

Leading through Guided Pathways Implementation

Your Role in Supporting Your College's Destiny

MICHAEL A. BASTON J.D., Ed.D.

President, Rockland Community College



Transformational Change



Transformational Change For Student Success Depends on:

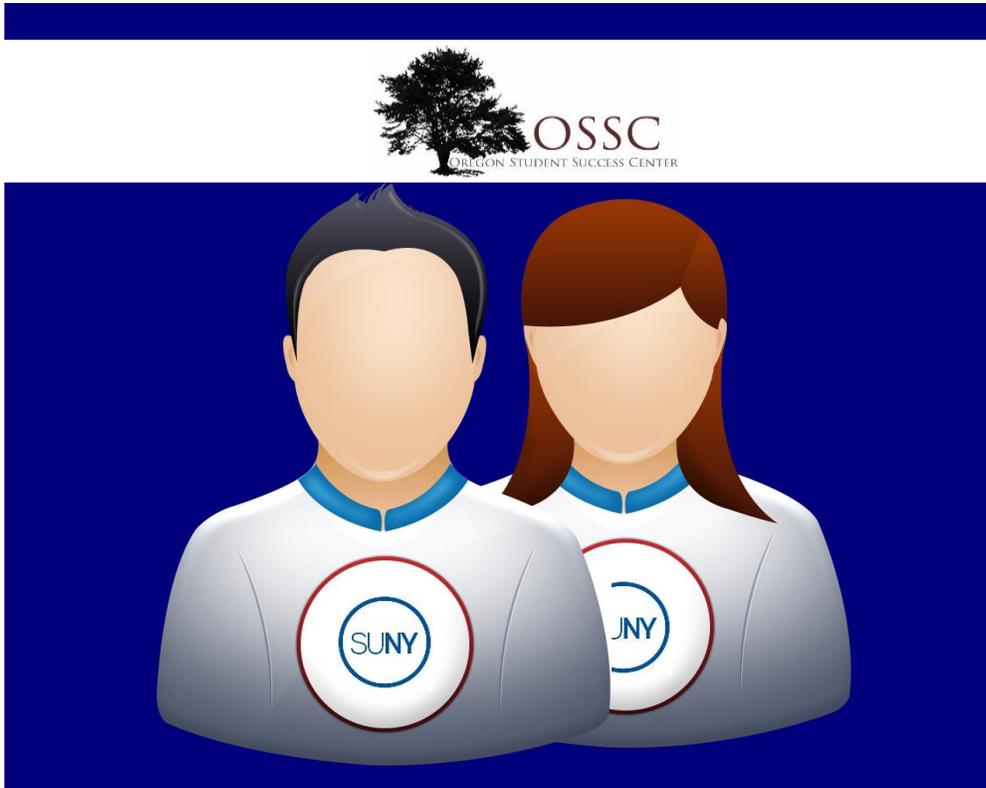
- Common Cause
- Committed Leadership
- Coordinated Change

Common Cause



Enrolling, retaining & graduating students is a common cause that we all share! Working together to provide both personal and professional growth services programs for students throughout their academic careers will lead to an increase in numbers and greater student success.

Committed Leadership



Collaboration by invitation simply does not work. While developing a collaborative culture may be viewed as a worthwhile goal, in the day-to-day culture of colleges and universities, autonomy almost always trumps collaboration. **Unless developing a collaborative culture is clearly articulated as a high priority goal, the necessary structural and cultural shifts are unlikely to occur.**

(Cook, Eaker, Ghering & Sells, p. 27, 2007)

Coordinated Change



The key to a college's effectiveness is not whether it adopts particular policies or practices, but **how well it aligns and manages all of its programs and services to support student success**

(Kanter, 2010)

It's Time To Change

let's talk.

