Utilizing Student Satisfaction Data for HLC Accreditation

October 9, 2018



Our agenda today

- Shannon Cook
 Introduction to satisfaction surveying
- Tom Flint
 Vice President for Accreditation (retired)
- Tracy Noldner
 Southeast Technical Institute
- Shannon Cook
 Resources to support your efforts

Thank you for joining us today!



Shannon Cook Ruffalo Noel Levitz



Tom Flint
Vice President for
Accreditation (retired)



Tracy Noldner
Southeast Technical
Institute

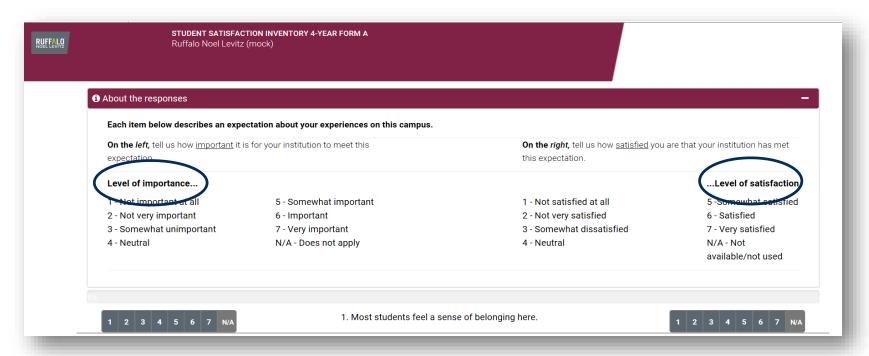
Core concepts regarding student satisfaction

Definition of satisfaction

When expectations are met or exceeded by the student's perception of the campus reality.

Schreiner & Juillerat, 1994

The RNL surveys capture both an importance score and a satisfaction score



The combination allows you to review your satisfaction results within the context of what is most important to your students.

Ruffalo Noel Levitz Satisfaction-Priorities Survey Suite

- Student Satisfaction Inventory™ (SSI) is for traditional students, primarily enrolled on campus
- Adult Student Priorities Survey™ (ASPS) appropriate for undergraduate or graduate adult students.
- Adult Learner Inventory™ (ALI) developed in cooperation with CAEL and appropriate for adult undergrads at four-year or two-year institutions. (Online only)
- Priorities Survey for Online Learners™ (PSOL) for students in online distance learning programs. (Online only)
- Institutional Priorities Survey™ (IPS) for campus faculty, administration and staff is directly parallel to the SSI.
- Parent Satisfaction Inventory™ (PSI) for parents of currently enrolled students at four-year institutions (Online only)

Data points

- Up to 70+ items rated for importance and satisfaction on a 7-point Likert scale
- 3 summary items: Met expectations; Overall satisfaction; Likelihood to re-enroll
- Standard and customizable demographic items

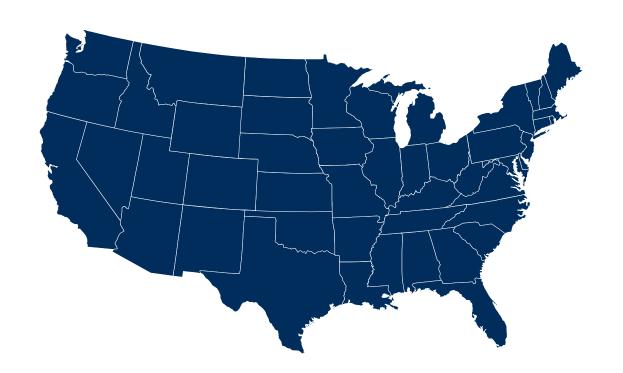
With the online version:

- Open-ended comments section responses
- Recommendation score: 0-10 range

Take advantage of the campus-defined items

- Ten items rated for importance and satisfaction
 - Sample items available upon request
- Demographic item(s) Examples:
 - First generation student
 - Campus location
 - Receiving financial aid?
- Unlimited list of majors/programs

The results are compared with a national comparison group



National data is specific to the version of the instrument being used

Student satisfaction data can support efforts in:





Using Satisfaction Data for Accreditation

Using Satisfaction Data for Accreditation:

