

# Soaring To **R1** and Beyond:

Driving Institutional Excellence through Institutional Research and Assessment

Volume 24 Edition 1



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# Meet The IRA Team

“Soaring to R1 and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



**Kyron Carter**

Director of  
Institutional  
Research



**Pavithra Suresh, PhD**

Associate Director of  
Assessment



**Amleset Abrhale,  
MBA**

Senior Research  
Analyst



**Anil Lalwani, PhD**

Institutional  
Assessment Specialist



**Sonum Punshi**

Data Analyst



**Alexis Laster, MS, GCP**

Graduate Assistant



**Ruth Franks, MDiv**

Administrative  
Officer



**Daphne B. Bernard,  
PharmD, RPh**

Associate Provost,  
Institutional  
Accreditation and  
Assessment

# New Hires and Promotions

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



## Meet Mr. Kyron Carter

*Director of Institutional Research*

Born in Trinidad and Tobago, Kyron is the youngest of three siblings who all attended Howard University. He graduated from Howard University with a Bachelor of Science in Systems and Computer Science in 2017. He later returned to Howard University and earned his Master's of Business Administration with a concentration in Supply Chain Management in 2022.

He is a progress-focused and highly motivated Software Engineer with a long-standing background of 10+ years in the Higher Education industry. He has a track record of dependability, initiative, and throughout the course of his career, has perfected his programming and software engineering skills.

In his roles at the University, he has contributed innovation, collaboration, and software testing toward team efforts and business improvements. He is progressive-minded and in tune with new developments in his field. He enjoys collective brainstorming sessions which allow him to coordinate activities to achieve a common goal.

In his current role, he looks forward to supporting the University's needs by providing precise, reliable, and consistent data.

# New Hires and Promotions

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



## Meet Anil Lalwani, Ph.D

*Institutional Assessment Specialist*



Dr. Anil Lalwani is an educator, researcher, and assessment professional with an interdisciplinary training background in Applied Psychology, Educational Research, and Adult Education.

They bring a range of assessment experience after having provided assessment planning and support at the college level at Cleveland State University, then university level at the University of Vermont, and most recently in the Division of Student Affairs at Virginia Tech.

Anil is interested in employing assessment to showcase student learning both inside and outside the classroom. Anil is also interested in applications of equity and access when addressing questions of urban education, be it in curricular, co-curricular, or extra-curricular contexts.



# New Hires and Promotions

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



## Meet Sonum Punshi

*Data Analyst*

Sonum Punshi joined the Office of Institutional Research at Howard University in November 2024 as a Data Analyst. With a strong background in data analysis and visualization, Sonum excels at transforming complex datasets into actionable insights. Her expertise spans Python, SQL, and Power BI, and she is certified in AWS Cloud and Lean Six Sigma.

Sonum's professional focus includes analyzing student success metrics, enrollment trends, and survey data to support institutional decision-making. Passionate about diversity and inclusion, she has previously conducted large-scale data analyses on equity in education, contributing to meaningful policy improvements.

Sonum's ability to uncover patterns and present data through interactive dashboards makes her a valuable asset in enhancing program effectiveness and driving organizational impact.

# Assessment Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Howard Annual Assessment Process

commonly called HAAP

noun. *the process to which Howard University assesses their academic and administrative units for continuous improvement*

### Academic HAAP

outcomes and measures

79%

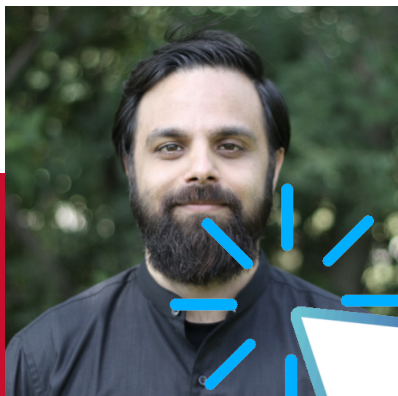
completion rate for the 24-25  
academic year.

