




UNIVERSITY of HAWAII
 COMMUNITY COLLEGES

**University of Hawai'i Community Colleges
 Student Success Pathway - Spring 2017**

Hawai'i Community College
 John Morton, Vice President for Community Colleges

**UHCC
Pathway
2015-2021**

What is Student Success Pathway?

- Intentionally designed, clear and structured **experiences** for students from point of interest through graduation to transfer or career
- Starts with **career or end goal** in mind
- Pathway is a **Framework** that helps to unify a variety of reforms

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**UHCC
Pathway
2015-2021**

UHCC Student Success Pathway

The Pathway model helps us design
 “just-in-time” support for students throughout their
 academic journey.

Connection
Interest to
Registration

Entry
Registration to
completion of
college level
Math and
English(0-25%)

**Progress &
Learning**
Entry into
Program of Study
to 75%
completion of
requirements
(25%-75%) &

**Completion
to Transfer**
To streamlined
Transfer
(75%-100%)

**Completion
to Career**
To receipt of
credentials with
labor market value
(75%-100%)

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**UHCC
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2015-2021**

UHCC Student Success Pathway

CONNECTION: From Interest to Registration

Connection
Interest to
Registration

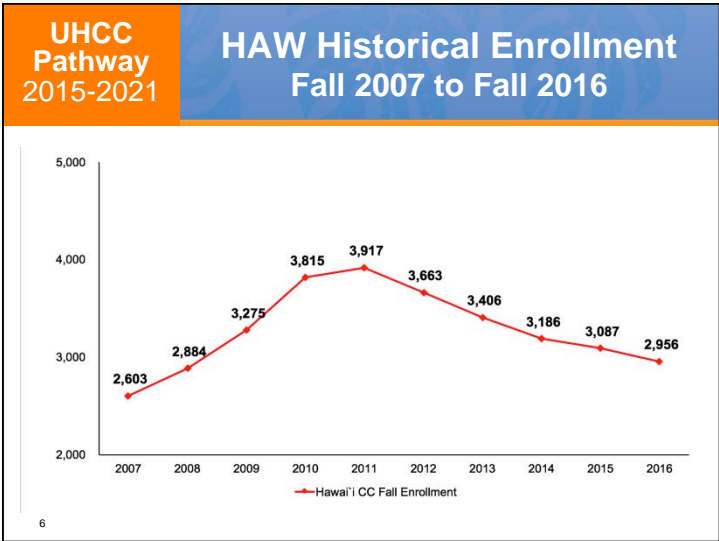
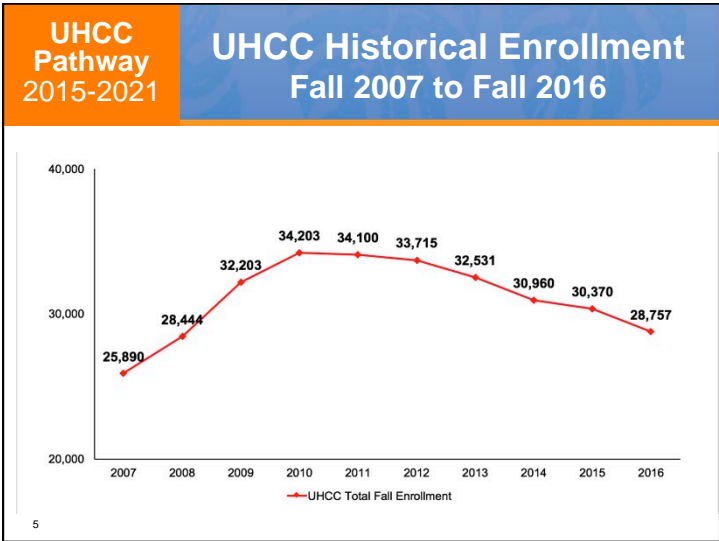
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UHCC Pathway 2015-2021

