



WAYNE STATE

Office of Academic Programs and
Institutional Effectiveness

HLC Quality Initiative (QI)

Data Informed DEI

**Improving Data Literacy to Advance
Diversity, Equity, and Inclusion
Initiatives**

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WSU Mission

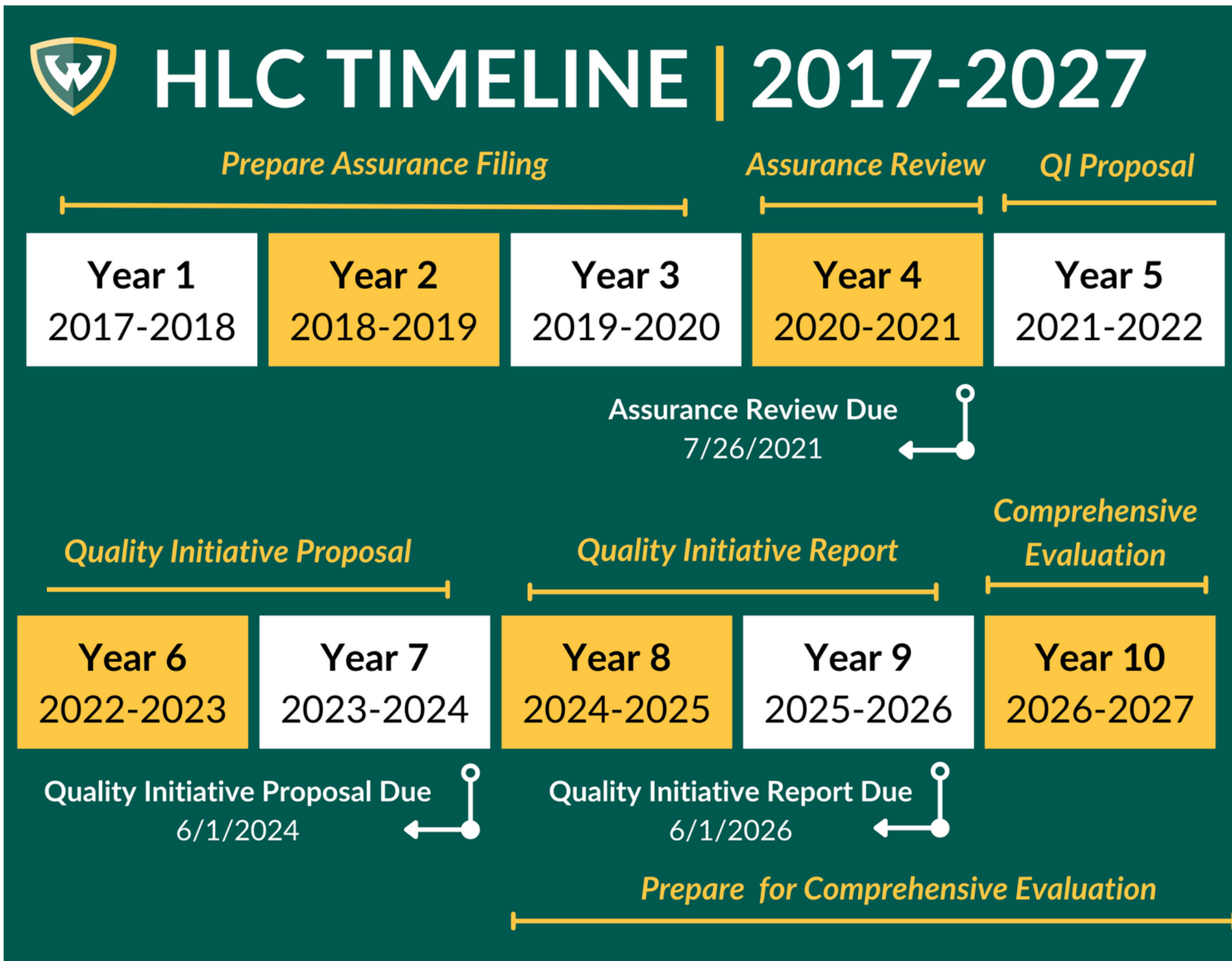
We create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities.