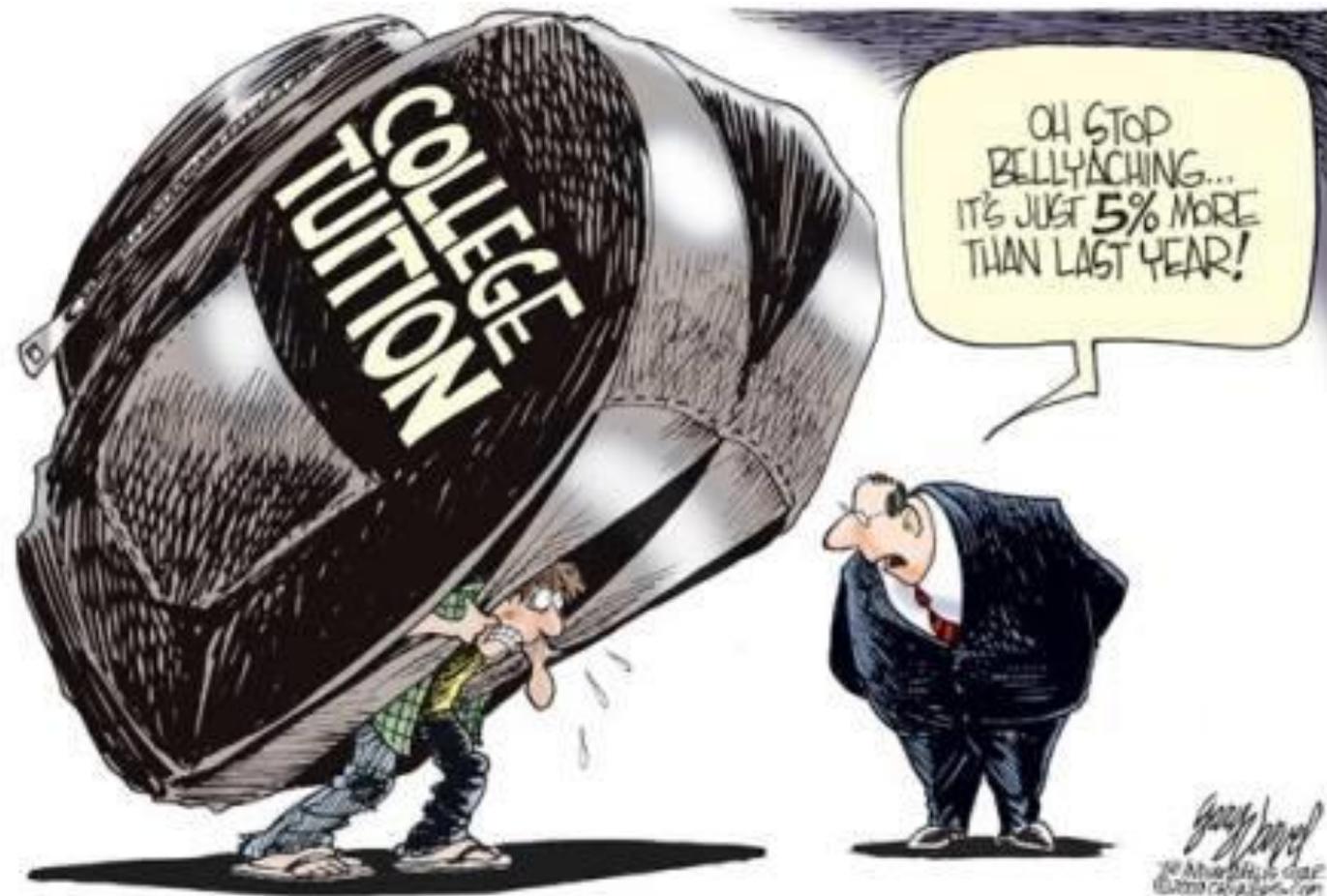
change



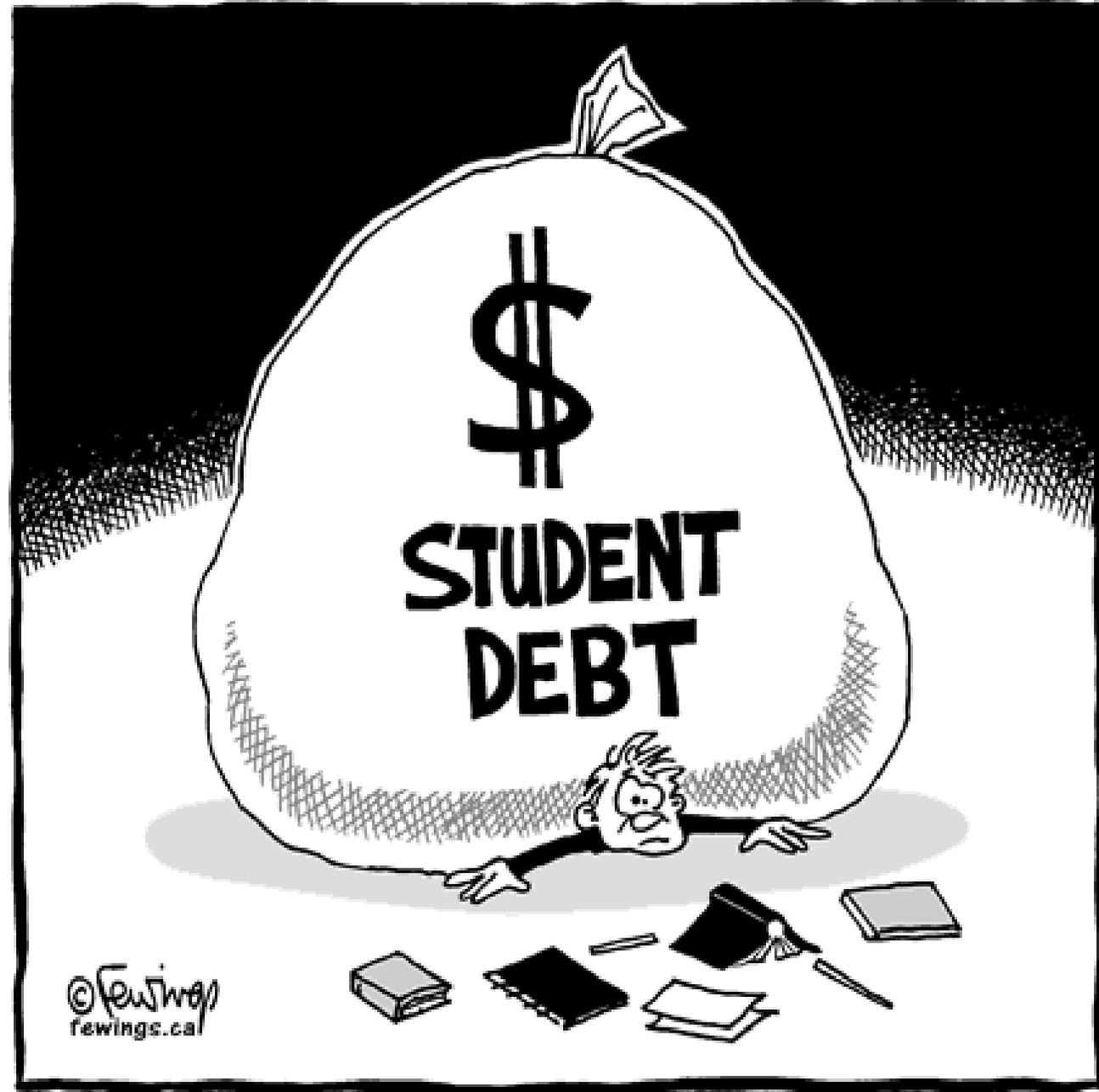
DO YOU NEED COLLEGE?



College Tuition



Student Debt



Odds Against Them

New Students Enter College Exhibiting Historically Risky Profiles

Snapshot of Community College Students

Source: "Matter of Degrees: Promising Practices for Community College Student Success," Center for Community College Student Engagement, 2012; "Community College Fast Facts" American Association of Community Colleges, 2015

Education and Business Perception Gap

96%

of college academic officers said they are confident in their institution's ability to prepare students for the workforce

but only 11%

of business leaders agree that today's college graduates have the skills and competencies that their business needs



