



Okay Leaders Now Let's Get in Formation

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Dr. Rito Silva, Vice President for Student Affairs

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Assessment



- Located in Corpus Christi, TX
- Founded in 1935
- Fall 2019 Headcount: 12,205 (credit)
- Student Body: 68% Hispanic, 23% White, 3% Black
- 2 Campuses (East & West); New South Side Campus Opens 2021



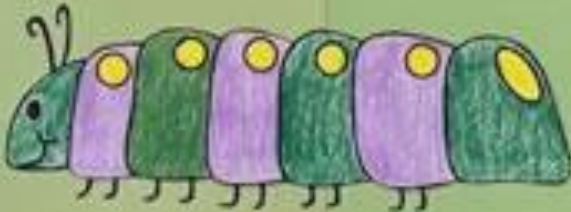
From the chrysalis an (adult) butterfly emerges.



The butterfly lays eggs.



A (larva) caterpillar hatches from each egg.



The caterpillar becomes a (pupa) chrysalis.

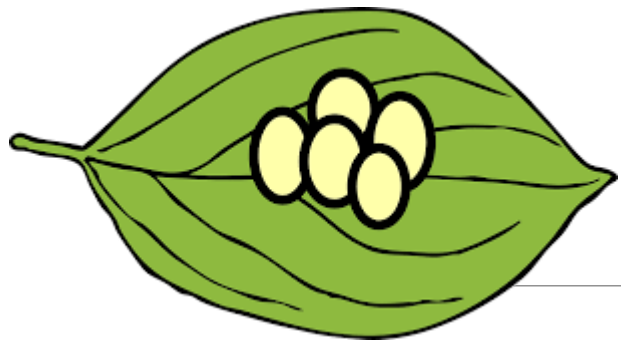


Stages of Transformation

1. Egg
2. Larva (Caterpillar)
3. Pupa (Chrysalis)
4. Adult



...and Flying in Formation!

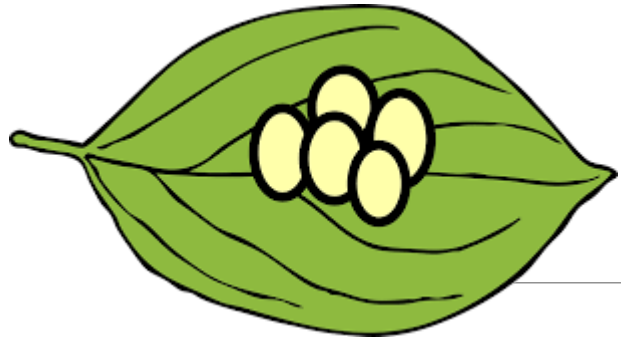


Stage 1: Egg

Pathways Round 1 – Cadre 4

- What are Pathways?
- Skepticism – *Is this for us?*
- Small Exploratory Team Created





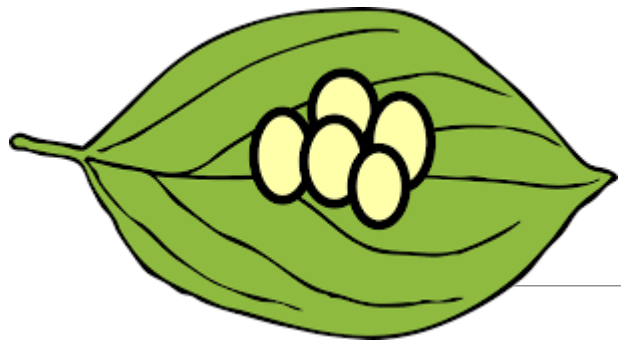
Stage 1: Egg

Why Change? Why GROW?

