

*Data Driven Decision Making
with the EBI*

Today's Agenda

- 1) Background of the ACUHO-I/EBI Resident Assessment
- 2) Factors
- 3) Data Driven Decision Making in Action...
- 4) Impacts of Data Driven Decision Making
- 5) Discussion

Learning Outcomes

- Participants will learn about the past and current trends on Mason's campus through exploring the Office of Housing and Residence Life's data driven decision making through utilization of the ACUHO-I/EBI Resident Assessment.
- Participants will learn about campus trends that could be related to specific functional areas and discuss strategies for addressing them.

What is this EBI thing?

- A collaborative assessment tool
- Provides self assessment, comparative assessment, continuous assessment
- Bi-yearly
- Moved to Fall



Who are our respondents?

- 1976 respondents (34.4% of on-campus population)
- 36% male; 63.6% female; .4% trans & other
- 40.3% first year; 26.6% sophomore; 21.2% junior; 11.2% senior
- 75% report GPAs at 3.00 or higher
- 56.9% study 1 – 10 hours a week
- 47% do not work
- 49.2% do not consume alcohol

Nuts and Bolts of EBI

- 120 questions
 - 6 open-ended questions
 - 100 multiple choice
 - 17 institution specific questions
- Distributed via email with incentive
- “Select 6” participating institutions

What does it assess?

- Satisfaction
- Learning
- Students self report on a scale of 1 – 7.
 - “very dissatisfied” to “very satisfied”
 - “not at all” to “extremely”
 - “very poor” to “exceptional”
 - NA is also available as an option.

Data Nuances

- 2008-2009 (spring)
 - Campus housing run by outsourced company
- 2009-2010 (spring)
 - Jan 1, 2010 housing was no longer outsourced
- 2010-2011 (spring)
 - Server crash during housing selection impacting over 700 residents
 - Incident on campus with student staff
- 2012-2013 (fall)
 - Survey administered in the Fall

Factor 1 . Satisfaction: Hall/Apt Student Staff	Factor 11 . Learning: Fellow Residents are Respectful
Factor 2 . Satisfaction: Hall/Apt Programming	Factor 12 . Learning: Sense of Community
Factor 3 . Satisfaction: Room/Floor Environment	Factor 13 . Learning: Personal Interactions
Factor 4 . Satisfaction: Facilities	Factor 14 . Learning: Diverse Interactions
Factor 5 . Satisfaction: Services Provided	Factor 15 . Learning: Manage Time, Study, Solve Problems
Factor 6 . Satisfaction: Room Assignment or Change Process	Factor 16 . Learning: Personal Growth
Factor 7 . Satisfaction: Safety and Security	Factor 17 . Overall Satisfaction
Factor 8 . Satisfaction: Dining Services	Factor 18 . Overall Learning
Factor 9 . Satisfaction: College/University	Factor 19 . Overall Program Effectiveness
Factor 10 . Learning: Fellow Residents are Tolerant	

Past and present results of the EBI

- Identifying initiatives and decisions influenced by data
- Results of these decisions and initiatives
- Implications for future practice
- Possible messages for collaborators

Examples of Information for UL Constituents

Student's self reported behavior and viewpoints on:

- Things to do
- Dining
- Climate of respect
- Alcohol Use
- Safety
- Opportunities for diverse interactions
- Recommend campus to friend
- Hours Worked
- Hours Studying

Factor 1: Hall/Apt Student Staff

Hall/Apt. Student Staff: How satisfied are you with your student staff member (i.e. RA, Community Advisor, Mentor, Apt. Advisor) on your floor regarding:	Very dissatisfied 1	Moderately dissatisfied 2	Slightly dissatisfied 3	Neutral 4	Slightly satisfied 5	Moderately satisfied 6	Very satisfied 7	Not applicable
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Availability

Efforts to get to know you

Gaining your respect

Helping with a problem

Treating everyone fairly

Enforcing policies

Organizing programs/activities

Promoting tolerance of others

Respecting ethnic diversity

Communicating rules & regulations

Overall, how satisfied are you with the performance of your
staff member?

Develop as Leaders...

HRA Training Outcomes:

- HRA's will become aware of their expectations during RA Training.
- HRA's will begin to know their **new role** on their staff.
- HRA's will understand their **role and responsibility** with other RAs on staff.
- HRA's will understand how to be a **positive role model** to new staff.
- HRA's will initiate projects and activities without direct supervision.

