NHTI Data Utilization Plan

Strategic Goal	Goal	Variables & Data Source	Metrics	Outcomes (2020 – 2025)
Student Success	Improve student engagement, retention, and completion	• Data Warehouse • Banner • Cohort Year • Full-time/Part-time • Full-time/Adjunct Faculty • Program • Race/Ethnicity • Non-allied health • GPA	• % of students engaged • % of students returning • % of students completing • % of faculty status	• 10% increase in student involvement • Increase in success rates of Gateway Math and English • 5% increase in retention rates
	Create pathways and programs for all students	• Cohort Program • Courses taken by non-matric • Non-matric age/race/ethnicity • Athletic Program	• Total of pathways for Allied Health cohorts • Total of pathways for non-matric students • Total enrolled in Summer Bridge	• Increase in pathways for Allied Health cohort students • Increase in non-matric accepted into a degree program • Development of Summer Bridge program
	Advance the vibrancy and academic excellence of teaching and learning and the student experience	• Banner • Professional Development Tracking Sheet (needs to be created) • Program Level Data (LOATS)	• Total of XC courses • Total of OER or NOLO courses • Total of PD offerings • Rates of meeting program learning outcomes and objectives	• Increase in XC courses for high-risk courses • Increase in OER or NOLO courses • Increase in PD attendance
	Grow transferability and program articulation with 4- and 2-year partners	• Program-level data on transferable courses (suggestion to focus on NH colleges) • Academic Affairs records	• Total of transferable courses • Total number of articulation agreements	• Increase in transferable courses • Increase in number of articulation agreements
Workforce Development	Promote existing programs and develop new career pathways that meet current and	• Data Warehouse • Banner • Cohort Year • Full-time/Part-time	• Enrollment trends for all programs • Enrollment trends for non-matric students	• Evidence-based program level analysis for decision-making • Evidence-based institutional review process

	future labor market trends	• Program • Race/Ethnicity • Non-allied health • Non-matriculated students • GPA • EMSI Analyst Data or US Dept of Labor	• Retention trends for all programs • Completion trends for all programs • Employment trends for all programs	• Evidence-based targeted marketing plan for all programs and certificates
	Strengthen relationships with education, business/industry, professional, and community to support training partnerships and career placement	• Institutional Data by program • Institutional Data on Innovation Lab • Institutional Data for community involvement and Speakers Bureau • Non-matriculated	• Number of NHTI representatives in community • Number of Innovation Lab projects • Number of apprenticeship programs • Number of speakers for • Speakers Bureau • Number of non-matriculated enrollments	• Increase in NHTI representation at community meetings • Increase in Innovation Lab participation • Creation of 3 apprenticeship programs • Creation and publication of NHTI Speaker's Bureau
	Expand participation in professional certification, project and work-based learning, internships, and clinical placement in students' education pathways	• EMSI Analyst • Banner • Program level data on internships	• Number of programs aligned with high-growth jobs • Number of alternative format courses • Number of 100% online programs • Number of internship programs	• 15% increase in degree and certificate programs aligned with high-growth jobs • 30% increase in the number of alternative format courses and 100% online programs • 15% increase in the use of the Innovation Lab
	Align programs, program scheduling, equipment, facilities, instructional methods, budgets, and teaching environments with emerging workforce needs	• Program level data • Institutional data on incubator and community center	• Number of students partnered with employer • Number of courses able to be taught remotely or offsite	• Increase employer partnerships with students • Creation of satellite teaching locations at places of employment • Creation of business incubator and non-credit courses • Community center at NHTI developed for job placement

Institutional Effectiveness	Use accurate, well-defined data to make informed and timely decisions	• Banner Codes o • Cohort Model • Strategic Plan	• How is data pulled • When is data pulled • Purpose of data	• Annual evaluation plan developed • Audit system created • Intranet plausibility plan completed
	Track the effectiveness of shared governance and the Strategic Plan	• Likert scale survey data	• Use Rubric created	• Highest level of satisfaction with Shared Governance model
	Determine new revenue sources and cost-saving measures	• 5-year Operating Budget Plan • Yearly Operating Budget Plan • CFO datasheets	• Number of current revenue sources • Number of Function Request Forms • Number of new revenue sources • Number of cost-saving measures	• Increase in number of revenue sources • Increase in cost-savings measures • Decrease in operating expenses
	Improve and secure facilities	• Ticket system data • Maintenance schedule	• Number of maintenance tickets • Number of outstanding issues • Number of resolved issues • Number of new projects	• Decrease in the number of tickets submitted (?) • Decrease in the number of outstanding tickets • Increase in number of resolved issues • Increase in completion rates of new projects
Diversity, Equity, and Inclusion	Demonstrate appreciation for diversity, equity, and inclusion for our students, faculty, staff and community	• Student Life data	• Number of campus life offerings • Number of campus life offerings focused on diversity	• Creation of new diversity statement • Implementation of a new civil rights, equity and discrimination policy and response plan • 75% increase in diversity-focused campus life offerings
	Assess, enhance, and promote recruitment, retention, and support programs for underrepresented and diverse students	• Banner • Student Life data	• Number of current student body by race and ethnicity • Number of evidence-based best research practices	• Increase in a diverse student body • Two curricular support programs created • Two social and emotional supports developed
	Enhance and promote recruitment, retention, and support programs for	• Banner • Clear Company	• Number of current faculty and staff who identify as diverse	• Protocols and policies established to attract diverse faculty and staff

	underrepresented and diversity faculty and staff		• Number of evidence-based research practices	• 25% increase in the number of faculty and staff identifying as diverse
	Create professional development and educational programs to enhance the college community's awareness of the ability to address social injustice and cultural competency	• Program level data • Student Affairs data	• Number of current course curriculums that include diversity • Number of faculty and staff opportunities • Number of clubs and programs for students	• Increase in diversity included into course curriculum • Increase in culturally competence in faculty and staff • Increase in the support of clubs and programs that support cultural competency