

Enlisting Faculty to Build Pathways That Reflect Students' Priorities

Part II

Audio Options

Refer to the Webinar Confirmation Email You Received in Your Inbox

Date Time: Jul 23, 2018 11:30 AM Eastern Time (US and Canada)

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. https://eab.zoom.us/j/477956446?tk=vv76BQ7-GGtJFFkF-Cv5w3gWr_whS5K-viY_kTcb9uQE.DQEAAAAHH0JXhZsS3ITZWJ1VVNSMJRzY2FFMWxxZ1NBAA

Note: This link should not be shared with others; it is unique to you.

[Add to Calendar](#) [Add to Google Calendar](#) [Add to Yahoo Calendar](#)

Or iPhone one-tap :

US: +16468769923,,477956446# or +16699006833,,477956446#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 646 876 9923 or +1 669 900 6833

Webinar ID: 477 956 446

International numbers available: <https://zoom.us/j/477956446>

Using Your Computer Speakers

If you select the "Computer Audio" option, please be sure that your speakers or headphones are connected.



Using Your Phone

If you select the "Phone Call" option, please dial in with the phone number and access code provided.



Throughout today's presentation, please use the meeting chat to ask questions and join the conversation.



Having trouble with Zoom? Email AshleyDavis@eab.com.

Audience Poll

Did you attend last week's session?

League for Innovation in the Community College

Cultivating Innovation in Community Colleges

- Leadership & Organizational Development
- Learning & Teaching
- Student Services
- Workforce Preparation & Development



www.league.org



We help schools support students from enrollment to graduation and beyond

➤ **ROOTED IN RESEARCH**

8,000+ Peer-tested best practices

500+ Enrollment innovations tested annually

➤ **ADVANTAGE OF SCALE**

1,900+ Institutions served

4.1 M+ Students supported by our SSMS

➤ **WE DELIVER RESULTS**

95% Of our partners continue with us year after year, reflecting the goals we **achieve together**

➤ Find and enroll your right-fit students

➤ Support and graduate more students



➤ Prepare your institution for the future



Cynthia Wilson, EdD

Vice President for Learning and
Chief Impact Officer

Wilson@League.org



Christina Hubbard, PhD

Senior Director, Strategic Research

CHubbard@eab.com



@CM_Hubbard

Serve Post-Traditional Learners With Allies

Combine Holistic Advising with Institutional Support

In their Own Words:

What has contributed to your success when so many other students don't persist?



**Academic, Personal &
Professional Balance**



**Integration of
Current Career**



**Connection to
College Faculty, Staff**



**Curricular
Guidance**



**Preparation for
Future Career**



**Connection
to Peers**

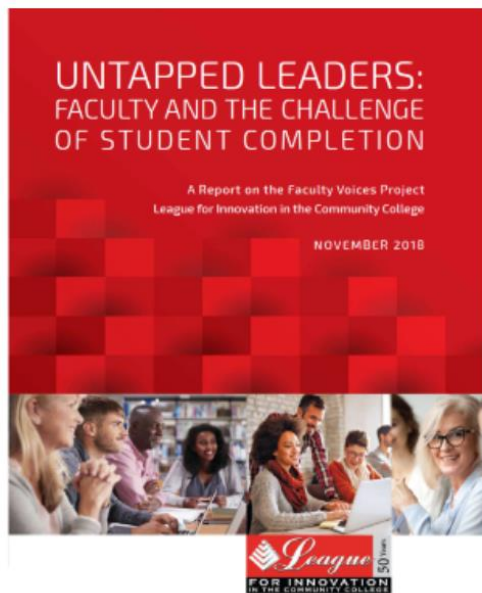
My current role can best be described as:

- Teaching faculty
- Faculty leadership (Dean, chair, etc.)
- Student services staff
- Cabinet-level administrator
- College president
- Other (please share in the chat)

League's Faculty Voices Project



9



Report is based on:

81

Discussion groups with
698 faculty

1000-1500

Faculty respondents across 2
national surveys

League's Faculty Voices Project

Three Key Faculty Viewpoints



- 1 Faculty question the validity of completion data and definitions of completion and show inconsistent awareness of institutional data on it.
 - 2 Faculty feel a lack of communication and collaboration about student completion initiatives.
 - 3 Faculty need resources to effectively implement strategies focused on student accountability, improving pedagogy to support diverse students, and implementing guided pathways.
-

- 1 Providing Faculty With Data
- 2 Collaboration Between Faculty and Student Services
- 3 Strategies to Support Today's Learners

1

Providing Faculty With Data

2

Collaboration Between Faculty and Student Services

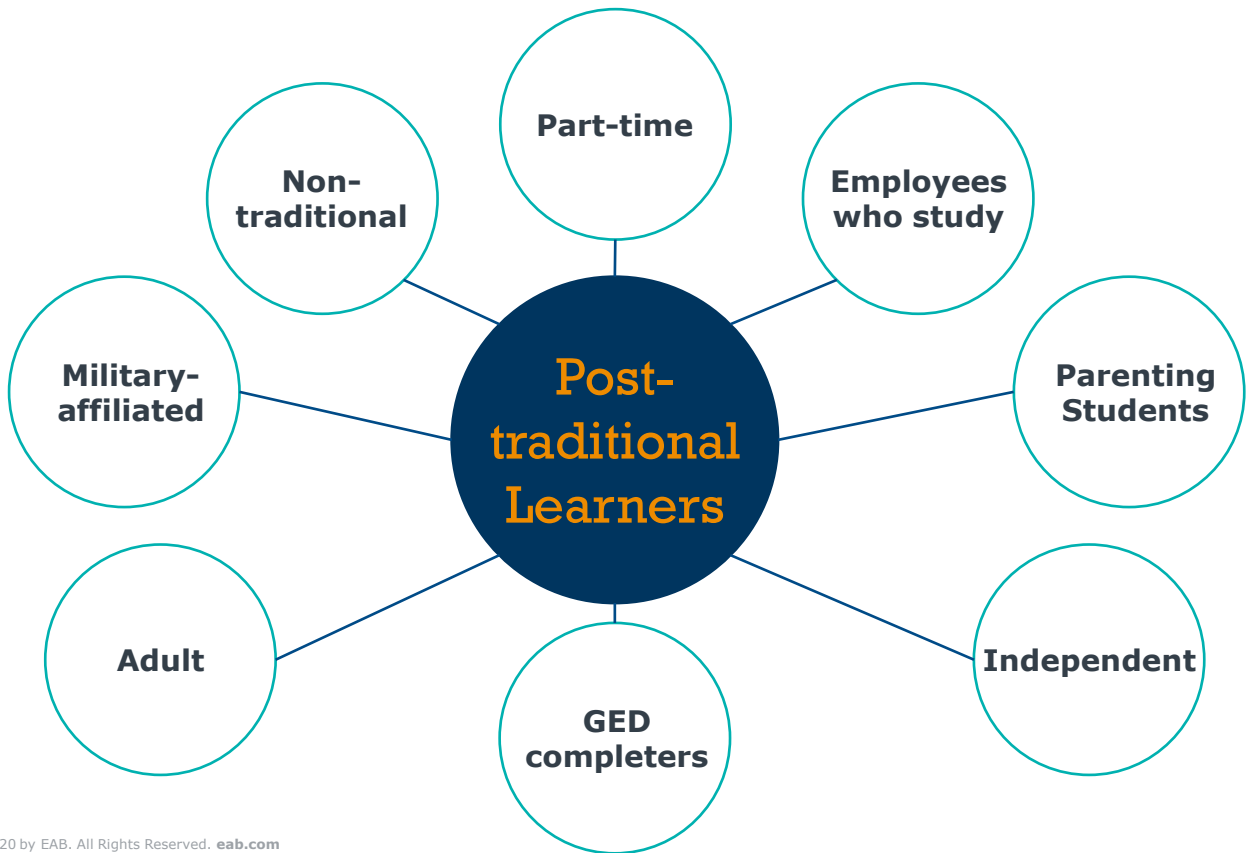
3

Strategies to Support Today's Learners

Today's focus.

