

NISTS 2023

BE A CONNECTOR FOR TRANSFER STUDENT SUCCESS

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The following presentation was given at the 21st Annual Conference for the National Institute for the Study of Transfer Students. Please cite responsibly and direct questions to the original presenter(s).

Educational Session

2760 - Change Agent: Secrets to Designing Equitable Pathways While Guiding Institutional Culture, Policy, and Practices

Credits and Degree Pathways, Partnerships and Collaboration

The most critical barriers to vertical transfer are the loss of credits and the lack of intuitive support students experience. To mitigate challenges, our approach started with developing pathways and continued by reexamining the transfer experience through a motivated, equity-focused lens. While innovative, the pathways provided the catalyst and instrument to address broad equity, policy, and practice challenges. Participants will learn how student-focused pathways (model) shaped fundamental changes in policy, advising, recruitment, and organization structure.

Michael Quattro, *Director of Educational Outreach and Transfer Initiatives*

Ranae Hamama, *Associate Director, Transfer Success*

Kelly Dormer, *Associate Director, Strategic Academic Initiatives*

Wayne State University

2760 - Change Agent: Secrets to Designing Equitable Pathways While Guiding Institutional Culture, Policy, and Practices

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Associate Director for Transfer Student Success



**WAYNE STATE
UNIVERSITY**

Wayne State University: WSU Transfer Profile

- Detroit, Michigan
- 2,000+ new transfers each year
- Transfer Student Success Center (TSSC)
 - One (1) associate director
 - Two (2) transfer advisors
 - 3-5 Transfer Student Ambassadors
- Office of Transfer Credit
 - One (1) manager
 - Three (3) processors (changing soon)

New Transfer Students

1,300+ Fall
500+ Winter
250+ Summer



72%
Michigan CCs



50%
First Generation

68%

Full-time



82.7%
Second Year FT
Retention



Wayne State University founded in 1868 is an urban research institution that offers approximately 350 academic programs through 13 schools and colleges to around 25,000 students.

Session Abstract

The most critical barriers to vertical transfer are the loss of credits and the lack of intuitive support students experience. To mitigate challenges, our approach started with developing pathways and continued by reexamining the transfer experience through a motivated, equity-focused lens. While innovative, the pathways provided the catalyst and instrument to address broad equity, policy, and practice challenges. Participants will learn how student-focused pathways (model) shaped fundamental changes in policy, advising, recruitment, and organization structure.



Starting Point: Identified Barriers/Opportunities



Policy

Loss of transfer credits



Communication

Lack of understanding



Equity

Student needs



Practice

Articulation Agreements



Resources

Staff and structure



Understanding

New paradigms



Go to www.menti.com and use the code 5517 8233

Mentimeter

Where does the responsibility for transfer equity reside on your campus?



Go to www.menti.com and use the code 5988 4060

Mentimeter

How often does your institution review and update transfer statutes?



