysis, the aspirational and lofty goals by the Chancellor suddenly seem very much attainable and could lead to a significant improvement in student completion and success.

Presenters: Loris Fagioli and Vinh Nguyen, Irvine Valley College

Getting Local: Using the Through the Gate Transfer Study Methodology to Support Guided Pathways and Equity Planning at Your College

Track: Advancing Student Equity | Room: Diplomat B

The Vision for Success articulates five-year goals for the system, including significant increases to equitable transfer outcomes by 2022. In this context, the RP Group's Through the Gate transfer study is examining the experience of "high-leverage learners" whose course-taking shows them "at" or "near" the transfer gate, but who have not yet made it to university. As a follow-up to last year's presentation, this session will provide updated statewide data on which student groups are more likely to achieve transfer based on new quantitative analysis. It will also offer examples for applying the study methodology locally to identify these high-leverage transfer students for guided pathways and equity planning. We will then present a 'transfer decision-making framework' that can inform local efforts to explore barriers and catalysts to students' transfer progress, and preview our study's current qualitative stage of research-collecting student perspectives on what factors are impacting their transfer journey.

Presenters: Kristen Fong, Andrew Kretz, and Alyssa Nguyen, The RP Group

Pink Sky at Night, Sailors Delight: A Variety of Visual Tools to Help your College Navigate the Seas of Change

Track: The RP Toolbox | Room: Ambassador B

Program review, institutional effectiveness, resource allocation, equity gaps, pathways, enrollment trends...all the terms and concepts that educational leaders must grapple with can make your head spin. Yet, two colleges have created various self-service visual tools for users to harness these swirling concepts and see them all in one place. The benefits of visual tools include enabling users to see trends over multiple years, view trends at the macro level, drill down to the micro level when necessary, and have the ability and space to play within the data to uncover trends that may not have been apparent on a spreadsheet. Two colleges will join together to share the tools they find most effective, including the use of Power BI, a homegrown faculty inquiry tool, a purchased program review tool, a cohort tracker tool, and a Guided Pathways meta-major tracker.

Presenters: Megan Leonard and Terrence Willett, Cabrillo College; Mallory Newell and Ola Sabawi, De Anza College
Developing a Set of Data Dashboards to Respond to Emerging Institutional Planning Needs

Track: The RP Toolbox | Room: Solano

Across the system, colleges are making rapid adjustments in order to better align with the Vision for Success. Research and planning offices play a central role in this changing landscape by providing data for institutional planning needs. Data visualization tools can help with the organization and publication of data on a quick timeline. Easily accessible data dashboards can help college stakeholders understand and locally contextualize state and institutional initiatives. A good repository of data also allows research and planning professionals to respond quickly to requests for information, which further facilitates informed decision-making. Hear how Monterey Peninsula College’s Office of Planning, Research, and Institutional Effectiveness is using Power BI to quickly adapt and communicate institutional data for program review, strategic planning, Guided Pathways, and more. Presenters will discuss planning dashboards for varied priorities, data modeling and setup in Power BI, and communicating dashboards with different stakeholders.

Presenters: Catherine Webb, Grossmont College; Rosaleen Ryan and Katy Wilson, Monterey Peninsula College

Unpacking the Student Success Metrics, Reporting Requirements, and New MIS Data Elements (Repeat Session)

Track: Institutional Effectiveness | Room: Ambassador A

Are you curious about how the Student Success Metrics were constructed and how they relate to the funding formula, Vision for Success goals, and program-specific reporting such as Student Equity and Achievement and the Strong Workforce? Looking for more information about the new MIS data elements associated with AB 705 or the Adult Ed Program? This session will provide a technical explanation of the metrics and data elements, based on questions posed by the audience. You will also learn about the development and validation process used for the metrics and data elements, as well as additional features that will be included in the May release of the Student Success Metrics dashboard.

Presenters: Todd Hoig, California Community Colleges Chancellor’s Office; and Kathy Booth, WestEd

Each One, Reach One: A High-Tech, High-Touch Approach to Maximizing Student Success through Guided Pathways

Track: Institutional Effectiveness | Room: Diplomat A

Bakersfield College (BC) is currently tackling the first and second phases of its Guided Pathways efforts to help students “get on the path” and “stay on the path.” BC is redesigning the work of its Completion Coaching Communities to directly support Guided Pathways momentum points using “high-tech, high-touch” strategies. Specifically, Completion Coaching Communities are focused on advancing the momentum points by utilizing technology tools such as Starfish, Cognos, and Tableau. Additionally, BC’s Guided Pathways Communication Plan leverages critical points throughout the semester to disseminate timely and relevant interventions to encourage students’ attainment of Guided Pathways momentum points. Come learn about these efforts, and how to-date, this redesign work has resulted in improved student success and completion outcomes.

