Fall 2018 State of the Transfer Pathways and the Kern Promise: Finish in 4
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History
With more than 2.1 million students on 114 campuses, the California Community Colleges is the largest system of higher education in the United States. One in every five community college students in the nation attends a California community college. In addition, 29% of University of California and 51% of California State University graduates started at a California community college. Transfer students from the California Community Colleges to the University of California system currently account for 48% of UC's bachelor's degrees in science, technology, engineering and mathematics. California also relies heavily on its community colleges to provide aspiring baccalaureate students with a low-cost option for their undergraduate education. For many students, the community college system is an ideal higher education option. Many students who enter this system aim to complete their transfer requirements in the most efficient way possible. The Associate Degree for Transfer (ADT) does just that by providing a more streamlined approach in helping our students succeed. This program, jointly sponsored by the California Community Colleges and California State University systems, offers a transfer pathway that provides students a guaranteed spot at a CSU campus. Over 30,000 of these community college students attend Bakersfield College, and its rural and satellite campuses. A large proportion of these students fail to transfer, and those who do transfer often transfer from the two year to the four-year college without a degree. With intensive focus on strengthening curricular alignment from high school through the Associate Degree for Transfer to baccalaureate attainment, Bakersfield College (BC) has leveraged our partnership with California State University Bakersfield (CSUB) to improve outcomes throughout our region.

In 2016, BC launched, The Kern Promise, focused on the Associate Degree for Transfer pathway. As part of the Kern Promise, BC established a transfer task force, Workgroup to Advance Regional Baccalaureate Attainment (WARBA) to support and move our transfer alignment forward. Through WARBA, faculty from BC and CSU Bakersfield developed a Memorandum of Understanding to clarify pathways from the Bakersfield College to CSU Bakersfield. This initiative has is now the new and expanded version of the Kern Promise: Finish in 4 transfer initiative.

Some Trends for Bakersfield College Transfer Students
• Out of all CSU-bound transfer students in 2017-18, 78.8% of Bakersfield College (BC) students went to California State University (CSU) Bakersfield (CSUB)
There were 530 BC students that transferred to CSUB in 2017-18, which was 70 more students than the previous year.

The transfer success rate for BC students at CSUB is measured by graduation rate within a particular amount of time. The 2-year graduation rate for BC students at CSUB has increased 17.2% in the last five years.

Bakersfield College students have a higher graduation rate of success than the overall transfer student population at CSUB. CSUB’s overall graduation rate for transfer students within 2-years was 36% and BC's transfer student rate was 47.7% for the most recent cohort.

<table>
<thead>
<tr>
<th>BC Transfer Students</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>376</td>
<td>406</td>
<td>485</td>
<td>460</td>
<td>530</td>
</tr>
</tbody>
</table>

*Note: Includes lower and upper division transfers*

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</tr>
</thead>
<tbody>
<tr>
<td>Degrees Awarded</td>
<td>399</td>
<td>386</td>
<td>484</td>
<td>435</td>
<td>500</td>
</tr>
</tbody>
</table>

*Note: Includes lower and upper division transfers*

Since, close to 80% of Bakersfield College’s CSU bound transfer population transfers to CSUB, the two institutions have collaborated and developed the Kern Promise: Finish in 4 transfer initiative to encourage students in Kern County to complete their transfer and baccalaureate degrees in four years. The transfer task force, Workgroup to Advance Regional Baccalaureate Attainment (WARBA) worked with faculty and staff at BC and CSUB to identify issues of misalignment across the transfer pathways program-by-program and every ADT offered. Through our collaboration, faculty identified course articulation and/or ADT modifications to develop 27 completely transferable, sequenced semester roadmaps which align coursework from the BC Associate Degree for Transfer through to the CSU Bakersfield baccalaureate. On May 8, 2018, the Presidents of both Bakersfield College and California State University Bakersfield signed off on the partnership and launched the new Kern Promise’s Kern Promise: Finish in 4 initiative, an unprecedented partnership between higher education institutions to support baccalaureate completion within 60 semester units at BC and 60 units at CSUB, over four years. The mutual goal is to move students with intentionality through each stage of their educational and career goals in a more efficient and impactful way. With just 22% of Kern County residents 25 years of age and older holding an Associate's degree or higher, compared with California’s average of 39%, this initiative is an excellent way to decreasing time to completion and closing achievement gaps while aiding in student success.

**Scope of The Program**

- Increase the two- and four-year graduation rates by improving students' pathway through regional high schools, Bakersfield College and CSU Bakersfield
- Strengthen curriculum alignment from high school through Associate Degrees for Transfer and Baccalaureate attainment
- Provide student support systems to ensure that students stay on their paths towards degree completion (e.g., ADT Completion Coaching Team)
• Work collaboratively with colleagues from both institutions to create major-specific program maps
• Minimize institutional barriers associated with a seamless advancement through the educational institutions on the way to a baccalaureate degree.