Connection: Enrollment Management

CONNECTION: From Interest to Registration

- **Enrollment Management**
 - Integrated Communications for recruitment
 - Customized Onboarding:
 - High School Direct Entry
 - GED
 - Pacific Islanders
 - Working Age Adults
 - International Students
 - Orientations and First-Year Experience with embedded SSP Pathway concepts

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UHCC Pathway 2015-2021

Connection: Enrollment Targets

	Pacific Islander		GED Grad		Working Age Adults		International		High School	
	2016 goal	2021	2016 goal	2021	2016 goal	2021	2016 goal	2021	2016 goal	2021
HAW	107	130	218	241	1,265	1,744	80	93	509	666
HON	138	168	271	299	1,590	2,115	53	61	443	486
KAP	128	156	321	355	2,727	3,740	774	897	815	866
KAU	30	37	104	115	479	661	12	14	215	245
LEE	177	215	390	431	2,298	3,280	121	140	1,097	1,329
MAU	73	89	327	361	1,423	1,674	60	69	481	590
WIN	45	54	220	242	918	1,255	13	16	277	339
UHCC	698	849	1,851	2,044	10,699	14,468	1,061	1,230	3,837	4,520
Goals*	-94	+178	-363	+265	-2,454	+5,410	-58	+200	-1,122	+1,013

8 * (-) Red: degree first year goals were not MET. (+) Black: additional students if meet 2021 goals

UHCC Pathway 2015-2021 **Connection: Enrollment Management**

- **UH System Enrollment Management Plan**
 - Presented to BOR Academic & Student Affairs Committee
 - Designed to be comprehensive and collective process

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- **UHCC Enrollment Management Taskforce**
 - Determine best practices
 - Use campus-specific plans to meet UHCC system enrollment targets

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UHCC Pathway 2015-2021 **Connection: High School Recruitment**

- **Dual Credit Initiative (Early College, Running Start, Jump Start)**
 - 78% of Hawaii DOE graduates with dual credits enter college vs. 50% of those without
 - 72% of economically disadvantaged graduates with dual credits enter college vs. 39% of those without
- **2015-16 Early College: College class sections at high school campuses**

UHCC	149
HAW	30
HON	17
KAP	11
KAU	10
LEE	61
MAU	12
WIN	11

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UHCC Pathway 2015-2021 **Connection: High School Recruitment**

- **Financial Aid Outreach Sessions**
- **College Application Sessions**
- **College and Career Fairs**
- **Summer Bridge Activities**
- **Other Strategies?**

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UHCC Pathway 2015-2021 **Connection: Working Age Adults**

- **Working-Age Adults Recruitment and Retention**
 - Returning adults who never received certificate or degree
 - Adults with no post-secondary experience
 - Adults who wish to attain a second credential
- **Indiana's You Can Go Back. Campaign**

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UHCC Pathway 2015-2021 **Connection: Strategic Distance Education**

- **Distance Ed Plan**
 - Assess **untapped student markets** that could be served by DE: e.g., adults, incumbent workers, veterans
 - Create **single access point/portal** for online AA and other targeted programs: including registration, counseling, financial aid, etc.
 - Establish rationale for programs selected (**student demand** and **industry/business demand**)
 - Establish **professional development** opportunity of high quality for faculty and students to use DE properly

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UHCC Pathway 2015-2021 **Connection: Process Improvements**

Process improvements to create better onboarding experience for students

- Active for 4: Student can remain active for 4 semesters without re-applying
- New online application portal under development (KAP): simplified and intuitive
- Mass-admit process for efficiency in Admissions

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UHCC Pathway 2015-2021 **Connection: Communications**

Integrated Communications for Recruitment and Retention

Identify key strategies/tactics to improve communications

The diagram illustrates a communication process flow with the following stages and icons:

- Recruitment** (Group of people icon)
- Application** (Document icon)
- Registration** (Person with magnifying glass icon)
- Remainder of Semester** (Star icon)
- First Three Weeks of the Semester** (Speech bubbles icon)
- Between Terms** (Person with exclamation mark icon)

Arrows indicate the flow from left to right between these stages. There are also feedback loops: an arrow from 'Remainder of Semester' back to 'Registration', and an arrow from 'Between Terms' back to 'Recruitment'. Above the flow, text labels indicate 'Time Between Application & Registration' and 'First Three Weeks of the Semester'.

