**Texas Association
for
Institutional Research**

36th Annual Conference

*Big Data
for
Big Decisions
in
Big D*

**Dallas, Texas
February 19-21, 2014
Crowne Plaza Hotel, Galleria-Addison**

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President's/Vice President's Message

Big Data for Big Decisions in Big D

Welcome to Addison, Texas for the 36th Annual Conference of the Texas Association for Institutional Research (TAIR), where our theme this year is "Big Data for Big Decisions in Big D." Addison is a bustling town just north of downtown Dallas, the "Big D" in our conference theme. Addison has a unique combination of towering office buildings, upscale shopping, beautifully-landscaped residential communities, award-winning parks, 22 hotels and over 170 restaurants!

Everything is bigger in Texas and this year's conference proves to be no exception! Thanks go to the Program Committee for organizing a wide range of professional development opportunities for the conference, and to TAIR members for stepping up to share their expertise with colleagues. As you will see when browsing this program, the conference features 12 pre-conference workshops and nearly 50 concurrent /discussion sessions on a variety of topics, as well as two general session speakers, special interest group meetings and networking events. There is truly something offered for everyone.

Our special event promises to be an evening of magic and wonder! The evening will start with a chance to relax and unwind while enjoying an excellent Texas barbeque meal and some table-side magic. After dinner, professional magician Kendal Kane will amaze and entertain us with his unique program of magic, mind reading, and comedy.

The TAIR Annual Conference provides an informal, welcoming, and engaging environment to network with colleagues and share knowledge. It is one of the best, lowest-cost, and most rewarding professional development opportunities for IR professionals in the state. We're glad to have you here!

Sincerely yours,

Susan Thompson, President and Lincoln Holmes, Vice President
Texas Association for Institutional Research

Susan Thompson
President

Lincoln Holmes
Vice-President/Program Chair

TAIR Program Overview

Date	Begin	End	Activity
Tuesday, February 18	8:00 AM	1:00 PM	*Registration*
	9:00 AM	12:00 PM	**Pre-Conference Workshops**
	12:00 PM	1:00 PM	*Workshop Lunch*
	1:00 PM	4:00 PM	**Pre-Conference Workshops**
	6:00 PM	8:00 PM	*Program Committee Dinner*
Date	**Begin**	**End**	**Activity**
Wednesday, February 19	8:00 AM	4:00 PM	*Registration*
	8:30 AM	10:30 AM	**Pre-Conference Workshops**
	10:45 AM	12:00 PM	**General Session I, Dr. Darcy Hardy**
	12:00 PM	1:00 PM	*Luncheon Buffet*
	1:00 PM	1:45 PM	**THECB/Legislative Update** (Concurrent Session A1)
	1:00 PM	1:45 PM	**Concurrent Sessions/Discussions A**
	2:00 PM	2:45 PM	**Concurrent Sessions B**
	3:00 PM	3:45 PM	**Concurrent Sessions C**
	4:00 PM	4:45 PM	**Special Interest Groups I**
	5:00 PM	6:30 PM	*Meet, Munch, Mingle*
Date	**Begin**	**End**	**Activity**
Thursday, February 20	7:30 AM	12:00 PM	*Registration*
	7:30 AM	9:00 AM	*Networking Breakfast Buffet*
	8:30 AM	4:30 PM	**Sponsor Fair (drawings at 2:30 PM)**
	9:00 AM	9:45 AM	**Special Interest Groups II**
	10:00 AM	10:45 AM	**Concurrent Sessions D**
	11:00 AM	11:45 AM	**Concurrent Sessions E**
	12:00 PM	1:00 PM	*Luncheon*
	1:00 PM	1:45 PM	**Concurrent Sessions F**
	2:00 PM	2:45 PM	*Dessert in Sponsor Fair*
	2:30 PM	2:45 PM	**Sponsor Fair Drawings**
	3:00 PM	3:50 PM	**Business Meeting**
	4:00 PM	4:45 PM	**Concurrent Sessions G**
	6:00 PM	9:00 PM	*Special Event*
Date	**Begin**	**End**	**Activity**
Friday, February 21	7:30 AM	9:00 AM	*Breakfast Buffet*
	8:00 AM	9:15 AM	*Past President's Breakfast*
	8:30 AM	9:15 AM	**Concurrent Sessions H**
	9:30 AM	10:15 AM	**Concurrent Sessions I**
	10:30 AM	11:50 AM	**General Session II, Dr. William Muse**
	12:30 PM	4:00 PM	*Executive Committee Meeting*

ZogoTech Features for Institutional Research Include:

- Longitudinal cohort tracking
- Student learning outcomes measurement
- Developmental education analytics
- Built-in student success metrics (course success and completion, retention, graduation)
- Course efficiency and classroom utilization
- National Student Clearinghouse integration
- Enrollment analytics

Over the last 10 years, ZogoTech's data warehouse and analytics tools have helped more than 50 colleges and universities to effectively leverage data for decision-making. From longitudinal cohort tracking, to evaluating interventions, our solutions enable users at every level to easily access the information they need, when they need it.

Check Out Our Demo Feb. 20 2:10-2:40 pm

STOP BY OUR BOOTH TO LEARN MORE

Presentation
Thursday Feb. 20 — 10:00-10:45 am
in the Dogwood Room

Title: "Institutional Research: From Data Gatherers to Knowledge Generators"

Presenter: Dr. Natalie A. Kistner

Abstract: Institutional Research offices are often reactive, spending much of their time gathering data to satisfy internal requests and comply with state/federal requirements. To use data effectively on campus, however, requires IR to take a more proactive role, turning data into information. In this demonstration, we highlight several features of ZogoTech's data warehouse and analytics tools designed to do just that, including powerful tools for: calculating conditional probabilities; evaluating the effectiveness of interventions; determining the utilization rate of courses and classrooms; and comparing enrollment today to the same day the previous year. Intended audience is IR staff at all levels.

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ATTEND OUR CONCURRENT SESSION: *Exploring a New Way to Build a Culture of Performance.* Presented by Scott Johnson, Vice President, Nuventive. Thursday, February 19, 11:00–11:45 a.m.

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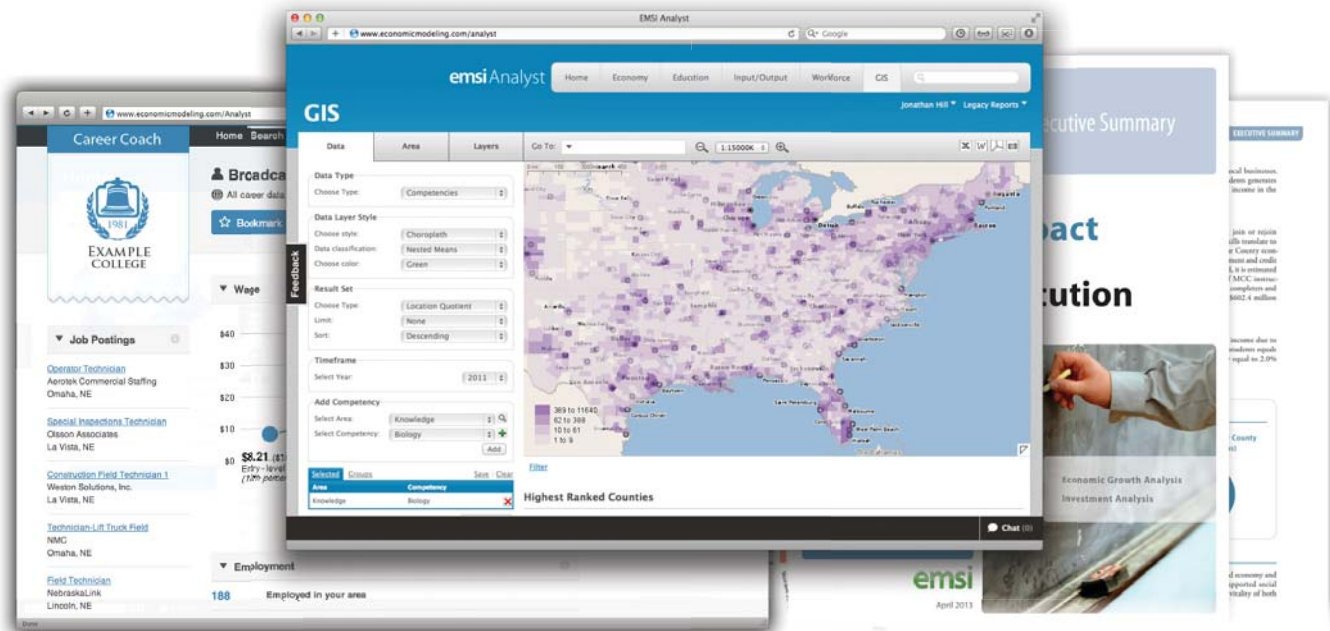
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Align your programs to the needs of the community.

Show the impact of your institution.

Sponsor Track Concurrent Sessions

Thursday, February 20
10:00 AM - 4:45 PM

Location for all sessions: Dogwood

10:00 AM to 10:45 AM	Zogotech
11:00 AM to 11:45 AM	Nuventive
1:00 PM to 1:45 PM	EMSI
4:00 PM to 4:45 PM	Campus Labs

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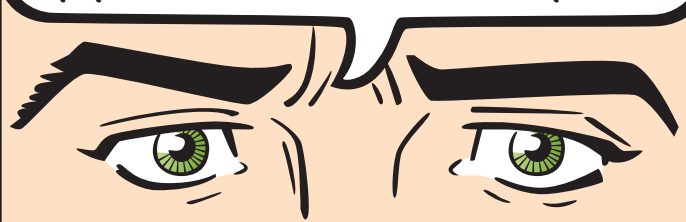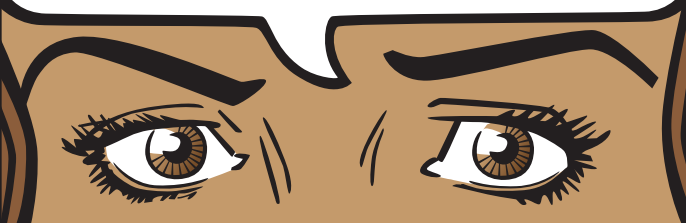
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General Session Speakers

General Session I - Wednesday, February 19, 2014 (10:45 AM - 12:00 PM)

Darcy W. Hardy, Ph.D.
Associate Vice President, Enterprise Consulting
Blackboard, Inc.

Dr. Hardy recently completed a two-year Intergovernmental Personnel Act (IPA) appointment at the US Department of Labor where her work primarily focused on the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant program. In January 2013, she began a one-year IPA appointment with the Office of Adult and Vocational Education (OVAE) at the US Department of Education in Washington, DC.