Presenters: Daniel Hall, Amber Hroch, and Emmanuel Mourtzanos, Bakersfield College
When Metrics Allide With Equity: Sunstones, Astrolabes, and Dead Reckoning

Track: Advancing Student Equity | Room: Diplomat B

Equity is a key strategic goal for the typical institution of higher learning as well as a moral imperative. The effects of reducing equity impacts can be profound. For example, increasing gatekeeper completion and graduation for historically disadvantaged students feeds into the pipeline for future teachers at our institutions. But how do we know when we have achieved equity? How does one operationally define equity? What metrics and tests do we use to determine if differences in rates are “good enough” or within “acceptable” variance? This session will explore a variety of equity and diversity definitions and metrics from the fields of combinatorics, ecology, econometrics, and information theory, with pros and cons of face validity, complexity, sensitivity, and bias.

Presenter: Terrence Willett, Cabrillo College

Redrawing the MMAP: An Alternate Model for Using Local Data to Construct and Assess AB 705-Compliant Placement

Track: The RP Toolbox | Room: Ambassador B

College of the Canyons has been using statistics pathways since 2012 and multiple measures in a disjunctive manner since fall 2016. Adoption of these approaches has allowed the institution to transition toward AB 705 implementation. Using the data collected, we were able to construct a placement matrix that utilizes students’ high school performance indicators (i.e., last math course, grade in course, and high school GPA) for placement into transfer-level business, science, technology, engineering, and mathematics (BSTEM) and statistics courses. We will compare and contrast our local placement criteria with the CCCCO Guidelines (July 2018) for the most recent cohort of incoming students. While there is general overlap with the CCCCO Guidelines, there is substantive variation in our statistics placement criteria, and moderate differences with regard to BSTEM. We will share the process and the results with an emphasis on the divergence from the CCCCO Guidelines to provide an alternate option for future adjustments in light of AB 705.

Presenters: Joe Gerda, Saburo Matsumoto, and Preeta Saxena, College of the Canyons

Listening to Student Voices and Identifying Academic and Non-Academic Barriers Using Natural Language Processing and Machine Learning on Drop Survey Data

Track: The RP Toolbox | Room: Solano

At Saddleback College, students share the barriers that lead them to dropping and/or withdrawing from courses by answering a drop survey. In this session, we will share how we use natural language processing (NLP) and machine learning on text data gathered through the drop survey’s open-ended questions to listen to student voices. Additionally, we will share our initiative to use NLP and machine learning at scale to increase student success by addressing the academic and non-academic barriers specific to each student.

Presenters: Jennifer Klein and Truong Tran, Saddleback College
**Fostering a Culture of Innovation and Change: A Framework for Understanding Organizational Capacity for Innovation**

California’s Community Colleges are at the crossroads of change, where opportunity sits within the reach of institutions that are willing to take risks and work outside the norms of a traditional practices to facilitate change. These methods are centered around innovation via disruptive, fast-second, and many other innovation methods. Essential components are needed to ensure these innovation strategies can transition ideas into action that lead to positive change. This poster presentation will present a framework for college leaders to measure institutional capacity for innovation.

**Presenter:** Aeron Zentner, Coastline College

**Gathering Valuable Enrollment Data: The True Story of a Course Withdraw**

The Student Centered Funding Formula provides California Community College districts with incentives for ensuring successful student outcomes. Additionally, the Student Success Metrics help track the broad educational journeys of community college students. However, colleges are missing the nuanced student perspective as it relates to positive educational outcomes. The Student Withdraw Survey administered by El Camino College provides the campus with rich data on internal and external influences on student success. This three-year project is designed to provide the college insights on how a course withdrawal affects student enrollment behavior. This poster presentation will review data from Year 1 of the survey.

