Proposed Student Success Model

Harper College
Board of Trustees Workshop

April 23, 2025

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Presentation Agenda

- Beyond Boutique: A Mission-Driven Program
- Stakeholder Feedback and Model Refinements
- Updated Implementation Timeline
- Marketing & Branding

Beyond Boutique: A Mission-Driven Program

- **The Challenge**
  - Current boutique programs provide high-impact support but serve a limited number of students
  - Equity and access remain barriers to success for many

- **The Vision**
  - Shift from exclusive, small-scale programs to a **scalable, mission-driven student success model**
  - Identify and integrate the most effective elements of boutique programs into a **comprehensive, student-centered approach**

- **The Impact**
  - Broader reach: **More students benefit** from proven success strategies
  - Increased efficiency: **Resources optimized** for maximum student support
  - Sustainable change: **A model that grows** with student needs over time

Refining the Student Selection Criteria

New, First Time in College, Credential-Seeking, Enrolling in 9+ Hours

- ~~Auto Inclusion based on Race/Ethnicity Alone~~
- Developmental placement
- High school GPA of 2.5 or lower
- High school GPA 2.5 to 3.0 & low-income status
- Undecided on a program of study

~1,000 Students
Annually

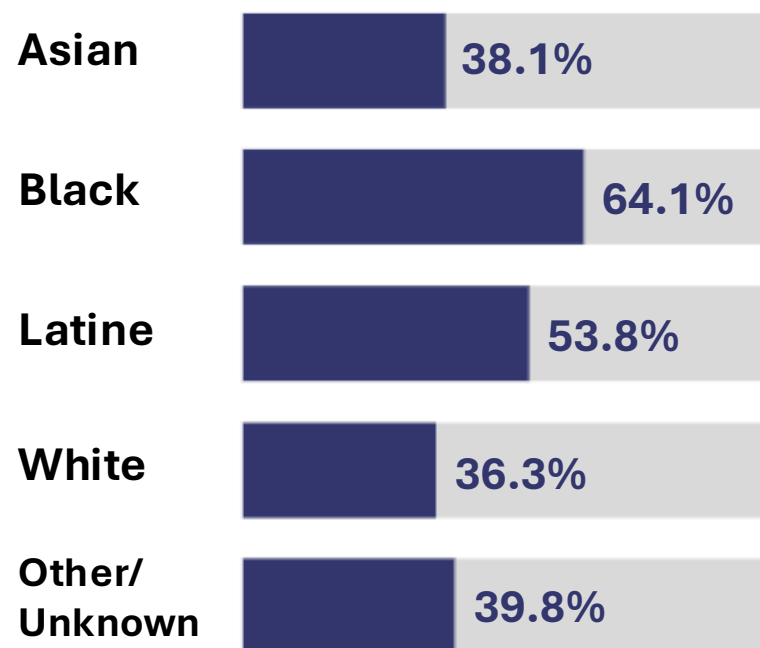**Early Identification | Alignment with Institutional Measures | Prioritizing Equity | Inescapable**

