

COMPLETE COLLEGE AMERICA

Hawai'i Advisors at the Center of Completion Momentum

Dhanfu E. Elston, Ph.D. (*dah-nee-foo*)
Vice President for Strategy



@DrElston

@CompleteCollege

#GPSDirect

#CCAMomentum

COMPLETE COLLEGE AMERICA

Working with states to significantly **increase** the number of Americans with quality career **certificates or college degrees** and to **close attainment gaps** for traditionally underrepresented populations.

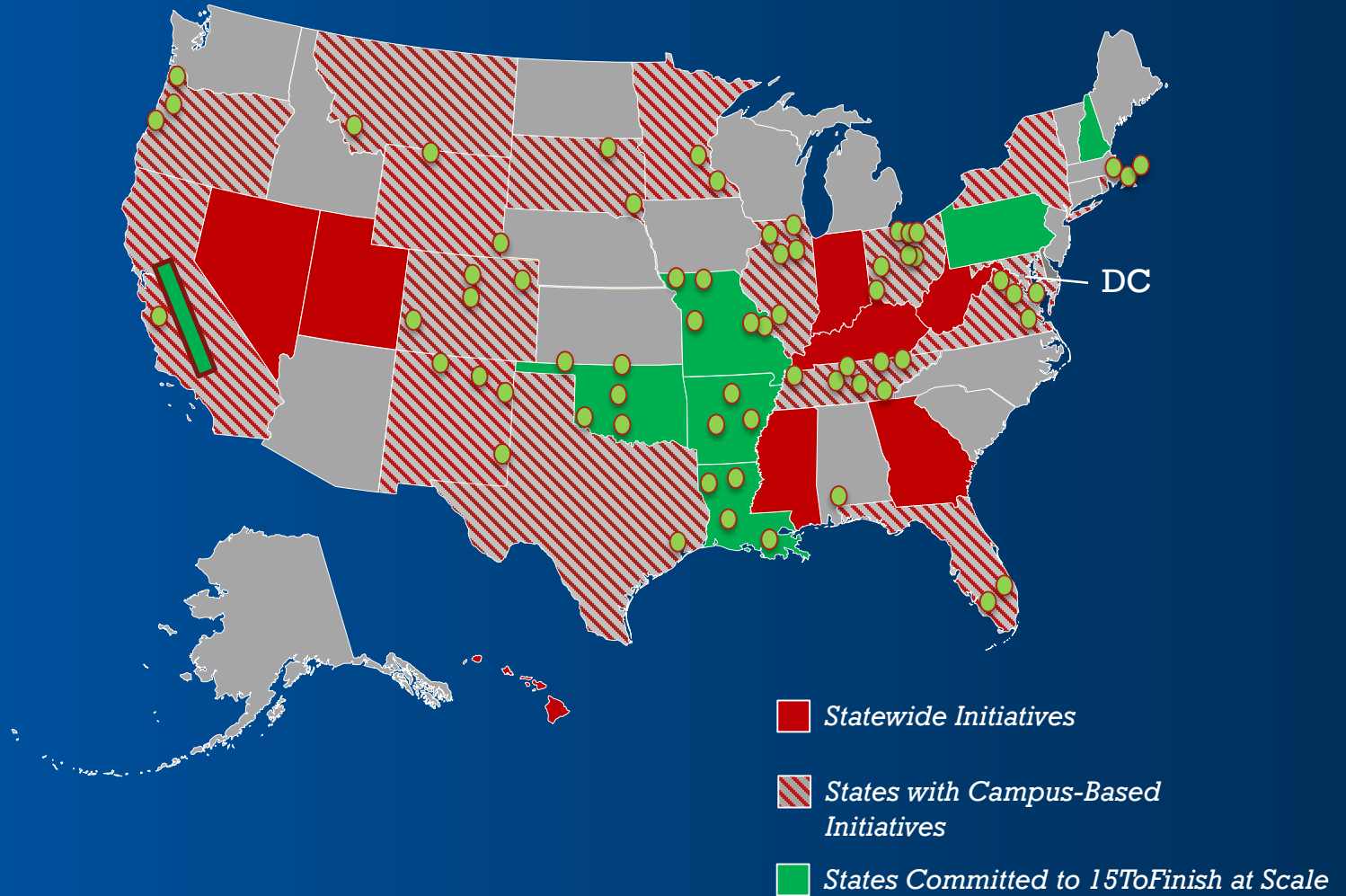
www.completecollege.org

Our Approach

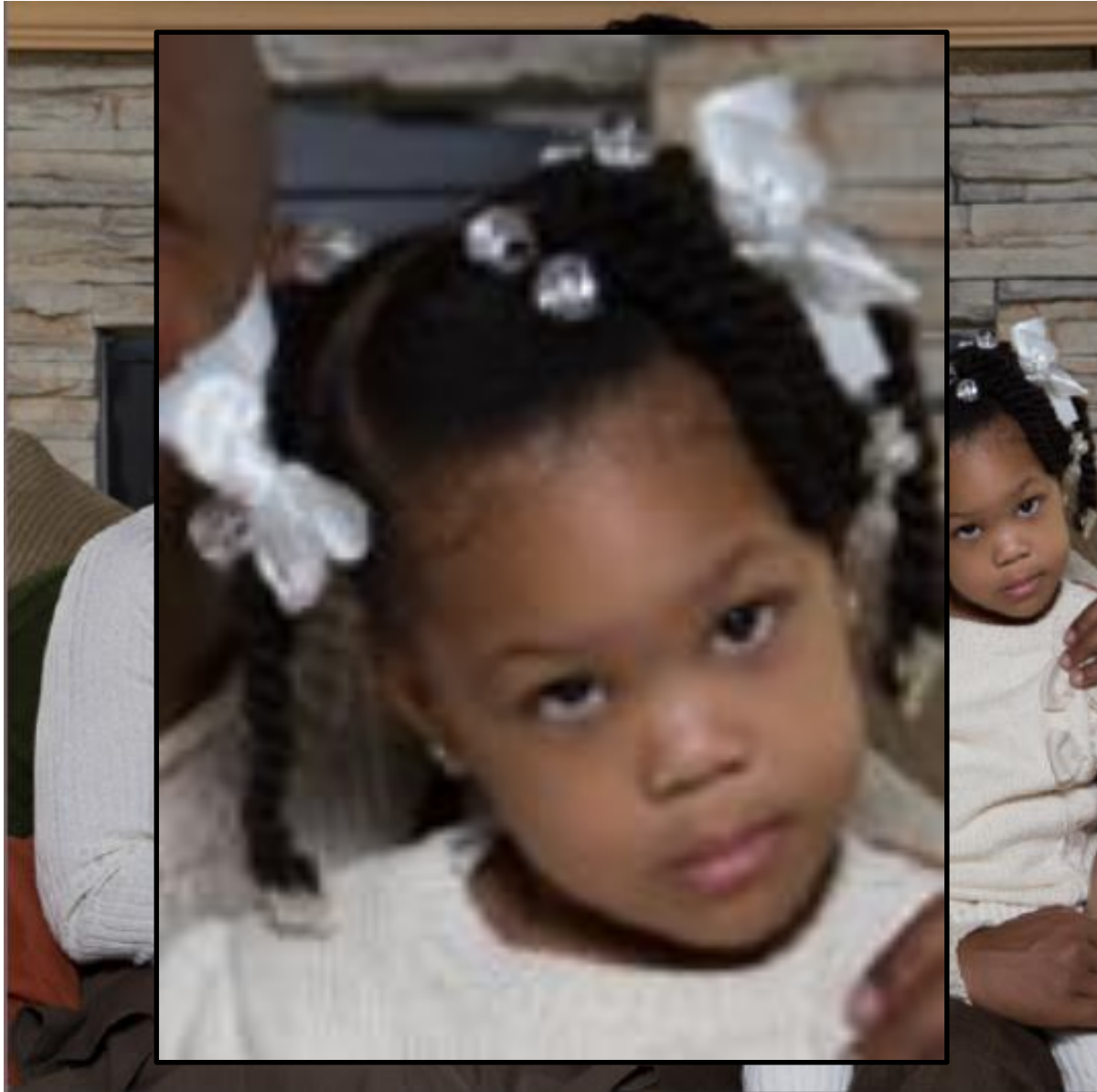
Work with states, systems and consortia to implement **evidence-based strategies at scale** to see double-digit gains in outcomes.