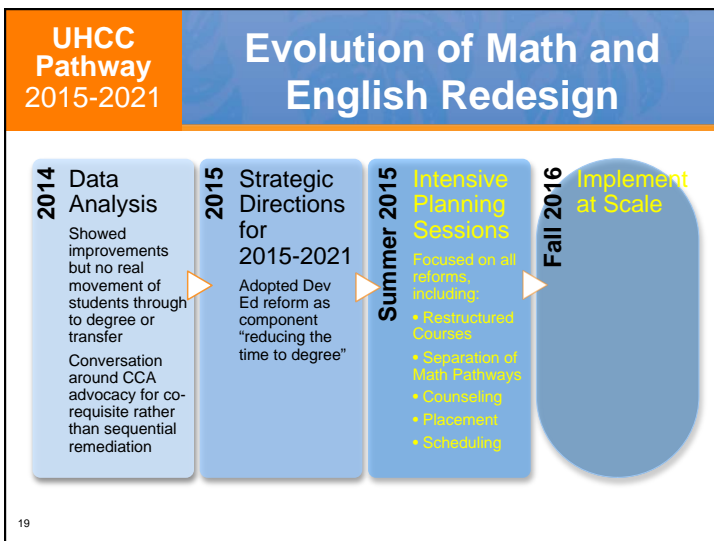
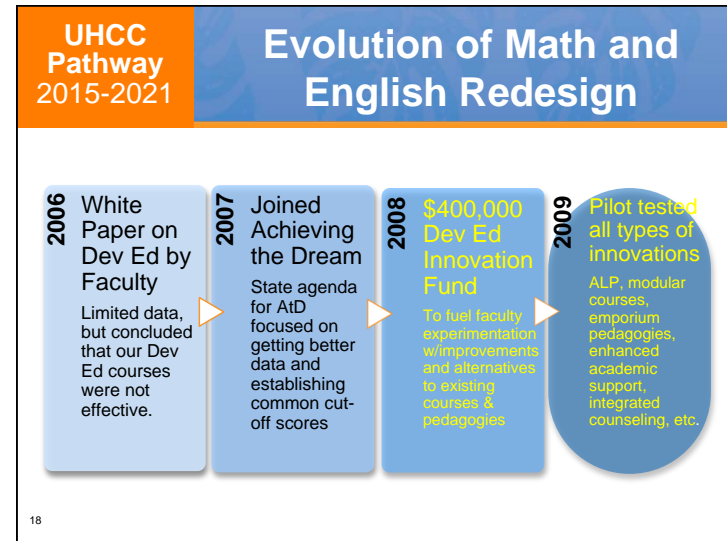
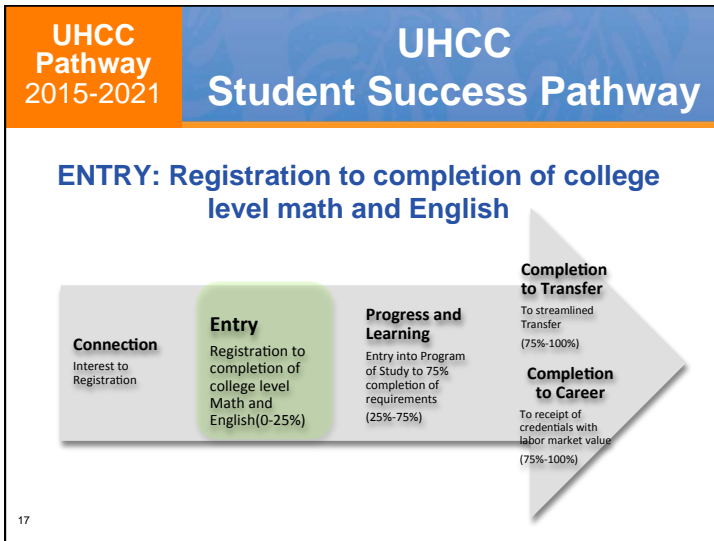
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UHCC Pathway 2015-2021 **Connection: Affordability**

What is Hawai'i's Promise?
Removing "Cost" as a Barrier to Higher Education

New state-funded scholarship for students with financial need to attend UHCCs at no cost for tuition, fees, books, supplies and transportation.

