

# Strengthening Transfer Pathways in Maryland

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The Aspen Institute College Excellence Program

# Presidential Steering Committee on Transfer Success



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**Our shared goal:  
Substantially improve  
bachelor's attainment  
among Maryland's  
community college  
transfer students.**

# Supported by generous funding from:



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**Why improving transfer outcomes is so important, and what research tells us works nationally.**

# Maryland: Top 10 “good jobs” by volume, 2023

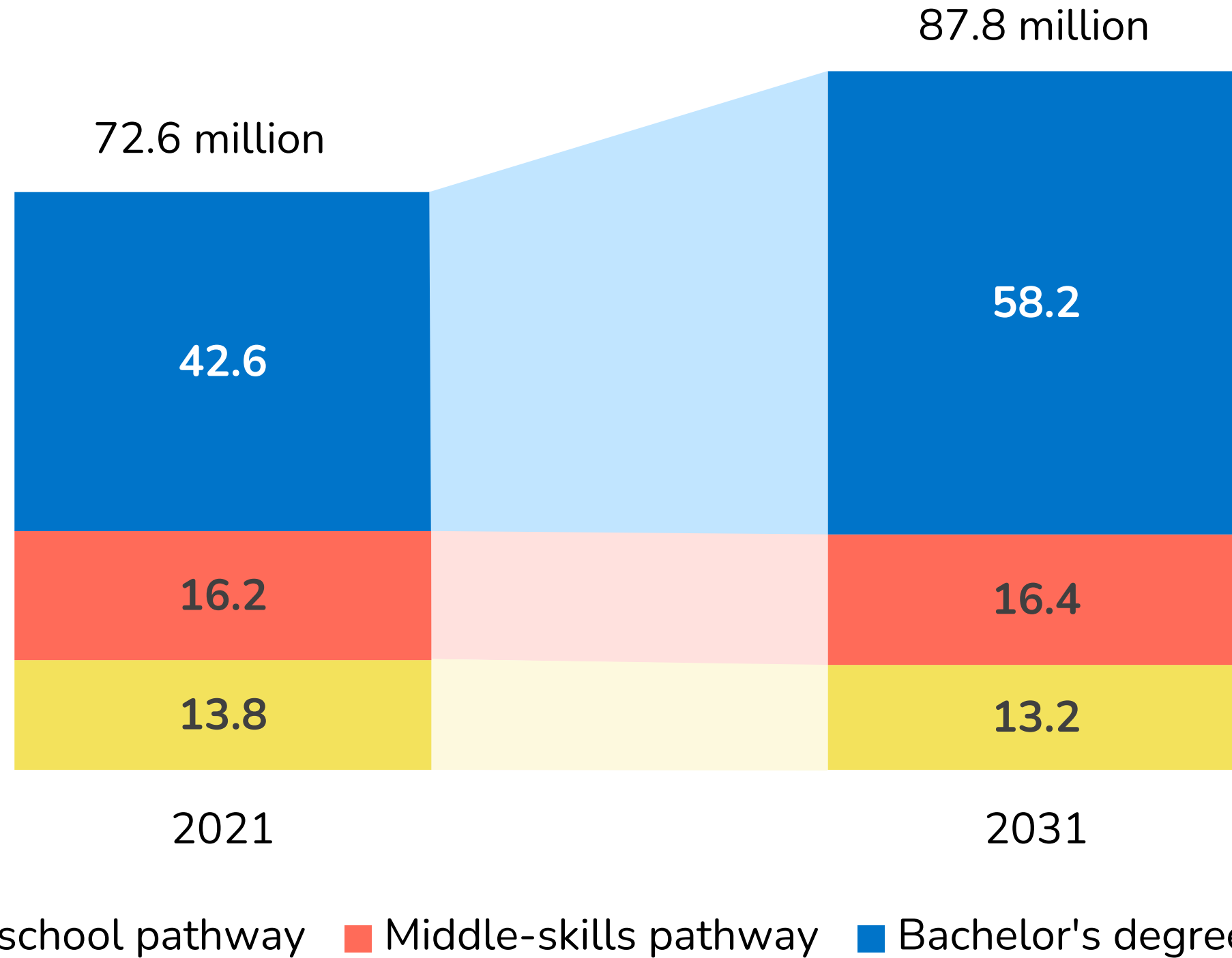
Source: Lightcast, November 12, 2024

Description	2023 Jobs	Median Annual Earnings	Typical Entry Level Education
General and Operations Managers	94,077	\$102,220.46	Bachelor's degree
Registered Nurses	53,601	\$89,247.94	Bachelor's degree
Business Operations Specialists, All Other	45,529	\$96,048.58	Bachelor's degree
Postsecondary Teachers	42,451	\$95,754.88	Doctoral or professional degree
First-Line Supervisors of Office and Administrative Support Workers	33,832	\$65,522.64	High school diploma or equivalent
Project Management Specialists	33,073	\$98,771.00	Bachelor's degree
Software Developers	32,282	\$137,664.83	Bachelor's degree
Managers, All Other	30,649	\$122,470.60	Bachelor's degree
Accountants and Auditors	27,757	\$83,380.81	Bachelor's degree

**~73% of jobs that pay a family sustaining wage require a bachelor's degree or higher.**

MIT Living Wage Calculator: Family of four with two full-time working adults earning \$59,860 each in MD

# Good jobs for workers with a bachelor's degree will grow by more than 15 million by 2031.



More good jobs are available for those with college degrees, especially bachelor's degrees.

Source: [Georgetown Center on Education and the Workforce](#)

Jeff Strohl, Artem Gulish, and Catherine Morris. *The Future of Good Jobs: Projections through 2031*. Washington, DC: Georgetown University Center on Education and the Workforce, 2024. [cew.georgetown.edu/goodjobsprojections2031](http://cew.georgetown.edu/goodjobsprojections2031).

