Performance Incentive Fund - Round 3: FY14-FY16

“Pathways to Achievement, Completion, Career and Transfer (PACCT): Redesigning Advising to Reflect Complete College America Strategies”
MCC has moved the needle on persistence and retention but now needs to focus on completion

- In 2008, 27% of the fall first time cohort did not persist to spring.
  - 22% in fall 2012 – 5% increase in persistence

- In 2008, 46% were not retained and did not return the following fall.
  - 39% in fall 2012 – 7% increase in retention
Year 1 - $150,000

**Description:** Utilizes successful Complete College America model to redesign current MCC advising and course enrollment policies and processes to increase student graduation and transfer rates.

**MCC’s ATD/DHE 6 Year Success Rate is 79.6%**

**Challenges:**

- **Graduation Rates**  MCC IPEDS 3 year graduation rate is 13% for first time, full time students (state-wide average 16%, national average 22%) Lower for ethnically and racially diverse students (Latino 6.3%, African-American 8.9%, Asian 8.8%)

- **Transfer-Out Rates**  MCC’s IPEDS transfer out rate is 24% (state-wide 18%, national 22%) Rate higher for ethnically and racial diverse students (Latino 29.2%, African-American 29.1%, Asian 23.4%)

- **No Clear Academic Maps**

- **Limited Career Planning Services**
Key Vision Project Outcomes

1. College Completion

2. Closing Achievement Gap
Elements of PACCT

- Academic and Career maps
- Meta-majors
- Informed Choices
- Default Pathways
- Milestone Courses
- Intrusive Advising
GPS: National Results

Florida State University (FSU): degree maps combine with other strategies to increase graduation, close attainment gaps.
- Since starting degree maps, FSU has cut the number of students graduating with excess credits in half.
- In 10 years, FSU’s graduation rate for all students has increased 12%, to 74%. More significantly, the graduation rate for African Americans has increased to 77%, for first-generation Pell students to 72%, and for Hispanic students to more than 70%.

The City University of New York (CUNY): ASAP program has doubled graduation rates for associate degrees
The CUNY Accelerated Study in Associate Programs (ASAP) initiative has produced a graduation rate three times higher than the national average for urban community colleges. 55% of its fall 2007 cohort earned associate degrees in three years.

Georgia State University: Degree maps and intrusive advising have boosted graduation rates by more than 20 percentage points in the last 10 years
- Pell students (52.5%), African American (57.4%), and Hispanic students (66.4%) now graduate at higher rates than the overall student body.
- More bachelor’s degrees conferred to African Americans than any other U.S. university.
PACCT Components & Timeline

- **October 2013** – Grant Awarded
- **Fall 2013** – Open Forums on Campus, Planning Meetings with Key Personnel
- **January 2014** – Achievement Coaches Hired, Small Scale Block Schedule Pilot
- **Spring 2014** – Curriculum Map Design (milestones), Meta-major Development
- **Spring & Summer 2014** - Professional Development for Faculty and Staff
- **Fall 2014** – Larger Scale Block Schedule Pilot, Completion Focused Advising Begins
## Associate in Arts, Liberal Arts and Sciences

<table>
<thead>
<tr>
<th>SEMESTER 1</th>
<th>Credits</th>
<th>Milestone Course</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENG 101 – English Composition 1</td>
<td>3</td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>College-Level Math Course*</td>
<td>3</td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>Lab Science 1</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Education Elective</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Free Elective</td>
<td>3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

ADVISING NOTES
## Sample Block Schedule for Business

<table>
<thead>
<tr>
<th>Course</th>
<th>CRN</th>
<th>Day</th>
<th>Time</th>
<th>Title</th>
<th>Campus</th>
<th>Seats</th>
<th>Block</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAT 100-50</td>
<td>10410</td>
<td>MWF</td>
<td>9:30 - 10:20</td>
<td>Intermediate Algebra</td>
<td>L</td>
<td>10</td>
<td>BT</td>
<td>CR</td>
</tr>
<tr>
<td>CAP 101-58</td>
<td>10510</td>
<td>MWF</td>
<td>11:30 - 12:20</td>
<td>Computers Apps</td>
<td>L</td>
<td>10</td>
<td>BT</td>
<td>CR</td>
</tr>
<tr>
<td>BUS 110-53</td>
<td>10806</td>
<td>TR</td>
<td>9:00 - 10:15</td>
<td>Intro to Business</td>
<td>L</td>
<td>10</td>
<td>BT</td>
<td>CR</td>
</tr>
<tr>
<td>ENG 101-63</td>
<td>10239</td>
<td>TR</td>
<td>10:30 - 11:45</td>
<td>English Comp I</td>
<td>L</td>
<td>10</td>
<td>BT</td>
<td>CR</td>
</tr>
<tr>
<td>PSY 101-60</td>
<td>10776</td>
<td>TR</td>
<td>12:00 - 1:15</td>
<td>Intro to Psychology</td>
<td>L</td>
<td>10</td>
<td>BT</td>
<td>CR</td>
</tr>
<tr>
<td>IDS 101-66</td>
<td>15134</td>
<td>T</td>
<td>1:30 - 2:20</td>
<td>First Year Experience</td>
<td>L</td>
<td>10</td>
<td>BT</td>
<td>CR</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Linked to PSY 101/60</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Ambitious Targets - by 2017 MCC will:

- Increase graduation rate from 13% to 26% with an increase of 9% for minority and 4% for low income students.

- Increase successful graduation/transfer rate from 24% to 35% with an increase of 3% for minority, 2% for women and 5% for low income students.
Role of Faculty and Staff

• Help Re-define Full-time
• Understand the Power of Accelerated Learning
• Sponsorship vs. Mentorship
• 60 Credit Degrees Should be the Norm
• We are All Advisors
• Thanks for Joining Us!

• Questions?