



TheRPGroup

Research, Planning & Professional Development
for California Community Colleges

2023 Survey of IRPE Offices Results



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OVERVIEW

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IRPE FUNCTIONS

What do IRPE offices do?

02

STAFFING

Who works in IRPE offices?

03

RESOURCES & SUPPORT

How do we help you?

04

CHALLENGES

What additional help do you need?



PURPOSE OF THE SURVEY

- Advance statewide perspective
- Statewide benchmarking info for IRPE Offices
- Document IRPE office evolution
- Inform professional development offerings
- Provide information to inform advocacy for IRPE professionals

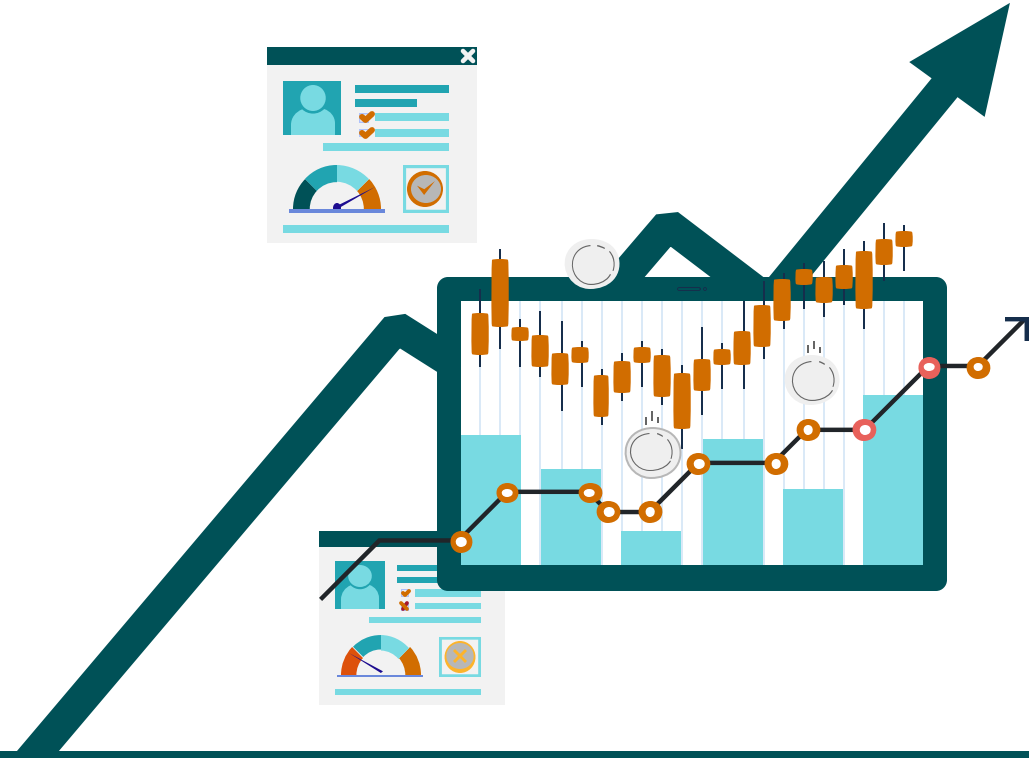


SURVEY RESPONDENTS

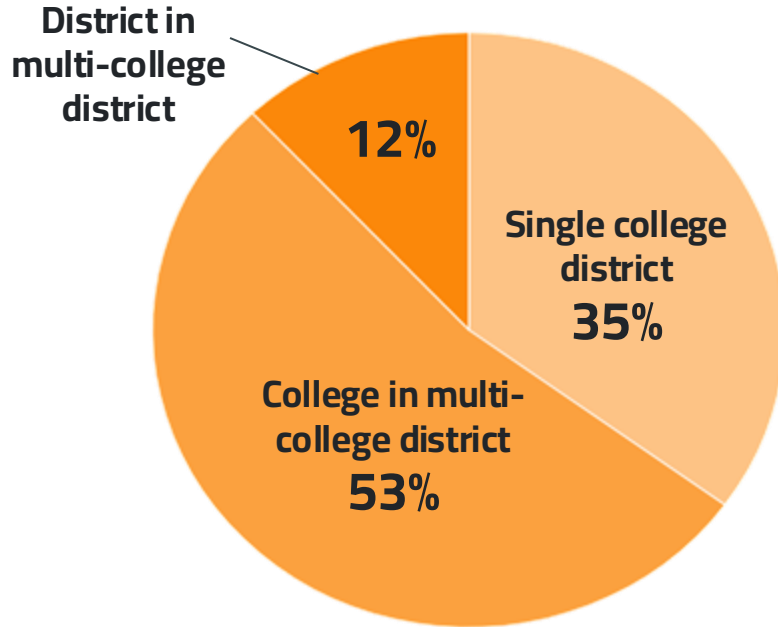
106

IRPE Offices Responded
93 colleges & 13 districts

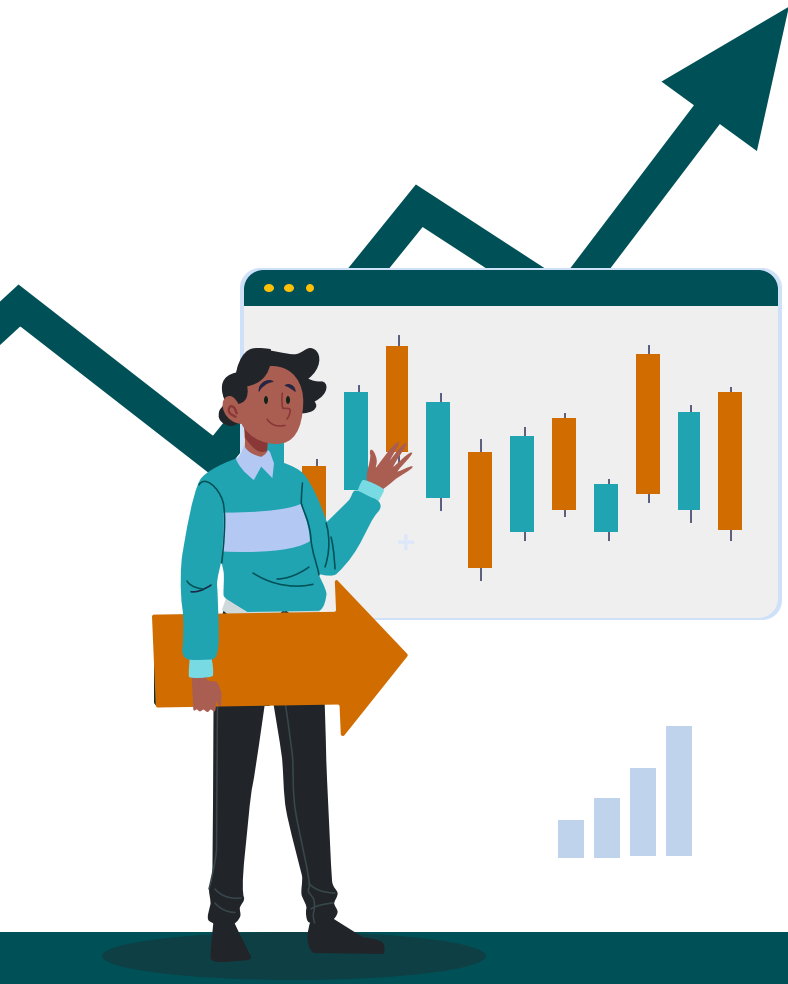
79%
Response Rate



WHO RESPONDED?



- The majority of survey respondents were located at **colleges** in a multi-college district or single college district.
- There was an **equal distribution** of small, medium, and large colleges
- Most district offices who responded came from **districts with over 14.6K FTES**



01

IRPE FUNCTIONS

What do IRPE offices do?