Fifteen to Finish



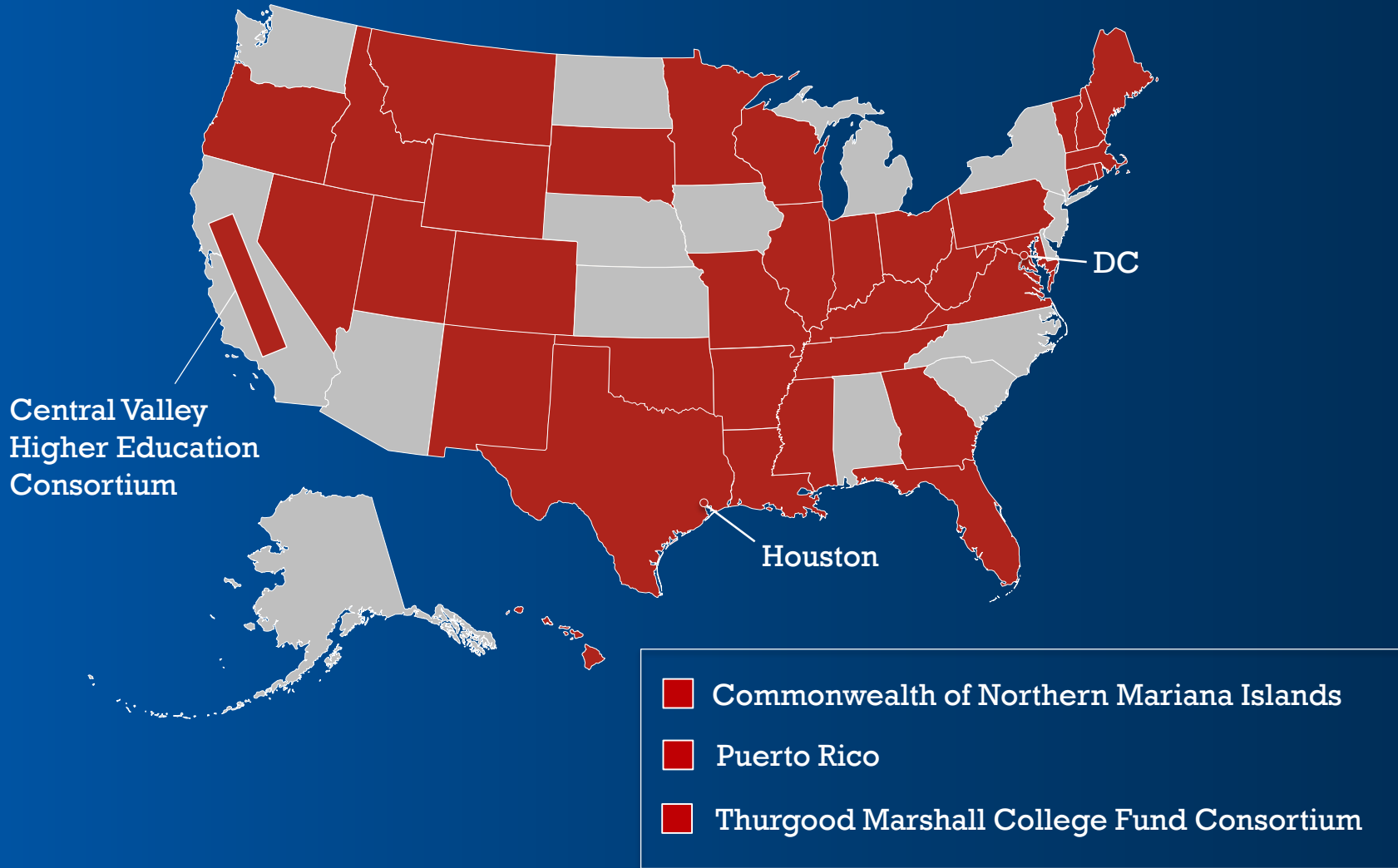




COMPLETE COLLEGE AMERICA

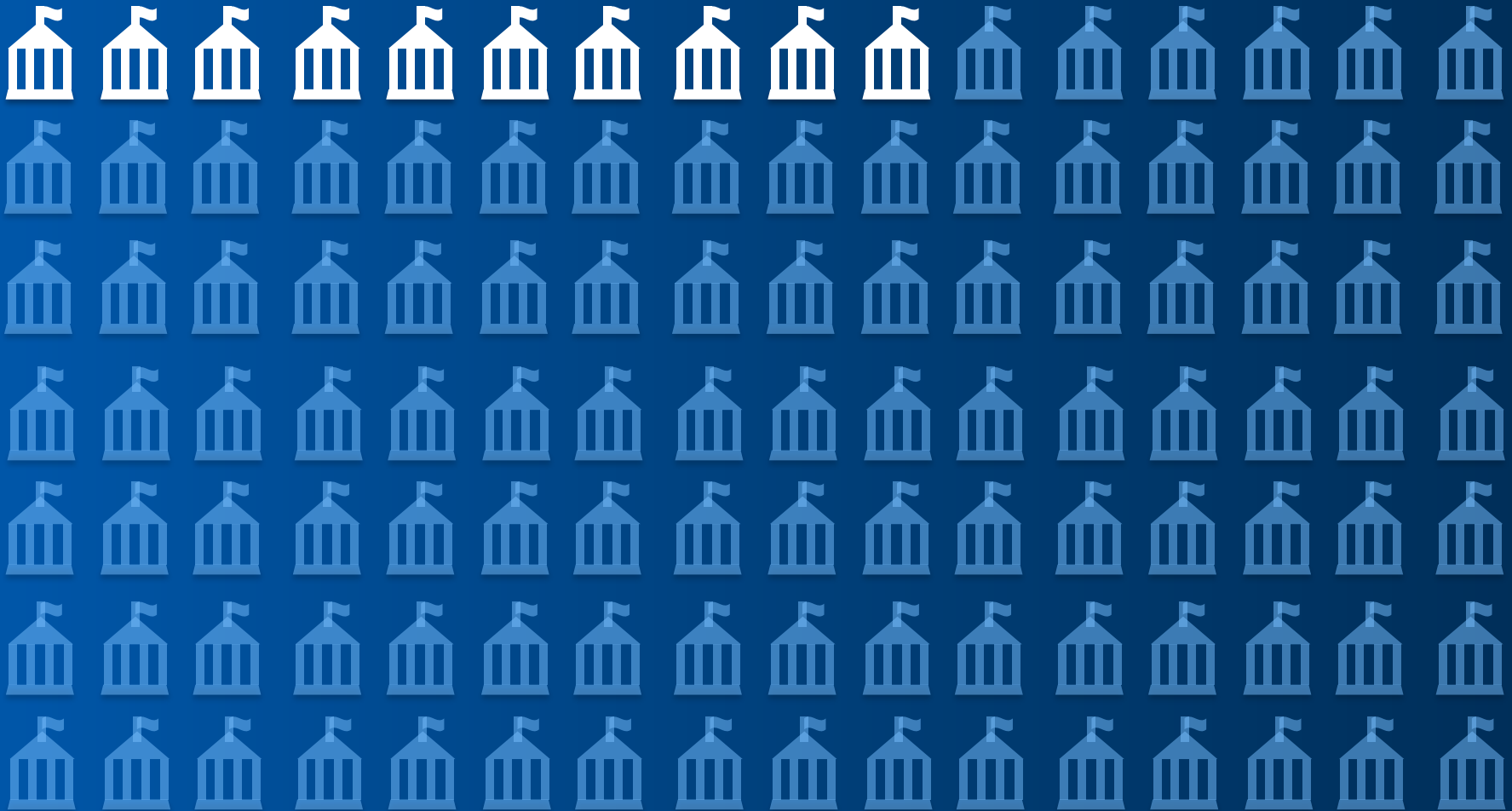
The Alliance

43



50 of 580+

public four-year institutions





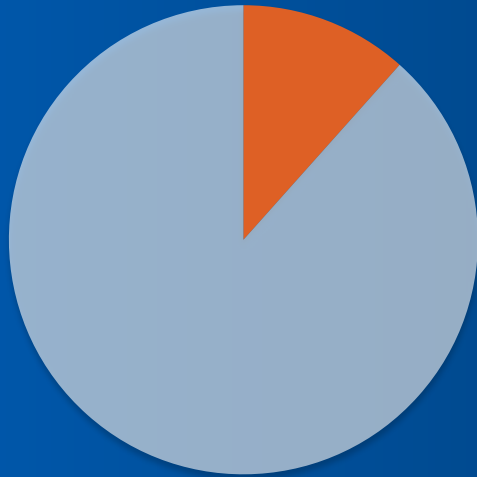
Four-Year

MYTH

On-Time Graduation Rates

(Full-Time Students)

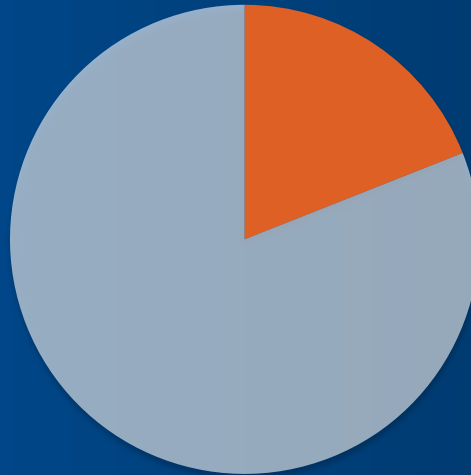
2-Year
Associate



5%

ON TIME

4-Year
Bachelor's
(non-flagship)



19%

ON TIME

4-Year
Bachelor's
(flagship/
very high research)



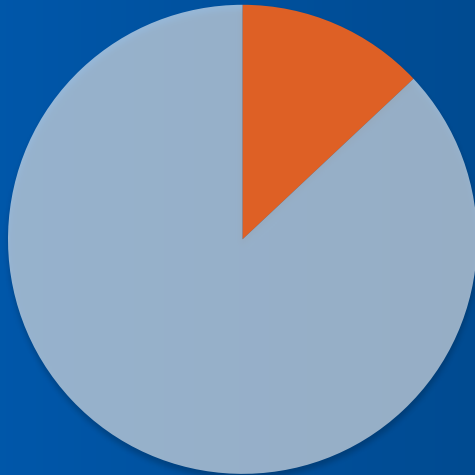
36%

ON TIME

150% Graduation Rates

(Full-Time Students)

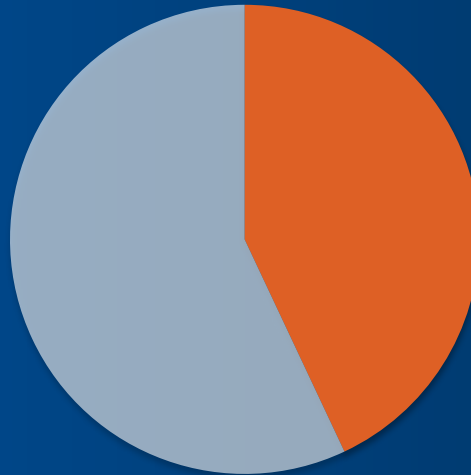
2-Year
Associate



13%

IN 3 YEARS

4-Year
Bachelor's
(non-flagship)



43%

IN 6 YEARS

4-Year
Bachelor's
(flagship/
very high research)



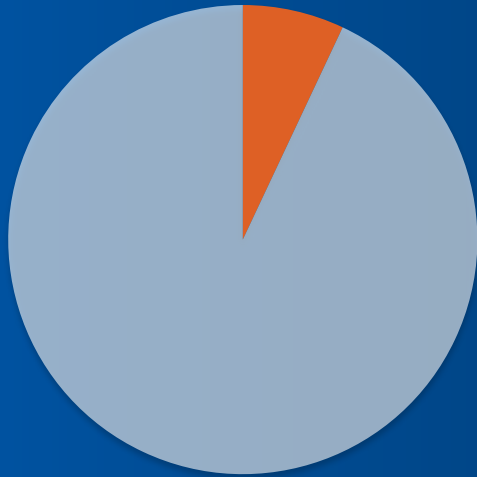
68%

IN 6 YEARS

200% Graduation Rate

(Part-Time Students)

2-Year
Associate



7%

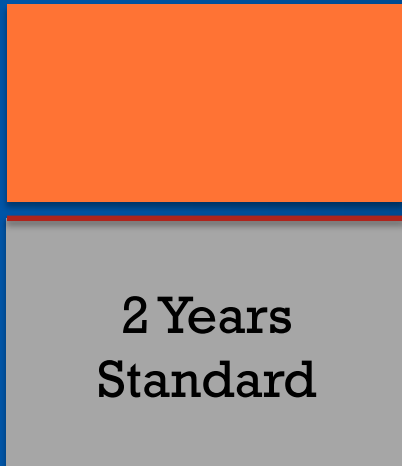
IN 4 YEARS

Time to Degree

(Full-Time Students)

