The Data Fellows in Year 2
- The nine teams continued intact for the most part from Year 1 to Year 2. This team structure remains a unique feature and strength of the project, bringing together staff advisors, faculty, and administrators to focus on common issues and goals.
- Some teams were expanded when others expressed interest or worked on related projects. Others added new members when team members couldn’t continue.
- The IR team - including leadership, staff, and student interns - joined the meetings regularly, and provided support during team discussions and outside work time.
- After two years of working together, the Data Fellows are a collaborative and engaged group that looks forward to continuing their work together.

Year 2 Topics
- Exploring Tableau: Teams delved deeply into the evolving Tableau platform and reported back to the group on interesting questions, findings, and insights. As the group worked, IR continued to expand the Tableau platform to include multiple measures and variables for these groups:
  - First-time Freshmen
  - Transfers
  - 5th Semester Native Students
  - 7th Semester Native Students
- Integration of data use and exploration: Each team was asked to introduce these data sources to their units or colleges, and to help grow interest and capacity among college leadership, staff, and faculty.
- Mapping the available data: Teams returned to Data Fellows with questions from their colleges about what data are available. This led to the creation of a list of data sources (see attached).
- Identifying Actionable Data: Discussions in the Data Fellows meetings led to a request for each team to find out what are the actionable data that their colleges and units want and need to do their routine work and reporting. Each team presented what they learned, and this list is being compiled to help guide further development in IR.
Team Presentations: At the end of each semester, teams presented on their inquiry and projects, and their next steps within their colleges or units.

Year 2 Data Fellows Reflections
- When we started in Fall 2016, we didn’t know we’d have Tableau or anything of that caliber - nobody in the CSU does data analysis with this degree of granularity; this development of Tableau was an unexpected and major benefit of the program.
- We found that humanizing the data, and showing what you can do with it, demystified it and made it accessible; we have user-friendly data.
- We learned the importance of collaboration and networking. Our familiarity fostered a willingness to ask questions across units. We know so much more about what’s going on around campus because of who’s in this room.
- We see that the problems in our units that we can observe in the data are very similar to what other colleges are experiencing.
- We have a better understanding of the different silos of data on the campus; we’ve moved from “overwhelmed” to “confident” and we are able to direct people to the data that answer their questions.
- Now we have a general appreciation of how complex the university is.
- We have developed a culture that makes us able to have conversations across staff, faculty, and Associate Deans. Data has always been aligned with what administrators do, but now we all own these data.
- It is important to look at how data can drive our decisions. We are creating and promoting data literacy, so others can see for themselves.
- We are making lasting investments in this work. One college added a Data Coordinator to support the work going forward. Another created a larger Data Fellows team within the college, investing faculty Assigned Time to support projects emerging from the Data Fellows work. And another created mini Data Fellows teams across multiple departments in the college.
- Overall, the way we are looking at data in light of making connections, and seeing the university in a more holistic way, results from conversations in this room and a greater understanding about what’s happening in other colleges and units.

Year 2 Closing Comments May 12:
- Dhushy Sathianathan: We had the goal of creating a data culture and we are meeting that goal. There’s a very profound change in our conversations, the infrastructure, and the questions we can ask as a result. We are able to do analysis and take action on the data that we have, without being scared of it. There is more customization of data to specific audiences - data “pull” vs. “push” – with colleges and teams asking for the data they need to support student success. Everyone in this room wants this effort to continue; this group needs to stay energized and engaged.
- Mary Stephens: We need to know if the changes we make are working, and the data that the Data Fellows are collecting and presenting is what DAF can use to evaluate their work.
- Brian Jersky: The depth of intellectual fire power in this room and its impact on the
future of the university are remarkable. There are plans to come up with next steps for DF so the idea is not lost. It is impressive to see the questions and the answers that are coming up here. It’s important to spread the information about what we’re really doing, which is working collaboratively to answer questions that are difficult and that will contribute to the goals of the campus.

Ideas for Data Fellows in 2017-18

1. **College or Unit level teams:** Expanding the original Data Fellows teams of three into larger teams that incorporate other staff and faculty, and that are connected to college governance structures in useful ways. The expectation is that this work would continue in each college and unit.
   a. **Department Chairs:** This is the next group that needs access to Tableau and related training/orientation. This could take place within the college level teams, or as a separate data group.

2. **Data Users Group:** This would be a group run by IR, with representatives from each college or unit. It would provide a forum for continuous conversations and sharing of work across units. The networking aspect of Data Fellows could continue here, and there may be significant alignment with HVDI or Task Force groups.

3. **Data Analytics Group:** This would consist of researchers who would conduct analytical studies, working closely with IR team as it develops and shapes comprehensive data warehouses.

4. **Data Fellows as Mentors for new Tableau users:** As our access process comes into compliance and Tableau becomes available, current Data Fellows could be mentors or buddies to new Tableau users.

5. **Compliance:** With broad access to actionable data, formal FERPA and IRB training must be provided to insure all users are following institutional protocol, and the users have the ability to publish their work. {Funds are available as part of GI2025}