5 Trends

Shaping The Future of Work



Globalization



Mobility



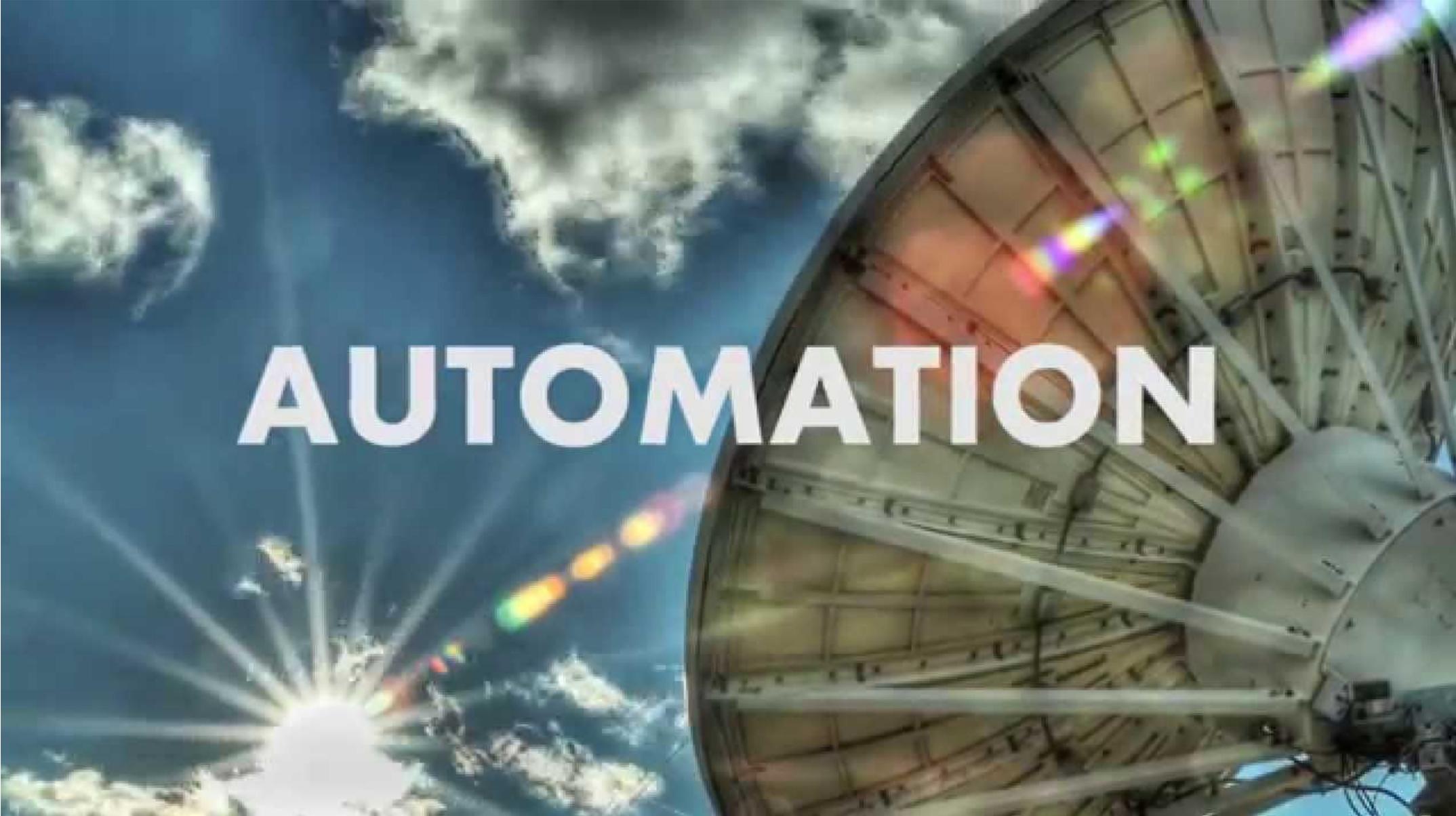
New Behaviors



Technology



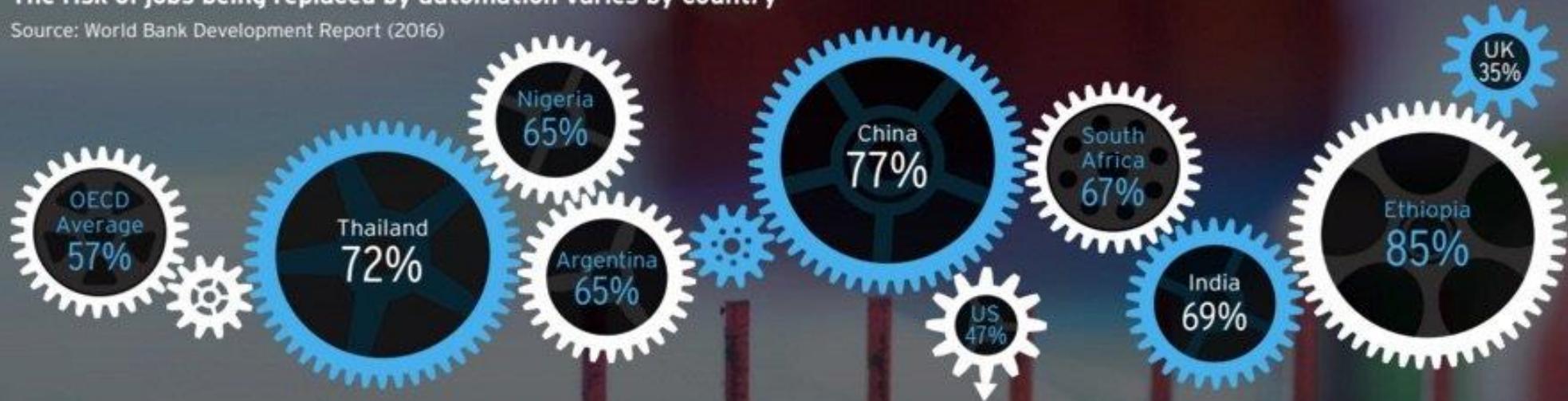
Millennials / Demography



AUTOMATION

The risk of jobs being replaced by automation varies by country

Source: World Bank Development Report (2016)

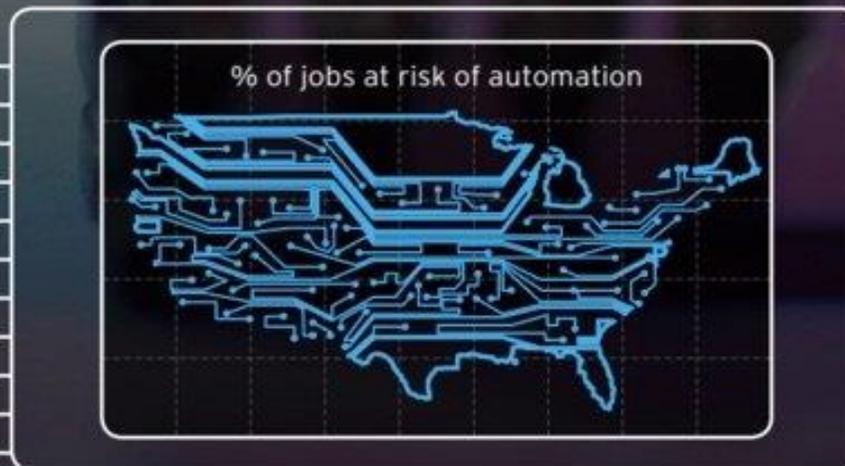


47% of US jobs are at risk from automation, but not all cities have the same job risk

Source: Berger, Frey and Osborne (2015)

