

# Guided Pathways to Success

Boosting College Completion

**COMPLETE COLLEGE** AMERICA

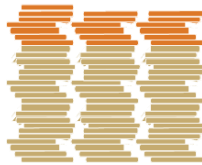


## Why GPS?

# Students are ...



Taking too much time



Taking too many credits



Spending too much money



Not graduating

# Too Much Time to Degree

Of those who graduate...

2-year

Associate

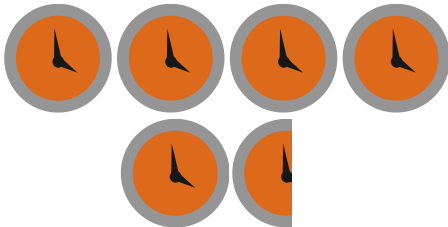
Full-time students take

**3.9 years**



Part-time students take

**5.5 years**



4-year

Bachelor's  
(Non-Flagship)

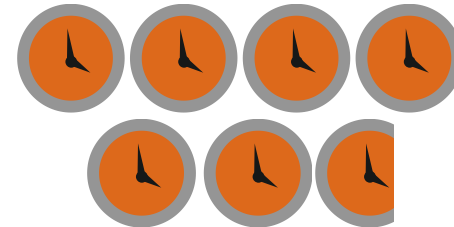
Full-time students take

**4.9 years**



Part-time students take

**6.7 years**



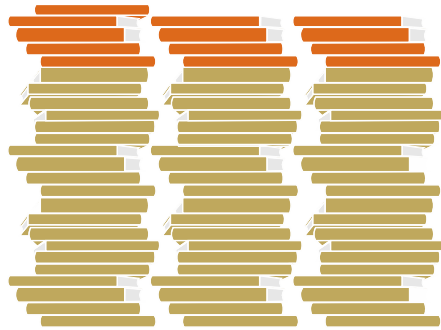
# Too Many Credits

2-year

Associate

**78.8**

credits accumulated



**60**

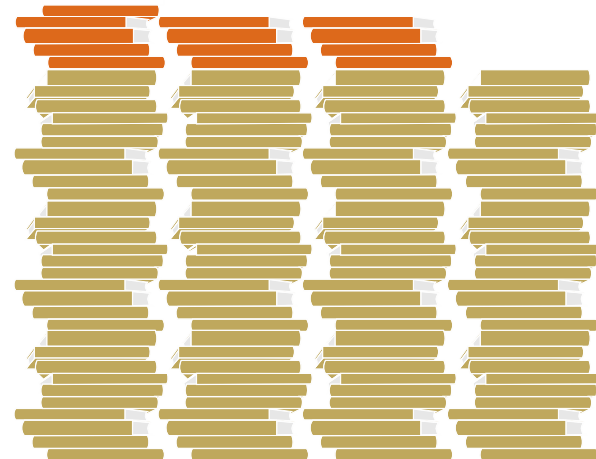
credits standard

4-year

Bachelor's  
(Non-Flagship)

**136.2**

credits accumulated



**120**

credits standard

Does NOT count remediation

# Very Few Graduate on Time ...

## On-Time Graduation Rates (Full-time students)

2-year  
Associate



5.0%

4-year  
Bachelor's  
(Non-Flagship)



18.1%

# Too Few Graduate at All

## 150% Time Graduation Rates (Full-time students)

2-year  
Associate



**12.9%**

4-year  
Bachelor's  
(Non-Flagship)



**43.2%**

150% time = 3 years for associate, 6 years for bachelor's

# Part-Time Students Rarely Graduate

## 200% Time Graduation Rates

(Part-time students)

2-year  
Associate



**6.9%**

4-year  
Bachelor's  
(Non-Flagship)



