



University
of San Diego

School of Leadership
and Education Sciences

Leadership Studies DASHBOARD

Dashboard Compiled by SOLES Office of Assessment

Data are from Spring 2014 to Fall 2014 Sources, unless otherwise noted.

Dashboard Overview

This dashboard captures and summarizes Leadership Studies' data collected from various sources. The Dashboard examines trends and compares targeted values to actual data values using 37 different measures.

The Dashboard data are presented first, followed by the supporting data tables/charts, including n-values and sources of data. Faculty, staff, and administrators are encouraged to examine the dashboard data closely, noting strengths and any areas in need of strengthening, so as to ensure a high quality education for all Leadership Studies students.

February 12, 2015

Trends in Admission, Enrollment, and Degrees/Credentials Awarded - Dashboard Data

Please see supporting data tables/charts for more details, including n-values and sources of data.

FTE means full time equivalent

Trends in Admission, Enrollment, and Degrees/Credentials Awarded					
	Fall 2011	Fall 2012	Fall 2013	Target (3 Yr Avg)	Fall 2014
<i>Admission Data</i>	89	76	102	89	90
Direction of Change	~	↓	↑	⊖	↑
<i>Enrollment Headcount</i>	218	213	219	217	238
Direction of Change	~	↓	↑	⊖	↑
<i>Enrollment FTE</i>	100.3	94.9	102.9	99	113.8
Direction of Change	~	↓	↑	⊖	↑
	2010-2011	2011-2012	2012-2013	Target (3 Yr Avg)	2013-2014
<i>Fall to Spring Retention: MA in Higher Ed Leadership</i>	86%	100%	92%	93%	95%
Direction of Change	~	↑	↓	⊖	↑
<i>Fall to Spring Retention: MA in Leadership Studies</i>	95%	89%	93%	92%	90%
Direction of Change	~	↓	↑	⊖	↓
<i>Fall to Spring Retention: MA in Nonprofit Leadership & Mgmt</i>	93%	93%	100%	95%	96%
Direction of Change	~	↑	↑	⊖	↑
<i>Fall to Spring Retention: PhD in Leadership Studies</i>	86%	86%	80%	84%	94%
Direction of Change	~	↑	↓	⊖	↑
<i>Number of Graduate Degrees Awarded</i>	63	55	75	64	61
Direction of Change	~	↓	↑	⊖	↓
<i>Number of Graduate Credentials Awarded</i>	12	11	3	9	13
Direction of Change	~	↓	↓	⊖	↑

Key: ↑= At or Above Target ↓= Below Target ~ = Baseline data ⊖ = Target: 3 Year Average

FTE and Time to Completion Dashboard Data

Please see supporting data tables/charts for more details, including n-values and sources of data.

FTE means full time equivalent

Note: 1.5 times each Programs' Time Frame is consistent with the Integrated Post Secondary Education Data System's calculation of [graduation rates](#)

Leadership Dashboard Data

Measure	Target	Data Value	Relationship of Data Value to Target Value
Ratio of FTE Tenured Track Leadership Faculty to FTE Non-Tenured Track Leadership Faculty	≥ 1	1	↑
Ratio of FTE Student to FTE Faculty	$9 \leq \text{ratio} \leq 12$	13	↑

Measure	Target	Data Value	Relationship of Data Value to Target Value
Percent of Entering Cohort Graduating within 1.5 times the normal timeframe for the MA in Higher Education Leadership	80%	86%	↑
Percent of Entering Cohort Graduating within 1.5 times the normal timeframe for the MA in Nonprofit Leadership & Management	80%	85%	↑
Percent of Entering Cohort Graduating within 1.5 times the normal timeframe for the MA in Leadership Studies	80%	89%	↑

Key: ↑ = At or Above Target ↓ = Below Target

Quality of Educational Experience Dashboard Data – Exit Survey

Please see supporting data tables/charts for more details, including n-values and sources of data.

Measure	Target	Data Value	Relationship of Data
			Value to Target Value
Quality of Educational Experience (Exit Survey)	5 Point Scale		
Faculty	≥ 4	4.3	↑
Advisor	≥ 4	4.4	↑
Intellectual Climate	≥ 4	4.2	↑
Program Support	≥ 4	4.2	↑
University Support	≥ 4	3.9	↓
Overall Satisfaction	≥ 4	4.4	↑

Key: ↑ = At or Above Target ↓ = Below Target

Quality of Educational Experience Dashboard Data – Course Evaluations

Please see supporting data tables/charts for more details, including n-values and sources of data.

Measure	Target	Data Value	Relationship of Data
			Value to Target Value
Quality of Educational Experience (Course Evaluations)	7-Point Scale		
Overall Satisfaction	≥ 6	6.2	↑
Teaching	≥ 6	6.1	↑
Faculty Relationship with Students	≥ 6	6.4	↑
Course Requirements & Student Evaluation	≥ 6	6.1	↑

Key: ↑ = At or Above Target ↓ = Below Target

Overall Program Satisfaction Dashboard Data - Alumni Survey

Please see supporting data tables/charts for more details, including n-values and sources of data.

Note: The Alumni Survey is administered every other year.

Measure	Target	Data Value	Relationship of Data Value to Target Value
Overall Program Satisfaction (Alumni Survey)			
Good Career Preparation	≥ 80%	88%	↑
Educational Experience			↑
Fulfilled Expectations	≥ 80%	89%	↑
Recommend Program to	≥ 80%	88%	↑
Good Value for the Quality of Program	≥ 80%	87%	↑

Key: ↑ = At or Above Target ↓ = Below Target

Alumni Employment and Professional Activities Dashboard Data

Please see supporting data tables/charts for more details, including n-values and sources of data.

Note: The Alumni Survey is administered every other year.

Measure	Target	Data Value	Relationship of Data Value to Target Value
Employment & Professional Activities (Alumni Survey)			
Employment Status of Alumni	≥ 80%	86%	↑
Time from Graduation to Job Attainment	≥ 80% employed within 12 months of graduation	89%	↑
Alumni Attend Professional Conferences	≥ 50%	68%	↑
Alumni Belong to Professional Associations	≥ 50%	62%	↑
Alumni Present at Conferences	≥ 25%	36%	↑
Alumni Publish Articles/Books	≥ 10%	18%	↑
Measure			
Career Preparation (Employer Survey)			
More Prepared or As Prepared as Other Programs	≥ 80%	100%	↑
Very Satisfied or Satisfied with Level of Preparation	≥ 80%	88%	↑
Very Likely or Likely to Hire a USD-SOLES Alumni	≥ 80%	75%	↓
Key: ↑= At or Above Target ↓= Below Target			

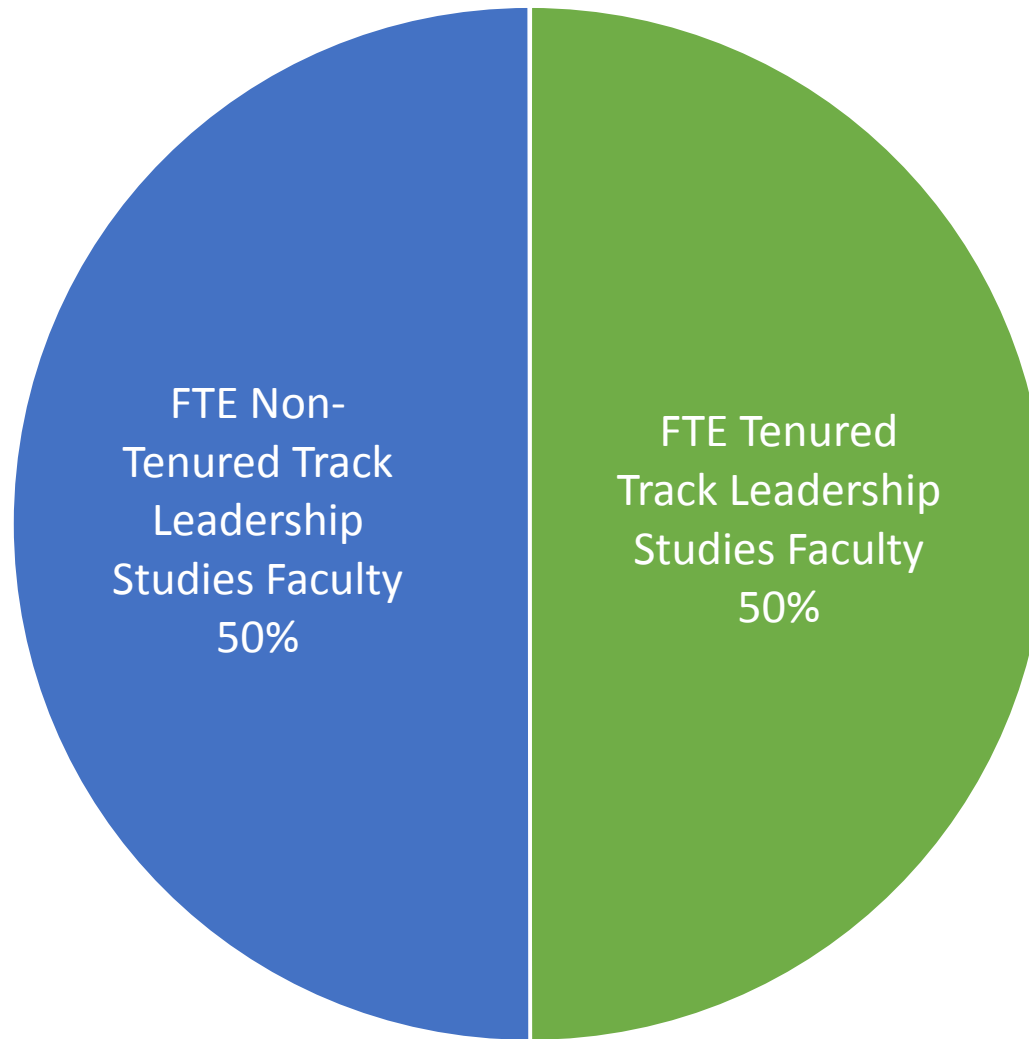
Supporting Data Tables and Charts

The slides which follow are tables and charts containing the data used in the Dashboard.