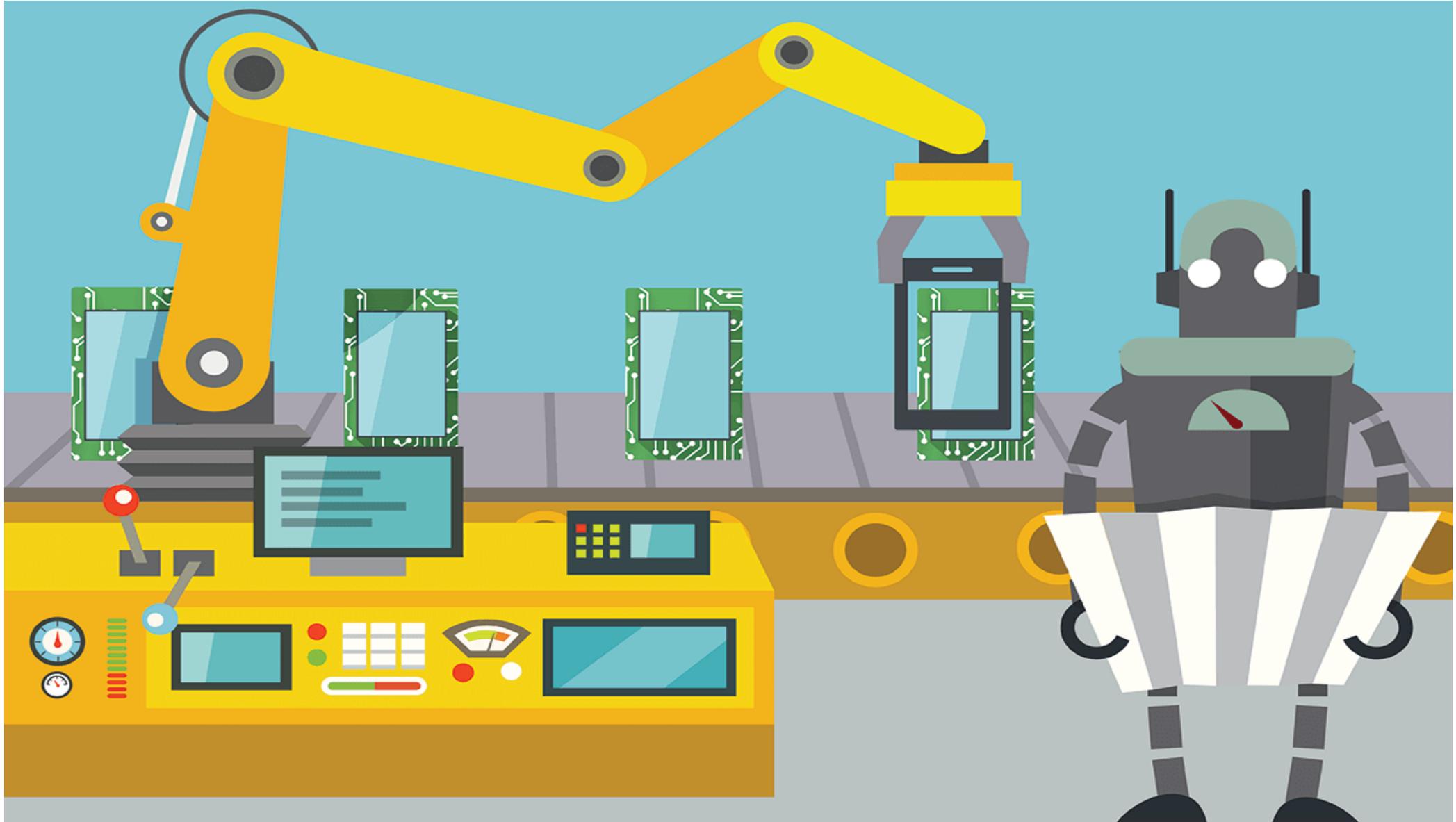
Least at risk

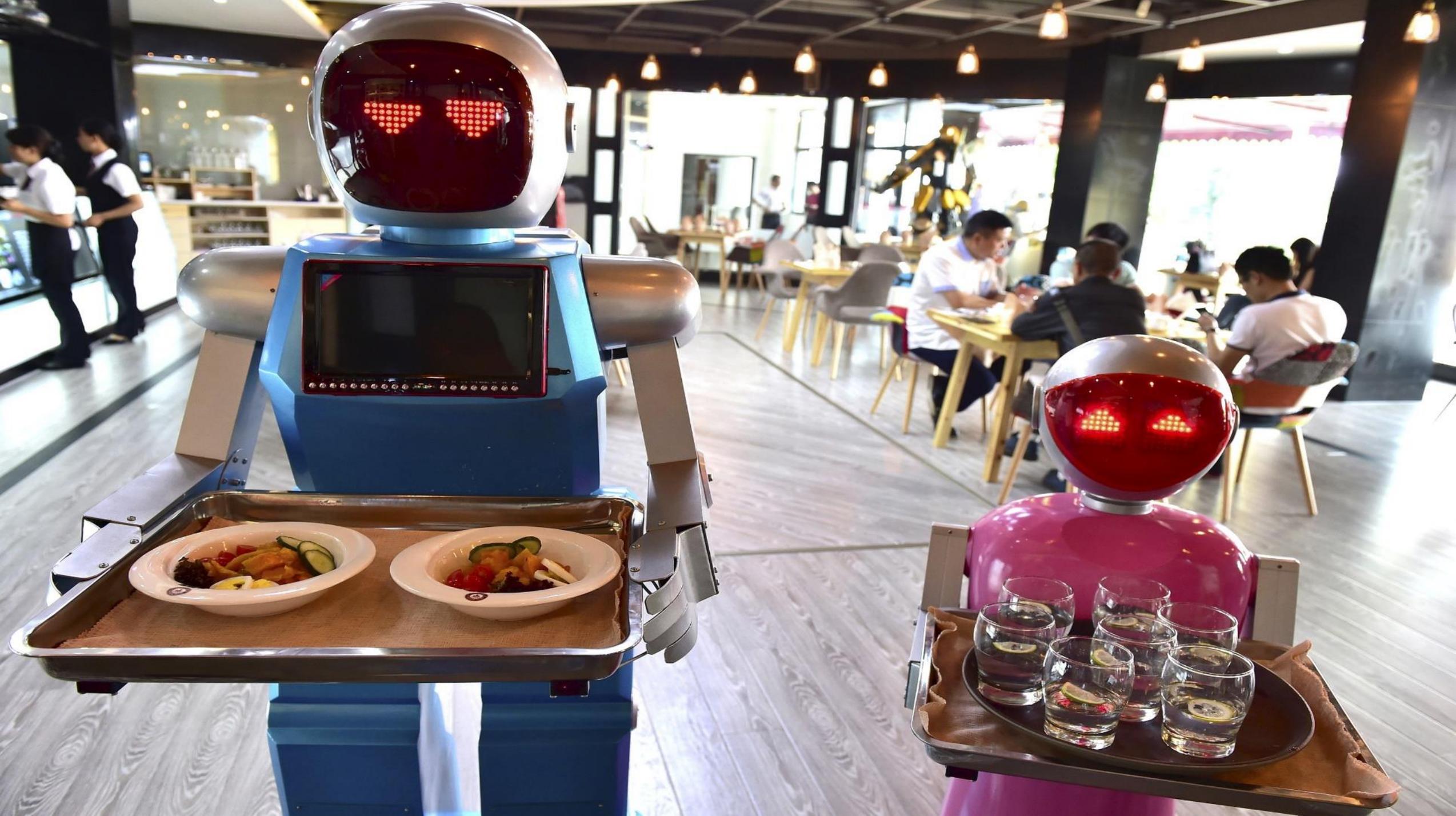
Boston	38.40%
Washington D.C.	38.40%
Raleigh	39.70%
Baltimore	40.40%
New York	40.70%
Bridgeport	41.10%
Toms River	41.20%
Richmond	41.40%
Minneapolis	41.40%
Denver	41.50%
San Francisco	41.70%