Proportion Meeting the Revised Criteria

New, First Time in College, Credential-Seeking, Enrolling in 9+ Hours

Need Academic Support

100%

Race/Ethnicity

Asian	38.1%
Black	64.1%
Latine	53.8%
White	36.3%
Other/Unknown	39.8%

Low Income Status

58%

Bridging the Gap: 25% Targeted Improvement

Metrics for Improvement

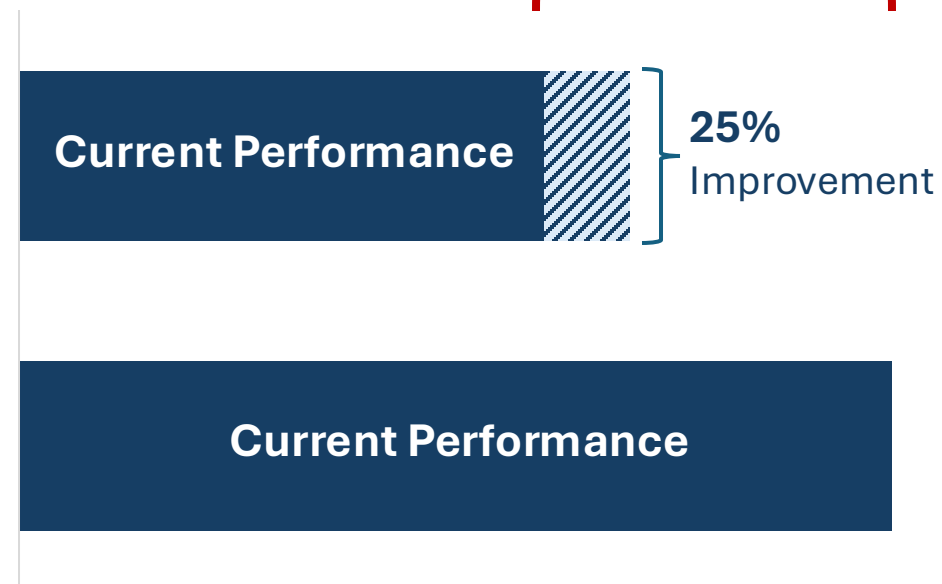- *Path for Success* Momentum Milestones

- Persistence

- Graduation

Gap

Target Students

Current Performance

25% Improvement
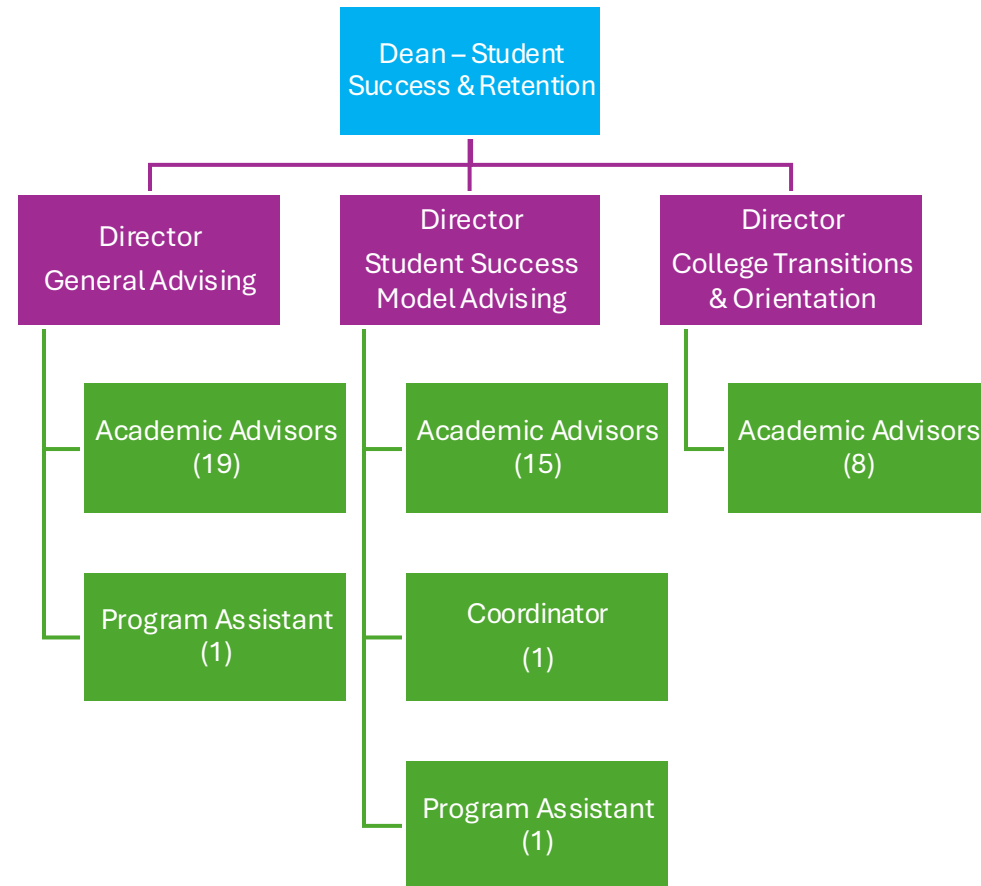
Peer Students

Current Performance

Refined New Student Orientation Experience

- **Standardized** Orientation Experience

- **Expand** mandatory orientation experience to *all* Credential-Seeking Students

- Assisted **Course Scheduling**

Refined Advising Offices Consolidation and Strategic Repurpose of Positions

Dean – Student Success & Retention

Director
General Advising

Director
Student Success Model Advising

Director
College Transitions & Orientation

Academic Advisors
(19)

Academic Advisors
(15)

Academic Advisors
(8)

Program Assistant
(1)

Coordinator
(1)

Program Assistant
(1)

Consolidate Advising under one area/department to streamline student supports

Purpose to enact systemic change to benefit all students

Positions will be repurposed from existing positions and reclassified to reflect caseload and level of support

Refined Programming Experiences

- **Student Success Skills** Workshops
- Leverage **existing resources** (e.g., Financial Literacy Program/HSI, JPRC)
- Opportunities to foster **sense of belonging** among students (team-building, cultural connectedness)
- **Pre & Post Workshops** to gauge awareness + capture learning that occurred because of events, workshops

Refined Mentoring Options

Students have the choice of one of the following mentor options.

