

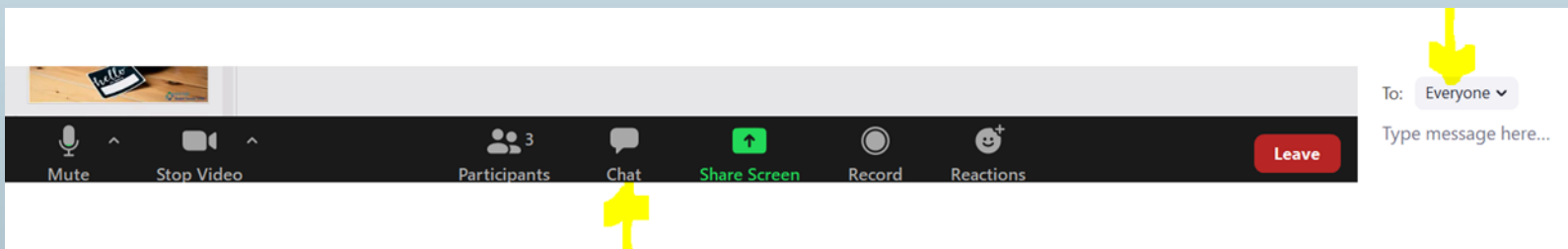
# SUNY Guided Pathways Institute #2: Alumni Meeting

Debra Bouabidi and Melanie Rie

October 21, 2020

- Use your video if you are able.
- Mute yourself when you are not speaking.
- Be present.
- Feel free to use the Chat for questions.
- Grab paper and a pen.
- Please note that this session is being recorded.
- Please rename yourself with your first and last name and your college/institution

## Zoom Reminders



# Agenda

- ▶ Presentation from Rockland Community College
- ▶ Facilitated breakout rooms with rotating topics for discussion
- ▶ Large group debrief

# Overview

- ▶ Design and scope of Guided Pathways implementation at RCC
- ▶ Momentum
- ▶ Documentation and communication
- ▶ Participation

# GP Implementation at RCC

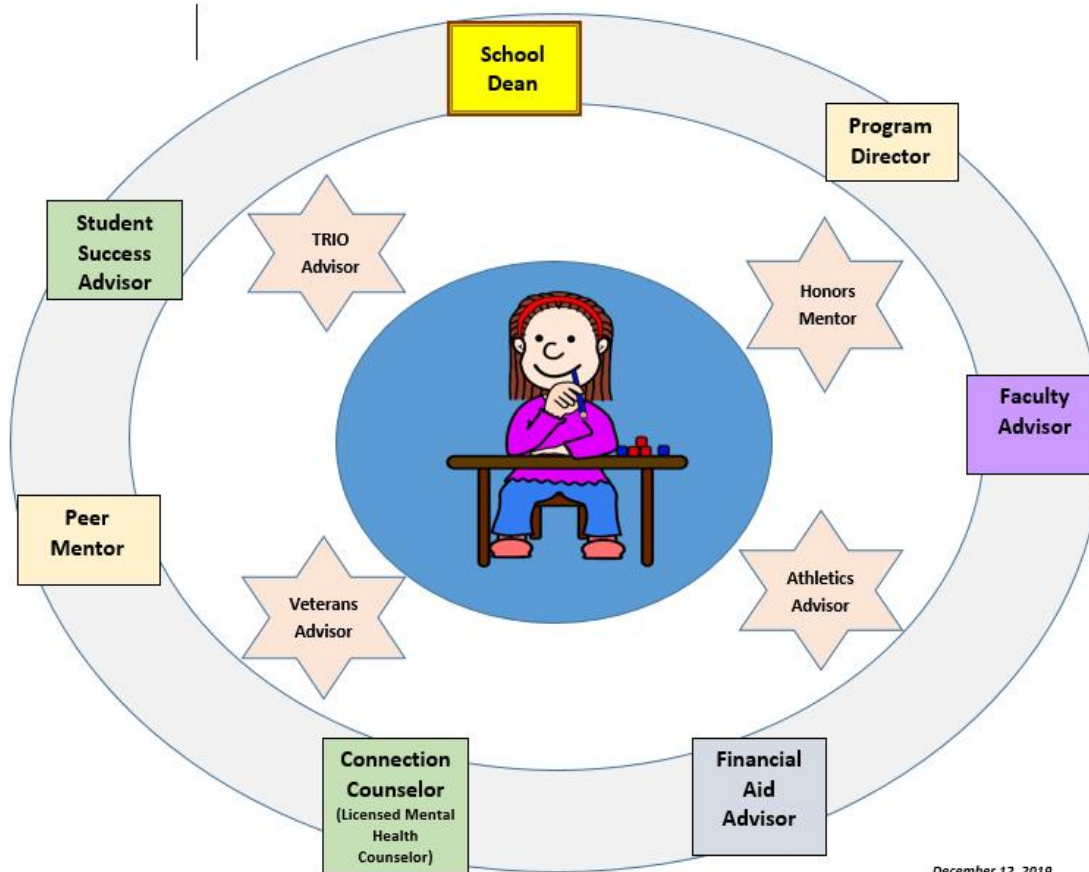
- ▶ Work began in March 2018 with SOAA and first GP Institute
- ▶ REBOOT: Design of the project was not working/new design implemented in Summer 2018
- ▶ Team Structure
  - ▶ Team 1 - Design & Connection
  - ▶ Team 2 - FYE & Advising
  - ▶ Team 3 - Professional Development
  - ▶ Team 4 - Progress, Completion and Transition
  - ▶ Team 5 - Communications and Logistics