Match satisfaction survey items to accreditation criteria



The items on the Satisfaction-Priorities Surveys are mapped to the HLC criteria (current as of 2013)

- Ruffalo Noel Levitz provides documentation which maps the individual items on all of the Satisfaction-Priorities Surveys
- This documentation is available to download at no charge from the Ruffalo Noel Levitz website:

www.RuffaloNL.com/accreditationHLC

Sample page from the mapping documentation available from Ruffalo Noel Levitz for the HLC



Documentation is also available for the other regional accreditors

- SACS
- Middle States (MSCHE)
- NEASC
- WASC (WSCUC)
- ACCJC
- Northwest Commission (NWCCU)

Available on the Ruffalo Noel Levitz website: www.RuffaloNL.com/accreditation

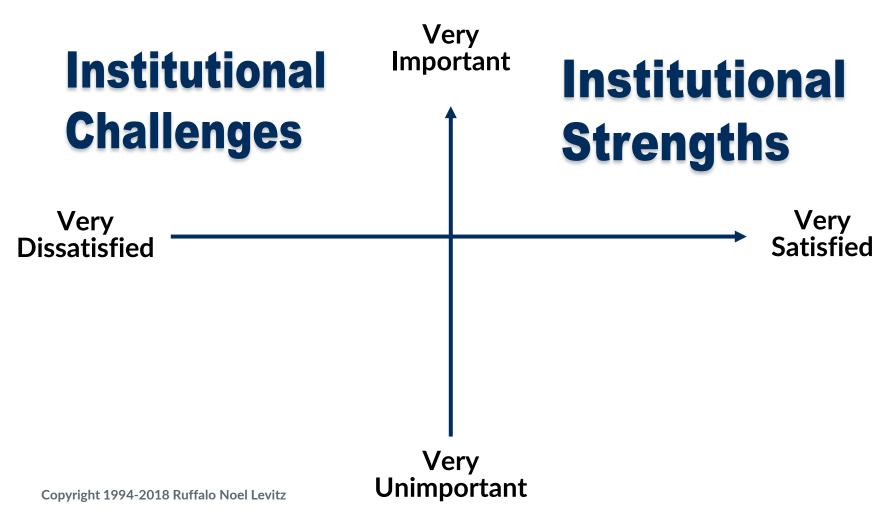
Using Satisfaction Data for Accreditation:

- Match satisfaction survey items to accreditation criteria
- 2 Respond to challenge items

3 Document strengths



Matrix for prioritizing action



18

SSI Four-Year Private Sample Welcome... Strategic Planning Overview Item Report Scale Report Summary Report Item Percentage Report Demographics Print Entire Report | Print This Section Strengths and Challenges Strengths (1) vs. Comparison 0 83. Campus item 10 33. My academic advisor is knowledgeable about requirements in my major. 82. Campus item 9 6. My academic advisor is approachable. 0 68. Nearly all of the faculty are knowledgeable in their field. 7. The campus is safe and secure for all students. 34. I am able to register for classes I need with few conflicts. 36. Security staff respond quickly in emergencies. 14. My academic advisor is concerned about my success as an individual. 0 39. I am able to experience intellectual growth here. 0 41. There is a commitment to academic excellence on this campus. 76. Campus item 3 65. Faculty are usually available after class and during office hours. 45. Students are made to feel welcome on this campus. 72. On the whole, the campus is well-maintained. 51. This institution has a good reputation within the community. 0 27. The personnel involved in registration are helpful. Challenges 1 8. The content of the courses within my major is valuable. 16. The instruction in my major field is excellent. 58. The quality of instruction I receive in most of my classes is excellent. 66. Tuition paid is a worthwhile investment. 25. Faculty are fair and unbiased in their treatment of individual students. 47. Faculty provide timely feedback about student progress in a course. 59. This institution shows concern for students as individuals. 17. Adequate financial aid is available for most students. 81. Campus item 8 12. Financial aid awards are announced to students in time to be helpful in college planning. 5. Financial aid counselors are helpful. 23. Living conditions in the residence halls are comfortable (adequate space, lighting, heat, air, etc.) 53. Faculty take into consideration student differences as they teach a course. Benchmarks Higher Satisfaction vs. National Four-Year Privates

Improve the items that students care about by responding in these ways

- Easy, immediate response items, i.e., "low hanging fruit"
- Incorporate items into your long term, strategic plan
- Change perceptions with information

Document what you are already doing well and continue to build on your strengths

- Highlight the areas of high importance / high satisfaction; the areas your students care about where they think you are already performing well.
- Provide the strengths as positive feedback on campus so everyone can feel good about these areas.
- Use the strengths in your admissions materials to assist with recruiting new students.