DATA



- Increasing Number of Credentials Awarded; **Low** Graduation Rates
- **High** Time and SCH to Completion

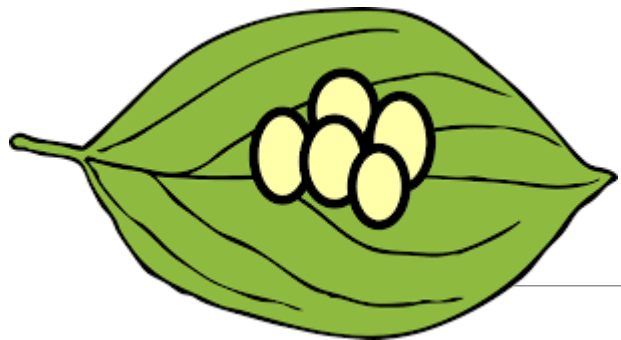


Stage 1: Egg

Why Change? Why GROW?



- Satisfaction with Established Structure & Practices
- Lack of Use & Understanding of Student Success Metrics

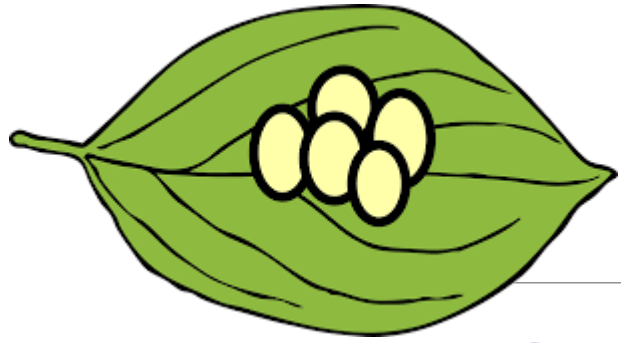


Stage 1: Egg

College-Wide Efforts Begin: Spring 2018



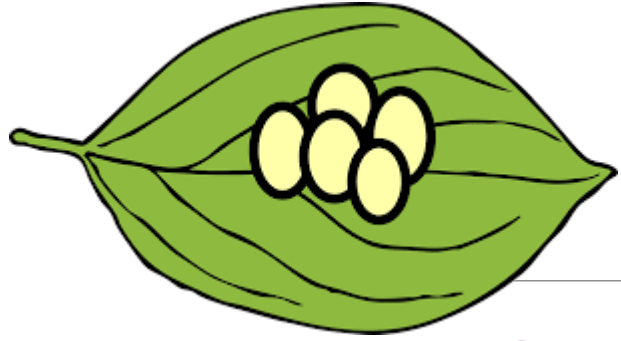
- Department Chairs
- College-Wide Open Forums
- Summer Academy



Stage 1: Egg

Open Forums



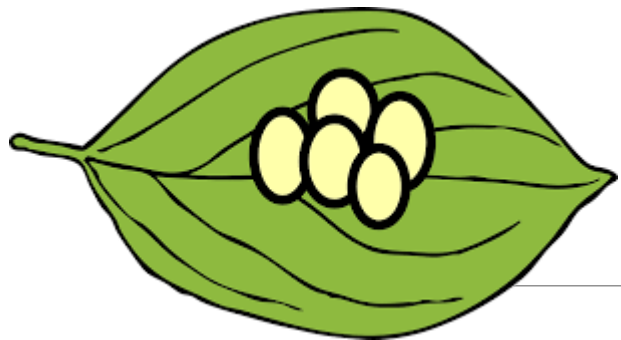


Stage 1: Egg

Summer Academy



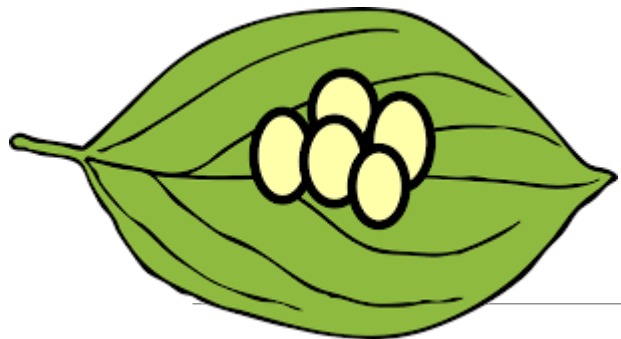
- **Information Sharing**
- **GPS 0-60 Interactive Game:** Highlighting Student Roadblocks and Supports
- **Student Panel**
- **Small Workgroups:** *How can pathways help DMC students?*