# GP Implementation at RCC

- ▶ Goal Oriented: Teams each had high level goals and sub-goals
  - ▶ Mapped GP Essential Practices to teams
  - ▶ Project Manager monitored progress and interdependencies across teams
- ▶ Grassroots: Teams were composed of 70 faculty, staff and students
- ▶ Reporting structure: Co-Facilitators reported up to EC but all work was separate from regular operations
- ▶ Time line: started with the end in mind
- ▶ Transparency: GP progress and initiatives communicated at every given college-wide event
- ▶ Restructuring of both Academic Affairs and Student Affairs

# The Vision

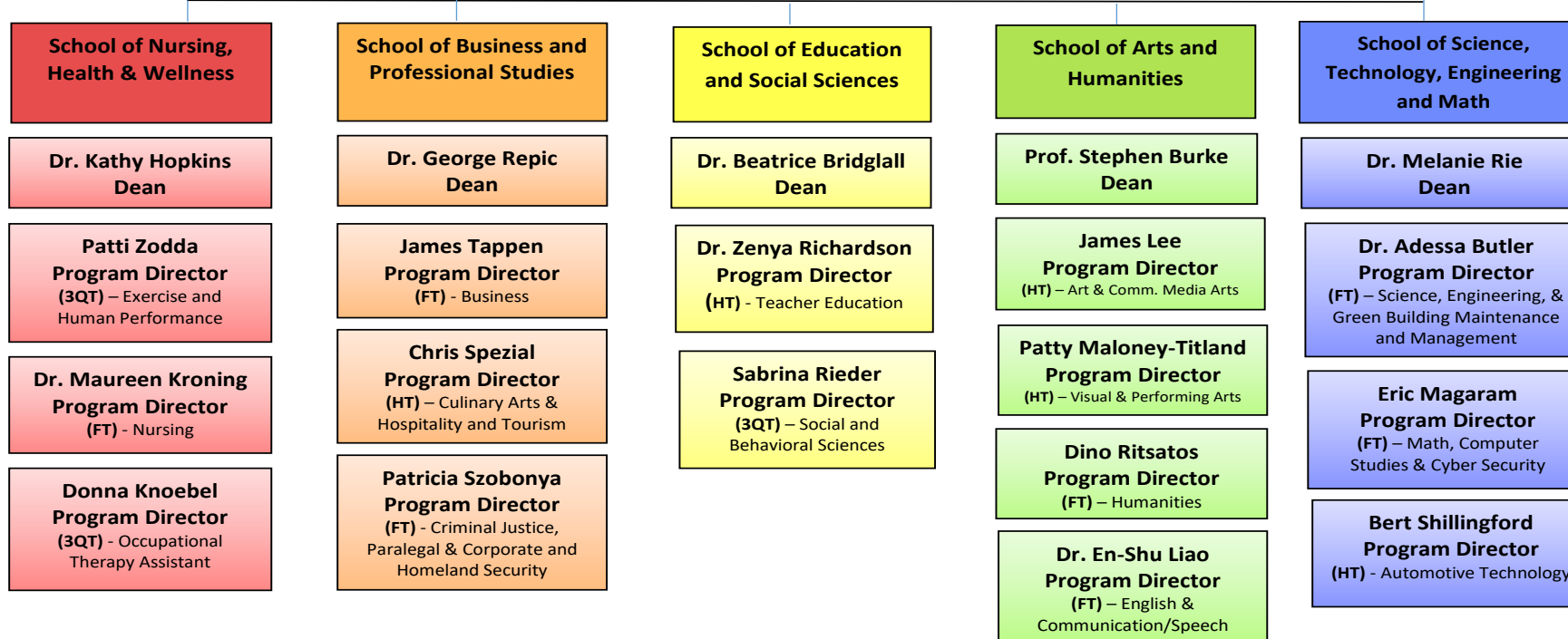
## Guided Pathways Student Success Team



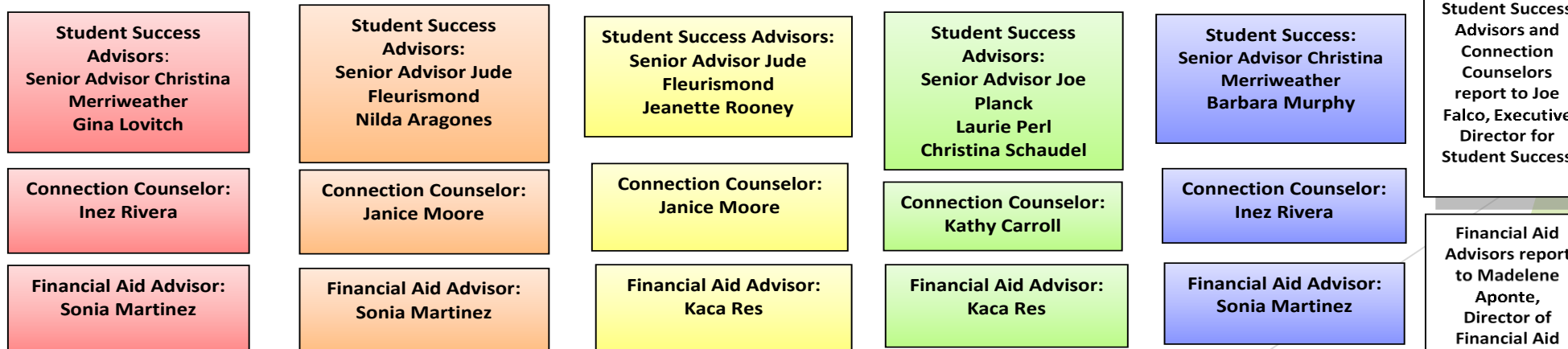
December 12, 2019

# The Schools @ RCC

## Dr. Susan Deer, Provost and Executive Vice President



## Embedded Staff, Reporting to Dr. Helen Brewer, Vice President for Enrollment Management and Student Affairs



**Financial Aid  
Advisors report  
to Madelene  
Aponte,  
Director of  
Financial Aid**



# Accomplishments

- ▶ Created meta-majors and designed School structure
- ▶ Created course sequences for each program using consistencies within Schools
- ▶ Redesigned Onboarding and Orientation
- ▶ Faculty created a FYE course for each School (IttS)
- ▶ Redesigned the student advising model for the College
- ▶ Incorporated Peer Mentors into the advising model
- ▶ Developed KPIs for each GP Team and School
- ▶ Leveraged Title V Grant opportunities to purchase software supportive of GP principles
- ▶ Partnered with Operations to reallocate space on campus to better serve the students

# Maintaining Momentum

- ▶ Team structure ensured that all College constituents had a voice in the process
- ▶ Regular team leader meetings allowed for discussion and feedback
- ▶ College-wide transparency: feedback and criticism were accepted
- ▶ Exposure of cumbersome administrative processes revealed the need to change
- ▶ Early and immediate change allowed for campus buy in
- ▶ Continually demonstrating the value of Guided Pathways
- ▶ Celebrating our accomplishments

# Documentation and Communication

- ▶ Developed and disseminated documents to organize the project: a Timeline, Team Goals, Reporting Structure and Team Member Listing
- ▶ Created a project plan that was reviewed weekly by the team leaders, project manager and co-facilitators
- ▶ Created a GP repository for the team members and the College community
- ▶ Co-facilitators created a link between the GP teams and the Executive Cabinet, which allowed for feedback and transparency