**Presenter:** Jeremy Smotherman, El Camino College

**Chart a Course for Equity with Expanded Ethnicity Data from CCCApply**

Successfully charting a course for equity first requires us to know who our students are and what communities we serve. The focus on equity is empowered by disaggregated data, which provides a lens through which to study student outcomes. This perspective has been vital in supporting college personnel to develop a mindset that is attuned to equity issues, thereby promoting the success of all students, particularly those who are undersupported and/or underrepresented. A major focus of equity-minded researchers has been monitoring achievement gaps across racial/ethnic groups at our colleges/districts. However, the ethnicity data that has been collected in CCCApply does not allow us to identify many smaller but locally important ethnic subgroups, leaving areas of “hidden disproportionate impact” on our campuses. To address this need, a statewide cross-functional work group was convened in 2016, and over the past two years, this group worked to achieve the goal of expanding the ancestry/ethnicity categories on CCCApply. This poster presentation will highlight the journey and process of this work group and challenges researchers and stakeholders to use these new data to advance student equity and improve student equity initiatives in ways never before possible.

**Presenters:** Craig Hayward, Bakersfield College; Stacy Teeters, California Community Colleges Chancellor's Office; and Erik Cooper, Sierra College

**Using Student Focus Groups to Inform Guided Pathways Efforts**

To help support College of the Canyons in its sea of change, we conducted focus groups for the development of meta-majors and in support of the institution’s Public Information Office. Specifically, we assisted the efforts of our meta-majors workgroup in their efforts to provide students with meaningful and impactful pathways. We also assisted the Public Information Office in their efforts to design the most visually appealing and informative schedule of classes in an effort to clarify and help more students enter their paths. Utilizing convenience sampling, we strategically chose a diverse assortment of courses from which to recruit focus group participants. Students provided rich and meaningful data that has proven to be vital in informing and changing the direction of our Guided Pathways efforts. This poster will provide share information on this process and the results.

**Presenters:** Vida Manzo, Catherine Parker, and Preeta Saxena, College of the Canyons
Student Participatory Action Research: A Student-Empowered Data Culture Creates Path(ways) to Equity at Cerro Coso Community College

The student researchers from Cerro Coso’s Student Participatory Action Research (SPAR) team share highlights from their cross-collaborative research projects and how these data are intended to not only inform the college’s current work in strengthening equity and pathways, but also lead to positive actionable changes for all students. This poster will include data findings from the mixed-methods studies, and the students presenting this session will share their experiences as research leaders at Cerro Coso Community College.

Presenters: Alyxandrya Browne, Mikela Castro, Davis Kunz, Erin Lewis, and Michael Skipworth, Students from Cerro Coso Community College

Measuring the Impacts of Cerro Coso’s Incarcerated Student Education Program

Cerro Coso Community College’s Incarcerated Student Education Program (ISEP) is a conscious effort to produce and support student success and achievement through higher learning, while attempting to create a positive impact on the current mass incarceration crisis in California. Since the start of the program in Fall 2015, the college has seen a sizable growth of the program, as well as notable increases in both course enrollments and sections, along with high rates of course retention and success achieved by incarcerated students. In this poster session, Cerro Coso faculty and IR staff will provide an overview of ISEP and the various pathways intentionally created; discuss the stark differences in teaching pedagogy in prison campus environments; and how research shows that significant long-term societal and economic impacts can be achieved when higher education meets incarceration.

Presenters: Svetlana Deplazes and Ryan Khamkongsay, Cerro Coso Community College

Braving the Storm: Building a Culture of Evidence and Authentic Improvement in an Era of Initiative Overload

Track: Institutional Effectiveness | Room: Ambassador A

This session will discuss the rapidly-evolving institutional effectiveness field in light of the challenges institutional research, planning, and effectiveness (IRPE) offices are currently facing. With a new funding formula, Guided Pathways, sweeping developmental education reform, statewide strategic plan alignment requirements, and a suite of statewide metrics to address and adopt locally, community college practitioners are facing the very real danger of initiative overload. How can IRPE professionals (1) bring their institutions into compliance in this era of rapid and large-scale change, (2) continue to foster meaningful, evidence-based change, and (3) maintain their sanity? We will share our experiences with and strategies for mitigating initiative fatigue and project overload in light of increasing external pressures and statewide mandates. Participants will learn tools and approaches for effectively managing change at their own institutions.