2-Year
Associate

3.6



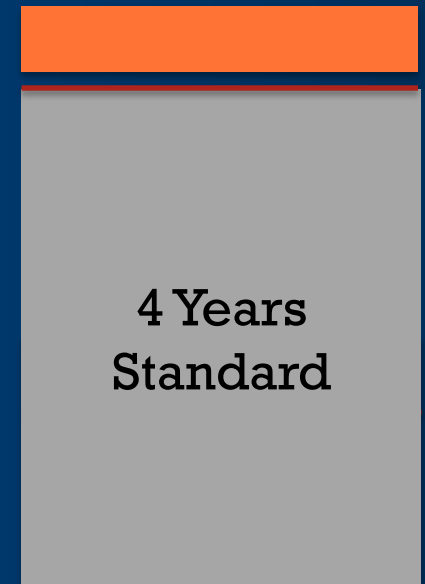
4-Year
Bachelor's
(non-flagship)

4.9



4-Year
Bachelor's
(flagship/
very high research)

4.4



Excess Credits

(Full-Time Students)

2-Year
Associate

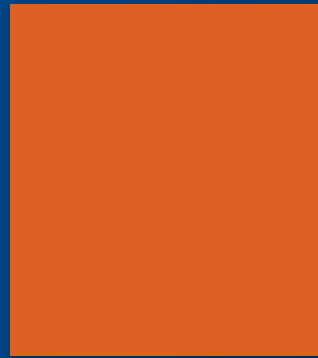
80.9



60 Credits
Standard

4-Year
Bachelor's
(non-flagship)

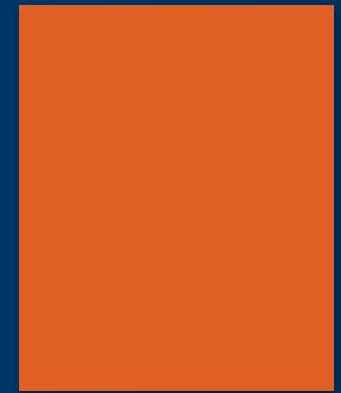
133.5



120 Credits
Standard

4-Year
Bachelor's
(flagship/
very high research)

134.6



120 Credits
Standard

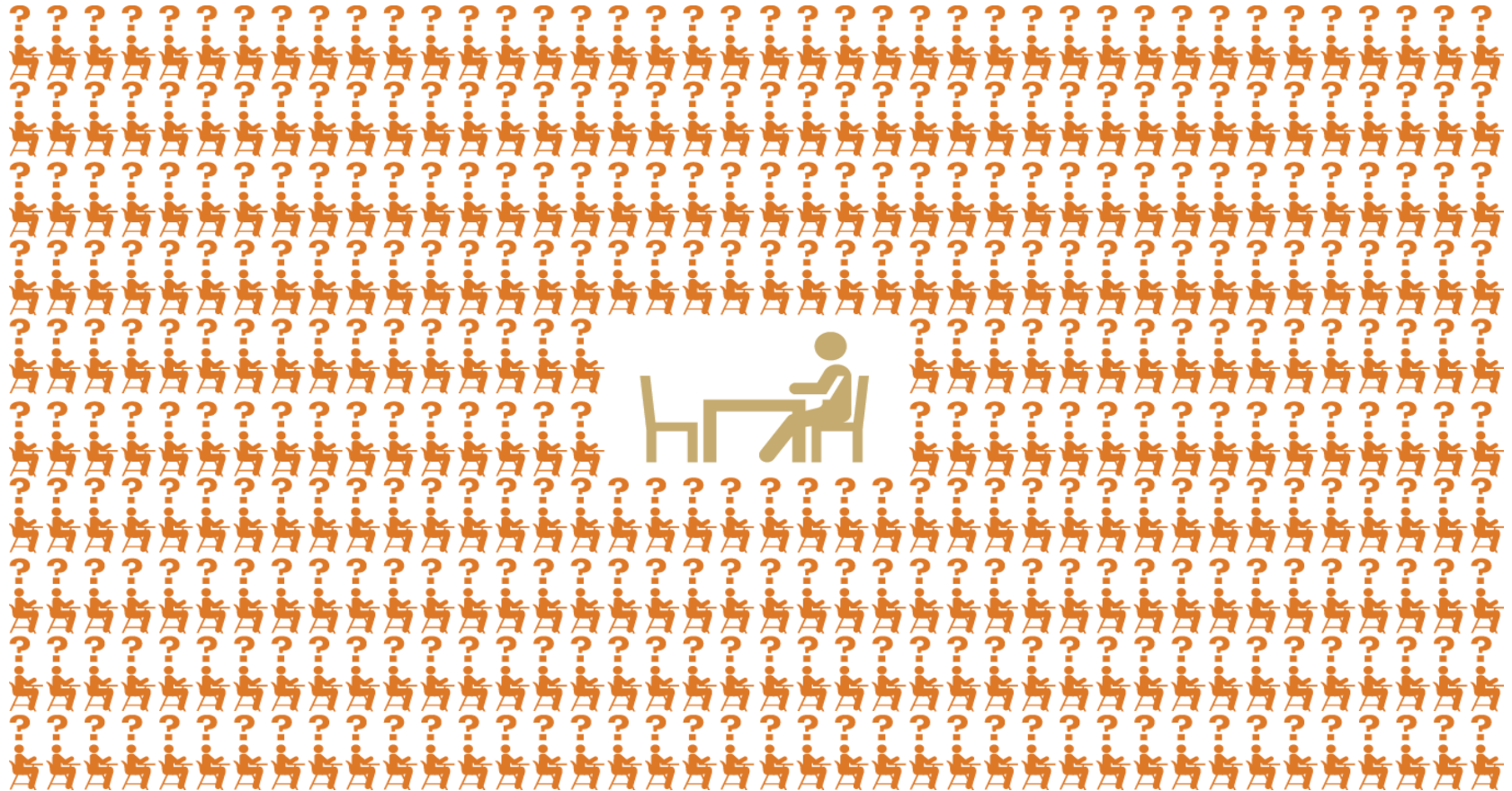




**ADVISING IS
TEACHING**

Why
GPS?

1 counselor : 400 students

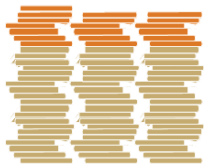


GPS Direct (Guided Pathways to Success)

The BIG Issues



- Uniformed major decisions
- Taking too much time



- Inability to access required courses
- Difficulty with registration



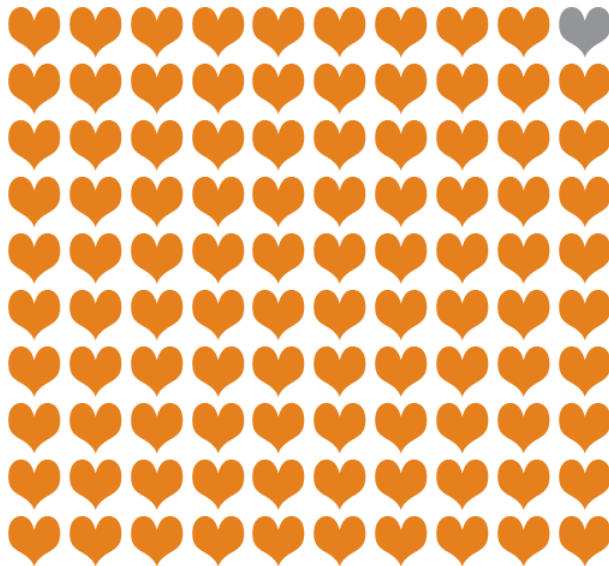
- Excess credits
- Not enough guardrails to prevent poor choices



- Spending too much money
- Not graduating

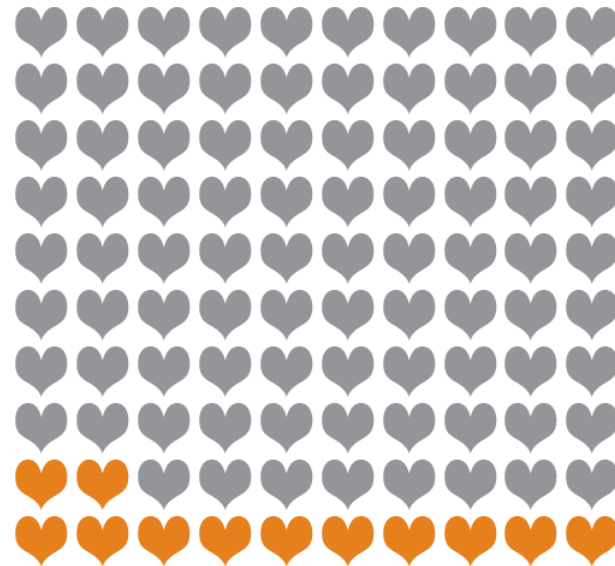
Behavioral Economics: **Default**

Organ Donation Rates



Austria (OPT-
OUT)

99%



Germany (OPT-
IN)

12%

The Game Changers



COMPLETE COLLEGE AMERICA



1. Adult Learners / Structured Schedules



2. Corequisite Support



3. Math Pathways



4. GPS Direct / Momentum Path



5. #15ToFinish / Full Time is Fifteen



GAME CHANGER

15 To Finish

“The best strategy for reducing the cost of college is to ensure more students take the credits needed to graduate on time.”

(Complete College America, 2016)

COMPLETE COLLEGE AMERICA



SHARED PRINCIPLES

Far too few full-time students graduate on time.

Graduating late or “taking an extra year” comes at great cost for students and their families.

Advisors play a critical role in boosting student success.

Many more students can take 15 credits per semester or term, greatly increasing their likelihood of on-time completion.

#15toFinish informs students of their choices and ensures they know what it takes to graduate on time.



15

**CREDITS A SEMESTER
TO GRADUATE ON TIME**

#15TOFINISH

POSTERS





Complete College America

8 hrs · 🌐

Extra years of college can cost you thousands, both in what you pay and what you lose from not having a job. So, taking 15 credits a semester (or 30 credits a year) saves you money and lets you make more. Cha-ching! Students who take 15 credits a semester (or 30 credits a year) tend to get higher GPAs. So when it comes to getting better grades, taking 15 is sort of a no-brainer...