Stage 1: Egg

Consistent Messaging

- National Trend: **2/3** of jobs today require a college credential
- Most of our students **LEAVE** before graduating
- Early adopters of pathways: positive impacts
- *Change takes time...but we can't afford to wait.*



Stage 1: Egg

Meanwhile, on the Horizon...

**2014 Bond –
New Buildings**

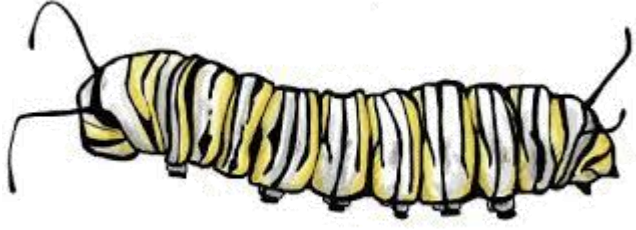
**2016 Bond –
New Campus!**

**New Student
Information
System (SIS)
Selection**

**Strategic
Planning Cycle
Ends 2019**

**SACSCOC
Reaffirmation –
Class of 2021**

**New QEP Topic
Selection**

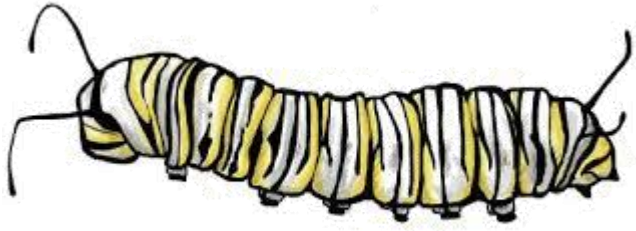


Stage 2: Larvae

Building Momentum: Fall 2018

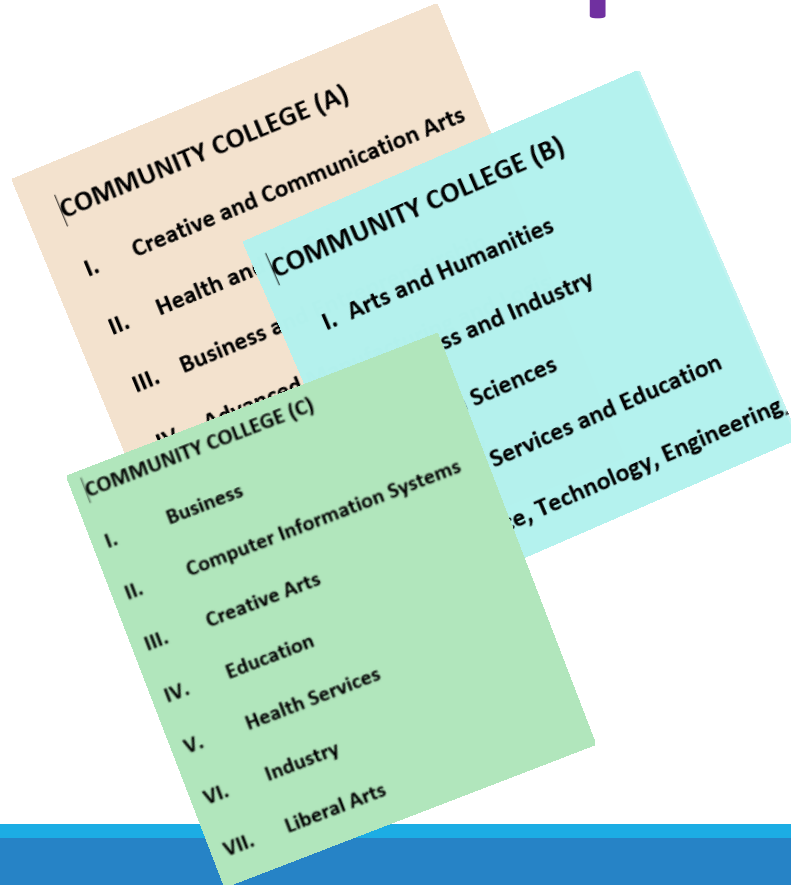


- Faculty Development Sessions – Deep Dive into Pathways
- College-Wide Convocation
- Student Focus Groups
- Inviting New Members to Committee
