



## Student Wellbeing Key Performance Indicators: Baseline Data Report

### Background of the Development of Key Performance Indicators

This document presents information on the student key performance indicators (KPIs) of the USC Well-being Collective, developed in partnership between USC Student Affairs, USC Student Health and other campus partners.

Through consultation with the USC Well-being Steering Committee, eight KPIs were selected from measures in the Healthy Minds and AlcoholEdu Surveys. These KPIs will be used to measure USC's progress toward achieving the common agenda of strengthening a culture driven by student wellbeing.

### Data Sources

KPIs in this document were selected from measures in the Healthy Minds Study I (HMS I) in the spring of 2018, the Healthy Minds Study II (HMS II) in the fall of 2018, and the 2018-2019 AlcoholEdu Survey in May 2019.

USC contracted the University of Michigan to implement the HMS in two phases in 2018. The HMS provides a detailed picture of mental health and related issues in college student populations. Schools typically use HMS data to identify needs and priorities, benchmark against peer institutions, evaluate programs and policies, plan for services and programs, and advocate for resources. HMS is approved by the Health Sciences and Behavioral Sciences Institutional Review Board at the University of Michigan.

The first phase of the HMS was conducted from March to April, 2018. The HMS I included KPIs related to positive mental health, at-risk drinking, student experience of sexual assault, and upstanding behaviors. A sampling of 15,239 students: random sampling of 4,000 undergraduates and 4,000 graduate students at the University Park Campus (UPC), census population of 3,239 students at the Health Sciences Campus (HSC), and a random sampling of 4,000 undergraduate and graduate students from online programs were invited to participate in the HMS I. The overall participation rate for the HMS I was 29.8% (N = 4,543). Responses were weighted through the raking method by sex, race/ethnicity, degree program, and online or on-campus status to proportionally match actual student population. The student population data was provided from the Office of Institutional Research.

The second phase of the HMS was conducted from October to December 2018. The HMS II focused the KPIs related to sense of belonging, perceptions of fair and equitable treatment inside and outside of classrooms and other issues related to equity and inclusion. A total of 3,187 students out of 11,937 students (randomly sampling of 4,000 undergraduates and 4,000 graduate students at UPC and a census population of 3,937 graduate students at HSC) completed the HMS II. Similarly to HMS I, responses were weighted through a raking method to better represent the entire student body. Data were weighted on gender, race/ethnicity, campus, and degree type using data provided by the Office of Institutional Research.

AlcoholEdu is a research-based online alcohol education program designed to assist students in developing personal decision-making skills regarding alcohol use in college. All incoming first year and transfer undergraduate students are required to complete AlcoholEdu before the start of the semester and after six weeks in their first semester. Data on the rate of at-risk drinking among incoming undergraduate students were analyzed from the 2018-2019 AlcoholEdu Survey III as of May 1, 2019.

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Data were not weighted because all of USC first year and transfer undergraduates (N = 6,242) were required to complete the survey.

### Defining Key Performance Indicators

**KPI 1: Positive sense of belonging.** Sense of belonging is a composite index of 5 items (The Healthy Minds Network, 2018):

- I feel valued as an individual at this school
- I feel I belong at this school
- I have considered leaving this school because I felt isolated or unwelcomed (reversed coding)
- This school is a place where I am able to perform up to my full potential
- I have found one or more communities or groups where I feel I belong at this school

Respondents rated their agreement with these items from (1) strongly disagree to (5) strongly agree. Students with positive sense of belonging have a score of at least 20 out of 25 points on this index, an average of at least 4 on all items.

**KPI 2: Perception on being treated fairly and equitably in classrooms and classroom settings.**

Respondents rated their agreement from (1) strongly disagree to (5) strongly agree if 'I am treated fairly and equitably in classrooms and classroom settings,' (The Healthy Minds Network, 2018). Students who feel they are treated fairly and equitably answer either (4) agree or (5) strongly agree.

**KPI 3: Perception on being treated fairly and equitably out-of-classroom university spaces.**

Respondents rated their agreement from (1) strongly disagree to (5) strongly agree if 'I am treated fairly and equitably in out-of-classroom university spaces,' (The Healthy Minds Network, 2018). Students who feel they are treated fairly and equitably answer (4) agree or (5) strongly agree.

**KPI 4: Positive Mental Health.** Measured using the Flourishing Scale (Diener et al., 2010) with 8 items including:

- I lead a purposeful and meaningful life
- My social relationships are supportive and rewarding
- I am engaged and interested in my daily activities
- I actively contribute to the happiness and well-being of others
- I am competent and capable in the activities that are important to me
- I am a good person and live a good life
- I am optimistic about my future
- People respect me

Participants rated their agreement from (1) strongly disagree to (7) strongly agree. People with a positive mental health score 48 or more out of 56 in the scale, an average of at least 6 for all the items.