Welcome During RA Training:

- RA's will define the neighborhood model.
- RA's will know their ADRL, neighborhood RDs, and peer staff members.
- RA's will know their role within OHRL as **student leaders**.
- RA's will meet the Director and Associate Director of Residence Life.

Summer Update

Vol. 1

Background Check: Coming Soon

As part of the hiring process, each staff member must complete an online background check. The background check email should be sent out to your Mason email in mid-July.

The Training and HR Coordinator for OHRL, Jennifer Jakeman, inputs our RAs and HRAs into the HR system, which then triggers the background check to be sent out.

Please keep an eye out for the email from HR with instructions on how to complete the background check. Please note it WILL ask for identifying information like your Social Security number.

If you don't receive an email for the background check by August, please let Leah know at that time!

To stay in the loop with the most up-to-date OHRL info,

Follow us on Twitter:

@MasonOHRL



Like us on Facebook:

Facebook.com/masonOHRL



Housing VIII-A Named!

You are among the first students to know the new names of the residence halls opening in January 2012. After much debate over the options the new halls will be known as Rogers and Whitetop, named after the two tallest peaks in the Commonwealth of Virginia. These buildings will be a part of the Aquia Neighborhood, formerly known as the Northwest Neighborhood.

Move-In Dates for Fall Training

Please remember that Fall Training is mandatory, and absences will not be excused except in the most urgent situations.

All staff are able to begin moving into their assigned RA rooms beginning at 10:00am on Saturday, August 13th.

All staff must be moved in by 5:00pm on Sunday, August 14th, with the exception of HRAs, who will need to be available beginning at 10:00am on Sunday, August 14th.

To-Do List Items:

- Complete and return your Hiring Packet if you haven't done so.
- Visit: <http://housing.gmu.edu/survey/TakeSurvey.aspx?SurveyID=92LKKa2> to provide us the most updated information for training.
- Review your Top 5 Signature Themes from StrengthsQuest.com
- Brainstorm theme ideas for your floor/community (door decorations, bulletin boards, etc.)

