Welcome everyone!

Thanks! Good to be here!

Everyone is muted on entering except for our presenters.

Welcome to the webinar/dialogue everyone. Feel free to use the chat feature to ask questions, share ideas/comments. We'll be monitoring this throughout the session as well.

Hi Tony, we don't have a microphone, so we may chime in this way. We (2) are from Salt Lake Community College.

Thanks Cbonsall. Welcome!

We have 5 of us from Southeast Community College so far. We're hoping a few more will join us!

Hi everyone my name is Daniel Lauterman from Suffolk County Community College. I do not have a camera or audio I do not think but hello everyone!

hello Daniel!!!

yes, from Maui, Kulamanu Ishiara

Hi everyone,

Suffolk County Community College is in NY on Long Island

Cal State San Bernardino

Just me from Truckee Meadows Community College in Reno, NV

The New School NYC

University of Central Missouri - I'm at our extended campus site in the KC Metro area.

Westmont College, Central Ca.

Fox School of Business, Temple University, Philadelphia PA

New Mexico Military Institute, Roswel, NM

Arianna with the Alamo Colleges District - Palo Alto College (Advising)

welcome everyone!!!

Suffolk County Community College on Long Island (a member of the State University of New York system)

Hello - I'm Judy Grausso from Rutgers University (Advising)

Hi Gerome! :-}
From Holly Herrera

University of Illinois at Urbana-Champaign. Hi all!

From geromebell

Hey Dan!

From Whitney Lovelady

Virginia Commonwealth University present!

From Kristen Stradt-Johnson

Hello, everyone! Kristen from Scott Community College in Bettendorf, IA (Advisor)! :)

From Samantha

Hi, I'm Sam I'm a grad fellow at George Washington University and aspiring advisor. UIUC alum!

From Natalie Leisering

Elgin Community College, Elgin Illinois (Academic Advising)

From Waylon Safranski

Hello! I'm Lauren from University of Kansas at the Edwards Campus in Overland Park, KS (suburb of Kansas City)

From Lauren McEnaney

Natalie, I've seen transfers from Elgin at Iowa State University

From Amber Kargol

@Lauren - hello KC Metro friend - I'm Brenda at UCM in Lee's Summit

From fuhr

@Lauren yes I do, if you see her today say Brenda at UCM was in the NACADA meeting with you.

From Melissa

Hello Everyone, I'm Melissa Collings from the University of New Mexico Gallup.

From Lauren McEnaney

@Brenda I will!

From Amanda Avci

@Brenda nice to meet you! Yay branch campuses! Do you know Carolyn McKnight?

From Kayla Bottrell

Kayla from Lawrence Technological University in Southfield Michigan

From Cecilia Olivares

Cecilia from University of Missouri-Columbia

From fuhr

@Lauren yes I do, if you see her today say Brenda at UCM was in the NACADA meeting with you.

From Melissa

Hello Everyone, I'm Melissa Collings from the University of New Mexico Gallup.

From Lauren McEnaney

@Brenda I will!

From Holly Herrera

@Amanda - both presented! Wasn’t that an awesome conference?!

From Amber Kargol

we will have time at the end to share about this NISTS conference

From Amanda Avci

Ahh glad you are in here too @HollyH! It was AMAZING including your presentation :) remember to raise your hand if you have more to share

From SMiller

We have the same concerns, also we offer way more online options than our Univ and that is a big transition

From Chris Kirchhof

Can students earn the entire BA/BS online?

From Arianna

We discuss it during New Student Orientation

From SMiller

We’ve tried the 15 to Finish campaign... but at the Community College it’s hard to explain to someone who has to work and may have family commitments that taking 15 credits will make them more likely to complete

We have a system campaign - 15 to Finish - to encourage full time enrollment but there are many who cannot take 15 credits

I can be challenging for adult learners wanting to move on who are attending rural community colleges that do not have a senior institution nearby.

From Mark Wills

we start students off with the assumption they will be enrolled full time for 12 or more credits when talking to them as a group and then discuss individually with them whether they plan to be part time

From Phylicia Nance
I think the 15 to Finish works for those that are already in 12 credits. It can bring awareness that there is a difference between full time for financial aid and enrolling in courses at a two or four year pace.

We have many 4-year partner colleges in our area but the vast majority of the public universities do not offer evening classes for the students. This is important to note because the average age at my CC is in the mid-30's. The Alamo Colleges started a Summer momentum program that incentivizes taking 9-12 credits per term w/free 3-6 credits in the Summer.