### Administrative HAAP

outcomes and measures

64%

completion rate for the 24-25  
academic year.



*We Need Your Support!*

Our goal is to achieve 100% completion rate for this academic year. If you have not submitted your plans and need assistance, please contact Dr. Anil Lalwani via email [here](#).



# Assessment Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## What else is “HAAP”ening with HAAP?

*pun well intended*



JOIN US

## Upcoming IDEAS Meeting

The Howard Interdisciplinary Evaluation and Assessment Society (IDEAS) offers a dynamic, collaborative forum to Howard community members to discuss and determine effective assessment strategies across academic and non-academic programs.

February

27



Not a member? Sign up [here!](#)

# Assessment Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Course Evaluations

The Office of Institutional Research and Assessment (IRA)  
conducts end-of-course course evaluations across the university.

Bison Wonders...

How are course  
evaluations  
implemented?

The Answer is.....

in **THREE** easy steps

Students are given TWO weeks to complete their evaluations for each enrolled course.

Evaluations are anonymized and withheld until after grades are submitted and the course ends.

After grades are submitted, faculty/instructors can access their evaluations.

**Soooo....What's the verdict  
for Fall 2024?**



# Assessment Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Course Evaluations

**19 Questions** assessed both the instructor and course.

**5,632 Courses** were evaluated over 14 schools and colleges.

**WOW!** **72,842 Evaluations** were dispersed to students.

Our amazing students completed:

**49,214**

course evaluations, indicating a

**4.09 Average Rating for Courses**

**4.18 Average Rating for Instructors**

**2%**

Increase from last year

Click Bison to access the course evaluations dashboard!

Well done,  
Bison..but let's  
do better.



# Assessment Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Course Evaluations



As we continue to strive for continuous improvement, the Assessment Team has conducted research on the attitudes and perceptions of HBCU students toward course evaluation systems.

Drawing from a survey sent to 3,000 students and a series of focus groups and interviews, we are happy to present our findings to the Howard Community.



# Join Us!

On Tuesday, March 18th at 11am, to learn more about this groundbreaking research led by the Assessment Team: Dr. Pavithra Suresh, Dr. Anil Lalwani, Ms. Alexis Laster, and former Institutional Effectiveness Director Ms. Taneika Thompson.





# Assessment Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Graduating Student Exit Surveys

GSES

The purpose of this survey is to identify post-Howard plans for graduating students, and to let them reflect on their time at Howard University. This survey is distributed semesterly.

For AY 2023-2024



34%

Response Rate from Graduating Seniors

32%

Response Rate from Graduate/Professional Students

866 Total Responses

### Noteworthy Findings

	Total	Seniors	Graduate Professionals
Gained work experience while enrolled at Howard University	77%	79%	70%
Enrolled in or plans to earn another degree	31%	35%	20%
Have acquired gainful employment	71%	70%	72%

To view disaggregated GSES data, [click here](#) to access the dashboard.

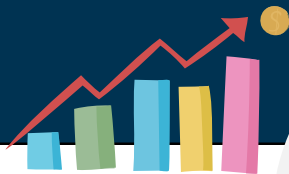
# Institutional Research Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

**The mission of Institutional Research (IR) is to provide assistance and leadership in support of the University colleges/schools and programs by collecting and disseminating information for planning and informed decision-making.**

## YOUR GATEWAY TO HU DATA

Academic and operational metrics supported through transparency and accountability



## INFORMED DECISION MAKING

Helping deans, faculty, students, and researchers drive data-informed strategies



## INSTITUTIONAL DATA

## HOWARD'S IMPACT

Explore key university trends, Howard's growth and influence, and more.



## EXPLORE & ENGAGE

Find the common data set, IPEDS reports, dashboards, student outcome metrics, and more!