RATIO OF FULL TIME
EQUIVALENT
TENURED TRACK
LEADERSHIP
FACULTY TO FULL
TIME EQUIVALENT
NON-TENURED
TRACK LEADERSHIP
FACULTY (FALL 2014)

Source: Data extracted from
University Institutional Research and
Planning (IRP) SOLES Fall 2014
Faculty Data

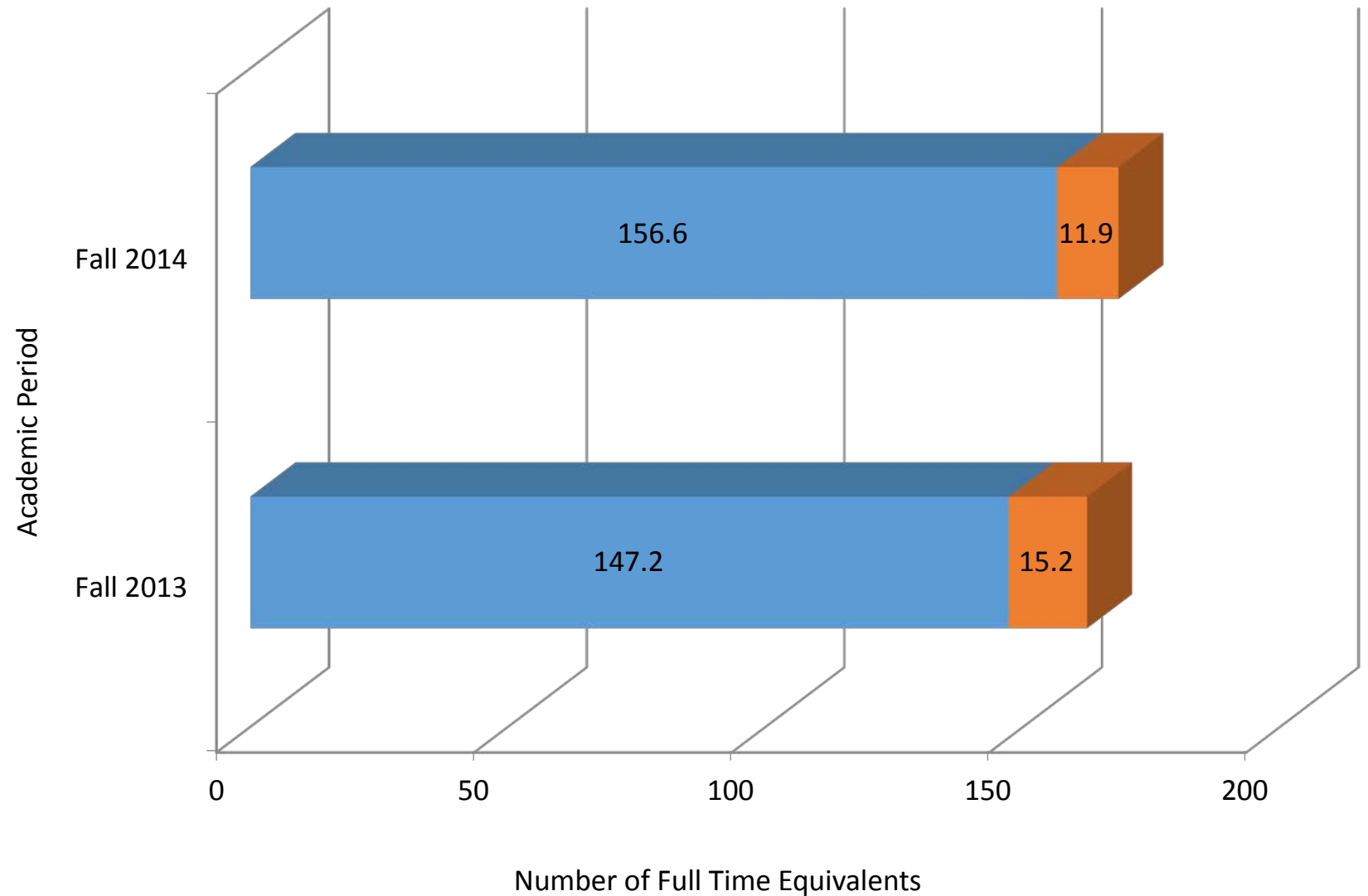
Ratio of FTE Tenured Track Leadership Studies Faculty to FTE Non
Tenured Track Leadership Studies Faculty (Fall 2014)



■ FTE Tenured Track Leadership Studies Faculty ■ FTE Non-Tenured Track Leadership Studies Faculty

Comparison of Leadership Studies Full Time Equivalent (FTE) Students and Leadership Studies Full time Equivalent (FTE) Faculty - Fall 2013 and Fall 2014

FTE Students FTE Faculty



Full Time Equivalent (FTE) Students and Full Time Equivalent (FTE) Faculty - Fall 2013 and Fall 2014

Source of FTE Students: Data extracted from University Institutional Research and Planning (IRP) Stat Book; Includes all levels of students, where FTE is based on 15 units for undergraduate students and 12 units for graduate students.

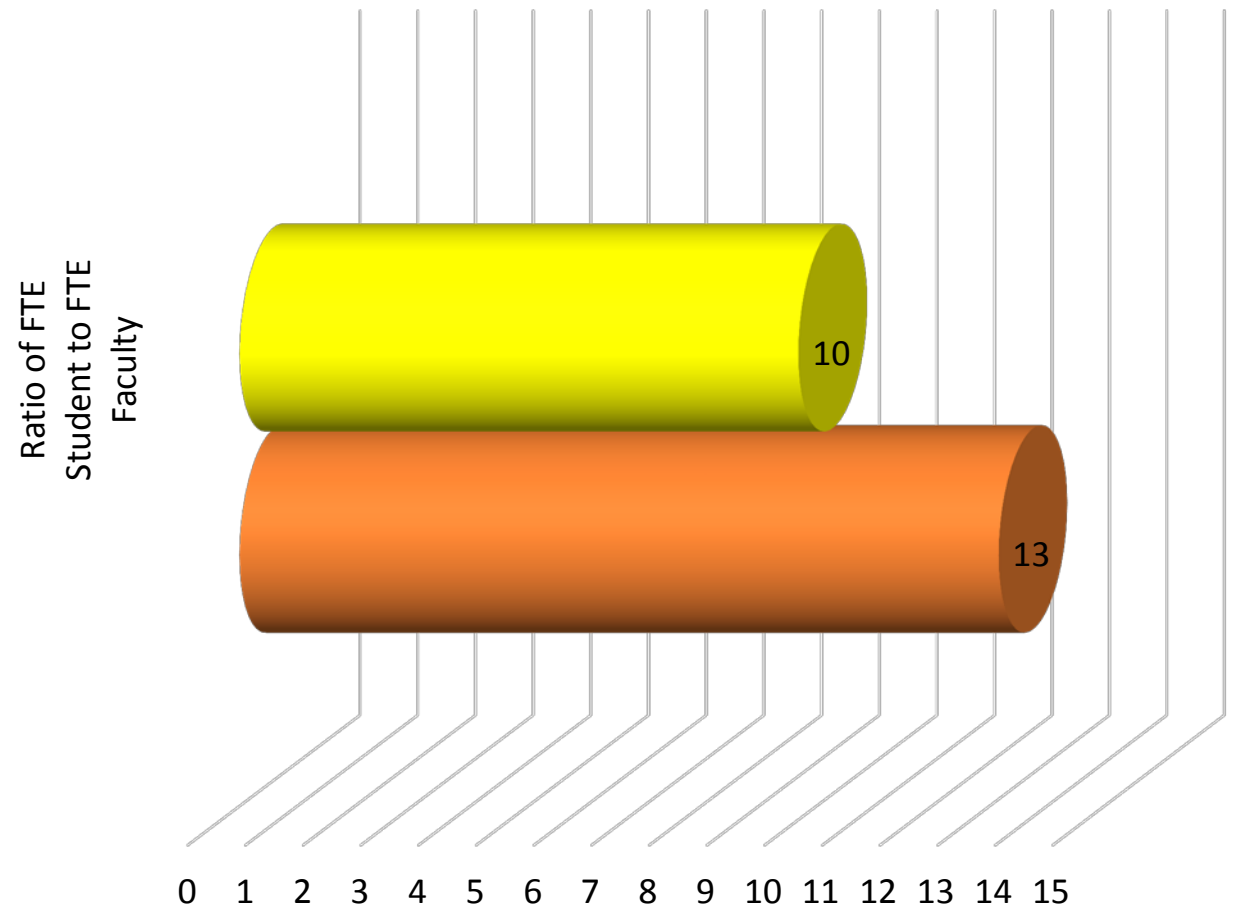
Source of FTE Faculty: Data extracted from University Institutional Research and Planning (IRP) SOLES Fall 2013 and 2014 Faculty Data

Comparison: Ratio of Leadership Studies Full Time Equivalent (FTE) Students to Leadership Studies Full Time Equivalent (FTE) Faculty - Fall 2013 and Fall 2014

Ratio of Full Time Equivalent (FTE) Students to Full Time Equivalent (FTE) Faculty - Fall 2013

Source of FTE Students: Data extracted from University Institutional Research and Planning (IRP) Stat Book; Includes all levels of students, where FTE is based on 15 units for undergraduate students and 12 units for graduate students.

Source of FTE Faculty: Data extracted from University Institutional Research and Planning (IRP) SOLES Fall 2013 and 2014 Faculty Data

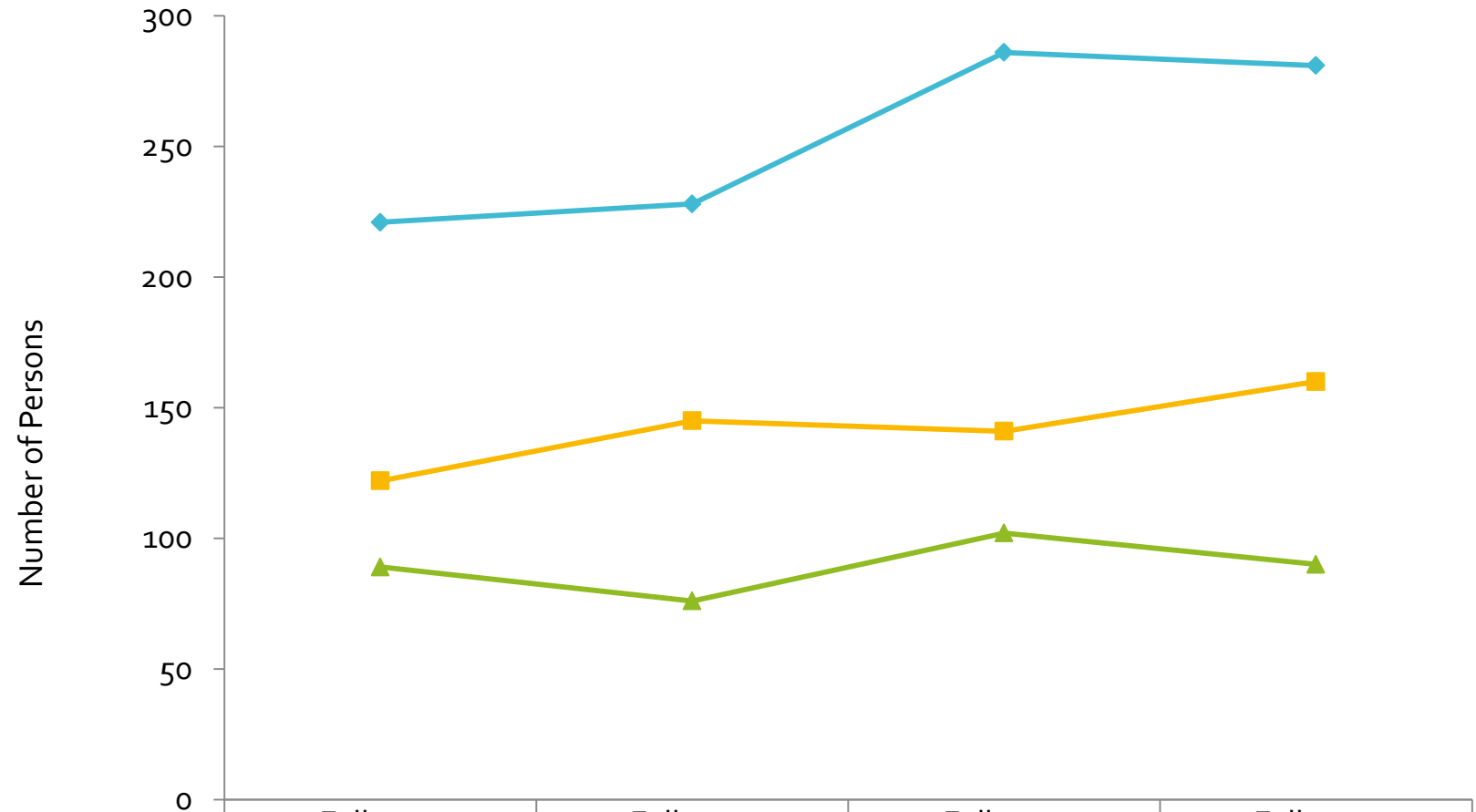


	Leadership Studies
■ Fall 2013: Ratio of FTE Students to FTE Faculty	10
■ Fall 2014: Ratio of FTE Students to FTE Faculty	13

