

# PCCPATHWAYS

PROJECT MANAGEMENT

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Describe...

1. The 15+ year journey to PCC Pathways
2. The strategies that led to institutional support and scale up
3. The program's strengths, breakthroughs, and challenges
4. Administrative support needed to build a pathways program
5. Advice for program managers

## Goals

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# Our Fifteen Year Journey

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|-----------|--|
| 2001      | - Teaching and Learning Center                     |
|           | - External evaluation partnership<br>with CGU/UCLA |
| 2001-2004 | - Learning communities                             |
| 2001-2010 | - Summer Bridge/FYE                                |
| 2006      | - Math Jam   |
| 2011      | - PCC Pathways                                     |



# Boutiques, Silos, and Guerrilla Warfare

## A Brief History

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- Getting to the table
- Debunking the myths
- Aligning with college goals
- Coordinating efforts
- Reallocating resources
- Providing evidence of impact

## Significant Milestones

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- High school outreach
- Enrollment management
- Financial aid
- Career exploration
- Math and English acceleration
- Professional learning
- Relationship to Equity & SSSP goals



## The Elephant in the Room

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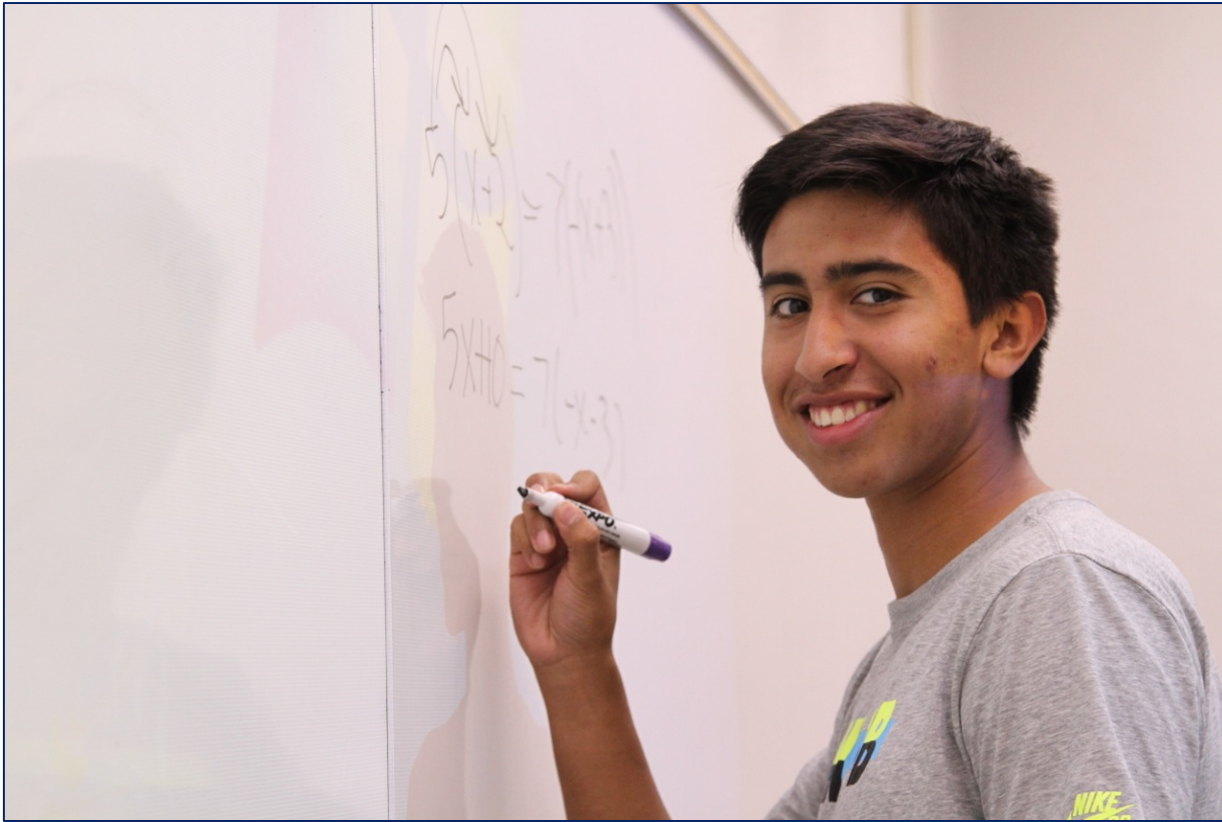
# Strengths

1. A Firm Foundation -- Ten years of experience with first year experience programs
2. The Dream Team – A unique combination of skill sets and personalities
3. Our North Star – The Educational Master Plan
4. The L Word – Solid leadership and support from administration

# Challenges

1. Defining “pathways”
2. Coordinating programs
3. Allocating scarce resources
4. Why do I need College 1?
5. Communication on campus





How do we scale up and  
not lose Danny?

# What can we provide to every new student at PCC?



How do we transform the institution?

# Breakthroughs/Game-changers

- Leadership in key areas
- District funding
- Alignment with the EMP & Bd. Goals
- Change in policy for priority registration
- College 1 -- 3-units & UC/CSU transfer status
- Units from HR for professional development

# Academic and Student Affairs Collaboration

“I’m beginning to think academic affairs leaders are from Mars and student affairs leaders are from Venus” G. Dungy, 2011.

## Leadership from Counseling Dean and Counselor

- Coaching
- College 1
- SSSP & Equity Support



# How We Got District Funding

- ✓ A well-managed program
  - ✓ Use of evaluation data
  - ✓ Connection to institutional goals
  - ✓ Connectivity (infiltration)
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**Coordination** -- Example: coordinating various pathways under one umbrella

**Intensity** -- Example: reducing Math Jam from two weeks to one

**Intimacy** – Example: maintaining “hi-touch” services

**Logistics** -- Example: finding teachers and classrooms for College One

**Budget** – Example: when the program grows but the budget doesn't...





1. Project management is hard work.
2. You're always building a house of cards.
3. Good people are hard to find.
4. "Infiltrate" when possible.
5. Expensive, labor-intensive programs don't (and shouldn't) survive.

## PM Lessons Learned

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6. Identify your non-negotiables.
7. Use campus resources when possible. Go rogue only when all else fails.
8. Instruction is the biggest challenge.
9. Evaluation should start when the program does.
10. Be prepared for underwhelming data.

## PM Lessons Learned

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- Four pillars: career, financial literacy, leadership/service, and cultural competency
- Meta majors
- Academic program mapping
- Cost effectiveness study
- Evaluation of XL, Athletes, International, and Ujima
- Programs and services for first year, non-Pathway students





**What are your strengths and challenges?**

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