19

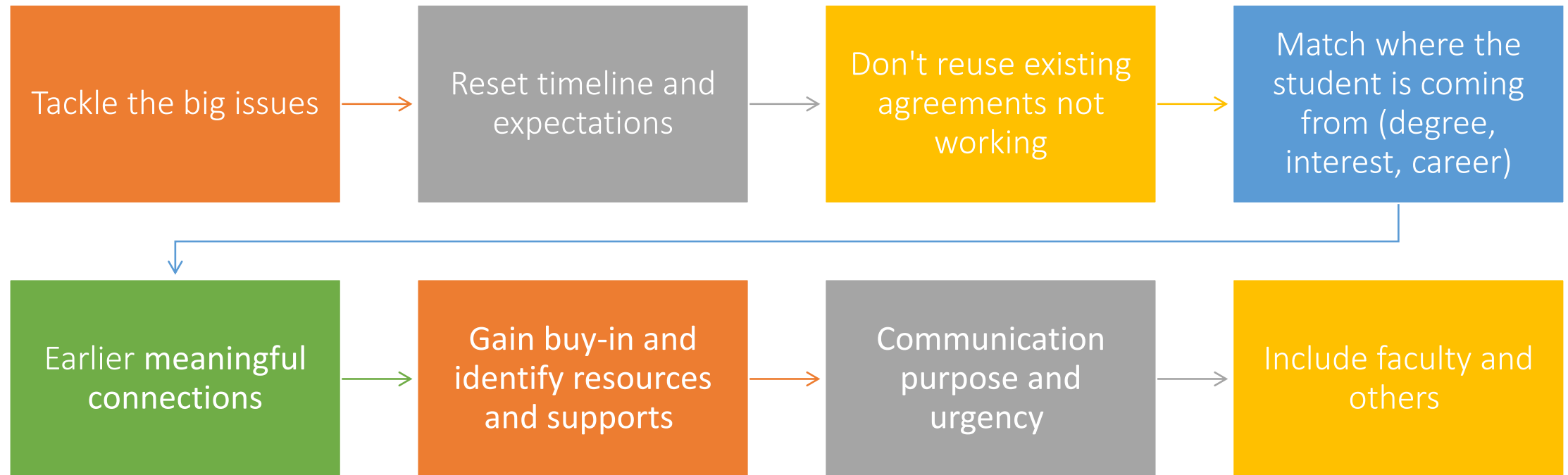


Guiding Principles: WSU Transfer Pathways

- Change the narrative (*student voice*)
- Communication student-friendly model
- Encourage broader evaluation; not solely course-to-course
- Identify “pipeline” programs for scalability
- Provide multiple entry points; ease of understanding
- Provide guarantees / seamless transition



Understanding: Our Updated Plan



Commitment: Board of Governors Statute

- Statutes were not updated since the 1980s/90s
- Board of Governors (BOG) Transfer Statute 2.34.04
 - 64 credit limit from non-baccalaureate degree institutions
 - 12 credit limit of technical, vocational, and applied (TVA) credits
 - Dated references and practices
- Board of Governors Statute 2.43.12, Undergraduate Certificates
 - Transfer credit not allowed to count towards the requirements for earning an undergraduate certificate.



Process: Institutional Buy-in

- Find your why- what is the goal of these changes?
- Draft your ideal proposal for revisions and provide justification
 - Be prepared to negotiate
- Benchmark against comparable institutions
 - Who is more accessible to students than us?
- Strong commitment to shared governance
 - Identify your stakeholders, anticipate their concerns & pain points
- Be transparent and invite feedback
- Acknowledge the shared governance process publicly
 - Ask for letters of support to present to the Board of Governors



Template: Transfer Pathway Major

What are Transfer Pathways? (overview)

What can I do with Major degree?

Community College Course Planning

WSU Course Planning

Transfer Credit Summary

How do I get started?

Notes

Primary contacts

What are Transfer Pathways?

It is the transfer process simplified. Pathways make it easier to complete your associate's degree and transfer to Wayne State University to earn a bachelor's degree. Students can select from many areas of study within each pathway. It's a great way to save time and money without losing credits or taking additional courses.

How does it work?

If you complete an associate degree at a community college within one of the pathways, you are guaranteed admission and junior status at Wayne State University with an assurance that your college credits will transfer. We'll provide a clear roadmap to earning your four-year degree with continued advising, support, and other opportunities through graduation.

How do I get started?

- [Join](#) Wayne State Transfer Pathways
- Schedule a WSU [Transfer Success Appointment](#)
- Meet with your academic advisors and track your academic progress

Benefits of pathways

- **Transfer admission guaranteed** – follow the pathway for guaranteed admission into one of our world-class academic majors.
- **Cost savings** – complete an associate degree, Michigan Transfer Agreement (MTA), and pathway courses that save you thousands in tuition.
- **Maximize transfer credit** – start with junior status at Wayne State with assurances that your credits will transfer.
- **Personalized transfer support** – receive continuous transfer advising for the confidence and guidance to graduate on time.
- **Early access** – find supplemental academic support, career resources, student organizations, and workshops to stay connected with Wayne State.
- **Reverse Transfer** – transfer back Wayne State credits to your partner college to earn your associate degree.
- **Jumpstart graduate school** – start graduate school as you finish your bachelor's degree (AGRADE).



Template: Transfer Pathway Careers

What is Major? (overview)

What can I do with Major degree?

Community College Course Planning

WSU Course Planning

Transfer Credit Summary

How do I get started?

Notes

Primary contacts

What can I do with a Public Health Degree?