**Curious about the institution's upcoming surveys and data requests? Click [here](#) to access the IR calendar.**

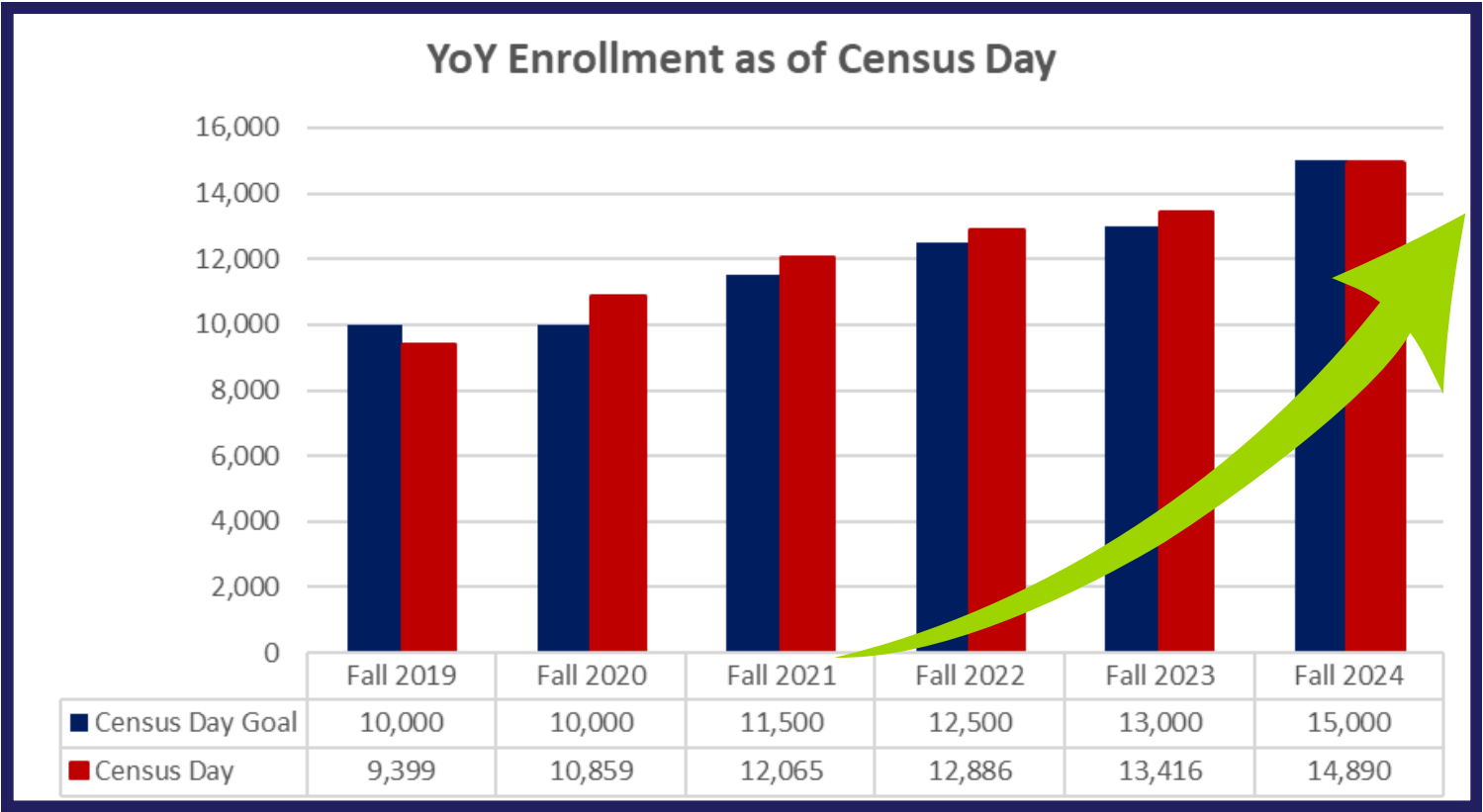




# Institutional Research Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Fall 2024 Total Enrollment



### Key Findings from the Census Report

- Total student enrollment increased by nearly **11%** compared to last year’s census (14,890 vs. 13,416).
- Since 2017, our total enrollment has increased nearly **58%**!