Will rank their preference to ensure equitable distribution.

- Peer
- Faculty
- Staff
- Distinguished Alumni (Foundation)
- Workforce Partner (e.g., BILT Model)

First Year Seminar (FYS)

Maintain existing structure of FYS (no separate sections).

Propose the revised FYS framework/schedule to Curriculum Committee as a systemic recommendation that could benefit all Harper students.
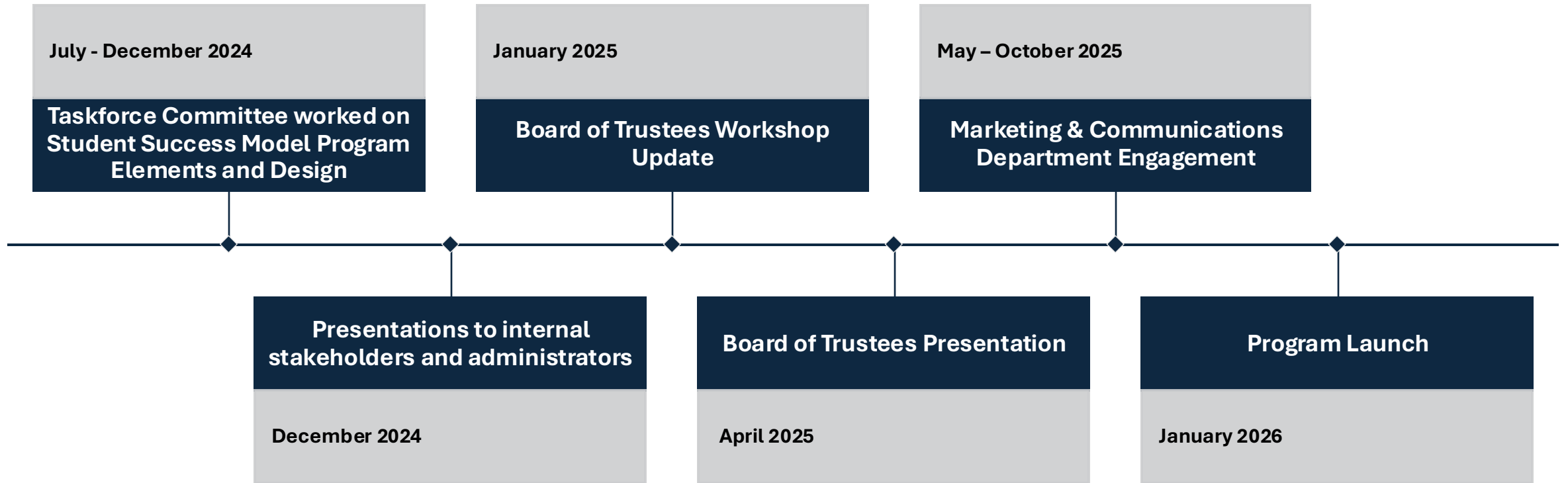
Investment in our Mission

Supporting and advancing over 1,050 first-time in college, credential seeking students each year!

- 35% reduction in per student cost as compared to the three smaller programs that will be sunset

- New Annual Costs: $831,527*
  - Considers return on investment
  - Assumes 3 new advisor positions funded by a grant or deferred until FY27
  - 1 vacant position repurposed
  - 1.5 existing positions restructured
  - 3 positions from OMD repurposed

- These annual costs can further be reduced for *almost five years* to $414,527 by using the $2 million in surplus tentatively set aside to support this program
  - Controlled labor costs (mentor stipends)
  - Non-labor costs: supplies, programming

*$199,000 of sunsetting program costs were not operationalized

Updated Implementation Timeline

July - December 2024

Taskforce Committee worked on Student Success Model Program Elements and Design

January 2025

Board of Trustees Workshop Update

May – October 2025

Marketing & Communications Department Engagement

Presentations to internal stakeholders and administrators

December 2024

Board of Trustees Presentation

April 2025

Program Launch

January 2026

Communication Plan

Branding & Marketing

- Naming of the New Student Success Model – branding and communication

Communication Strategy

- Sunsetting of existing programs (ARC, OMD, GLIDE)
  - Outreach to students
  - Communication to impacted employees

New Model Communication (Admissions, Advising, Financial Aid, Human Resources)

- Build out systems and processes for the new program
- Employee reclassification, union discussions

Questions and Answers