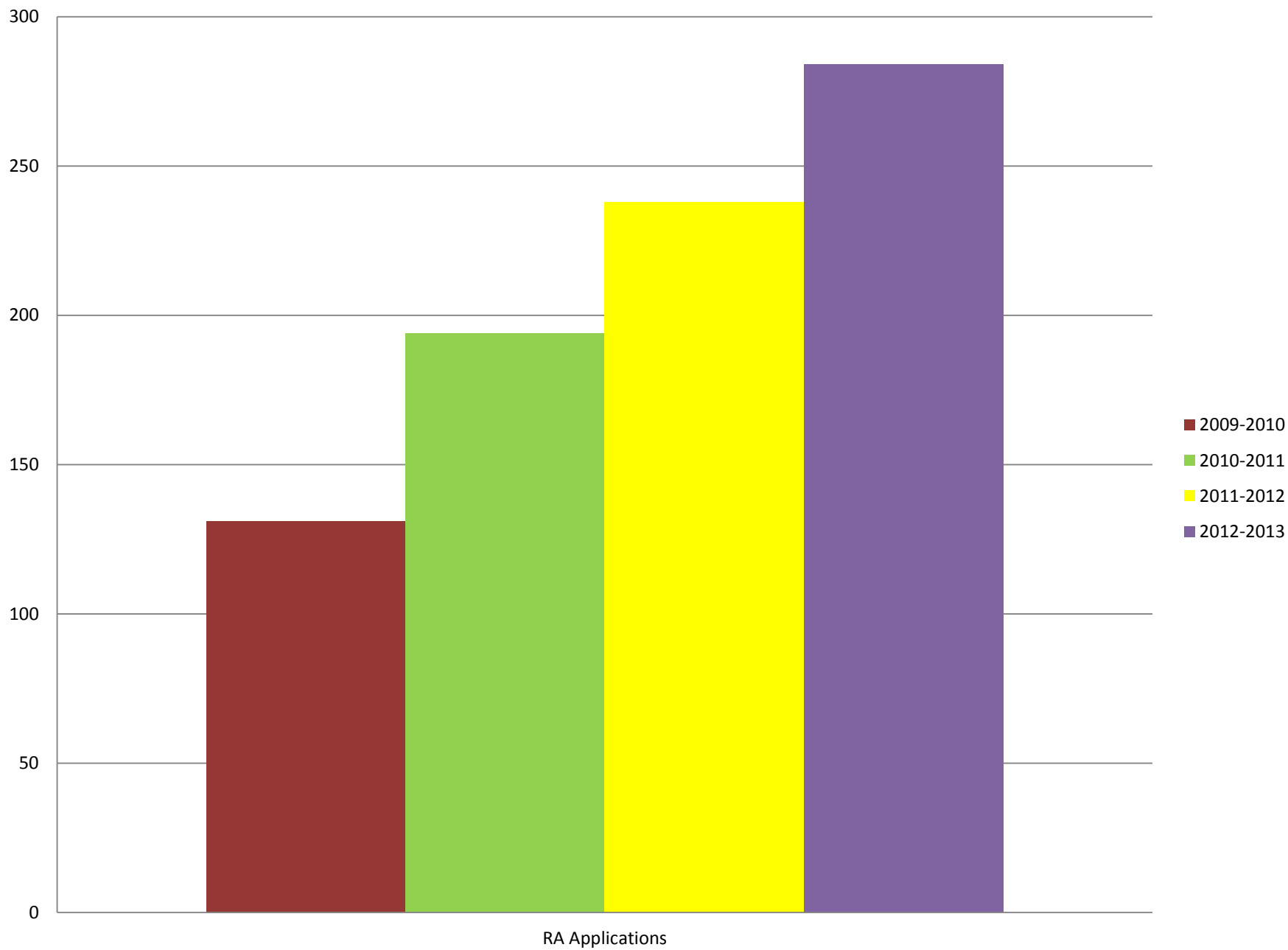


“I am because you are”- English translation of the African philosophy Ubuntu

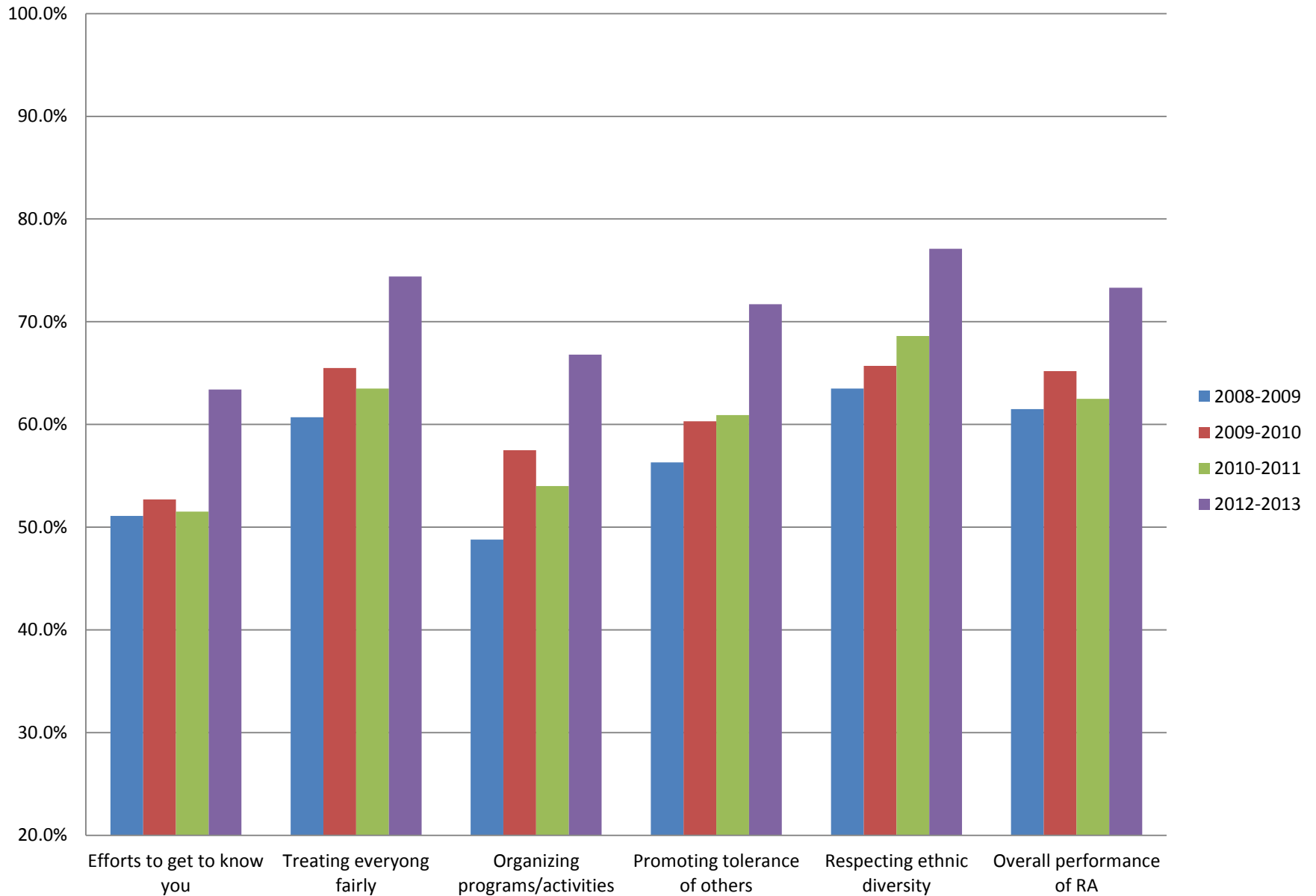
Who all have shaped the person you've become? Are they people you know well? Do people you don't know have an impact on your identity? How have you shown your gratitude and appreciation?