Dr. Hardy earned her PhD in Instructional Technology from The University of Texas at Austin in 1992. She was a founding member and is past president of the Texas Distance Learning Association (TxDLA). Currently, she serves as Chair Emerita with the United States Distance Learning Association (USDLA), where she has been a member of the Board of Directors since 1999 and served as president in 2004/2005. She is the founder of the popular USDLA-sponsored International Forum for Women in E-Learning (IFWE), an event that focuses on issues faced by women in the industry as well as on the importance of networking and mentoring in the growth of women leaders for tomorrow.

Dr. Hardy was inducted into the USDLA Hall of Fame in 2009 and received the Mildred and Charles Wedemeyer Outstanding Distance Learning Practitioner Award in Madison, Wisconsin in 2006. In addition, she was inducted into the Texas Distance Learning Association Hall of Fame in 2006, and received the WCET Richard Jonsen award in 2005. Dr. Hardy accepted her current position as Associate Vice President, Enterprise Consulting with Blackboard in mid-January, 2014.

General Session II - Friday, February 21, 2014 (10:30 AM - 11:50 AM)

William Muse, Ph.D.
President, National Issues Forum Institute, Dayton, Ohio

William Muse retired in 2003, after a career in higher education that spanned almost forty years. During his career, Dr. Muse served as Chief Executive Officer of three major universities: University of Akron, Auburn University, and East Carolina University.

Dr. Muse is a native of Mississippi and attended elementary and secondary schools in both Mississippi and Louisiana. He received his undergraduate education at Northwestern State University in Louisiana, earning a BS degree in accounting. He then attended graduate school at the University of Arkansas, receiving an MBA and a PhD degree in business and administration. He began his teaching career on the faculty of the School of Industrial Management at Georgia Tech, later moving to Ohio University, where he served as chairman of the Department of Marketing and as director of the Division of Research.

Over the next 12 years, Dr. Muse served as the Dean of the Business School at three different universities, beginning in 1970 as the first Dean of Business at Appalachian State University in North Carolina. From 1973-1979, he was Dean of the College of Business Administration at the University of Nebraska at Omaha and from 1979-83 as Dean at Texas A&M University. At Texas A&M, the business school grew to become the fifth largest business school in the nation in terms of full-time undergraduate enrollment. Prior to going to Akron as President, Dr. Muse served for over a year as Vice-Chancellor for Academic Programs for the Texas A&M University System.

Dr. Muse is currently the President of the National Issues Forum Institute (NIFI), a non-profit nonpartisan network that, in partnership with the Kettering Foundation, publishes issue guides on major programs facing the nation. NIFI also works with groups to conduct deliberative forums around the country.

Nominees for Vice President/President Elect

Mary Barton, University of North Texas. Mary is Director of Institutional Research at the University of North Texas. She has worked at the University of North Texas for 19 years, and in the IR office for the last eight years. Mary has been an active member of TAIR since 2006. She has been a concurrent session presenter, has served on the TAIR nominating committee and in various roles on the conference program committee. She is serving as chair of local arrangements for this year's conference. In addition to her activities in TAIR, Mary is a member of AIR and has served on the IR Data Committee at THECB. She received a bachelor's and master's degree from West Texas A&M University and earned a doctorate in higher education from the University of North Texas.

Rebecca Richter, Temple College. Rebecca is the Director of Institutional Effectiveness, Research, and Planning at Temple College. She has worked in the institutional research field for over 22 years and has been a member of TAIR since 1992. She served TAIR as secretary from 2002-2004, and has been concurrent sessions chair twice as well as being a nominating committee member. She has been a concurrent session presenter, roundtable presenter, and SIG convener. Rebecca holds a bachelor's degree in Russian from Miami University (Ohio), a master's degree in sociology from the University of Houston—Clear Lake, and is ABD in higher education administration at Sam Houston State University.

Nominees for Secretary

Amanda Clark, Sam Houston State University. Amanda has been the Assistant Director for Institutional Research at Sam Houston State University since 2012. She has worked in Institutional Research since 2009 and has worked in Higher Education since 2004. She has been a member of TAIR and AIR since 2010. Amanda has co-presented three concurrent sessions and led one roundtable discussion at previous TAIR conferences and has co-presented at the annual AIR forum. At SHSU, Amanda participates in Banner planning meetings and also serves as the institution's Texas Connection Consortium representative. Amanda is a doctoral candidate in Educational Leadership at Sam Houston State University and is completing her dissertation about developmental education graduation and persistence rates in the state of Texas and held a brief internship at the THECB as part of her doctoral coursework.

Nominees for Secretary (continued)

Lisa Haynes, Texas Woman's University, Denton, Texas. Lisa is currently senior research analyst for Institutional Research and Data Management. She has over 25 years of experience in higher education and has worked on each side of the IR office—institutional effectiveness and institutional research—since 2008. Lisa has been an active member of both AIR and TAIR since 2010. She currently serves on the AIR technology committee and has served on the TAIR program committee for the past two years. She has also co-presented a TAIR conference workshop, two roundtable presentations, and presented a TAIR summer workshop. Lisa earned her bachelor's degree from the University of North Texas and her graduate certificate in Institutional Research from Florida State University.

Nominees for Member-at-Large for Professional Development

David Brown, North Central Texas College. David has served as the Director of Institutional Research & Institutional Effectiveness from 2006-2013, and has recently been promoted to the Director of Assessment & Strategic Planning; adding SACS Accreditation, & Strategic Planning to his existing IR & IE responsibilities. David has been a member of TAIR since 2006. He has been an active participant in workshops, roundtables, and special interest groups. David has presented IR related topics at TAIR, SAIR, SPUG, TPUG, & JAM conferences, as well as serving on the Awards Committee & the TAIR DAC Value-Added Subcommittee.   He has also created and maintains the TAIR and SAIR groups on Linkedin to help facilitate member discussions that increase communication among IR professionals. David's experience of leading the 16th largest community college in the state as a one person office uniquely qualifies him as an advocate for professional development. David earned his Bachelor of Science in Accounting Control Systems and his Master of Business Administration from the University of North Texas.

Lea Campbell, University of Houston-Downtown. Lea is the Director of Academic Assessment at University of Houston-Downtown. Prior to coming to UHD, she served as the Associate Vice Chancellor of Developmental Education at the City Colleges of Chicago and Director of Student Success Initiatives at Lonestar College System. Developing professional development and establishing learning communities for faculty have been integral parts of her job responsibilities.   She holds a PhD in Higher Education Administration from University of Texas-Austin and an MS and BA in Mathematics from Eastern New Mexico University.

Nominees for Nominating Committee

Joe Baumann, Blinn College. Joe Baumann is Dean of Institutional Effectiveness and Enrollment Management at Blinn College. Joe has been a resident of the great state of Texas and member of TAIR for about a year. Before that, he worked in institutional research for ten years in Illinois, first as a manager at Harper College and later as director at McHenry County College. While Joe was Director of IR at McHenry, he served the Illinois Association for Institutional Research as Vice President/President Elect, President, and Past President. Earlier in his career, he also served on IAIR's nominating committee. What Joe likes best about institutional research is providing the information needed to make effective decisions, and fostering a culture of evidence and accountability.
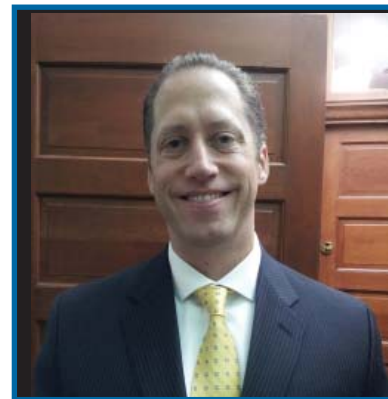
Tom Corll, Midland College. Tom has worked in post-secondary education for eleven years; he has been a member of TAIR and AIR for seven years. Tom served as the Coordinator of Institutional Research at Central Texas College, and is now working as the Director of Institutional Effectiveness and Planning at Midland College. He has facilitated numerous TAIR workshops, concurrent sessions, and served as a roundtable presenter. In 2009 he served as the Chairperson for the joint community colleges Accountability Group submitting a consensus of recommendations to the Coordinating Board for consideration. He has also served as a member of the TAIR Awards Committee, the Nominating Committee, and numerous Program Committees. This year he completes his two-year term as the Member-at-Large for Professional Development.

Sue Herring, Baylor University. Sue has been at Baylor for 34 years. She spent the first 20 years as Director of Records and then moved to Institutional Research and Testing 14 years ago and is now a Senior Research and Planning Associate. One of her initial tasks after moving to IRT was to use the data information from Records to help implement a University Data Warehouse. She still considers herself primarily a 'data' person and continues to represent IRT within Banner groups on campus. While in Records, she served on the board of the Banner users groups serving in several leadership roles and being involved in planning several conferences. Sue is a member of AIR, SAIR and TAIR and has presented sessions and/or roundtables at each. She is currently serving as Secretary of TAIR and has served on the 2009 program committee and as local arrangements co-chair for TAIR 2010 in Waco. She holds a BA and MA in Sociology, both earned while she was employed at Baylor.

Nominees for Nominating Committee (continued)

Dennis Ignatenko, The University of Texas at Arlington. Dennis Ignatenko has participated in TAIR since the 1998 conference in Austin, Texas. During that time he has worked in Institutional Research offices at three Texas institutions: McLennan Community College, Texas A&M University, and The University of Texas at Arlington. He currently serves at UT Arlington as the Director of Decision Support and Analytics, a newly formed team that combines Institutional Research Analysts and Data Warehousing experts who systematically collect various academic and business performance metrics and deliver research-guided analyses that support strategic decision making and accountability. Dennis earned his B.S. in Computer Science with Minor in Statistics and M.S. in Management Information Systems at Texas A&M.
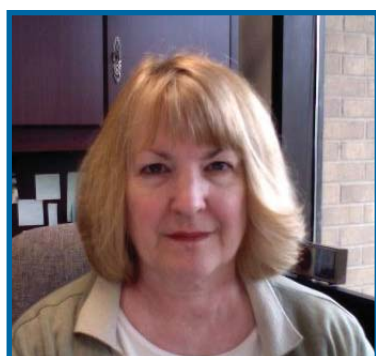
Shari Koukl, The University of Texas at Tyler. Shari is the Director of Institutional Analysis at The University of Texas at Tyler and has been with that office since 1999. Prior to that, she was a Lecturer in the Department of Social Sciences, teaching Social Research Methods for nine years. A member of TAIR since 1999, she has served two terms as Vendor Coordinator and regards TAIR as a great networking and professional development resource. Shari received her Bachelor of Arts degree from Northern Illinois University and her Master of Public Administration from The University of Texas at Tyler.