Using satisfaction data for accreditation:

- Match satisfaction survey items to accreditation criteria
- 2 Respond to challenge items

3 Document strengths



4 Show improvement over time

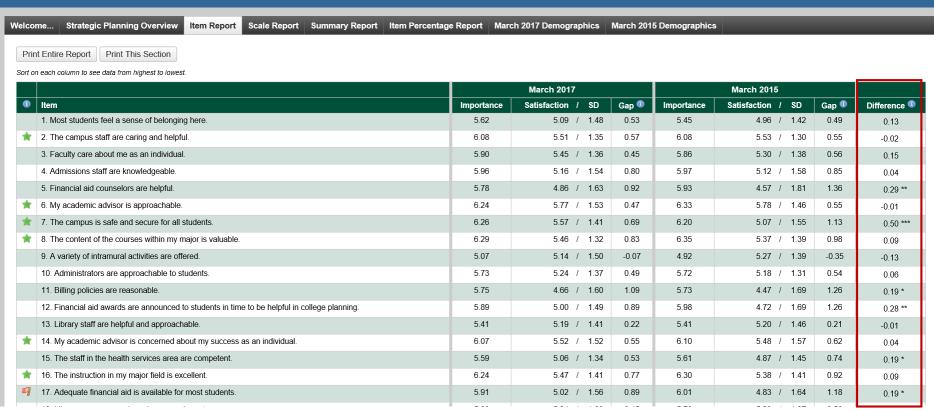
Establish a regular cycle to track satisfaction improvement



Use the year-to-year reports to identify items with significant shifts in satisfaction

SSI Four-Year Private Sample Year to Year







Tom Flint Vice President for Accreditation (retired)

A member of HLC's Peer Corp since 2007, a former full-time accreditation administrator, and a current consultant on HLC accreditation to individual institutions

Evaluating and improving quality

Accreditation reporting upon quality is:

- Not: "Here is how we do it..."
- Nor is it: "Here is how much we have done..."
- Rather: "Here is how well we are doing..."

In other words, it is not just about processes.

It is about results, relative to standards.

Multiple measures (incl. student surveys) help.

Repeated measures (time series) help show continuous quality improvement.

HLC: 89 Core and sub-components



RNL: Dozens of survey items, plus scales



RNL maps survey Qs onto HLC requirements!

5.A.4.	The institution's staff in all areas are appropriately qualified and trained.
2	The campus staff are caring and helpful.
4	Admissions staff are knowledgeable.
5	Financial aid counselors are helpful.
6	My academic advisor is approachable.
13	Library staff are helpful and approachable.
14	My academic advisor is concerned about my success as an individual.
15	The staff in the health services area are competent.
18	Library resources and services are adequate.
19	My academic advisor helps me set goals to work toward.
22	Counseling staff care about students as individuals.
27	The personnel involved in registration are helpful.
30	Residence hall staff are concerned about me as an individual.
33	My academic advisor is knowledgeable about requirements in my major.
36	Security staff respond quickly in emergencies.
43	Admissions counselors respond to prospective students' unique needs and requests.
48	Admissions counselors accurately portray the campus in their recruiting practices.
54	Bookstore staff are helpful.

29

Students view your outcomes globally, too

2.A.	The institution operates with integrity; it establishes and follows fair and ethical policies and processes
12	Financial aid awards are announced to students in time to be helpful in college planning.
25	Faculty are fair and unbiased in their treatment of individual students.
31	Males and females have equal opportunities to participate in intercollegiate athletics.
37	I feel a sense of pride about my campus.
40	Residence hall regulations are reasonable.
50	Class change (drop/add) policies are reasonable.
51	This institution has a good reputation within the community.
59	This institution shows concern for students as individuals.
63	Student disciplinary procedures are fair.
71	Channels for expressing student complaints are readily available.
95	Recommendations from family/friends as factor in decision to enroll.