Presenters: Gregory Stoup, Contra Costa Community College District; and Bri Hays, Cuyamaca College

Pathway Program Review: An Innovative Approach to Program Reflection

Track: Institutional Effectiveness | Room: Diplomat A

Los Angeles Trade Technical College (LATTC) was among the early adopters of the Guided Pathways framework and has fully launched each of its nine pathways. The Pathways Innovation and Institutional Effectiveness (PIIE) team collaborated with pathways faculty and staff to develop a novel program review process for meaningful reflection and evaluation at the pathways level. Like many colleges, the traditional program review process at LATTC was often compliance-driven and included process-centered tendencies. Our efforts to end the compartmentalization and develop a more purposeful, inclusive, and meaningful approach has already proven to be very successful. We intentionally placed dialogue among the pathways faculty and staff at the center of the process instead of focusing on completing forms and request. The PIIE team facilitated discussions and activities that flowed from honest reflections to concrete actions, plans and goals, both at the programmatic level, as well as for the pathways as a whole.

Presenters: Marvin DaCosta, Martin Diaz, Jess Guerra, Armime Javadyan, Velveth Klee, and Ani Zarpas, Los Angeles Trade Technical College
Beyond Capturing the Voice: Engaging Students through Participatory Action Research Practices

**Track: Advancing Student Equity | Room: Diplomat B**

With a statewide emphasis on reducing inequities for disproportionately impacted student groups across the California Community Colleges, a more equitable approach to research practices needs consideration by institutions. Our goal at Cerro Coso Community College is to go beyond just capturing the student voice to empowering our students to become research practitioners themselves. This session will highlight a community-based participatory action research (CBPAR) model of inquiry that engages students as equal collaborators in the inquiry process by directly involving them in the research design and data collection. In collaboration with our faculty data-champions, the Office of Institutional Research implemented a student participatory action project that directly supports the college's aims in strengthening Student Equity and Guided Pathways. Cerro Coso's student researchers will co-present this session with faculty and institutional research staff on the collective CBPAR process, what was learned, and how students are turning data into actionable items to support student success.

**Presenters:** Nakysha Cummings, Ryan Khamkongsay, and Students, Cerro Coso Community College

Student Centered Funding Formula: Implications for the IRPE Community (Repeat Session)

**Track: The RP Toolbox | Room: Ambassador B**

In this session, participants will be informed and updated on the Student Centered Funding Formula from the California Community Colleges Chancellor's Office. Topics covered in this session will include the calculation, implementation, and future action. By the end of the session, participants will be aware of both opportunities and strategies to inform their local implementation of the funding formula.

**Presenter:** Christian Osmeña, California Community Colleges Chancellor's Office

Info Book: Shaping MIS Data into Information

**Track: The RP Toolbox | Room: Solano**

Knowing data is good; understanding data makes you powerful. In this session, we explain how we used MIS data to design interactive visual dashboards to engage end-users in the exploration and understanding of student data. The State Center District implemented Info Book with purpose — to transform data from being interesting to being useful and actionable. Visualizing MIS numbers helped us to see patterns and trends. Interacting with data and drilling down to a student level helped us gain richer insights on student life. The Info Book dashboards include enrollment, course performance, student completion, persistence, program awards, financial aid, and services. This data source allows not only extraction of information about a specific division, department, or course, but also compares data to other colleges within a region. We will share our approach to a mobile-friendly dashboard design, and will discuss technical aspects, such as the underlying data source structure, as well as Tableau calculated fields and joins.

**Presenters:** Bethany Hazen and Dmitri Rogulkin, State Center Community College District
Give the People What they Need: How Data Tools Help Inform Strategic Scheduling and Budgeting Decisions

Track: Institutional Effectiveness | Room: Ambassador A

The new Student Centered Funding Formula (SCFF) has caused colleges to rethink and re-evaluate their strategic enrollment strategies. To facilitate data-informed decision-making, the Foothill-De Anza Community College District's Office of Institutional Research and Planning developed two data tools that help end-users understand the SCFF and make budget and scheduling decisions that maximize SCFF outcomes. The first data tool provides a detailed breakdown of the SCFF and the associated district funding rates and outcomes. It then allows end-users to estimate the fiscal impact of improvements to specific institutional outcomes. The second data tool calculates instructional budget goals for each division and facilitates collaboration to make data-informed decisions that keep the college within budget allotments and also positively impact the SCFF. Presenters will demonstrate these tools and provide examples of collaboration that have resulted in specific strategies to increase student outcomes.