COLLEGES: TOP FUNCTIONS

PLANNING

82% Lead; 18% Support

RESEARCH

66% Lead; 34% Support

PROGRAM REVIEW

59% Lead; 41% Support

ACCREDITATION

50% Lead; 50% Support

OUTCOMES

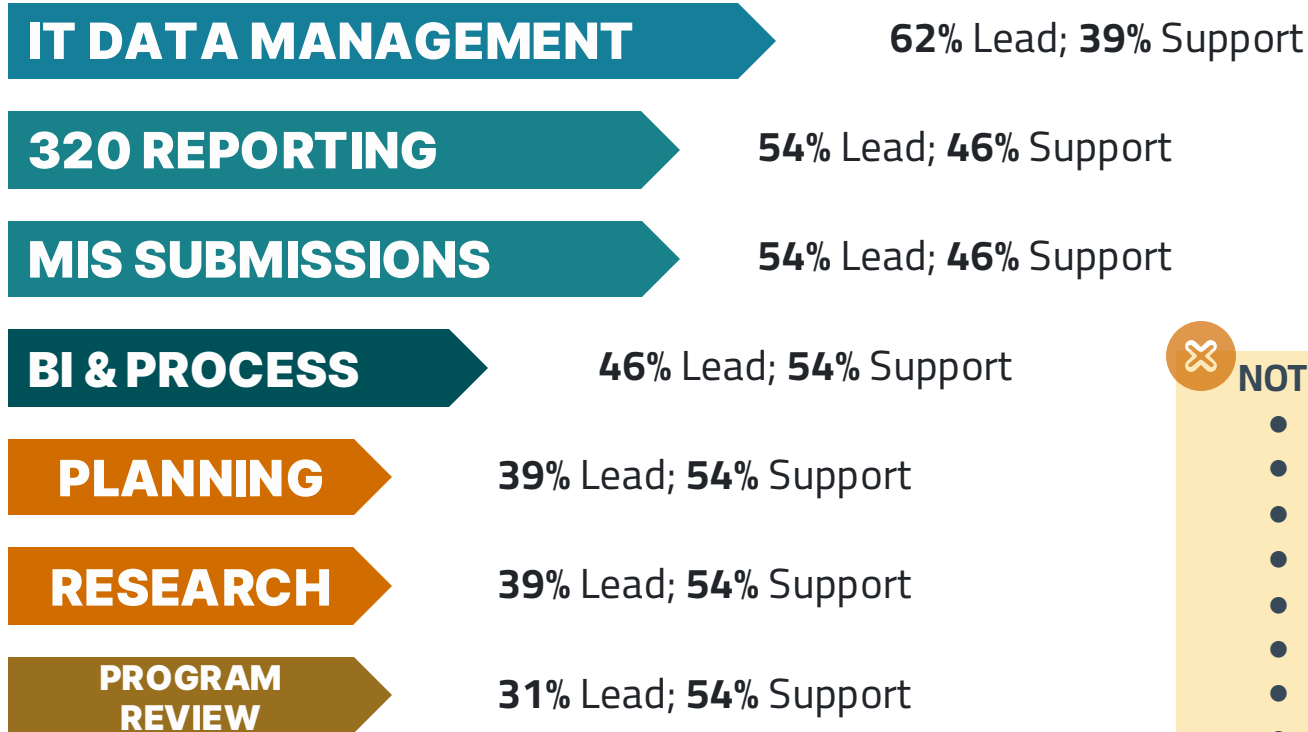
34% Lead; 58% Support



NOT INVOLVED AT ALL:

- Library/Learning Center: **70%**
- 320 Reporting: **58%**
- MIS Submissions: **52%**
- BI & Process Analysis: **36%**
- Prof Development: **22%**
- Org Development: **19%**
- IT Data Management: **18%**
- Outcome Assessment: **8%**
- Grant Development: **5%**
- Equity: **1%**

DISTRICTS: TOP FUNCTIONS



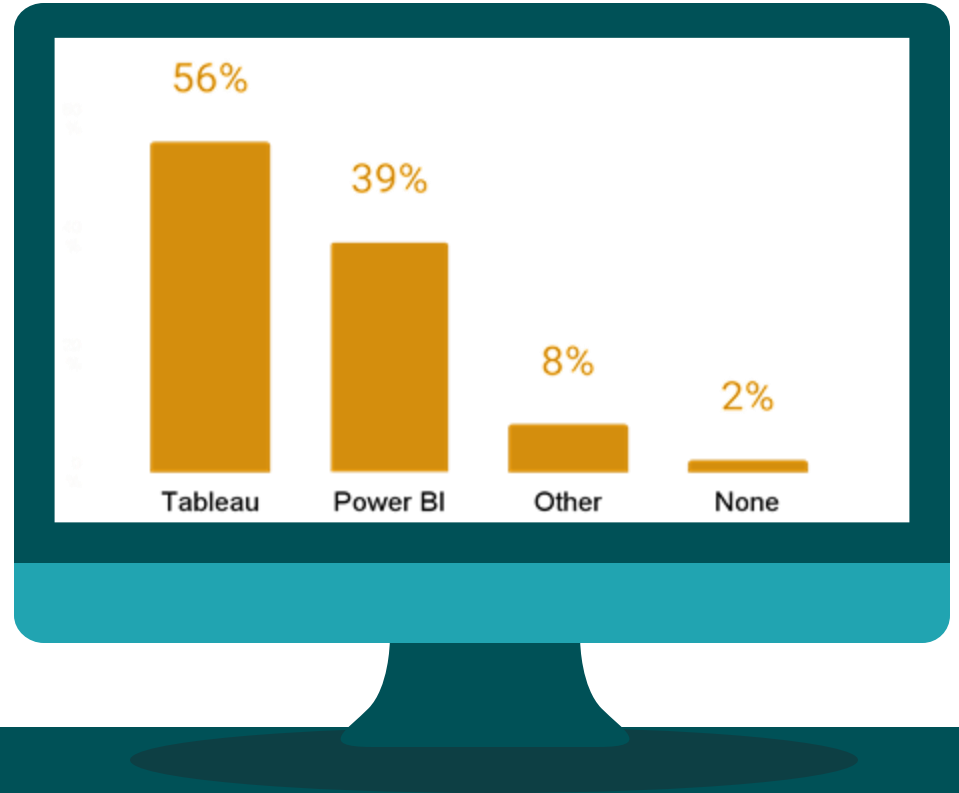
NOT INVOLVED AT ALL:

- Library/Learning Center: **69%**
- Org Development: **39%**
- Prof Development: **39%**
- Program Review: **15%**
- Outcome Assessment: **15%**
- Grants Development: **8%**
- Planning: **8%**
- Research: **8%**



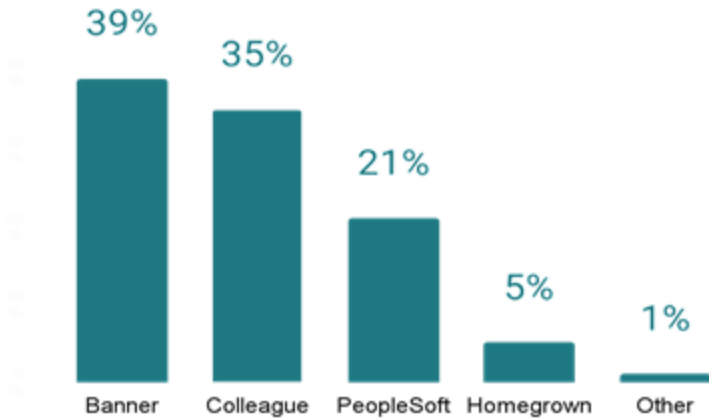
DATA DASHBOARD SOFTWARE

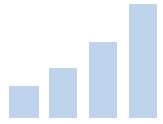
Most IRPE offices are
using Tableau or Microsoft
PowerBI



STUDENT INFORMATION SYSTEMS

IRPE offices use Banner, Colleague, PeopleSoft, or PeopleSoft





02

STAFFING

Who works in IRPE offices?



COLLEGES: TOP STAFFING



	VP	Dean	Director	Analyst	Clerical Support	Other
< 1 FTE	1%			1%	10%	6%
1 FTE	4%	59%	39%	34%	30%	48%
2 FTE		1%	1%	24%	1%	11%
3+ FTE				30%		

Avg FTE by Size of College

- Small: 2.63
- Medium: 4.13
- Large: 5.40

DISTRICTS: TOP STAFFING



	VP	Dean	Director	Analyst	Clerical Support	Other
< 1 FTE						16%
1 FTE	23%	15%	69%	31%	8%	15%
2 FTE				46%		
3+ FTE				15%		8%