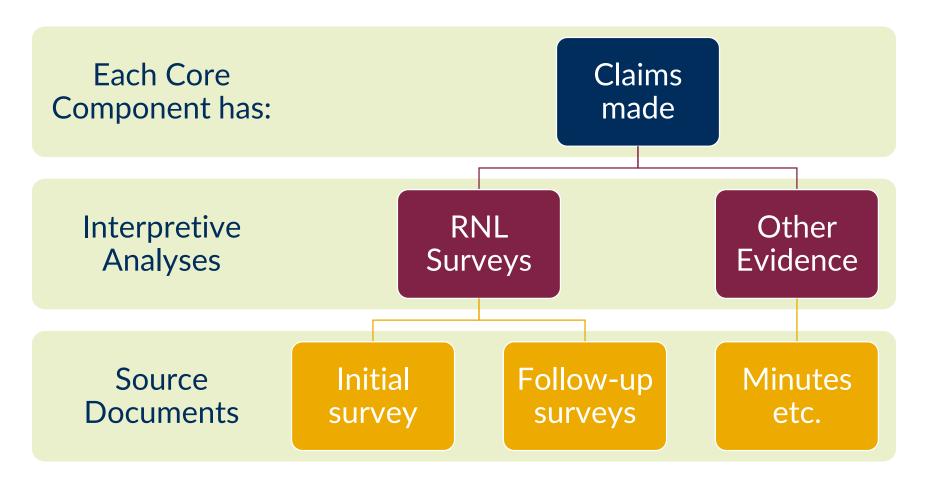
HLC's mandatory student opinion survey

- HLC introduced its short survey a few years ago to provide added input into visit processes
- 15 items, 5 interval levels of agreement are rated
 - Academic advising: 4 items
 - Faculty: 3 items
 - Overall enrollment, costs, financial aid: 3 items
 - Progression; course availability: 2 items
 - General student support: 2 items
 - Course rigor: 1 item
- Limitations: No contrasts between importance and satisfaction; no minimum thresholds, comparative data, or technical data; no historical (time series) data.
- Free-form comments collected and edited

Five ways to do evaluative comparisons

Question: Did you do better or worse than your	For Evaluation: Your standard of comparison is				
1) Announced ambitions	1) Goals you set - documented decisions, specific and measurable				
2) Past performance	2) <u>Trends</u> you set – shown via consistently measured metrics				
3) Peers' performance	3) Norms (averages) – published peer data using shared metrics				
4) Predicted performance	4) A <u>statistical model</u> – expected outcomes based on predictors				
5) External benchmarks	5) Minimum thresholds – via published and recognized metrics (i.e., pass/fail in licensure exams)				

Using data in the Assurance System



Kaplan U's 2016 Assurance Argument

RNL survey data used for these Core Components:

- 1.A.2 mission addresses offerings & constituencies
- 2.B clear, complete representations to constituencies
- 2.D freedom of expression is honored
- 3.A.1 educational offerings have currency and rigor
- 3.C.5 faculty are accessible to students
- 3.D.1 sufficient and suitable academic support is provided
- 3.D.4 infrastructure and other resources are appropriate
- 4.B.1 learning outcomes are stated and assessed
- 4.B.4 'good practice' shown in assessing student learning
- 4.C.4 'good practice' shown in student advancement
- 5.A.1 fiscal, human & technological supports are sufficient

CC 2.B - KU 2016 - used by permission

Regarding Core Component 2.B:

Survey outcomes indicate that KU students are highly satisfied with the information provided to them for their decision-making; see data below on Adult Learner Inventory (ALI) items that relate to this HLC requirement. Items are measures of student satisfaction rated from a low of 1 to a high of 7. If the KU average score for all students surveyed is better at statistically significant levels than those averages of students at other institutions, probability levels are: *** p<.001, ** p<.05.

