



MIDDLESEX
Community College



Strategic Transformation: Guided Pathways to Achievement, Completion, Career, and Transfer

Philip Sisson, Provost and Vice President, Academic and Students Affairs

Middlesex Community College, MA

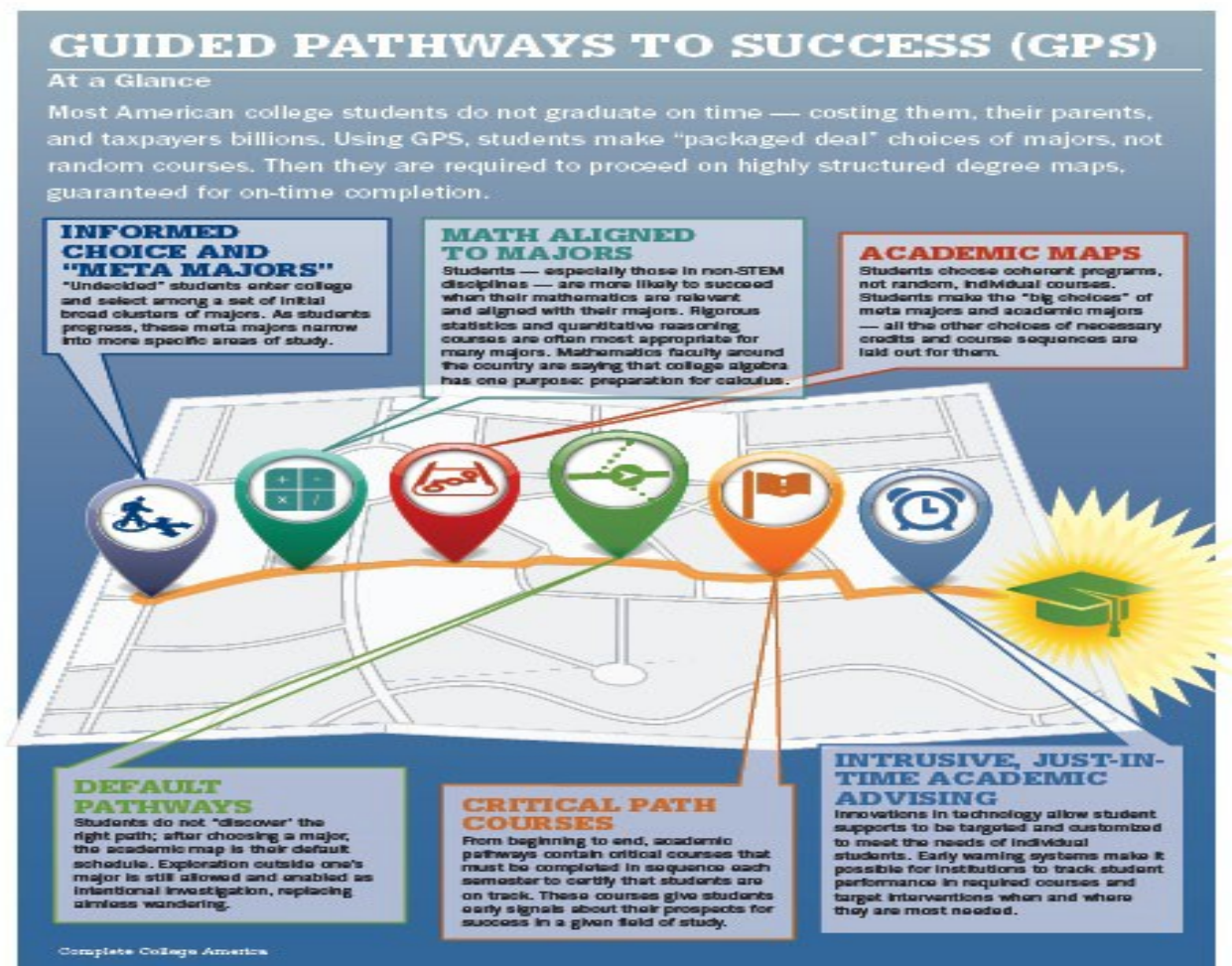
Sissonp@Middlesex.mass.edu

University of Maine System and Maine Community College System Joint Convening facilitated by Complete College America