Guest Speakers





Satisfaction with Resident Advisor



Factor 11: Fellow Residents Are Respectful

To what degree are residents living with/near you:	Not at all 1	2	3	Moderately 4	5	6	Extremely 7	Not applicable
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Respecting your study time

Respecting your sleep time

Respecting your privacy

Respecting your property

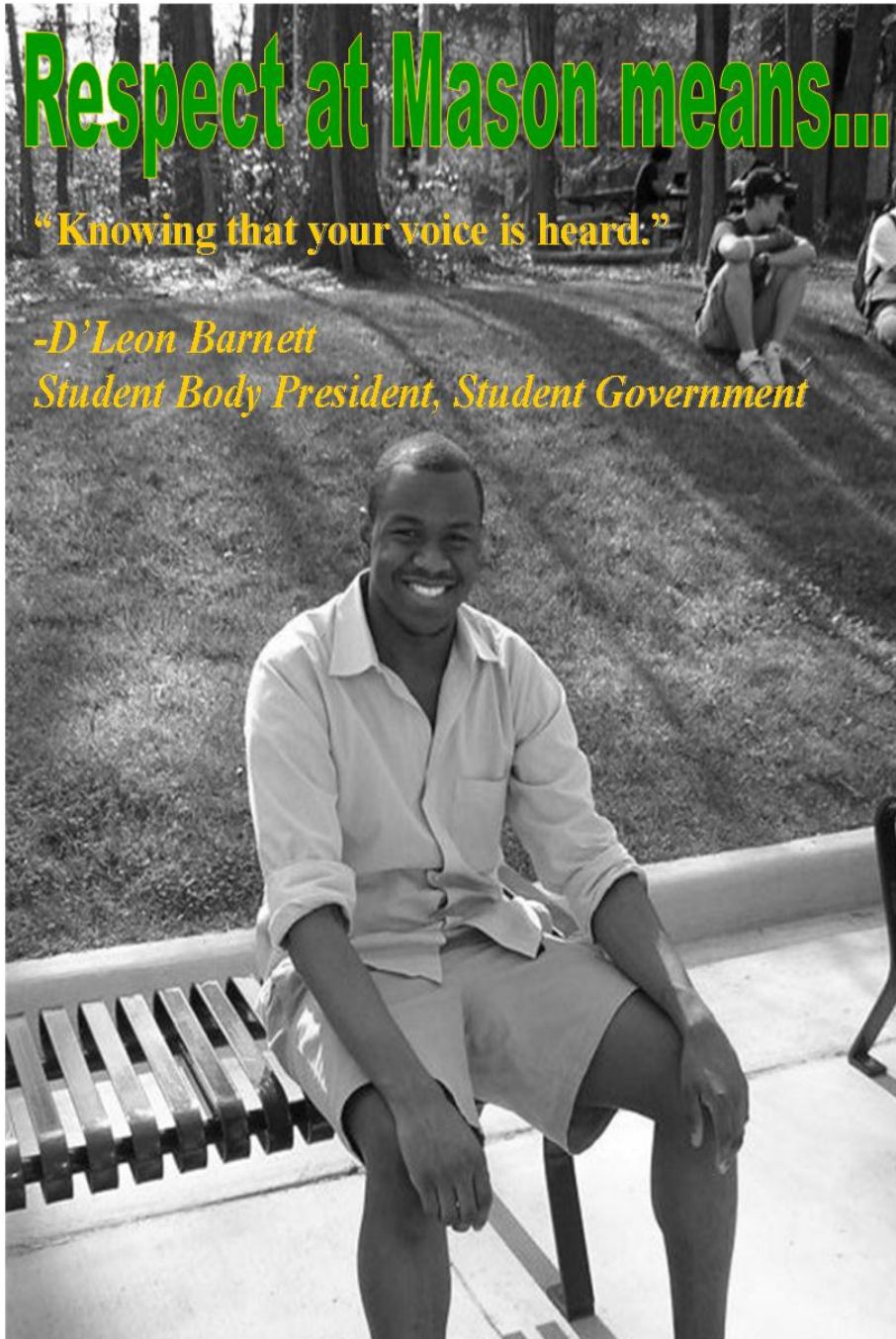
Maintaining cleanliness

Concerned about academic success

Respect at Mason means...