@Tania - much like that overall in Missouri they are using instead of just 15 to Finish additional Do the Math - to talk students through educational goals.

Non-traditional bachelor’s completion programs are often the best option for PT students. But the cost is prohibitive.

Also, most of our student look at full-time (again at CC) to be 12 credits not 14-16.

cool Arianna!!!

I think at the CC level one of the big things that we help students do is help them see their academic pathway not just at the CC level but see what the pathway will look like all the way through to the bachelor’s degree.

We have something similar at CSUB call “take one more” to encourage students to take one more if they can and we try to tie it into financial literacy and the cost of attending longer because they are taking less courses.

Just trying to meet the students where they are as much as possible. @ctopolski The lack of evening courses is a MAJOR struggle for transfer students at our campus (Univ. of Hawai‘i at Mānoa).

HAW, evening class options are tough

Agreed - flexibility of course offerings and lack of half-semester terms are very rough on some of my transfer students (4-yr perspective)

I work with so called non-traditional population for which our program acknowledges their special circumstances and they do find university-wide 15 to finish campaigns discouraging.

Within the State University of New York we do have a school that offers Undergrad and Grad programs exclusively online (SUNY EMPIRE COLLEGE)

One thing that we do at Fox is that we created 7 week A and B mini semesters that function within the fall and spring semesters. This allows those adult learners to still register for full time loads.

We've (community college) begun developing degree plans and graduation plans that include a higher number of credit hours. Students can visualize how long it will really take if they take only 2 classes per semester.

What is the annual enrollment of your credit programs at your various schools?

@Kate Markowitz - that's awesome.

Evening classes are a struggle to create an advising plan for as we offer them off and on based on faculty availability.
TN is introducing a 30-in-12 program "Complete to Compete" to encourage summer school for students that can't get 15 hours/semester.

The other issue is if they have already used all of their aid eligibility during the summer.

Sorry - before the summer

Excellent points!

I agree regarding the long term plans.... I like to educate students on showing them and creating with them their own individual long term plan so that together we can plan for the future.

There is a Year round PELL program starting here this summer

@ctopolski - this summer PELL will help!

@Mark -- Thank you

My thought as well - Daniel - I help students make their own graduation plan in my transfer orientation course which helps them to know exactly what they need to do. And how their choices will impact them long term.

I'm not sure if this going to be discussed in the future, but I am curious of working with the military-affiliated community changes the dynamic for transferring? Especially with their 36 month limit with the GI Bill? (I work in our vets office)

We were part of a Gates grant where we focused on curriculum. Was there true curriculum alignment between the CC and the University

I am really interested in what is happening to impact the adjustment of students (not just transition). Adjustment of students is tough, there are SO MANY factors to this. Transfer Orientation and a Transfer Seminar does ease the pain a bit

Curriculum alignment is super important. I know that one of the challenges is when the 4-year schools require 300 level courses in the second year. We need to figure out how to either offer those to CC students or work with faculty to adjust curriculum to not require in the second year.

Transfer Learning communities are great too! We have one in my department

@Amber - definitely! They just need to be intentional in recognizing informal and formal settings at ODU we have a Transfer Mentor Program and events called Transfer Tuesday to assist students in their adjustment to ODU community

@Samantha that is always a very frank conversation I have with military students at our institution and we talk about if summer sessions are best to use their Vet benefits or if summer could be out of pocket to keep the months on the limit instead of eating them up over summer.

Our university offers a transfer seminar (3 credit course) that is intended to build community and allow students to learn about the university

I agree with the curriculum alignment, our local Univ offers 300 level courses in the first two years, we have to help students with Co Admissions in order for them be Juniors when they transfer

@Amber - that is great. I will advise my students to look into that at their receiving school
We have what we consider an enhanced semester that allows for 2 sessions within one semester - 12 & 6 week sessions that have allowed our students to accelerate or maintain full time status over the 2 sessions, re VA/GI Bill -- My understanding is that those restrictions are now lifted.

@Amber Kargol - can you speak more to Learning Communities for transfers? I've been a part of them when they're grouped a FYE/FYS course, but how does that function with transfers?

It depends on the Chapter they're using from my experience.

In North Carolina, the community colleges require all transfer students to complete our College Transfer Success course, that focuses not only on study skills, but requires researching admissions requirements for the destination university to help with the transition process. The course includes a focus on the college community, and all aspects of funding as related to courseload.

14:25:56 From Southeast Community College

@fuhr Thank you, that's helpful. Chapters vary and it also depends if they're active duty, dependents, Yellow Ribbon etc

Curiosity question... For those who do have FYE-type/learning community courses, are students who take them required to pay for them?