Implementation Planning

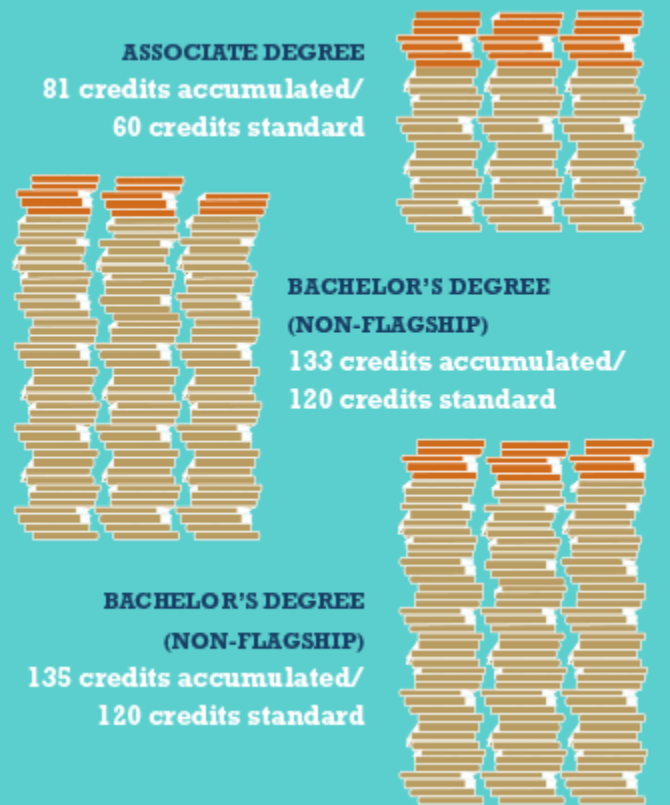
- Remembering the “why”- Complete College America Game Changers
- Organizing, Planning, Infrastructure, & Communication
- The importance of GPS college-wide, why language matters, and *Pathways to Achievement, Completion, Career & Transfer* (PACCT) impacts
- Infusing GPS throughout the college
- Formalizing and simplifying processes with a focus on ease and speed

Complete College America-Guided Pathways Strategy



Excess Credit Research

Students are taking too many credits.



Embracing the "15 to Finish" Framework

Most students are NOT taking the credits needed to graduate on time.

"Full-time" taking
15+ credits per
semester

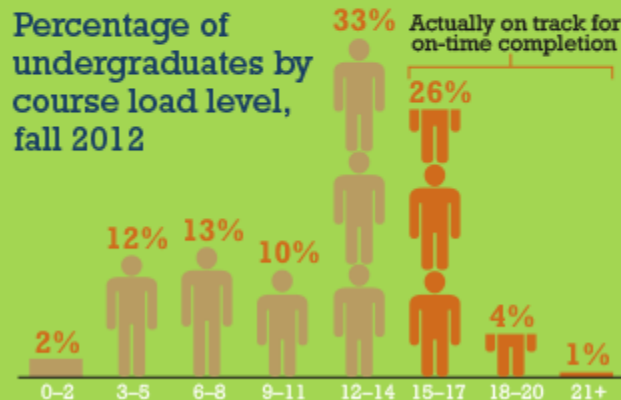


At 2-year
institutions



At 4-year
institutions

Percentage of
undergraduates by
course load level,
fall 2012



Semester hours or equivalent enrolled

Source: Postsecondary Analytics, How Full-Time are "Full-Time" Students? prepared for Complete College America, October 2013.

