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



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

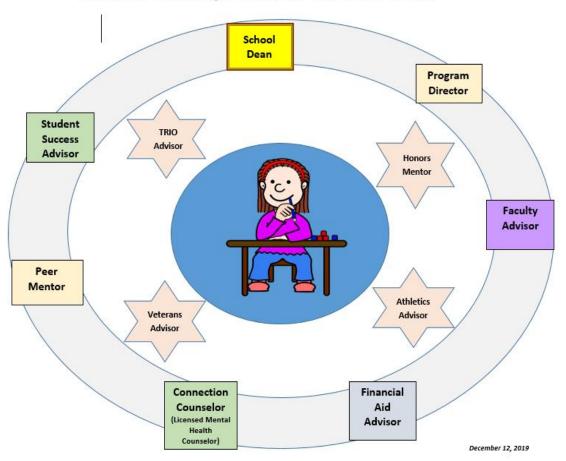
GP Implementation at RCC

- ► 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 collegewide event
- Restructuring of both Academic Affairs and Student Affairs



The Vision

Guided Pathways Student Success Team



The Schools @ RCC

Dr. Susan Deer, Provost and Executive Vice President

School of Nursing, Health & Wellness

Dr. Kathy Hopkins Dean

Patti Zodda
Program Director
(3QT) – Exercise and
Human Performance

Dr. Maureen Kroning Program Director (FT) - Nursing

Donna Knoebel
Program Director
(3QT) - Occupational
Therapy Assistant

School of Business and Professional Studies

Dr. George Repic

James Tappen
Program Director
(FT) - Business

Chris Spezial
Program Director
(HT) – Culinary Arts &
Hospitality and Tourism

Patricia Szobonya
Program Director
(FT) - Criminal Justice,
Paralegal & Corporate and
Homeland Security

School of Education and Social Sciences

Dr. Beatrice Bridglall
Dean

Dr. Zenya Richardson
Program Director
(HT) - Teacher Education

Sabrina Rieder
Program Director
(3QT) – Social and
Behavioral Sciences

School of Arts and Humanities

Prof. Stephen Burke Dean

James Lee
Program Director
(HT) – Art & Comm. Media Arts

Patty Maloney-Titland
Program Director
(HT) – Visual & Performing Arts

Dino Ritsatos
Program Director
(FT) – Humanities

Dr. En-Shu Liao
Program Director
(FT) – English &
Communication/Speech

School of Science, Technology, Engineering and Math

> Dr. Melanie Rie Dean

Dr. Adessa Butler Program Director (FT) – Science, Engineering, & Green Building Maintenance

> Eric Magaram Program Director

and Management

(FT) – Math, Computer Studies & Cyber Security

Bert Shillingford Program Director (HT) - Automotive Technology

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

Student Success
Advisors:
Senior Advisor Christina
Merriweather
Gina Lovitch

Connection Counselor: Inez Rivera

Financial Aid Advisor:
Sonia Martinez

Student Success
Advisors:
Senior Advisor Jude
Fleurismond
Nilda Aragones

Connection Counselor:
Janice Moore

Financial Aid Advisor:
Sonia Martinez

Student Success Advisors:
Senior Advisor Jude
Fleurismond
Jeanette Rooney

Connection Counselor:

Janice Moore

Financial Aid Advisor: Kaca Res Student Success
Advisors:
Senior Advisor Joe
Planck
Laurie Perl
Christina Schaudel

Connection Counselor: Kathy Carroll

Financial Aid Advisor: Kaca Res Student Success: Senior Advisor Christina Merriweather Barbara Murphy

Connection Counselor: Inez Rivera

Financial Aid Advisor: Sonia Martinez Student Success
Advisors and
Connection
Counselors
report to Joe
Falco, Executive
Director for
Student Success

GUIDED PATHWAYS

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

October 12, 2020

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.



