

EMP Work Group Implementation Matrix: 2023-24

EMP Work Group: Transfer Taskforce—Strengthen Transfer Support Services to Increase Transfers

Desired Outcomes: Our goal is to “decolonize transfer” and strengthen our support services so that our disproportionately impacted students including Black, Latinx, Polynesian Pacific Islander, Native American, and first- generation as well as undocumented students, succeed in the transfer process.

Recommendation	Actions Needed in 2023-24	Responsible Party	Start Date	Outcome by May, 2024	Update on 4/26/2024
1. Enhance Collaboration and Streamline Administrative Processes:	1.1. Foster improved communication and collaboration among departments, faculty, and programs	Colts U Transfer Center	March 2024	<ul style="list-style-type: none"> • Develop a method of reaching out and establishing transfer culture by visiting various programs and divisions • Develop a college-wide transfer calendar including all transfer programs • Commit twice a semester transfer newsletters to all faculty (including adjuncts) via VPI or VPSS. 	<ul style="list-style-type: none"> • Colts-U presented to divisions in spring. Presentations will continue next academic year. • ARC peer developed newsletters in spring that continue next academic year.
	1.2. Improve campus visibility through signage such as banners and electronic billboards	Marketing Colts U Transfer Center	April 2024	<ul style="list-style-type: none"> • Provide a plan for the signage, banners, buses, social media, etc. • Identify gaps in funding 	<ul style="list-style-type: none"> • ARC peer mentors: integration of peer mentors in Colts-U Transfer Center has been instrumental in engaging students in the peer-to-peer transfer support.

					<ul style="list-style-type: none"> • ARC peer mentors provided Colts-U Transfer Center social media presence • Summer: Colts U Transfer Center will develop marketing plan • Fall: Colts U Transfer Center will be going through program review process & will identify gaps in funding to help support the space, services and resources for marketing
1.3.	Streamline administrative processes among programs to create a more efficient workflow	Colts U Transfer Center	April 2024	<ul style="list-style-type: none"> • See 1.1. • Meet with all transfer programs once a semester and re-evaluate the meeting frequency 	<ul style="list-style-type: none"> • In progress
1.4.	Create better relationships with universities, including private and out-of-state, to create an	Colts U Transfer Center	March 2024	<ul style="list-style-type: none"> • See 2.3 • Meet with Sandy Allen (CRM) to further understand how the CRM can help us connect to alumni 	<ul style="list-style-type: none"> • In progress

	alumni network for students			<ul style="list-style-type: none">• Collaborate with Career Center for LinkedIn• Partner with other programs to share data about alumni	
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2. Establish Metrics and Data-Informed Decision-Making Processes:	2.1. Measure and assess transfer-related initiatives and outcomes	PRIE	March 2024	<ul style="list-style-type: none"> Establish a method to find out and evaluate who are the students that utilize the transfer services including all transfer programs and IA success Teams Data from all transfer programs 	<ul style="list-style-type: none"> Transfer Center utilizes student level data from PRIE's Transfer Milestones Dashboard PRIE's First-time Cohort Dashboard also includes transfer outcomes Other data to be collected and considered TBD
	2.2. Use data-informed decision-making to guide program improvements	PRIE Ron and Interest Area Success Team All transfer programs	Sept 2024	<ul style="list-style-type: none"> Inform programming improvement 	<ul style="list-style-type: none"> PRIE will be working with Colts-U Transfer Center during their comprehensive program review in the Fall of 2024 IA and other program-level transfer outcomes need more work Colts-U Transfer Center developed new SOAs to inform practice from an equity lens
	2.3. Enhance the work with	PRIE	March 2024	<ul style="list-style-type: none"> Data from private and out-of-state 	<ul style="list-style-type: none"> PRIE pulls data from the National

	university partners, including private and out-of-state, to capture student transfer patterns	Colts Transfer Center A&R		<ul style="list-style-type: none"> • Time and resources to understand successful transfer patterns and scale up by programs by universities • Provide information to students other than UC/CSU. • Building relationships with university reps based on student needs 	<p>Student Clearinghouse, UC, and CSU dashboards</p> <ul style="list-style-type: none"> • Data Sharing Agreement with SFSU • Increased engagement with university represented in Colts U Transfer Center • Continued partnership with NDNU & SFSU
3. Experiment with Course Time Frames:	3.1. Continue implementing and assessing semester variations such as 8-week (“minimester”) or 12-week models	Instructional Deans PRIE Dean	Feb 2024	<ul style="list-style-type: none"> • Share any changes on the schedule—minimester • Continue evaluating the effectiveness of minimester (i.e., student population, fill rate, success, survey, etc.) • Feedback from counselors 	<ul style="list-style-type: none"> •
4. Support Transcript Evaluation Services:	4.1. Advocate for resources to augment transcript evaluation service (TES), such as	District TES (ESC) Articulation Officer	Feb 2024	<ul style="list-style-type: none"> • Counseling meets with the English department to discuss the process of evaluating external English coursework • Advocate for additional TES resources 	<ul style="list-style-type: none"> • Madeline Wiest, Program Supervisor, TSE, attended a Counseling Division mtg. She was asked to respond to a list of

	additional personnel and technological resources				Counselor questions and concerns, including the hardship that students face due to a one year wait for a transcript eval. To ameliorate that issue when it comes to ENGL courses, the ENGL department coordinator (currently Lisa Palmer) has been reviewing ENGL courses while students wait for TES.
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