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UHCC Pathway 2015-2021 Entry: Fall 2016 Math and English Data

Accelerated Success Rates in College Level Math and English

		Math		English	
		Fall 2013 Cohort	Fall 2016 Cohort	Fall 2013 Cohort	Fall 2016 Cohort
Students in Cohort		5,547	4,508	5,017	4,104
Completed College Level 1 st Semester	Students	355	831	1,296	1,802
	Pct of Cohort	6%	18%	26%	44%
Completed College Level 4 th Semester	Students	1,114		2,141	
	Pct of Cohort	20%		43%	

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UHCC Pathway 2015-2021 **Entry: Math and English Redesign**

- **Math and English Redesign**
- **Early data shows good progress towards Strategic Directions metrics**
- **Increased numbers of students completing college level work in an accelerated timeframe**

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UHCC Pathway 2015-2021 **Entry: Integrated Advising**

Importance of Integrated Advising at Entry

- **Help students get on path and stay on path using**
 - STAR GPS
 - Multiple Measures for Placement
 - Math Pathways
 - Exploratory Paths (Majors)
 - My Success – Early Alert
 - Predictive Analytic Reporting (PAR)

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UHCC Pathway 2015-2021 **Entry: STAR Guided Pathway System**

University of Hawai'i Pathway Objective

Every single student entering the University of Hawai'i will have a clear individualized "Guided Pathway/GPS" to their credential with intentional student support structures...

A horizontal timeline with five points:

- AUG 2015: 10 STUDENTS (represented by 10 small blue squares)
- NOV 2015: 23 STUDENTS (represented by 23 small blue squares)
- APR 2016: 5,000 STUDENTS (represented by a row of 5,000 small blue squares)
- NOV 2016: 30,000 STUDENTS (represented by a row of 30,000 small blue squares)
- APR 2017: ALL STUDENTS (represented by a row of many small blue squares)

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UHCC Pathway 2015-2021 **Entry: STAR Guided Pathway System**

EXECUTIVE SUMMARY: Nationwide Student On-track Crisis Visualization

The infographic features a green arrow labeled "GPS-Registration" pointing from a bar chart on the left to a bar chart on the right.

- Left bar chart: "national average" with a red asterisk, showing 22% per semester off-track credits.
- Right bar chart: "UH GPS preliminary study" with a green double asterisk, showing 4% per semester off-track credits.

 The background includes the University of Hawai'i seal.

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Entry: UHCC Multiple Measures

Definition of Multiple Measures

- Using alternatives to single high-stakes exam for placement into college level courses
- Multiple measures developed by Cognitive Assessment committee with systemwide representation
- Self-Reported Measures include using
 - Cumulative High School GPA of 2.6; or
 - High school grades in specified classes; or
 - ACT, SAT, Smarter Balanced, GED, HiSET, Writing Sample

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Entry: Fall 2016 Multiple Measures Findings

Under-Usage of Multiple Measures for Placement

- On average, 50% UHCC new entry students were placed into math and English using Compass in Fall 2016

Campus	English	Campus	Math
	Compass Only		Compass Only
UHCC Average	49%	UHCC Average	52%
HAW	47%	HAW	46%
HON	68%	HON	71%
KAP	24%	KAP	35%
KAU	56%	KAU	56%
LEE	60%	LEE	64%
MAU	46%	MAU	47%
WIN	37%	WIN	41%

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Entry: Multiple Measures Data