# Not enough community college students earn bachelor's degrees.

**80%** of community college students want a bachelor's degree



**33%** of community college students transfer to a four-year institution

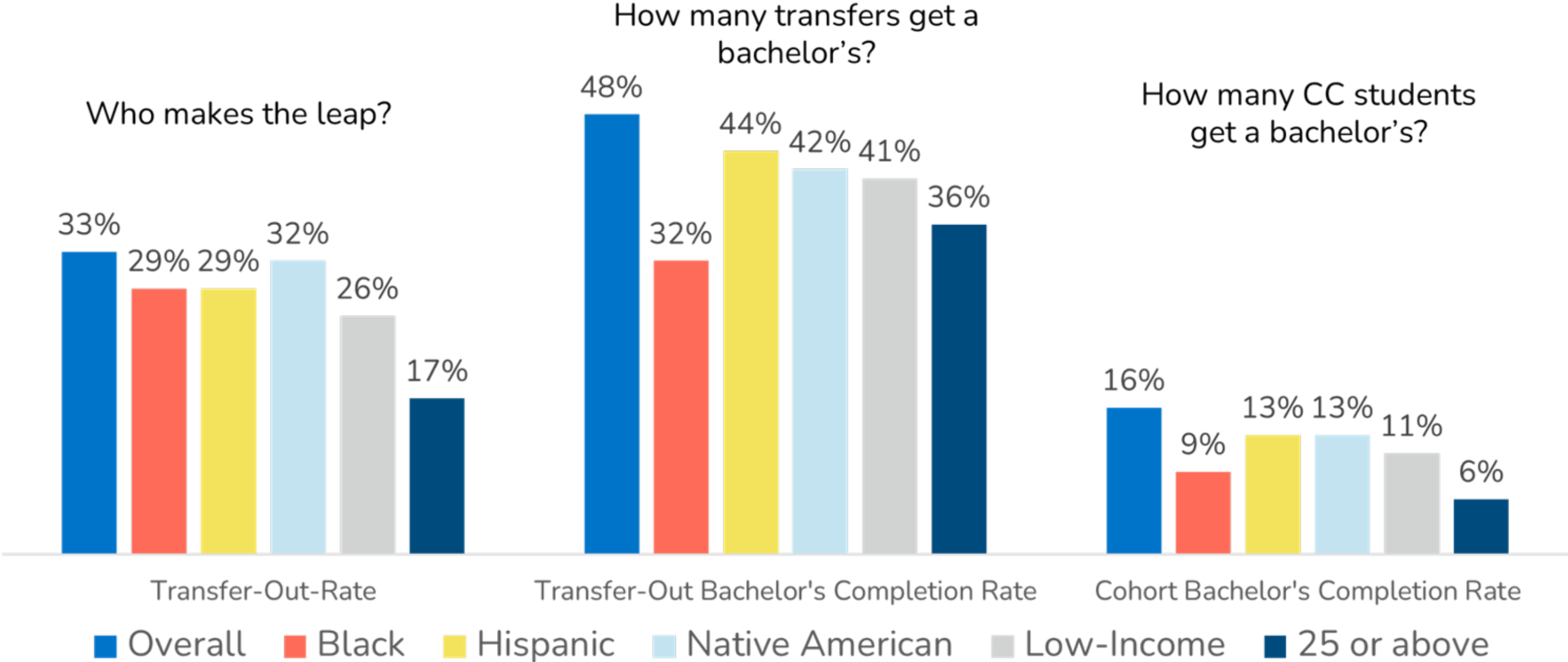