Complete College America

- 15 to Finish



- 5 Courses per Semester
- Use of Summer and Winter Sessions
- On Track to Graduate in 2 Years

Complete College America

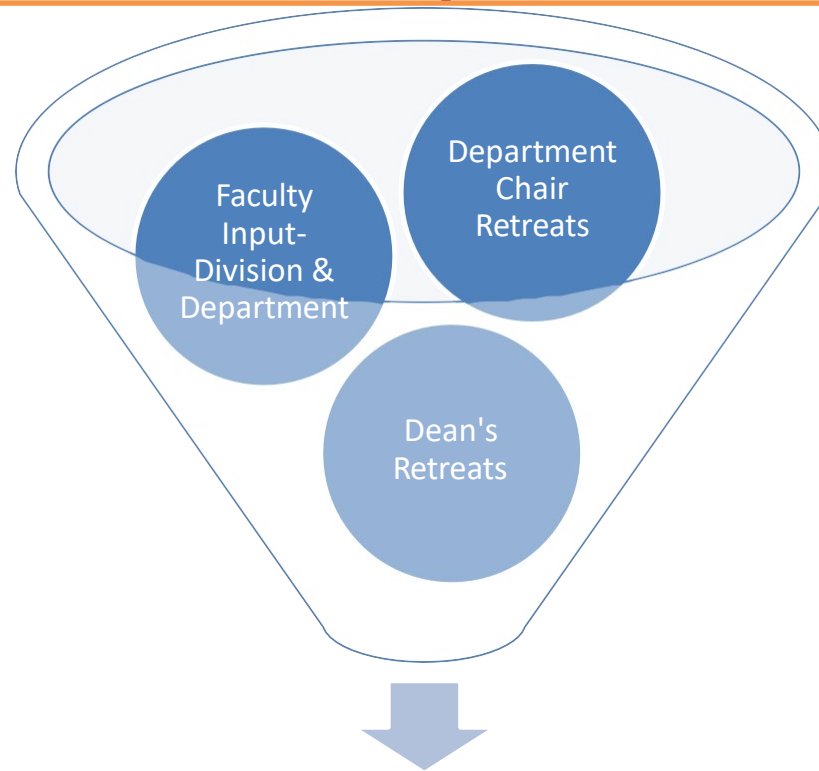
- CCA & Game Changers:

<http://completecollege.org/the-game-changers/#clickBoxGreen>

Key Takeaways

- Boldly confront your data....and communicate CCA best practices/game changers & rebrand as necessary
- Develop an implementation plan and timeline and engage stakeholders at every level
- Infuse GPS into existing college-wide initiatives, organizational structure, and planning processes
- Advising must own and champion GPS

Scaling Up-Engaging Stakeholders Across the Campus



Collaboration with Marketing Department
& Creation of 70+ Academic Maps

Academic Maps

Pathways to Achievement, Completion, Career & Transfer
ACADEMIC MAP **15+ FINISH**
MIDDLESEX COMMUNITY COLLEGE

Business Administration Transfer Option
Associate in Science

START here

1

COURSE	CREDITS	MAILESTONE	COMPLETED
ENG 101 – English Comp I	3		<input type="checkbox"/>
BUS 110 – Intro to Business	3		<input type="checkbox"/>
CAP 101 – Computer Applications	1		<input type="checkbox"/>
Behavioral Science Elective *	3		<input type="checkbox"/>
MAF 122 – Statistics	3		<input type="checkbox"/>
BUS 101 – First Year Experience	1		<input type="checkbox"/>
TOTAL CREDITS	16		

2

COURSE	CREDITS	MAILESTONE	COMPLETED
ENG 102 – English Comp II	3		<input type="checkbox"/>
BUS 221 – Financial Accounting	4		<input type="checkbox"/>
Business Elective **	3		<input type="checkbox"/>
Humanities Elective ***	3		<input type="checkbox"/>
Science Elective	3-4		<input type="checkbox"/>
TOTAL CREDITS	16-17		