WSU Vision

We will be a preeminent, public, urban research university known for academic and research excellence, success across a diverse student body, and meaningful engagement in its urban community and around the world.



Higher Learning Commission (HLC) Quality Initiative



“The Open Pathway requires an institution to designate one major improvement effort it has undertaken as its Quality Initiative for Reaffirmation of Accreditation. It takes place between years 5 and 9 of the 10-year Open Pathway cycle. A Quality Initiative may begin and be completed during this time, or it may continue an initiative already in progress or achieve a key milestone in the work of a longer initiative.”

- Open Pathway Quality Initiative

2016 QI Project Recap:

The Undergraduate Academic Advising Initiative

- Completion of Academic Advisor Hiring, in which WSU hired more than 45 academic advisors and other academic support personnel, dramatically improving the student-advisor ratio.
- Implementation of an Academic Advising Training Academy (ATA), which supports academic advisor training for content, skills, and dispositional outcomes, and continuing professional development.
- Development and deployment of on-line tools to support academic advising, including an advisor scheduling system, on-line declaration of major/program, and an improved degree audit system. We also piloted an advisor alert system: the Early Warning System.)

2026 QI Proposal

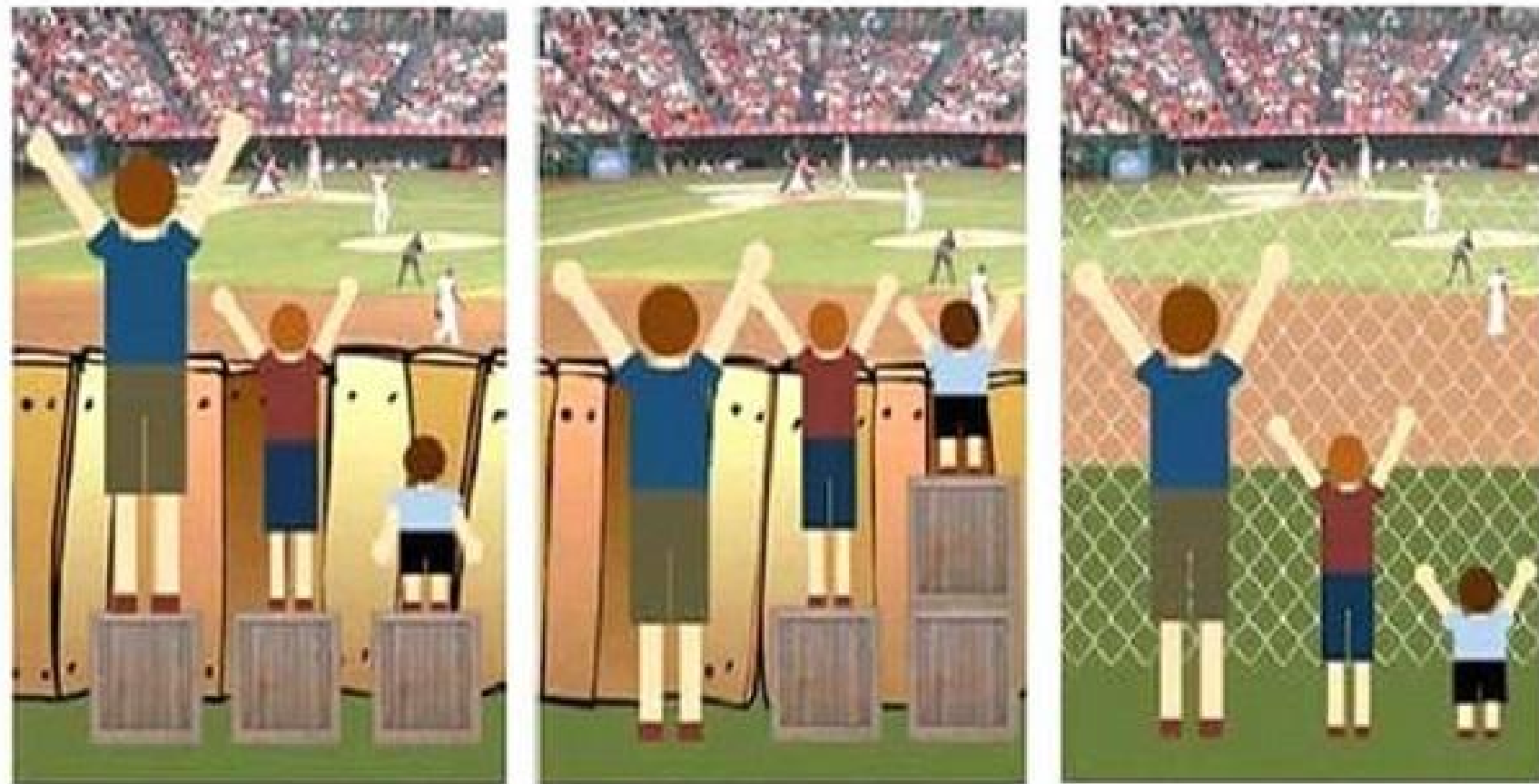
Data Informed DEI: Improving Data Literacy to Advance Diversity, Equity, and Inclusion Initiatives

