



INSTITUTIONAL EFFECTIVENESS & PLANNING (IE&P)

Welcome to the Office of Institutional Effectiveness and Planning newest edition of our quarterly newsletter. We hope that this continues to be an effective way to continue to support the UNI community with data informed decision making and communicate important continuous improvement efforts.

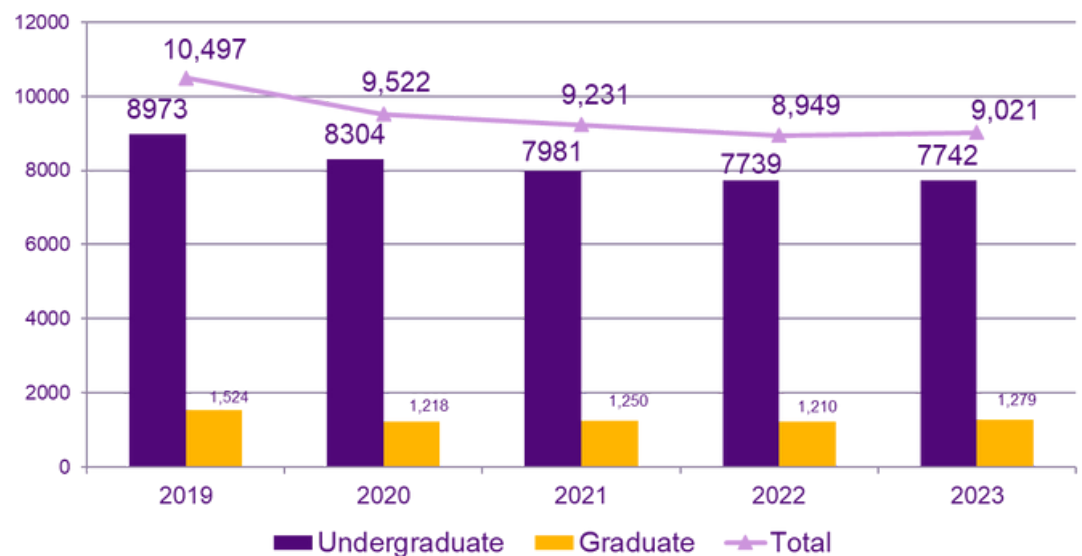


We want to welcome Miftar Pozhari to our IE&P team. A UNI graduate and current student in the on campus MBA program, Miftar joined our office in August 2023. As a graduate assistant, Miftar will help with external communication and a wide range of data requests. As an undergraduate student, Miftar studied Finance Investment, was involved with International Student Promoters and was apart of the CSBR team. He currently speaks three languages and hopes to continue learning more. Formerly engaged in NGO project management and public speaking he hopes to continue on a path where shared experiences bridge international gaps and open doors to cooperation.