👍 Like 💬 Comment ➦ Share

AT&T 4:55 PM 25%



Photo

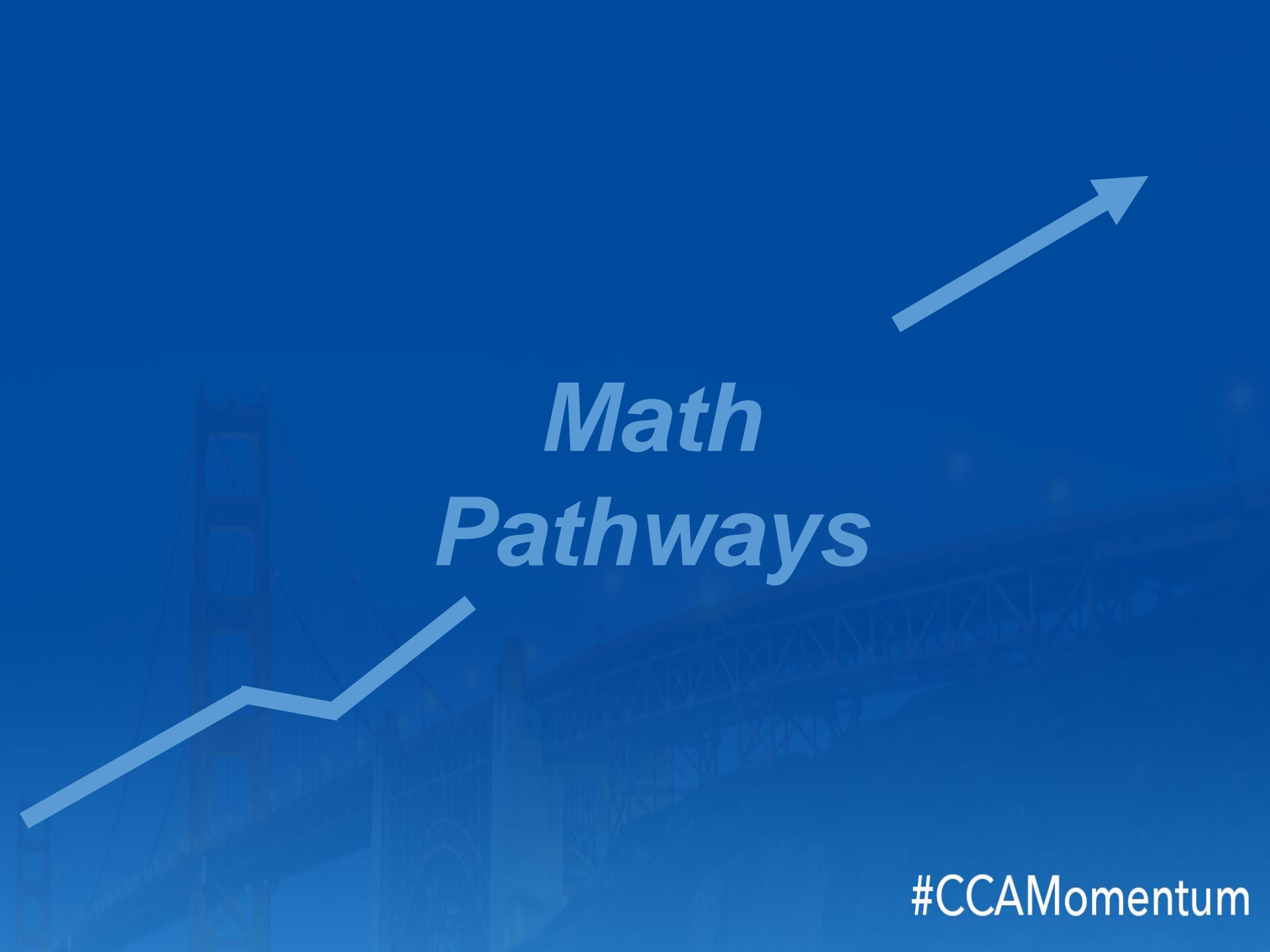


📍 58 likes

Complete College of America Extra years of college can cost you thousands, both in what you pay and what you lose from not having a job. So, taking 15 credits a semester (or 30 credits a year) saves you money and lets you make more. Cha-ching!