KU Performance: Clarity and Completeness of Information Provided to Students								
Adult Learner Inventory Survey Items (Rated Satisfaction: Low [1] to High [7])	2006	2009	2011	2012	2014			
"I have a clear understanding of what I am expected to learn in my classes."	6.24***	6.21***	6.30**	6.21***	6.17***			
"I receive adequate information about sources of financial assistance available to me."	5.32***	5.32*	5.45**	5.56***	5.50***			
"This institution explains what is needed for me to complete my program here."	n/a	6.13***	6.05*	6.23***	6.12***			
"I receive the help I need to make decisions about courses and programs that interest me."	5.76***	5.85***	5.68	5.91***	5.77***			
"I receive guidance on which classes will transfer to programs here and elsewhere."	n/a	5.25	5.06	5.17	5.20*			

The results in the data table above indicate that KU students are consistently and significantly more satisfied on most of these issues than students at other institutions similarly surveyed.

CC 3.A.1 - KU 2016 - used by permission

Regarding Core Component 3.A.1:

Among currently enrolled students, Adult Learner Inventory (ALI) survey results indicate that KU students are highly satisfied by the career currency and levels of challenge found in the KU curriculum. ALI items that relate to Core Component 3.A.1 appear in the table below. These items are measures of student satisfaction, rated from a low of 1 to a high of 7. If the KU average score for all students surveyed is better at statistically significant levels than those averages of students at other institutions, probability levels are: *** p<.001, ** p<.01, * p<.05.

KU Performance: Student Satisfaction with Currency and Rigor of Programs							
Adult Learner Inventory Survey Items (Rated Satisfaction: Low [1] to High [7])	2006	2009	2011	2012	2014		
"I'm evaluated on the knowledge and skill I'll need in my life and career."	5.86***	5.80***	5.77***	5.87***	5.82***		
"The learning experiences within my program of study challenge me to reach beyond what I already know."	6.22***	6.27***	6.24**	6.35***	6.25***		

The results shown indicate that Kaplan University students put the careerrelevance and challenge of their programs at averaged ratings that are higher than those of students at other peer institutions.

CC 4.B.4 - KU 2016 - used by permission

Regarding Core Component 4.B.4:

The following table of ALI satisfaction survey item provides student validation of important components of good practice with respect to effective instructional techniques (mixed teaching methods, student interaction) as well as good practice in student learning outcomes assessment (multi-method approaches, student self-evaluation, and periodic skill level assessments). If the KU average score for all students surveyed is better at statistically significant levels than those averages of students at other institutions, probability levels are: *** p<.001, ** p<.01, * p<.05.

KU Performance: 'Good Practice' for Effective Student Learning and Outcomes Assessment								
Adult Learner Inventory Survey Items (Rated Satisfaction: Low [1] to High [7])	2006	2009	2011	2012	2014			
"Most instructors use a variety of teaching methods."	5.84***	5.95***	5.90***	5.89***	5.76***			
"My instructors encourage student-to- student interactions through a variety of techniques."	6.03***	6.03***	5.90**	5.93***	5.83***			
"I have many ways to demonstrate what I know."	5.86***	5.84***	5.77**	5.93***	5.83***			
"My instructors involve me in evaluating my own learning."	5.75***	5.78***	5.69***	5.70***	5.62***			
"This institution periodically evaluates my skill level to guide my learning experiences."	5.49***	5.43***	5.26*	5.45***	5.34***			

On the practices of multiple teaching methods, interactive learning approaches, and use of a variety of assessment approaches, KU students consistent and significantly rate their KU experience more highly than students at other institutions surveyed by Noel-Levitz.

KU benefited from RNL survey use

- ALI results 2006-2014 provided a counter-evidence to free-form complaints on the HLC survey, as KU recovered from problems a faulty implementation of a new financial aid software system, just six month's prior to the Comprehensive Review
- The HLC visiting team report cited RNL survey results under six of the nine Core Components where KU used satisfaction outcome data.
- Reaffirmation: No follow-up whatsoever, eligible to choose its HLC Pathway going forward



Adjunct Faculty, Graduate School of Education Purdue University Global (formerly Kaplan U) tflint@purdueglobal.edu
Also an independent HLC consultant: mzee1951@gmail.com

Using the RNL Student Satisfaction Inventory to Measure Results and Inform Change

Tracy Noldner
Executive Director of Student Affairs and Institutional
Effectiveness
Southeast Technical Institute
Sioux Falls, SD

This Presentation will help you:

- Answer Assurance Arguments to meet evidence criteria for reaffirmation of accreditation
- Understand your data
- Use data for improvement rather than compliance

It All Begins with the Process

A well-defined process is key to developing effective quality data measures that can provide accreditation evidence and inform change.

