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## *Educational Session*

### **2404 - Aiming for Completion: Creating a Transfer Sending Culture at the Community College**

Partnerships and Collaboration, Leadership and Strategic Planning

With transfer being considered a social justice intervention as it relates to pathways to equity in education, it is important that community colleges develop initiatives aimed to reduce informational and cultural barriers to cultivate a transfer-sending culture as an institutional priority. Participants will learn how Mt. San Antonio College has engaged faculty, staff, and administrators in transfer advocacy as Transfer Agents, supporting student completion and transfer success.

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Mt. San Antonio College



# Aiming for Completion: Cultivating a Transfer Sending Culture at the Community College



**Lupita Jimenez, Transfer Specialist & Adjunct Counselor**  
**Alana Bachor, Counseling Faculty & GPS Mapper**  
**Jesse Lopez, Counseling Faculty**

## **NISTS Conference 2022**

**From Moment to Movement: Shaping the Future of Transfer**

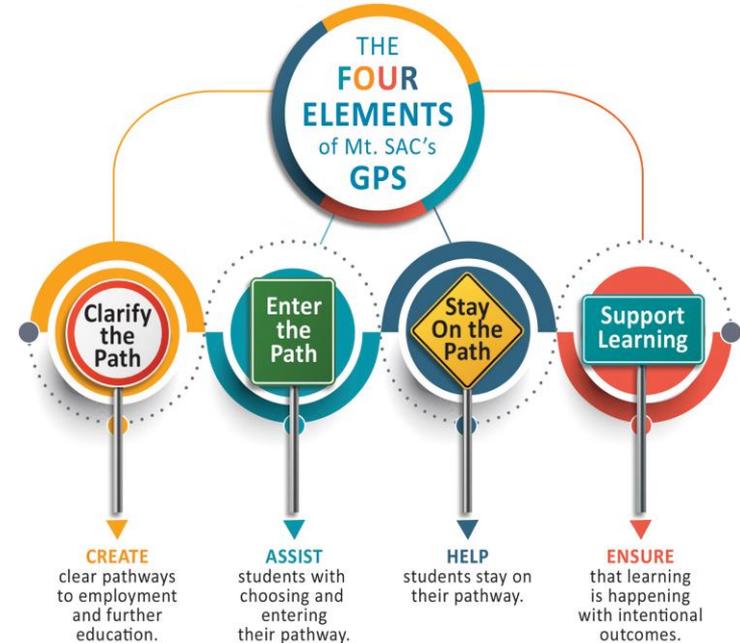


# Agenda

1. Overview of Mt. San Antonio College & Guided Pathways to Success
2. Engaging Faculty, Staff and Administrators in Transfer Advocacy
3. Activity: Transfer Action plan

# Mt. SAC & Guided Pathways to Success (GPS)

- Mt. San Antonio College (Mt. SAC) is one of the largest public community colleges in California.
- Located in Walnut, CA, 30 miles east of Downtown Los Angeles, serving a diverse student body and being federally designated as a Hispanic Serving Institution (HSI) and an Asian American and Native American Pacific Islander Serving Institution (AANAPISI).
- Among California Community Colleges, Mt. SAC ranks:
  - #1 on In-State-Private Transfers
  - #1 on Out-of-State Transfers
  - #2 in CSU Transfers
  - #7 in UC Transfers
- Mt. SAC was one of the first community colleges in California to join the American Association of the Community Colleges (AACC) national Guided Pathways, and is now in its fourth year of implementation.
  - GPS promotes creation of clear paths that can assist students in choosing the right educational goal for them while receiving the necessary help and support to stay on it through completion.





*“A transfer sending culture is defined as an institution standardizing the transfer process so that all students who aim to transfer to a university can do so in an efficient and timely manner” (Ornelas, 2002, as cited in Jain et al., 2020, p. 10).*

# Cultivating a *transfer sending culture* at Mt. SAC aims to:



- support the Guided Pathways to Success (GPS) model by offering professional development opportunities that increase transfer awareness among faculty, staff and administrators in order to support students' transfer journey;
- reduce informational and cultural barriers for student transfer success; and
- advocate for transfer to become integrated and prioritized on a structural level at the campus by getting faculty, staff, and administrators involved in spreading the knowledge and support regarding transfer.