Carol LaRue , Southwest Texas Junior College. Carol is the Director of Institutional Planning and Research at Southwest Texas Junior College in Uvalde.   She has been involved in institutional research for 17 years and has been a member of TAIR from the start. She began her IR career at Del Mar College in Corpus Christi where she says she, "learned from the best". At SWTJC, she works with a small but energetic and talented team and enjoys the support of a flexible and open-minded administration. Carol has previously served on the TAIR program committee, as the TAIR newsletter editor, and hosted roundtables at the annual conference.

Nominees for Nominating Committee (continued)

Martha Oburn, Houston Community College. Martha has been the Executive Director of Institutional Research and Innovation at Houston Community College since 2008. Her 20-year involvement with TAIR has included participation as Presenter, Secretary, Program Committee, SIG Convener, Nominating Committee, TAIR Data Advisory Committee, and other activities. She has extensive experience in IR and planning in higher education. Her current activities focus on developing a decision support system that is integrated into HCC's institutional effectiveness processes. She received a Master's from Harvard University and received her PhD in Higher Education from the University of Pennsylvania researching minority participation higher education.

Marcelo Paredes, University of Texas-Pan American. Marcelo Paredes began working as a Research Analyst at the Office of Institutional Research and Effectiveness (OIRE) at UTPA in December 2004. Marcelo now serves as Assistant Director at OIRE since September 2011. He has served as Chief Reporting Official for UTPA since 2006 and is responsible for coordinating the certification of several CBM reports. Prior to joining UTPA, Marcelo worked with Valeo Switches & Detection Systems in Rio Bravo, Mexico as the Quality Tools Coordinator from July 1999 to December 2004. Marcelo earned a Bachelor's of Science degree in Mathematics from UTPA in May 1998. He has also served as the TAIR Sponsor Fair Chair from 2009 until 2013 and the TAIR Nominating Committee in 2012. This experience and his active membership in TAIR since 2005 make Marcelo an effective candidate for the nominating committee.

Blueprint Circle, Courtesy of the Town of Addison

Tuesday, February 18

Registration (8:00 AM - 1:00 PM)
Location: Gallery Registration Desk

9:00 AM to 4:00 PM

Pre-Conference Workshops

W1: Introduction to Programming and Data Manipulation Using R

Location: Maple

Description: This workshop will introduce participants to the open-source R programming language. Basic functions, data types and syntax will be covered. Participants will learn how to read data into R, subset the data, sort the data and perform basic analysis. This workshop is intended for those who have no experience using the R software.

Prerequisites: Participants must bring their own laptop with the R software already installed. R can be downloaded for free from www.cran.r-project.org.

Presenter: Faron Kincheloe, Baylor University

W2: Newcomers to Institutional Research

Location: Chinaberry

Description: The TAIR Newcomer's Workshop will focus on maintaining an effective institutional research office. Topics include the various roles and key responsibilities of institutional research, necessary skills needed for a researcher, primary dogmas of assessment (surveys and focus groups), research resources, academic accreditation, financial analysis and presentation of data. Included in the workshop will be guest panelists representing key areas of institutional research (THECB, public four-year and two-year colleges, private four-year institutions) who will be presenting "hot topics" for their area of expertise.

Presenter: Marilyn Greer, M.D. Anderson Cancer Center

Workshop Lunch
12:00 PM - 1:00 PM
Location: Whispering Oaks

Dallas skyline at dusk, Courtesy of the Town of Addison

Tuesday, February 18

9:00 AM to 12:00 Noon

Pre-Conference Workshops

W3: Using Accountability Board Data

Location: Addison

Description: Accountability continues to rise in importance and the data available from the Coordinating Board can be extremely useful for the Institutional Researcher who understands the report and the content that is presented. Gabriela Borcoman is a member of the Coordinating Board and will share some insight into Coordinating Board reports, answering questions and providing some an insider's view insight on how the information in many of the reports can be used and shared on college and universities campuses. This workshop is appropriate for those IR professionals who are new to the career field and will open some insights for experienced IR professionals.

Presenter: Gabriela Borcoman, Texas Higher Education Coordinating Board

W4: Things are looking up: Lookups (both H & V): Excel Pivot Tables and Lookup functions!!

Location: Dogwood

Description: Excel is a powerful data tool with many built-in functions. A data table can be used as a source for many different functions. Using multiple functions to building one data table from multiple data tables can be tricky. As a data table grows, the calculations take longer. Welcome to the wonderful world of pivot tables and lookup functions, of matching data and planning for unknown future data requests. This workshop is a hands-on, step by step training session on setting up a data table (1) to be used with the Pivot Table function, (2) to be a source table for the vlookup function, and (3) to be used as a data table for multiple terms or years. This is for moderate skill to high skill Excel users but the novice will also learn tricks and the workbook is a step by step instruction manual.

Presenters: Rick Leyva, Richland College; Guyla Davis, Richland College; and facilitator Lisa Haynes, Texas Woman's University

W5: Regression Models and Their Uses in Institutional Research

Location: Pecan

Description: The workshop will not be a statistical lecture on the mathematics underlying regression techniques, and it will not be about programming regression models into my favorite statistical programming language. (Although at dinner, I would love to discuss these topics). Rather this workshop will introduce participants to the world of regression by discussing what types of regression models exist, what types of research questions can be partially answered with these regression models, where a researcher can really mess up, and basic interpretation of results for end users. The goal of this workshop is to educate participants on what regression models they want to investigate further to better their IR offices.

Presenter: Colby Stoever, UT Health Science Center San Antonio

W6: Students Who Withdraw: Do you really know why they leave? How can IR make a difference using a data approach?

Location: Elm

Description: Ultimately, UNT wanted a better process to identify, track and record data on students who felt the need to withdraw from UNT. The presenters know this is not a unique challenge to our campus and believe that IR can play a vital role in this process. This high-participation workshop will allow attendees to engage in the dialogue through case studies, process mapping, and facilitated Q&A. In phase 1, attendees will grapple with how withdrawing students present special challenges from a data perspective. In phase 2, IR and campus-wide solutions will be discussed and ways that IR can improve student success. Phase 3 will highlight how UNT completely redesigned its approach which resulted in an 8% save rate on students in Spring 2013 who remained enrolled after the intervention.

Presenters: Jason Simon, University of North Texas; Ah Ra Cho, University of North Texas; Allie Longoria, University of North Texas

Tuesday, February 18

Workshop Lunch
12:00 PM - 1:00 PM
Location: Whispering Oaks

1:00 PM to 4:00 PM

Pre-Conference Workshops

W7: Designing & Implementing Qualitative Research Studies into IR Departments
Location: Addison
Description: This particular workshop will be for individuals that are interested in learning more about qualitative research. Specifically, this workshop will help individuals learn about designing and implementing qualitative research studies as a regular practice in their IR departments.
Presenter: Mónica Alaniz, South Texas College

W8: Introduction to Graphical Techniques Using R
Location: Dogwood
Description: Ever wanted to break the oppressive chains of Excel graphics? Here's your chance to learn how—using free, open source R software. This workshop will provide an introduction to R graphics, and an exploration of useful functions to make a variety of chart types including bar, line, histogram, boxplot and more.
Presenter: Jesse Sampson, Texas Workforce Commission

~~Cancelled~~

Program Committee Dinner
(Program Committee Members Only)
6:00 PM - 8:00 PM

W9: Getting Stuff Done: A Whirlwind Tour of Strategies, Technology and Tools for Getting the Work of Assessment Done
Location: Pecan
Description: We've all been there – you start the fresh academic year with all the very best of intentions. It's usually about this time that the semester hits, perfectly derailing any semblance of a project plan you might have had. And as has happened before, your energy and time are swallowed up by the crisis du jour and other duties as assigned. It's time to break the cycle. This workshop is a tour of strategies, techniques and tools that can help a busy assessment or IR officer prioritize, execute projects with military precision, stay organized (and sane) while making the very best use of time. Included is an overview of project planning, calendar and meeting management, delegation strategies, apps, procrastination-busters and resources.
Presenter: Lea Campbell, University of Houston – Downtown

W10: Show Them the Money: How to Use Wage Records to Inform Multiple Audiences
Location: Elm
Description: What happens to students after graduation? Do they find jobs? Do they attend graduate school? When they do find jobs, how much money do they make during their first five years of employment? This workshop will begin by sharing the initial steps UT System took to respond to this critical need for data—specifically, establishing a contract with the Texas Workforce Commission. Attendees will be provided detailed information on wage records, WRIS II, Student Tracker (e.g., Texas employment, out of state employment, and pursuing additional education). Workshop participants will gain a deeper understanding of the methods used to produce post-graduates' annual wages. Lastly, the presenters will provide three wage projects that demonstrate how university administrators can inform students/parents, Provosts/Deans, and Texas Legislators about wage data.
Presenters: David Troutman, University of Texas System; Mehary Stafford, University of Texas System; Cathy Delgado, University of Texas System

Wednesday, February 19

Registration
8:00 AM - 4:00 PM
Location: Gallery Registration Desk

8:30 AM to 10:30 AM

Free Power Workshops

W11: IPEDS: Continuous Changes in Federal Reporting
Location: Addison
Description: This panel discussion, using an open forum, will talk about the many changes that are occurring within the IPEDS reporting system. During this informal session attendees will have the opportunity to ask questions, receive clarification on some of the new IPEDS changes, and share concerns and anticipated issues that may be encountered in the upcoming 2013 – 2014 IPEDS Reporting Cycle.
Presenters: Soon Merz, Austin Community College (Moderator); Richard Batey, Texas State University; Danica Frampton, St. Edward's University; Jana Marak, Baylor University; Cindy Ullrich, Brazosport College

W12: SACS Reaffirmation Visits: Lessons Learned and Some Best Practices
Location: Chinaberry
Description: This panel discussion, using an open forum, will share experiences encountered in their most recent reaffirmation visits by our regional accreditation agency. During this informal session attendees will have the opportunity to hear how various schools prepared for the upcoming visits, what each school experienced when their review teams were on campus, and insights on what they learned and wish to pass on to their peers who may have an on-campus visit in the near future.
Presenters: Karen Laljiani, Cedar Valley College (Moderator); Joe Baumann, Blinn College; Crystal Braden, Angelo State University; Kara Larkan-Skinner, Our Lady of the Lake University; Connie May, Odessa College; Marlon Mote, Cedar Valley College

General Session I
10:45 AM - 12:00 PM
"Cyber Etiquette: What the Kids Wish You Knew"
Featuring: Darcy W. Hardy, PhD

Luncheon
12:00 PM - 1:00 PM
Location for both events: Trinity IV-V
Sponsor: Nuventive

The next TAIR professional development opportunity will be the summer workshop, scheduled for August 1, 2014.