- Percent of students who could have been placed in college level math and English
 - Multiple measures created larger pool of students who could have been placed in college level in Fall 2016 (UH self-reported data)
 - Increasing use of multiple measures and ability to access DOE data would significantly increase pool of college level students

Placement Level at Entry	English			Placement Level at Entry	Math		
	Fall 2013 Cohort	Fall 2016 Cohort	DOE 2016 Grads*		Fall 2013 Cohort	Fall 2016 Cohort	DOE 2016 Grads*
Total Students	5,017	4,104	2,192	Total Students	5,547	4,508	2,192
College Level	48%	50%	89%	College Level	20%	33%	43%

UH Cohort: New entry students with placement measures
DOE Cohort: Direct entry from DOE

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Entry: Fall 2016 Multiple Measures Findings

- Percent of Students placed into college level but enrolled below college level

Campus	English	Math
UHCC	6%	38%
HAW	12%	32%
HON	0%	53%
KAP	0%	40%
KAU	4%	36%
LEE	10%	32%
MAU	6%	19%
WIN	5%	54%

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UHCC Pathway 2015-2021 **Entry: Fall 2016 Multiple Measures Findings**

- Percent of Students who did not enroll in math or English

Didn't enroll	Fall 2016	Fall 2016
	English	Math
UHCC	27%	42%
HAW	41%	66%
HON	31%	43%
KAP	31%	32%
KAU	39%	33%
LEE	12%	40%
MAU	22%	44%
WIN	35%	37%

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UHCC Pathway 2015-2021 **Entry: Multiple Measures Next Steps**

Summary and Next Steps

- Increase use of multiple measures for placement and decrease reliance on single high-stakes exam
- Place students in highest level
- Enroll students in highest level
- Enroll in college level math and English within first 30 credits

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UHCC Pathway 2015-2021 **Entry: Exploratory Majors (Paths)**

Exploratory Majors = Exploratory Paths

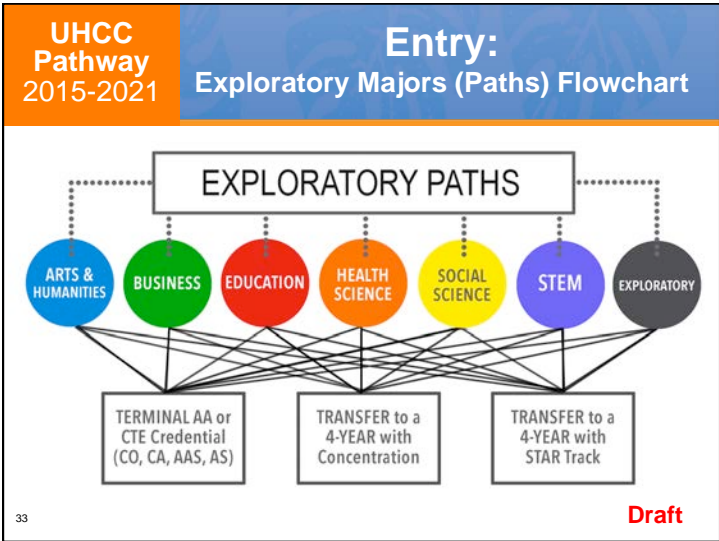
- Help incoming Liberal Arts students identify appropriate major based on their academic and career interests
- Develop first year schedule that facilitates completion and transfer, while allowing some exploration
- Identify and align the appropriate math pathways within each Exploratory major to facilitate transfer
- Minimize unnecessary coursework which may impact students' financial aid eligibility and loan indebtedness