**15.9%**

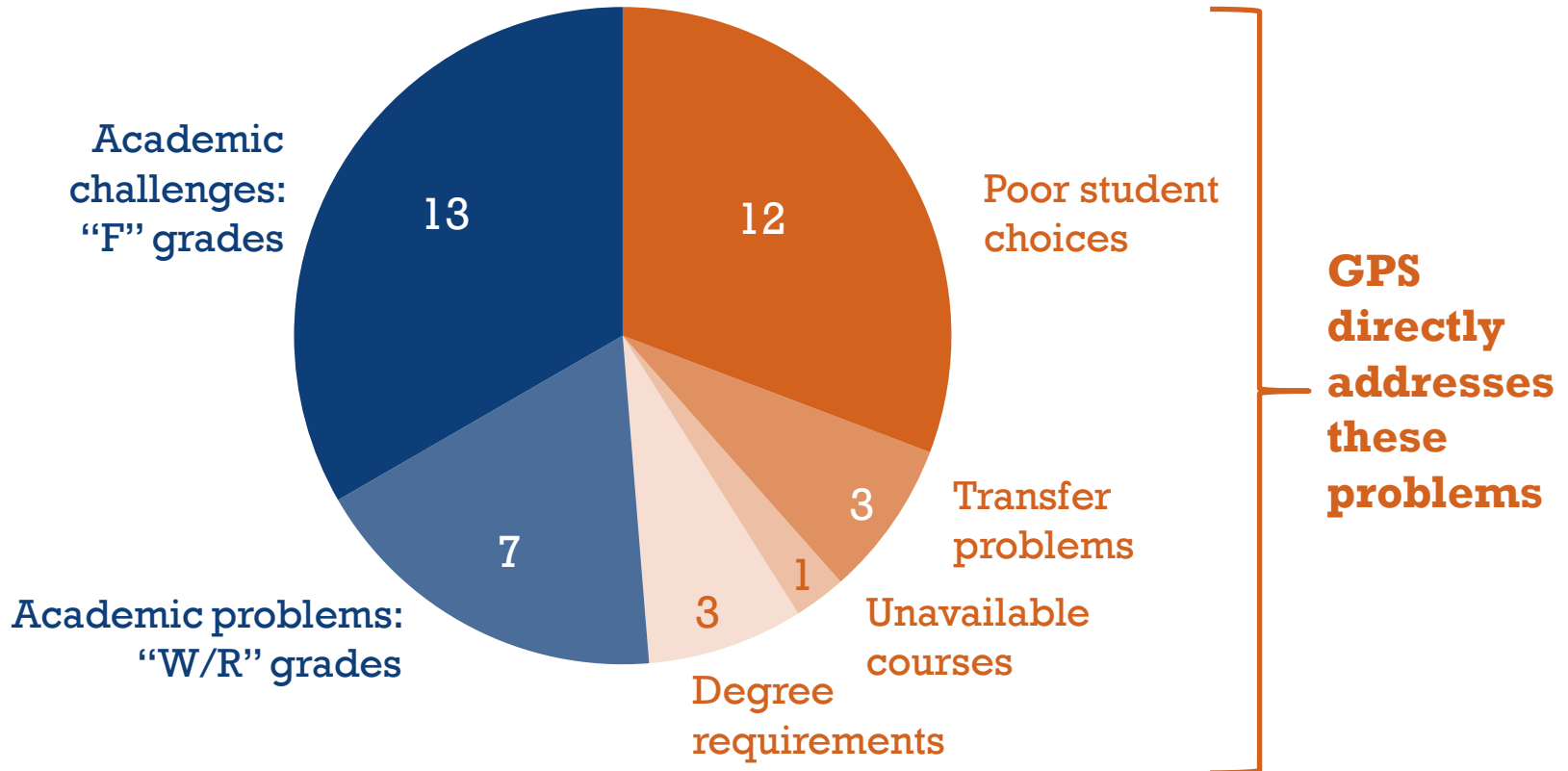
200% time = 4 years for associate, 8 years for bachelor's



# Why So Many Excess Credits?

## Causes

(in semester credit hours)