3

COURSE	CREDITS	MAILESTONE	COMPLETED
BUS 140 – Principles of Microeconomics	3		<input type="checkbox"/>
BUS 220 – Managerial Accounting	3		<input type="checkbox"/>
Humanities Elective ***	3		<input type="checkbox"/>
MAF 102 – Probability for Business	3		<input type="checkbox"/>
LEA 102 – Business Law	3		<input type="checkbox"/>
TOTAL CREDITS	15		

4

COURSE	CREDITS	MAILESTONE	COMPLETED
Humanities Elective ***	3		<input type="checkbox"/>
BUS 150 – Principles of Macroeconomics	3		<input type="checkbox"/>
Business Elective **	3		<input type="checkbox"/>
Business Elective ** or General Ed. Elective	3		<input type="checkbox"/>
Science Elective	3-4		<input type="checkbox"/>
TOTAL CREDITS	16-17		

You've FINISHED!

General Advising Note

- * Intro to Psychology, PSY 101 is the recommended Behavioral Science elective.
- ** BUS 210 Principles of Management; BUS 240 Principles of Marketing; BUS 222 Intro to Finance; BUS 321 Intermediate Accounting I; and BUS 322 Intermediate Accounting II are the recommended electives.
- *** ETH 102 Business Ethics is recommended as one of the three Humanities Electives for this degree.

Career and Transfer Outlook

Most students in this program continue their studies toward a bachelor's degree in business, on either a full- or part-time basis. The transfer degree provides a solid foundation for students planning to continue on to study accounting, management, marketing, finance or management information systems. Students should check the requirements of the transfer institution and meet with career and academic/transfer counselors at MCC for specific program planning.

To learn more, call us at 1-800-818-9494 or visit www.middlesex.mass.edu

MIDDLESEX COMMUNITY COLLEGE • LOWELL CAMPUS, 33 KEARNEY SQUARE • BEDFORD CAMPUS, 591 SPRING ROAD

- Course Sequence by Semester (4)
- Milestone Courses
- Recommended Electives
- Advising Notes
- Career and Transfer Outlook

Academic Maps



Pathways to Achievement, Completion, Career & Transfer
ACADEMIC MAP



Business Accounting Associate in Science

START here

SEMESTER 1 – FALL	CREDITS	MILESTONE	COMPLETED
ENG 101 – English Composition I	3		<input type="checkbox"/>
BUS 110 – Introduction to Business	3		<input type="checkbox"/>
CAP 101 – Computer Applications	3		<input type="checkbox"/>
Interpersonal Science elective – Recommended: PSY 101 – Intro to Psychology	3	<input type="checkbox"/>	<input type="checkbox"/>
MAF 120, MAF 177, MAF 182 – all – Higher level math	3		<input type="checkbox"/>
BUS 101 – First Year Experience	1		<input type="checkbox"/>
TOTAL CREDITS	16		



SEMESTER 2 – SPRING	CREDITS	MILESTONE	COMPLETED
BUS 221 – Financial Accounting	4		<input type="checkbox"/>
ENG 102 – English Composition II: Introduction to Literature	3	<input type="checkbox"/>	<input type="checkbox"/>
CAP 105 – Spreadsheet Applications	3		<input type="checkbox"/>
ECO 140 – Principles of Microeconomics	3	<input type="checkbox"/>	<input type="checkbox"/>
BUS Elective	1	<input type="checkbox"/>	<input type="checkbox"/>
BUS Elective	1	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL CREDITS	16		

General Advising Note

Business Elective must be chosen from the following:
 • BUS 130 – Introduction to Entrepreneurship
 • BUS 210 – Principles of Management
 • BUS 222 – Introduction to Finance
 • BUS 240 – Principles of Marketing