**KPI 5-6: At risk-drinking.** At-risk drinking is defined as 4 or more drinks for women and 5 or more drinks for men in one occasion (National Institute on Alcohol Abuse and Alcoholism, 2015).

**KPI 7: Sexual assault.** Participants were asked: 'In the past 12 months, has anyone had unwanted sexual contact with you? Please count any experience of unwanted sexual contact, e.g., touching of your sexual body parts, oral sex, anal sex, sexual intercourse, and penetration of your vagina or anus with a



finger or object] that you did not consent to and did not want to happen regardless of where it happened.’ (The Healthy Minds Network, 2018).

**KPI 8: Upstanding Behaviors.** Upstanding Behavior is measured by students who have intervened for someone in at least one of the following situations: 1) drinking too much; 2) at risk of being sexually assaulted; 3) using harassing language towards others; 4) under emotional distress or suicidal; and 5) physical altercations (The Healthy Minds Network, 2018).

**2018-2019 Baseline Results and 2025 Target Results of the 8 Key Performance Indicators**

The following table demonstrates the 2018-2019 results and 2025 targets of the 8 KPIs.

For example, indicator #1 shows that 43.1% of USC students had positive sense of belonging according to the HMS II in the fall of 2018. Indicator #6 shows that 22.4% of incoming undergraduate students (first year and transfer students) were engaged in at-risk drinking after spending 6 weeks on campus.

It should be noted that USC’s 2025 targets were calculated by following the ACHA Healthy Campus 2020 target setting methodology of 1% change from the baseline for each subsequent year. For 2025 targets, it is 6% change from the 2018-2019 baseline number in each KPI. For example, 6% x 43.1% of KPI 1 = 2.6%. Therefore, KPI 1 Target = 43.1% + 2.6% = 45.7%.

No	Key Performance Indicators	Data Source	2018-2019 Baseline Results	2025 Target Results
1	% of students with positive sense of belonging*	HMS II	43.1%	45.7%
2	% of students who feel they are treated fairly and equitably in classrooms and classroom settings*	HMS II	84.2%	89.3%
3	% of students who feel they are treated fairly and equitably in out-of-classroom university spaces*	HMS II	79.6%	84.4%
4	% of students with positive mental health	HMS I	45.3%	48.0%
5	% of students who engage in at-risk drinking in the past 2 weeks	HMS I	38.6%	36.3%
6	% incoming undergraduate students who are at-risk drinkers after 6 weeks on campus	AlcoholEdu III	21.4%	20.1%
7	% of students who experience sexual assault in the last 12 months	HMS I	7.4%	7.0%
8	% of students who report upstanding behaviors*	HMS I	34.6%	36.7%

\*Data from KPI 1-3 and 8 were derived from only students who were enrolled in an on-campus program at UPC and HSC. Online students were not asked these questions from the datasets.



Disaggregated KPIs: 2018 Baseline Results from the HMS II					
Participant Characteristics			KPI 1 Positive Sense of Belonging	KPI 2 Fairness and Equity inside of the classrooms	KPI 3 Fairness and Equity outside of the classrooms
	N	%	%	%	%
<b>Overall</b>	3,133		43.1%	84.2%	79.6%
<b>Race/Ethnicity</b>					
<b>Domestic students</b>					
- Asian	539	17.2%	39.7%	87.2%	80.2%
- Black/African American	195	6.2%	34.4%	73.0%	74.2%
- Latinx/Hispanic	496	15.8%	40.2%	79.1%	73.8%
- Middle Eastern/Arab	47	1.5%	47.4%	81.1%	76.3%
- Mixed	148	4.7%	42.3%	76.0%	74.2%
- White	991	31.6%	49.9%	87.1%	84.3%
- Other/Unknown	26	0.8%	-	-	-
<b>International Students</b>					
- International Asian	585	18.7%	37.9%	87.3%	80.5%
- International Non-Asian	93	3.0%	44.9%	84.6%	79.5%
<b>Gender Identity and Sexual Orientation</b>					
- Cis-Heterosexual Male	1,196	38.2%	45.0%	88.1%	83.5%
- Cis-Heterosexual Female	1,389	44.3%	43.7%	83.6%	80.1%
- LGBTQ+	518	16.5%	37.1%	78.0%	70.9%
<b>First Generation<sup>1</sup></b>	918	29.3%	35.3%	79.2%	72.2%
Non-First Generation	2,175	69.4%	46.3%	86.5%	83.0%
<b>Registered with DSP<sup>2</sup></b>	146	4.7%	29.9%	76.0%	72.8%
Not registered with DSP	2,899	92.5%	43.8%	84.7%	80.1%
<b>Affiliated with military or ROTC<sup>3</sup></b>	94	3.0%	51.2%	84.3%	85.5%

<sup>1</sup> First Generation refers to students who would be the first generation in their family to graduate with a Bachelor's Degree.