Admissions Data

Source: Data from USD-SOLES Admissions Office

Leadership Studies: Fall Admissions Data

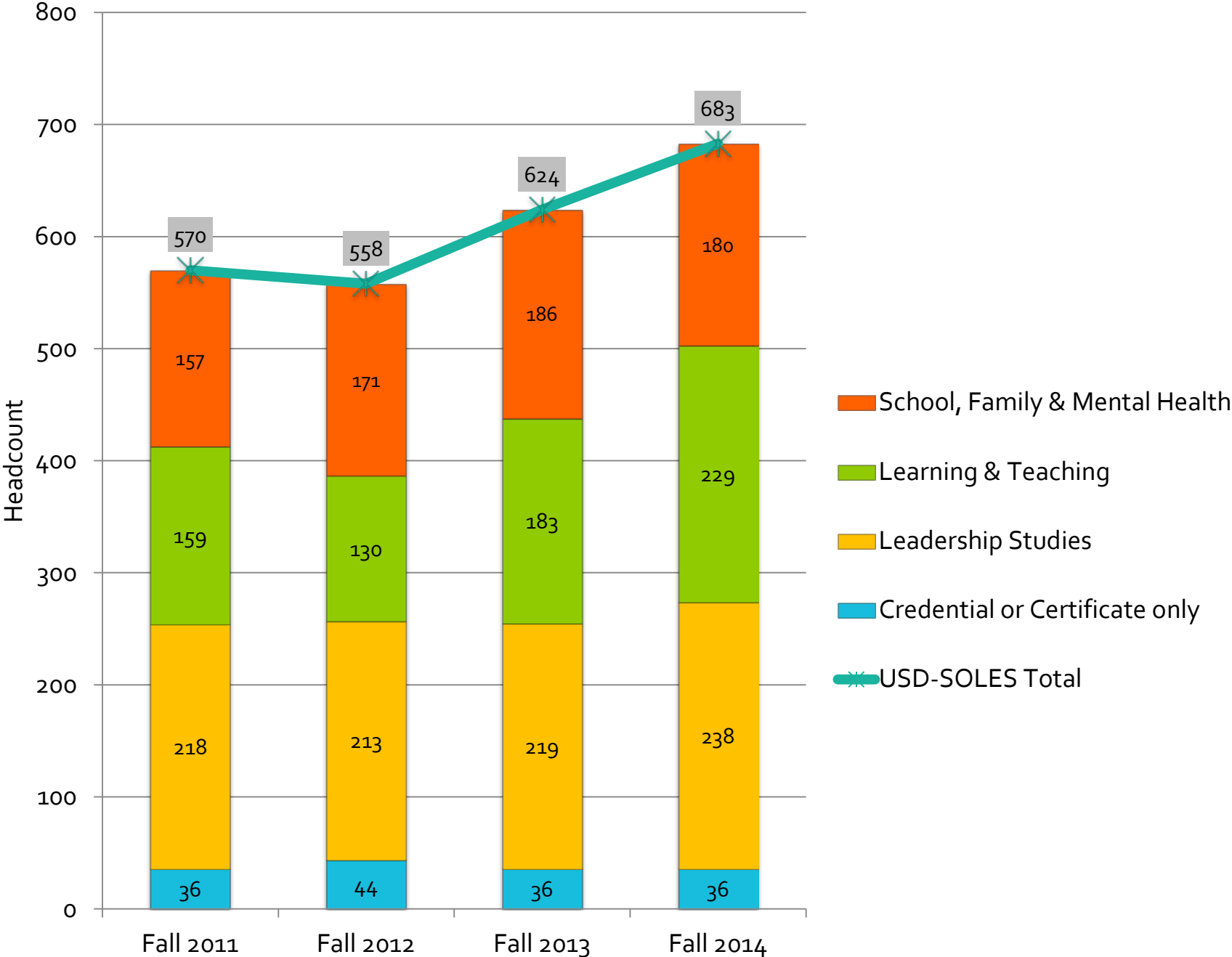


	Fall 2011	Fall 2012	Fall 2013	Fall 2014
Completed Applications	221	228	286	281
Admitted	122	145	141	160
Attended	89	76	102	90

Graduate Enrollment Data - Headcount

Source: Data extracted from University Institutional Research and Planning (IRP) Stat Book; ¹ Includes students enrolled only in certificate or credential programs; does not include visiting, exchange, or special students.

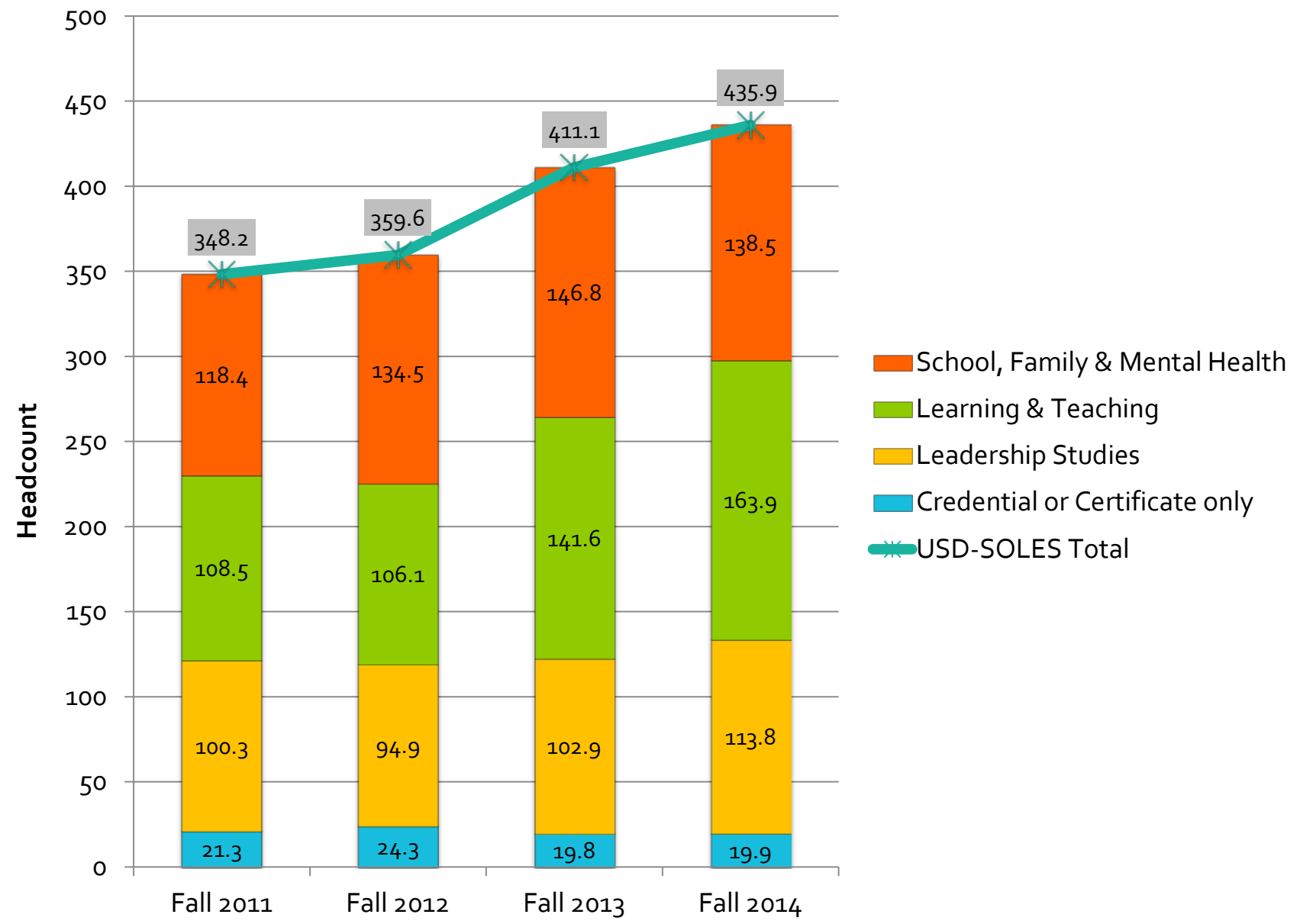
USD-SOLES Graduate Headcount by Department



Graduate Enrollment Data - FTEs

Source: Data extracted from University Institutional Research and Planning (IRP) Stat Book; ¹ Includes students enrolled only in certificate or credential programs; does not include visiting, exchange, or special students.
² The FTE calculation is based on the sum of credits carried by all students enrolled in classes at a particular level, divided by the number of credits in a full-time load per IRP Quick Facts: 12 units = 1 FTE graduate student and 15 units = 1 FTE for undergraduate student.