Wayne State University, Michigan's most diverse public university, has set an ambitious goal to become the leading research university for social mobility in the United States. The *Data Informed DEI* Quality Initiative project will advance our progress toward this goal by helping us identify and address barriers to educational equity. By promoting data literacy throughout the campus, we aim to equip our faculty, staff, and administrators with the tools to design data-informed strategies aimed at closing the gap in educational outcomes among students and enhancing academic achievement for all.

What is Educational Equity?

"Understanding students' needs and addressing those needs by providing the necessary academic and social support services to help level the playing field so students can achieve their goals"

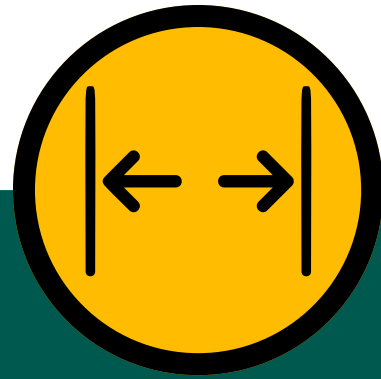
McNair et al., 2020, p. 2



Equality vs. Equity vs. Eliminating the Barrier

McNair, T. B., Bensimon, E. M., Malcom-Piqueux, L. (2020).
From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for
Racial Justice in Higher Education. United Kingdom: Wiley.

What does the literature tell us about using data to identify inequities in student success outcomes?



As colleges and universities have become more diverse, equity gaps have widened



Disaggregating student data is necessary to identify equity gaps



Data-informed interventions are needed to address educational disparities in higher education

Components of the Proposed Data Informed DEI QI Project



Data mapping & needs analysis



Build data literacy across campus



Design interventions informed by data

Components of the Data Informed DEI QI Project

Data Mapping & Needs Analysis: To initiate the project we will conduct a comprehensive data audit to better understand how individuals across campus are collecting and utilizing various data resources. We will identify accessible data and determine what additional data individuals need to engage in informed decision-making.

Building Data Literacy Across Campus: Thirty individuals from across campus will be selected to participate in the Association for Institutional Research (AIR) Data Literacy Institute (DLI). The purpose of the DLI is to strengthen institutional connections and expand data literacy. After the institute concludes, the DLI teams will help develop data literacy workshops and resources that will be made available to the entire campus.

Design interventions informed by data: Through the DLI, we'll learn how to leverage our data to gain insights into student success and equity gaps, and refine our processes. This knowledge will help us make more informed decisions about our improvement initiatives and better evaluate their outcomes.