Guided Pathways to Success Pillars #1 (Clarifying the Path), #2 (Entering the Path), #3 (Staying on the Path) & #4 (Supporting Learning)



Mt. San Antonio College Transfer Center  
Navigating the Road to Transfer Success

# Mt. SAC Transfer Center Support

1

## College & University Exploration

- Tours of local and Northern California universities
- Transfer Fairs

2

## Transfer Advising

- Transfer Specialists appointments
- University representative appointments and information tables
- University application assistance

3

## Workshops

- Transfer 101
- CSU & UC applications
- Transfer Admission Guarantee
- Next Steps for Transferring Students
- Transfer Transitions
- And more!

4

## Events

- Transfer Application Bootcamp
- Transfer Awareness Week
- TransferCon
- Transfer Achievement Celebration

# Project 1

## Transfer Agents Trainings

Validating Students' Experiences and Transfer Aspirations via Transfer Application Assistance and Personal Statement Review

**Who are**

# Transfer Agents?

“Authority figures that assist students with navigating the transfer pipeline while validating their educational aspirations and addressing their sense of belonging” (Jain et al., 2020, p. 114).



# Components of Transfer Agents Trainings



- ❑ Review of Transfer Sending Culture
- ❑ Discussion of the Need for Transfer Agents
  - ❑ addressing students' sense of belonging
  - ❑ helping students tell their story through responses to transfer admission open-ended questions in a way that showcases their strengths with authenticity, pride and enthusiasm.
- ❑ Personal Statement Review
- ❑ Volunteer Logistics
- ❑ Overview of Transfer Center Resources
  - ❑ Where and how to refer students for transfer advising and application assistance.

## Project Implementation Steps

- ✓ Call out via campus-wide e-mail communication to participate
- ✓ Trainings were scheduled during annual Transfer Awareness Week on the third week of October
- ✓ Participants received Transfer Agents uniforms to promote transfer awareness and visibility of transfer support
- ✓ A campus-wide announcement went out to thank over **50** faculty, staff, and administrators for playing a pivotal role in supporting the transfer function of Mt. SAC as Transfer Agents



# Project 2

## Leveraging Faculty's Influence on Students

Engaging Faculty in Cultivating the Transfer Sending Culture at Mt. SAC



# Language is **Powerful**: How Faculty Can Help Reduce Informational & Cultural Barriers

## Discuss

Discuss transfer resources available to students.

## Share

Share your transfer/educational journey with students in your classrooms!

## Promote

Promote transfer events available to students to increase their transfer awareness.

## Validate

Validate the transfer aspirations of students pursuing transfer as their educational goal!

## Refer

Refer students to the Transfer Center and encourage them to subscribe to the [transfer listserv](#).

- Faculty are welcome to subscribe, too!

## Empower

Use affirming language to empower students to see themselves as transfer scholars!

- Be realistic without being discouraging.

# Project 3

**Mt. SAC [Innaugural]**

**Transfer Symposium 2021**

Engaging the Mt. SAC Community in a Conversation about Transfer as a  
Pathway to Equity in Education

# Inaugural Transfer Symposium 2021



A virtual event that engaged Mt. SAC staff, faculty and administrators in a conversation of transfer as a pathway to equity in education.

## Program Highlights:

- **Transfer State of Mt. SAC**
  - Presented by Mt. SAC's Research Department
- **The Mountie Transfer Student Experience**
  - Presented by current and former Mt. SAC students
- **Partnering to Cultivate a Transfer Sending and Receptive Culture for Mt. SAC Students**
  - Presented by Dr. Dimpal Jain, Santiago Bernal and Alfred Herrera

*Partnered with Mt. SAC's Professional and Organizational Development (POD) office to offer professional growth increment and professional growth incentive to faculty and staff who participated.*





# **Activity: Transfer Action Plan**

Cultivating A Transfer Sending Culture at Your Campus

# Elevating the **Transfer Advocacy** Movement

## Unpacking students' struggles to identity and address needs

- Introduce yourselves
- Reflect
  - What do you think are the biggest issues students are facing at your campus that inhibit transfer?
  - What type of programming or initiatives do you see necessary to foster student transfer success at your campus?
- Share out
- Next Steps



# References

[Home | Mt. San Antonio College \(mtsac.edu\)](#)

Jain, D., Melendez, S. N. B., & Herrera, A. R. (2020). Power to the transfer: Critical race theory and a transfer receptive culture. MSU Press.



# Thanks!

## Any questions?

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