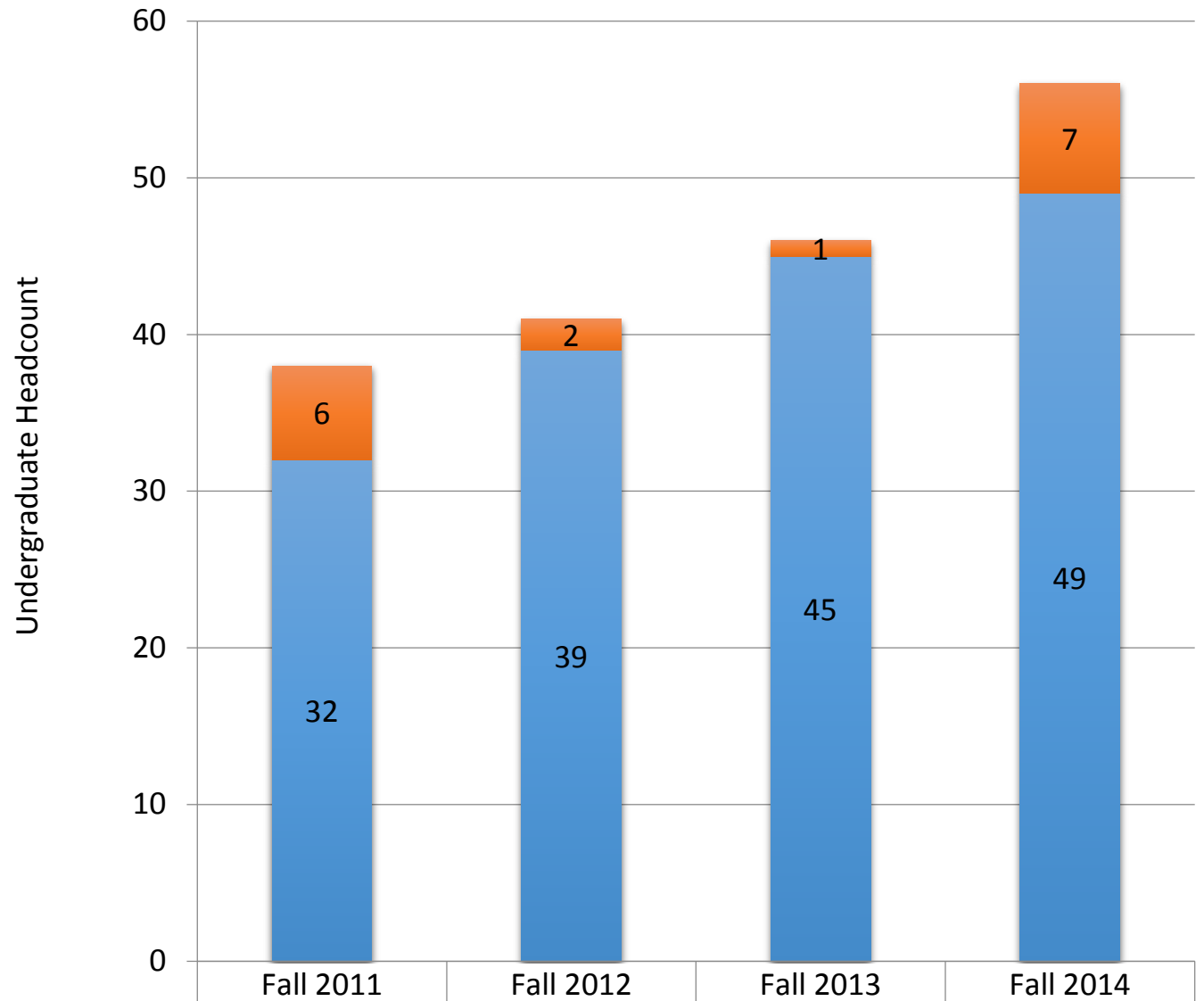
USD-SOLES Full Time Equivalent Graduate Students² (FTE's) by Department



Undergraduate Enrollment Data - Headcount

Source: Data extracted from University Institutional Research and Planning (IRP) Stat Book; ¹ Includes students enrolled only in certificate or credential programs; does not include visiting, exchange, or special students.

Leadership Studies Undergraduate Headcount



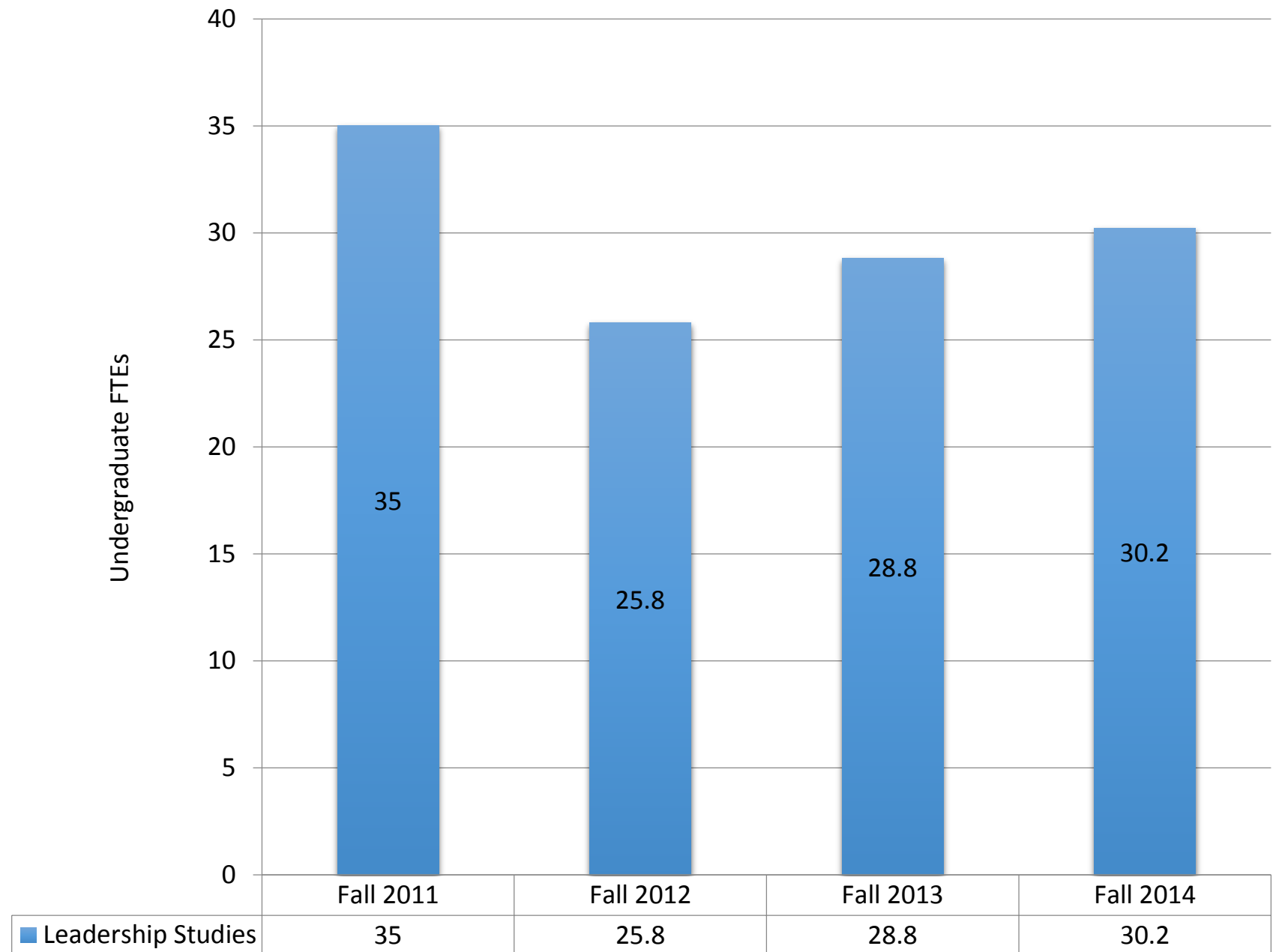
■ Nonprofit Leadership & Mgmt Certificate Only	6	2	1	7
■ Leadership Minor (includes NPLM Certificate)	32	39	45	49

Undergraduate Enrollment Data - FTEs

Source: Data extracted from University Institutional Research and Planning (IRP) Stat Book; ¹ Includes students enrolled only in certificate or credential programs; does not include visiting, exchange, or special students.

² The FTE calculation is based on the sum of credits carried by all students enrolled in classes at a particular level, divided by the number of credits in a full-time load per IRP Quick Facts: 12 units = 1 FTE graduate student and 15 units = 1 FTE for undergraduate student.

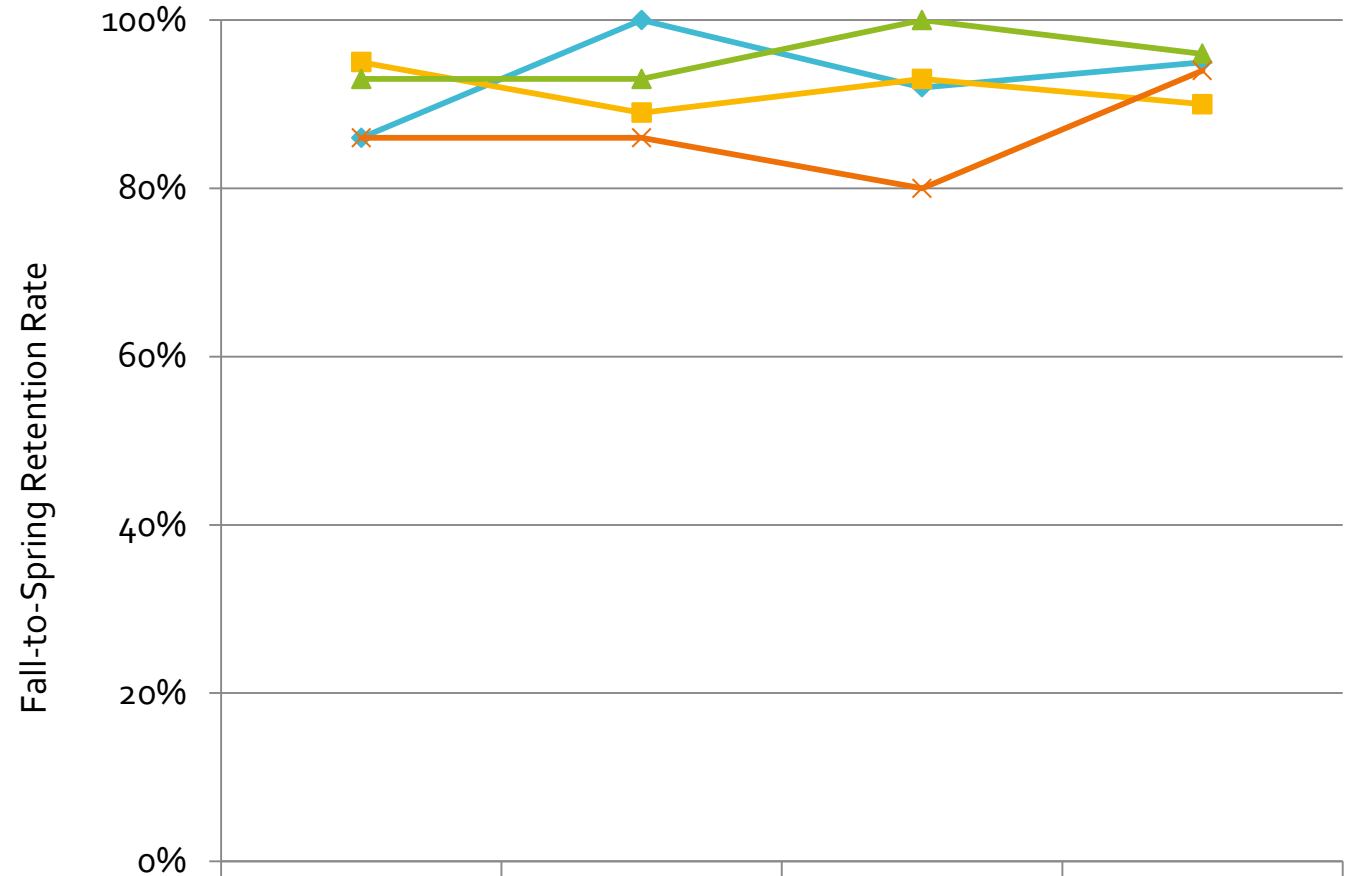
Leadership Studies Undergraduate FTEs²



Retention: Fall to Spring

Source: Data extracted from University Institutional Research and Planning (IRP) Stat Book

