



# TRANSFER VIRGINIA

Through high-level collaboration among all institutions of higher education, *Transfer Virginia* will reform the transfer experience and enable the Commonwealth to make measurable progress on student success and equity.

Although most Virginia students who start community college aim to receive a baccalaureate degree, less than a third of them ever transfer. Students aiming to transfer must navigate cumbersome processes, often lose credit for work completed at prior institutions, and face other obstacles. To become the best educated state by 2030—a goal articulated in the Virginia Plan for Higher Education—the Commonwealth must address these barriers.

*Transfer Virginia* is a collaborative partnership between the State Council of Higher Education, the Virginia Community College System, the Aspen Institute, HCM Strategists, and Sova. It embraces the growing need for seamless transfer among the Commonwealth's institutions by:

- Engaging key stakeholders to improve communication and facilitate collaboration.
- Engaging faculty across institutions to better align academic expectations at two-year and four-year schools.
- Developing program maps that will guide students from high school to community college to university degree completion.
- Streamlining transfer articulation agreements and improving guaranteed admission agreements.
- Creating models for regional dual-admission and co-enrollment programs.
- Developing an online transfer portal that serves all students.

**MAKING TRANSFER WORK FOR EVERYONE**

## THE CASE FOR CHANGE

In a 2012 cohort of Virginia community college students intending to transfer, only 1,989 out of 20,000 students earned a baccalaureate degree, resulting in a success rate of under 10 percent. Removing barriers to efficient transfer will make the Commonwealth's system of higher education:

- **More affordable.** Two years spent at a community college costs a Virginia student about \$17,000 less than attending a four-year school.
- **More efficient.** The typical community college student who transfers to attain a baccalaureate degree earns 133 credits, 13 more than is required for most programs—the equivalent of an extra semester of expenses and time.
- **More equitable.** Because community college is the most accessible entry point into higher education, improved transfer will close equity gaps in baccalaureate degree attainment.
- **More relevant.** Improving transfer improves the economic outlook for the Commonwealth, given the projected growth in careers that require a baccalaureate degree.

## TRANSFER VA GOALS

*Transfer Virginia* focuses on one overarching goal: Improve the efficiency of the transfer system, while closing the gap for underrepresented populations and Pell Grant recipients. If this goal is met, the higher education institutions in Virginia will award an additional 6,600 baccalaureate degrees to transfer students each year. Other goals include:

- **Gateway barriers:** Increase the share of students successfully completing gateway math and English in the first year of community college enrollment from 35 percent to 75 percent.
- **Mobility and timeliness:** Increase the percentages of community college students who transfer after two years from 35 percent to 40 percent and from 48 percent to 55 percent for those who transfer after three years. Improve time to transfer without reducing the number of students who complete an associate's degree before transfer.
- **Degree attainment:** Increase the baccalaureate degree completion rate for students completing within two years of transfer from 26 percent to 40 percent, within three years of transfer from 63 percent to 70 percent, and within four years of transfer from 75 percent to 80 percent.
- **Credit efficiency:** Reduce the average number of degree credits earned by transfer students to be comparable to the number earned toward the same degree by native students.

## TRANSFER VA PARTNERS

The State Council of Higher Education for Virginia (SCHEV) and the Virginia Community College System (VCCS) are the in-state lead organizations for *Transfer Virginia*. The national partners—the College Excellence Program at the Aspen Institute, HCM Strategists, and Sova—aim to foster the conditions in three states (Virginia, Minnesota, and Texas) for scaled and measurable improvements in attainment rates for baccalaureate-seeking community college students. The partners will work with SCHEV and VCCS over the next three years to approach the work comprehensively, incorporating policy, practice, leadership, research, and strategic communications tailored to Virginia's needs.