**16%** of community college students will graduate with a bachelor's degree within six years of starting college



# Transfer: low outcomes, high disparities.

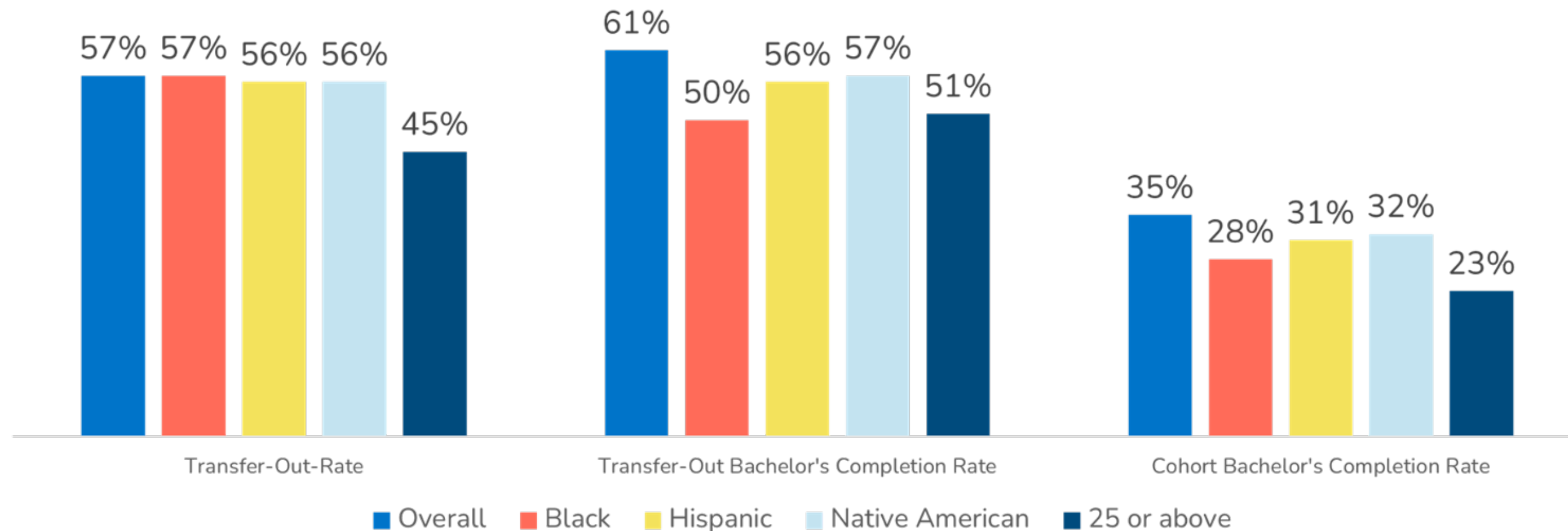
National Six-Year Transfer Outcomes Rates:  
Fall 2015 FTIC Community College Entrants



(Velasco et al., 2024)