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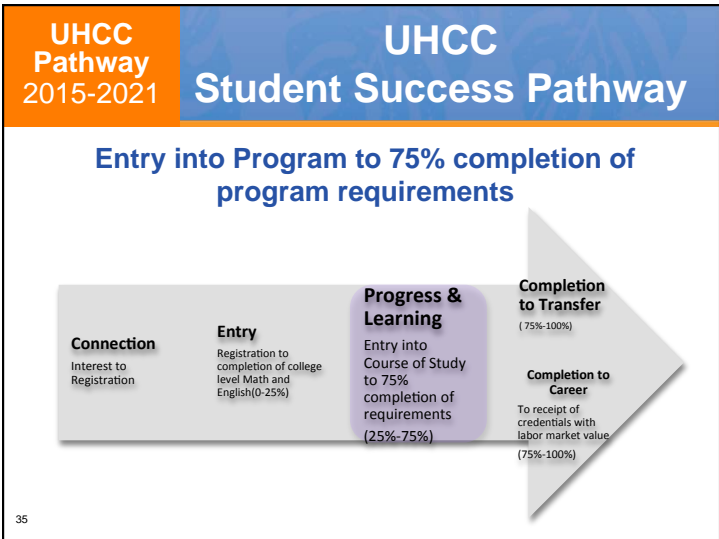
UHCC Pathway 2015-2021 **Entry: Exploratory Majors (Paths)**

- Liberal Arts students with clear transfer goals may have customized schedules within Exploratory Path
- Undecided Liberal Arts students may have campus-developed first year schedule that facilitates transfer and completion but allows for some exploration
- Campuses may decide which Exploratory Paths to adopt and what concentrations to offer

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- UHCC Pathway 2015-2021** **Entry: My Success**
- Early Alert is one component of My Success to use in Entry phase
 - My Success has broader capabilities to explore for Progress and Learning and Completion
 - Creates platform for team approach to integrated and holistic advising
 - Supports case management by allowing colleges to track students' use of support services
 - Allows for communication and messaging to facilitate proactive interventions throughout pathways
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- UHCC Pathway 2015-2021** **Progress and Learning: Teaching and Advising**
- Teaching and Learning
 - Focus on pedagogy, not just structure
 - Peer to peer sharing
 - Integrated Advising to complement teaching and learning for holistic student support
 - Help students stay on the path and ensure learning
 - Persistence, Retention, and Resilience
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UHCC Pathway 2015-2021 **Progress and Learning: Strategic Professional Development**

- **Strategic Professional Development**
 - Professional Development Steering Committee
 - \$300,000 budget
 - Building upon math and English redesign
 - Pedagogy
 - Transfer
 - Career
- **Innovation Funds**

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UHCC Pathway 2015-2021 **UHCC Student Success Pathway**

COMPLETION TO TRANSFER: 75%-100% students' program completion

Connection
Interest to Registration

Entry
Registration to completion of college level Math and English (0-25%)

Progress and Learning
Entry into Course of Study to 75% completion of requirements (25%-75%)

Completion to Transfer
(75%-100%)

Completion to Career
To receipt of credentials with labor market value (75%-100%)

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UHCC Pathway 2015-2021 **Completion to Transfer: Streamlined Transfer**

Exploratory Majors Committee

- Top 20 majors from 2-year to 4-year campus for program transfer alignment
- Automatic admissions with junior standing to programs at 4-year campuses
- **STAR Transfer Pathways in development**
 - Allow transfer students to select pathway that starts at 2-year and transfers to 4-year at optimal time with no time or credit loss

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UHCC Pathway 2015-2021 **UHCC Student Success Pathway**

COMPLETION TO CAREER: 75%-100% students' program completion

Connection
Interest to Registration

Entry
Registration to completion of college level Math and English (0-25%)

Progress and Learning
Entry into Course of Study to 75% completion of requirements (25%-75%)

Completion to Career
(75%-100%)

Completion to Transfer
To receipt of credentials with labor market value (75%-100%)

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Completion to Career: Purpose First

- Strategies to enable students to develop sense of **purpose** and increased motivation
- Match program of study to **students' academic interests and personal strengths**
- Provide students with clear **understanding** of career opportunities
- **Purpose First** aligned with principles of Integrated advising and SSP Pathway

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Completion to Career: Sector Mapping Website



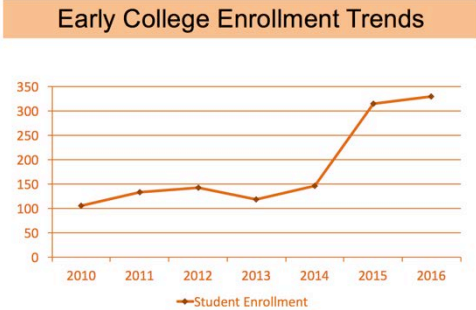
uhcc.hawaii.edu/workforce/index.php

- Every job has a landing page
- What's hot and what's not: demand visualized
- Pathways: K12 to UH to the economy
- Who is hiring?