completeccollege.org/15toFinishMaterials

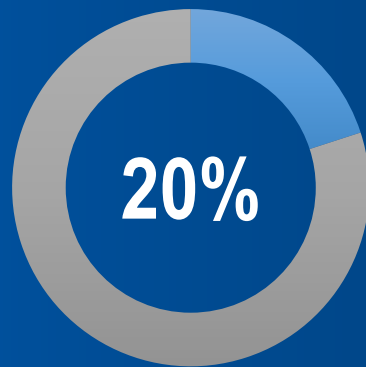


*Math
Pathways*

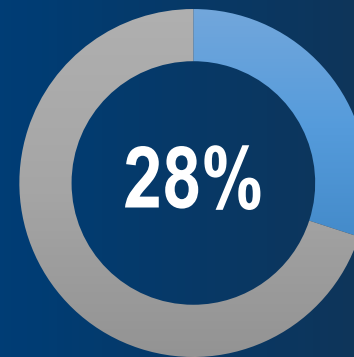
#CCAMomentum

Very Few Community College Students Complete Gateway Math

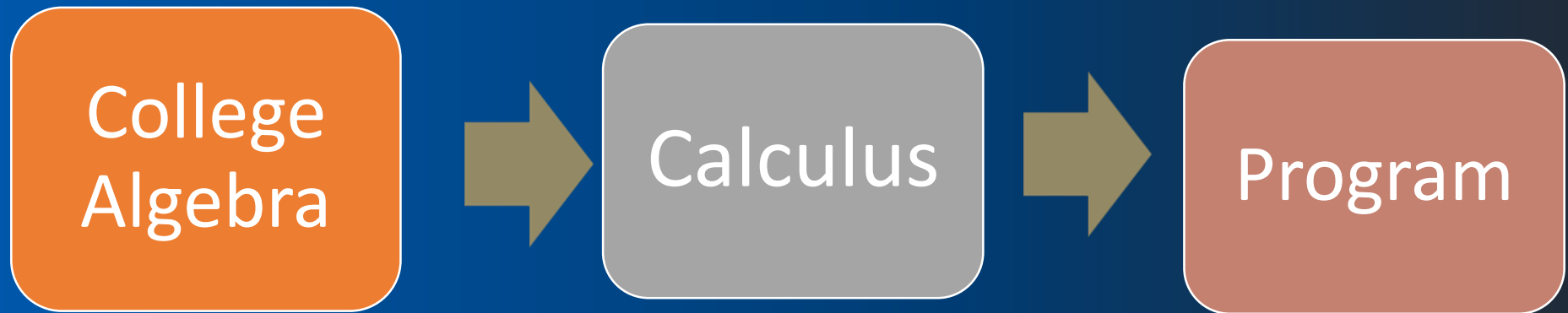
One Year



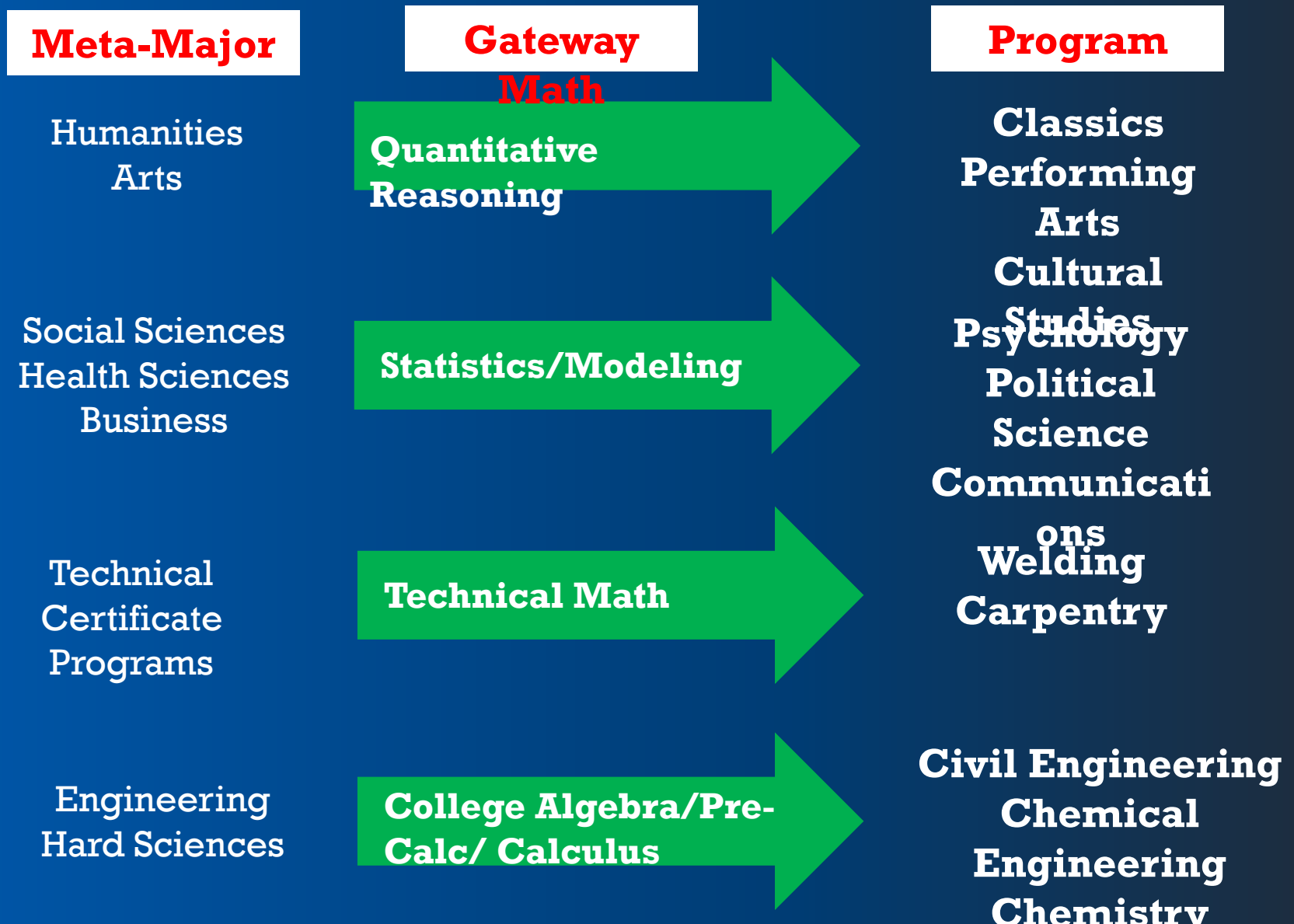
Two Years



College Algebra's Purpose Is Preparation for Programs Requiring Calculus



Math Is Aligned to Majors



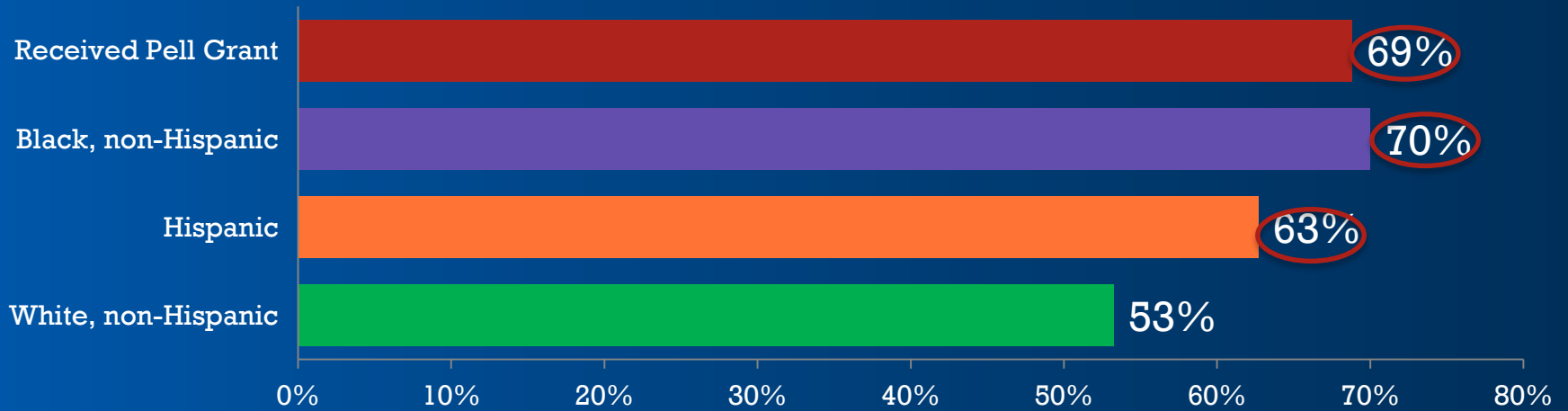


*Corequisite
Support*

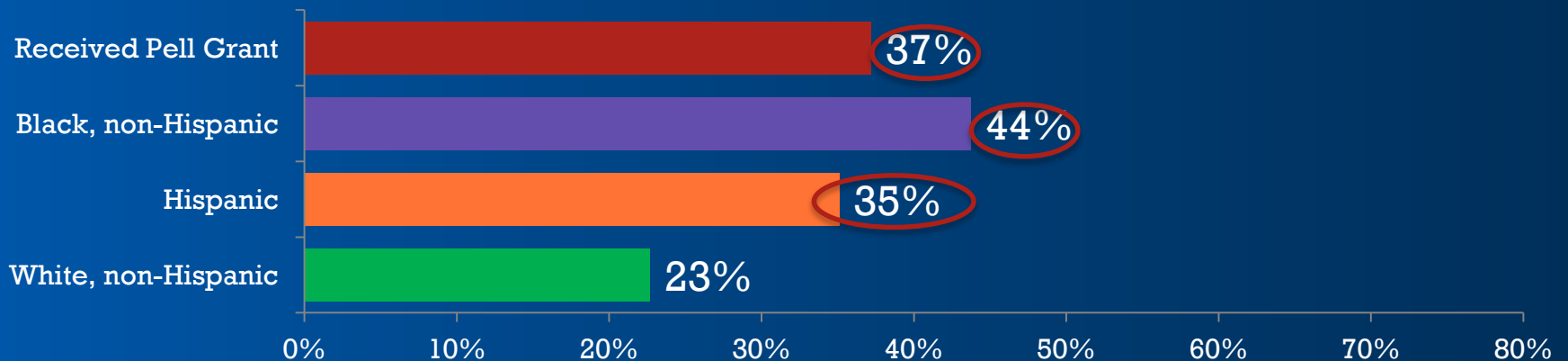
#CCAMomentum

African Americans, Hispanics and Pell Students are Over Represented

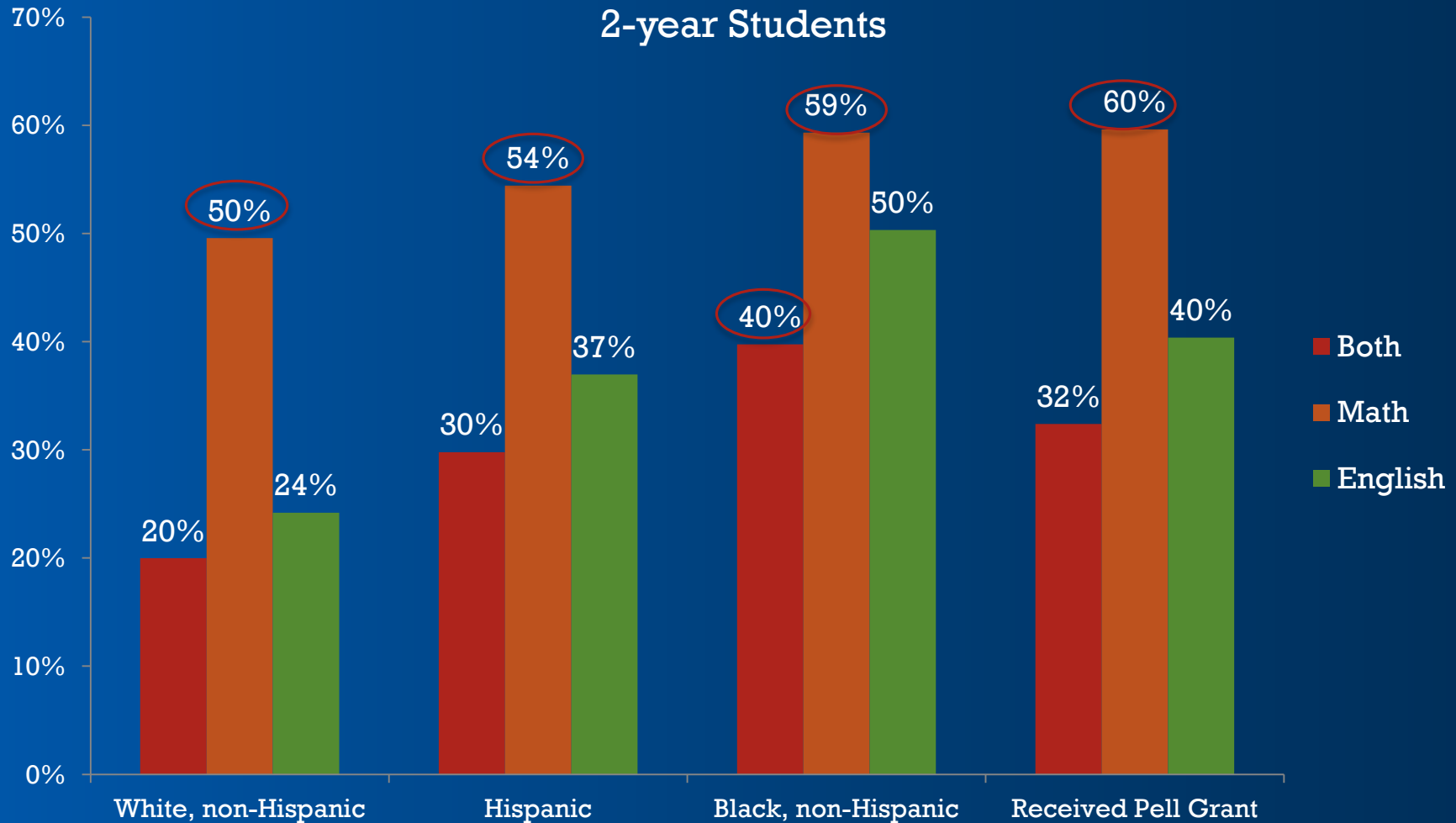
2-year Students



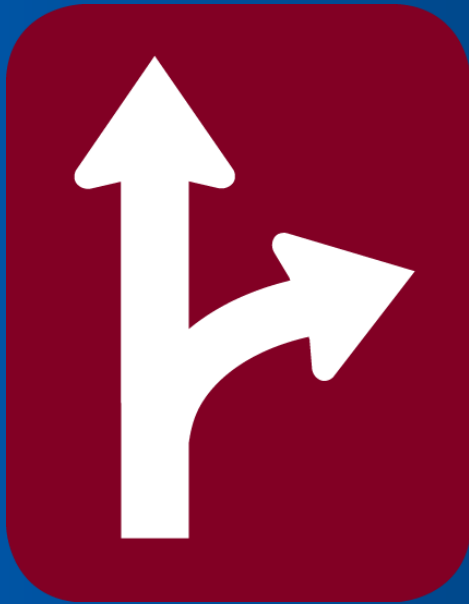