# Prior dual enrollment is associated with stronger outcomes and smaller disparities.

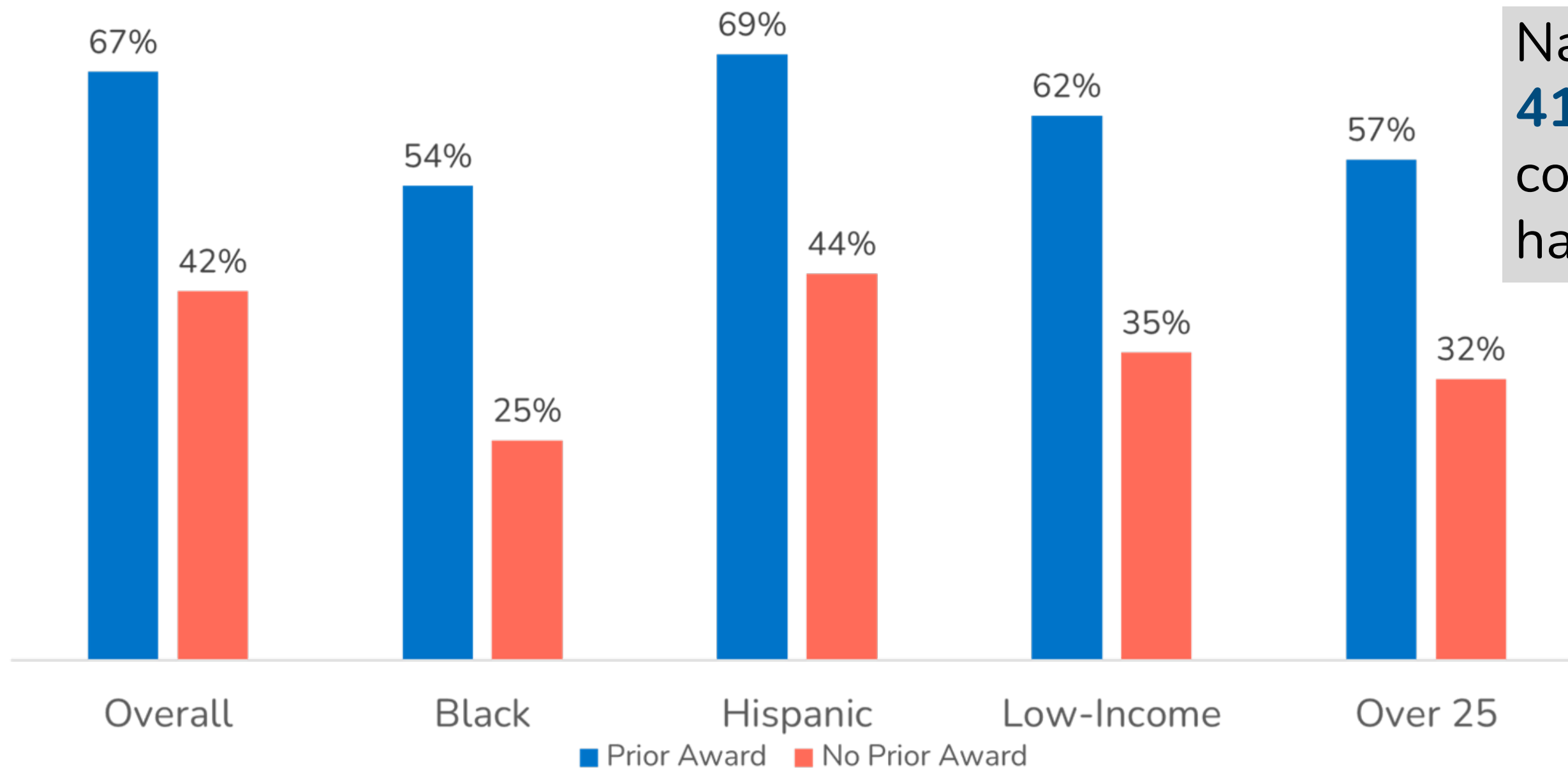
National Six-Year Transfer Outcomes Rates:  
Fall 2015 Prior Dual Enrollment Students



(Velasco et al., 2024)

