

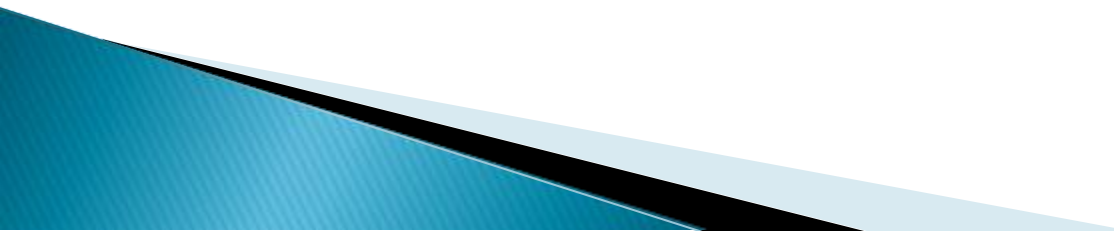
# Faculty Advisor/ Advisee Matching

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# Disclosures

Scott Helf is co-founder of **PROGRESS IQ**

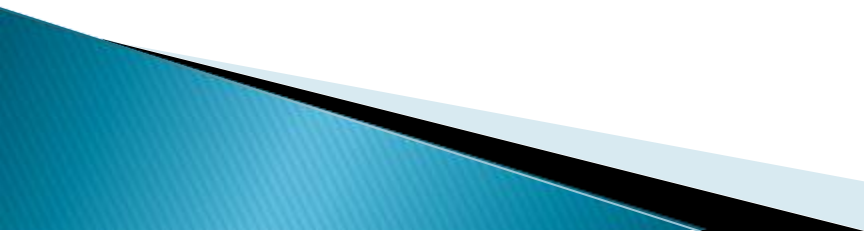
# 2013 Environmental Scan

- ▶ Some discontentment from grads
  - ▶ SIGN support system overloaded
  - ▶ Minimal advisor development
  - ▶ Few structured interactions
  - ▶ Random advisor matching
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# 2014 Changes

- ▶ Bolstered faculty advisor development
    - Advisor guidebook, case studies, 1-on-1 trainings
  - ▶ Established structured advisor interactions
    - House mixer, egg drop, faculty chat, trivia nights
  - ▶ Developed advisor matching study
    - Match Survey
      - Gender, advising style, interests, faith, children, specialty
    - Satisfaction Survey
      - Meet expectations, pick advisor again, change advisors, like most/least about advisor
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# Matching Study

- ▶ Hypothesis: Students who are intentionally matched with advisors based on common interests and advising style are more satisfied with their advising relationship than are students who are randomly matched with a faculty advisor.
  - ▶ Experimental & Control Groups
  - ▶ Double-Blind
  - ▶ Each Advisor – 2 matched & 2 not matched
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# Matching Algorithm

- ▶ Same survey: faculty (f) and students (s)
- ▶ Students weight question (q) blocks
- ▶  $50f \times 100s = 5,000 \text{ pairs}$  possible

# Matching Algorithm

- ▶ Create all pairs (fs)
- ▶ Assign scores:
  - If  $q1f = q1s$ , then 1, else 0
  - If  $q2f = q2s$ , then 1, else 0
  - ...do for all question blocks
  - Then multiply weight per question block
  - Add together = fs score

# Matching Algorithm

- ▶ Sort fs pairs by highest to lowest scores
  - (Use random sorting where fs pair scores are equal)
- ▶ Delete and Match:
  - If f match  $> 2$ , then delete
  - If s match  $> 1$ , then delete
  - Else, keep fs pair
    - Takes Excel about 20 minutes
      - 5,000 fs pairs to 100 matches