4-year Non-Flagship Students



Most are in Math – Far Too Many Require Both Math and English

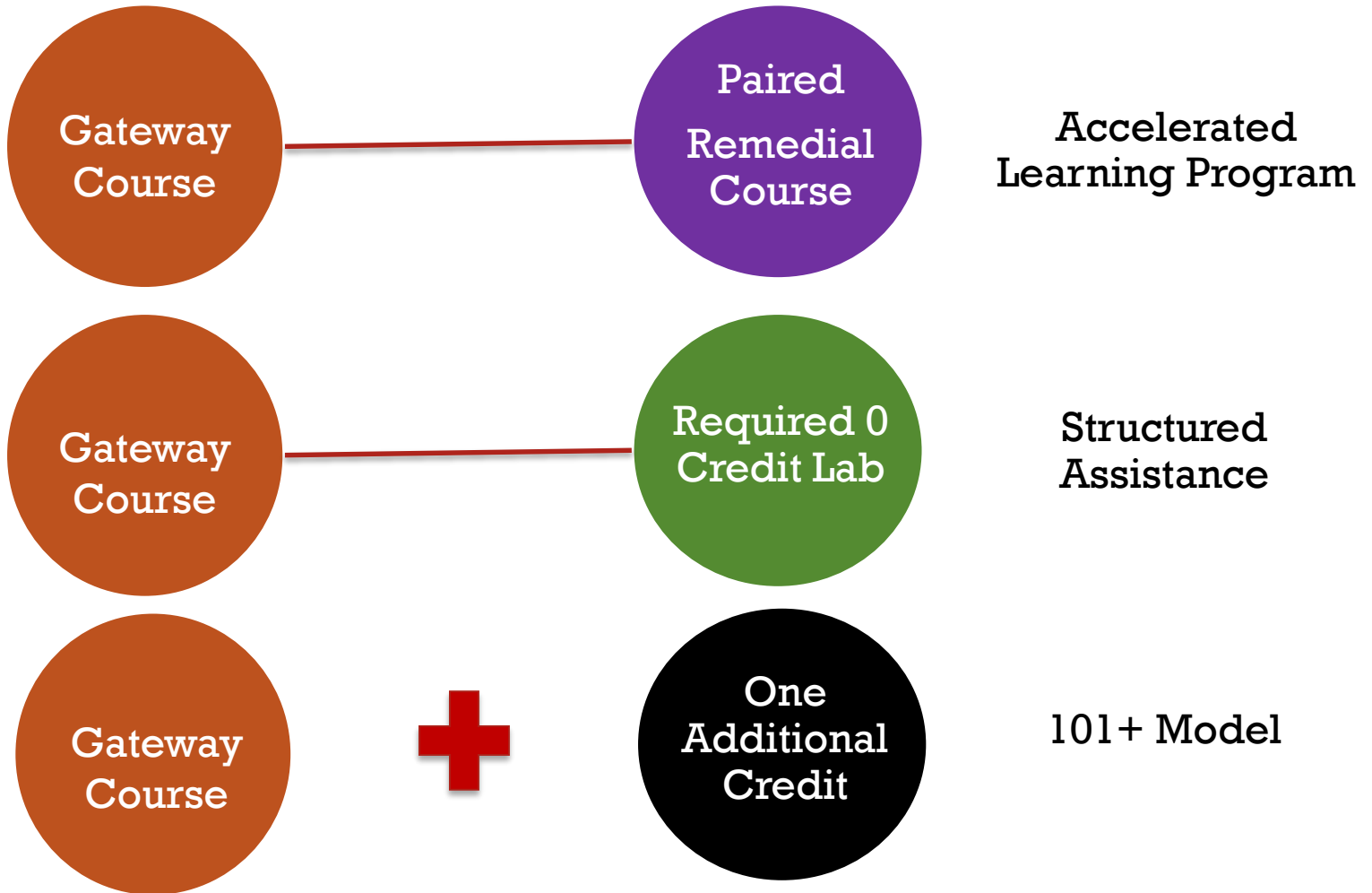


Remediation

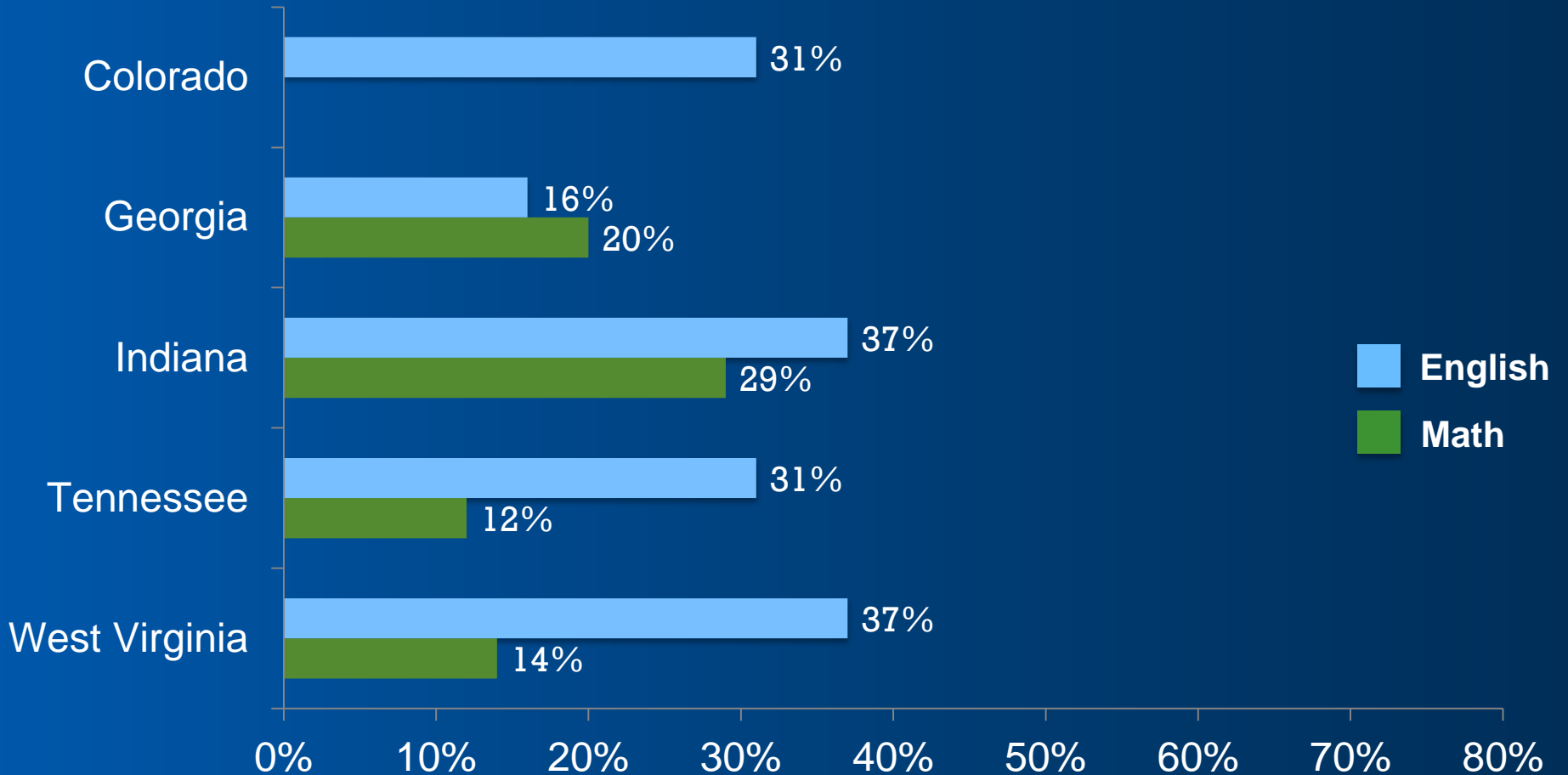


**Student attrition is
at the heart of the
matter...**

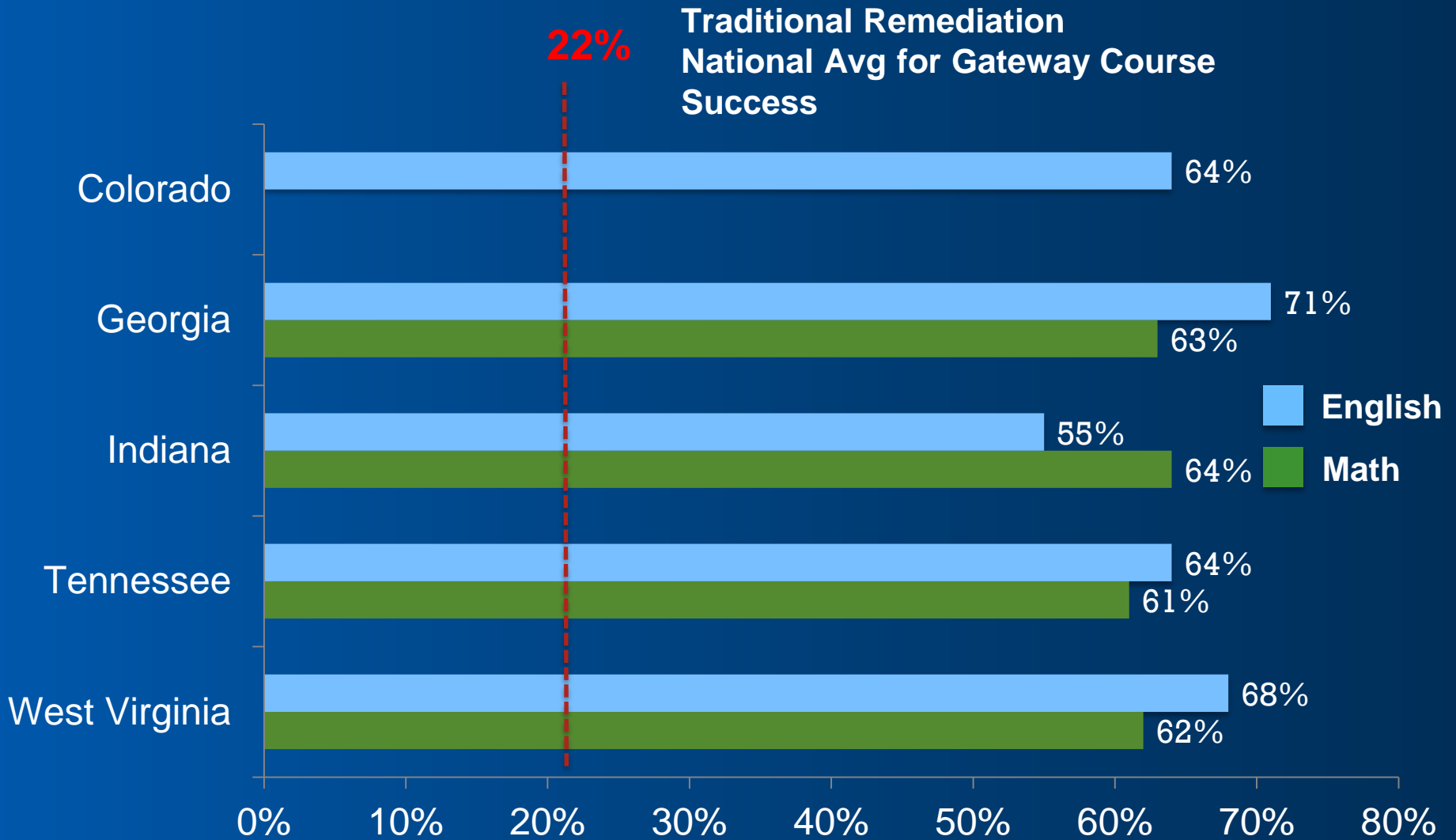
Multiple Corequisite Models



Traditional Remediation Results



One Semester Scaled Results





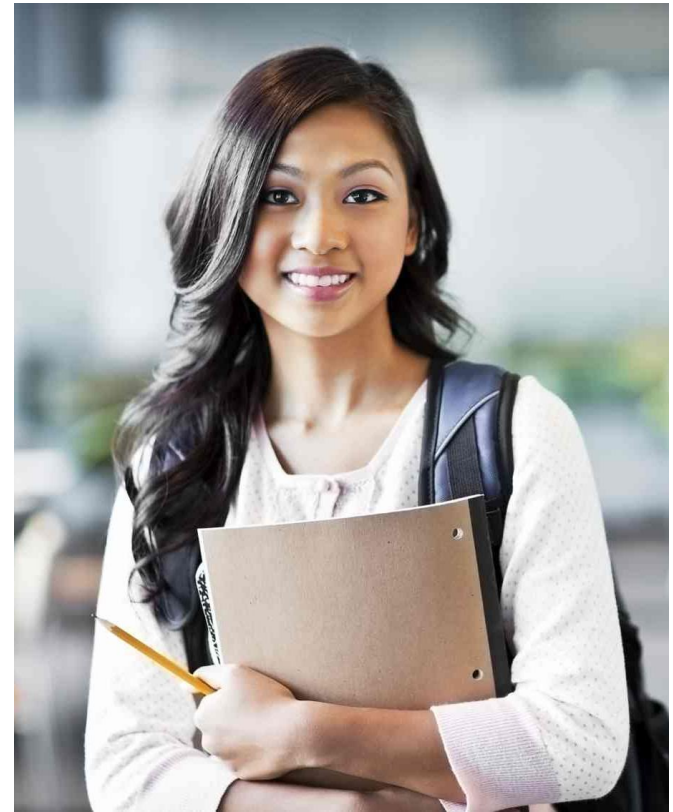
GAME CHANGER

**Structured Schedules
/ A Better Deal**

#StructuredSchedules

Today's Students

- **70%** are **non-traditional**.
- **70% commute** to campus.
- **40% work 30 hours** a week.
- **25% work full time and attend college full time.**
- **20%** have **children**.