# Prior award completion is associated with stronger outcomes.

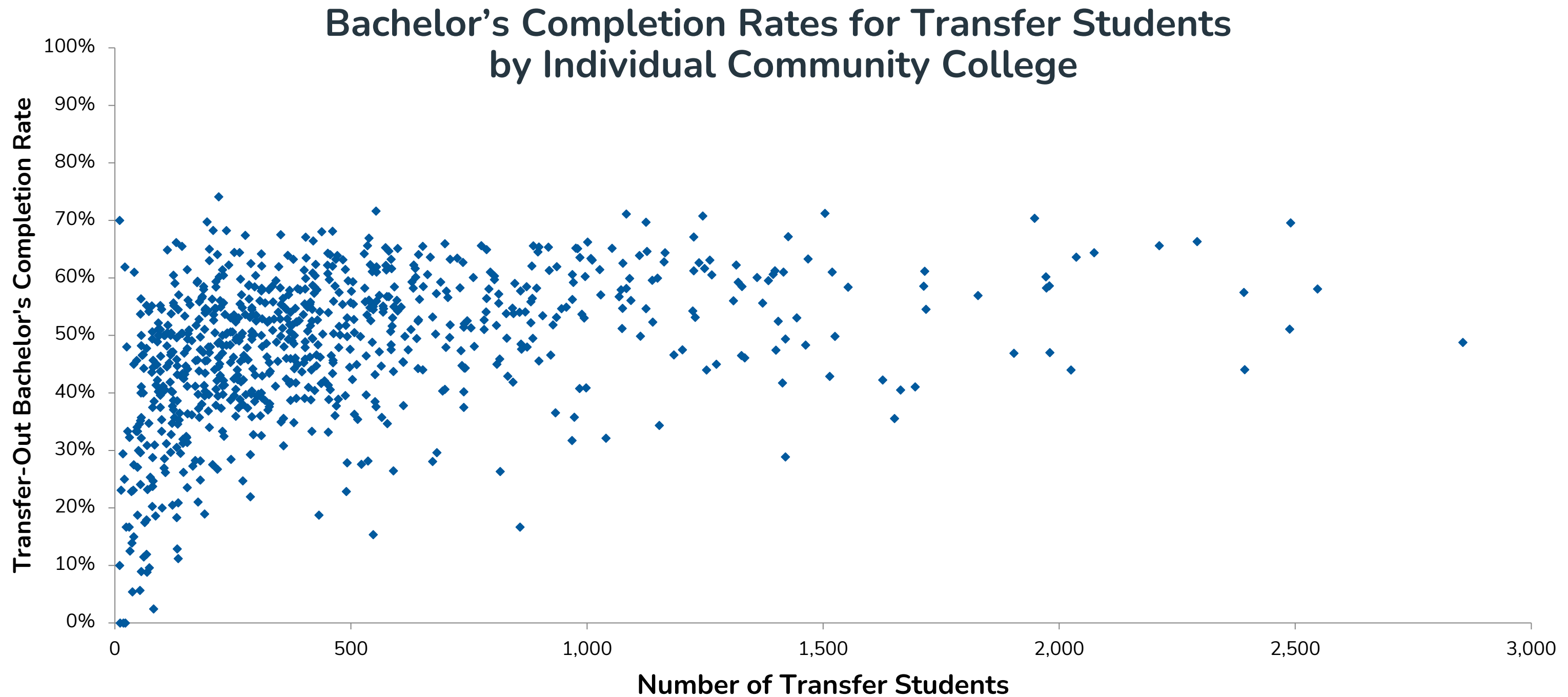
Community College Transfer-In Bachelor's Completion Rate Within Four Years by Pre-Transfer Community College Award



Nationally, only **41%** of community college transfers have a prior award

(Velasco et al., 2024)

# Institutional practice matters most to transfer student success.



# Summary of Transfer Opportunities

- There are immediate opportunities to strengthen bachelor's attainment among community college entrants, especially for certain student groups.
- Increasing dual enrollment and associate degree completion can boost bachelor's completion.
- Practices of institutions and partnerships are key to strong and equitable bachelor's completion outcomes.

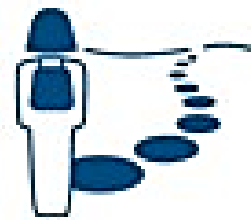
# Transfer Playbook 2.0 Framework

Practical Guidance from Our Fieldwork



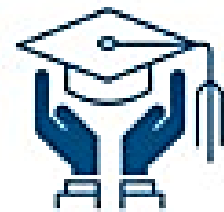
**Make Transfer a President-Level Priority to Achieve Sustainable Success at Scale**

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**Align Program Pathways and High-Quality Instruction to Promote Timely Bachelor's Completion within a Major**

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**Tailor Transfer Advising & Non-Academic Supports to Foster Trust and Engagement**

# Transformational Transfer Models

**College Plans for High Schoolers** (Imperial Valley College): HS seniors complete an IVC application & FAFSA, develop an initial educational plan with college counselor in spring of senior year that can link to transfer.

**Mason Virginia Promise:** Pell-eligible ADVANCE students qualify for a last-dollar scholarship that covers tuition and fees.

**Arkansas Transfer Achievement Scholarship:** Associate degree completers pay the same tuition rate at U of A four-year campuses.