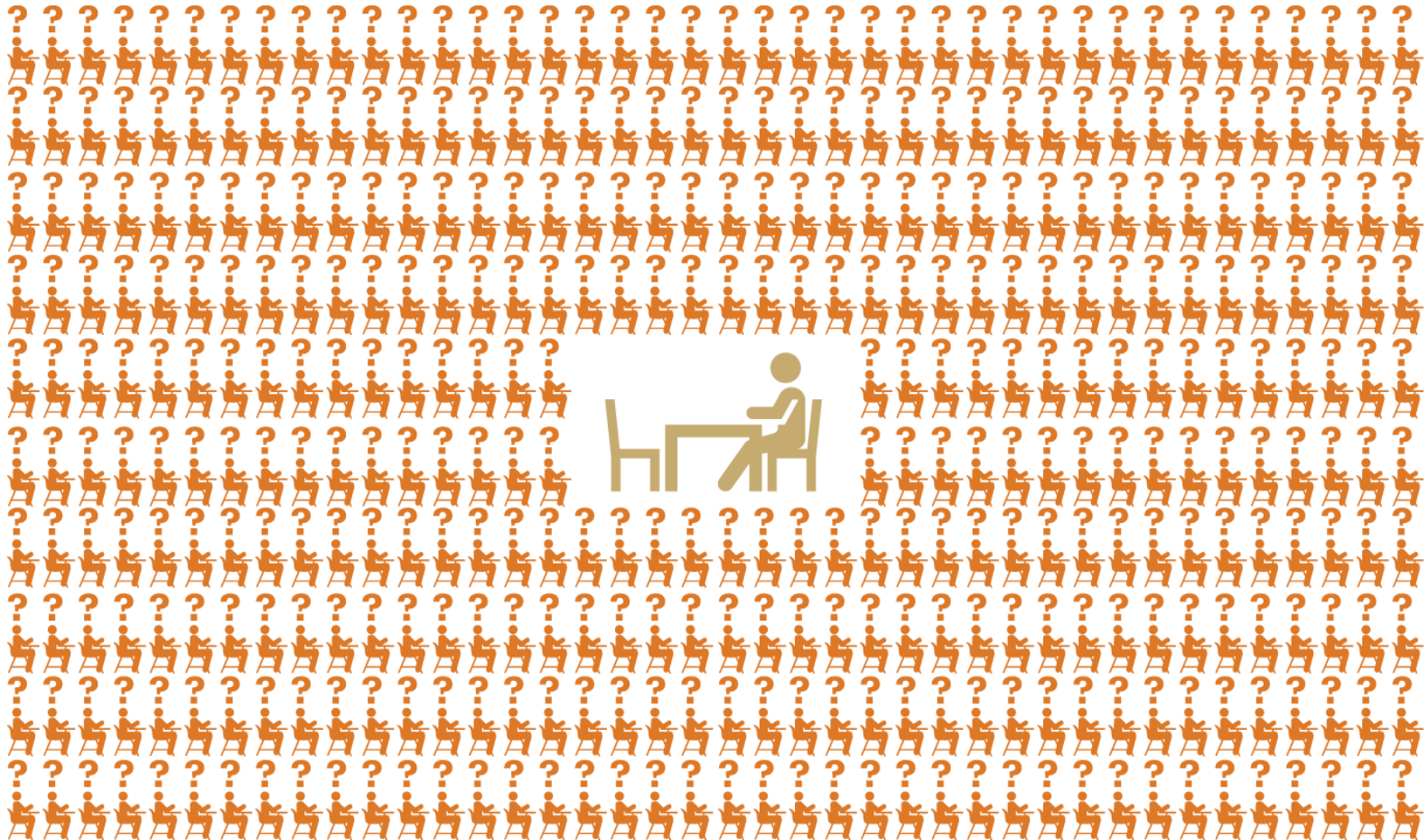
## **Why GPS?**

# **Too Many Choices and Too Little Guidance**

- Most colleges have more than 100 majors and hundreds of courses
- Most students are uncertain about their career interests
- 45% of students haven't seen a counselor by the third week of class

Why  
GPS?

1 counselor : 400 students



# Behavioral Economics: Choice

Too much choice —  
especially uninformed  
choice — leads to  
indecision or poor  
decisions.

# Behavioral Economics: Choice

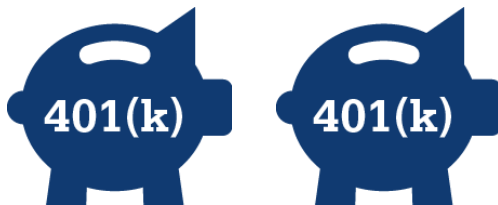
## Overwhelmed by Choice



~ 800,000 employees  
647 plans  
69 industries

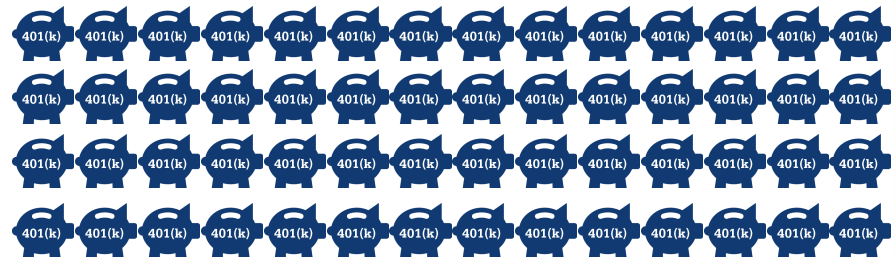
- For every 10 plans added, drop of 1.5–2% in participation