@Samantha yeah and I mean that my CC partners connect students to me and I am also very upfront about my answers need to be verified by our VA certification official. And we really talk about educational goals and the funds they have etc. Super nuanced - feel free to email if you want to talk more fuhr@ucmo.edu

14:28:06 From Staff

@fuhr - I am not a veterans-specific counselor but many of my Kaʻieʻie transfer students are using VA benefits so we work on developing a plan that makes the most of their 36 months of eligibility in collaboration with their VA counselor. Sometimes that has included VA students in their last semester at the CC taking a course at the university and having it covered because it fits in their overall plan

I'm toying with an idea of creating a Yammer Group or an Office Team on our Office 365 system. The idea being to create a network of "like-minded" students on our 4 campuses that will be transferring to a 4 year institution so they know some people for their home town/region.

14:29:09 From Susan

@Chris - do you have a problem with students taking the 0-credit course seriously?

@koenigm - I love the idea of a required course for transfer students @ the CC. How does this fit into their degree plan? We've been working out an extended orientation course but are struggling with how to incentivize this for students if it isn't part of their degree (required!).

14:29:12 From Kristen Stradt-Johnson

We make ours a 0 credit class so students do not have to pay and it does not impact their credit load. nice @Chris!
students do not pay for learning communities at Iowa State University. We do have a Women in Science in Engineering community that also has reserved spaces in on campus housing where a lot of transfer students live. Its a great option for them!

@Chris - How do you entice students to take a 0-cr class? I'd love to be able to do that since we are no longer on a block tuition plan and charge per credit.

I have the same experience. If a course "doesn't count" for anything, it's a hard sell, even if it's free!

@Staff fantastic! Its always so helpful to show the roadmap forward for all of our students, but great to break it out into months versus our 'semesters' for students to see the translation between the VA world to the academia world

my transfer seminar is required and 1 credit, it is a pass/fail class

We talked about splitting our 3 hour College Experience Class into a 2 hour College Experience and a 1 hour Transfer option.

@Susan - rarely. It is a pass/fail and students recognize getting a "U" in a 0 credit course is a red flag to an employer

@Amber -- does financial aid coer the class?

@Mark that is a great idea! Our FYE is 2 credits. That would be a great 3rd credit

Hi Everyone...sorry to join late, I was with a transfer representative visiting our campus today!! I am Dr. Glenda Carne from NMSU Carlsbad. I am recently here from Colorado where I worked for the Colorado Department of Higher Education teaching at UCCS and performing assessment, curriculum and instructional activities at PPCC in Colorado Springs. Thank you for this discussion.

@koenigm - that is fantastic!

We offer a Transfer transitions course as 2credit upper division graded elective at Oregon State - with my hope of requiring an orientation course for all students as part of their general education requirements

@ctopolski yes, it does count toward full-time status, but doesn't count for dean's list, etc.

@Fuhr @Staff, thanks for explaining what your schools do for the students. Although we're a 4-yr, we are looking to change up the office so we can better serve our students and all ideas help. @Fuhr I would love to continue the conversation

We have a very successful Advisor in Residence program at our CC. Many 4 year college reps come to our campus and meet with our students in scheduled, private appointments.

if it's a course we don't offer at the CC then we can complete a consortium agreement so that the univ course is covered by financial aid

We offer 2 credit success courses that are pertinent to what career or major they are interested in - so there are options for a success course on business, sciences, technology and culture, etc. That helps students develop resources and connections within their field of interest.

@HollyH!
My question for Tony - do we focus more on the transition from CC to university, or do we focus on post-matriculation transition?

It would be great to discuss what folks do pre-application/admission and pre-matriculation for transfer students. how can we identify students earlier?

We are 4-year institution, but only upper-level, so all of our students are transfer. We've taken (1) the course equivalent information that we've built, (2) the degree requirements we've programmed into Degree Works, and students are able to plug in the courses they've taken/plan to take in order to get an clear, immediate picture of how transfer courses are articulated and applied to the degree.

For our online students, we have 3 one credit courses that we allow students from our partner schools to take as non matric and once they enroll officially we give them a scholarship that covers those 3 credits.

@rebecca - what a cool idea. I'd love to learn more about how you arranged that.

@Smiller - yes, financial aid can be applied when the course is applying to the AA/ASNS degree as well but this is not always the case :

identifying students earlier is always the goal!!!! Typically the deadlines vary between CC's and the 4 year so I see students generally being admitted "late" according to the 4 year standard

thanks amber!

you are welcome

Do you have a separate staff that reviews over 201 articulation agreements?