SEMESTER 3 – FALL	CREDITS	MILESTONE	COMPLETED
BUS 223 – Managerial Accounting	3		<input type="checkbox"/>
ECO 150 – Principles of Macroeconomics	3	<input type="checkbox"/>	<input type="checkbox"/>
Humanities Elective – Recommended: ENW 100 – Business Ethics	3	<input type="checkbox"/>	<input type="checkbox"/>
Business Elective* – Choose from BUS 130, 210, 222 – all – 240	3		<input type="checkbox"/>
LEG 102 – Business Law	3	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL CREDITS	16		

Career and Transfer Outlook

- Students interested in a career as a certified public accountant should choose the Business Administration Transfer degree program, since a minimum of a bachelor's degree is required for the CPA licensure exam.
- Graduates are prepared for entry-level positions in accounting support or as assistants in large corporations, bookkeepers in small business, or client representatives in CPA firms. Accounting support personnel help businesses organize and report their financial information in departments such as accounts receivable, accounts payable, payroll and sales.

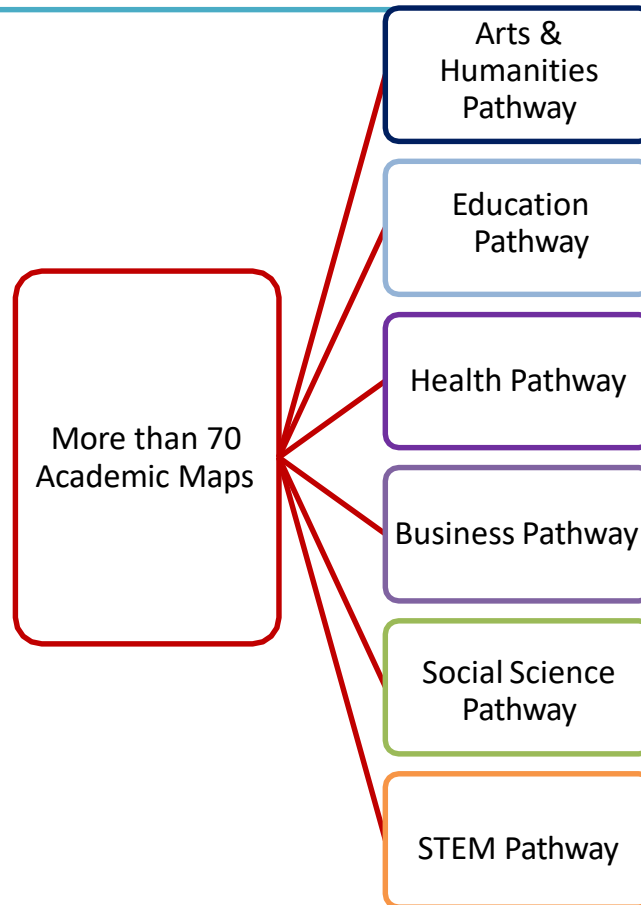
SEMESTER 4 – SPRING	CREDITS	MILESTONE	COMPLETED
BUS 224 – Intermediate Accounting	3		<input type="checkbox"/>
Science Elective	3-4	<input type="checkbox"/>	<input type="checkbox"/>
BUS 226 – Computerized Accounting	3		<input type="checkbox"/>
BUS 227 – Taxation	3		<input type="checkbox"/>
BUS 214 – Business Internship	3		<input type="checkbox"/>
TOTAL CREDITS	16-18		

You've FINISHED!

To learn more, call us at 1-800-818-3434
or visit www.middlesex.mass.edu

MIDDLESEX COMMUNITY COLLEGE • LOWELL CAMPUS, 22 KEARNEY SQUARE • BEDFORD CAMPUS, 501 SPRINGS ROAD

Academic Maps to 7 Career Pathways



Formalizing Internal Process & Map Management

- Engaging the Curriculum Committee
- Triggering changes to programs and courses
- Cleaning up the catalog and MCC website

Academic Schedule

- Changes
- Course offerings
- Advising

Pathways Maps (Meta-Majors)