Most at risk

45.80%	Houston
45.90%	Sacramento
46.00%	Dayton
47.00%	Los Angeles
47.10%	Harrisburg
47.10%	Oklahoma City
47.90%	Grand Rapids
48.40%	Reading
48.50%	Greensboro
49.10%	Las Vegas
53.80%	Fresno





Futurism

REPLACED BY ROBOTS

Jobs with high probabilities of being automated in the near future

Mail Carrier

68%



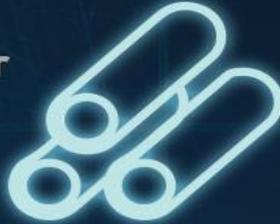
Jeweler

68%



Logging Worker

79%



Farm Laborer

97%



Drill Press Operator

94%



Insurance Underwriter

99%



SOURCE: CAREER CLUSTER, FREY AND OSBORNE, CITI RESEARCH





IT'S GOOD
TO SEE THE
SAFETY NET
STILL
FUNCTIONING.

Chinese Food



First food delivery 1922

You Are Cordially Invited to Attend the
GRAND OPENING OF THE

KIN-CHU CAFE

At 137 South Brand Blvd. on Saturday, June 15
Open 9 A. M.

REAL CHINESE FOOD AND AMERICAN DISHES
C. P. LEE, MANAGER

FREE — CHINESE CANDY TO ALL
REAL CHINESE MUSIC AT 8 P. M.

Chinese and American Dishes Every Day—75c
Business Men's Lunch—45c

A LA CARTE SERVICE—We Specialize in Catering and Arranging Special Dinners for Parties
Phone and We will Deliver Hot Dishes Direct to You

We Employ Chinese Cooks Direct from Shanghai, China

KIN-CHU CAFE IS THE ONLY PLACE ON THE WEST COAST MAKING AND DELIVERING
REAL CHINESE DISHES

Special Delivery Service 11 A. M. to 1 A. M.—Phone Douglas 5276

*Tomorrow will be a great day at this opening—But don't forget to give
Dad a real treat by taking him out for dinner to the*

NEW KIN-CHU CAFE ON SUNDAY

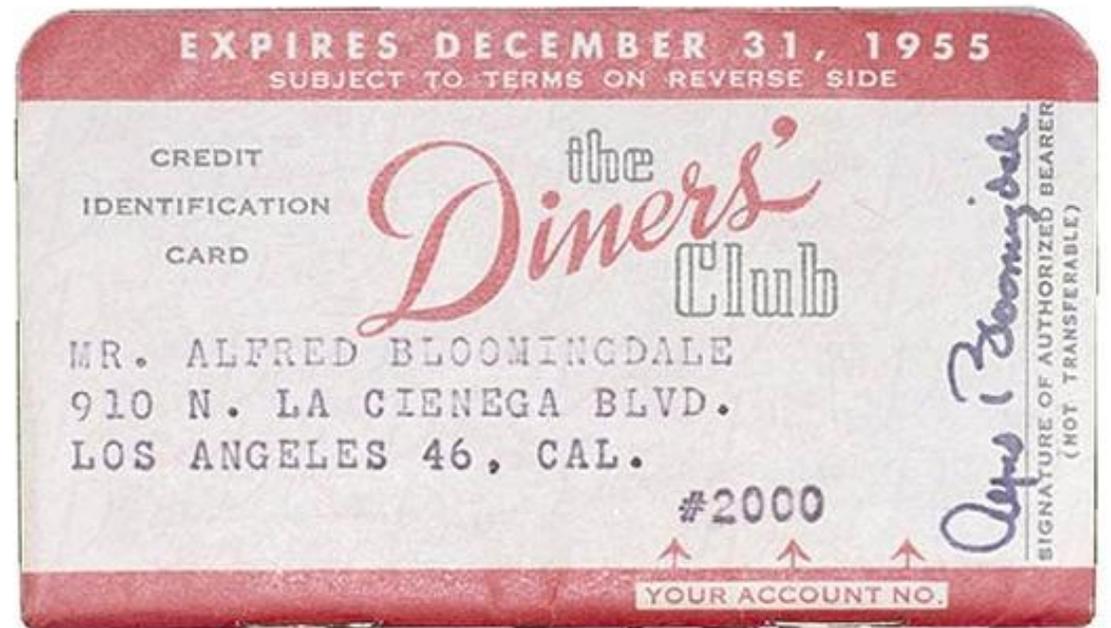
FATHERS'



Day



Diners club charge card



Diners' Club credit card, 1955. The first modern credit cards of the type now commonly used were paper booklets issued by Diners' Club to be used for eating at restaurants. Each booklet bore the credit card holders personal information, the card number, and, inside, a list of the restaurants that accepted the card. Diners' Club issued its first cards in 1951, and was followed by organizations such as Esquire and Duncan Hines.