Presenters: Kristy Lisle and Ram Subramaniam, Foothill College; and David Ullate, Foothill-De Anza Community College District

Summer Bridge Programs: Positive Effects and Next Steps in Taking The Program To Scale

Track: Institutional Effectiveness | Room: Diplomat A

Irvine Valley College has conducted an evaluation of three separate cohorts of Summer Bridge program students to explore the short- and long-term effects on academic outcomes. Using various types of analysis to isolate selection biases (e.g., propensity scores/doubly robust models), we learned that the program has, on average, a positive impact on program participants’ GPA, units earned, and persistence rates. The session will explain the data and methodology used, the findings, and current limitations of the work, and provide attendees with samples of the code for replication purposes. In terms of program planning, attendees will learn how the findings are being used to inform the intentional expansion of Summer Bridge in coming years.

Presenters: Joshua Dorman, Loris Fagioli, and Mark Franco, Irvine Valley College

LGBTQ+ Data for Dummies: Best Practices and Accessing the CCCApply Report Center

Track: Advancing Student Equity | Room: Diplomat B

Integrating LGBTQ+ data into institutional initiatives is vital for advancing equity and creating an inclusive campus for all students. This presentation will expand on Delta College’s data model to include CCCApply and will offer guidance to accessing LGBTQ+ data from the CCCApply Reports Center online. In covering the steps Delta College is taking to supplement CCCApply data, we will share best practices to ensure institutions collect data in a sensitive manner. These practices stress the importance of allowing students to identify themselves and offer appropriately-worded survey questions. We will also discuss expected challenges in data collection and analysis. The goal of this data collection is to inform LGBTQ+ student support, specifically with the role campus Pride Centers or LGBTQ+ Support Programs play. As Delta continues to adapt with the changing landscape of our student population, we invite other campuses to take steps to ensure LGBTQ+ student success.

Presenters: Ricky Gutierrez-Maldonado and Latisha Jett-Dias, San Joaquin Delta College

Student Centered Funding Formula: Implications for the IRPE Community (Repeat Session)

Track: The RP Toolbox | Room: Ambassador B

In this session, participants will be informed and updated on the Student Centered Funding Formula from the California Community Colleges Chancellor’s Office. Topics covered in this session will include the calculation, implementation, and future action. By the end of the session, participants will be aware of both opportunities and strategies to inform their local implementation of the funding formula.

Presenter: Christian Osmeña, California Community Colleges Chancellor’s Office
Breakout Session 5
Thursday, April 4, 2019 | 11:25 am – 12:25pm

Unwrapping Your Crystal Ball: The Ethical Concerns of Predicting the Future
Track: The RP Toolbox | Room: Solano

Data mining, machine learning, and predictive analytics are becoming standard tools for colleges to make the most of limited resources and can be seen in the development of the Multiple Measures Assessment Project (MMAP) and responses to AB 705. In addition, some colleges, such as Georgia State University, are using predictive analytics to target interventions to improve student success, while other institutions have used them to attempt to increase success by blocking access. This session will briefly cover the recent history of predictive analytics, explore some of the ethical concerns, and facilitate dialogue to discuss the role of institutional research, planning, and effectiveness functions in developing and ensuring the proper use of these tools at our colleges.

Presenters: Erik Cooper, Sierra College; and Alyssa Nguyen, The RP Group

Breakout Session 6
Thursday, April 4, 2019 | 1:30 pm – 2:45 pm

How do Institutions Know What Works and What Doesn’t?
Track: Institutional Effectiveness | Room: Ambassador A

How do you make data relevant and meaningful to everyone in the institution? What factors are essential to evaluating whether something is working or not working? How do you create a joint definition of success? This session will examine these questions and discuss how to gather and use data that is most connected to and representative of what students actually experience in our colleges and system. Join us as we explore effective communication methods to involve everyone in data discussions, interactive exploration of data that effectively engages students and faculty, and strategies that have resulted in tangible institutional change.

Presenters: Janet Fulks, Bakersfield College/Academic Senate for California Community Colleges; Virginia May, Sacramento City College/Academic Senate for California Community Colleges; and John Stanskas, San Bernardino Valley College/Academic Senate for California Community Colleges

Impact and Evaluation of AB 705: Mixed-Methods Model
Track: Institutional Effectiveness | Room: Diplomat A

Listen and engage in conversations about evaluating the impact of AB 705 from students’ and faculty members’ perspectives. Mt. San Antonio College will describe how many forces came together with a campus-wide commitment and strategy to evaluate the implementation of multiple measures within an eight-month time period. Researchers will review their particular roles as well as their discussions with faculty and administrators in planning specific strategies to employ when evaluating compliance with AB 705. Results from the fall 2018 mixed-methods study and lessons learned will be highlighted. The college’s Research Action Plan will be critiqued and participants will have the opportunity to share their plans, too. Attendees will leave with knowledge from many colleges as to how to evaluate the impact of AB 705.