- Designed for first-semester students who may still be exploring academic interests and career opportunities
- Help students stay on track and complete core courses, while trying to choose a major program of study
- First 15-18 Credits

Pathways Maps (Meta-Majors)

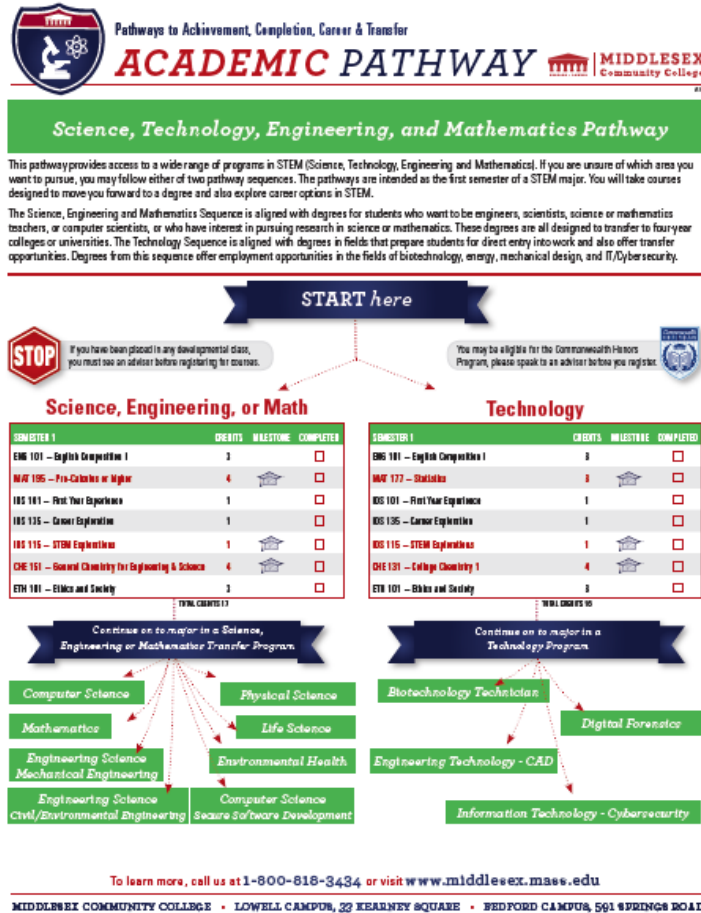


- Describes general career areas this Pathway may lead to
- STOP Sign for developmental students
- Includes FYE and contextualized career courses
- Depicts programs (majors) Pathway Map leads to
- Meet with advisor to select program of study after Pathway complete

To learn more, call us at 1-800-818-3434 or visit www.middlesex.mass.edu

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Pathway Maps (Meta Majors)



Some Keys to Staying on Track

- Pathways Maps
(Meta-Majors)
- Academic Maps
- Milestone Courses
- Intrusive Advising



Academic Maps & Pathways

<https://www.middlesex.mass.edu/advising/pathways.aspx>

Advisors and Faculty Collaboration

- Advising Liaisons for Division / Department Areas
- Creation and Review of Academic Maps
- Creation and Review of Pathways (Meta-Majors)



Key Steps for Success

- Regular GPS Faculty / Staff Training
- Continued Alignment of Pathways Maps with Academic Maps
- Managing Ongoing Edits & Curriculum Changes
- Communication with H.S. Partners and 4-Year Partners



Massachusetts Department of Higher Education Transfer Pathways

- http://www.mass.edu/strategic/comp_transferpathways.asp
- <http://www.mass.edu/masstransfer/macomcom/programsearch.asp> (2+2 search tool)

Commonwealth Commitment



through
MASS
TRANSFER

You attend college full-time
& earn a 3.0 GPA.
We lower your costs.