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HAW Campus Highlights

Early College Enrollment Trends



Enrollment growth has been phenomenal – over 250% in the last 2 years and over 300% in the last 6 years.

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HAW Campus Highlights

IMPACTS OF EARLY COLLEGE – POSITIVE TRENDS

AY	Students	Credits	GPA	Credentials
2016	331	1119	3.2	9 Certificates
2015	315	972	3.4	10 Certificates
2014	147	477	3.1	1 Assoc. Art Degree 2 Certificates
2013	119	392	3.0	14 Assoc. Art Degrees 2 Certificates
2012	142	498	2.9	8 Bachelor Degrees 21 Assoc. Art Degrees 1 Certificate
2011	133	448	2.9	13 Bachelor Degrees 19 Assoc. Art Degrees 4 Certificates
2010	105	428	3.1	12 Bachelor Degrees 19 AA Degrees

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HAW Campus Highlights

Top 5 Majors HawCC students transfer into at UH Hilo:

1. Psychology
2. Pre-Nursing
3. Business
4. Admin of Justice
5. Sociology

Three pathway degrees created in 2016 to align with top transfer majors.

AA Liberal Arts degree w/Concentrations in:

Admin of Justice
Psychology
Sociology

*Specific pathway for transfer to UHH BA programs.

*Lower level credits maximized to meet eligible BA program requirements.

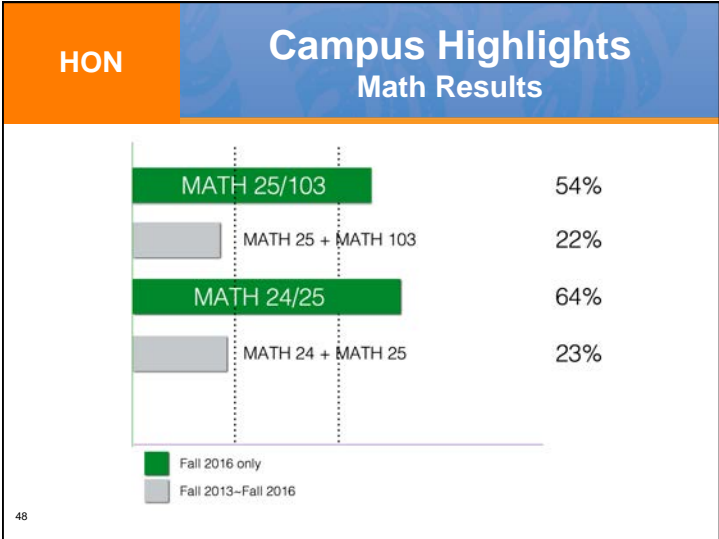
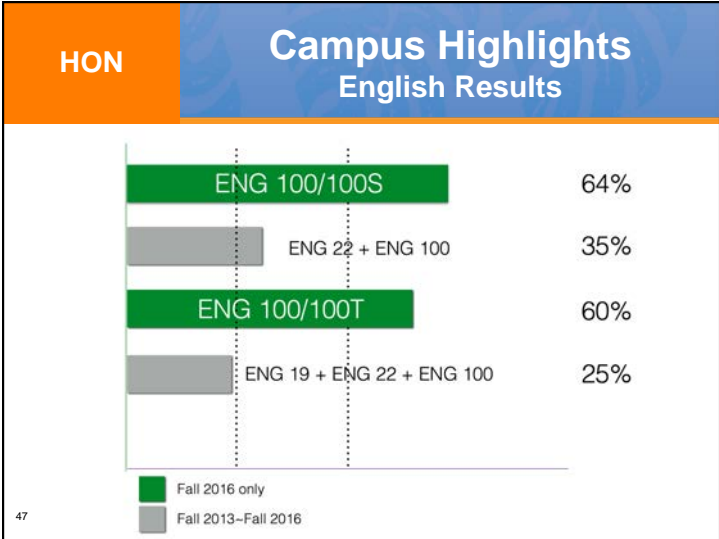
*Academic Advising provided for students at both campuses.