Presenters: Vera Froman, Marcell Gilmore, Aleksandra Malinowska, Barbara McNeice-Stallard, and Chiou Yueh (Maria) Tsai, Mt. San Antonio College
Visualizing and Forecasting the Student Centered Funding Formula at Santa Rosa Junior College

Track: The RP Toolbox | Room: Solano

This session will describe our trials and tribulations of creating a Tableau visualization to simulate the new Student Centered Funding Formula for Santa Rosa Junior College. The visualization is designed to use our Student Information System data to provide an interactive, user-friendly dashboard that gives administrators and faculty the ability to follow the college's potential revenue under the funding formula. A longitudinal analysis feature displays what the funding would have been under the new formula in the past years, thus allowing users to spot important long-term trends. All the funding components are disaggregated by demographic and institutional factors (gender, ethnicity, department, etc.) in order to point out where additional outreach efforts may be needed.

Presenter: Grzegorz Drukala, Santa Rosa Junior College

Equity-Driven, High Achievement Outcomes-Based Assessment Program Review: Connecting Authentic Student Voice to Performance Indicators and More

Track: Advancing Student Equity | Room: Diplomat B

This interactive session will present good practice research from over 33 institutions to inform refinement of your organization's outcomes-based assessment program review process, use of equity performance indicators, and selection of predictive analytic data. Using one institutional case study as an example, participants will engage in dialogue around specific implementation questions for their own campuses. Participants will leave with a framework to adapt and some specific questions to examine more deeply when they return to their own campuses.

Presenter: Marilee Bresciani Ludvik, San Diego State University

Re-Considering Equity and Inequity under the Student Centered Funding Formula: How I Came to Be a Radical Change Agent as a CEO

Track: The RP Toolbox | Room: Ambassador B

The new Student Centered Funding Formula (SCFF) has controversial implications for the California Community Colleges (CCC) system. The SCFF's ability to truly promote equitable outcomes in the system remains undetermined, yet it fosters new inequities in the CCC landscape. Participants who attend this session will learn about California economic and policy patterns over the last two decades and how certain funding inequities across the colleges came into existence. They will obtain a deep understanding of the flawed metrics used to allocate funds in the SCFF and how they contribute to or deepen inequities in the CCC system. Session participants will walk away with new data tools and arguments they can use to critically analyze the SCFF funding formula and its impact on their college's student population(s). Unless it is changed soon, the SCFF will have drastic negative impacts on poor students living in wealthy parts of the state.

Presenter: Matt Wetstein, Cabrillo College
Implementing AB 705 at Citrus College: Practices and Effectiveness

**Track:** Institutional Effectiveness | **Room:** Ambassador A

Over the past two years, the college has made significant modifications to the English and mathematics sequences in accordance with AB 705 in order to maximize the probability that a student will enter and complete transfer-level coursework in English and mathematics within a one-year time frame. This session will focus on the totality of what it took to get us to this point, including curriculum design and development; faculty collaboration and professional development; and strategies for creating a student-centered classroom environment focused on empathy, collaboration, and team building. Even though dramatic structural and organizational changes have been made to support placement and outcomes for students, the question remained as to how students felt about their placement and the new class experience. To this end, we will share data from outcome surveys and interviews designed to examine students’ experience in our newly redesigned Statistics course.

**Presenters:** Melissa Christian, Yueyi Huang, and Michael Wangler, Citrus College

Enrollment Management Dashboard: Putting Data to Work

**Track:** Institutional Effectiveness | **Room:** Diplomat A

New initiatives such as the Vision for Success, Student Centered Funding Formula, and Guided Pathways emphasize the importance of using data for decision-making. These data need to be reliable, timely, consistent, and comprehensive. The enrollment management dashboard designed and implemented by the State Center District Office of Institutional Effectiveness allows college administrators and staff to track and analyze enrollment data on a daily basis. The dashboard includes such components as Actual vs Target FTES, day-to-day comparisons at the course level, snapshots of enrollment data at various points of the registration cycle, course efficiency measures, section fill rates by day of the week and time of the day, and student performance and persistence from term to term at a program level. We will demonstrate interactive visual dashboards, share our approach to visual design, and discuss technical aspects of underlying data source structure and Tableau calculated fields and joins.

