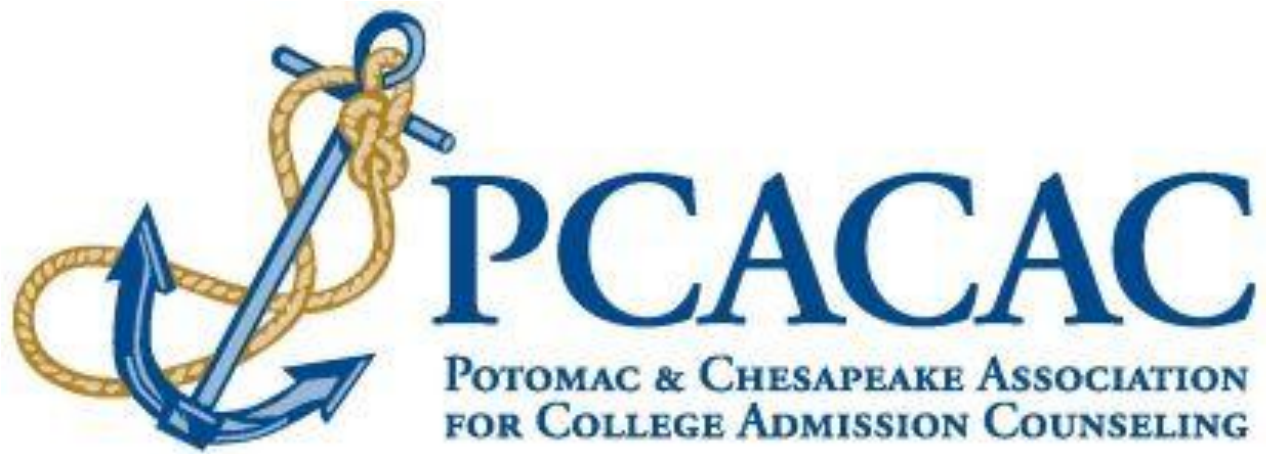


2023 - 2024



Understanding the Community College Structure and Professional Admissions Pathways

LEADERSHIP EDUCATION CERTIFICATE

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LEARNING OBJECTIVES

1. Learn about the structure of the community college and connection of a community college system.
2. Explore the pathways to leadership positions in community colleges. Where do most folks come from? How do they move up?
3. Understanding the skills needed to work with this student population and learn what you should to prepare yourself for a role in this environment.

Virginia Community College System (VCCS)

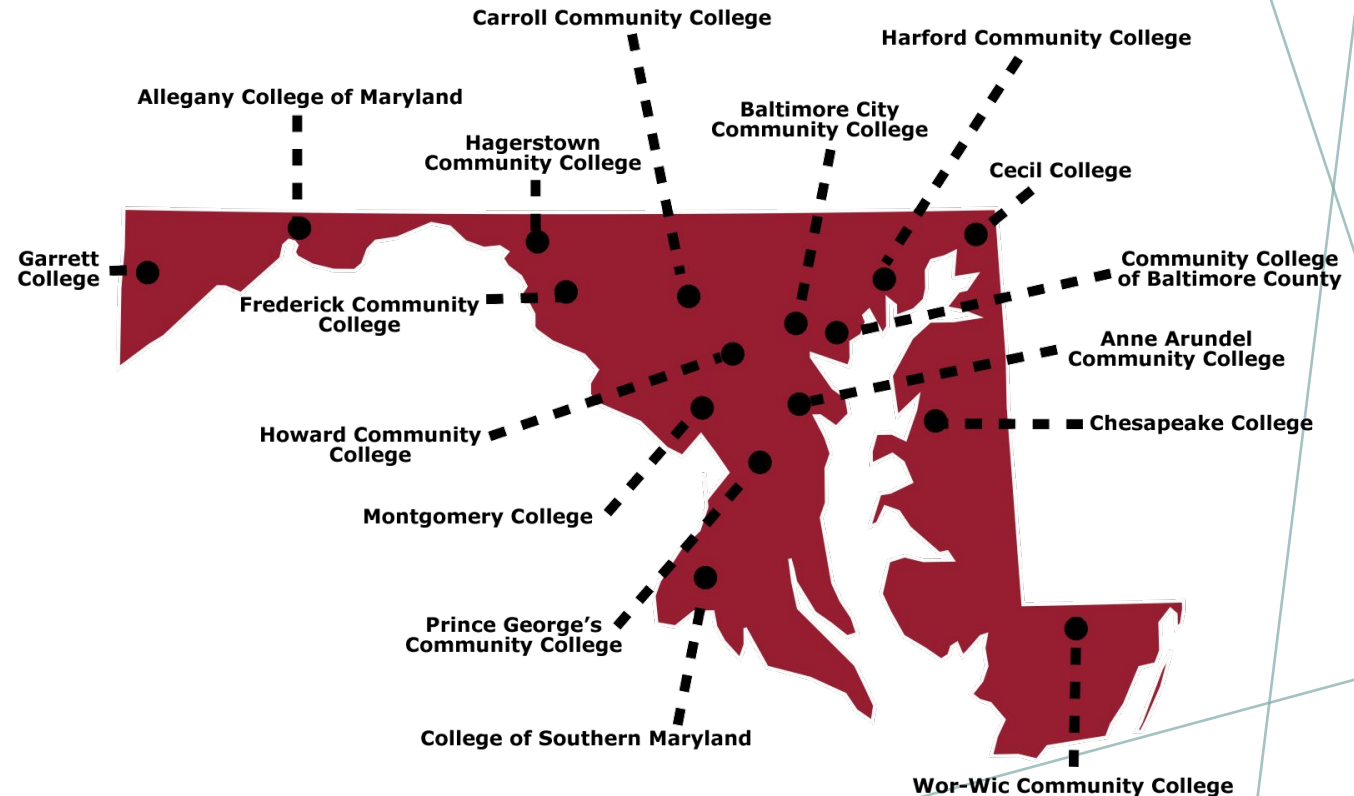
23 Virginia Community Colleges with 44 Locations