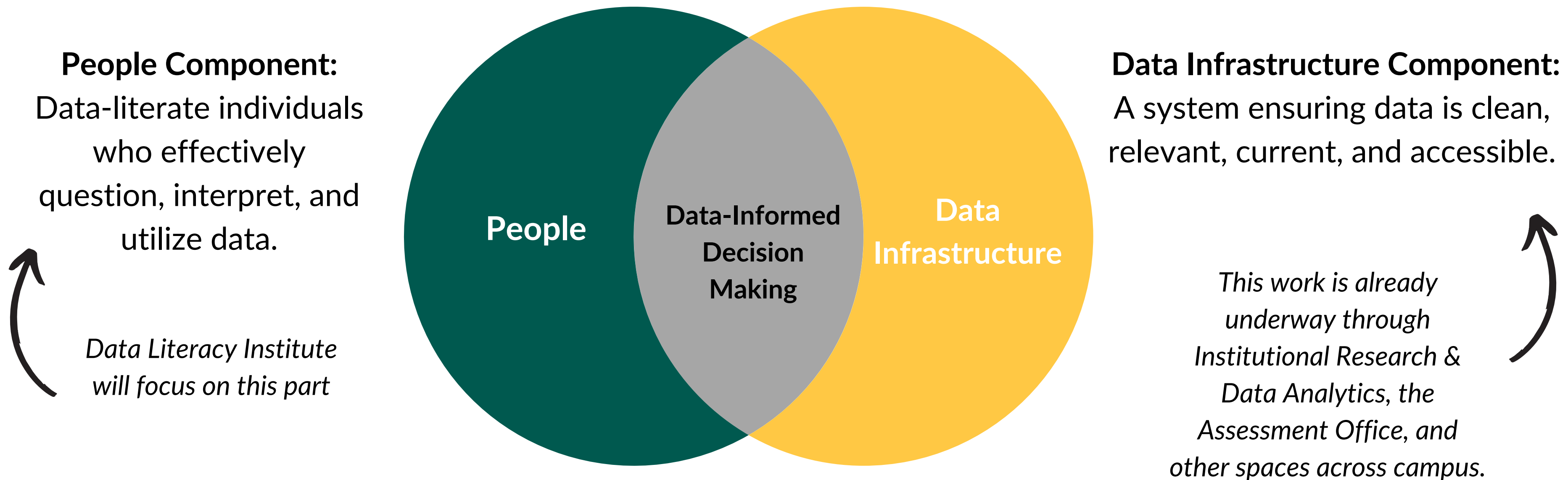
Understanding Our Student Data

- ✓ Where are WSU's equity gaps according to our data?
- ✓ How do we know? (What does the data tell us?)
- ✓ Who has access to this data? Who doesn't?
- ✓ What interventions are already in place?
- ✓ How do we know if our interventions are working?
What do we do if they aren't?
- ✓ What new interventions need to be implemented?



Data-informed decision making requires the right people and the right data infrastructure.

Our proposed Quality Initiative project aims to prepare people for data-informed decision making and complements existing data infrastructure work on campus.