**Presenters:** Bethany Hazen and Dmitri Rogulkin, State Center Community College District

Building Guided Pathways through a Labor Market Perspective

**Track:** Advancing Student Equity | **Room:** Diplomat B

Based on prior work conducted by the Center of Excellence (COE) and the Career Ladders Project, session participants will learn about COE crosswalks, supply and demand tools and data resources; effective ways of training faculty in the use of O*NET online and the Bureau of Labor Statistics websites; and labor market researcher concepts related to online job advertisements. Using course competencies, this hands-on workshop will demonstrate how courses can be connected and augmented utilizing knowledge, skills, abilities, and task expectations from current employers so that students can connect their coursework to application requirements. Implementation of these activities at campuses will increase students’ likelihood of obtaining good paying jobs during and after their academic journeys.

**Presenter:** Nora Seronello, Modesto Junior College

The Art of Data Storytelling with Power BI

**Track:** The RP Toolbox | **Room:** Ambassador B

IR professionals have many important responsibilities. However, it could be argued one of the most important responsibilities is to be effective data storytellers — assisting others in better understanding the stories found in data. While we acknowledge this role as an important one, it is easy to forget this critical responsibility and overlook opportunities to communicate stories with data. This session will highlight the importance of data storytelling in institutional research and will provide fundamental practices for the purpose of effective data storytelling. Lastly, this session will demonstrate how Power BI can be used to develop reports that communicate stories with data.

**Presenter:** Jaime Rodriguez, Moreno Valley College
The Cosumnes River College HawkTrack Dashboard: Developing and Implementing a Student Success Dashboard with R Shiny

**Track: The RP Toolbox | Room: Solano**

The Cosumnes River College (CRC) cohort tracker, also known as the HawkTrack, provides data on enrollment and achievement milestones for cohorts of students at CRC. It was developed with student equity in mind, using R and the R Shiny package, to support Guided Pathways development, program evaluation (of First-Year Experience and special cohort programs), and strategic plan evaluation. This presentation will describe the features and applications of the HawkTrack followed by key steps and resources for developing and deploying a dashboard using R Shiny. R Shiny is a free and open-source library for the R statistical programming language that provides a powerful dashboard development framework — especially when used with other packages like dplyr, tidyr, and rCharts.

**Presenter:** Paul Meinz, Cosumnes River College

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Institutional Effectiveness Leadership in a Participatory Governance Environment

**Room: Solano | Time: 9:00 am – 12:00 pm**

Institutional research, planning, and effectiveness (IRPE) professionals are being asked to take on increasing areas of responsibility. This context means that researchers with various levels of experience need to work hand-in-hand with faculty, classified staff, administrators, and students. Critical decisions about the future of our institutions must be informed by data, much of which is produced by IRPE professionals. Examples include ongoing college efforts to align placement practices with AB 705 expectations and to develop local goals aligned with the **Vision for Success**. Initiatives such as these require a working knowledge of participatory governance policies, processes, and structures to ensure successful implementation. Yet, there are few formal opportunities for IRPE professionals to learn even the basics of participatory governance and implications for the field. Join us for an interactive workshop designed specifically for IRPE professionals to apply effective leadership principles in a participatory governance environment.

**Presenters:** Brandon Price and Brian Sanders, Columbia College

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Excellence through Equity: Equity as a Driver for Institutional Effectiveness Efforts across the College

**Room: Diplomat A | Time: 9:00 am – 1:00 pm**

California Community Colleges are at a pivotal point in their story, with a renewed emphasis on equitable student outcomes and a paradigm shift away from student access to student success and completion. The intersection between institutional research, planning, and effectiveness (IRPE) work and equity-focused efforts has never been more clearly articulated. In addition to the moral imperative that goes along with applied/institutional research, the **Vision for Success**, Student Equity and Achievement Program, and Student Centered Funding Formula are bringing equity-mindedness to the forefront of community college improvement efforts across the state. With this context in mind, IRPE offices will need to be able to integrate equity-mindedness into everything from research and evaluation efforts, program review, strategic planning, and program review and assessment efforts. Join us for an interactive workshop designed specifically for IRPE professionals to apply equity-minded principles to institutional research, planning, and assessment efforts. Workshop facilitators will share strategies for building college infrastructure and momentum to advance a culture of excellence through equity.

