



**Vision**

Inspire inquiry and empower decision making

**Mission**

The University of Mississippi Office of Institutional Research, Effectiveness, and Planning collects, organizes, validates, analyzes, and disseminates institutional and external data to support decision making and planning.

**Institutional Research**

Provides unbiased research, analysis, and reporting that employs a holistic understanding of complex university business processes to promote data-informed decision making by internal and external entities.

**Institutional Effectiveness**

Facilitates the systematic improvement of the quality of educational programs, teaching, learning, research, service, and administrative processes.

**Institutional Planning**

Supports integrated planning at the university, school, and departmental levels that leads to the strategic use of data in organizational decision making.

<b>Values</b>	
<b>Integrity</b>	IREP adheres to all ethical and professional standards, demonstrates dependability, reliability, and accountability, and fosters a culture of ethical behavior and trust built upon integrity, transparency and neutrality.
<b>Continuous Improvement</b>	IREP fosters a culture of informed decision making and continuous improvement, educates campus stakeholders to use data to improve the effectiveness of current activities and to plan for the future, and recognizes the value of institutional knowledge and actionable information.
<b>Innovation</b>	IREP develops innovative approaches to inform decision making and conducts insightful, creative, and meaningful research that contributes to the scholarship and practice within our professions.
<b>Service Orientation</b>	IREP serves stakeholders with insight and creativity, and responds in a timely, consistent, and accurate manner, striving to exceed expectations and build positive relationships.

<b>Values (continued)</b>	
<b>Supportive Environment</b>	IREP values a positive and supportive culture, demonstrates appreciation for each team member, engages others through collaborative interactions and in accordance with the UM creed, and demonstrates a commitment to professional and personal development.
<b>Valued Work</b>	IREP is committed to its mission and vision and engages in activities that are critical to the success of the institution. We take this responsibility seriously and honor the value and importance of this work.
<b>Data Management, Data Integrity, and Reporting</b>	
<i>IREP oversees official institutional reporting and serves as a custodian and clearinghouse of institutional data. Enhance data quality to facilitate efficient and</i>	
<b>Goal 1: Improve efficiency and accuracy of official reporting.</b>	Action 1: Streamline routine reporting.
	Action 2: Automate report transitions across terms.
	Action 3: Establish internal standards to ensure improved reporting accuracy.
	Action 4: Establish internal standards to ensure improved reporting efficiency.
<b>Goal 2: Improve data management and integrity.</b>	Action 1: Data Source Integration.
	Action 2: Standardize Data Sources.
<b>IREP Operations</b>	
<i>IREP develops innovative approaches; responds to stakeholders in a timely, consistent, and accurate manner; and strives to exceed expectations.</i>	
<b>Goal 1: Document IREP operations.</b>	Action 1: Produce IREP operations manual.
	Action 2: Produce IREP reporting processes manual.
	Action 3: Develop IREP perpetual work calendar with improved access and content.
<b>Goal 2: Improve IREP project management.</b>	Action 1: Implement Smartsheet as IREP's project management tool.
<b>Goal 3: Improve biennial IE process effectiveness.</b>	Action 1: Implement appropriate and robust technology to support biennial IE process.
	Action 2: Enhance UAC meta-assessment process.
	Action 3: Coordinate IE process with submission of IHL Appendices 8 & 9.
	Action 4: Establish administrative unit institutional effectiveness reporting structure.
<b>Goal 4: Support faculty and staff in pursuit of assessment and IE activities.</b>	Action 1: Establish framework for UAC operations.
	Action 2: Improve communication with UAC.
	Action 3: Disseminate (develop, collect, publish) assessment/IE resources for stakeholders.
	Action 4: Build & support IE peer groups.

<p style="text-align: center;"><b>IREP Operations</b></p> <p style="text-align: center;"><i>IREP develops innovative approaches; responds to stakeholders in a timely, consistent, and accurate manner; and strives to exceed expectations.</i></p>	
<b>Goal 5: Institutionalize program review process.</b>	Action 1: Develop meta-review process for program review.
	Action 2: Coordinate development of field-specific, professional accreditation database.
<b>Goal 6: Improve strategic planning effectiveness.</b>	Action 1: Monitor, update, and publish Flagship Forward metrics.
	Action 2: Foster knowledge and implementation of strategic planning processes among academic and administrative units.
<p><b>Communication</b></p> <p><i>IREP responds to and anticipates the needs of decision makers.</i></p>	
<b>Goal: Provide timely and accurate information for planning and decision support.</b>	Action 1: Foster knowledge and use of IREP Tableau visualizations among academic and administrative leaders.
	Action 2: Establish master plan for Tableau maintenance and enhancements.
	Action 3: Analyze and communicate findings from institutional surveys.
<p><b>Contributions to Institutional Goals</b></p> <p><i>IREP fosters the strategic use of information to execute campus initiatives; monitors progress toward institutional goals; and supports compliance with accreditation standards.</i></p>	
<b>Goal: Support institutional goals in enrollment management, student learning, student success, external rankings, and accreditation.</b>	Action 1: Provide data and consultation (Contribute) to improve enrollment management (admission, retention, persistence, graduation, equity)
	Action 2: Provide data and consultation to improve student learning.
	Action 3: Collaborate with General Education Committee to revise GE assessment process reflecting revised learning outcomes.
	Action 4: Collaborate with University Communications and Office of Research and Sponsored Programs to monitor external ranking statuses.
	Action 5: Provide data and consultation to ensure compliance with institutional accreditation standards.
	Action 6: Implement appropriate and robust technology to support institutional accreditation processes.

**Collaboration**  
*IREP builds positive relationships and engages others through collaborative interactions in accordance with the UM creed.*

<b>Goal 1: Foster on-campus partnerships</b>	Goal 1: Foster on-campus partnerships
	Action 2: Enhance partnership with UMMC.
	Action 3: Enhance partnership with Academic Affairs.
	Action 4: Manage partnerships with units for whom we report data (HR, FA, finance, library).
	Action 5: Enhance partnership with Student Affairs

<b>Goal 2: Foster off-campus partnerships</b>	Action 1: Enhance relationship with IHL.
	Action 2: Engage with peer institutions regularly.

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<b>Goal 3: Foster campus-wide conversations about data collection, validation, and dissemination.</b>	Action 1: Co-lead data governance discussions with IT.
	Action 2: Develop data working group.

**Professional Development**  
*IREP demonstrates appreciation of each team member through collegial interactions and in accordance with the UM creed.*

<b>Goal: Enhance professional development within IREP.</b>	Action 1: Provide opportunities for IREP staff to gain knowledge of IR, IE, and planning processes beyond current role.
	Action 2: Contribute to the profession through participation, contributions, and service.
	Action 3: Develop personalized professional development plans.