**Arizona Western College + Northern Arizona University—Yuma:** Co-located campus with programs designed to meet local workforce needs.

**Start Transfer in High School**

**Simplify Admissions**

**Guarantee Affordability**

**Link Transfer to Careers**

**Develop Local Talent**

**ADVANCE** (Northern Virginia Community College & George Mason University): Dual admissions, dedicated advising, four-year maps, co-enrollment.

**CUNY Justice Academy (CJA)** (John Jay College of Criminal Justice & six CUNY community colleges): Automatic enrollment in CJA for specific CC majors results in guaranteed admission to JJ upon associate degree completion.

**Virginia Commonwealth University's Mellon Pathways to the Arts and Humanities; HHMI STEM Pathways:** Career exploration and specialized advising, defined pathways, community building events, and financial guidance for prospective transfer students from **Reynolds and Brightpoint Community Colleges**.

# The Current State of Maryland Transfer

- 55% of Maryland CC students are enrolled in transfer programs, but only 23% of Maryland CC students will transfer to a MD four-year institution.
- While 52% of Maryland transfer students have an associate degree (which is higher than the national average of 41%), only 20 percent of students will complete a bachelor's degree within two years after transfer.
- The four-year graduation rate for CC transfer students is 59%, but the rate for Black and Indigenous students is 49-50%.

Data source: Maryland Higher Education Commission, Enrollment Information System and Degree Information System



# Maryland Educates Many More Community College Students Who Can (and Should ) Transfer

In 2019, Maryland Community Colleges Produced:

11,049

Transfers to  
MD 4YRs<sup>1</sup>

5,225

Of them with  
A prior award

9,686

Transfer associate degree graduates in  
general studies, arts & sciences,  
business administration, engineering &  
information tech, and teacher education<sup>2</sup>

**Key Takeaway:** There are ~4,500 MD CC graduates who could benefit from transferring to a MD public or state-aided independent four-year institution.

1. Data source: Maryland Higher Education Commission, Enrollment Information System and Degree Information System

Sample: Bachelor degree-seeking students in any public and state-aided independent four-year institutions in Maryland who were identified as students transferred from Maryland community colleges in 2019-20.

2. Maryland Association of Community Colleges: [https://mdacc.org/wp-content/uploads/Section-2-Student-Outcomes\\_2022-MACC-Databook.pdf](https://mdacc.org/wp-content/uploads/Section-2-Student-Outcomes_2022-MACC-Databook.pdf)

# Our Work Together

# A Vision for Transfer in Maryland

## Vision Statement

Every community college student who needs or wants a bachelor's degree will have pathways from community colleges to and through four-year institutions that will be affordable, timely, and barrier-free. This will lead to greater economic mobility for Maryland residents and the development of a diverse talent pool to strengthen the state's economy and its communities.

## Strategic Agenda

- Every Maryland community college student will have access to multiple best-in-class transfer pathways
- All academic advisors will be supported to provide first-rate, tailored support for transfer students
- Widespread faculty engagement will produce and maintain high-quality transfer pathways that enable students to graduate on time and meet Maryland's talent needs
- Investments in financial aid will ensure that cost does not prevent community college students from transferring or completing a bachelor's degree
- Data collection, data reporting, and academic policies will be strengthened with the goal of improving transfer student success at more institutions

*This vision is endorsed by MHEC's Presidential Steering Committee on Transfer Success*



# The MD Transfer Intensive

A year-long series of monthly professional development sessions. Institutional and partnership teams will devise their own reforms informed by the findings of the second edition of Aspen/CCRC's Transfer Playbook.

## Phase 1:

### Institutional reform

- Transfer practice self-assessment
- Data analysis
- Evidence-informed development of strategic priorities

## Phase 2:

### Strengthen partnerships

- Partnership engagement and assessment
- Data analysis
- Evidence-informed partnership goals and strategic priorities

## Phase 3:

### State and regional practice sharing

- Showcase promising institutional and partnership reforms
- Identify possible regional or state-based strategies

# Your Vision for Your Partnership's Impact

The Transfer Intensive is offered to all public and independent institutions in Maryland.

## How to Participate

1. Presidents: submit an intent to engage on behalf of your institution.
2. Institutional teams: complete full registration online.

Save the Date for a virtual kickoff event on Tuesday, February 4<sup>th</sup> at 2:00 pm.



[State & System Engagement  
College Excellence Program](#)

# Thank You



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