- ***Workshops Exploring Meta-Majors***

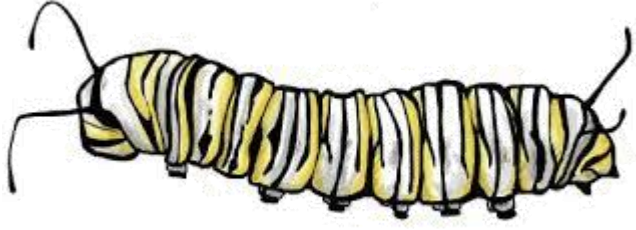


Stage 2: Larvae

Workshops Exploring Meta-Majors



- 3 Meta-Major Samples
- Faculty & Staff Groups Identified Strengths & Weaknesses with Model
- Feedback Gathered and Compiled into Trends



Stage 2: Larvae

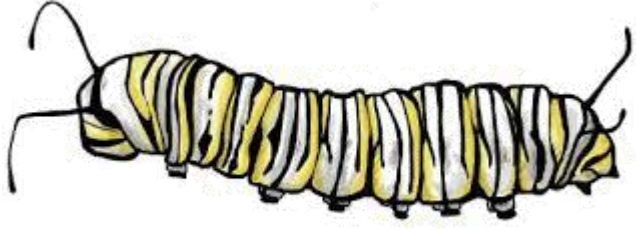
New Strategic Plan & QEP Development

Identifying College's Priorities

- Engaging Students, Faculty, Staff, Community
- Key Performance Indicators (KPIs)

How Can We Make the Biggest Impact on Student Success?





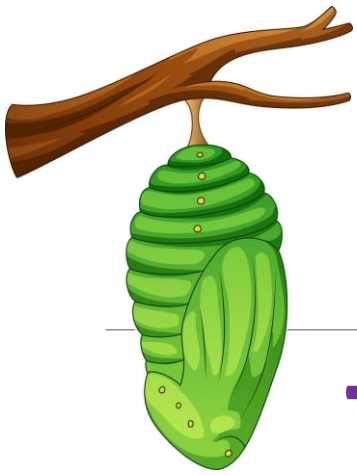
Stage 2: Larvae

Sharing Draft Proposal: Spring 2019



- Faculty Development Day – Participants Review and Respond to **Draft Meta-Major Proposal**
- Poster Walk Activity





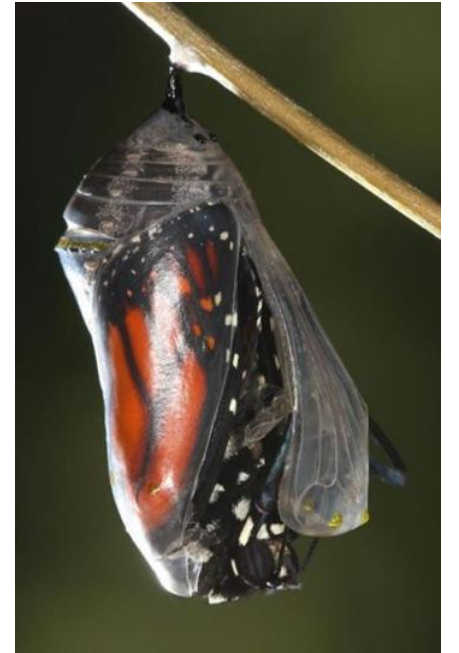
Stage 3: Pupa (Chrysalis)

The Struggle Becomes Real....