Our students can go into these careers:

- Facilities Managers
- Medical and Health Services Mana...
- Healthcare Social Workers
- Community Health Workers
- Administrative Services Managers
- Biostatisticians
- Health Education Specialists
- Compliance Managers
- Public Relations Specialists
- Epidemiologists

Visit Career Coach

POWERED BY  Lightcast DATA




Facilities Managers

\$40 per hour Median Salary	230 Job Openings	2,797 Currently Employed
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Top Skills

Facility Management
Communications Management
Operations Leadership

3% 
Projected outlook

Greater Wayne Cou... National



Template: Transfer Pathway Associate Degrees

What is Major? (overview)

What can I do with Major degree?

Community College Course Planning

WSU Course Planning

Transfer Credit Summary

How do I get started?

Notes

Primary contacts

HENRY FORD COLLEGE **Course planning**

FUTUREDRIVEN

Choose an area of study (associate degree), earn Michigan Transfer Agreement (MTA), and complete pathway courses. The below pathway outlines the required Henry Ford College courses. Courses not taken or transferred from Henry Ford College can be completed at Wayne State University.

Choose an area of study

Associate Degree

Associate in Arts (AA)	*Respiratory Therapist (AAS)
Associate in General Studies (AGS)	Pre-Surgical Technologist (AS)
Associate in Science (AS)	*Surgical Technologist (AAS)
*Fitness and Sport Center Mgt. -Associate in Business	*Firefighter/Paramedic - Associate in Applied Science (AAS)
*Fitness Leadership (AAS)	*Paramedic (AAS)
*Medical Practice-Clinical Mgt. (AAS)	*Physical Therapist Assistant (AAS)
*Ophthalmic Technician (AAS)	Pre-radiographer -Associate in Science (AS)
*Radiographer (AAS)	Pre-Physical Therapist Assistant (AS)

**Satisfies 6-9 PH elective credits. Due to the requirements associated with these programs the total amount of credit earned will likely exceed the minimum bachelor's degree requirement.*



Template: Transfer Pathway Course Planning

What is Major? (overview)

What can I do with Major degree?

Community College Course Planning

WSU Course Planning

Transfer Credit Summary

How do I get started?

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The following courses are required to finish the degree requirements. Any pathway course(s) not completed at the community college can be completed at Wayne State University.

Bachelor of Science (BS) in Public Health

Course	Credit Hours
PH 3100 Social and Behavioral Aspects of Public Health	3
PH 3200 Introduction to Biostatistics	4
PH 3300 Epidemiology	4
PH 3500 Environmental Health	3
PH 4100 Public Health Principles and Practice	2 or PH 4250
PH 4150 Public Health Practicum	2 or PH 4250
PH 4400 Methodological Approaches	4
PH 5100 Capstone Course in Public Health	4
PH Electives (see WSU advisor)	3
Total	29 credits (minimum)



Template: Transfer Pathway Transfer Summary

What is Major? (overview)

What can I do with Major degree?

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Transfer credit summary

Transfer credit summary	Credits
Henry Ford College transferrable credits	73 credits
Required Wayne State University Major credits	29 credits (minimum)
Additional PH, Electives, or Minor (see WSU advisor)	18 credits
Total credits required to complete bachelor's degree	120 credits (transferred or WSU)

- *WSU requires a minimum of 30 hours in residency.*
- *You can review how courses transfer using the [course equivalency tool](#) for other acceptable equivalences.*

How do I get started?

- [Join](#) Wayne State Transfer Pathways
- Schedule a WSU [Transfer Success Appointment](#)
- Meet with your academic advisors and track your academic progress



Template: Transfer Pathway Advising

What is Major? (overview)

What can I do with Major degree?

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Transfer Credit Summary

How do I get started?

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Notes

- The pathway allows multiple associate degree options with the flexibility to customize your degree path. The minimum eligibility to participate in the Wayne State Transfer Pathways is a cumulative GPA of 2.5 or above, Michigan Transfer Agreement (MTA), and an associate degree (earned or Reverse Transfer).
- All college-level (non-developmental), non-duplicated courses with a 2.0 (C) grade point average (GPA) or above will be considered for transfer credit. Earned credit will transfer as 1) direct course equivalency, 2) major/department credit, or 3) elective credit. Credits not earned at the community college will need to be taken at WSU.
- These pathways do not replace the importance of community college and Wayne State academic advising. The pathway provides a general roadmap to degree completion.
- Career tool provides a broad overview of how major selection can lead to careers and is provided without any implied promise of employment. Some careers will require further education, skills, or competencies. Actual salaries may vary significantly between similar employers and could change by graduation, as could employment opportunities and job titles.

