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

Credits and Degree Pathways, Partnerships, and Collaboration

Michael Quattro
Director of Educational Outreach and Transfer Initiatives

Kelly Dormer
Associate Director for Strategic Academic Initiatives

Ranae Hamama
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)
  o One (1) associate director
  o Two (2) transfer advisors
  o 3-5 Transfer Student Ambassadors
• Office of Transfer Credit
  o One (1) manager
  o Three (3) processors (changing soon)

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.
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

https://www.aacc.nche.edu/programs/equity-transfer-initiative/
Where does the responsibility for transfer equity reside on your campus?
How often does your institution review and update transfer statutes?

- Annually: 8
- Every 3-5 years: 1
- As needed: 6
- Hasn't been reviewed recently: 0
- I don't know: 4

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

https://wayne.edu/transfer/pathways
Understanding: Our Updated Plan

- Tackle the big issues
- Reset timeline and expectations
- Don't reuse existing agreements not working
- Match where the student is coming from (degree, interest, career)
- Earlier meaningful connections
- Gain buy-in and identify resources and supports
- Communication purpose and urgency
- Include faculty and others
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.

For More Information: https://bog.wayne.edu/code/2-34-04
Process: Institutional Buy-in

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

For More Information: https://bog.wayne.edu/code/2-34-04
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).

https://wayne.edu/transfer/pathways-hfc
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 Managers
- Healthcare Social Workers
- Community Health Workers
- Administrative Services Managers
- Biostatisticians
- Health Education Specialists
- Compliance Managers
- Public Relations Specialists
- Epidemiologists

Facilities Managers

$40 per hour
230 Job Openings
2,797 Currently Employed

Top Skills
- Facility Management
- Communications Management
- Leadership

Visit Career Coach

Powered by Lightcast Data

https://wayne.edu/transfer/pathways-hfc
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

Template: Transfer Pathway Associate Degrees

Choose an area of study

<table>
<thead>
<tr>
<th>Associate Degree</th>
<th>Course Planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate in Arts (AA)</td>
<td>Regulatory Therapist (AAS)</td>
</tr>
<tr>
<td>Associate in General Studies (AGS)</td>
<td>Pre-Surgical Technologist (AS)</td>
</tr>
<tr>
<td>Associate in Science (AS)</td>
<td>Surgical Technologist (AAS)</td>
</tr>
<tr>
<td>*Fitness and Sport Center Mkt. - Associate in Business</td>
<td>Firefighter/Paramedic - Associate in Applied Science (AAS)</td>
</tr>
<tr>
<td>*Fitness Leadership (AAS)</td>
<td>Paramedic (AAS)</td>
</tr>
<tr>
<td>*Medical Practice-Clinical Mkt. (AAS)</td>
<td>Physical Therapist Assistant (AAS)</td>
</tr>
<tr>
<td>*Optometric Technician (AAS)</td>
<td>Pre-radiographer - Associate in Science (AS)</td>
</tr>
<tr>
<td>*Podographer (AAS)</td>
<td>Pre-Physical Therapist Assistant (AAS)</td>
</tr>
</tbody>
</table>

*Requires an additional 6-9 PHI 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.

https://wayne.edu/transfer/pathways-hfc
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?
Notes
Primary contacts

Course planning
The following courses are required to fulfill 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

<table>
<thead>
<tr>
<th>Course</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>PH 3100 Social and Behavioral Aspects of Public Health</td>
<td>3</td>
</tr>
<tr>
<td>PH 3200 Introduction to Biostatistics</td>
<td>4</td>
</tr>
<tr>
<td>PH 3300 Epidemiology</td>
<td>4</td>
</tr>
<tr>
<td>PH 3500 Environmental Health</td>
<td>3</td>
</tr>
<tr>
<td>PH 4100 Public Health Principles and Practice</td>
<td>2 or PH 4250</td>
</tr>
<tr>
<td>PH 4150 Public Health Practicum</td>
<td>2 or PH 4250</td>
</tr>
<tr>
<td>PH 4400 Methodological Approaches</td>
<td>4</td>
</tr>
<tr>
<td>PH 5100 Capstone Course in Public Health</td>
<td>4</td>
</tr>
<tr>
<td>PH Electives (see WSU advisor)</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>29 credits (minimum)</td>
</tr>
</tbody>
</table>
Template: Transfer Pathway Transfer Summary

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

Transfer credit summary

<table>
<thead>
<tr>
<th>Transfer credit summary</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Henry Ford College transferrable credits</td>
<td>73</td>
</tr>
<tr>
<td>Required Wayne State University Major credits</td>
<td>29</td>
</tr>
<tr>
<td>Additional PH, Electives, or Minor (see WSU advisor)</td>
<td>10</td>
</tr>
<tr>
<td>Total credits required to complete bachelor’s degree</td>
<td>120</td>
</tr>
<tr>
<td>(transferred or WSU)</td>
<td></td>
</tr>
</tbody>
</table>

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

https://wayne.edu/transfer/pathways-hfc
**Template: Transfer Pathway Advising**

- **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**

### 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 credits 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**

- [Academic Advising](https://wayne.edu/hfc/)
- [advising@hfcc.edu](mailto:advising@hfcc.edu)

**WAYNE STATE UNIVERSITY**

- Transfer Student Success Center
- [Transfer@wayne.edu](mailto:Transfer@wayne.edu)
- Public Health Department [Academic Advisor](https://wayne.edu/)

[https://wayne.edu/transfer/pathways-hfc](https://wayne.edu/transfer/pathways-hfc)
Transfer Pathways: Marketing Materials
Student Success: Staying on Path(Wayne)

Initial Communication
- Student joins pathway by completing the request for information form (RFI).
- Email sent to student confirming RFI form has been submitted.
- Pathway students are identified and tracked in Slate.

Transfer Pathways Calling Campaign
- Transfer Advisors run calling campaign report to follow-up with students, confirm pathway, and schedule a Transfer Success Appointment.
- Notes and student interactions are all documented in Slate.

Transfer Success Appointment
- One-on-one personalized meeting with a transfer advisor:
  - Educational and career goals
  - Pathway/degree requirements
  - Estimated time to graduation
  - Transfer credit resources
  - Unofficial credit evaluation
  - Admission application timeline/process
  - Transfer merit scholarships
  - Campus resources

Admitted Students Onboarding/Outreach
- Tailored and purposeful communication plan and next steps for admitted students:
  - Official credit evaluation
  - Transfer orientation
  - Department advising appointment
  - Course registration
  - Transfer Student Club
  - Transfer Student Ambassadors
  - Living Learning Community
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.

https://wayne.edu/transfer/pathways

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
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
Thank You for Joining Us! Any Questions?

Michael Quattro
Director, Educational Outreach & Transfer Initiatives
michael.quattro@wayne.edu

Ranae Hamama
Associate Director, Transfer Student Success
rhamama@wayne.edu

Kelly Dormer
Associate Director, Strategic Academic Initiatives
kdormer@wayne.edu
References and Resources