Indicate in the survey at the end if you'd like a recording of last week's presentation.

Recognizing Our Student Body



Gone are Dependent, On-campus, 17-21 Year-olds

14



85%

of today's students
are post-traditional

Career Transitions Inspire Higher Education



College Education and Credentials Prepare Them for New Opportunities

Upskilling to Seek Promotion



*"I need to build skills
for my next step."*

Facing Replacement



*"My career doesn't
exist anymore."*

Returning to Workforce



*"I haven't worked in
a long time."*

Preparing for a Switch



*"I want a better job
in a different field."*

Getting the Run Around

Siloed Advising Knowledge Deters Students From Seeking Guidance

Answers In Different Locations Adds Time and Confusion

Students Must Make Separate Appointments to Tap Distinct Knowledge Sources



Advisor Knowledge

- Provides information about registration, transfer, and other college policies
- Refers questions about financial aid and other common student services

Student Constraints

- ✗ **Time:** Commuting and working students unable to make appointments
- ✗ **Knowledge:** New students may not know of advisor function
- ✗ **Confidence:** Many students feel intimidated asking for help

Faculty Knowledge

- Answers questions about academic and course-specific concerns
- Shares insights about possible career options and the employer landscape

Faculty Perspectives

Get on the Right Path Early

“Programs need to find ways to support students’ **early career exploration** activities better, so that students are choosing paths that reflect their **own interests and talents as well as local job market demands.**”

Early Planning and Advising Set the Pace

Student Support Promotes Accelerated Completion

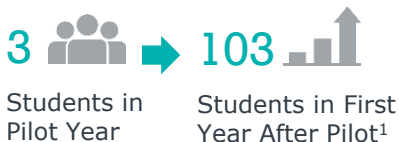


Meet with Navigator to Plan

- ☒ Degrees needed for career
- ☒ Time to degree
- ☒ Exam requirements
- ☒ Prior learning credit
- ☒ Salary predictions
- ☒ Industry demand



Priority Registration for Accelerated Students



“

“It’s not necessarily putting more classes on the student, but instead realigning our programs to accelerate associate degrees without overwhelming students. The key is to **keep that student engaged from enrollment to the end so that they’re committed to completing.**”

*Carol Bonner,
Sinclair Community College*

”

1) As of May 31, 2018

Compress Time-to-Degree with Summer Courses

19

Strategic Course Options Shorten Time-to-Degree, Reduces Low Fill Risk

15-Month Associate Degree Gives Students an Accelerated Option

Sinclair 15-Month Associate Degree

- ▶ 15 credits per term
- ▶ 4 consecutive terms
- ▶ Makes use of PLA credit, when possible
- ▶ Offerings span Business, Healthcare, and Liberal Arts & Sciences
- ▶ Summer cross-listed courses enable four-semester completion

Cross-Listed Summer Courses Key to Acceleration



	Spring 2017 Enrollments	Fall 2017 Enrollments	Average Fill Rate	Qualified Instructors
Business Writing	201	217	85%	6
Business Law	210	204	87%	6
Principles of Microeconomics	230	252	90%	7
Management & Organizational	120	145	60%	3



- Selecting common courses reduces risk of under-filled summer blocks
- More accelerated programs lead to more course options available to summer students

Faculty Perspectives

Support Instructional Improvements

“Faculty need to **adjust their instruction to support the diverse students** they teach, but they described organizational barriers to doing this.... [These] have a deflating effect on faculty morale.”