LICENSEE OF

McDonald's

SPEEDEE SERVICE SYSTEM

HAMBURGERS

We have Sold OVER 1 MILLION

McDonald's

112 304

614 299

Electronic cash Register 1973



Online Ordering 1994



in
*Spring
Fever*





**BLOCKBUSTER
VIDEO**

**BLOCKBUSTER
VIDEO**

BLOCKBUSTER VIDEO







HQ
HIGH QUALITY

VHS

AUTO PLAY SYSTEM / PLL FREQUENCY SYNTHESIZED TUNER

2week 6programs Timer

REMOTE SENSOR

LINE TV ORCT PRST CHANNEL +

POWER

EJECT

PLAY

STOP

REW

FF

PAUSE/STILL

REC/OTR

VIDEO CASSETTE RECORDER



Polaroid

411-00
1.2m-00

2-411
0.6-1.2m

OneStep Flash







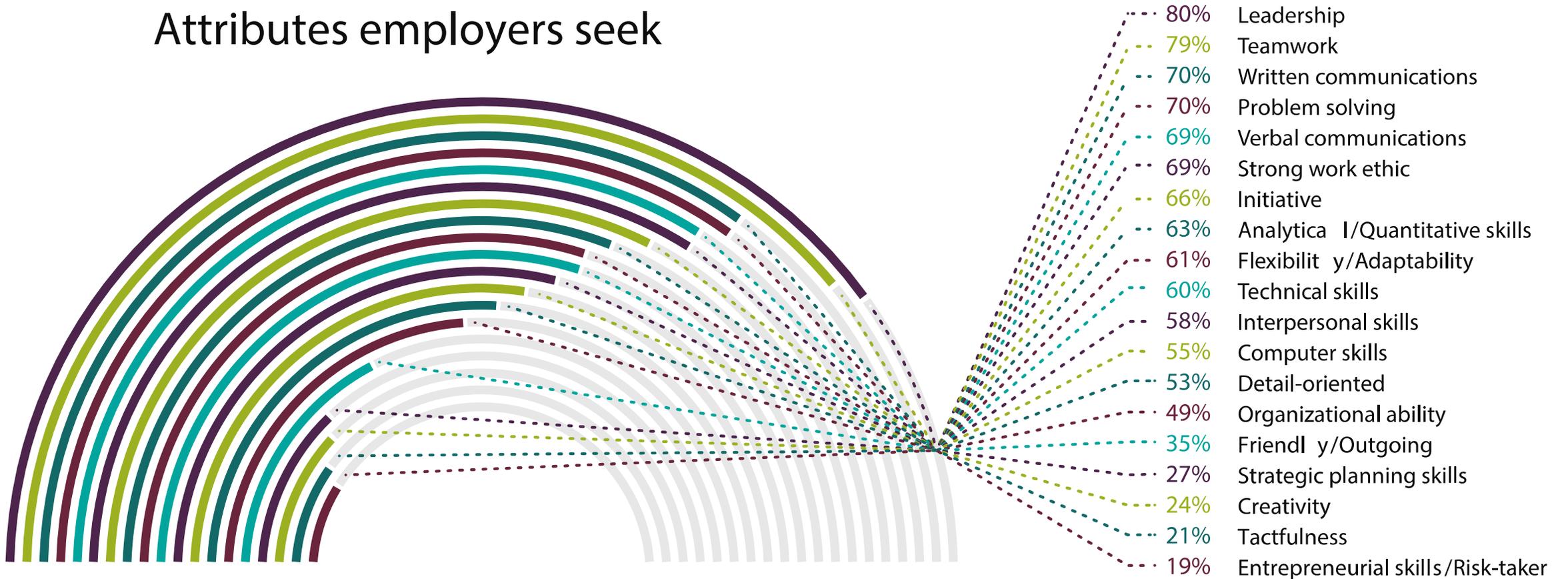


New CC Business Model

- Key to recruitment and retention is **offering affordable programs**, not cheap courses
- Ensure **programs lead to student goals**
- **Recruit** students into programs
- **Monitor/support** progress thru programs
- Ensure **students master essential skills**
- **Build regional “talent ecosystems”** in fields of regional economic importance