# Institutional Research Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Fall 2024 Enrollment

by Schools and Colleges

School/College	Male	Female	Total
Cathy Hughes School of Communications	252	680	932
Chadwick A. Boseman College of Fine Arts	134	319	453
College of Arts & Sciences	929	3625	4554
College of Dentistry	111	204	315
College of Engineering & Architecture	656	583	1239
College of Medicine	233	270	503
College of Nursing & Allied Health Sciences	148	1346	1494
College of Pharmacy	65	123	188
Consortium	21	24	45
Dual Enrollment	540	821	1361
Exchange Program	1	2	3
Graduate School	308	527	835
School of Business	670	1005	1675
School of Divinity	28	48	76
School of Education	41	175	216
School of Law	211	333	544
School of Social Work	72	385	457
Total	4,420	10,470	14,890

# Institutional Research Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Special Mention Enrollments

Fall 2024 Enrollment by Student Type

Student Type	Male	Female	Total
Continuing	2,807	6,875	9,682
First-Time-in-College	673	2,065	2,738
Transfer	73	117	190
First-Time-Graduate	129	281	410
First-Time-Professional	169	274	443
Other*	569	858	1,427
Total	4,420	10,470	14,890

\*Other includes: Consortium, Dual Enrollment, Exchange Student, Post Baccalaureate, Special Program, and Visiting Student.

## Noteworthy findings from the Census Report

- There has been a **12%** increase in undergraduate men
- And a **5%** increase in graduate women



# *Institutional Research Updates*

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Data Request Process

The Institutional Research Office handles student data as it relates to the following:

**Enrollment  
(official Census  
data)**

**Retention,  
Graduation,  
Transfer, and  
Attrition Rates**

**Cumulative and  
Term GPAs at  
the Program  
Level**

**Number of  
Completions  
(as reported to  
IPEDS)**

**Incoming  
Student Class  
Profiles**

**If you are an HU faculty or staff and need institutional data, follow these simple steps.**

**1**

Review the information available on IR's webpage.

**2**

If the information desired cannot be found on the webpage, then please complete the data request form.

**3**

Provide as much advanced notice as possible if you are working with a deadline. The current turnaround time is 2-3 business days depending on capacity and complexity of request.





# Accreditation Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## What's the BIG DEAL with accreditation?

*Here are three reasons why accreditation matters.*

1

Attending an accredited program assures potential employers that students have received a quality education.

2

Other colleges will recognize your coursework as that of quality and rigor when pursuing advanced degrees.

3

Programmatic accreditation is especially necessary for professional, high-demand, skill-specific fields.

Graduating from an accredited program ensures that our degrees, as well as any certifications or licenses you get afterward, hold value in the competitive job market.



# Accreditation Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

# Congratulations!



## Clinical Psychology PhD Program

The Clinical Psychology PhD program at the Howard University School of Education has successfully been reaffirmed for accreditation by the American Psychological Association's Commission on Accreditation. This decision was reached during the commission's recent meeting held from October 16-19, 2024.

## What does this mean?

This reaffirmation secures the program's accreditation status through 2029, underscoring our ongoing commitment to providing top-tier educational standards. Accreditation by the American Psychological Association (APA) is not just a status but a reflection of our program's adherence to rigorous criteria, ensuring we offer a curriculum that is both robust and relevant in preparing future leaders in the field of psychology.

# Accreditation Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

## Why Does APA Accreditation Matter?

APA accreditation is paramount in the field of psychology, as it ensures:



**Quality Assurance:** Meeting standards that reflect the consensus of the field on what quality training involves.



**Public Trust:** Ensuring students, professionals, and the public that our program meets national standards for education in psychology.



**Professional Development:** Graduates from an APA-accredited program stand out in the job market and are recognized for having completed a program that meets the highest educational standards.