Adapting Employment Preparation

21

Post-Traditional Students Need Work-Based Learning, Too

Colleges Offer Career Development

Career and resume workshops

Internships

Employer-based co-curriculars

But Not for Post-Traditional Learners

✗ Limited time on campus

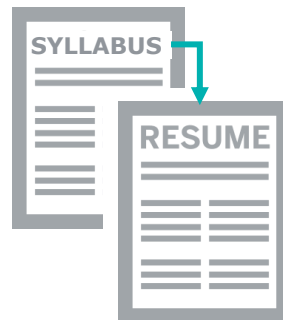
✗ Unable to afford unpaid internships

✗ Competing work obligations

How Schools Can Improve Access

- Offer virtual opportunities
- Engage employers to solve real-world problems
- Partner with employers to offer paid internships
- Invite employers on-campus during evening hours to meet your students

Overlooked Opportunities



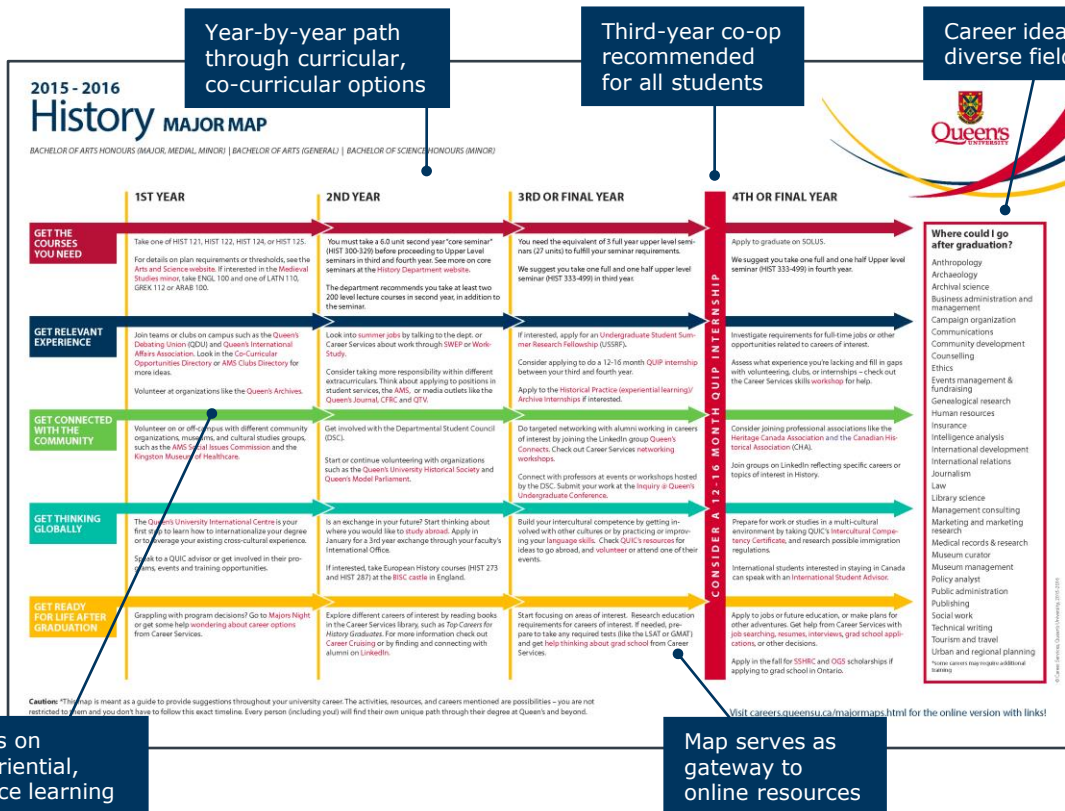
“

“Without opportunities like **federal work-study**, building the first professional resume can be challenging.”