### 2 Plans Offered



**75% Participation**

### 59 Plans Offered



**60% Participation**

# Behavioral Economics: Default

A substantial number of people accept — even welcome — a default choice designed by informed professionals.

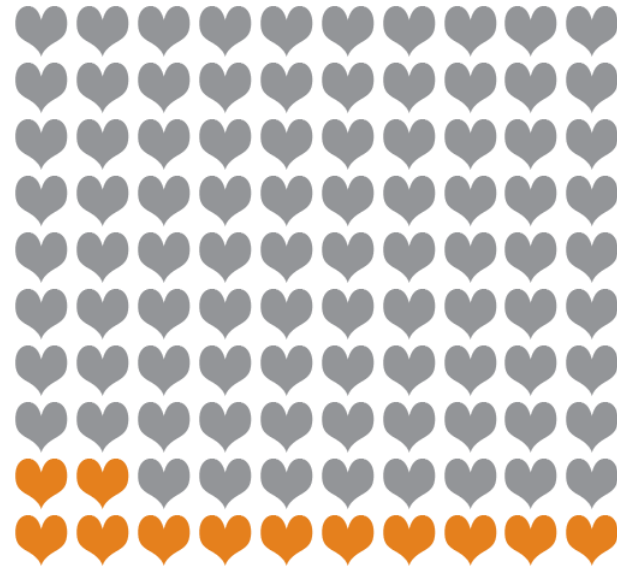
# Behavioral Economics: Default

## Organ Donation Rates



Austria (OPT-OUT)

**99%**



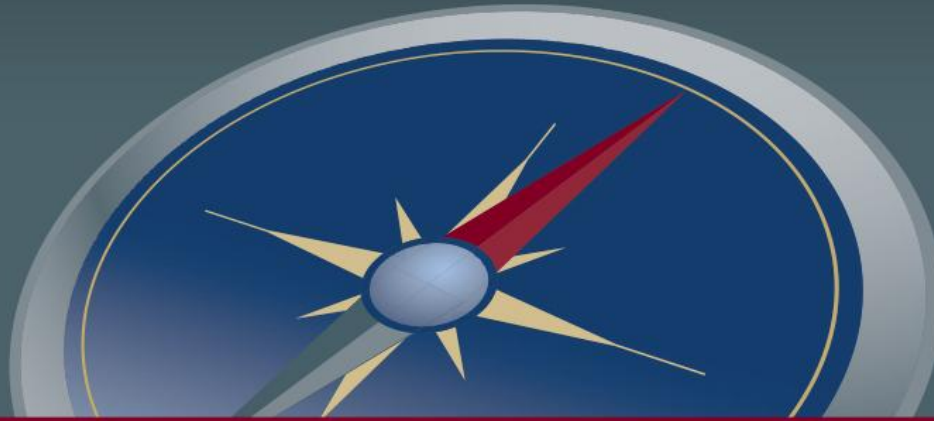
Germany (OPT-IN)

**12%**

# Behavioral Economics: **Structure**

Structure optimizes design elements for success and minimizes mistakes.



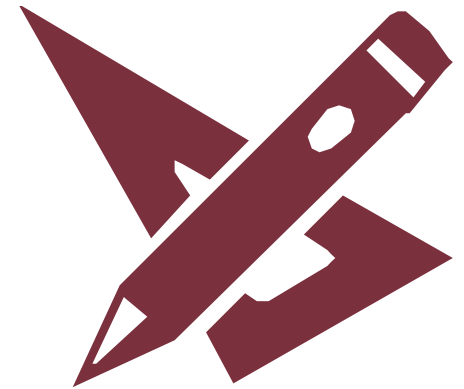


# GPS: The Solution

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# GPS: Choice Architecture

A design that leads people to make more informed, deliberate decisions and contains “default choices” that are in the person’s best interest given his or her educational goals



**DO  
THIS**

# GPS: Essential Components



1. Default pathways



2. Informed Choice



3. Meta-Majors



4. Academic Maps



5. Milestone courses



6. Intrusive advising



# 1. Structured, Default Pathways Built for On-Time Graduation

- Students don't "discover" the right path; the academic map is the default schedule.
- Students do **not** need permission to register for courses on their schedule.
- They **do** need permission to take courses not on their schedule.