Watch your email for details!

Track Definitions and Discussion Sessions

Track Definitions:

Most concurrent sessions offered at this conference present either case studies or best practice scenarios. To ensure conference participants enjoy the best experience practicable—and the best use of their time—concurrent sessions have been placed into one of six program tracks. These six tracks and examples of their intended content areas are listed below.

Track	Subject areas
Planning & Organizing	Strategic Planning, Organization, IR office and Personal organization
Research	Statistical and Institutional Research applicable to a range of institutions
Technology & Training	Use of technology in IR, basic/intermediate/advanced software how-tos
Assessment & Effectiveness	Implementing assessment programs, goal setting/measuring, novel assessment ideas
Reporting & Decision Support	Internal/external reporting, dashboards, data warehouses/other decision support systems
Current Issues in Higher Ed	Self-explanatory

Discussion Sessions (formerly Roundtables):

At past conferences TAIR has designated a time for roundtable discussions where members can come together in an informal setting and discuss mutual, designated topics of interest. This year the format for roundtable discussions was changed to incorporate them into the concurrent session schedule. You will find these listed as *Discussion Sessions*. Under this new format more time has been designated for those topics of interest (45 minutes versus 30 minutes). In the past, the roundtable format was held using a large, open room where many conversations were occurring simultaneously. The new format will allow for discussion in smaller rooms with less activity occurring resulting in fewer distractions.

Wednesday, February 19

1:00 PM to 1:45 PM

Concurrent Sessions A

A1: *THECB Legislative Update*
Type: Legislative Update **Location:** Addison
Audience: All
Track(s): Current Issues in Higher Education
Description: The Coordinating Board's Division of Planning and Accountability will provide a broad overview of what's new in state-level reporting, data reports, Closing the Gaps and state-wide planning for beyond 2015, workforce-related data and workforce needs studies, legislative issues, TSI and developmental education, and other issues of current interest. The staff will be available to address these issues in more detail and to answer targeted questions during the second SIG session (SIG8).
Presenter(s): Julie Eklund, Doug Parker, Gabriela Borcoman, Ginger Gossman, Jana Cossairt: Texas Higher Education Coordinating Board

A2: *Transitioning from Fact Book to KPI (Key Performance Indicator) Catalog*
Type: Concurrent Session **Location:** Chinaberry
Audience: 2-Year, Public
Track(s): Assessment and Effectiveness, Reporting and Decision Support
Description: The KPI (Key Performance Indicator) Catalog was created in place of a Fact Book to bridge the gap between IR and IE to provide accessible standardized and timely data, reduce redundancy, facilitate benchmarking for improvement planning. A fact book is usually a static document created at the end of the year but the KPI catalog will be updated with official day and end of term data along with detailed reports stored on SharePoint. KPIs were chosen for the catalog based on THECB accountability measures and frequently requested data.
Presenter(s): Catherine Hooper, Chris Tkach, Kent McShan: Lone Star College System
Session Coordinator: Vicki West, Texas Tech University

A3: *Where's the Training? Opportunities for Professional Development in IR*
Type: Discussion Session **Location:** Trinity I
Audience: All
Track(s): Planning and Organizing
Description: Professionals enter the field of IR from a variety of backgrounds and experiences (education, statistics, computer science, the social sciences, etc.) There is also great diversity in the nature and scope of work performed in IR offices. When these two factors are combined with the fast-paced nature of field, new professionals are often trained on the job. This discussion is designed to introduce those in the field, especially newcomers, to training opportunities and resources that are available to them beyond their own institutions and annual conferences.
Presenter: G. Marc Turner, Texas State University
Session Coordinator: Jessica Smith, West Texas A&M

A4: *We Have a New Verb on Campus… and You Can Get One, Too!*
Type: Concurrent Session **Location:** Maple
Audience: All
Track(s): Technology and Training
Description: Many of us struggle with efficiently answering basic questions: How many majors? How many graduated? Answering bigger questions, is often too time consuming. Once we began building sustainable data tables and interactive graphs, our new ability to SEE our data (and trends!) led to big improvements in how we disseminate and consume information. In this session, we'll show how we use Tableau to visualize our data. We'll practice varying displays to illustrate how these interactions allow us to answer more profound questions; and, how we managed to inspire a new catch phrase on campus! (We will reveal a little Excel and even more Tableau, but this is NOT a software sales pitch.)
Presenter(s): Robin Logan, Dru Duos: University of Incarnate Word
Session Coordinator: Ruben Garcia, Texas Workforce Commission

Wednesday, February 19

2:00 PM to 2:45 PM

Concurrent Sessions B

B1: *LEAP Value Rubrics and Texas Core Components: Data Gathering, Analysis, and Interpretation*
Type: Concurrent Session **Location:** Dogwood
Audience: 2-Year, Public, Private
Track(s): Assessment and Effectiveness, Research
Description: With implementation of revised Texas Core Curriculum, colleges will be examining components -- critical thinking, empirical & quantitative reasoning, teamwork, and social and personal responsibility. Lee College is in the second year of LEAP Value rubric assessment at the institutional level. The process, pitfalls, and positives will be examined from perspective of faculty members, assessment coordinators, and administrators.
Presenter(s): Al Zucha, Jeff Thies: Lee College
Session Coordinator: Amy Bawcom, Central Texas College

B2: *Tutoring, is it "Effective?"*
Type: Concurrent Session **Location:** Maple
Audience: All
Track(s): Research, Assessment and Effectiveness
Description: In an effort to assess the effectiveness of tutoring centers, IR analysts are often asked to compare the success rates of tutored versus non-tutored students. Analysis shows that students who voluntarily participated in tutoring tended to have a higher success rate than those who did not attend tutoring. Analysis of the data also shows that there is more to success rates than attending tutoring sessions such as academic history and number of tutoring sessions. This research provides IR professionals with research questions and analyses to address more than the single question of whether or not tutoring is effective.
Presenter(s): Chris Tkach, Jason Kot: Lone Star College System
Session Coordinator: Tracy Sims, University of Texas-Dallas

B3: *Using CCSSE Data to Explore the Relationship Between Student Engagement and Advising*
Type: Concurrent Session **Location:** Pecan
Audience: 2-Year, Public
Track(s): Research, Current Issues in Higher Education
Description: We will explore the relationship between community college advising and engagement in Texas by analyzing data from the Community College Survey of Student Engagement (CCSSE) , the Survey of Entering Student Engagement (SENSE), the SENSE Academic Advising and Planning Special Focus Module, and the Community College Faculty Survey of Student Engagement (CCFSSE). We will use CCFSSE to investigate the relationship between faculty perceptions of engagement, participation in advising, and student experience of advising.
Presenter(s): Colleen Bullock, Kyle Lovseth: Center for Community College Student Engagement
Session Coordinator: Julie Thomas, Southwest Texas Junior College

B4: *Spurring a Dialogue between Community Colleges and ISDs*
Type: Concurrent Session   **Location:** Elm
Audience: 2-Year, Public
Track(s): Reporting and Decision Support, Technology and Training
Description: In this session, the audience will learn about measures that San Jacinto College uses to help inform a dialogue between the college administration and local ISD administrations. The session will cover techniques used to create multi-faceted reports that help inform local ISD administrators about the success of their high school graduates once they attend the college. Some of these measures include: percentage of high school graduates attending college, success rates, retention, and graduation rates. SAS programming techniques used to automate these reports will be discussed and demonstrated.
Presenter(s): George Gonzalez, Michelle Callaway, Maria Gallegos, Marco Lozano: San Jacinto College
Session Coordinator: Cindy Ullrich, Brazosport College

Wednesday, February 19

2:00 PM to 2:45 PM (continued)

Concurrent Sessions B

B5: *Promoting Efficiency and Quality: Standardized Reports and Data Request Workflow*
Type: Concurrent Session **Location:** Trinity I
Audience: All
Track(s): Planning and Organizing
Description: In answer to the high volume of data requests, the Lone Star College Office of Research and Institutional Effectiveness (ORIE) developed standard reports and reporting calendar that are published on the SharePoint site for clients to reference. ORIE's workflow process is overseen by a program manager who monitors analysts' capacity and directs workflow accordingly, thereby streamlining the process and eliminating work redundancy. This presentation details the ticketing system, approval process and review process in such a way that any institution can apply aspects of it to their current process.
Presenter(s): Janet Flores, Deseree Probasco, Kent McShan: Lone Star College System
Session Coordinator: Crystal Braden, Angelo State University

Looking for the THECB/Legislative Update?
Concurrent Session A1
Wednesday, 1:00 PM - 1:45 PM
Location: Addison

B6: *The Role of IR in Randomized Controlled Trials: the New Mathways Project Evaluation*
Type: Concurrent Session **Location:** Chinaberry
Audience: All
Track(s): Assessment and Effectiveness, Research
Description: Randomized controlled trials (RCTs) are a powerful method of evaluating academic programs, but may be challenging to implement. This presentation will provide an introduction to RCTs and the role of IR in RCTs. Presenters will discuss pros and cons, common implementation challenges, and how IR can assist including useful templates. The presentation will discuss various Texas RCTs, highlighting the ongoing MDRC evaluation of the New Mathways Project, a developmental math program being implemented at 9 Texas community colleges.
Presenter(s): John Diamond, Jennifer Dorsey: MDRC
Session Coordinator: Mary Elkins, Texas Tech University

B7: *The Effects of Developmental Education Redesign on Students and the College*
Type: Concurrent Session **Location:** Addison
Audience: 2-Year, Public
Track(s): Current Issues in Higher Education, Assessment and Effectiveness
Description: Bills passed by the 82nd Legislature resulted in the redesign of developmental education. The number of courses in the developmental sequence will be reduced to 2 levels, and students scoring below the bottom line will placed into ABE. What effect will the changes have on students, colleges, enrollment, and funding? In this study, we examine the effects of developmental education redesign on students and colleges in DCCCD. Participants will learn to identify the elements, which may help them examine the effects on their own colleges.
Presenter(s): Karen Laljiani, Marlon Mote: Cedar Valley College; Richard Plott, Dallas County Community College District
Session Coordinator: Diana Hooten, University of Texas-Arlington

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Have a question?

Want some input from other IR professionals? Post to the TAIR-list-serv! Access is a benefit of your membership   List-serv email address is TAIR-L@texas-air.org.