☑ GAME CHANGER

Structured Schedules



Block schedules of classes



Cohorts of students







Students choose programs or majors, not courses



Attendance required

Baltimore City Community College

Monday	Tuesday	Wednesday	Thursday	Friday
MORNING BLOCK				
8:00AM – 8:50AM MUS 103 - #8765		8:00AM – 8:50AM MUS 103 - #8765		8:00AM – 8:50AM MUS 103 - #8765
9:00AM – 9:50AM MAT107 - #8766		9:00AM – 9:50AM MAT107 - #8766		9:00AM – 9:50AM MAT107 - #8766
10:00AM – 10:50AM SP 101 - #8767		10:00AM – 10:50AM SP 101 - #8767		10:00AM – 10:50AM SP 101 - #8767
11:00 AM – 11:50AM ENG101 - #8768	11:00 AM – 12:10PM RENG 92 - #8769	11:00 AM – 11:50AM ENG101 - #8768	11:00 AM – 12:10PM RENG 92 - #8769	11:00 AM – 11:50AM ENG101 - #8768
12:00PM – 12:50PM COLLEGE FREE HOUR		12:00PM – 12:50PM COLLEGE FREE HOUR		12:00PM – 12:50PM COLLEGE FREE HOUR

AFTERNOON BLOCK				
1:00PM – 1:50PM ART 106 - #8771	1:00 AM – 2:10PM MAT 92 -	1:00PM – 1:50PM ART 106 - #8771	1:00 AM – 2:10PM MAT 92 -	1:00PM – 1:50PM ART 106 - #8771
2:00PM – 2:50PM SP 101 - #8772		2:00PM – 2:50PM SP 101 - #8772		2:00PM – 2:50PM SP 101 - #8772
3:00 PM – 3:50PM ENG 101 - #8773		3:00 PM – 3:50PM ENG 101 - #8773		3:00 PM – 3:50PM ENG 101 - #8773
4:00PM – 4:50PM MAT 107 - #8774		4:00PM – 4:50PM MAT 107 - #8774		4:00PM – 4:50PM MAT 107 - #8774
5:00PM – 5:50PM		5:00PM – 5:50PM		5:00PM – 5:50PM

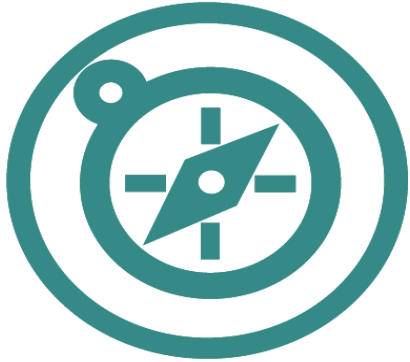
Where there is structure, there are significant results.

TENNESSEE COLLEGES OF APPLIED TECHNOLOGY

75% avg. on-time graduate rate

TENNESSEE COMMUNITY COLLEGES

14% avg. on-time graduate rate



GAME CHANGER

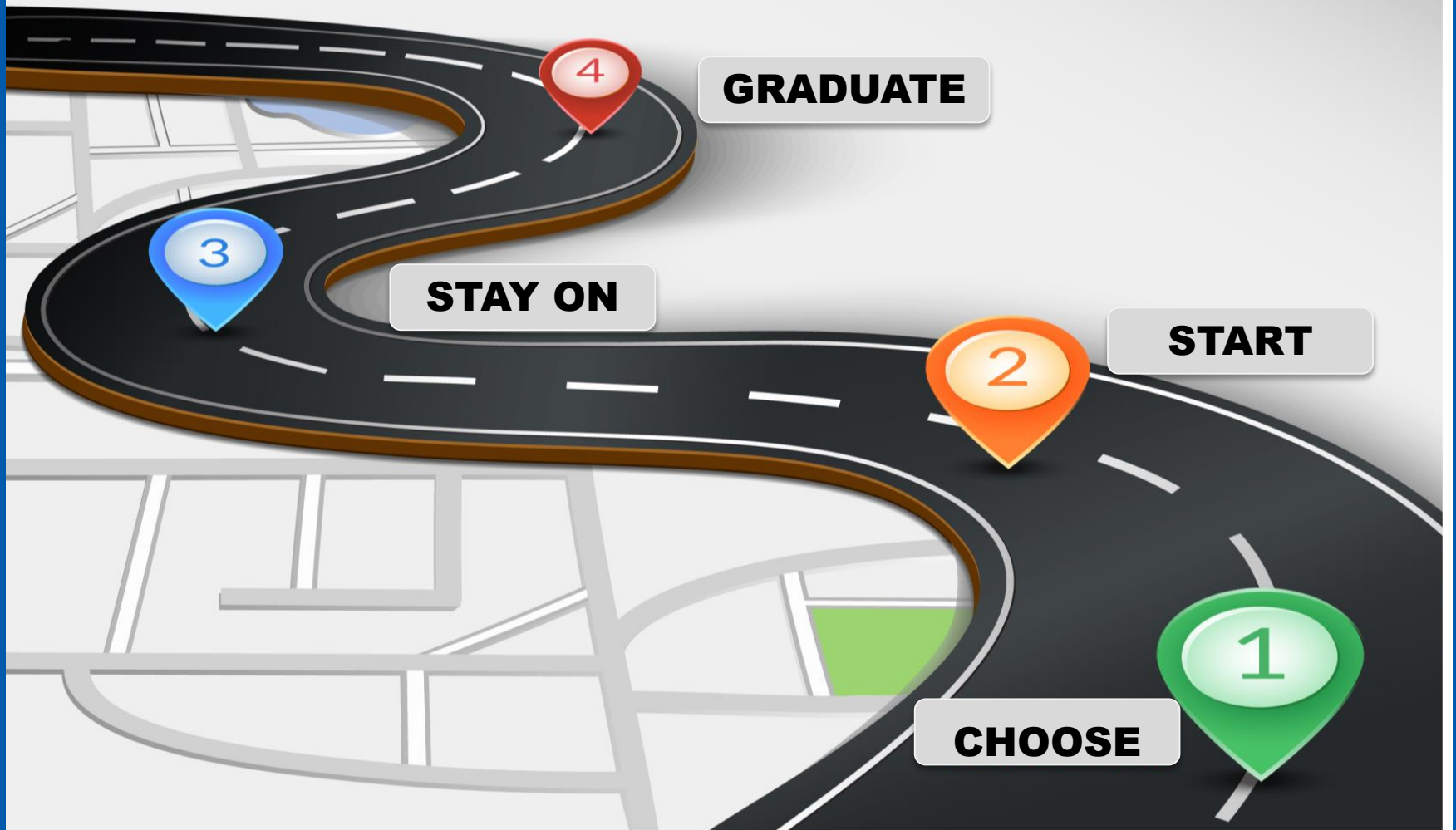
GPS: Direct

#GPSDirect

Guided Pathways to Success (GPS)???