## 2. Informed Choice

- Provides information on careers and opportunities for further study
- Uses electronic high school transcripts
- Uses high school performance and other measures to recommend broad academic pathways — “**meta-majors**”
- Presents default pathways



## 3. Meta-Majors

- Students must choose a meta-major — broad clusters of majors

**STEM**

**Health Sciences**

**Social Sciences**

**Liberal Arts**

**Education**

**Business**

- No student is “unclassified” — those who can’t decide are defaulted into Liberal Arts



# Math Is Aligned with Meta-Majors

**Health Sciences**  
**Social Sciences**  
**Liberal Arts**  
**Education**  
**Business**

Quantitative Reasoning/  
Statistics

Degree

4-Year Transfer

Certificate

License

**STEM**

College Algebra/  
Precalculus

Degree

4-Year Transfer

Certificate

License



# Meta-Major to Majors

- Help students make the big choices
- Once in a meta-major, help students narrow their study to a major
- A semester-by-semester academic map is the sequential, prescriptive schedule of classes for the meta-major and the major






# 4. Academic Maps

STEM  
META MAJOR

## FIRST-YEAR CORE

TERM 1

English 101 | English 101+  3 credits

Pre-calc 101 | Pre-calc 101+  3

Biology, Chemistry, or Physics Core w/lab 4


Biology, Chemistry, or Physics Core w/lab 4

Student Success Seminar 1

CREDITS 15

TERM 2

English 102 | English 102+  3 credits



Calculus 101 | Calculus 101+  3

Bio, Chem, or Physics Core w/lab 4

Biology, Chemistry, or Physics Core w/lab 4

STEM or Engineering Options Seminar 1

CREDITS 15

 Milestone course  
required in this term  
 Gateway course with  
corequisite support

SELECT  
MAJOR

Biology

Chemical Engineering

Chemistry

Computer Science

Enviromental Studies

## BIOLOGY

TERM 3

Conceptual Approaches to Biology 4 credits

General Chemistry 4

Humanities, Fine Arts & Design,  
& Cultural Diversity 3

Fundamentals of Genetics 4

CREDITS 15

TERM 4

General Genetics 4 credits

General Organic Chemistry Lab I 4

Literacy & Critical Inquiry w/lab 4

Social & Behavioral Sciences &  
Historical Awareness 3


CREDITS 15



# 4. Academic Maps

## BIOLOGY

### TERM 5

 Organic Evolution 4 credits

General Physics and Lab 4

Plant Diversity and Evolution 3

General Organic Chemistry Lab II 4

CREDITS 15

### TERM 6

 Bioethics 4 credits

Undergrad Research 4


Upper Div Social & Behavioral Sci w/lab 4

Elective 3

CREDITS 15

## BIOLOGY

### TERM 7

 Conservation Biology & Ecological Sustainability I 3 credits

Fundamentals of Ecology 3

Upper Div CLAS Science & Society Elective 3

Upper Div Literacy & Critical Inquiry 3

Upper Div Elective 3

CREDITS 15

### TERM 8

 Developmental Biology 3 credits

History of Science 3

Computer Applications in Biology 3

Upper Div Elective 3

Upper Div Elective 3

CREDITS 15



Total credits 120



## 5. Milestone Courses

- Prerequisite courses are designated for each semester
- They must be taken in the recommended sequence
- The college must guarantee the courses are available in the sequence and terms designed in the academic maps








## 6. Intrusive Advising

- Students must see their advisors before registering for classes if:
  - they do not complete the milestone course on schedule
  - they fall 2 or more courses behind on their academic map
  - they have a 2.0 GPA or less for the semester