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**Transfer Virginia Call-to-Action Webseries: The Role of Transfer in Equity  
October 1, 2020 – June 2021**

**Attendees:**

- Teams of 3-4 people from four-year publics & privates, community colleges
- Perspectives: transfer partner, equity, transfer advising leadership, academic dean/CAO, student success leadership

**Structure**

- 90-minute content sessions + 60-minute transfer practice community discussions
- Potential meeting components: Brief presentations, team time/transfer think tanks, Individual reflection time, Q&As
- Supporting materials: Team virtual worksheets/note catchers (e.g., Google Platform-enabled)

**Dates and Times:**

Series Component	Dates
1. Kick-Off: Transfer & Equity	October 1, 2020, 2:00-3:30 pm
2. Transfer Practice Community Discussion	November 12, 2020, 2:00-3:00 pm
3. Transfer & Social Mobility	December 10, 2020, 2:00-3:30 pm
4. Data Deep Dive Drop-in Office Hours	December 16th, 2:00-3:00 pm January 13, 2:00-4:00 pm
5. Equity & Transfer Advising	January 28, 2021, 2:00-3:30 pm
6. Community Discussion: Advising	February 11, 2021 2:00-3:00 pm
7. Refining Goals	March 25, 2021, 2:00-3:30 pm
8. Community Discussion: Action Plans	April 15, 2021, 2:00-3:00 pm
9. Transfer Think Tank Office Hours	May 3rd, 3:00-5:00 pm May 19th, 3:00-5:00 pm
10. Call-to-Action Capstone Event	June 8th, 2021, 2:00-5:00pm
11. Call-to-Action Campaign	June and July, 2021

**1. Oct. 1st, 2:00-3:30 pm: Equity & The Transfer Student Experience (90 minutes)**

- a. Presentations on Equity (Paula Robinson) & The National Transfer Context (The Aspen Institute) (25 minutes total)
- b. Team Time & Share Out: Reflecting on the Transfer Student Journey (20 minutes total)
- c. Explainer, the Institutional Planning Guides & The Transfer Virginia Statewide Transfer Campaign (10 minutes)
- d. Team Time, Q&A/Share Out: Review planning guides (25 minutes)
- e. Next Steps (5 minutes)



**2. Nov. 12th, 2:00-3:00 pm: Transfer Practice Community Discussion (60 minutes)**

An opportunity for series participants to follow up on ideas, ask questions and share insights and challenges with their peers. This is a great opportunity to get feedback from colleagues and/or troubleshoot any parts of the process your team may be working on. The bulk of the session will be dedicated to open discussion and a Transfer Think Tank between institutions.

**3. Dec. 10th, 2:00-3:30 pm Social Mobility & Transfer (90 minutes)**

- a. Presentations on Social Mobility in Virginia (Carin Barber) & Transfer VA Data (Patricia Parker) (25 minutes total)
- b. Team Time, Data Q&A/Share Out: Reviewing social mobility and transfer data (30 minutes)
- c. Team Time, Q&A/Share Out: Building on planning guides from Webinar 1 (25 minutes)
- d. Next Steps (5 minutes)

**4. Dec. 16th, 2:00-3:00 pm & Jan. 13th, 2:00-4:00 pm: Data Deep Dive Drop-in Office Hours**

An opportunity for institutions to meet one-on-one with the Tackling Transfer and Transfer Virginia facilitators to explore institutional and state data on transfer. After teams have had some time to reflect on their institution's data report and Virginia's social mobility data presented by Carin Barber, office hours will provide teams with time to ask questions, dig further into their data, and talk about turning data into actionable practice with positive outcomes.

**5. January 28th, 2:00-3:30 pm: Promoting Equity through Effective Transfer Advising Structure and Strategy (90 minutes)**

- a. Presentation: The Role of Advising in Promoting Equitable Transfer Student Outcomes (The Aspen Institute) (20 minutes)
- b. Q&A (10 minutes)
- c. Team Time & Share Out: Promoting Equity Through Advising at Your Institution (40 minutes)
- d. Team Time, Q&A/Share out: Building on planning guides from Webinars 1 & 2 (25 minutes)
- e. Next Steps (5 minutes)

**6. February 11th, 2:00-3:00 pm: Transfer Think Tank Community Discussion (60 minutes)**

An opportunity for series participants to follow up on ideas, ask questions and share insights and challenges with their peers. This is a great opportunity to get feedback from colleagues and/or troubleshoot any parts of the process your team may be working on. The bulk of the session will be dedicated to open discussion and a Transfer Think Tank between institutions.