-Student Success Counselor

Beyond the Degree Plan

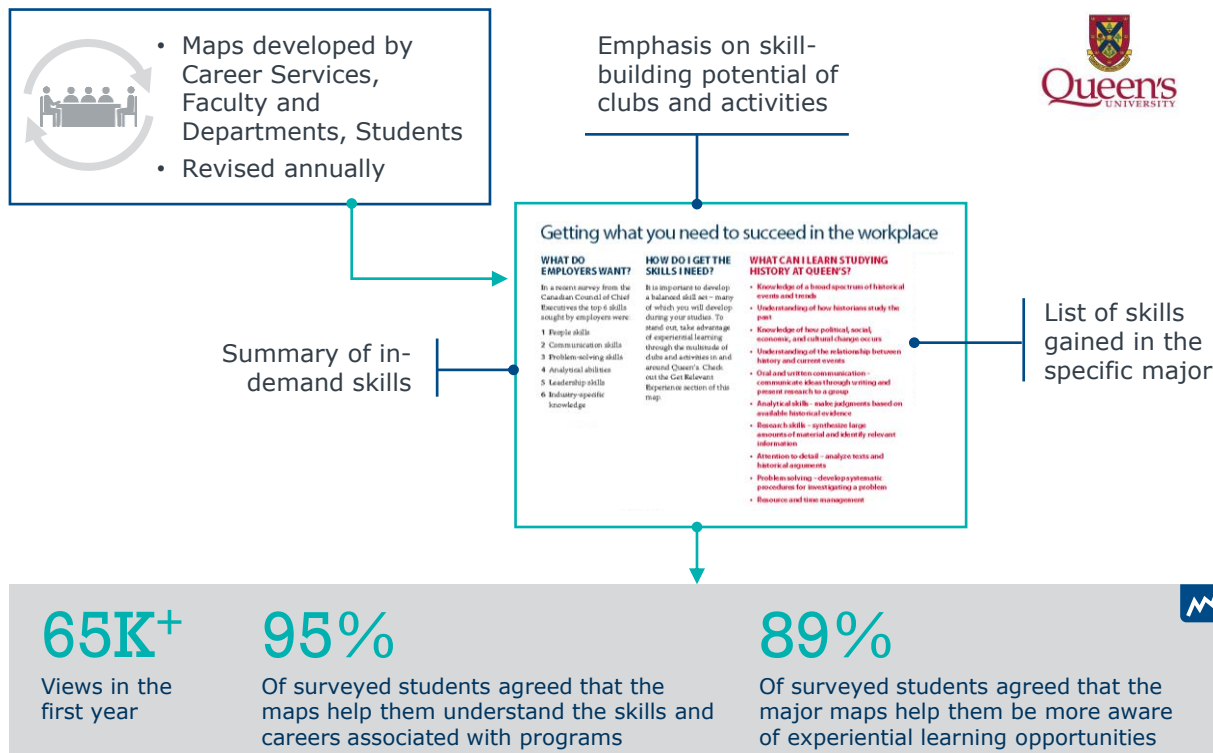
22



Emphasizing High-Demand Skills

23

Integrated Maps Emphasize the Value of Experiential Learning



Flexible Modalities = Responsive Schedules

Dual Delivery Provides In-Person Engagement and Scheduling Flexibility

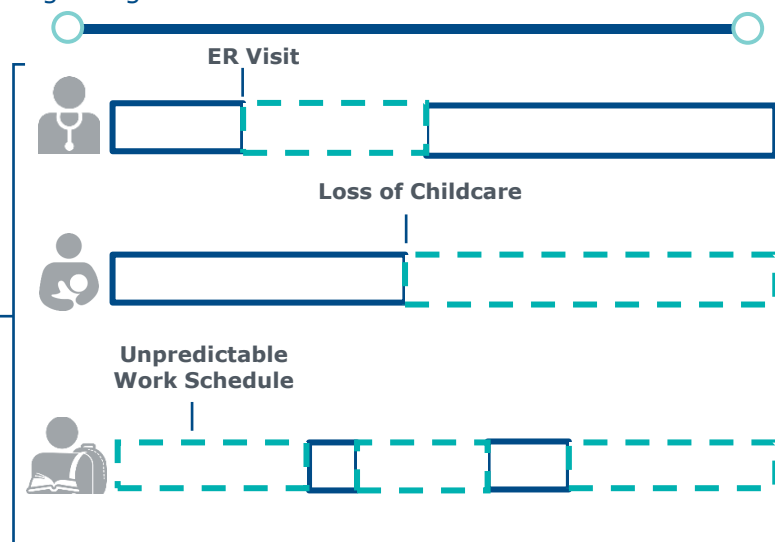


The Next Level of Student-Centric Scheduling

- 1 Course content delivered in a traditional, face-to-face manner
- 2 Class sessions and course materials are recorded and uploaded to Blackboard
- 3 Students can flex attendance at-will
- 4 Discussions and assignments available in both modalities

Beginning of Term

End of Term



Key:

In-Person

Online

Audience Poll

What has your experience been with hyflex offerings?