**Presenters:** Kristi Blackburn, Cerritos College; Mayra Padilla, Contra Costa College; and Bri Hays, Cuyamaca College
Supporting Researchers into and through AB 705 Implementation and Evaluation

**Room: Ambassador B | Time: 9:00 am – 1:00 pm**

Are you part of a team responsible for transitioning to AB 705 curriculum and supports? Have you been asked to slice the data to help answer questions around the types of students served in transfer-level coursework and which groups perform at what levels? Have you been asked to evaluate the efficacy of an innovative course or sequence? Have you found yourself engaging in difficult discussions that require you to address anxieties and fears? If yes, we invite you to join us for an interactive session focused on how to (1) evaluate innovative curriculum, (2) help guide faculty towards compliance, (3) present research and findings in a compelling but non-threatening way, (4) evaluate implementation from an equity lens, and (5) influence change as an institutional research, planning, and effectiveness (IRPE) professional. This workshop is designed to provide support and create a network for researchers to address these topics and needs on their own campuses.

**Presenters:** Craig Hayward, Bakersfield College; Terrence Willett, Cabrillo College; Alice Perez, California Community Colleges Chancellor’s Office; Mallory Newell, De Anza College; and John Hetts, Educational Results Partnership

Conference Sponsors and Exhibitors

Visit the Waterfront Room, where our sponsors and exhibitors will be available to answer questions and showcase useful resources on Wednesday, April 3, 8:30 am – 6:00 pm, and Thursday, April 4, 8:00 am – 4:00 pm. These companies provide important revenue to the conference and help us maintain the lowest possible registrations fees. We encourage you to stop by and explore their services.

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About the RP Group

The RP Group is a non-profit, membership-driven organization that strives to build a community college culture that views planning, evidence-based decision-making, and institutional effectiveness as integral, collaborative strategies that work together to promote student success, increase equitable outcomes, improve college operations, and inform policymakers. Go to www.rpgroup.org for more information.


Promoting excellence by using data and evidence to transform the lives of all community college students.

We offer:

- Focus group facilitation and analysis to assist progress in efforts such as Guided Pathways and other student-centered initiatives
- Collaborative and unbiased third-party evaluations to assist project implementation and effectiveness (e.g. AB 705)
- Clear communication of data, research methods, and findings, and next steps for improved student outcomes
- Professional development offerings, conferences, and knowledge-sharing for IRPE and CCC practitioners
Thank You

It takes a village to organize a conference! We are grateful to Lila Tavelli for her artful coordination, to Kelley Karandjeff and Priyadarshini Chaplot for their eagle eyes, to Claire Stallard* for his technical savvy, and to all members of the RP Conference Committee for programming a valuable experience for all attendees.

RP Conference Committee

Bri Hays
Senior Dean of Institutional Effectiveness, Success, and Equity, Cuyamaca College (Co-Chair)

Denice Inciong
District Director of Research, Planning, and Data Management, South Orange County Community College District (Co-Chair)

Erik Cooper
Dean of Planning, Research, and Resource Development, Sierra College

Adore Davidson
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Brian Goo*
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Lan Hao*
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Jake Kevari
Dean of Institutional Effectiveness, Copper Mountain College

Elaine Kuo*
College Researcher, Foothill College

Dayene Meuschke*
Dean of Institutional Research, Planning, and Institutional Effectiveness, College of the Canyons

Brian Murphy
Director of Institutional Research, Butte College

Mallory Newell*
Director of Institutional Researcher and Planning, De Anza College

Karen Rothstein
Dean of Behavioral and Social Sciences, Moorpark College

James Todd
Vice President of Students Services, Modesto Junior College

Aeron Zentner*
Dean of Institutional Effectiveness, Research, Planning, and Grant Development, Coastline College

*Gracious volunteers from the field. Thank you! (All others serve as board, staff, or consultants with the RP Group.)

Thank You

RP Group Awards Committee

Brian Murphy
Director of Institutional Research, Butte College

James Todd
Vice President of Student Services, Modesto Junior College

Erik Cooper
Dean of Planning, Research, and Resource Development, Sierra College

Bri Hays
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