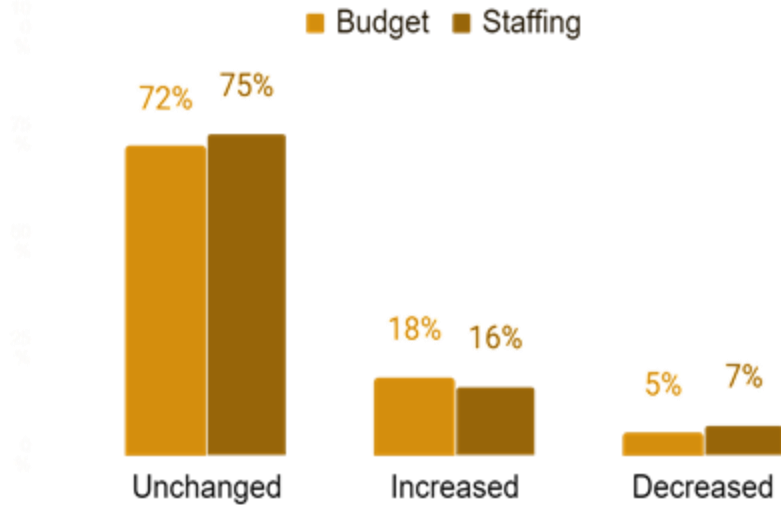
Avg FTE by Size of District

- Small: 3.50
- Medium: 3.00
- Large: 3.82

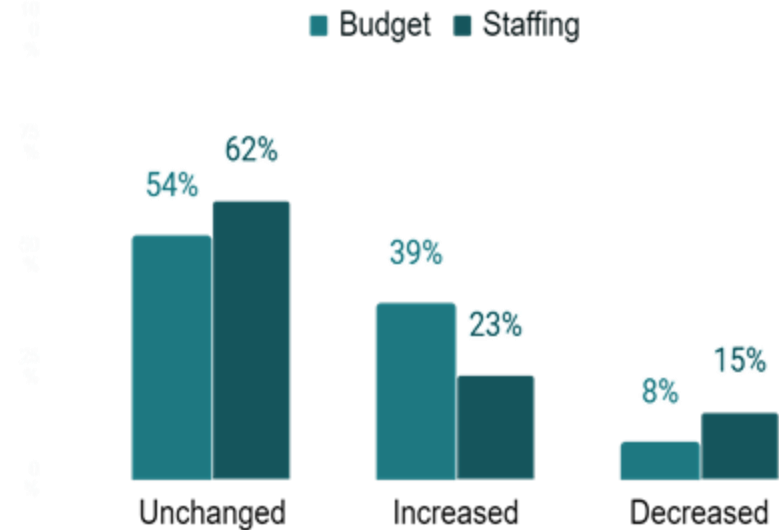
BUDGET & STAFFING CHANGES

Colleges' staffing and budget were relatively unchanged, but districts had some increase

College IRPE Offices



District IRPE Offices





03

RESOURCES & SUPPORT

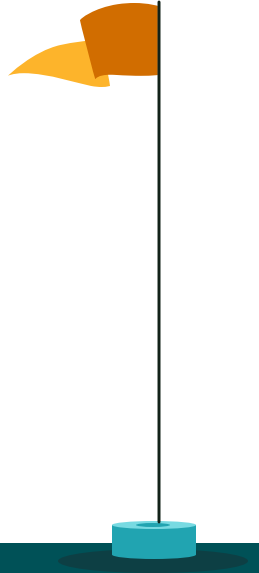
How do we help you?

RESOURCES & SUPPORT

■ **88% of respondents were members of The RP Group**

FAVS

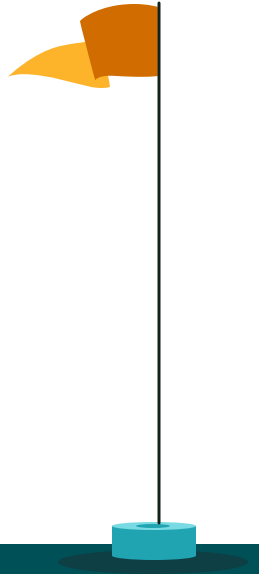
- PIER to PIER
- Conferences
- RP listserv
- Research
 - Shoutout to MMAP!



DESIRED SUPPORT

WANTS

- More **equity, diversity, and inclusion topics**
 - Training on how to facilitate difficult conversions
 - How to utilize equity-mindedness in IRPE
- How to **build capacity** to keep up with growing demands
- **Statewide initiatives:** AB705, Guided Pathways, Vision 2030, etc
- **Leadership & career** development



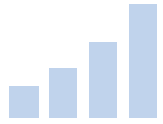
DESIRED SUPPORT CONT'D

WANTS

- **Data governance** & management
- Data **viz & dashboards**
- Technical & Statistical Training
 - Programming languages: e.g., **SQL, R**
 - Reporting: **MIS and 320**
 - Research **methods and statistical** analyses

A flag on a pole with a starburst callout. The flag is orange and yellow, and the pole is black with a blue base. The starburst is orange and contains the text "Tailor training depending on position!".