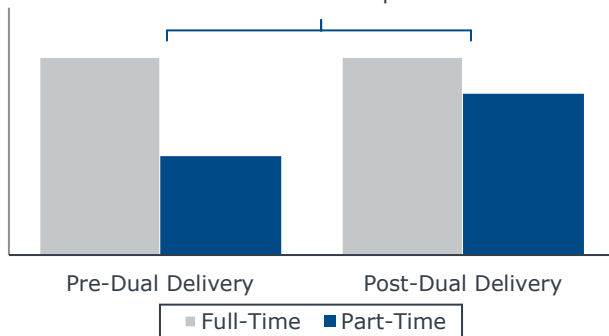
- Love them
- Hate them
- It's not easy, but it's what is best for students
- My college has not tried this format

Dual Modality Delivers Results



Increased Flexibility Aids in Part-Time Student Retention

↓ 63% Gap closure between full-time and part-time retention since implementation



“

“I do know that **this has been beneficial to retaining part-time students.** It works really well for students who can’t get off work to come to class, or those who have families and want to further their education, but just don’t have much time.”

Dual Delivery Faculty

COMMUNITY COLLEGE, MIDWEST

”

Faculty Adoption Tip

- Assure faculty that implementation requires no differentiation when preparing content or assessments
- Consider offering flex hours to faculty who volunteer to adopt the model in their courses

Retention Strategies to Promote Success

Support Post-Traditional Students Through Responsive Institutional Practices

1

Early Career Advising



1. Self-directed Career Assessment
2. Tools for Informed Decision-making
3. Pragmatic Roadmaps to the Future

2

Adapting to Working Students



4. Off-campus Student Support Services
5. Availability-based Course Schedules
6. Technological Classroom Adaptation

3

Employment Preparation



7. Federal Work-Study as Practical Experience
8. Industry Apprenticeships
9. College, WDB, and CBO partnerships
10. Flexible Format Career Preparation
11. After-hours Employer/Student Networking
12. Professional Skills as Course Content
13. Stackable Credentials