Goals

Through the Kern Promise: Finish in 4 initiative, Bakersfield College aims to increase the following in line with the Chancellor’s Vision for Success:

• Improve associate degree completion
• Increase transfer rates
• Decrease the accumulation of excess units
• Reduce equity gaps across all measures
• Reduce regional achievement gaps
• Track and support our students in the Kern Promise: Finish in 4 or transfer guided pathways by the utility of the momentum points in our operational work as well as our integrated planning
  • Attempting 15+ units in the first semester or 30+ units in the first year
  • Completion of transfer-level math and English in the first year
  • Completion of 9 core pathway units in the first year
• Develop data-driven practices that identify students at risk of staying on the path
• Identify and monitor program data to proactively address and reduce barriers toward degree completion

Pathway Mapper and Starfish® Enterprise Success Platform™

Included in the implementation plan is a pathways mapper software program that utilizes a new generation of technology to create a dynamic tool for colleges to create ADT completion roadmaps for BC transfer students and provides students with a roadmap that makes clear what classes a student needs to take to reach his or her goal. The program mapper tool is available online at https://programmap.bakersfieldcollege.edu/academics.

Bakersfield College is also implementing the Starfish® Enterprise Success Platform™ which assists the college in scaling its’ student support initiatives in a way that enables students to engage more effectively with the campus community and achieve their academic goals. The platform includes the Starfish EARLY ALERT™ module, the Starfish CONNECT™ online appointment scheduling and case management module which includes powerful case management, appointment scheduling, and communication tools to promote engagement and help students stay on track to completion. The Starfish Degree Planner™ also helps students determine the exact courses and course sequences needed to complete a degree or certificate, thus reducing the time to graduation.

BC has addressed our efforts around curriculum alignment to create clarity in our transfer pathways using a high-touch guided pathways framework. Data Coaches are faculty, classified staff, and administrators who participate in ongoing training, support campus-wide data projects, and directly support Completion Coaching Communities.

Bakersfield College Strategic Directions: Student Progression and Completion

In keeping with Bakersfield College’s strategic goal of Student Progression and Completion our transfer pathways work will keep in line with BC’s strategic direction on the end goal of improving and increasing the baccalaureate attainment rates for Kern County.
• BC currently offers 30 Associate Degrees for Transfer
• BC awarded 824 ADT degrees, an increase of 59.8% compared to 2016-17
• ADT's accounted for 45% of all BC awards in 2017-18
• Increased transfers to CSU Bakersfield by 36.2% in the last 5 years, with a total of 78.82% of all
  CSU transfers choosing CSUB

Bakersfield College Strategic Directions: Student Learning
Transfer students are reaching their momentum points
• Attempting 15+ units in the first term
• Completion of transfer-level math and English in the first year
• Attempting 30+ units in the first year
• Completion of 9 core pathway units in the first year

Bakersfield College Strategic Directions: Oversight and Accountability
In keeping in line with the strategic direction of oversight and accountability and the California
Community College’s mission of reducing equity gaps, providing educational access and
opportunity, and strengthening the state’s economy, BC’s transfer and guided pathway work will
also affect the new funding formula. The new funding formula that now focuses on rewarding
equity and success is vital to the health of Bakersfield College’s future funding. The base
allocation comprises 60% of total systemwide funding and focuses on overall Access. It is
determined by overall district enrollments and district size. Second, the Supplemental Allocation
comprises 20% of total systemwide funding and focuses on supporting Equity. It is determined by
the number of low income and low-income adult students are in a district. Third, the Student
Success Incentive Allocation comprises 20% of total systemwide funding and focuses on supporting
Success. It is determined by the number of outcomes for various measures of student success in
transfer. The Success Allocation is calculated by distributing the remaining 20% of the total
systemwide revenue to districts based on their performance in various outcome metrics to include
Associates Degrees, Associate Degrees for Transfer, Transfer, Transfer Level Math and English
completion within one year, amongst others. By leading the state in the various transfer initiatives,
Bakersfield College is able to institutionally address, the new funding formula that focuses on
rewarding equity and success, in addition to enrollment (https://extranet.cccco.edu).

Conclusion
A user-friendly Transfer and Kern Promise: Finish in 4 web presence has been developed at both
institutions with an easily accessible link to the clearly defined program roadmaps to assist
students in choosing their academic plan. This includes clarity in required courses for transfer
program completion and related career opportunities upon completion. The website also includes
relevant financial aid information (e.g., Transfer Entitlement Cal Grant) and scholarship
information.

Transfer programs with the University of California system, other CSU’s as well as private colleges
and universities are also being developed or are underway.