## 6. Intrusive Advising

Off track —  
Must see advisor

TERM 6			
 Bioethics			4 credits
BIOLOGY			
TERM 5			
 Organic Evolution	✓	4 credits	
General Physics and Lab	✓	4	
Plant Diversity and Evolution	✓	3	
General Organic Chemistry Lab II	✓	4	
		CREDITS	15
 Bioethics			4 credits
Undergrad Research	✓	4	
Upper Div Soc & Behav Sci w/lab	✓	4	
Elective	✓	3	
		CREDITS	15

# Highly Structured Option



**Block schedules of classes**



**Cohorts of students**



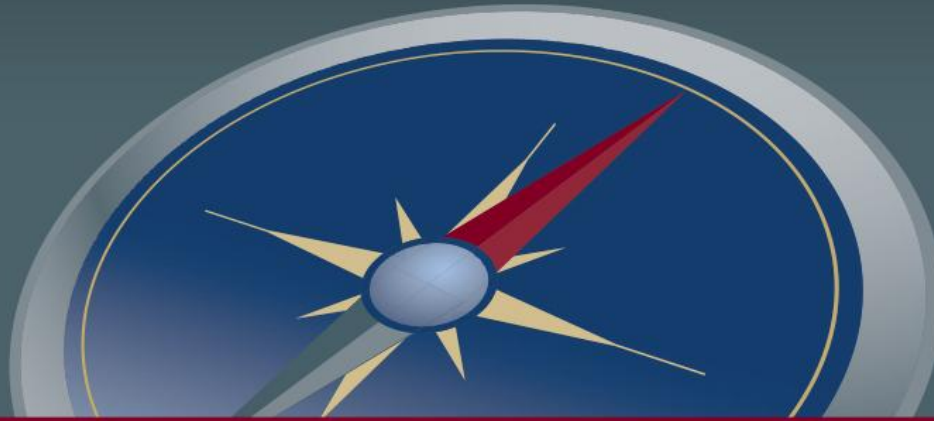
**Students choose programs or majors not courses**



**Attendance required**

# Additional Considerations

- Remediation is embedded or corequisite
- 15 credit hours is the default load
- Degree requirements should not exceed 120 credits for a 4-year degree and 60 credits for 2-year degree



# Results

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# Results



Higher graduation rates



More on-time graduates



Closing the achievement gap



Fewer lost credits — saving time and money



- **Degree maps** and **intrusive advising**
- Graduation rates **up 20%** in past 10 years
- Graduation rates higher for:
  - Pell students, at **52.5%**
  - African American students, at **57.4%**
  - Hispanic students students, at **66.4%**
- More bachelor's degrees to African-Americans than any other U.S. university



- Since starting **degree maps**, FSU has cut the number of students graduating with excess credits in half
- Graduation rate **increased to 74%**
  - African Americans to **77%**
  - First-generation Pell students to **72%**
  - Hispanic students to more than **70%**



- **eAdvisor** system boosting retention and success
- First-time, full-time **freshman retention** rates climbed to **84%**
- **91%** of all students deemed “**on track,**” up from 22% three years before



- Students grouped into **cohorts** with consolidated **block schedules**
- **Doubled** graduation rates for associate degrees
- Graduation rate **3x higher** than national average for urban community colleges
- **55%** of fall 2007 cohort earned associate degrees in 3 years



- **Highly structured, block schedule** program
- More than **75%** of students **graduate**, at rate 3x higher than peers, even though slightly poorer and older
- Center has certificate programs have **job placement** rates of **80% or higher**

# ABOUT COMPLETE COLLEGE AMERICA

It's really about the states ... we're just here to help.

Established in 2009, Complete College America is a national nonprofit with a single mission: to work with states to significantly increase the number of Americans with quality career certificates or college degrees and to close attainment gaps for traditionally under-represented populations.

The need for this work is compelling. Between 1970 and 2009, undergraduate enrollment in the United States more than doubled, while the completion rate has been virtually unchanged. We've made progress in giving students from all backgrounds access to college — but we haven't finished the all-important job of helping them achieve a degree. Counting the success of all students is an essential first step. And then we must move with urgency to reinvent American higher education to meet the needs of the new majority of students on our campuses, delicately balancing the jobs they need with the education they desire.

Complete College America believes there is great reason for optimism ... and a clear path forward. With a little more support — and a lot of common sense — we can ensure that many more get the high-quality college education that will help them live productive and fulfilling lives. All Americans will share in the benefits of their success.

# **COMPLETE COLLEGE** AMERICA

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