1

Providing Faculty With Data

2

Collaboration Between Faculty and Student Services

3

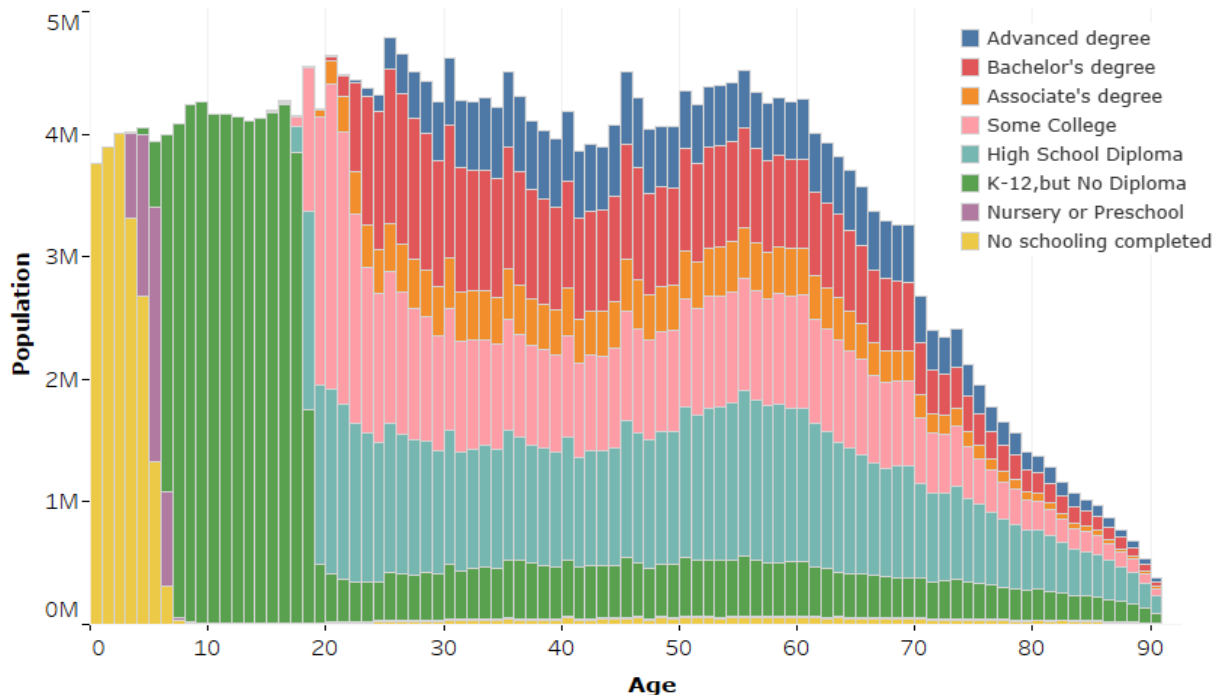
Strategies to Support Today's Learners

Our Mission



Ensure More Americans Get a 'Return on Education'

American Educational Attainment by Age, 2016



Our Mission



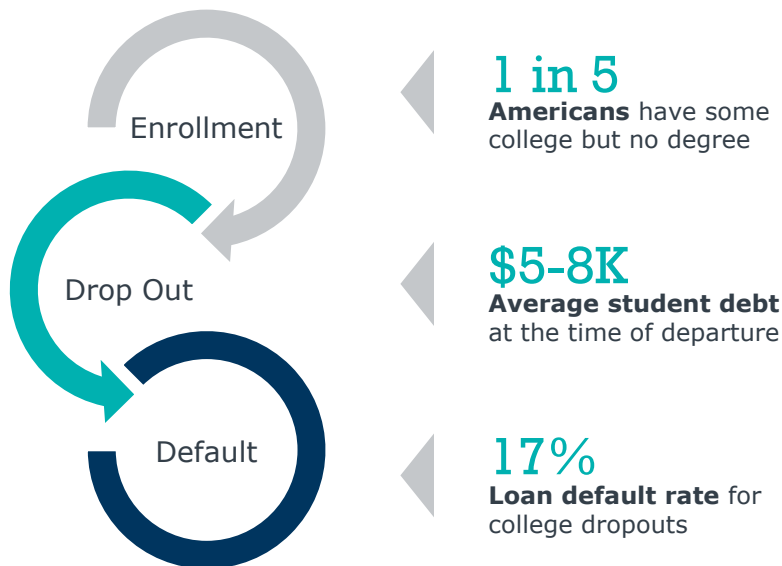
Ensure More Americans Get a 'Return on Education'

American Educational Attainment by Age, 2016



Perpetuating the Cycle of Poverty

College Can Be a Risky Gamble for Those Who Don't Complete



Expensive Consequences of Defaulting

- Immediate repayment
- Added fees
- Garnished wages
- Damaged credit
- Transcripts blocked

Tell Us How to Help You



**Send an Institutional
Self-Diagnostic**



**Tell Me More About
Tech Solutions to Serve
Today's Students**



**Send the Whitepaper
on Serving Post-
Traditional Students**



**Send a Recording of
Last Week's
Presentation**

Key Takeaways From Today's Session



Streamline Credit Accumulation in Efficient Pathways



Translate Classroom Experiences into Resume Builders



Adapt Course Offerings to Reflect Students' Lives

Questions from the Audience



Christina Hubbard, PhD

*Senior Director,
Strategic Research*

Chubbard@eab.com



Cynthia Wilson, EdD

*Vice President for Learning
and Chief Impact Officer*

Wilson@League.org



Please feel free to ask questions in the Q&A field!

Please Complete the Exit Survey!



- As you exit the webinar, you will be directed to an evaluation that will automatically load in your web browser.
- Please take a minute to provide your thoughts on the presentation.

THANK YOU!



Washington DC | Richmond | Birmingham | Minneapolis | New York | Chicago

202-747-1000 | eab.com