“Knowing that your voice is heard.”

***-D’Leon Barnett
Student Body President, Student Government***

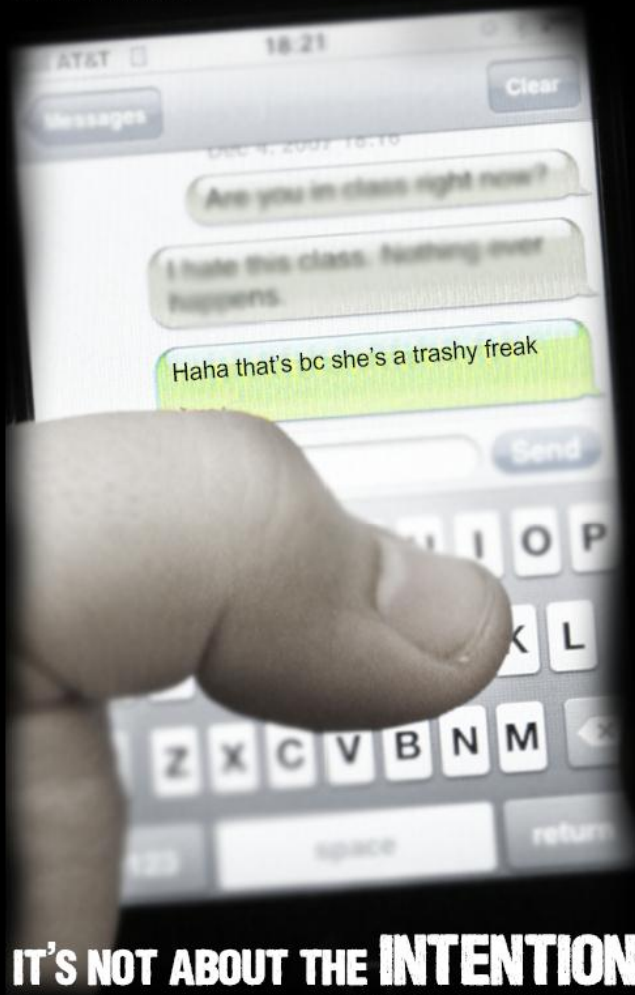


Community at Mason means...

“Coming together with strong values, working to better ourselves and our Mason family, and having fun while experiencing all Mason has to offer.”

***-Amanda Liverpool-Cummins
Public Relations Director, Program Board
President, Noteworthy (Women’s A Capella)***





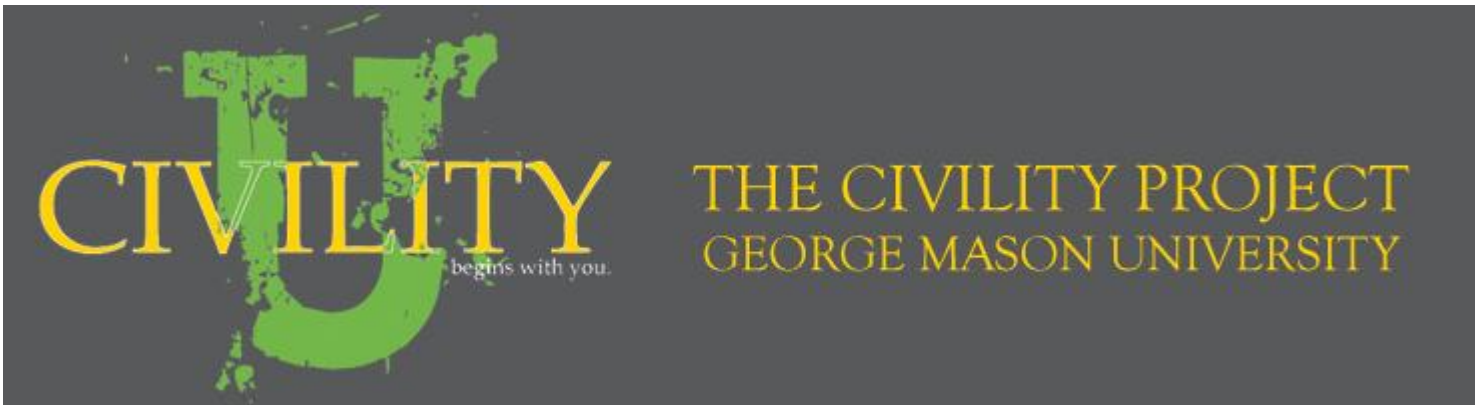
**IT'S NOT ABOUT THE INTENTION
IT'S THE IMPACT.**