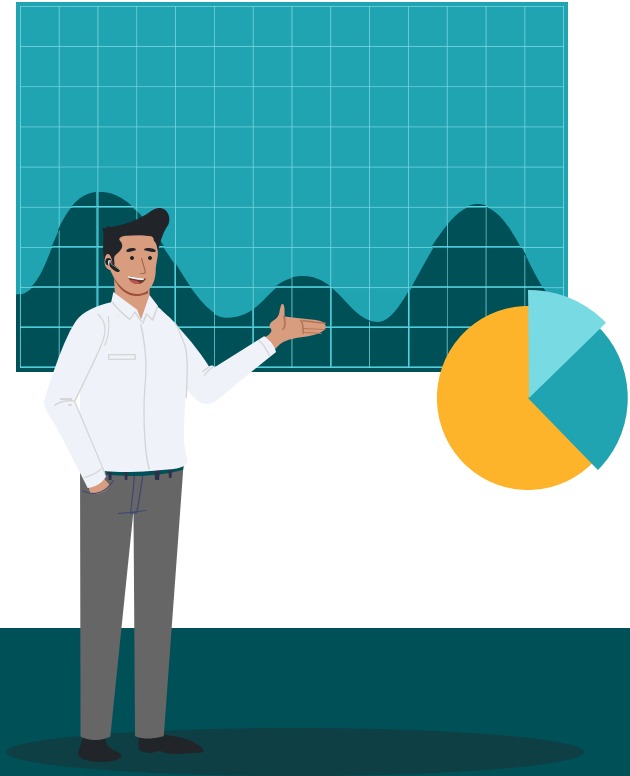
Tailor
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04

CHALLENGES

What additional help do you need?



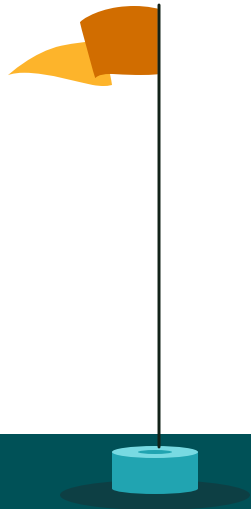
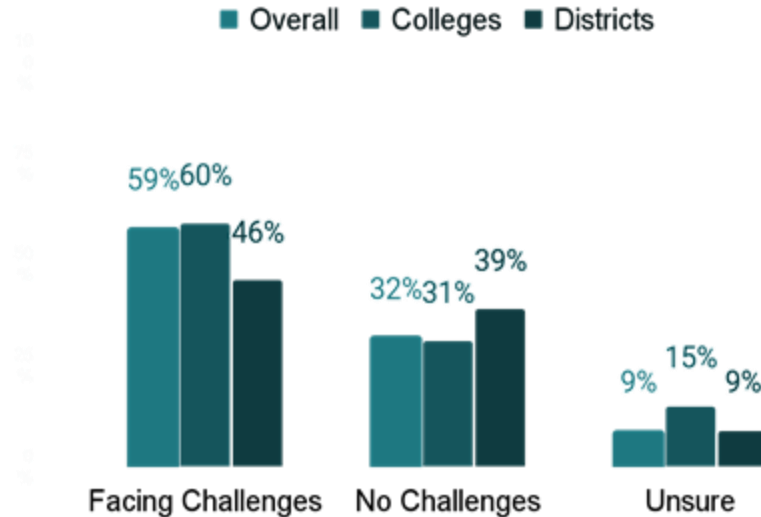
EQUITY CHALLENGES

■ MOST FACING CHALLENGES

The majority of the IRPE are facing challenges with providing **high-quality equity-minded data analysis**.

Reasons for challenges:

- Lack of staffing and time
- Too many competing demands
- Lack of equity-related skills
- Data issues

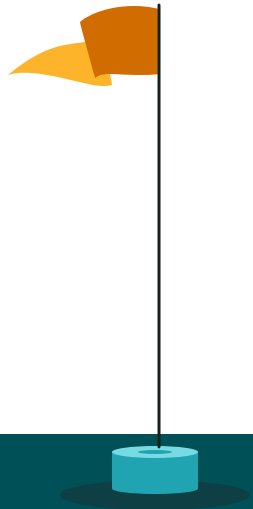


EQUITY SUCCESSES

■ SOME REPORTED SUCCESS WITH EQUITY EFFORTS

Despite facing challenges with providing high-quality equity-minded data, some offices reported that **the success they had was due to:**

- Strong relationships & reputation across their institutions
- Strong collaboration
- Being well-staffed & well-resourced
- Equity was central to their mission
- Good access to data and EDI dashboards
- Support from executive leadership



DISCUSSION QUESTIONS



What do you see in these data?

Anything that sparked a
thought?



How can we improve the next survey?

THANK YOU!

Additional questions or suggestions?

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www.rpgroup.org