Employability Skills Fast Facts

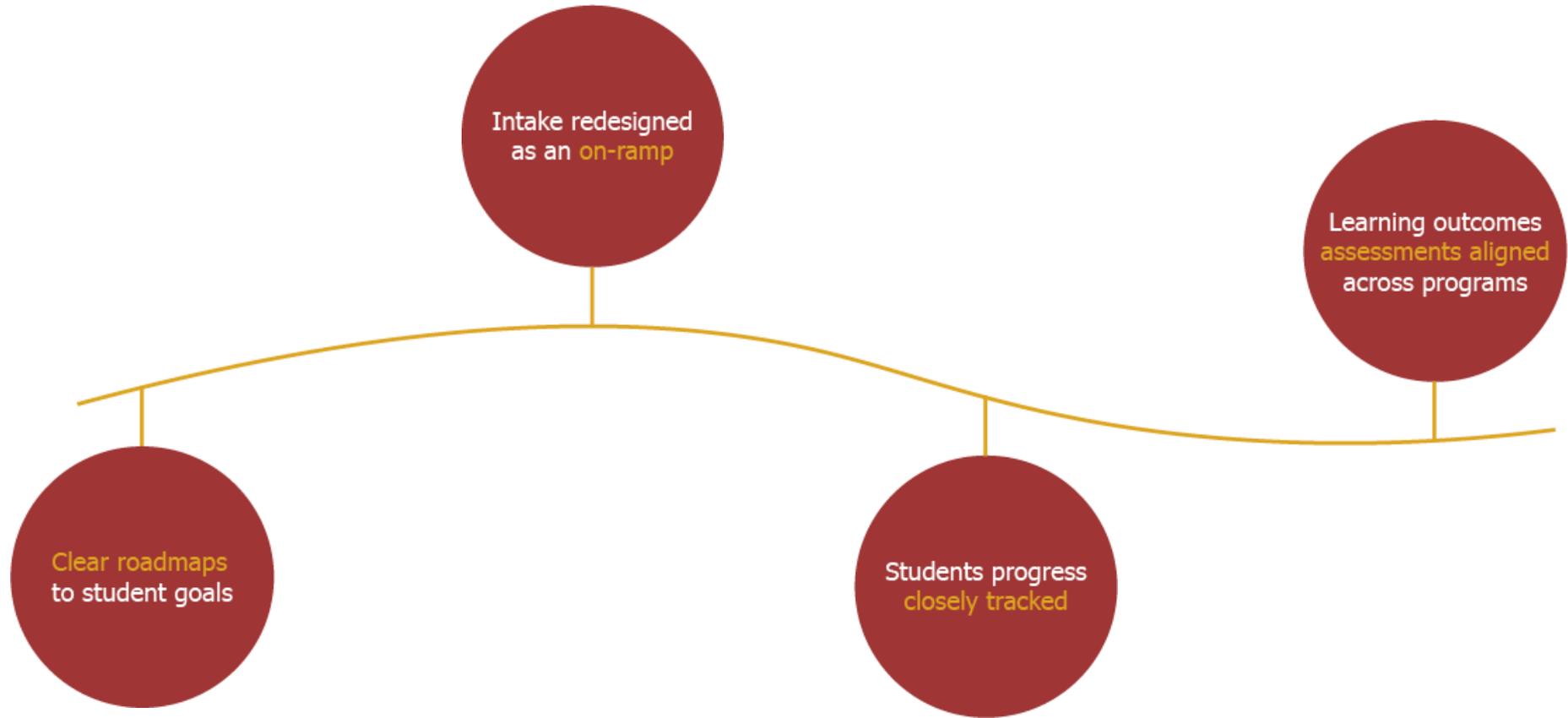
Attributes employers seek



Entire **Student Pathway**



Guided Pathways College



Results

↓
Churning

↓
Early Transfer

↑
Completion

↓
Excess Credits

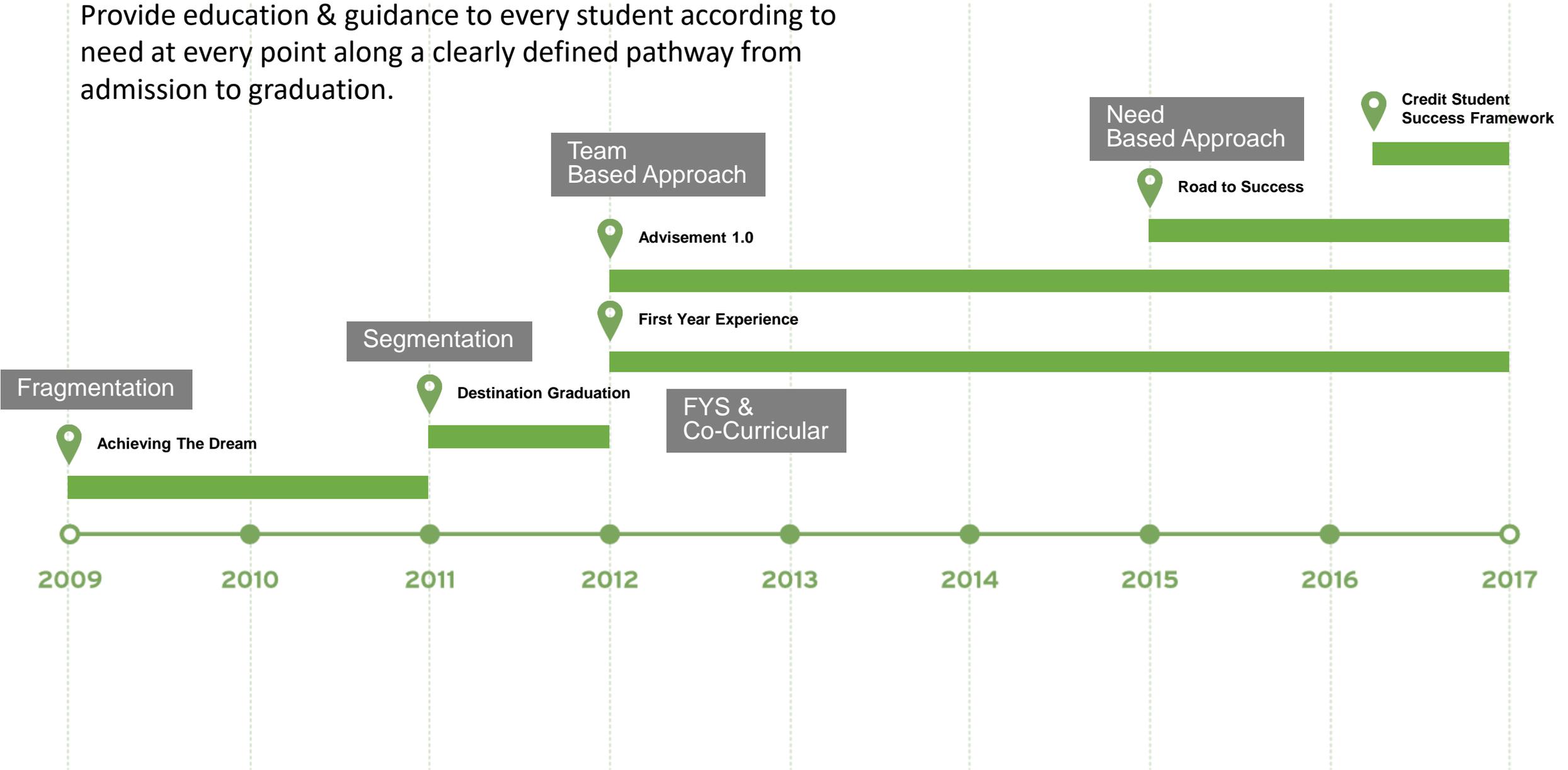
↓
Time to Degree

↑
Skill Building

Refining The Student Experience

2009 - Present

Provide education & guidance to every student according to need at every point along a clearly defined pathway from admission to graduation.



Why we are changing?



To help students:

- Strong Start
- Stay on Track
- Finish
- Progress

How are we going to do this?



- Right people
- Right place
- Right things
- Right way

What will the change look like?



- Silos



- Collaboration



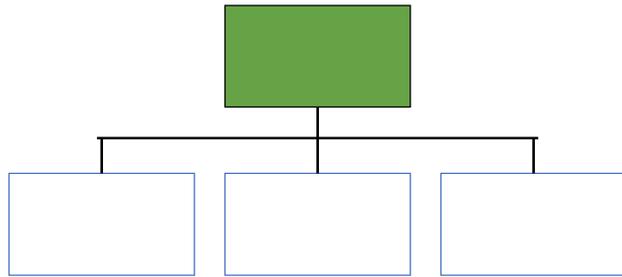
- Professional development & career ladders



- Successful students

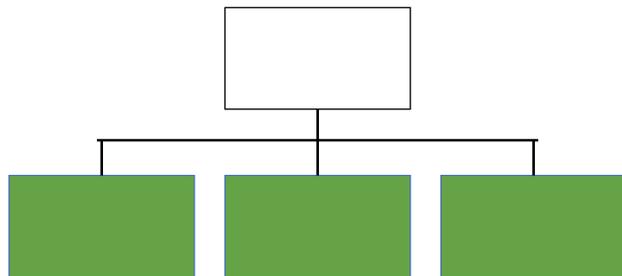
What will it mean for me?

What is my role in this?



• **Managers Role**

- Support
- Opportunity



• **Staff Role**

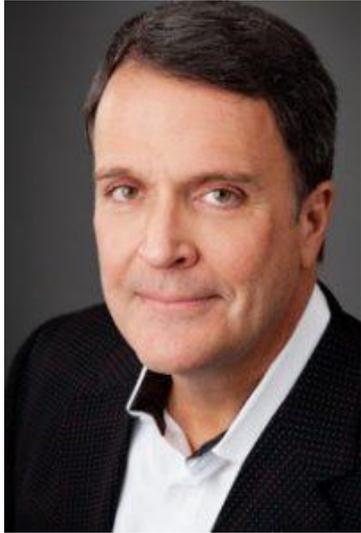
- Participation
- Proactivity

Defining Your Destiny

- What one change will make the biggest difference in advancing your student success agenda?
- Who has the power to make it happen?



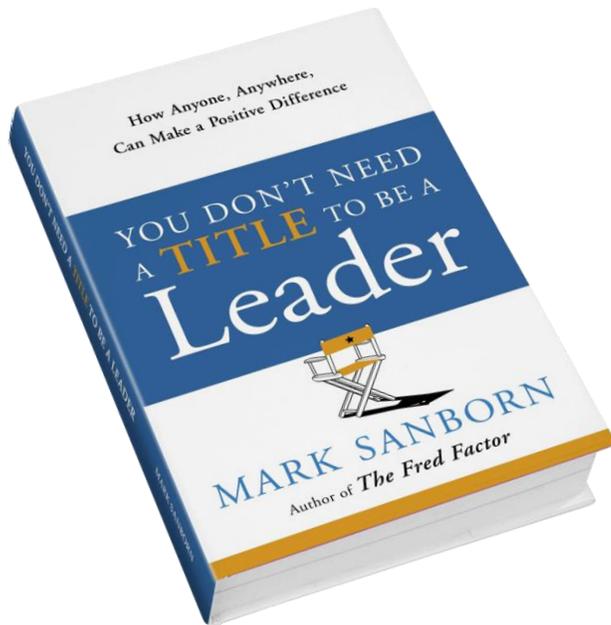
DEFINE YOUR GOALS
TO CREATE
YOUR DESTINY.