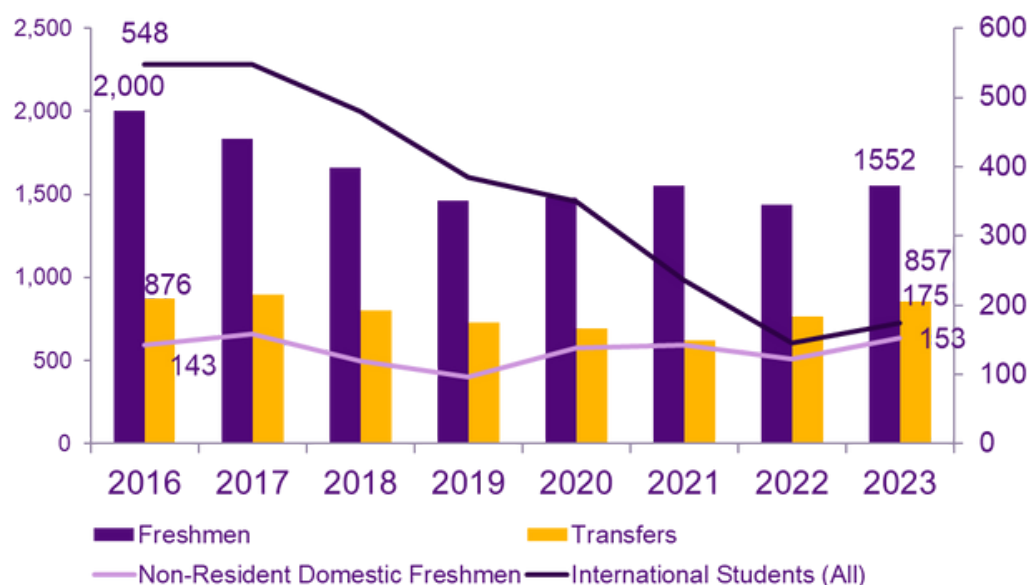
Fall 2023 Enrollment

UNI's total Fall enrollment for 2023 is 9,021 students, the institution's biggest year-to-year increase in over a decade. UNI almost doubled it's new grad cohort with a 42% increase over 2022 making it the largest graduate population since 2020. The new freshmen class also saw growth with an 8% increase from 2022. Joining new freshmen are 857 transfer students, the highest new transfer count since 2017 and a 12% increase from 2022. This year's UNI population represents students from every Iowa County, 45 U.S. states, and 53 countries.

Total Enrollment



New Student Enrollment



[Click for the Student Enrollment Interactive Fact Book.](#)

Climate Study Completion

In the Fall 2022 semester, UNI conducted the comprehensive Climate Study of students, faculty, and staff, to develop a better understanding of the learning, living, and working environment on campus. 3,329 surveys were reported, making a 31% overall response rate. Response rate based on position included 28% for Undergraduate Students, 19% for Graduate Students, 50% for Faculty and 54% for Staff. The survey covered a wide spectrum of topics including, sense of belonging, views on workplace climate and work-life balance, perceived academic success, campus accessibility, awareness of institutional actions, and more. Below are some overall highlights from UNI's final report.

Overall Climate

86% of Students were “very comfortable” or “comfortable” with the classroom climate.

70% of Faculty were “very comfortable” or “comfortable” with the workplace climate, and **86% of them** felt the same about the classroom climate.

86% of staff were “very comfortable” or “comfortable” with the workplace climate.

82% felt satisfied with the extent of their intellectual development since enrolling at UNI.

More than 70% of all faculty felt UNI valued teaching and **83%** felt respected by students in the classroom.

More than 70% of staff felt that supervisors/colleagues gave them career advice when needed, clear expectations existed, and benefits were competitive.

Classroom and Workplace

Climate Study Completion

Overall Themes and Opportunities

UNI has a positive academic environment for undergraduate students, graduate students, and faculty.

Individuals had many differences in experience based on race/ethnicity, gender and social identity

People are experiencing and observing discriminatory conduct.

Employees feel overworked and underpaid, with a lack of advancement opportunities.

Next Steps

UNI is currently in its final phase of its climate assessment journey; Phase V: Facilitate Action Planning Process. In spring of 2023, Rankin Climate, LLC, the contracted conductor of the Climate survey, presented the climate survey findings to the UNI community. Following the release of the final report, UNI compiled a proposed list of action items that the institution plans to implement to improve campus climate. In fall of 2023, UNI facilitated multiple action forums and looked to the campus community to provide feedback on these proposed action items. Additional data and recommendations will be shared later in the fall semester.

[Click for documents on the Climate Study Results](#)

The PACE program success

The Panther Access, Connection and Engagement (PACE) program is a transition and support opportunity for incoming University of Northern Iowa undergraduate students. The PACE program is housed in the Office of Academic Advising and has been overseen by Senior Academic Advisor, Nick Sullivan since its inception in the Fall of 2021.

The mission of the PACE program is to:

- Assist students in their transition to college and to build a foundation for success
- Establish a sense of belonging on campus along with a community of learners
- Help students find connection points throughout campus
- Promote student empowerment and a growth mindset

The PACE Program engages students before coming to campus to learn how to support them in the weeks and months before they start as a Panther. In the summers leading to the fall semesters, reports that include risk factor ratings, Pell Grant eligibility, 1st-generation status, and racial/ethnic identification are used for tailoring individualized programming. A survey created by IE&P, in alignment with the Connections survey, is sent to students who have submitted the PACE RSVP. The survey provides a closer look at student's feeling about the start of their college education and helps reveals challenges that individual students face.

In our work with PACE, we have assisted them with understanding how PACE continues to support students at UNI during their time in the program. Using a comparison group with students who attend PACE and those of similar backgrounds but have chosen to not attend PACE, we have come to find that new freshmen students enrolled in PACE have better persistence rates and higher first and second term GPAs than their peers.

Nick and his team in the Office of Academic Advising Have worked hard to foster long lasting relationship that support UNI students. Our UNI community is grateful to have such wonderful people, such as the PACE team, helping students become the successful citizens and professionals they want to be.

[Click here to learn more about the PACE Program](#)

FALL NEWSLETTER

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UNI

University of
Northern Iowa.