Wednesday, February 19

3:00 PM to 3:45 PM

Concurrent Sessions C

C1: *Utilization of Multivariate Time Series Method to Forecast Student Enrollment: A Solution to a Methodological Problem*
Type: Concurrent Session **Location:** Trinity I
Audience: 4-Year, Public
Track(s): Research, Planning and Organizing
Description: Effective enrollment forecasting requires consideration of a large number of institutional variables, such as student demographic trends, economic conditions, and social conditions. The challenge facing IR staff is to determine which variables have the most impact on forecasting enrollment. By taking into account the autocorrelations among the whole set of variables, Multivariate Auto-Regressive State-Space (MARSS) can give better forecasts than methods currently utilized by significantly decreasing uncertainty.
Presenter: Amanda Kay Moske, University of North Texas
Session Coordinator: Jessica Guillory, Dallas County Community College District

C2: *Too Much of a Good Thing Can Be Taxing: A Study of SCH Accrual and Student Outcomes*
Type: Concurrent Session **Location:** Dogwood
Audience: 4-Year, Public, Private
Track(s): Current Issues in Higher Education
Description: Semester Credit Hour (SCH) accumulation is central in policy agendas throughout Texas. Understanding patterns of SCH accrual is critical to planning and intervening in a way that promotes timely graduation with efficient use of available SCH. The current study investigated if a point could be established where SCH ceases to have a positive relationship with graduation for transfer students. Using CHAID modeling, an interaction between SCH accrual at time of transfer and transfer GPA was established. Results point to specific factors in SCH accrual that can serve to diminish students' probability of graduating.
Presenter(s): Carmen Allen, Becky Claytor, Maureen Croft: University of Houston
Session Coordinator: Fernando Chapa, South Texas College

C3: *Texas Consumer Resource on Education and Workforce Statistics*
Type: Concurrent Session **Location:** Addison
Audience: All
Track(s): Current Issues in Higher Education, Assessment and Effectiveness
Description: Texas Consumer Resource on Education and Workforce Statistics (TXCREWS) is a joint THECB and Texas Workforce Commission project. TXCREWS is designed to provide consumer information to students and parents about labor market outcomes and related student loans by program of exiting cohorts from Texas post-secondary institutions. TXCREWS raises the bar on accountability and consumer reporting.
Presenter(s): Gabriela Borcoman, Texas Higher Education Coordinating Board; Ruben Garcia, Texas Workforce Commission
Session Coordinator: Dave Downing, University of North Texas

C4: *Assessing a University Core Curriculum by Using the Collegiate Assessment of Academic Proficiency (CAAP)*
Type: Concurrent Session **Location:** Chinaberry
Audience: All
Track(s): Assessment and Effectiveness
Description: West Texas A&M University uses the Collegiate Assessment of Academic Proficiency (CAAP) as an embedded instrument through various courses to assess learning in the university academic core. In addition to providing a university, college, and departmental profiles compared to national norms, those results are compared to the ACT to evaluate value added. This presentation will highlight our ongoing processes of gathering evidence and reviewing and analyzing the results for our assessment cycle.
Presenter: Tau Kadhi, West Texas A&M University
Session Coordinator: Mary Barton, University of North Texas

Wednesday, February 19

3:00 PM to 3:45 PM (continued)

Concurrent Sessions C

C5: *Data Toastmasters: An Exchange of Persuasive Data Presentation Techniques*
Type: Discussion Session **Location:** Elm
Audience: All
Track(s): Reporting and Decision Support
Description: More IR offices are being called to act as agents for change. One tool that can be used to lead an institution to action is the presentation of data. At different levels (Strategic, tactical and operational) people want to know "How are we doing?" "How can we make things better?" "What do I need to do?" At each level the presentation should inform and inspire the audience. This roundtable will be an exchange of ideas as to how to best present data.
Presenter: Chris Tkach, Lone Star College System
Session Coordinator: Cindy Ullrich, Brazosport College

C6: *Countdown to First Class Day: Using SAS and Windows Task Scheduler to Automate a Dynamic Enrollment Report*
Type: Concurrent Session **Location:** Pecan **Audience:** 2-Year, Public
Track(s): Technology and Training, Reporting and Decision Support
Description: In this concurrent session, the presenters will demonstrate how to integrate Windows Task Scheduler, SAS, and Visual Basic commands to create a dynamic, automatic, and detailed enrollment report on a daily basis. The audience will learn about the evolution of this enrollment report from a time-consuming, error-prone, manual process to a hands-free report that is auto-generated and automatically e-mailed to the intended college administrative audience.
Presenter(s): George Gonzalez, Michelle Callaway, Maria Gallegos, Marco Lozano: San Jacinto College
Session Coordinator: Crystal Braden, Angelo State University

C7: *The Predictive Validity of the CCSSE Survey: A Case Study*
Type: Concurrent Session **Location:** Maple
Audience: 2-Year
Track(s): Research
Description: The CCSSE survey is based on the premise that student engagement is critical to the retention and academic success of community college students. This presentation will provide an overview of the survey, and the results of an analysis of its validity in predicting GPA, within-term attrition and next-term retention based on a recent administration of the survey at a large community college.
Presenter(s): Richard Griffiths, F.C. Caranikas, Austin Community College
Session Coordinator: Joe Baumann, Blinn College

4:00 PM to 4:45 PM

Special Interest Groups I (SIGs)

SIG1: SAS Users
Moderator: Cathy Delgado, The University of Texas System
Location: Elm

SIG2: SPSS Users
Moderator: Vanessa Sansone, The University of Texas-San Antonio
Location: Pecan

SIG3: Datatel Users
Moderator: Lisa Haynes, Texas Woman's University
Location: Maple

SIG4: Center for Community College Student Engagement (CCSSE) Users
Moderator: Michael Bohlig
Location: Dogwood

Meet, Munch, Mingle!

Wednesday, 5:00 PM - 6:30 PM
Location: Whispering Oaks

Sponsor: Zogotech

Special Interest Groups (SIGs)

Special Interest Groups (SIGs):

SIGs sessions offer a venue for interaction between TAIR members of common interests. The format of SIG sessions require participants to come prepared to engage in facilitated discussion questions, and share their expertise on such topics. Participants are also encouraged to prepare questions that they would like to ask their colleagues during the open forum portions of each SIG.

SAS Users

Moderator: Cathy Delgado, The University of Texas System; *Room:* Elm

The SAS SIG will lead with general questions intended to facilitate discussion. These questions are: 1. Are there any new ways that your office has recently discovered in using SAS that you could share with the group? 2. How do your offices maintain a directory of SAS datasets/outputs? (Data Management Question) 3. Are there any statistical analyses that anyone is looking to conduct but are unsure how to do this in SAS (Statistics Question)? The session will end with an open forum.

SPSS Users

Moderator: Vanessa Sansone, The University of Texas at San Antonio; *Room:* Pecan

The SPSS SIG will lead with general questions intended to facilitate discussion. These questions are: 1. Are there any new ways that your office has recently discovered in using SPSS that you could share with the group? 2. How do your offices maintain a directory of SPSS datasets/outputs? (Data Management Question) 3. Are there any statistical analyses that anyone is looking to conduct but are unsure how to do this in SPSS (Statistics Question)? The session will end with an open forum.

Datatel Users

Moderator: Lisa Haynes, Texas Woman's University *Room:* Maple

The Datatel SIG will open discussion with an IR-related question, and a Registrar-related topic. The IR-related question is: 1. How is everyone addressing the 12th class day vs. 20th class day reporting/reinstating regarding the conflicting rules as set forth by the TEA and the THECB? The Registrar-related topic is: NCB options. The session will end with an open forum.

CCSSE Users

Moderator: Dr. Michael Bohlig, Center for Community College Student Engagement;   *Room:* Dogwood

One of the goals for this year's CCSSE SIG is to foster discussions among colleges about how they are using CCSSE and/or SENSE data at their colleges. To start the discussion, we will have a brief report from one college describing how they are using their CCSSE data. CCCSE staff will also be available to answer any other questions and to briefly report on upcoming Center activities.

Public Universities

Moderator: Dennis Ignatenko, The University of Texas at Arlington; *Room:* Chinaberry

The Public University SIG will lead with general questions intended to facilitate discussion. These questions are: 1. This past year, public universities were called upon to report data on populations that have in the past been discussed infrequently. These populations include but are not limited to: Working College Students, Veterans, & Home School Students. Are there any infrastructures or partnerships that have been created in your offices to capture data on such populations? 2. With the recent changes from the 83rd Legislature, are there any public university policies that you would like to discuss? The session will end with an open forum.

Community and Technical Colleges (CTCs)

Moderator: Dr. Martha Oburn, Houston Community College; *Room:* Addison

The CTC SIG is intended to generate discussion on topics related to CTCs. The session will be an open forum with topics of discussion presented by the moderator.

Independent Colleges & Universities (ICUTs)

Moderator: Kara Larkan-Skinner, Our Lady of the Lake University; *Room:* Trinity I

The ICUT SIG is intended to promote discussion on topics related to ICUTs. The session will be an open forum.

Texas Higher Education Coordinating Board

Moderator: Dr. Julie Eklund, Texas Higher Education Coordinating Board; *Room:* Dogwood

Come and share your thoughts and ideas with Coordinating Board staff who are fellow members of TAIR. Topics such as CB Reporting, Planning for Texas Higher Education, Success Points, Developmental Education Changes, Workforce issues, data availability, and transfer alignment are open for discussion along with other areas of participant interest or concern.

Thursday, February 20

Registration
7:30 AM - 12:00 PM
Location: Gallery Registration Desk

Networking Breakfast Buffet & Elections
7:30 AM - 9:00 AM
Location: Trinity IV-V

Sponsor Fair & Demos
8:30 AM - 4:30 PM
Location: Trinity IV-V
(Drawings at 2:30 PM in Sponsor Area)

9:00 AM to 9:45 AM

Special Interest Groups II (SIGs)

SIG5: Public Universities
Moderator: Dennis Ignatenko, The University of Texas-Arlington
Location: Chinaberry

SIG6: Community and Technical Colleges (CTCs)
Moderator: Martha Oburn, Houston Community College
Location: Addison

SIG7: Independent Colleges & Universities (ICUTs)
Moderator: Kara Larkan-Skinner, Our Lady of the Lake University
Location: Trinity I

SIG8: Texas Higher Education Coordinating Board
Moderator: Julie Eklund, THECB
Location: Dogwood

10:00 AM to 10:45 AM

Concurrent Sessions D

D1: *Best Practices for Programming and Data Management*
Type: Concurrent Session **Location:** Trinity I
Audience: All
Track(s): Planning and Organizing, Technology and Training
Description: Regardless of the software you use and the number of staff in your office, there are several techniques that can be used to make life easier. This presentation will provide time saving tips in the areas of documentation, organization, and project management.
Presenter: Faron Kincheloe, Baylor University
Session Coordinator: Sue Kornfeld, El Centro College

D2: *Preventing Information Indigestion: Reporting Data in Fun-size Pieces*
Type: Concurrent Session **Location:** Elm
Audience: 2-Year
Track(s): Reporting and Decision Support
Description: To encourage data-informed decisions while avoiding glassy-eyed stares from trustees, Temple College has developed strategies for presenting manageable amounts of data to the Board. The first involves a pre-board meeting supper where one topic of interest is presented, usually involving student success. The second is in the form of a monthly Achieving the Dream newsletter. Included in the board packet, contains a data snapshot related to a particular student success issue. The snapshot then becomes part of the Educational Services report to the Board. Attendees will see examples from past pre-board meetings and the newsletter, and provide sources for the data shared.
Presenter: Jimmy Roberts, Temple College
Session Coordinator: Lillian Marshall, Blinn College

Voting for elected officers occurs during Breakfast on Thursday, February 20. Be sure to drop you ballot in a bollot box by the 9:00 a.m. deadline!