Learn more at
www.mass.edu/MAComCom
#MAComCom

Next Steps

- College Scheduler
- Explore & Review GPS Mapping Applications.
- Recreate Enrollment Process for Undecided Students / Academic Pathways
- Evaluate Academic Pathway Cohorts



College Homepage

Middlesex Community College [US] | <https://www.middlesex.mass.edu>

myMCC REGISTER DIRECTORY GIVE TO MCC CONTACT

ABOUT ACADEMICS ADMISSIONS WORKFORCE TRAINING STUDENT LIFE FINANCIAL ASSISTANCE

Discover YOUR Path

More than 80 degree and certificate programs to choose from

REGISTER NOW! FALL CLASSES START 9/4

ONLINE LEARNING You CAN fit education into your busy life! [Learn More](#)

Keep your momentum going! **momentum SUMMER** [Register for SUMMER](#)

Connect

Give yourself some CREDIT

APPLY NOW

REGISTER NOW FOR FALL

Important Dates

June 19, 2019
Workforce Training Fund Grants Info Session

June 24, 2019
English Learner Institute Begins

July 8 - August 15, 2019
College for Kids

September 4, 2019
Fall Semester Begins

News & Events

There's Still Time to Make Your Summer Matter at MCC 6/13/2019

MCC's Commonwealth Honors Program Continues to Grow 6/14/2019

MCC's Summer College for Kids Combines Fun With Learning 6/4/2019

Contact Us **Connect** **Resources** [Quick Links](#)

Campaign Microsite

Middlesex Community College [US] | <https://www.middlesex.mass.edu/discover/>

myMCC REGISTER DIRECTORY GIVE TO MCC CONTACT

ABOUT ACADEMICS ADMISSIONS WORKFORCE TRAINING STUDENT LIFE FINANCIAL ASSISTANCE

Discover YOUR Path

DISCOVER
Your Path @ MCC

7 Pathways to Choose From
What's Your Path?
Middlesex Pathways (Blog)
Become A Student

Discover YOUR Path

Whatever your path, with more than 80 degree and certificate programs, MCC can help you earn a degree, begin a bachelor's degree or upgrade your skills.

Learn more about the different program options we offer and our students who *discovered their path* at MCC by click on the path options below.

Twitter UPDATE

follow us
Tweets by @middlesex_cc

Arts & Humanities

Business

Education

Health

Public Service

Social Science

STEM

BEST COLLEGES

Share your path with us!

We want to know how MCC has helped you discover your path. [Tweet](#), [post](#) or [email](#) us your story.

[Learn more about MCC's Pathways and Academic Maps.](#)

ABOUT

- Day Students
- Evening Students
- Online Learning
- Weekend College
- Honors Program
- International Students
- Transfers
- Parents & Families

CALENDARS & EVENTS

- Day Students
- Evening Students
- Online Learning
- Weekend College
- SERVICES**
- Honors Program
- International Students
- Transfers
- Parents & Families

GUIDELINES & POLICIES

- Noncredit
- Business
- High School Students
- Guidance Counselors
- Adult Learners
- Veterans
- Student with Disabilities

College Homepage

The screenshot shows the Middlesex Community College homepage. The header features the college's name and logo, with navigation links for myMCC, REGISTER, DIRECTORY, GIVE TO MCC, and CONTACT. Below the header is a main banner with the text "Discover YOUR Path in EDUCATION" and a quote from Dana Sahar: "Middlesex has provided me with the resources to academically and professionally develop as an aspiring educator." The banner also includes a link to "Learn more about Dana's path". Below the banner are several promotional tiles: "ONLINE LEARNING", "momentum SUMMER", "Give yourself some CREDIT", "REGISTER NOW FOR FALL", and "BEST COLLEGES". The bottom section contains "Important Dates" and "News & Events" with links to "Contact Us", "Connect", "Resources", and "Quick Links".