The Howard University PhD program in Clinical Psychology prepares students for careers in clinical practice, research, and academia, focusing on the relationship between human diversity and psychological health.

The curriculum combines rigorous coursework, practical training, and research opportunities, culminating in a dissertation that advances knowledge in the field.

Students benefit from strong partnerships with leading clinical training sites and have the chance to engage in international research programs, ensuring comprehensive training in addressing mental health in diverse communities.



As we celebrate this achievement, we also look forward to continuing our tradition of excellence and innovation in the field of psychology. We are committed to advancing our curriculum, enhancing our research opportunities, and fostering the professional growth of our students.

**Thank you to all our faculty, staff, students, and alumni who contribute tirelessly to the success of our programs.** Your hard work and dedication are evident in this significant achievement.

Here's to continuing our journey of excellence and making a difference in the lives of individuals and communities around the globe.



# Accreditation Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

**ICYMI!**

**In Case You Missed It!**



## **Successful Inaugural Accreditation Workshop entitled:**

# **“THE PLAYBOOK”**

## ***A Milestone in Our Accreditation Journey***



We are excited to announce the successful completion of our inaugural Accreditation Workshop: "The Playbook", held on January 28th, 2025.

This event, a collaboration between the Office of Faculty Development and the Accreditation Liaison Officer in the Office of the Provost.

This was a major success with strong participation from representatives of nearly all of the university's 39 accredited programs and academic training centers.



# Accreditation Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



## “THE PLAYBOOK”

### The workshop aimed to:

- **Introduce faculty** to the principles and processes of specialized and regional accreditation – helping to ensure that we are all aligned in understanding the standards and expectations for accreditation.
- **Provide an overview** of how accreditation impacts academic programs and why it matters – emphasizing the importance of maintaining accreditation for the continued success and recognition of our programs.
- **Equip faculty** with the knowledge and tools needed to contribute effectively to the accreditation process – empowering faculty members to take an active role in ensuring our programs remain strong and accredited.

### Our exceptional guest speakers:



**Dr. Rubin Patterson,**  
Dean of the **College of Arts and Sciences**



**Dr. Melania Carter,**  
Associate Provost & Director of the Center  
for **HBCU Research, Leadership, and Policy**

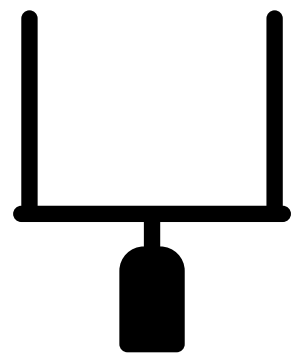
# Accreditation Updates

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



## “THE PLAYBOOK”

Both institutional and specialized program accreditation are essential for ensuring our academic programs meet rigorous quality standards, remain competitive, and provide our students with the education and credentials they deserve.



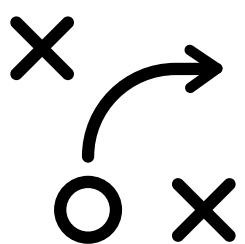
We are grateful for your active participation and look forward to further workshops and resources that will continue to support the accreditation process in the future.

As we continue to advance in this process, it’s crucial to remember that accreditation is not just about compliance but about demonstrating our commitment to continuous improvement and academic excellence.

Together, we will ensure our programs maintain their excellence and uphold the high standards we strive for as a university.

The Office of the Provost and the Accreditation Liaison Officer (ALO) are committed to providing the necessary guidance and support to all programs throughout the accreditation reaffirmation process.

**THANKYOU**  
**for your dedication and**  
**commitment to our continued**  
**success!**



We believe this workshop marks the beginning of a sustained effort to equip faculty with the knowledge and tools needed to ensure ongoing success in our accreditation journey.



# Accreditation Updates

“Soaring to R1 and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

*noun. the process of reviewing and evaluating of the quality of higher education institutions and their academic program offerings.*

## BREAKING NEWS

LIVE

**Howard University** celebrates the monumental achievement of becoming the **first HBCU** to receive the Carnegie Foundation's **R1** designation.