Thursday, February 20

10:00 AM to 10:45 AM (continued)

Concurrent Sessions D

D3: *Texas State Reporting: Then and Now (Lessons Learned)*
Type: Concurrent Session **Location:** Chinaberry
Audience: 2-Year, 4-Year, Public
Track(s): Assessment and Effectiveness, Reporting and Decision Support
Description: Lone Star College System (LSCS) migrated from Datatel to Peoplesoft in spring 2011. The LSCS Texas State Reporting team has transformed the way TSR is conducted at LSCS in key areas: data quality; proactivity; communications; automation; and, timeliness. These lessons have moved LSCS CBM report certifications from the bottom quartile in the state to the top decile in terms of report submission and certification dates, as a rule. The lessons have also helped us to greatly improve the quality and accuracy of the LSCS CBM reports.
Presenter(s): Robert Ricks, Melissa McLeod: Lone Star College System
Session Coordinator: Martha Oburn, Houston Community College

D4: *Training Relatedness: A Measure of Success for TSTC and UT-System Graduates*
Type: Concurrent Session **Location:** Addison
Audience: All
Track(s): Current Issues in Higher Education, Assessment and Effectiveness
Description: Occupational data have been collected on graduates from Texas public postsecondary institutions for over 10 years. The TWC through the WDQI grant from the U.S. Department of Labor conducted an employer follow-up survey on selected graduate cohorts from TSTC and UT-System to determine if the graduates are working in an occupation in their major. The project demonstrated the gap in Texas labor market and assessed the vitality of certain programs of study. The results of the project will be discussed including addressing FERPA requirements.
Presenter(s): Ruben Garcia, Hiwot Berhane: Texas Workforce Commission
Session Coordinator: Jimmy Roberts, Temple College

D5: *Of Community Colleges, by Community Colleges, and for Community Colleges: A New Completer Follow-Up Instrument Focused on Learning Outcomes*
Type: Concurrent Session **Location:** Maple
Audience: 2-Year, Public, Private
Track(s): Research
Description: The North Texas Community College Consortium's Research & Institutional Effectiveness Committee reports on the pilot test of a new instrument to enable community colleges to gather data from program completers regarding perceptions of learning outcomes and the learning support environment. The instrument is based on the Lumina Foundation's Degree Qualifications Profile, the new Texas Core Objectives, and U.S. Department of Education SCANS. It should provide community colleges with meaningful information that contributes to SACSCOC reporting, THECB core curriculum reporting, core curriculum improvements, and more effective benchmarking.
Presenter: Thomas K. Martin, Collin County Community College
Session Coordinator: Bishar Sethna, Lamar State College-Orange

D6: *Performance Metrics: Developing a Dashboard with Tools You Already Have*
Type: Discussion Session **Location:** Pecan
Audience: All
Track(s): Reporting and Decision Support, Technology and Training
Description: Many of us have already been called upon to develop dashboards of performance indicators for our institutions. For those who have not, this session shows you how to get started. From canvassing colleagues to select metrics, to working with executives to refine the metrics, to choosing how to display the data, to using readily-available tools (MS Office) to create and maintain your dashboard, this discussion highlights simple guidelines that result in an attractive and easy to maintain dashboard of performance indicators. To guide our discussion, we focus on questions like: Which metrics should I include? How can I get buy-in for them? How can I maintain dashboards with limited resources?
Presenter: Joseph Baumann, Blinn College
Session Coordinator: Robin Huskey, Kilgore College

Thursday, February 20

11:00 AM to 11:45 AM

Concurrent Sessions E

E1: *Student Success Outcomes: A Regression Analysis*
Type: Concurrent Session **Location:** Maple
Audience: All
Track(s): Research
Description: Using SPSS and institutional data, regression analysis of student success outcomes allows us to investigate the relationships that exist between student characteristics and student success outcomes, and their interactions. The first model of persistence analyzes whether or not the student persisted to the following term. The second model looks at student success. Both models include demographic variables and credit hours in progress, FTIC, and delivery method.
Presenter(s): Anna Garland, Chris Tkach, Latrice Rideout: Lone Star College System
Session Coordinator: Marilyn Greer, M. D. Anderson Cancer Center

E2: *How to Get in Trouble with SACS Without Really Trying*
Type: Concurrent Session **Location:** Addison
Audience: All
Track(s): Current Issues in Higher Education
Description: Two presenters have recent (painfully recent) experience writing compliance Monitoring Reports; their institutions did not demonstrate compliance with some SACSCOC standards. Their experience has given insight into which standards are problematic, and why. They will discuss some of the systemic and cultural issues in academia and how these cause problems in reaffirmation of accreditation. They will share what their institutions have learned in the process, and if and how the root cause of the issues have been addressed. This is anecdotal data based on a small sample, but the presenter's recent experiences may help others.
Presenter(s): Joseph Baumann, Blinn College; Kara Larkan-Skinner, Our Lady of the Lake University
Session Coordinator: Jane Haas, Del Mar College

E3: *Who's Staying and Who's Going? And More Importantly, What Do We Know About Each?*
Type: Concurrent Session **Location:** Elm
Audience: 4-Year, Public
Track(s): Reporting and Decision Support, Technology and Training
Description: The art of enrollment management has become an increasingly important aspect of higher education. Student success as measured by increased retention and graduation rates has become prominent, especially in states like Texas where discussion linking funding to success has arisen. Tarleton State University has developed a series of matrices that provides administration with cohort level insights to student who persist, depart, and graduate. This interactive session will be useful to those who are responsible for providing institutional leadership with summary information about the enrollment trends of various student cohorts.
Presenter(s): Michael Haynes, Jamie Wood, Jake Hoon, Morgan Carter: Tarleton State University
Session Coordinator: Fernando Chapa, South Texas College

Big Tex, Courtesy of Chief Writing Wolf

Thursday, February 20

11:00 AM to 11:45 AM (continued)

Concurrent Sessions E

E4: *Building Accountability into the Strategic Plan*
Type: Concurrent Session **Location:** Chinaberry
Audience: All
Track(s): Assessment and Effectiveness, Planning and Organizing
Description: For some institutions a strategic plan is viewed as a document that must be available during an accreditation visit, but is otherwise a dust collector on many bookshelves. In 2009, Midland College revised its assessment process to link strategic initiatives with its instructional and non-instructional areas. While working through this linking process it was realized that different styles of assessment occur at various levels within the organization. Capitalizing on this knowledge allowed for a process that incorporated strategic planning objectives into annual assessment activities. Ultimately a system of strategic planning accountability was realized across the campus.
Presenter: Tom Corll, Midland College
Session Coordinator: Terri Day, Tarrant County College District

E5: *SAS: Your One-Stop Shop for Institutional Research*
Type: Concurrent Session **Location:** Pecan
Audience: All
Track(s): Technology and Training, Reporting and Decision Support
Description: Using SAS to do more with less. From data collection, to checking data integrity; from sub-setting, to reporting - SAS can do it, and save you time in the process.
Presenter(s): Tracy Stegmair, Greg Gengo: Texas Woman's University
Session Coordinator: Mary Elkins, Texas Tech University

E6: *Getting Involved in TAIR*
Type: Discussion Session **Location:** Trinity I
Audience: All
Track(s): Planning and Organizing
Description: Have you ever thought that you might be interested in serving as an officer or on one of TAIR's committees? Are you new to TAIR and want to know how you can meet people and learn about the organization? TAIR exists because members volunteer their time and talents. There are many different volunteer opportunities – either out in front leading the organization or behind the scenes! During this panel presentation, you will hear from several "seasoned" TAIR members as they share their experiences and present information and advice about how to become more active in the organization.
Presenter(s): Susan Thompson, Texas State University; Verna Dewees, Texas A&M System (retiree); Danica Frampton, St Edwards University; Martha Oburn, Houston Community College System; Marcelo Paredes, University of Texas Pan American
Session Coordinator: Maryann (Ruddock) Brown,

Luncheon
12:00 PM - 1:00 PM
Location: Whispering Oaks & Palm
Sponsor: EMSI

Air Show 2013, courtesy of the Town of Addison

Thursday, February 20

1:00 PM to 1:45 PM

Concurrent Sessions F

F1: *Using Student Tracker to Inform Enrollment Management Outcomes*
Type: Concurrent Session **Location:** Addison
Audience: All
Track(s): Current Issues in Higher Education, Research
Description: National Student Clearinghouse StudentTracker provides nationwide enrollment and graduation data for participating U.S. public and private 2-Year and 4-Year post-secondary institutions. The audience will receive detailed instructions on how to build a research inquiry file with format specifications and how to process student unit level data returned from StudentTracker. This presentation will provide specific examples of how IR offices can effectively and efficiently use StudentTracker data to inform Enrollment Management officials on students' enrollment decisions during their academic careers.
Presenter(s): Hengxia Zhao, David Troutman: The University of Texas System
Session Coordinator: Carol Boethel, University of Houston-Downtown

F2: *IDentifying Engagement and Retention by Direct Evidence: Using Card Swiping to Assess the Use of Student Support Services*
Type: Concurrent Session **Location:** Maple
Audience: All
Track(s): Research, Technology and Training
Description: UNT is one of a handful of institutions collecting campus-wide swipe data to better inform decision making and assess student outcomes of engagement and retention, aligning with Astin's Input-Environment-Output model of retention. Traditional data collecting methods (surveys) have been used in higher education but have limitations such as student self-reporting data, raising questions of reliability and not capturing the whole picture. Through the card-swipe system's ability to collect empirical evidence, the data can help show the relationships between service usage, persistence, and engagement.
Presenter(s): Jason Simon, Pu-Shih Daniel Chen, Amanda Moske, Ah Ra Cho: University of North Texas
Session Coordinator: Diana Hooten, University of Texas-Arlington