Wait, what are we doing?

Why do we have to change anything?

- *I haven't heard anything about this....*
- *This is flavor of the month.*
- *Who made these decisions?*





Stage 3: Pupa (Chrysalis)

The Struggle is Necessary for Survival





Stage 3: Pupa (Chrysalis)

Moving Forward

Targeted Communication



- Faculty Council
- Division Meetings & Department Meetings
- One-on-One Conversations
- ***Continuing to Add Members to Committee & Activities***



Stage 4: Adult

Earning Our Wings

“As soon as the butterfly has rested after coming out of the chrysalis, it will pump blood into the wings in order to get them working and flapping – then they get to fly.”

<https://www.thebutterflysite.com/life-cycle.shtml>



Stage 4: Adult

Pivoting From Planning to Action

- Finding Action in Critical Mass
- Setting Benchmarks
- Establishing KPI's
- Setting up Critical “Small Victories”
- **Pathways Round 2: Cadre 2**





Stage 4: Adult

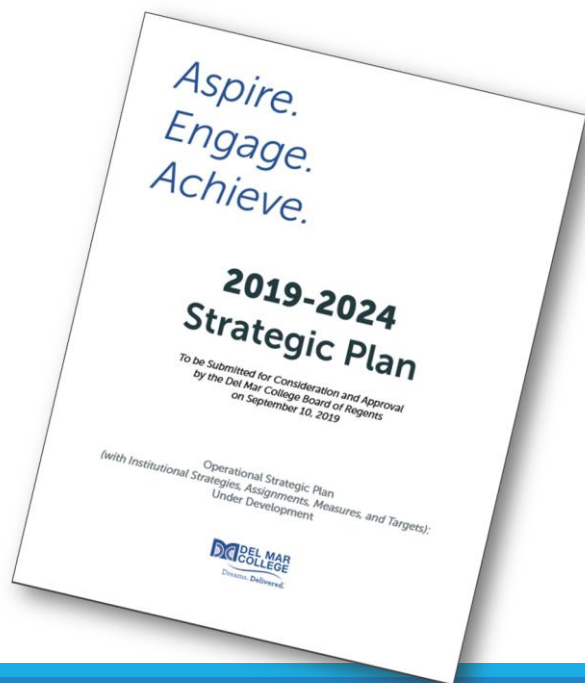
Finding our Flower in the Midst of Enormous Flower Garden

- \$298 Million in Construction, Including New South Side Campus
- New SIS Selected: Campus Management
 - **Pathways Advising Module**



Stage 4: Adult

Finding our Flower in the Midst of Enormous Flower Garden



- New Strategic Plan 2019-2024:
Aspire. Engage. Achieve.
 - Goal 1: Completion
- SACSCOC Reaffirmation
 - QEP Topic: **Advising**



Stage 4: Adult

Architecture,
Aviation, &
Automotive

Business
Administration &
Entrepreneurship

Communication,
Fine Arts, &
Social Sciences

Education

Health Sciences

Industrial
Technology

Public Service

STEM



Implementation
of Meta-Majors
(GPS MAPS) by
Fall 2020



Stage 4: Adult

Title V HSI Grant: **Project SENDA**

- GPS MAP Advisors
- Faculty Advisor Stipends
- Advisor Training
- Financial Literacy





A decorative border at the top of the slide features a cluster of colorful butterflies in shades of pink, purple, and orange, arranged in a slightly curved path.

Activity

Reflect on an Institutional Project from Egg → Adult Stage

- What were the struggles at each stage?
- How did you overcome them?
- Lessons Learned?
- Could you have successfully skipped one of the stages?

Thank you!

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