Contact your Resident Advisor to report incivility on your floor.



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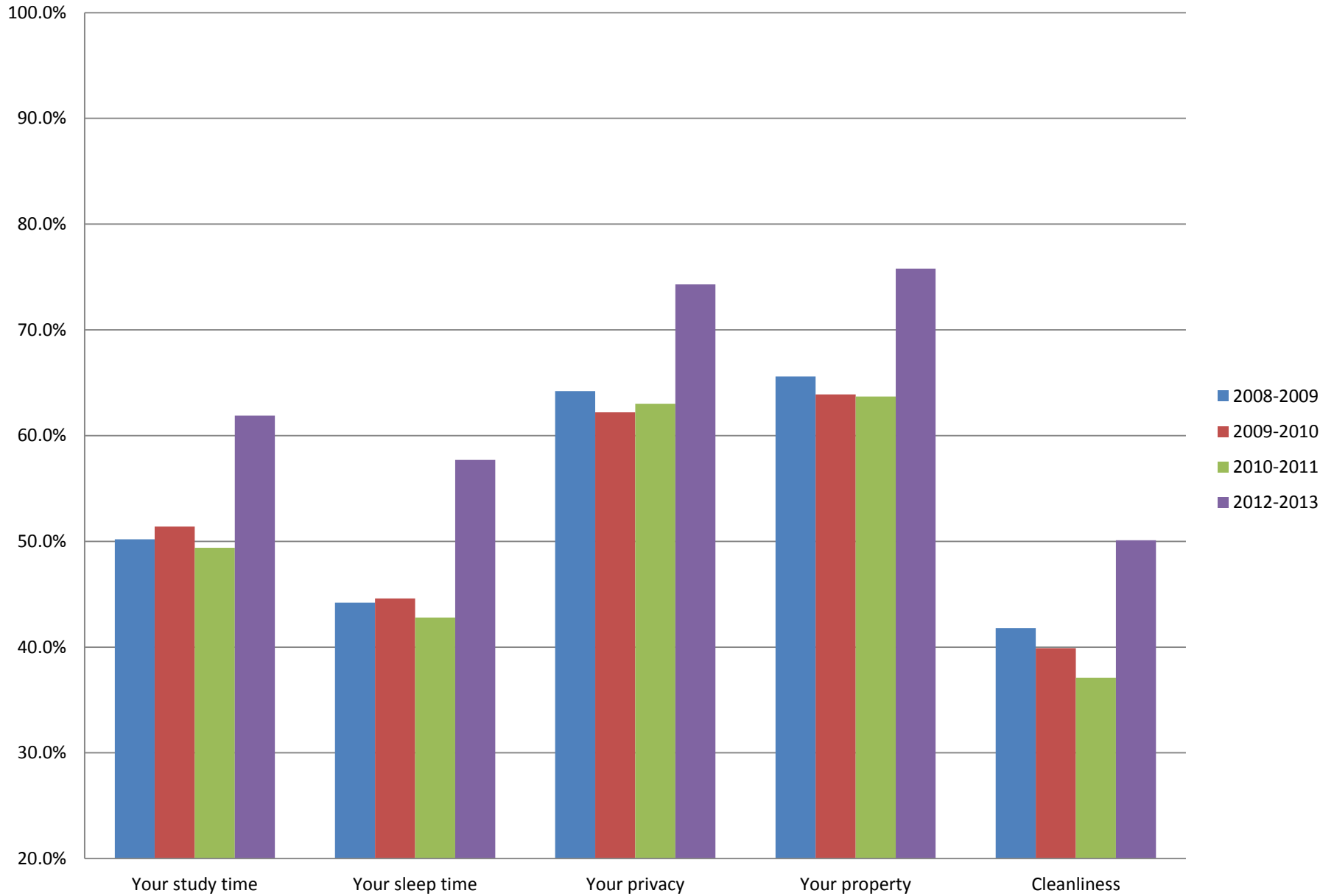
Contact your Resident Advisor to report incivility on your floor.