Primary contacts

HENRY FORD COLLEGE
— FUTUREDRIVEN —

Henry Ford College
[Academic Advising](#)
313-845-9600 | advising@hfcc.edu



Transfer Student Success Center
313-577-2487 | transfer@wayne.edu
Public Health Department
[Academic Advising](#)



Transfer Pathways: Marketing Materials



The Transfer Pathways are the transfer process simplified. The pathways provide a smooth transition with special benefits, such as:

- » Guaranteed WSU general admission and transfer credit* (junior standing).
- » Opportunities to customize the pathway to enhance your college experience.
- » Direct support and guidance to stay on track (part- or full-time).
- » Early specialized advising and career Support.

Choose your pathway

- » Business Administration
- » Criminology and Criminal Justice
- » Public Health
- » Social Work
- » Urban Studies

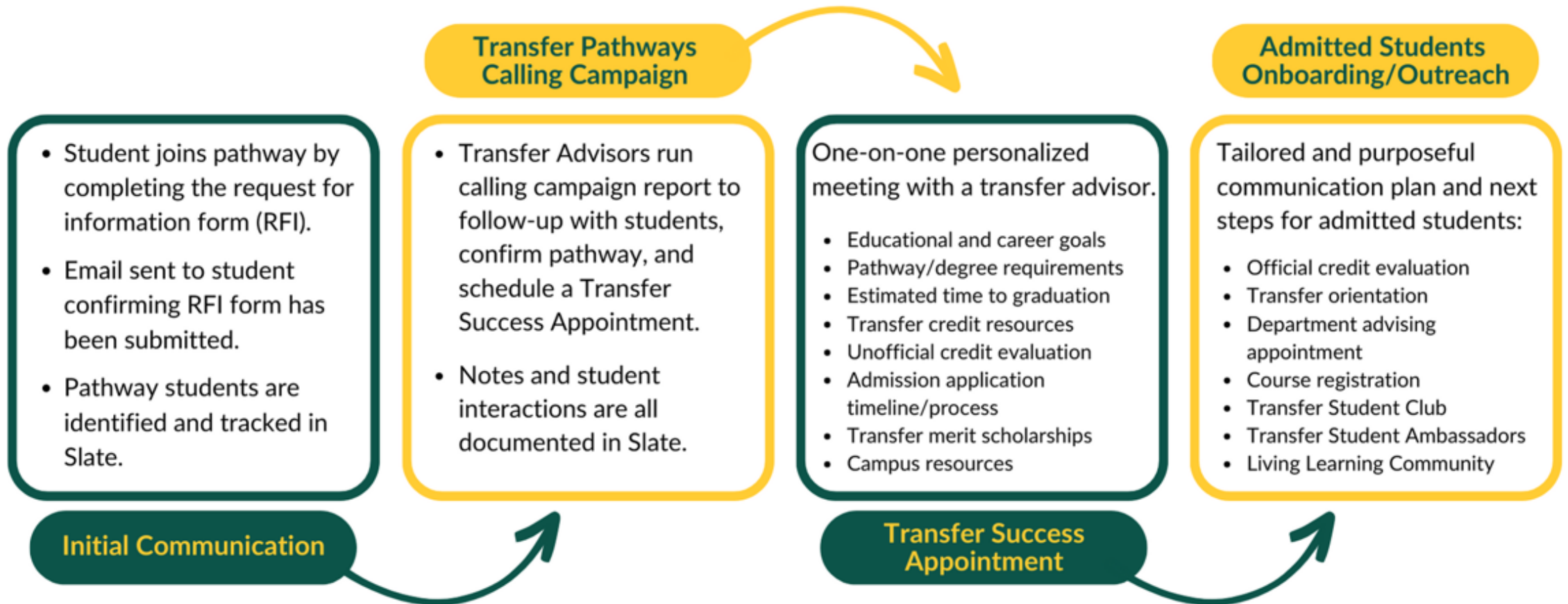
More pathways coming soon.

WSU Benefit

- » Personalized transfer support.
- » Continuous transfer and academic advising.
- » Early access to resources, student organizations, and workshops.
- » Reverse Transfer – transfer back Wayne State credits to WCCCD to earn your associate degree.
- » Merit scholarship opportunities.
- » Jumpstart graduate school (AGRADE).