GPS Direct



**DO
THIS**

GPS: Essential Components



1. Purpose First: Informed Choice & Meta-Majors



2. Academic Maps w/ Critical Path Courses & Aligned Math



3. Default “One-Click” Registration













4. Proactive Advising


Default Degree Maps

STEM META MAJOR

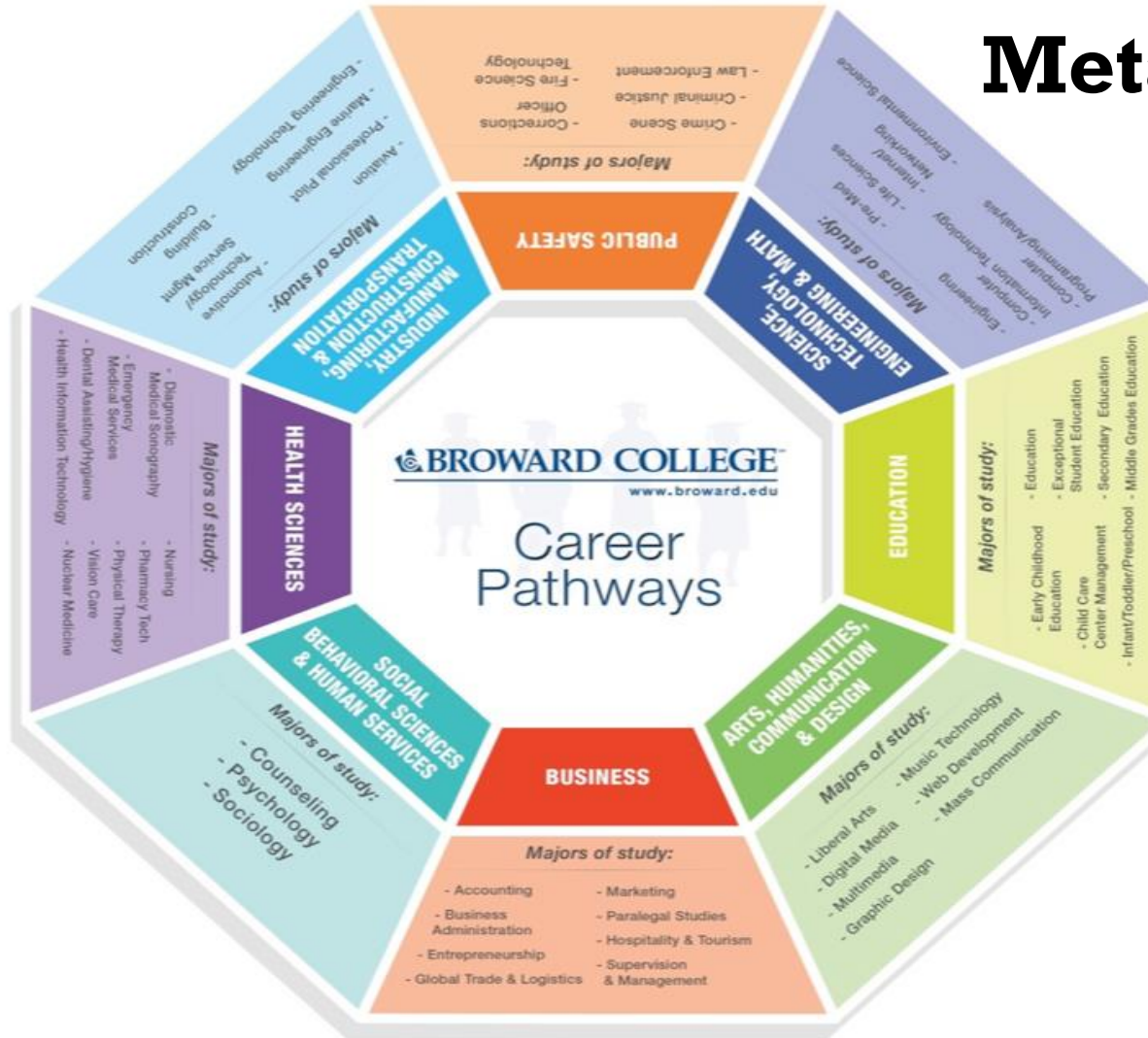
FIRST-YEAR CORE

TERM 1		TERM 2	
 English 101 English 101+ 	3 credits	 English 102 English 102+ 	3 credits
 Pre-calc 101 Pre-calc 101+ 	3	 Calculus 101 Calculus 101+ 	3
Biology, Chemistry, or Physics Core w/lab	4	 Bio, Chem, or Physics Core w/lab	4
Biology, Chemistry, or Physics Core w/lab	4	Biology, Chemistry, or Physics Core w/lab	4
Student Success Seminar	1	STEM or Engineering Options Seminar	1
CREDITS 15		CREDITS 15	

 Milestone course
required in this term

 Gateway course with
corequisite support

Meta Majors



INTRUSIVE (PROACTIVE) ADVISING

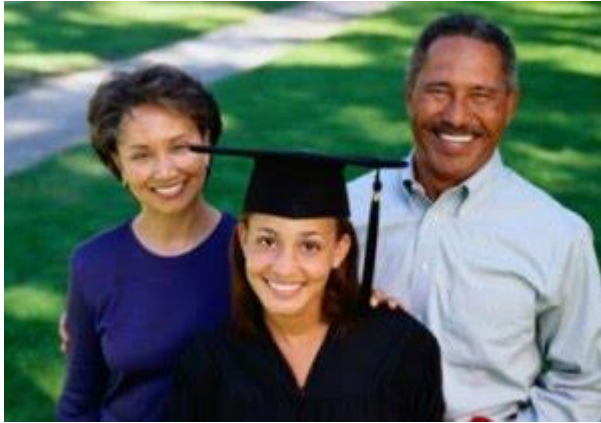
- Culture Shift: No longer wait for students to come to us!
- Transition from Schedulers to “True” advising
- Review Existing Model: Professional vs. Faculty Advisors
- Advisor Training & Retreats
- Solution-oriented Meetings
- Advising Syllabus – Common, shared outcomes

Embrace the Advising Paradigm Shift



- **Broaden your locus of control**
 - Don't rely on registration holds to drive traffic
 - Reaching the right student at the right time
 - Tailor advisement to the most critical information
- **Do more than put out fires all day, every day**
 - Assist students with thinking critically about program planning
- **Reflect, be honest with yourself, and provide feedback**
 - Share publicly both successes and failures
 - Push for continuous improvement (Pilot, Revise, Scale)

How Are Students Choosing Majors?







36% would choose a
different major

Questions for a Potential Nursing Student

- Are you prepared for Chemistry 101?
- Do you like working with people?

“Real-Life Questions”

- How do you feel about working with BLOOD and BEDPANS?



Assist students in identifying a sense of career purpose prior to making their “BIG” major decision

What Most Students Experience Now

Placement Exam

Academic Advising

Before

At Enrollment

During College

Last Semester

**Career Interest
Assessment (maybe)**

**Not Much
At All**

**Resume & Job
Search Help
(Panic)**



...a disconnected set of tools and services

Purpose First: Informed Choice

Demonstration Project Objectives

- 1. Integrate career assessment and counseling**
- 2. Provide real-time, labor market information**
- 3. Return-on-investment (ROI) data into predictive analytics-supported advising**

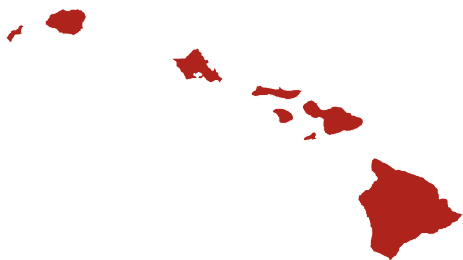
Commitments by Participating States

- Development and deployment of a comprehensive approach to building students' career purpose by **Fall 2017**
- Host 2 In-State planning events
- Campus and state Leads attend 3 national convenings
- Establish consensus on metrics of Purpose First
- Utilize CCA technical assistance experts in planning

Participating States



25+ Campuses



Purpose First Quantitative Outcomes

For Each Meta Major Category

Number of students enrolled in a major or meta major within 1 year

Number of students who complete 30+ credits within 1 year

Number of students with at least 9 credits associated with program of study after 1 Year

Number of students who change their major after the end of the 1st year

GPA or Level of Academic Standing by meta major in the first year

Broken out by:

race/ethnicity, age, gender, pell status, remedial status

Purpose First Qualitative Outcomes

Survey of Student Participants

- have an increased understanding of careers connected to majors
- have meaningful exposure to career and labor market data
- feel career and labor market data helps inform their major choice
- feel their advisors incorporated career and labor market data into discussion regarding major choice
- feel like first year courses are applicable to career

Intended Outcomes

- **Develop a Shared Best Practices Guide for Putting Purpose First that showcases how to:**
 - Integrate labor market data into the pre-enrollment/enrollment process for students
 - Align Advisement, Career Planning and Enrollment practices in an integrated approach
 - Utilize technology solutions to support the staff and student success
- **Results related to students staying on Path to their Purpose**

Purpose First – CORE PRINCIPLES

- A purpose-driven process must happen at the **beginning and throughout** a students' matriculation
- Academic **Advisors** and Career **Counselors** are key to student success
- Informed major choice requires other **personal and academic assessments**, in addition to **career/labor market data**
- A well designed system will aid in **closing achievement gaps**.

Strategic Partnerships

- American Association of College Registrars and Admissions Officers (AACRAO)
- National Association of College Employers (NACE)
- National Career Development Association (NCDA)
- NACADA: Global Advising Community
 - Content Experts
 - Attending In-state institutes
 - Shared involvement in development and dissemination of Product

PURPOSE FIRST

High-Impact Practices Publication

Higher education should be a launching pad, not simply a gateway, to a meaningful career, empowering students with the knowledge to make good decisions and the tools needed for success.

- Labor-Market Data
- Technology to Empower Intentional Exploration
- Documentation that Provides Robust Information on Majors and Career Prospects



IUPUI



**GPS
DIRECT**

COMPLETE COLLEGE AMERICA

2016 SEAL OF APPROVAL AWARD

GPS DIRECT: MOMENTUM

- **Meta-Majors**
- **Academic Maps**
- **Math Pathways**
- **15-To-Finish**

- **Structured Schedules**
- **Corequisite Remediation**
- **Default Registration**

Create Path

Choose Path

Start Path

Stay On Path / Graduate

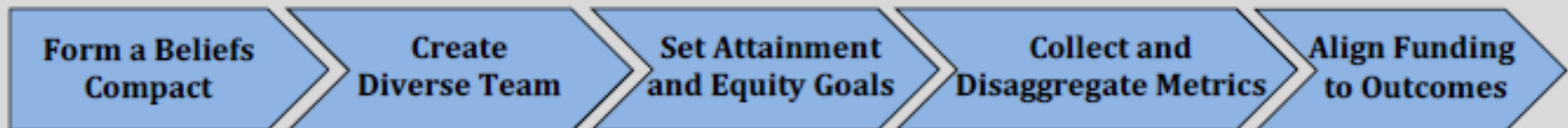
- **Purpose First (Onboarding)**
- **Meta-Majors**
- **15-To-Finish**

- **Critical Path Courses**
- **Proactive Advising**

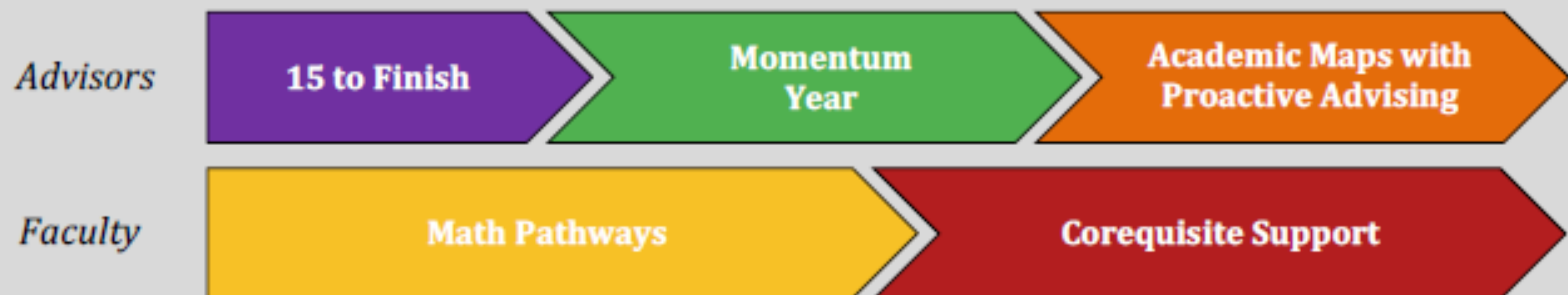
TECHNOLOGY | DATA METRICS

COMPLETE COLLEGE AMERICA MOMENTUM PATHWAY

Establish the Conditions for Change



Restructure Systems to Improve Outcomes and Narrow Gaps



Deploy Targeted Interventions to Permanently Close Gaps



Register for the Annual Convening!

2017 COMPLETE COLLEGE AMERICA ANNUAL CONVENING

ACCESS TO THE **AMERICAN**
DREAM



NEW ORLEANS | NOV 29 - DEC 1