F3: *Meeting the Challenge of Closing the Loop for Student Learning Outcome (SLO) Assessment*
Type: Concurrent Session **Location:** Chinaberry
Audience: 2-Year
Track(s): Assessment and Effectiveness, Planning and Organizing
Description: What does it mean to close the loop for SLO assessment? This session shows how to provide training and how to use tech tools to ensure the use of SLO data for continuous improvement. Included in the presentation will be a detailed discussion on how to analyze and interpret SLO data, how to make recommendations based on the interpretation of data, and how to report on the implementation of recommendations. The use of Compliance Assist to reinforce the SLO assessment framework and to ensure the closing-the-loop reporting will also be showcased.
Presenter: Jinhao Wang, Lone Star College System
Session Coordinator: Jane Haas, Del Mar College

F4: *Development of a Qualitative Research Team: Expanding the IR Function Through the Inclusion of Library Professionals*
Type: Concurrent Session   **Location:** Elm
Audience: 2-Year, 4-Year
Track(s): Reporting and Decision Support
Description: Presenters will share the results of a qualitative research team designed to support administrative decision making. IR offices are frequently asked to respond to request for both internal and external quantitative data. However, administrators also seek qualitative data. McLennan Community College developed a qualitative research team (QRT) to address such data requests to guide several key decisions. In several cases, planned decisions were reversed, allowing for vital resources to be allocated elsewhere. The presentation will include the overall process and specific findings.
Presenter(s): Paul Illich, Tom Proctor, Sharon Kenan, David Irvin: McLennan Community College
Session Coordinator: Bishar Sethna, Lamar State College-Orange

Thursday, February 20

1:00 PM to 1:45 PM (continued)

Concurrent Sessions F

F5: *Who shot I.R.?*

Type: Concurrent Session **Location:** Trinity I
Audience: All
Track(s): Planning and Organizing, Reporting and Decision Support
Description: IR professionals who do nothing but institutional research seem to be fewer and fewer. Why are we being forced into other roles for which we may not be suited, leaving seemingly important jobs undone or under-done? This presentation will look at three of the usual suspects that are leading to the decline of "pure" IR offices - compliance, government mandates, and institutional effectiveness - along with some best practices and recommendations for keeping IR relevant in your organization.
Presenter: Phil Rhodes, Houston Baptist University
Session Coordinator: Tom Corll, Midland College

F6: *Getting to Know Cognos*

Type: Concurrent Session **Location:** Pecan
Audience: All
Track(s): Technology and Training
Description: Many universities use Cognos as a reporting tool to extract and analyze data and assemble reports. It enables IR staff to use this tool to build automated reporting solutions that present data in accessible, dynamic reports that enable them to analyze data and complete projects anywhere, anytime, using PCs or iPads. This presentation will describe a sample of Banner and Cognos variables, connections, and how they work together to make dynamic content possible. Attendees will see how to create reports with multiple query objects and analytical calculations which can help drive measurable success within our university.
Presenter(s): Xiaohong Li, Amanda Clark: Sam Houston State University
Session Coordinator: Vicki West, Texas Tech University

Sponsor Fair Refreshments/Drawings
2:00 PM to 2:45 PM
Location: Trinity IV-V

Business Meeting
3:00 PM - 3:50 PM
Location: Chinaberry

Margaret Hunt Hill Bridge, Courtesy of ArchDaily.Com

Thursday, February 20

4:00 PM to 4:45 PM

Concurrent Sessions G

G1: *Assessing Student Retention in Higher Education*
Type: Concurrent Session   **Location:** Trinity I
Audience: 4-Year, Public
Track(s): Research, Current Issues in Higher Education
Description: The University of North Texas developed a retention model to identify FTIC students who are likely to benefit from early intervention. The model utilizes data available to the institution prior to the students' first day of classes. A total of 22 variables are included as potential predictors which include psychosocial factors as measured by the ENGAGE/SRI instrument, academic performance, demographic and student characteristics. In addition, the model uses data for FTIC students to predict the likelihood of retention.
Presenter: Amanda Kay Moske, University of North Texas
Session Coordinator: Morgan Carter, Tarleton State University

G2: *No Sweat! Keeping Calm During Your Reaffirmation*
Type: Concurrent Session   **Location:** Addison
Audience: All
Track(s): Assessment and Effectiveness, Planning and Organizing
Description: The SACSCOC Reaffirmation is one of the the most trying times for an institution. Attendees will recieve a first-hand look into how one institution managed to keep calm and focused during their reaffirmation following a rocky fifth-year review and emerge on the other side with stellar results! You will see IR and IE's role in the process and see how using these offices as a hub for the reaffirmation efforts benefitted the institution.
Presenter: Crystal Braden, Angelo State University
Session Coordinator: Tom Corll, Midland College

G3: *Building a Comprehensive New Analyst Training Program*
Type: Concurrent Session   **Location:** Pecan
Audience: All
Track(s): Technology and Training
Description: Lone Star College System has recently developed a comprehensive training program for incoming analysts. Previous training involved shadow-training and trial-and-error. With staffing needs increasing, a plan was implemented to focus training on needed IR skills, software, system policy and programs, project and client management, and report styling. This presentation will detail the development of a four-week training plan for IR analysts, give examples of report-based training modules, describe how trainee feedback was incorporated into the plan, and how LSCS-IR prioritized learning for new analysts to quickly build confidence and a broad knowledge base.
Presenter(s): Deseree Probasco, Kent McShan, Jacqueline Goffney: Lone Star College System
Session Coordinator: Katharine Mason, Texas A&M-Corpus Christi

G4: *Transfer Students: Can We Predict Their Success?*
Type: Concurrent Session   **Location:** Maple
Audience: 4-Year, Public
Track(s): Research
Description: Sam Houston State University's transfer students make up about half of its incoming students each fall semester. The study's purpose is to analyze the transfer students, and create a model to determine a student's likelihood of graduation. Factors that will be taken into account are type of institution transferring from, scholarship package, credit hours transferred, transfer GPA, etc.
Presenter: Rebecca Bowyer, Alacia Voth: Sam Houston State University
Session Coordinator: Michael Haynes, Tarleton State University

Check out the TAIR Data Advisory Committee's resource page for the new data dictionary and other helpful information: http://www.texas-air.org/member/dac.php.

Thursday, February 20

4:00 PM to 4:45 PM (continued)

Concurrent Sessions G

G5: *TSR: A Blueprint for Migrating TSR from System A to System B*
Type: Concurrent Session **Location:** Elm
Audience: 2-Year, 4-Year, Public
Track(s): Reporting and Decision Support, Assessment and Effectiveness
Description: Lone Star College System completed a migration from Datatel to Peoplesoft in spring 2011. Building Texas State Reporting functionality into the PeopleSoft system was one important activity. LSCS made mistakes that caused errors and delays. LSCS has chosen to turn those errors into lessons learned as we developed this blueprint for migrating state reporting. This blueprint focuses on timing, the right questions, operational authority, and steps to completion. This blueprint can help institutions to avoid some of the pitfalls LSCS went through to get to its new TSR reporting system.
Presenter(s): Robert Ricks, Melissa McLeod, Mary Sims: Lone Star College System
Session Coordinator: Betsy Harkey, Vernon College

6:00 PM to 9:00 PM

Special Event
Kendal Kane, Professional Magician
A Magical Night of Food and Fun!

Whispering Oaks, Crowne Plaza Hotel
6:00 PM - 9:00 PM

This year's special event will be held at the Crowne Plaza's own conference-dedicated night club, so you won't have to leave the conference hotel to join in on the fun. We will start the evening with a "Big-D sized" feast of smoky beef, ribs, sausage, and all the sides you'd expect from a proper Texas barbeque. After dinner, professional magician Kendal Kane will amaze and entertain us with his unique program of magic, mind-reading, and comedy.

Friday, February 21

Breakfast Buffet
7:30 AM - 9:00 AM

Location: Trinity V-VIII

Past Presidents' Breakfast
8:00 AM - 9:15 AM
(by Invitation only)
Location: Hospitality Suite 2021

8:30 AM to 9:15 AM

Concurrent Sessions H

H1: *Bypassing Current BI Tool Restrictions and Limitations to Create Reliable Reports*
Type: Concurrent Session **Location:** Trinity VI
Audience: All
Track(s): Reporting and Decision Support
Description: The transition to a new data warehouse and BI/reporting tool has been more problematic than anticipated, but our current system is incapable of fulfilling our needs. We needed a tool to create reports as we continue to expand in enrollment, retention, and the desire for new and more complex data from administrators. Tableau has been a great asset in filling those needs. In this talk, we will discuss prior tools, and Tableau as a technical and functional alternative. We will also give demonstrations of the reports we currently have in Tableau: capabilities, and future possibilities using this software.
Presenter(s): Diana Hooten, Tony Coker: University of Texas-Arlington
Session Coordinator: Michael Tumeo, Southern Methodist University

H2: *Utilizing CAS Self-Assessment Guidelines in Demonstrating Institutional Effectiveness*
Type: Concurrent Session **Location:** Trinity VII
Audience: 4-Year, Public, Private
Track(s): Assessment and Effectiveness, Reporting and Decision Support
Description: From SACS to the THECB to the Council of Advancement of Standards in Higher Education, core requirements are set forth to ensure post secondary institutions are focused on student learning, support services, and research activities within its mission. This session will use a set of general CAS Self-Assessment Guidelines to demonstrate how to conduct a holistic department review. Presenters will briefly discuss the various sections of the SAG with emphasis on identifying proper review committee membership, data collection, and utilizing findings to improve program quality.
Presenter(s): Michael Haynes, Diane Taylor, Ashley Tull: Tarleton State University
Session Coordinator: Xiaohong Li, Sam Houston State University

Friday, February 21

8:30 AM to 9:15 AM (continued)

Concurrent Sessions H

H3: *The Relationship Between Date of Registration and Student Performance*
Type: Concurrent Session   **Location:** Trinity V
Audience: 2-Year
Track(s): Research, Current Issues in Higher Education
Description: The purpose of this session is to discuss the results from a recent study examining the relationship between the date a student registers for a course and academic performance. Analyses revealed a weak relationship between the date of registration and term GPA, and identified three distinct student populations in relation to registration patterns: students who register during the first two weeks of registration, students who register during the last two weeks, and students who register after the first two weeks and before the last two weeks of registration. Performance differences among these groups will be discussed along with scheduling and administrative implications.
Presenter(s): Paul Illich, Laura Wichman: McLennan Community College
Session Coordinator: Amy Bawcom, Central Texas College