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HON Campus Highlights

- **Campus engagement in Student Success Pathway**
 - Awareness and engagement through extensive messaging
 - Campus Student Success Council (CSSC)
- **Improvements in math and English Completion**
- **2017 Priorities**
 - Include student in CSSC and planning process
 - Create sub group under CSSC for enrollment management

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KAP Campus Highlights

Connecting the Dots....

UH Strategic Plan

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UHCC Strategic Plan

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KAP Strategic Plan

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Student Success Pathway

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Resource Allocations, ARPDs, CPRs, and Enrollment Management Plan

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KAU Campus Highlights

- Student Services**
 - Revamped NSO; online option
 - STAR GPS pathways completed
- Math and English Redesign**
 - Thanks to new placement and course models, greater % of entering students passed college level in 1 sem compared to 3 sem (ENG) or 2 sem (MATH).

ENG

% of cohort passed college-level

MATH

% of cohort passed college-level

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LEE Campus Highlights

Math and English Redesign Early Results

English Results		Math Results	
Results	% Pass ENG 100	Results as of Fall 2016	% Pass College-level Math
Fall 2015	26.4%	College Math Track	
ENG 22 (regular)*	26.4%	2+ Levels Below*	9.7%
ALP ENG 22/100**	74.4%	1 Level Below*	29%
		Math 75/100**	26%
		Math 100 – new model	70%
		College Algebra Track	
Fall 2016	% Pass ENG 100	Legacy model	29%
ENG 22 (regular)	Not applicable	Math 103 - new model	75%
ALP ENG 22/100	68.4%		

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LEE Campus Highlights

Early College Program Development

Early College Courses Offered at High School Campuses
Fall 2012-Spring 2017

No. of Students Participating in Early College
Fall 2012-Spring 2017

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MAU **Campus Highlights**

Top 3 Pathway Priorities

- 1. STAR GPS**
 - Curriculum coherence and timely graduation/transfer within declared major or Exploratory Major
- 2. MySuccess**
 - Faculty, counselor, and academic support collaboration to expand MySuccess

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MAU **Campus Highlights**

3. Integrated Student and Academic affairs First-year/Exploratory experience:

- 700 first-year students – at scale
- Mandatory registration advising (1st and 2nd semesters)
- 44 faculty **embedding** pathway strategies in FY designated courses
 - Peer mentoring**
 - Integrated advising and academic support**
 - Career exploration**

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WIN **Campus Highlights**

- Formed a **Student Success Pathways Committee** to lead SSP implementation.
- Developed **Counseling and Advising process goals** that tie into the SSP framework.
- Promoting Freshman enrollment in highest placed **math and English** courses during their **first semester**.
- Creating innovative ways, using **multi-media**, to help the campus form a unified vision.

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UHCC Pathway 2015-2021 **UHCC Student Success Pathway - Next Steps**

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UHCC Pathway 2015-2021

Next Steps for Pathways

- Continue work with Entry and Connection
- Move towards Progress and Learning, Transfer, and Career
 - Teaching and Learning
 - Peer to peer sharing
 - Integrated advising for holistic student support
 - Streamlined transfer
 - Career exploration and planning

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UHCC Pathway 2015-2021

Next Steps for Institutional Change

- Develop comprehensive communication plan to explain **Pathway** framework
- Focus efforts on building on successful work with math and English redesign, including pedagogical changes
- Create campus culture of **Integration** for holistic student support system
- Share our journey with **DREAM**

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Success is What Counts
The Journey Continues



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