AIR's Data Literacy Institute



12-Week Program

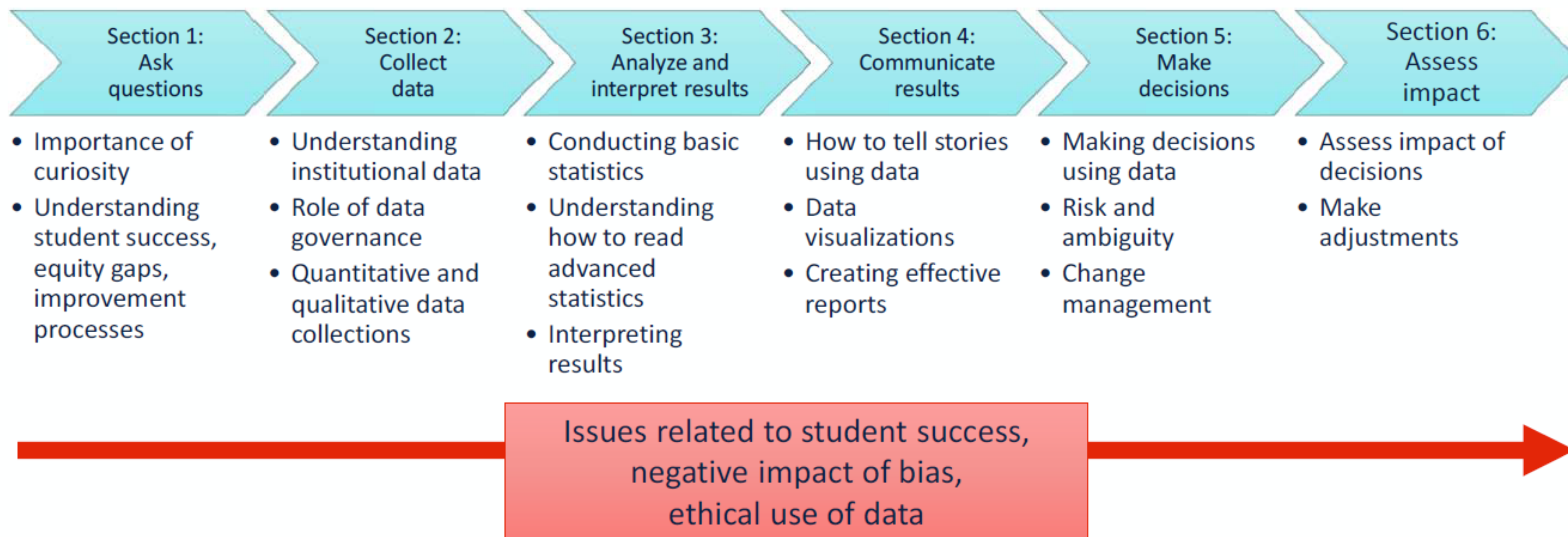
- ***3 cross functional teams, with up to...***
- ***10 participants per team, engaging in...***
- ***24-hours of live instruction, and...***
- ***36-hours of asynchronistic learning and group activities, for...***
- ***1 purpose...***

To strengthen institutional connections and expand data literacy.

<https://www.airweb.org/dataliteracy>

AIR's Data Literacy Institute

Data-Informed Decision-Making Process



Forming the QI Teams

QI Advisory Committee

**DLI Cross
Functional
Team Lead**

**9 Team Members
(faculty, staff,
administration)**

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QI Advisory Committee's Charge

The Committee's role is to offer expert advice and guidance on the strategic direction and implementation of the Quality Initiative project. This includes defining the project scope, engaging stakeholders, maximizing impact, and advocating throughout the project's duration.

QI Advisory Committee Composition

- Approximately 5-7 individuals, consisting of faculty, staff, administrators, and students.
- Knowledgeable in diversity, equity, and inclusion (DEI) initiatives, educational equity, student success, data-informed decision-making, and/or data generation, collection, analysis, and reporting.
- Experienced in hands-on implementation of new initiatives and projects within the campus community.
- Capable of expressing and advocating for the interests of various stakeholders.

QI Advisory Committee Time Commitment

The QI Advisory Committee will require a monthly commitment of 2-3 hours from 2024 to 2026. Responsibilities include:

- Participating in regular meetings, starting monthly and then shifting to bi-monthly or quarterly as the project progresses.
- Offering feedback and advice via email and Microsoft Teams between meetings, as required.
- Extending additional support during the 12-week Data Literacy Institute (DLI) to the cross-disciplinary data teams

We Want Your Input!

Consider Suggesting Colleagues for the Provost's Data Literacy Fellows



Although we are not currently accepting nominations for Data Literacy Fellows (Data Literacy Institute participants), we welcome any recommendations for WSU colleagues who may be interested in serving as one. Once the nominations become available, we will reach out to them.

When thinking of potential participants for the Data Literacy Institute (DLI), keep in mind that the DLI is an intensive 12-week program with a 5-hour time commitment per week.

Here are some ways you can get involved:



*Click or scan QR code to access the
QI Advisory Committee Nomination
Form*

- Consider nominating yourself or a colleague for the QI Advisory Committee
- Propose names for the Data Literacy Fellows/DLI
- Start brainstorming ideas on the essential data you need to address your DEI questions
- Help promote QI activities by spreading the word
- Share your thoughts and suggestions with us – we value your feedback!

Thank You!

Please reach out to the HLC QI Core Team if you have any questions or suggestions:

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