Processes should include:

Stage 1: Plan

- 1/ Capture Inputs data, stakeholder info, research, etc.
- 2. Develop the Plan include how the plan will be measured

Stage 2: Decide

Stage 3: Do

- 1. Implement the plan
- 2. Collect the data

It All Begins with the Process

Stage 4: Check (Evaluate)

- Review the collected data against the measures and targets
- 2. Determine plan success and areas for improvement
- 3. Revise plan based on outcome measures

Stage 5: Document (Publish)

Documentation Provides Evidence

- 1. Publish overall results, outcomes, analysis, changes
- Communicate the location and the availability of the report to stakeholders.

It All Begins with the Process

Stage 6: Reflect

- 1. Discuss the overall process and results
- 2. Determine opportunities for improvement
- 3. Make adjustments as necessary

Begin the process again by gathering and reviewing inputs.

CRITERIA 3.D. STUDENT SUPPORT SERVICES SUITED TO THE NEEDS OF THE COLLEGE'S STUDENT POPULATIONS PROCESS COMES FIRST!

Criteria 3.D Asks the College to Address the Following:

- 1. WHAT are your student populations and HOW do you identify their needs? (NOTE: This is more than just listing your student subgroups.)
- **2. HOW** do you "find" students <u>within</u> your identified student subgroups in order to support them?
- **3. HOW** do you support the students within the identified student subgroups?
- 4. HOW do you measure your support success?

Ex 1: Tutoring: Identifying and supporting students with **tutoring needs**

- How we determine those with needs: Care Referrals, High Failure Rates in Specific Courses, Requests for Tutoring Services, etc.
- 2. <u>Tutoring Usage (Identification) Results</u>

Table 2R1.19 Tutored Student Population (TUT)

Student Count	FY12	FY13	FY14	FY15	FY16
# Served	116	404	312	412	412
% of Pop. Served	4.6%	15.3%	12.3%	17.1%	18.8%

Population % Target

10%

NOTE: SET TARGETS!

Identifying and supporting students with tutoring needs

Question: **How** do you know your support was successful? Define: What is "success"?

- 1. Course Completion Rates of Students Receiving Tutoring
- 2. Satisfaction Satisfaction (SSI)

SSI Tutoring Student Satisfaction

SSI Score	2005	2008	2011	2014
Services Helpful	4.99	4.97	5.15	5.07
Services Avail.	5.38	5.14	5.25	5.28
Study Are as Avail	5.22	5.32	5.31	5.47

SSI Nat'l Mean Target 5.60

Student Complaints

Measuring student complaint resolution effectiveness

1. Count, Categorize, and Analyze Trends

		Course Issues: Refunds Move Classes Course Require Test Outs	Grade Change: F/D to W	Housing: Refund Return Fine	Laptop/IT: Refund Require Return	Balance Due: Remove Allow Register Get Transcript	Academic: Prog Dismissal Request Return Instructor Issue Clinical Site	Other: Disability Deny Start Scholarship	Totals:
	Total	16	4	9	9	0	1	1	40
2015-2016	Granted	15	3	3	7	0	0	0	28
	% Granted	94%	75%	33%	78%	0%	0%	0%	70%
2014-2015	Total	17	3	10	6	1	2	2	41
	Granted	9	3	4	2	0	0	1	19
	% Granted	53%	100%	40%	33%	0%	0%	50%	46%
	Total	25	5	1	12	1	1	0	45
2013-2014	Granted	20	5	1	9	0	0	0	35
2000 COO	% Granted	80%	100%	100%	75%	0%	0%	0%	78%
	Total	41	8	9	11	1	1	0	71
2012-2013	Granted	33	7	4	9	1	0	0	54
	% Granted	80%	88%	44%	82%	100%	0%	0%	76%
	Total	35.67	7	4	8.7	1	0.67	0.33	57.37
2009-2012	Granted	27.67	6.3	1.67	1.67	0.67	0	0	37.98
Average	% Granted	78%	90%	42%	19%	67%	0%	0%	66%