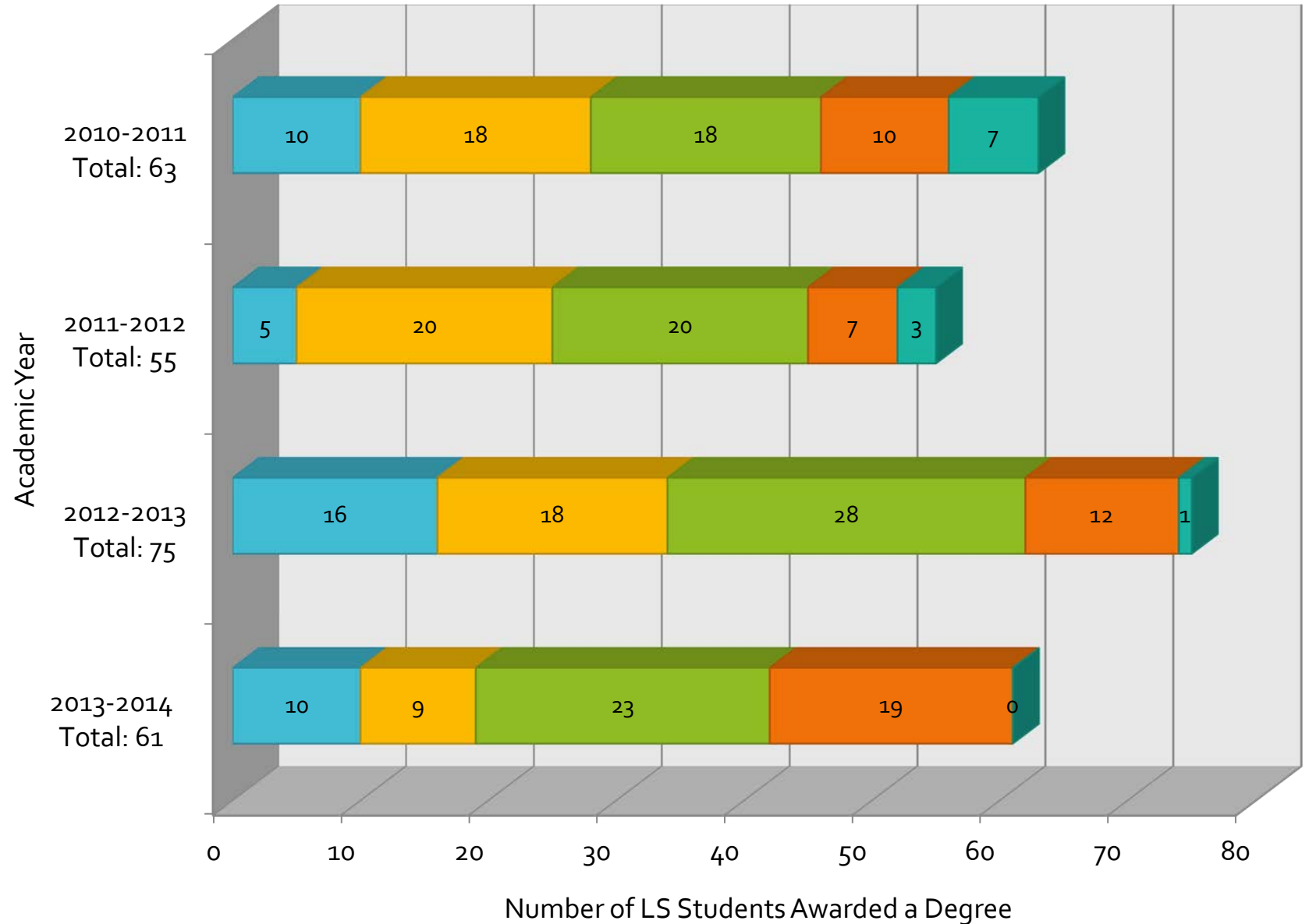
Fall-to-Spring Retention: Leadership Studies



	2010	2011	2012	2013
MA in Higher Ed Leadership	86%	100%	92%	95%
MA in Leadership	95%	89%	93%	90%
MA in Nonprofit L&M	93%	93%	100%	96%
PhD in Leadership Studies	86%	86%	80%	94%

USD-SOLES Leadership Studies Graduate Degrees Awarded

- M.A. Higher Education Leadership
- M.A. Leadership Studies
- M.A. Nonprofit Leadership & Mgmt
- Leadership Studies Ph.D.*
- Education Ed.D. (with SDSU)



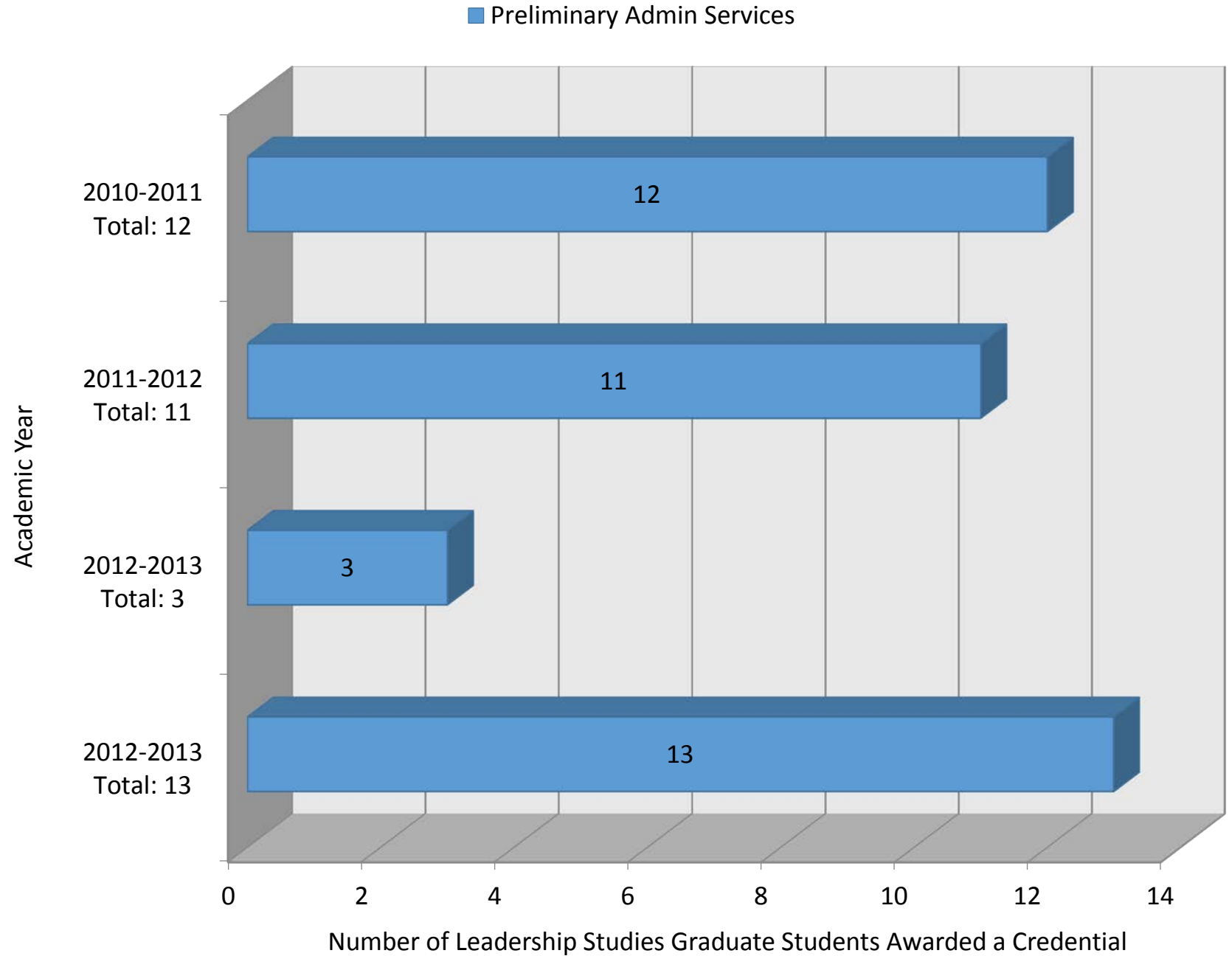
Graduate Degrees Awarded

Source: Data extracted from the University Cognos Report on Graduate Degrees Awarded for an academic year (Fall, Intersession, Spring, Summer)

Graduate Credentials Awarded

Source: Data extracted from the University Cognos Report on Graduate Degrees Awarded for an academic year (Fall, Intersession, Spring, Summer)

Leadership Studies Graduate Credentials Awarded



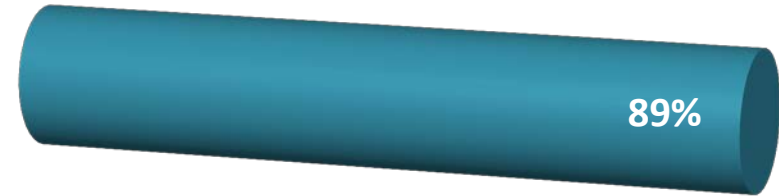
Time to Completion

Source: Data extracted from University Institutional Research and Planning (IRP) Stat Book; Note: PhD in Leadership Studies data unavailable due to longer length of program (4 to 7 years)

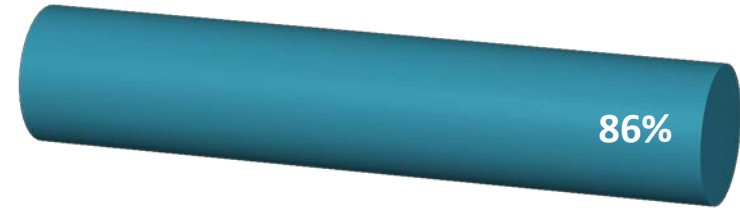
Note: 1.5 times each Programs' Time Frame is consistent with the Integrated Post Secondary Education Data System's calculation of [graduation rates](#)

Time to Completion for Leadership Studies: Percent of 2010 Entering Cohort Graduating Within 1.5 Times the Normal Program Time Frame

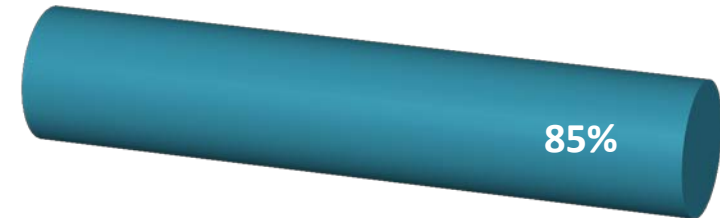
M.A. Leadership Studies
(n=19)