- Mike Dilbeck
 - Response Ability Project
- Civility Campaign



Fellow residents are respectful...



Factor 10: Fellow Resident Are Tolerant

Climate To what extent do your fellow residents respect people of differing:	Not at all 1	2	3	Mode rately 4	5	6	Extre mely 7	No t ap pli ca ble
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Races/ethnicities

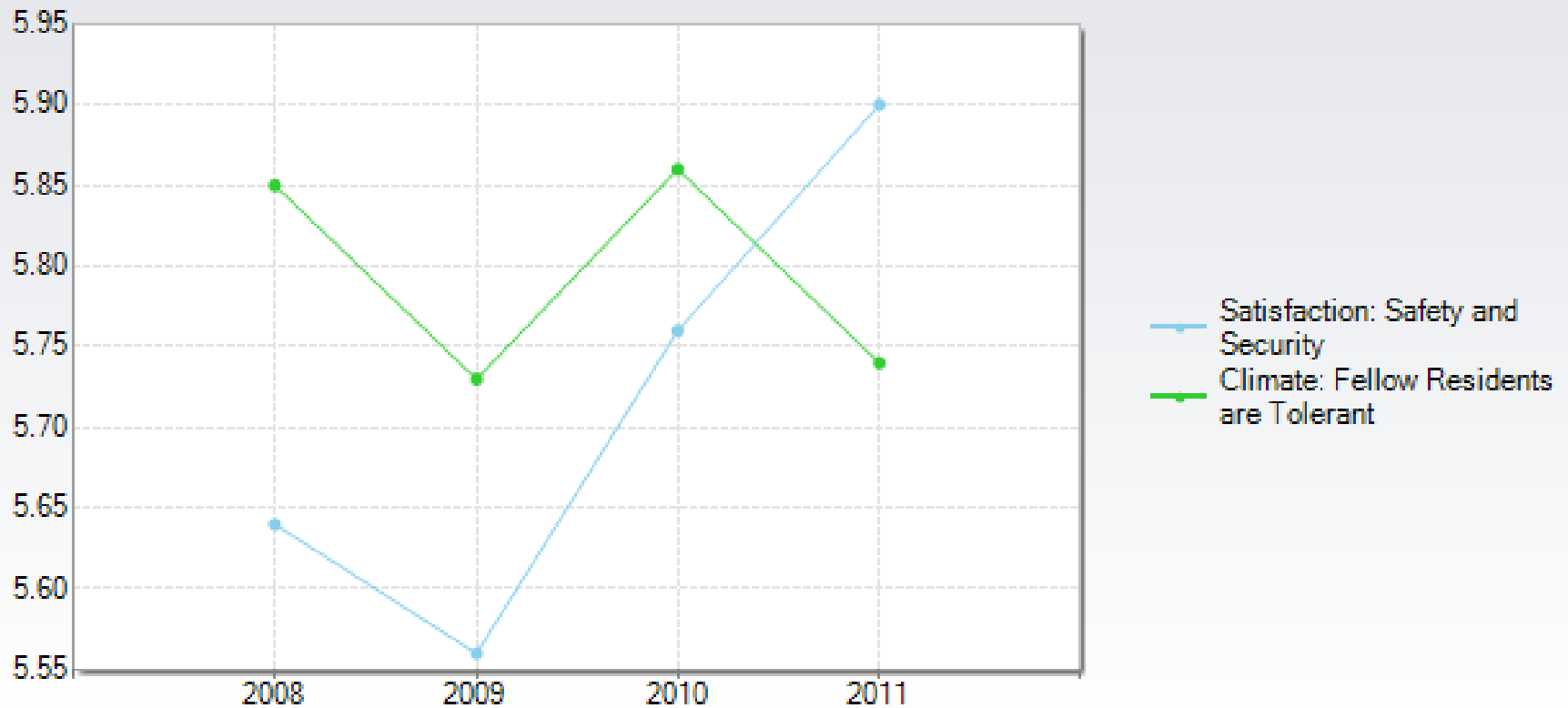
Genders

Sexual orientation

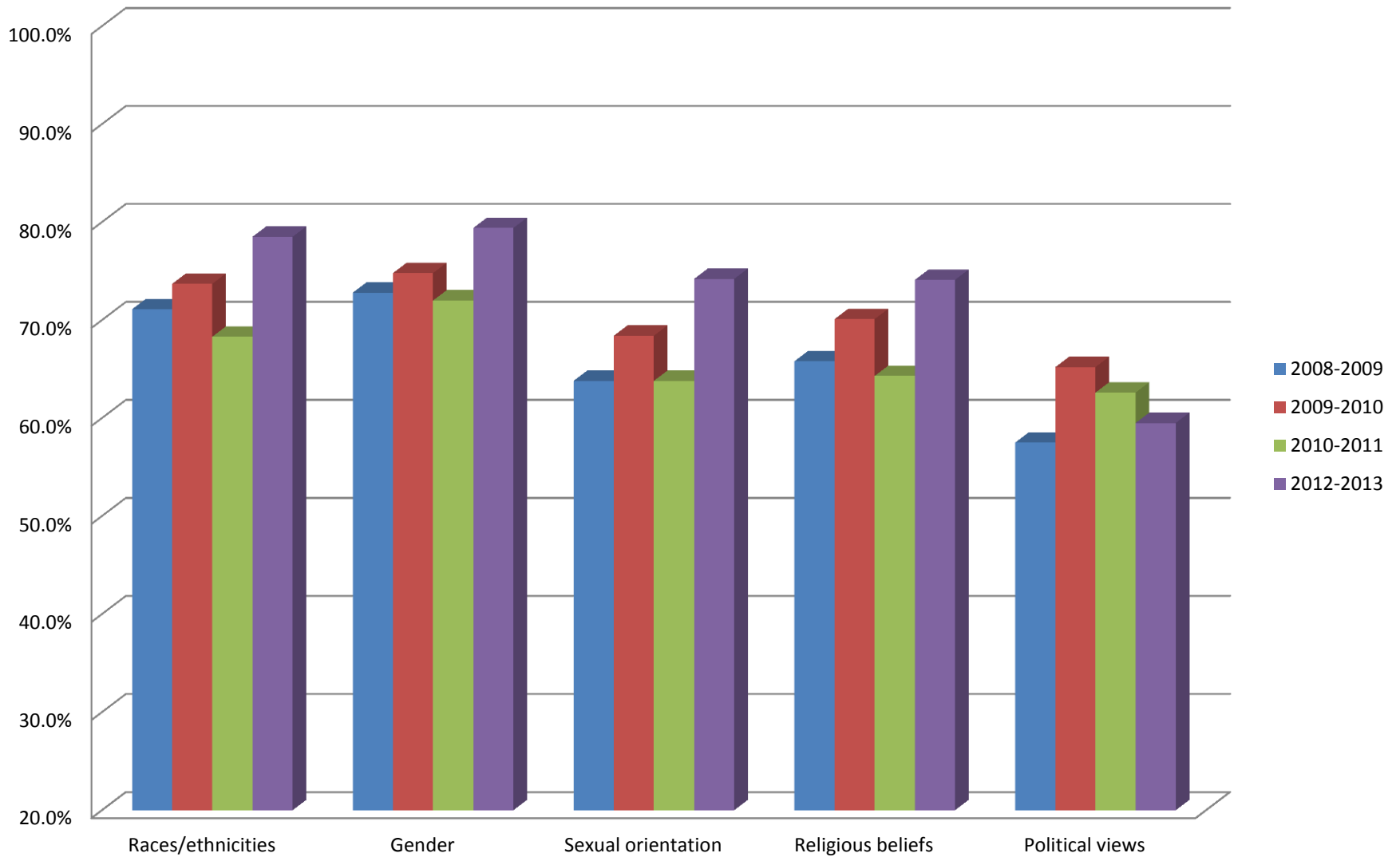
Religious beliefs

Political views

Factor 10 ranks as our number 1 or 2 in mean score for the past several years.



Fellow Residents Are Respectful of...



A Recap of Main Points

- Examine trends in the data
- Develop a program, decision or initiative to address specific data
 - Examine best practices at other institutions
 - Identify where issues may reside and develop strategies to address them
 - Listen to institutional feedback, end of year report data in addition to EBI to develop initiatives that meet concerns

How this applies to units...

- Results take time
- What is happening at point in time can skew results
- Identify partners that are addressing some of the same things you are and work together
- Collaborate and share data to help inform all constituents; our students may be using multiple services and programs at any given time.

QUESTIONS?

Thank you!

Please email or call me for further data or info:

Hollie Chessman

Associate Director, Distributed Campus Projects

OHRL Assessment Liaison

hchessma@gmu.edu

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