Student Complaints

2. # of Complaints – Days to Resolution

	09-12 Aver	2012-2013	2013-2014	2014-2015	2015-2016
Count	57	70	45	41	40
		Target:	X.		45

Table 2R4.2 Days to Complaints/Appeals Resolution

	09-12 Aver	2012-2013	2013-2014	2014-2015	2015-2016
Average	3.25	7.09	7.31	13.40	7.06
Median	3	3	4.5	7.5	3.75

Target (Average Days):

10

Student Complaints

3. Student Satisfaction

Table 2R4.4 SSI: Channels for expressing student complaints are readily available

Scores	2005	2008	2011	2014
Southeast Tech	5.02	5.02	5.04	4.92
Yr-to-Yr Gap	NA	0.00	0.02	-0.12
National Mean		4.88	4.90	5.00
GAP to Mean		.14**	.14**	-0.08
			Target	5.00

Criteria 3.C The institution has faculty/staff needed for effective, high-quality programs/student services

Using an SSI Category

SSI li	nstruc	tional	Effecti	veness
--------	--------	--------	---------	--------

ooi mondonan zii conventoo						
Scores	2005	2008	2011	2014		
Southeast Tech	5.46	5.43	5.54	5.50		
Yr-to-Yr Gap	NA	-0.03	.11**	-0.04		
National Mean	5.33	5.38	5.42	5.51		
GAP to Mean	.13***	0.05	.12***	-0.01		
			Target	5.51		

Criteria 3.C.5: Instructors Are Accessible for Student Inquiry

The statement below is not a process and is not evidence:

"Our College requires all faculty to have five office hours a week."

It does not answer when hours are set, how they are set, who assures the hours are set, how hours are determined, what measures are used to assure hours are set, how effective the hours are to support student learning, what do students think about accessibility, etc.

Criteria 3.C.5: Instructors Are Accessible for Student Inquiry

- 1. Collect Office Hours from All Faculty and report percentage meeting requirements
- 2. If Posting is Required Report on how many posted
- 3, Check that office hours are being held report results
- 4. Any Student Complaints on Accessibility? Report # and how resolved
- 5. Student Satisfaction:

SSI: Instructors Are Accessible for Student Inquiry

SSI Score	2011	2014	2017
South east Tech	5.71	5.68	5.79
		Target	

Criteria 3.D.3: The College provides academic advising suited to student needs

Using an SSI Category

SSI Acad	lemic A	dvising	/Counse	ling
----------	---------	---------	---------	------

Scores	2005	2008	2011	2014
Southeast Tech	5.49	5.44	5.47	5.50
Yr-to-Yr Gap	NA	-0.05	0.03	0.03
National Mean	5.13	5.19	5.20	5.32
GAP to Mean	.36***	.25***	.27***	.18***

Target 5.32

Criteria 2.B: Presenting the College clearly and completely to students/public

Table 1R5.1 SSI Admissions Accurately Portray Campus									
SSI Score		2005	2008	2011	2014				
Southeast Tech		5.19	5.23	5.27	5.27				
SSI Nat'l Mean Target									
SSI Financial Aid Awards Are Announced Timely Ranking 2005 2008 2011 2014									
Southeast Tech	NA	4.9		5.18	5.43				
		SSI Nat'l Mean Target							
SSI Financial Aid Counselors are Helpful									
Ranking		200	5 2008	2011	2014				
Southeast Tech	NA	5.1	5.20	5.32	5.39				
SSI Nat'l Mean Target									