M.A. Higher Education Leadership
(n=7)



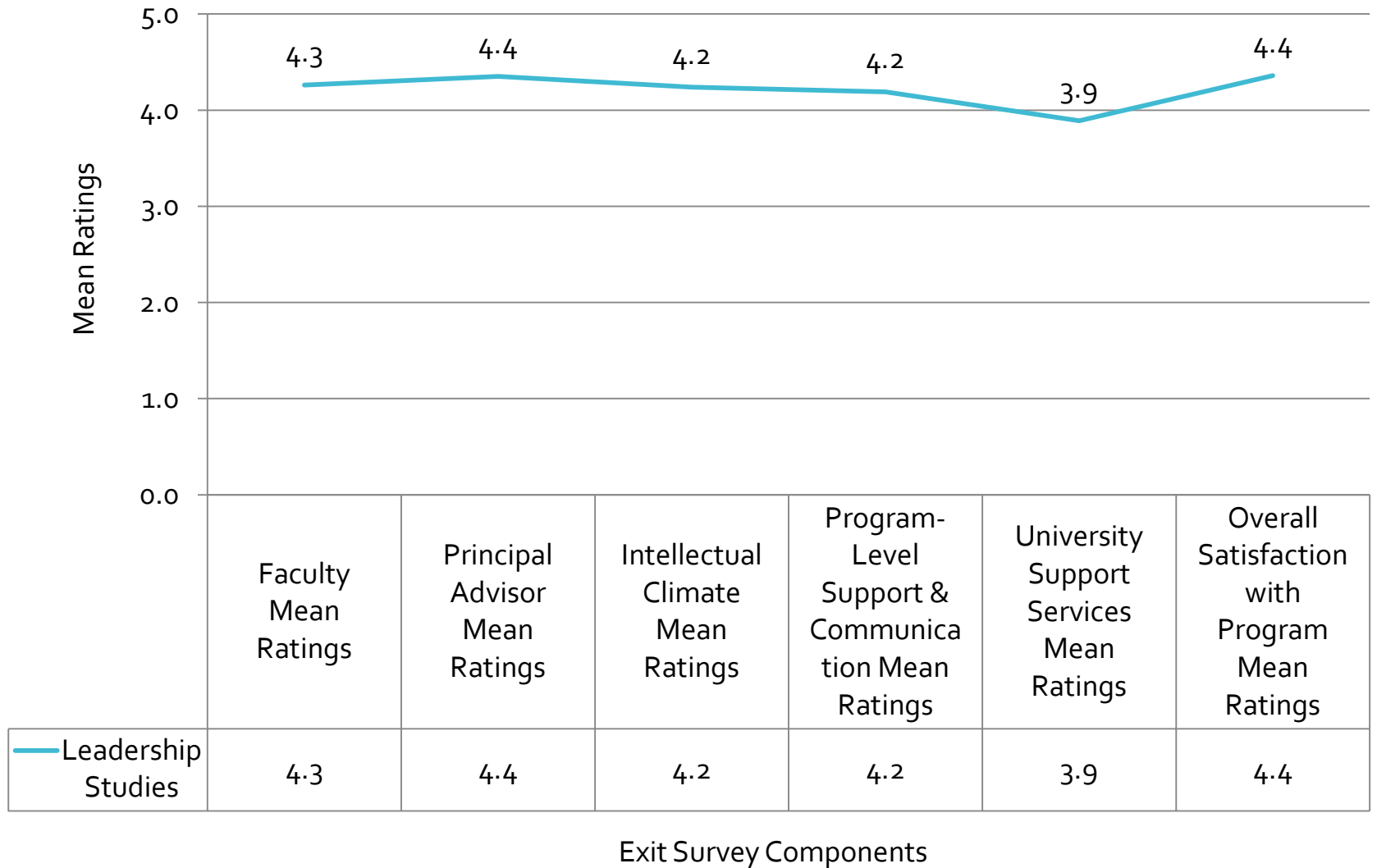
M.A. Nonprofit Leadership and Management
(n=27)



Measures of Quality of Educational Experience – *Exit Survey*

Source: Data extracted from 2014 Exit Survey

Measures of Quality of Educational Experience: 2014 Exit Survey Ratings for Leadership Studies (N=40)



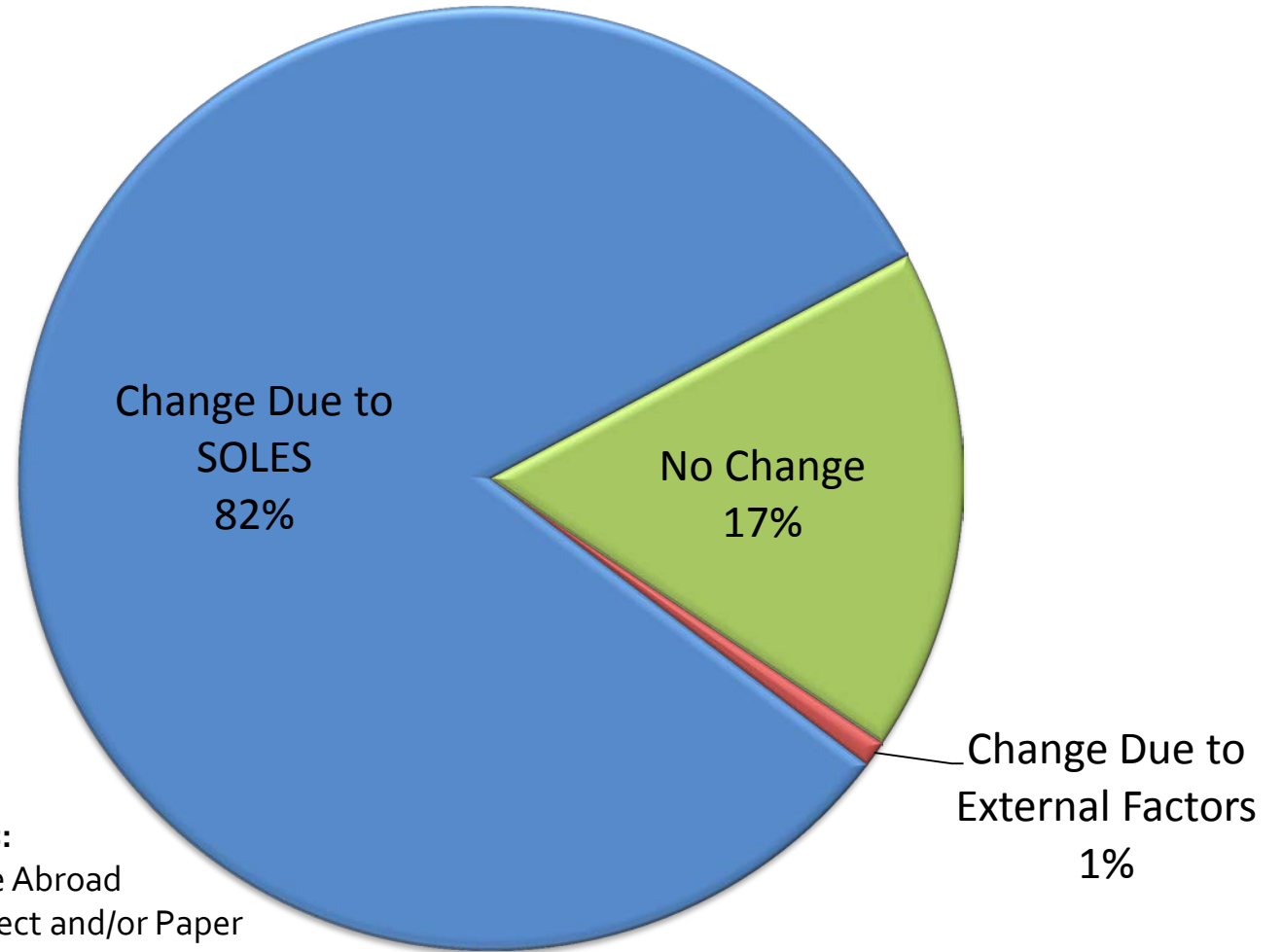
Rating scale: 5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree

Measures of Quality of Educational Experience – Internationalization Requirement

Source: Data extracted from USD-SOLES 2014 Internationalization Survey Using Matched Pairs

Changes in Students' Ex Post Facto Self-Reported Cultural Competence Levels (N = 110)

■ Change Due to External Factors ■ Change Due to SOLES ■ No Change



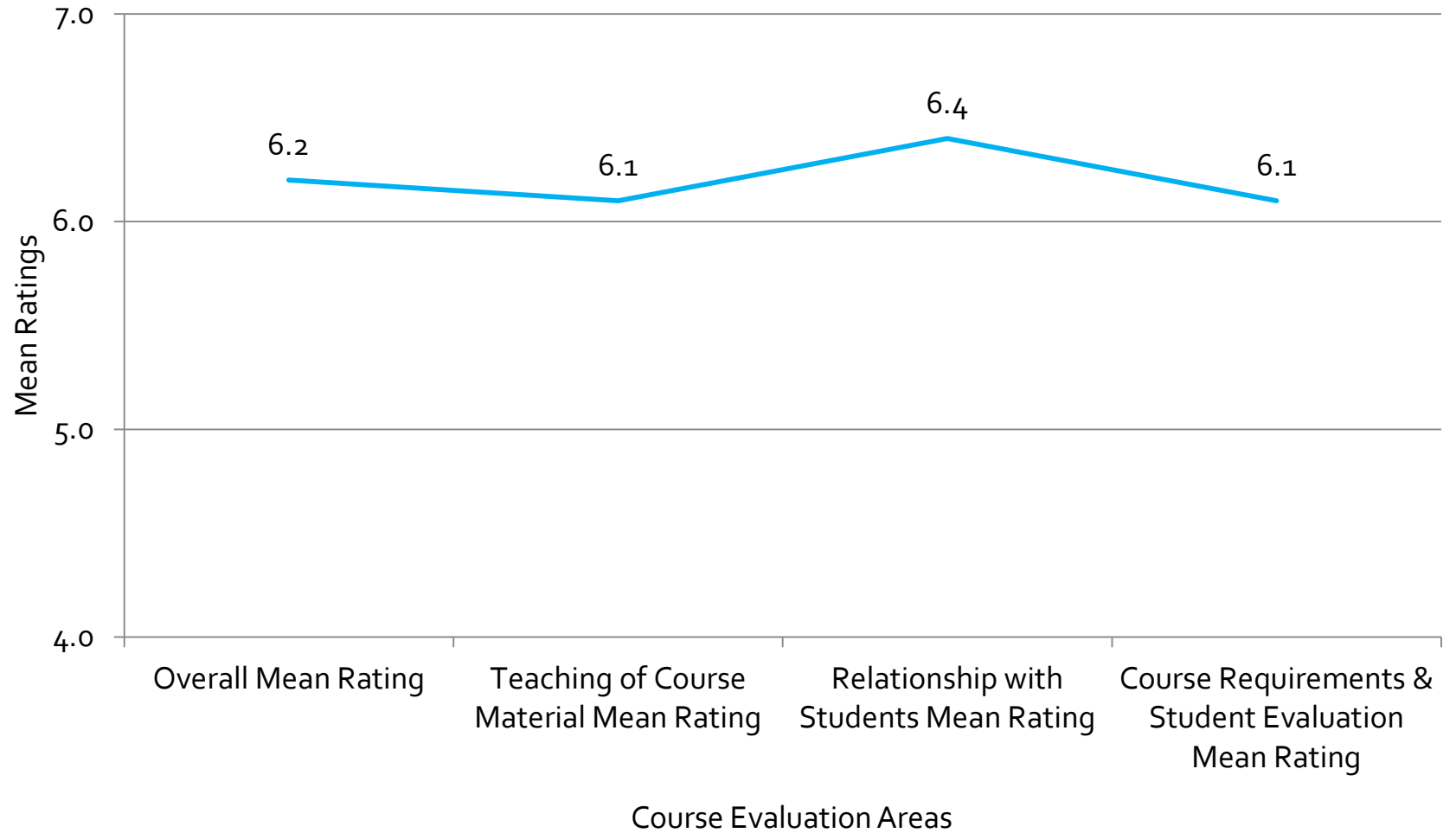
Types of Experiences:

- Full/Partial Course Abroad
- International Project and/or Paper
- Conference Abroad
- Course w/ Internationalization Content

Measures of Quality of Educational Experience - *Course Evaluations*

Source: Data extracted from Spring 2014 Course Evaluations

Measures of Quality of Educational Experience: Spring 2014 Course Evaluation Mean Ratings for Leadership Studies (N=582)

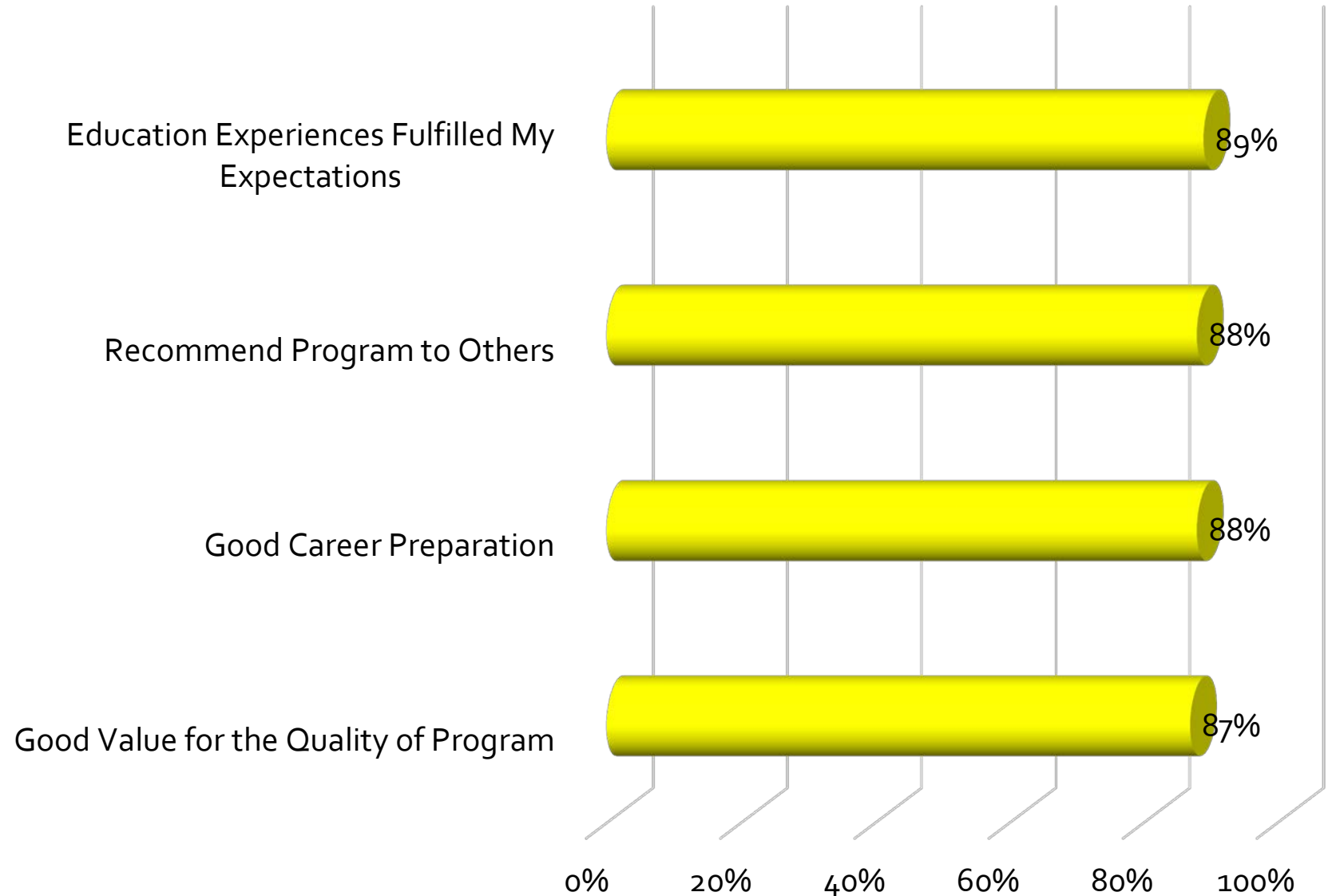


Rating scale: 7=strongly agree, 6=agree, 5=slightly agree, 4=neutral, 3=slightly disagree, 2=disagree, 1=strongly disagree

Overall Program Satisfaction

Source: Data extracted from 2013 Alumni Survey

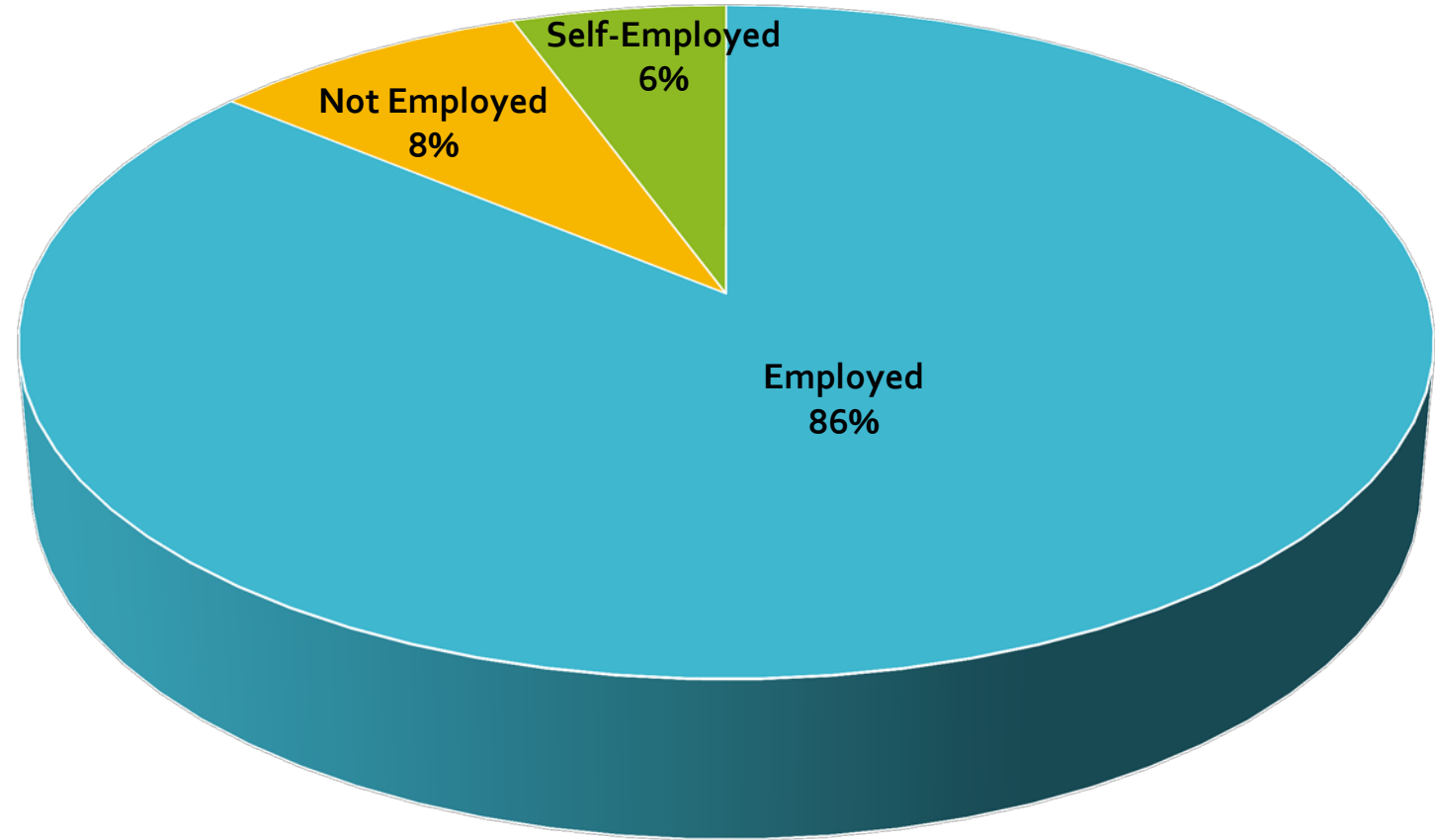
Overall Leadership Studies Alumni Program Satisfaction (N = 94)



Employment Status of Leadership Studies Alumni (N=107)