<sup>2</sup> Registered with DSP refers to students with disability who had registered with the Disability Services and Programs at USC.

<sup>3</sup> Affiliated with military or ROTC refers to students who were currently in Reserve Officers' Training Corps (ROTC), in Military Reserves or National Guard, Now on active duty, on active duty in the past 12 months, or on active duty beyond the past 12 months.

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Not affiliated with military or ROTC <sup>4</sup>	2,954	94.3%	42.8%	84.2%	79.5%
Program of Study					
- Undergraduate	1,243	39.7%	42.0%	82.9%	80.9%
- Master's degree	1,539	48.4%	43.6%	85.1%	78.6%
- PhD and Professional Doctorates	402	12.6%	44.8%	85.6%	79.9%

<sup>4</sup> Not affiliated with military or ROTC refers to students who were never involved in ROTC, Military Reserves, National Guard or the US Military.



Disaggregated KPIs: 2018 Baseline Results from the HMS I						
Participant Characteristics			KPI 4 Positive Mental Health	KPI 5 At-Risk Drinking	KPI 7 Sexual Assault	KPI 8 Upstanding Behaviors
	N	%	%	%	%	%
<b>Overall</b>	4,543		45.3%	38.6%	7.4%	34.6%
<b>Race/Ethnicity</b>						
<b>Domestic students</b>						
- Asian	760	16.7%	40.9%	36.5%	6.7%	36.9%
- Black/African American	284	6.3%	62.3%	31.2%	8.3%	28.3%
- Latinx/Hispanic	691	15.2%	51.7%	39.2%	8.5%	28.9%
- Middle Eastern/Arab	99	2.2%	53.6%	33.0%	3.2%	32.9%
- Mixed	149	3.3%	46.4%	45.2%	11.0%	48.2%
- White	1,485	32.7%	45.7%	50.3%	11.8%	44.5%
- Other/Unknown	68	1.5%	41.5%	23.0%	8.1%	32.8%
<b>International Students</b>						
- International Asian	832	18.3%	38.8%	22.7%	3.1%	21.2%
- International Non-Asian	159	3.5%	33.8%	34.3%	4.4%	33.1%
<b>Gender identity and Sexual Orientation</b>						
- Cis Heterosexual Male	1,776	39.1%	44.5%	41.0%	2.0%	32.9%
- Cis Heterosexual Female	2,156	47.5%	50.0%	35.6%	10.7%	33.0%
- LGBTQ+	611	13.4%	31.5%	42.1%	15.8%	44.9%
<b>First Generation</b>						
Non-First Generation	3,147	69.3%	43.7%	41.5%	8.4%	38.0%
<b>Registered with DSP</b>						
Not registered with DSP	4,317	95.0%	45.7%	38.9%	7.7%	34.4%
<b>Affiliated with military or ROTC</b>						
Not affiliated with the military or ROTC	4,319	95.1%	45.0%	39.0%	8.2%	35.6%
<b>Program of Study</b>						
- Undergraduate	1,789	39.4%	37.4%	45.4%	13.4%	53.2%
- Master's degree	2,174	47.9%	51.1%	33.9%	4.7%	14.5%
- PhD and Professional Doctorates	573	12.6%	47.6%	34.7%	3.7%	22.6%

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<b>Disaggregated KPI: Baseline Results from 2018-2019 AlcoholEdu Survey III</b>			
<b>Participant Characteristics</b>			<b>KPI 6 At-Risk Drinking of Incoming Undergrads After 6 Weeks</b>
	<b>N</b>	<b>%</b>	<b>%</b>
<b>Overall</b>	6,248		21.4%
<b>Race/Ethnicity</b>			
<b>Domestic students</b>			
- Asian	1,298	20.8%	14.5%
- Black/African American	252	4.0%	16.3%
- Latinx/Hispanic	549	8.8%	16.1%
- Middle Eastern/Arab	-	-	-
- Mixed	713	11.4%	25.5%
- White	2,173	34.8%	31.0%
- Other/Unknown	131	2.1%	16.3%
<b>International Students</b>			
- International Asian	585	9.4%	6.1%
- International Non-Asian	386	6.2%	22.3%
<b>Gender Identity and Sexual Orientation</b>			
- Cis-Heterosexual Male	2,401	38.4%	22.4%
- Cis-Heterosexual Female	2,524	40.4%	22.5%
- LGBTQ+	904	14.5%	20.1%
<b>First Generation</b>	1,354	21.7%	13.9%
Non-First Generation	4,596	73.6%	24.5%
<b>Living with at least one disability</b>	179	2.9%	16.4%
No disability	6,013	96.2%	16.7%
<b>Served in the Military</b>	64	1.0%	9.5%
Not served in the military	5,852	93.7%	21.9%
<b>Program of Study</b>			
- Undergraduate	6,248	100.0%	21.4%

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### References

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