# 2015 Satisfaction Survey Analysis

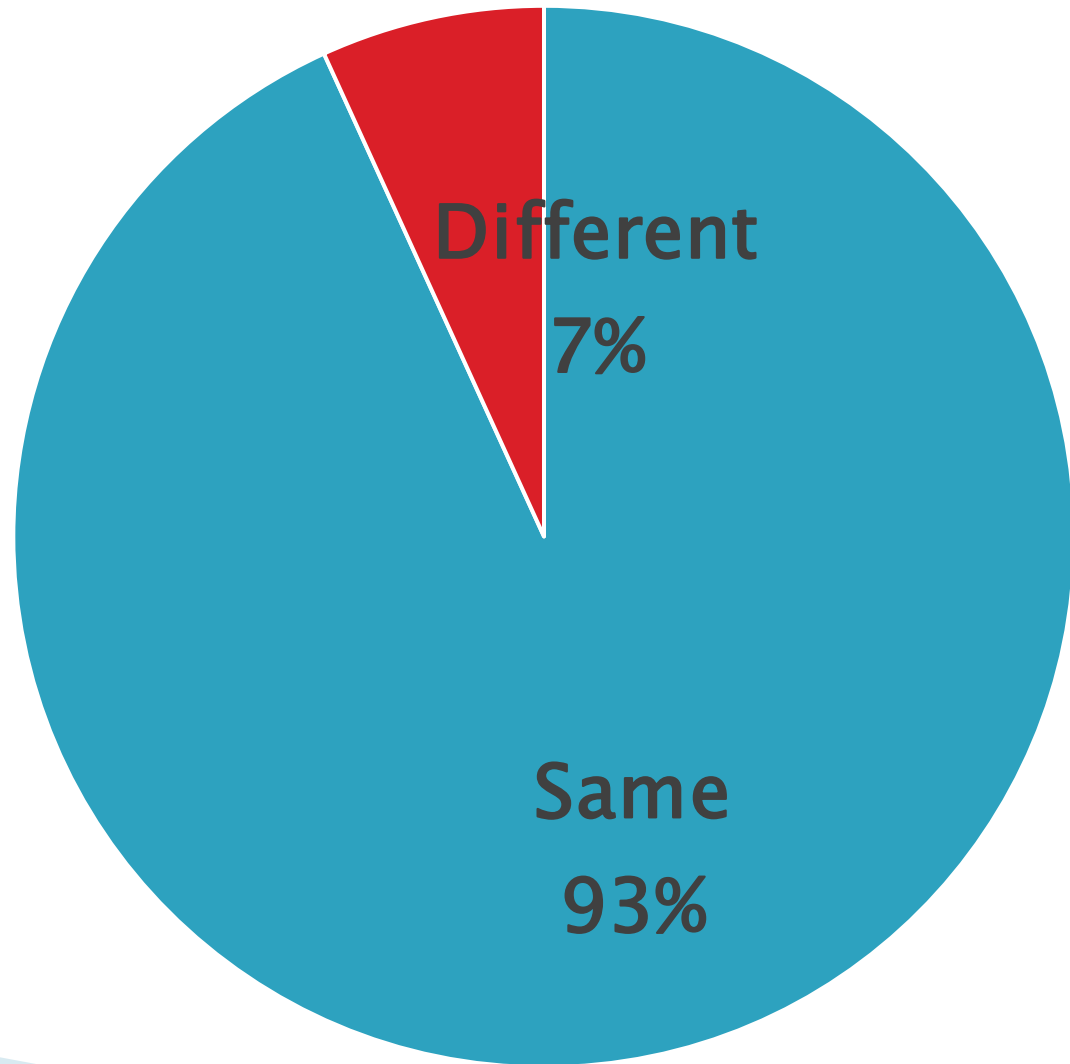
	Intentionally Matched	Randomly Matched	p Value
How well did your current advisor meet your advising expectations?	3.98/5.00	3.51/5.00	.04
Given a choice, would you have picked this advisor for yourself?	65%	47%	E -14
Did you request a new faculty advisor this year?	.09%	.02%	NA

# Academic Performance

	Match Score	
	<i>r</i>	<i>p</i>
GPA Pre-Clinical	0.006	0.934
COMLEX 1	-0.006	0.968

No Significant Correlation

# Curious Case of Gender Matching, DO 2021



# Highest Weighted, DO 2021

Question	%
Specialty	43
Advising Style	35
Interests	16
Gender	3
Faith	3
Children	1

# Lowest Weighted, DO 2021

Question	%
<b>Children</b>	<b>64</b>
Faith	20
Gender	13
Specialty	2
Advising Style	1
Interests	0

# Next Steps

- ▶ Graduate Survey
  - Graduates who were intentionally matched are more likely to give back to the college (time/\$).
  - Graduates who were intentionally matched are more likely to recommend us to a friend.
  - Graduates who were intentionally matched are more likely to believe they got ‘bang for their buck’.
- ▶ Revise algorithm & surveys for class of 2022

# Discussion

# Thank You!

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