Employment Status

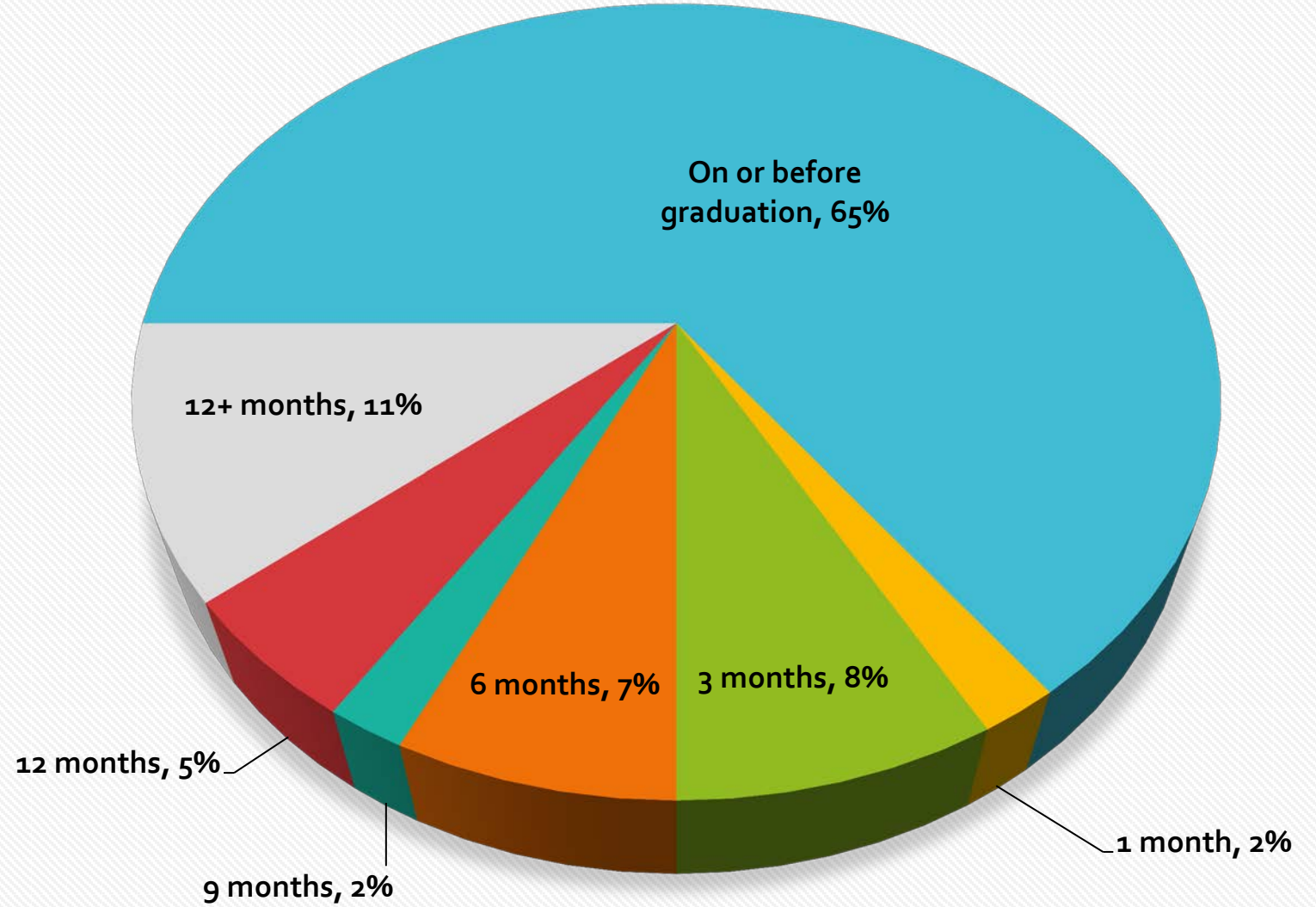
Source: Data extracted from 2013 Alumni Survey



Employment Placement Rate

Source: Data extracted from 2013 Alumni Survey

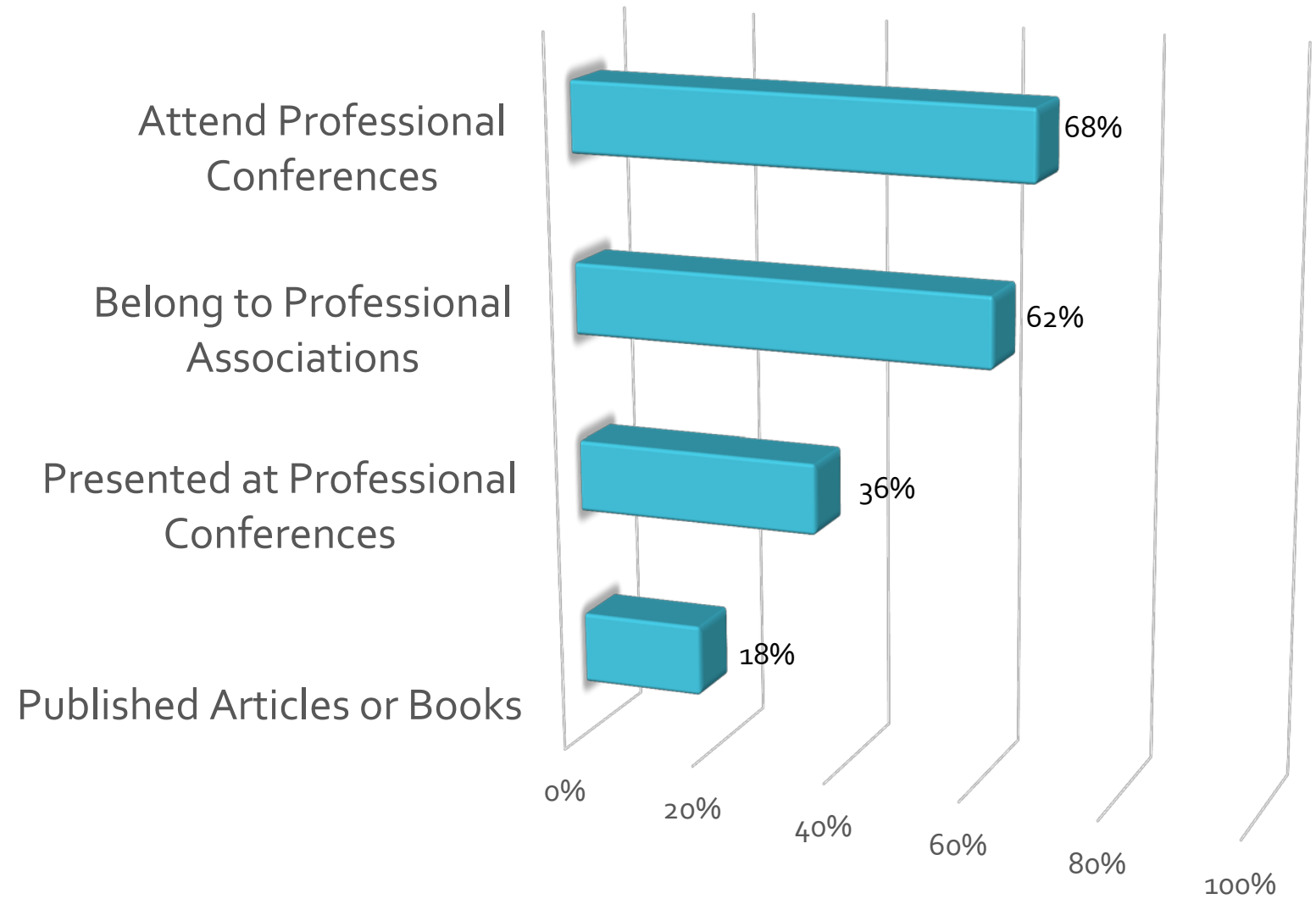
Time from Graduation to Job Attainment for the Leadership Studies Department (N=100)



Professional Activities

Source: Data extracted from 2013 Alumni Survey

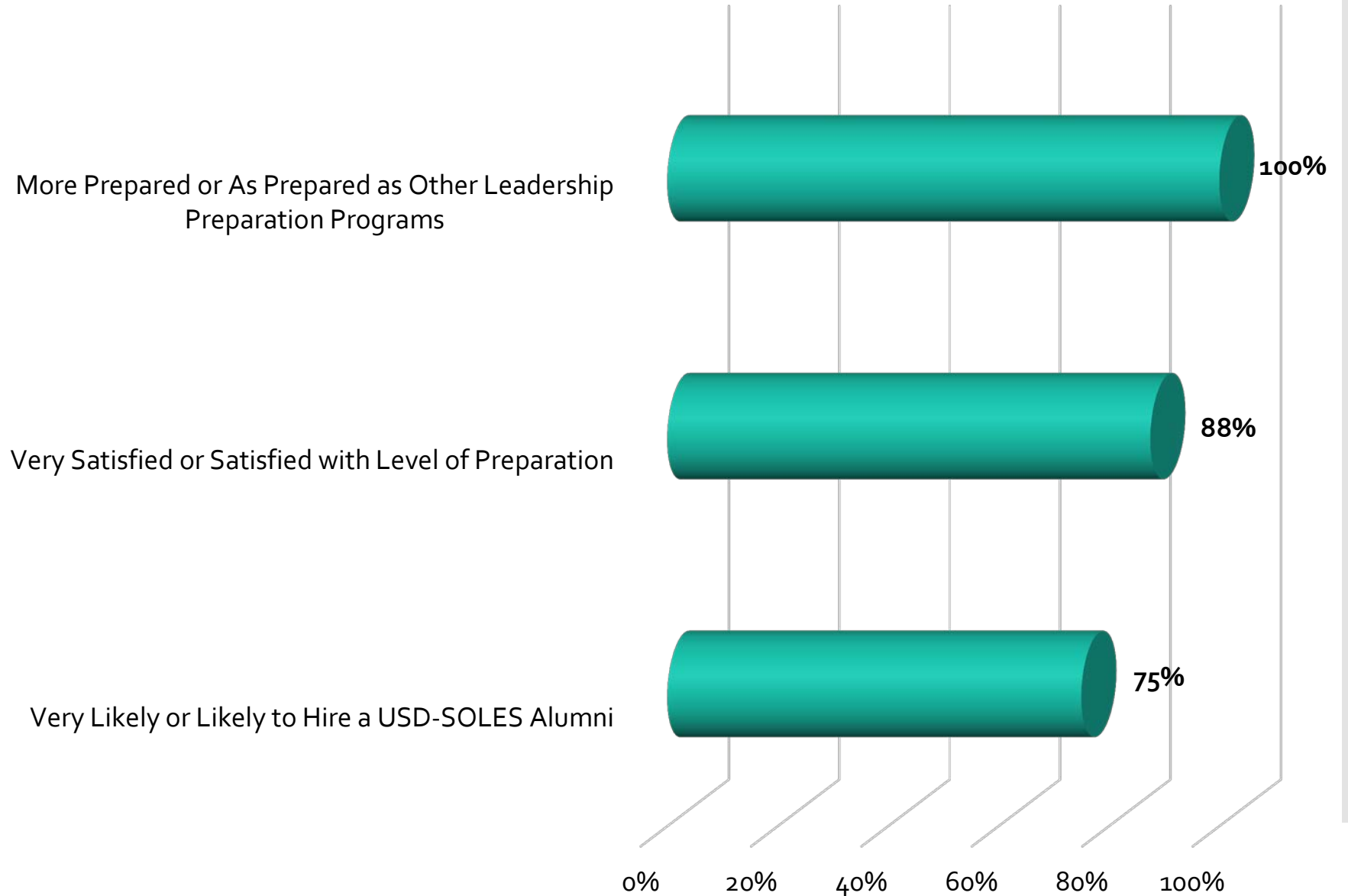
Leadership Studies Alumni Professional Activities (N=107)



Employer's Ratings Regarding USD-SOLES Educational Leadership and MA in Leadership Studies Programs (N = 8)

Employer Survey Ratings

Source: Data extracted from 2014 Employer Survey for ELDA and MA in Leadership Studies Programs



Dashboard Summary

Of the 37 measures included in the Dashboard, 33 measures had a positive trend or met/exceeded the targeted value, and 4 measures had a negative trend or were below the targeted value. These data measures serve as indicators that the Leadership Studies Department within the School of Leadership and Education Sciences at the University of San Diego is providing students with a high quality education.