- Each College reports to the VCCS
- Larger state governing body - SCHEV
- Advisory boards rather than governing boards...
- Flat organization



Maryland Community Colleges

- 16 Community Colleges serving 24 counties
- Maryland ranks 2nd of states with the best community colleges!
- Autonomy among campuses



CC in other PCACAC territories

DC - 1 Community College

University of the District of Columbia Community College

- Institutional Governing Structure

DE - 6 Community Colleges

- Independent State Board Governs Community Colleges

WV - 10 Community Colleges - Board of Governors

- West Virginia Community & Technical College System
- West Virginia Higher Education Policy Commission

Open Enrollment VS. Selective Admissions

At Open Enrollment institutions your application is essentially your inquiry

- We're just trying to get you an ID #
- 2 year's selective admission is a 4-year's regular admissions
 - There is no "application reader" for open enrollment
 - Enrollment "red flags" may pop up
- 2 year schools don't buy names
- 2 year schools are confined to their service region
 - Territory management is VERY different

Terms don't always mean the same thing...

2 year term	4 year term
Enrollment Management	Admissions
Coordinator	Director
Business Office or Student Accounts	Bursar
Records and Registration	Registrar
Selective Admissions	Regular Decision
Apply	Submit an inquiry

Community College in the larger Higher Ed conversation..

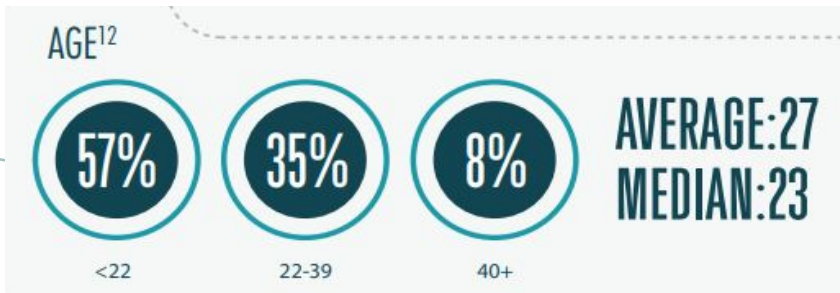
- 4-year Admissions is to Sales as 2-year enrollment is to Customer Service
- Parallels are much closer to a school counselor than an a 4-year admissions counselor
- Transfer Advising - we are not typically students' end game
- Relationships with community partners is crucial (Community Colleges are themselves a community resource)

Many Students' Transfer Expectations Are Not Met⁴



The Community College Student

- Age Range 16 - 86
- High School DE - 16% of CC enrollment
- Recent HS Grad
- Second Career
- Continuing Ed/ Auditing
- Workforce Development
- Free Courses for senior citizens



OTHER SIGNIFICANT DEMOGRAPHICS⁵

First generation to attend college	30%
Single parents.....	16%
Non-U.S. citizens.....	9%
Veterans.....	5%
Students with disabilities ..	21%
Students with prior bachelor's degrees.....	8%

Generally an at risk population.