  - ▶ Co-facilitators met weekly with the Project Manager, monthly with the Team Co-Chairs and the EC

# Documentation and Communication

- ▶ Direct link to the Faculty Senate which allowed for a Senate voice in the project.
- ▶ Co facilitators presented monthly GP updates through CETL
- ▶ Co facilitators and Team Leaders presented major accomplishments at the beginning and end of each semester.
- ▶ Major accomplishments were presented to the Board of Trustees each semester
- ▶ Communications team sent out frequent GP updates to the faculty, staff and students via email

# Participation

- ▶ Teams were populated with members from all areas of the College, nearly 75 people were involved with the GP implementation
- ▶ Teams were cross functional
- ▶ Team co-leaders were chosen to ensure representation from both academic affairs and student services
- ▶ Student focus groups were conducted so that their voices could be heard
- ▶ Several teams had student members so that students could be included in decision making
- ▶ Invited different team members to each of the SUNY Institutes, so that a diversity of faculty and staff could learn GP principles and best practices

# Partnerships

- ▶ Title V overlap
  - ▶ Software requested as part of the Title V grant
    - ▶ The College Scheduler (Civitas)
    - ▶ Onboarding (intake/orientation)
  - ▶ GP work will be transitioned to the Director of the Title V grant to continue implementation
- ▶ Attended the SSTF meeting (November 2019)
  - ▶ Continue to strengthen the partnership between the work of SSTF and GP
  - ▶ Developing an embedded tutoring program (Math) to improve student success (Spring 2021)

# Final Thoughts

- ▶ Current and future challenges due to COVID disruptions
- ▶ Work is in progress and the focus of the work will now shift with new leadership
- ▶ Continued challenges associated with Banner and Degree Works implementation
- ▶ Time for assessment with the goal of improvement

# Breakout Rooms

- ▶ Join breakout room with 9-10 SUNY colleagues
- ▶ Discuss the topics with your group
- ▶ Facilitator will keep time and record highlights on Jamboard
- ▶ New topic? Read the questions and responses from the group(s) before and add your thoughts
- ▶ Notes will be sent to all attendees
- ▶ Be ready to share “aha” moment and key takeaways in the main room



Share 1 “aha” moment  
or something that  
surprised you in the  
chat.

Share one or two key  
takeaways in the chat.



THANKS  
YOU