The R1 classification indicates that a school has very high research spending and produces many doctoral graduates.

**WELL  
DONE!**

**BISON!**





# Staff Highlights

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



## **Dr. Pavithra Suresh** **Associate Director of Assessment**

**Received her PhD in Cultural Studies**

**Presented her dissertation research at the National Women's  
Studies Association Conference**

**Appointed board member of South Asian Public Health  
Association (SAPHA)**

## **Ms. Amleset Abrhale** **Senior Research Analyst**

**Enrolled in the MS in Applied Data Science and  
Analytics Program**

**Completed the Data Analytics in R for IR Professionals**

**Participated in the NEAIR and MdAIR conferences**

**Selected as a participant in the competitive National  
Center for Education Statistics (NCES) Data Institute**



## **Ms. Sonum Punshi** **Data Analyst**

**Became a AWS Certified Cloud Practitioner**

**Contributed to a research study for Racial Bias  
Experienced by Art Educators**

**Graduated *Magna Cum Laude* with a BS in Computer  
Science from The University of Texas at Arlington**





# Staff Highlights

“Soaring to RI and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



## Dr. Anil Lalwani Institutional Assessment Specialist

Joined the Assessment Team in January 2025

Published an article in the *Journal of Educational Evaluation and Policy Analysis*, entitled “Mapping matriculation: Queer and trans college students rights, affordability, and enrollment trends by state”

## Ms. Ruth Franks Administrative Officer

Accepted a position as the Director of Christian Education at Kingdom Life Fellowship Church in Fairview, Texas



## Ms. Alexis Laster Graduate Assistant

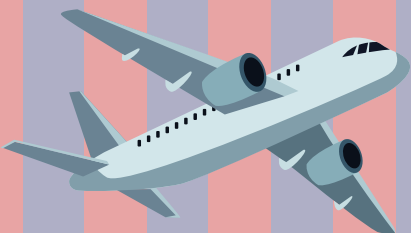
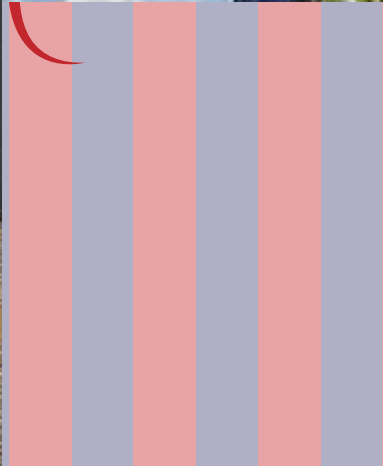
Passed her dissertation proposal entitled “*The Black Student Parent Experience: An Exploration of Institutional Practices for Student Parent Servingness*”

Presented research at the Association for the Study of Higher Education (ASHE) Conference, American Educational Research Association (AERA), and the Assessment Institute



# IRA On The Move

“Soaring to R1 and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”



# What's Next?

“Soaring to R1 and Beyond: Driving Institutional Excellence through Institutional Research and Assessment”

# Looking Ahead



**Click the  
calendar to  
access  
upcoming  
workshops,  
presentations  
and course  
evaluation  
timelines!**



# SAVE <sup>THE</sup> DATES

Join us for our annual  
Data & Assessment Day Conference  
on April 15-16, 2025!

**DATA &  
ASSESSMENT  
DAY  
CONFERENCE**

**APRIL 2025**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		01	02	03	04	05
06	07	08	09	10	12	13
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

This year, all sessions will be hosted on Zoom. We welcome you to join us in person on the afternoon of April 16 for a reception. More details, including a schedule and registration, are coming soon.



# Soaring To **R1** and Beyond:

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Volume 24 Edition 1



Your collaborations, partnerships, and support have helped us soar to greater heights! The IRA team thanks each of you!