H4: *University Students' Perceptions of Academic Cheating*
Type: Discussion Session   **Location:** Trinity VIII
Audience: All
Track(s): Current Issues in Higher Education
Description: This study aimed to strengthen the knowledge base surrounding college students' perceptions of academic cheating. Five themes emerged from the qualitative data: varying definitions of cheating, environmental promotion of cheating, moral aspects of cheating, cheating as a historical influence, and cheating as a personal decision. Quantitative findings suggest males and those who classify themselves as non-White are more likely to self-report as to past cheating behaviors. Graduate students appeared more likely than undergraduates to comment on issues regarding academic cheating. The goals of students also played a major role in the students' perceptions. Implications for reducing and preventing academic cheating at the university level are discussed.
Presenter(s): Tianlan Wei, Lucy Barnard-Brak, Marcelo Schmidt: Texas Tech University
Session Coordinator: Lucy Barnard-Brak, Texas Tech University

Save the Date!
TAIR 2015

March 2-5, 2015
Amarillo, Texas

Courtesy of Amarillo CVC

Friday, February 21

9:30 AM to 10:15 AM

Concurrent Sessions I

I1: *Building an IR Data Request Form*
Type: Concurrent Session **Location:** Trinity VIII
Audience: All
Track(s): Technology and Training, Reporting and Decision Support
Description: Data usage is on the rise. Research departments have experienced an increase in data usage, and as a result, tracking and prioritizing has become increasingly important. By creating a data request system using online survey software or MS Office survey software, our department created a simple tracking system for logging requests, and keeping track of how IR data requests align with the district's needs. The presentation includes methodology, technology, and best practices.
Presenter: Jessica Guillory, Dallas County Community College District
Session Coordinator: Marcelo Paredes, University of Texas-Pan Am

I2: *The Information is Out There: Web Accessible Information about Community College Programs*
Type: Concurrent Session **Location:** Trinity VI
Audience: 2-Year
Track(s): Reporting and Decision Support
Description: The session is designed to acquaint college personnel with program-specific sources of information available from the Texas Higher Education Coordinating Board and other organizations. For IR staff, it provides a way of empowering department chairs to view and review program specific information that can be seen by the public and decision makers. It provides an opportunity to explore the methodologies used to generate the data and to discuss how the data may be used for program improvement. With some of the data from the various reports being repetitive, it allows for a discussion of which report may prove most beneficial to end users. It will also provide an opportunity to dialog with personnel on the processes used in state reporting.
Presenter: Jimmy Roberts, Temple College
Session Coordinator: Lisa Haynes, Texas Woman's University

General Session II
10:30 AM - 11:50 AM

"Shaping Our Future:
How Should Higher Education Help Us Create the Society We Want?"
Featuring: William Muse, PhD
Location: Trinity V-VIII

Executive Committee Meeting
(by Invitation Only)
12:30 PM - 4:00 PM
Location: Hospitality Suite 2021

Friday, February 21

9:30 AM to 10:15 AM

Concurrent Sessions I

I3: *Measuring Online Learning Expectations Among College Students*
Type: Concurrent Session **Location:** Trinity VII
Audience: All
Track(s): Assessment and Effectiveness, Research
Description: We developed a measure of online learning expectations in order to screen students who may be prepared to take online courses. Results reveal a psychometrically sufficient instrument in terms of reliability and validity. Results also reveal that scale scores may predict student GPA thus may have predictive validity as well. We suggest that institutions may use this scale to screen students as to their level of readiness to take and complete online courses successfully. Students who are not determined to be ready may be especially directed to complete training/tutorials in online learning.
Presenter(s): Lucy Barnard-Brak, Tianlan Wei: Texas Tech University
Session Coordinator: Terri Day, Tarrant County College District

I4: *The Art of Data Analysis*
Type: Discussion Session **Location:** Trinity V
Audience: All
Track(s): Research
Description: Because of the diverse backgrounds of those entering the field of institutional research, training in a variety of statistical methodologies for data analysis is often limited. The use of multiple regression frequently becomes the go-to method for prediction, overlooking other options which might be more appropriate in some situations. Other statistical techniques, such as factor analysis and path analysis, might also have greater potential for application within the field. Previous use of logistic regression for predicting academic success and hierarchical regression for predicting retention will be provided as initial examples. Further discussion will cover a variety of intermediate and advanced statistical techniques with brainstorming among participants of situations where those techniques could be applied.
Presenter: G. Marc Turner, Texas State University
Session Coordinator: Mansour Salami, El Centro College

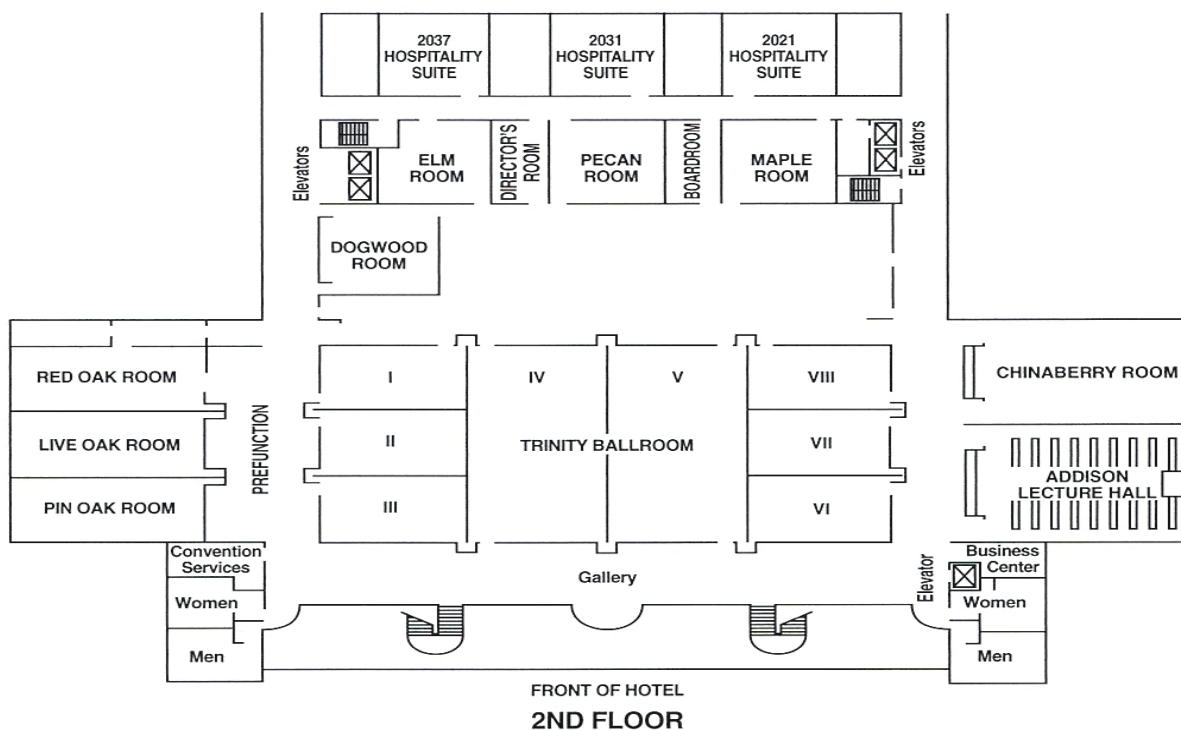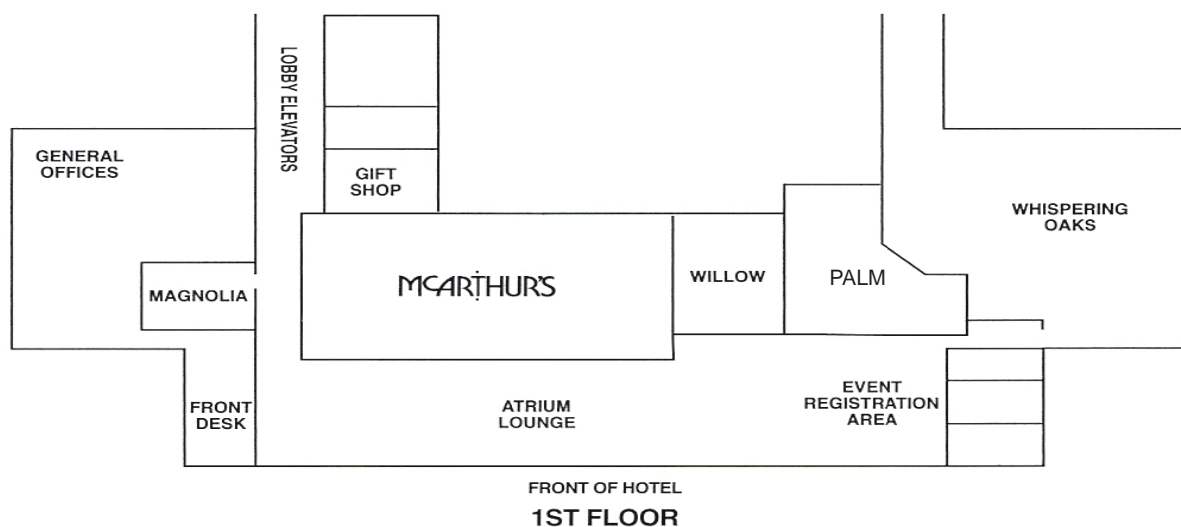Cavanaugh Flight Museum, Courtesy of the Town of Addison

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After the conference, please take a few minutes to give us feedback about your conference experience. Evaluation results are considered when planning future conferences. Let your voice be heard!

Use this QR code to access the online evaluation, or look in your email a few days after the conference concludes for an email invitation with a link to the evaluation.

Crowne Plaza Hotel, Galleria-Addison
Meeting Area Floor Plan

1ST FLOOR

- LOBBY ELEVATORS
- GENERAL OFFICES
- GIFT SHOP
- WHISPERING OAKS
- MAGNOLIA
- MCARTHUR'S
- WILLOW
- PALM
- FRONT DESK
- ATRIUM LOUNGE
- EVENT REGISTRATION AREA

FRONT OF HOTEL

2ND FLOOR

- 2037 HOSPITALITY SUITE
- 2031 HOSPITALITY SUITE
- 2021 HOSPITALITY SUITE
- Elevators
- ELM ROOM
- DIRECTOR'S ROOM
- PECAN ROOM
- BOARDROOM
- MAPLE ROOM
- Elevators
- DOGWOOD ROOM
- RED OAK ROOM
- LIVE OAK ROOM
- PIN OAK ROOM
- PREFUNCTION
- I
- II
- III
- IV
- V
- TRINITY BALLROOM
- VIII
- VII
- VI
- CHINABERRY ROOM
- ADDISON LECTURE HALL
- Convention Services
- Women
- Men
- Gallery
- Elevator
- Business Center
- Women
- Men

FRONT OF HOTEL

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Evaluations	Rick Leyva, El Centro College
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Roundtables	Jessica Smith, West Texas A&M University
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Workshops/Prof Dev.	Tom Corll, Midland College

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