Student Success: Staying on Path(Wayne)



Student Success: Communication and Outreach



TSSC Calling Campaign: Transfer Pathways (new)

WSU Transfer Pathways (sorted by date; oldest to most recent)

Contact students to:

- Confirm transfer pathway eligibility, WSU start date, application status, etc.
- Schedule a transfer advising appointment (TSSC) to review the pathway
- Document interaction and notes

Follow-up ends with a phone conversation or email to the student with the next steps. Use CC pathway email template for follow-up.

Transfer Student Success Activities

Access ID:

Confirmed pathway

Yield Activity:

- Appointment
- Phone Call
- Drop-in advising
- Email
- Chat

Appointment Date:

Next Steps:

- Apply for admissions
- Check Michigan Transfer Agreement
- Connect with a Career Advisor
- Connect with a community college Advisor
- Connect with Academic Advisor
- Connect with Financial Aid
- Opt-in to transfer pathway
- Referral (student success)

TSSC Notes: (Please include date and initials after each entry)

Team Member:



Transfer Student Success Center

Hi (student name),

We are excited that you are interested in transferring to Wayne State University!

Pathways make it easier to complete your associate's degree and transfer to Wayne State University to earn a bachelor's degree. Students can select from many areas of study within each pathway. It's a great way to save time and money without losing credits or taking additional courses. See additional benefits below:

- **Transfer admission guaranteed** – follow the pathway for guaranteed admission into one of our world-class academic majors.
- **Cost savings** – complete an associate degree, Michigan Transfer Agreement (MTA), and pathway courses that save you thousands in tuition.
- **Maximize transfer credit** – start with junior status at Wayne State with assurances that your credits will transfer.
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- **Reverse Transfer** – transfer back Wayne State credits to your partner college to earn your associate degree.
- **Jumpstart graduate school** – start graduate school as you finish your bachelor's degree (AGRADE).

Ready to learn more? Visit wayne.edu/transfer or schedule a [Transfer Success Appointment](#) with one of our Transfer Advisors.

With Warrior Pride,

[Transfer Student Success Center](#)

WSU Welcome Center – 42 W. Warren, Detroit, MI 48201

313-577-2487 / [Transfer Success Appointment](#) / [Events](#) / transfer@wayne.edu



Transfer Success: Goals for Transfer Pathway Site



Student-friendly, pathways that are co-branded with community college partners.



Encourage early planning that supports various educational and career goals through multiple points of entry.



Sustainable, relevant information that supports diverse audiences and recruitment initiatives.



Connecting transfer students with a point of contact and clear next steps.



Transfer Pathways Website



SCAN ME

“ A web presence should take a user-centered philosophy – delivering information according to student needs and expectations rather than institutional boundary lines or office and department hierarchies. ”

Source: NISTS/mStoner - Transfer Website Strategy Guide

<https://wayne.edu/transfer/pathways>



Pathway Influence: Lessons & New Initiatives

- Transfer Pathway model
- Transfer data; credit data
- Organizational restructure
 - Transfer credit experience
 - Engagement (LLC and Club)
- New transfer tools and resources
 - TESS
 - Data sharing / Reverse Transfer
 - Marketing (print and web)
- Importance of institutional and community partners



Transfer Student Experience Series – Seamless transfer credit pathway to graduation

Community colleges are the entry point to higher education for over 40% of U.S. undergraduates including a large population of underserved students. The most pressing barrier for vertical transfer (two-year to a four-year college) is the loss of credits that students experience when they transition.

This two-part ATA-sponsored workshop series presented by the Transfer Student Success Center team is designed to address aspects of the transfer student experience impacted by transfer credit. We'll discuss how transfer credit policies, practices, and strategies contribute to a strong transfer foundation that can support transfer success. In addition, we'll discuss how we can build on transfer credit practices to develop innovation pathways to support today's students. Specific topics include:

- BOG Transfer Statutes 2.34.04
- Transfer credit; organizational structure and practices
- New Transfer Equivalency Self-Service (TESS) and other resources
- New WSU Transfer Pathways

Workshop dates and times:

Wednesday, February 15, 2023, 285 Student Center
Monday, February 27, 2023, Hilberry C
11 a.m. – 1 p.m. with lunch included

RSVP for each in-person sessions below. Lunch included for both dates. Advisors who complete both sessions receive a Transfer Student Experience series certificate.

Thank You for Joining Us! Any Questions?

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Kelly Dormer

Associate Director, Strategic Academic Initiatives
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References and Resources

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