**7. March 25th, 2:00-3:30 pm: Refining Goals (90 minutes)**

- a. PRE-READ: Review note capture/planning guides from webinars 1,2, & 3
  - i. For this session, we will be reflecting on the topics of equity, data, and advising cover thus far teams will analyze their current goals to ensure they address these key areas.
  - ii. Prior to March 25th, please upload teamwork accomplished so far such as the student journey map, data reports, transfer advising logic model, any updates to their goal setting to their team folder in the Transfer VA Call-To-Action google folder.
- b. Presentation: Refresher on the Institutional Planning Guides, themes discussed throughout the Transfer VA Call-to-Action, & The Transfer Virginia Statewide Campaign (15 minutes)
- c. Team time: Review Goals & Work Through Discussion Questions (60 minutes)
- d. Share out & Next Steps (10 minutes)



**8. April 15th, 2:00-3:00 pm: Team Time: Refining Action Plans (60 minutes)**

- a. An opportunity for teams to work together on refining their action plans.
  - i. Welcome and Next Steps for June (10 minutes)
  - ii. Team time: Review Action Plans & Work Through Discussion Questions (40 minutes)
  - iii. Share Out and Q& A (10 minutes)

**9. May 3rd and May 19th, 3:00-5:00 pm: Think Tank Office Hours**

An opportunity to meet one-on-one with the Tackling Transfer and Transfer VA facilitators to discuss any questions about your goal setting, action planning, June session preparation, or media campaign content.

**10. June 8th, 2:00-5:00 pm: Transfer Virginia Call-to-Action Capstone Event**

- a. Part I: 60 minutes
  - i. Each team will present their PowerPoint slides to the group (5 minutes per group)
  - ii. The group will provide feedback on what they liked, questions on clarity, and areas of growth/improvement by filling out the google document (5 minutes per group)
  - iii. After each team presents, the breakout group will vote on which team should present to the larger Call-to-Action audience (5 minutes total)
- b. Part II: 60 minutes
  - i. One team from each breakout group will present to the larger audience (5 minutes per group)
  - ii. Using jam boards, the participants will comment on the goal and action plans that were presented to the broader group in an interactive way

**11. Call-to-Action Campaign**

- a. Throughout June and July, the Transfer Virginia Call to Action will focus on spotlighting the work, students, and staff of Transfer VA. This will be facilitated through social media and blog placement, targeted media outreach with regional outlets such as The Washington Post, the Richmond Times Dispatch, and Virginia NPR, as well as the placement of a jointly authored op-ed on the transfer work in the state from the presidents of VCU, Reynolds, and Tyler.

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## Project Elements Expanded

### Passport 16 and UCGS 30

University and two-year colleges partner to develop Passport and Uniform Certificate of General Studies (UCGS). The Passport is a 16-credit hour community college program in which all courses are transferable and shall satisfy a lower-division general education requirement at any public institution of higher education. The Uniform Certificate of General Studies is a 30-credit hour program where all courses shall be transferable and satisfy a lower-division general education requirement at any public institution of higher education.

### Collaborative Course Development

VCCS and university faculty partner to revise/develop a course description and common student learning outcomes addressing content outcomes, general education outcomes, technology requirements, and course material recommendations.

Passport 16 and USGS 30 courses initial priority. These courses are to be offered consistently across the VCCS, including dual enrollment, with commitment to meeting the standards established within.

### Program Maps

University partners, in consultation with VCCS partners, develop guidelines for mapping degree program requirements to guide students starting work at a two-year college with the aspiration for each university to create a program map for each degree program it awards. Initial priority given to degree programs receiving the highest number of transfer students at that institution.

### Transfer Agreements

University partners, in consultation with VCCS partners, develop guidelines, processes, and supporting policy for transfer tools that best serve our collective students through program level articulation agreements, reverse transfer agreements, and guaranteed program admission agreements with the aspiration for regionally created agreements to be more universally applicable across the Commonwealth.

### Specialized Regional Agreements

University partners, in consultation with VCCS partners, develop resources and guidelines to support neighboring institutions in establishing dual-admission or co-enrollment programs that offer students appropriate opportunities for higher level engagement with the university environment prior to transfer.

### State Transfer Tool (Online Transfer Portal)

VCCS colleges and neighboring universities partner to develop an online transfer portal available through all SCHEV, university, colleges, K-12, and DOE websites. The portal will provide specific transferability of college courses, their applicability to degree programs, and which community colleges offer the specified transfer course. Portal will include data from both public and private Virginia institutions.

### The Equity Gap

University and college partners engage in purposeful and productive conversations to develop very specific strategies to close the equity gaps as related to transfer and provide solid opportunities for all students. Commitment to implementation and continuous improvement of these strategies is critical.