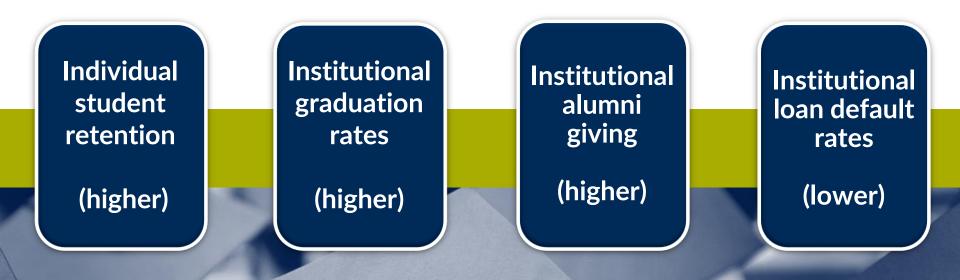
Contact Info



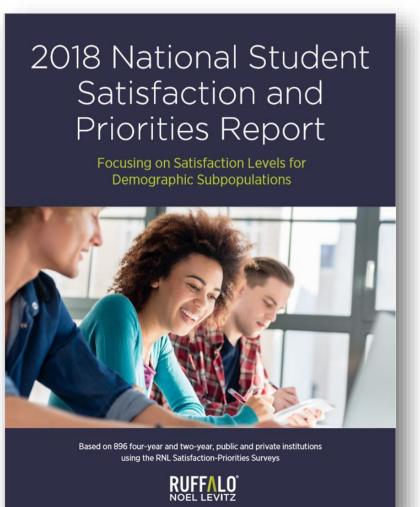
Tracy Noldner
Executive Director Student Affairs and Institutional Effectiveness
Southeast Technical Institute
tracy.noldner@southeasttech.edu
(605) 367-7487

Resources to support your efforts

Student Satisfaction is linked with:



Learn more here: www.RuffaloNL.com/benchmark



Just released! Download the full report from here:

www.RuffaloNL.com/Benchmark

Results from the RNL Student
Satisfaction Inventory™ (SSI),
RNL Adult Student Priorities
Survey™ (ASPS) or the RNL
Priorities Survey for Online
Learners™ (PSOL)

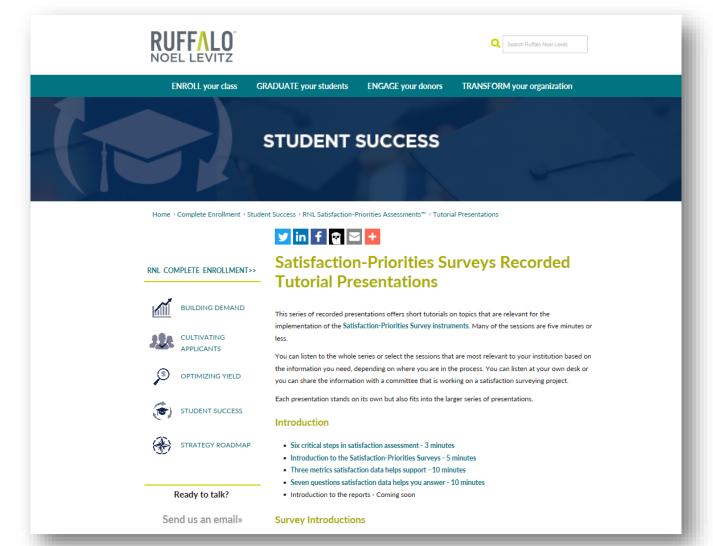
How do I do this?

- When do I survey?
- Who do I survey?
- How do I survey?
- What do I survey?
- What is the cost?



www.RuffaloNL.com/SatisfactionSurveyTutorials

www.RuffaloNL.com/SatisfactionSurveyTutorials



Join us for these upcoming Webinars

- Top Practices in Higher Ed Marketing and Recruitment October 10 at 2:00 p.m. Eastern
- Student Satisfaction Data: Overcoming Barriers and Facilitating Use
 - Springfield College (MA)
 - Florida Polytechnic University (FL)
 - Liberty University (VA)

October 23 at 2:00 p.m. Eastern

Register now: www.RuffaloNL.com/Events

For more information, contact:



Shannon Cook
Senior Director, Retention Solutions
Shannon.Cook@RuffaloNL.com
Phone: 800-876-1117



Julie Bryant
Associate Vice President,
Retention Solutions
Julie.Bryant@RuffaloNL.com
Phone: 800-876-1117