Campaign Student Profile Page

The screenshot shows the Campaign Student Profile Page for Dana Sahar. The header is identical to the homepage. The main content area features a "DISCOVER Your Path @ MCC" section with a list of 7 pathways to choose from. Below this is a "Twitter UPDATE" section with a tweet from MiddlesexComm. The profile section includes a photo of Dana Sahar, her name, hometown (Bedford, Mass.), graduation year (2019), program (Elementary Education), and role (While on campus: PTK Inductee, Orientation Leader). A video player shows Dana Sahar speaking. Below the video is a quote from Dana Sahar: "Middlesex has provided me with the resources to academically and professionally develop as an aspiring educator." The page also includes a bio about her journey from Bedford High School to Middlesex Community College and her decision to pursue a bachelor's degree at a community college.

College Homepage

The screenshot shows the YouTube channel page for 'TheMiddlesexcc'. The channel has 157 subscribers. The video grid displays various uploads, including commencement ceremonies, student speaker events, and academic presentations. The channel banner features a group of students and the college logo with the tagline 'Student Success Starts Here'.

Campaign Student Video

The screenshot shows a video player for a student campaign video. The video is titled 'Fatima Al-Muntafik '18 Arts & Humanities Path' and has 87 views. The video content shows a young woman speaking. The right sidebar displays a list of recommended videos, including other student presentations and community events.

Newspaper Ad



MIDDLESEX
Community College
Student Success Starts Here

MCC started me on the path to...

The performing arts

Discover YOUR Path

at MCC's upcoming
OPEN HOUSE

on the BEDFORD CAMPUS
Tuesday APRIL 23
4:30 p.m. • 591 SPRINGS ROAD

With more than **80 degree and certificate programs**, MCC can help you earn a degree, begin a bachelor's degree or upgrade your skills.

Share YOUR Path with us!
#MCCpath

MCC Offers Paths In:

- Arts & Humanities
- Business
- Education
- Health
- Public Service
- Social Science
- STEM (Science, Technology, Engineering, and Math)

1-800-818-3434 WWW.MIDDLESEX.MASS.EDU

Online Ad



Discover YOUR Path

CLASSES START JAN. 22 **LEARN MORE**

Online Ad



MIDDLESEX
Community College
Student Success Starts Here

MCC started me on the path to...

The next stage of my life

Discover YOUR Path

CLASSES START JANUARY 22 **Register Today!**

Magazine Ad



MIDDLESEX
Community College
Student Success Starts Here

MCC started me on the path to...

Empowerment

Discover YOUR Path

Whatever your path, with more than **70 degree and certificate programs**, MCC can help you earn a degree, begin a bachelor's degree or upgrade your skills.

• Online or on campus
• Small-class environment
• Flexible schedule
• A price you can afford

MCC Offers Paths In:

Arts & Humanities	Social Science
Business	STEM
Education	(Science, Technology, Engineering, and Math)
Health	
Public Service	

Share YOUR Path with us!
#MCCpath

1-800-818-3434 WWW.MIDDLESEX.MASS.EDU

Campaign Social Media



Admissions Rack Card

MCC's Dual Enrollment Program

Middlesex Community College
Student Success Starts Here

MCC started us on the path to...

A college degree

Discover *YOUR* Path

in Dual Enrollment

Whatever your path, with more than 80 degree and certificate programs, the **Middlesex Dual Enrollment Academy** allows qualified home-schooled students to earn **college credit** while satisfying high school graduation requirements.

- Award-winning faculty
- Online or on campus
- State-of-the-art technology labs
- Small-class environment
- Streamlined transfer process
- A price you can afford

Share *YOUR* Path with us!

#MCCpath

1-800-818-3434 WWW.MIDDLESEX.MASS.EDU

Environmental Graphics



References

Redesigning America's Community Colleges: A Clearer Path to Student Success

Thomas R. Bailey, Shana Smith Jaggars, Davis Jenkins;
2015, Harvard University Press

Guided Pathways to Success: Boosting Community College Completion

Complete College America, 2013

<https://completecollege.org/wp-content/uploads/2017/11/GPS-BOOKLET-06-14-FINAL.pdf>

