

Initial Draft Concept Study

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HIED 850: Analyzing Faculty Workload, Performance, and Compensation

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February 27, 2022

Stock and Flow Analysis of International Student Affairs Officers

I plan to conduct a stock and flow analysis of international student affairs officers at major research universities. I will be focusing on the composition of faculty within international student affairs departments as well as their progression through the departmental “career ladder” (Penn State World Campus, n.d.b, para.1). Compositional traits of interest include citizenship, ethnicity, highest degree attained, and gender. Analyzing these traits should provide sufficient support for both diversity inclusion and equity analysis. Career progression indicators include hiring frequency, retention duration, and retirement from the department (Penn State World Campus, n.d.a). Institutions of interest will be North Carolina State Institution and its sixteen constituent peer universities which were chosen following “a cluster analysis and based on IPEDs data from the 2018-2019 reporting year” (NC State, n.d., para. 2).

Discussion

Supporting Data

I will find supporting data through the Integrated Postsecondary Education Data System (IPEDS), university websites, institutional benchmark reports, and the Institute of International Education (IIE). I have chosen to analyze major research universities because they often make benchmark data and faculty composition data publicly available. IIE yearly publishes a yearly report from 1919 to 2021 which evaluates many aspects of international higher education available in America. Although I will not have access to the entirety of the open doors report, I should be able to access relevant data about international student support that is not accessible directly through the institutional websites.

Caveats

Most stock analysis data points should be available through IPEDS, but missing data will likely need to be subsidized with benchmark or yearly reports from the institutional websites. In these cases, gathering and comparing data from individual institutions will require substantial effort. One concern is that international student affairs staff members will not be evaluated as a separate department from general student affairs staff members. In this case, the role group of interest will need to be altered. Additionally, if institutions do report international student affairs staff members as a unique department, it is possible that titles and positions will vary among institutions making direct comparisons difficult. Finally, I am not an employee at any of the institutions of interest, so I will not have access to internal administrative data systems.

External Forces

Stock and flow analysis seems to be an analysis of quantifiable data rather than qualitative or self-reported data necessary for measuring faculty happiness and fulfillment or workload studies. There may be slight self-reporting bias regarding citizenship and nationality for dual-citizens.

Previous Conditions that Could Affect Findings

A major previous condition that could affect the stock and flow analysis of international student affairs advisors is the ongoing COVID pandemic. The pandemic has drastically altered the accessibility and desirability of studying internationally, meaning departments may have downsized in response. It is also possible that institutions that value strategic planning and program prioritization have re-evaluated the value placed on international education in either their short- or long-term goals. Either of these conditions could drastically affect the findings of this investigation.

References

NC State University. (n.d.). Institutional Strategy and Analysis: Peer Universities. NC State University. <https://isa.ncsu.edu/facts-comparisons/peer-universities/>.

Penn State World Campus. (n.d.a). Lesson 5: Data and Associated Analyses for Faculty and Related Personnel. In HIED 850 Canvas: Spring 2022.
<https://psu.instructure.com/courses/2156540/modules/items/34055254>.

Penn State World Campus. (n.d.b). Lesson 6: Stock & Flow and Disciplinary Influences. In HIED 850 Canvas: Spring 2022.
<https://psu.instructure.com/courses/2156540/modules/items/34055263>.

Questions Regarding My Analysis

1. Should my analysis focus on one institution or on several institutions (like I proposed above)?
2. Is it realistic to evaluate international department staff, or should I extend my focus to student affairs officers in general?
3. Are IPEDS and the institutional websites likely to provide enough information for a stock and flow analysis? I chose to conduct a stock and flow analysis because it seemed to require data that is accessible to the public, but am interested to see if you agree.
4. Regarding the type of analysis conducted, is a stock and flow analysis enough for this project, or should I also investigate salary, fulfillment, or workload studies as well?