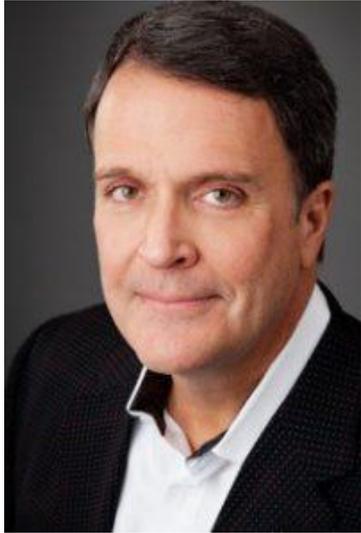


You Don't Need A **Title** To Be A Leader by Mark Sanborn

“People who act as leaders, whether they have a title or not, in some measure serve as merchants of hope.”

“They have the ability to focus on what’s *right* and on overcoming what’s *wrong*.”

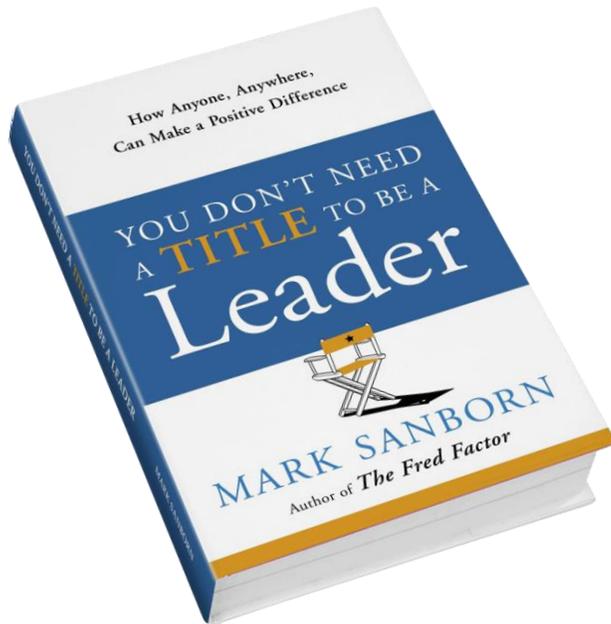




You Don't Need A **Title** To Be A Leader by Mark Sanborn

ROI- Not Return On Investment

- Relationships
- Outcomes
- Improvements



$$P_0 = L = \$1,000$$

$$P_1 = 997.80$$

$$P_2 = 995.58$$

$$P_3 = 993.35$$

⋮

(Prospective Day)
(Prospective Day)

Example 11.11

1. Calculate the price of a bond with a face value of \$1,000, a coupon rate of 4%, and a maturity of 3 years. The yield rate is 4.5%.

2. Calculate the price of a bond with a face value of \$1,000, a coupon rate of 4%, and a maturity of 3 years. The yield rate is 4.5%.

Average Earnings

\$109,600 with a professional degree

\$89,400 with a doctoral degree

\$62,300 with a master's degree

\$52,200 with a bachelor's degree

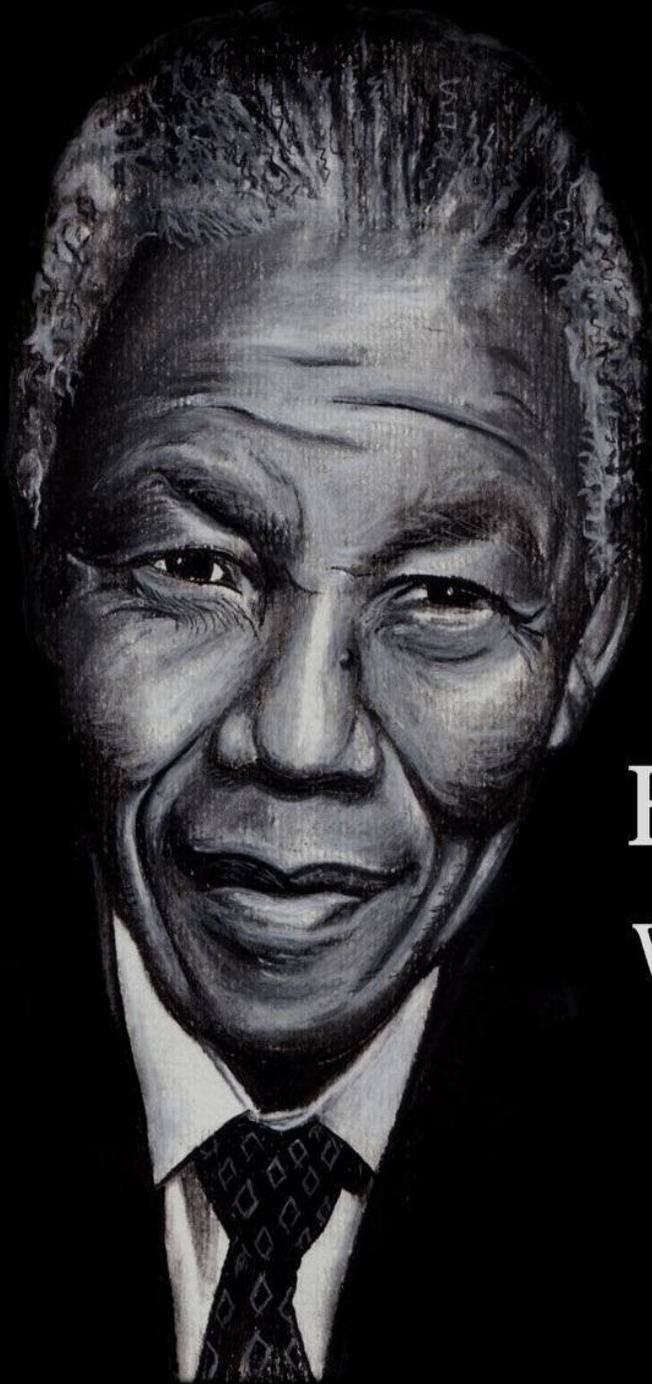
\$38,200 with an associate's degree

\$36,800 with some college

\$30,400 with high school degree

\$23,400 with some high school





Education is the most powerful weapon
which you can use to change the world.
- Nelson Mandela



Leading through Guided Pathways Implementation

Your Role in Supporting Your College's Destiny

MICHAEL A. BASTON J.D., Ed.D.

President, Rockland Community College