- Generally lower socioeconomic status Ardoin (2018); Martin & Ardoin (2021)
- Relationships with community partners is crucial
- Resources to community housing connections

How can you prepare for a role at a community college?

- Mental Health first aid trainings - you will truly use counseling skills daily!
- Take advantage of trainings that your school or State System is offering
- Never underestimate the importance of collaboration over competition (especially with 4-year partners)
- Be prepared for a Master's degree to be required (especially in VA)
 - Your employer may pay for it!
- Advocate for yourself - Professional Development & Higher Education
- Don't be discouraged if your way in is a part-time or grant funded opportunity (launch funding).

Making your institution Transfer Friendly

"The Transfer Playbook: Essential Practices for Two- and Four-Year Colleges," by Wykner et al. (p. 3), 2016.

SUMMARY OF STRATEGIES AND ESSENTIAL PRACTICES IN THE PLAYBOOK

STRATEGY

1 MAKE TRANSFER STUDENT SUCCESS A PRIORITY

- Communicate transfer as a key component of the institution's mission.
- Share data to increase understanding of the need to improve transfer student outcomes—and the benefits of doing so.
- Dedicate significant resources to support transfer students.

STRATEGY

2 CREATE CLEAR PROGRAMMATIC PATHWAYS WITH ALIGNED HIGH-QUALITY INSTRUCTION

- Work collaboratively with colleagues from partner institutions to create major-specific program maps.
- Provide rigorous instruction and other high-quality academic experiences to prepare students for four-year programs.
- Establish regular, reliable processes for updating and improving program maps.
- Design unconventional pathways, as necessary.

STRATEGY

3 PROVIDE TAILORED TRANSFER STUDENT ADVISING

Community College Advising Practices

- Clearly articulate students' transfer options and help them determine, as early as possible, their field of interest, major, and preferred transfer destination.
- Continuously monitor student progress, provide frequent feedback, and intervene quickly when students are off-track.
- Help students access the financial resources necessary to achieve their goals.

Four-Year College Advising Practices

- Commit dedicated personnel, structures, and resources for transfer students.
- Assign advisors and clearly communicate essential information to prospective transfer students.
- Strongly encourage transfer students to choose a major prior to transfer.
- Replicate elements of the first-year experience for transfer students.
- Exercise fairness in financial aid allocation.

General Words of Wisdom

Know the signs... and what they mean

- Have people worked there longterm? Is turnover high?

Diverse Community needs - be willing to build bridges in places there have not been

- Community Colleges are nimble environments - pivot quickly due to community needs

Use design thinking - there's always a tree of people that lead you want to be. (Use your network!)

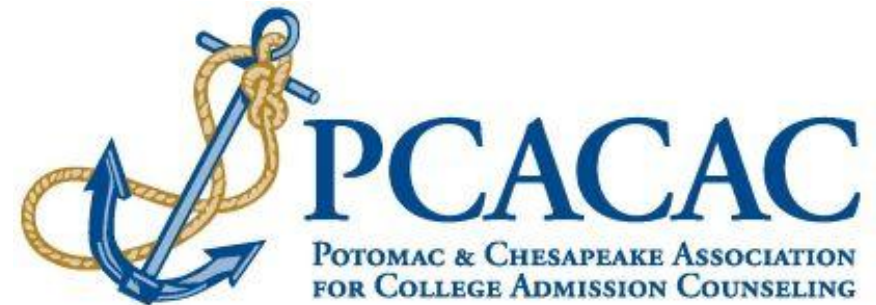
QUESTIONS?



YOU MAY ENTER YOUR
QUESTIONS INTO THE Q&A
BOX IN ZOOM



THANK YOU!



References

American Association of Community Colleges (2023).

https://www.aacc.nche.edu/wp-content/uploads/2023/03/AACC2023_FastFacts.pdf