Having admissions staff who attend our transfer fairs who are familiar with transfer issues has been very helpful The transfer students have different questions/needs. Most of our partner schools will waive

application fees.

we have a website where pre-transfer students can enter courses to see what directly transfers

http://transit.iastate.edu

We have a transfer database that students can search for their institution courses and how they transfer to each campus in our system

@Amber - transit is a great tool! I use it frequently!!

@Amber - what tool do you use? Peoplesoft, Banner, etc.?

and we use transferology.com

Since we are highly selective, having any kind of transfer program is a win in my book!

we have a home built system right now, but have EAB at the moment

Does anyone use transfer equivalency self-service degreeworks - so students can see how credits transfer and specifically complete degree requirements?

we do have a kind of self-service degree audit system, but it varies as we can have students get syllabi reviewed from faculty

@Erin - we don't use that particular program, but transferology does something similar.

@Erin I wasn't aware that was a tool that could be used in degreeworks. Can that be used prior to the credits being posted? - - or must the credits be posted?
I would love to see a question on our application... “Do you intend to pursue a bachelor’s degree.” Students don’t speak our language. They sometimes understand transfer as transcript or applying to transfer credits to a new institution. We are using “Planning for a Bachelor’s Degree” rather than transfer. For DegreeWorks credits must be transferred in and posted because they need to be coded for DW to pick them up.

https://www.cmich.edu/ess/registrar/RegistrarTransferCreditEquivalency/Pages/default.aspx—I used to work at Central Michigan University, and this is the website students can find equivalencies and how credits apply to CMU’s majors.

Thanks Tony. We have tried to open up our prospective student advising at our university but having a transfer recruitment specialist based in our unit (for our majors) would be super cool, someone who could travel widely throughout OREGON with other advisors.

@Glenda or additional asking them the educational plan in total. Are you planning on continuing education, receive a degree, gain professional development.

When are people posting the transfer credits? Is this once the student starts the semester, articulation, or at the point of registration?

Advisor’s here at GVSU do go to the local community college to assist students with questions about transferring. The issue we have is that the students don’t come to see us. Our space is located where the community college advisor’s are located so location isn’t the issue. Any suggestions?

@ctopoliski - I figured that was the answer. I had hoped there was a magic button in degreeworks prior to the posting. Then yeah, I know the process it’s still quite ugly if we haven’t had coursework articulated yet.

@Glenda yes, that can be helpful. We have an educational goals series of questions in the student record system. The downfall is that students must complete it before registration and sometimes they just rush through it. It is helpful but not always accurate.

If had something on the CC application for admission about a future plan to obtain a bachelor’s degree...we could find transfer students, better advise them, and track them when they graduate from our institution.

@Karen - we post transfer credits right at matriculation to avoid prerequisite issues when a student registers.

@Karen students receive a transfer credit evaluation during the admission process. It is before they deposit. There are sometimes courses that students must submit syllabi for and that can delay full evaluation for months.

@Karen Campana - we do it at the point of admission (usually a three day turnaround from the time the application is fully complete)
Same update survey here since we are part of the UH system. We are working on getting counselors to work with students to update the survey if they are suggesting that they want to get a bachelors degree.

We have univ advisors do info tables at the CC, but we also have them come to our advising staff meetings for updates.

this way we can better track and send key info/advising to those students

@Michelle we've been having issues as well as our transfer coordinator and/or advisors go to our CC partners.

We've thought about targeting more, having appointments versus drop-ins and bringing large signage.

Does anyone do automatic upload of transfer transcripts for articulation to the student record?

Here in New Jersey there is legislation that protects students graduating with an AA/AS degree. If they transfer to any of our Public State 4-year schools, then they are guaranteed to have lower level general education courses waived & that they must be entered at the Junior level.

awesome Lisa Grinder!!

we also have guaranteed admissions and GE waiver with AA or AS degree

@Lisa - We have a similar policy for completed AA degrees at the UHCC completing all GE at the UH four year campuses. Some of the ASNS degrees are articulated for admission to specific programs: ASNS engineering

Illinois has a articulation program, but it isn't legislated, so the flagship institution doesn't participate (which means students need to take more courses to graduate - even if they have their AD)

since I work with a program that requires a certain GPA, I sometimes have to send students away if they don't meet requirements up front

Michigan has the Michigan Transfer Agreement (MTA), which stipulates a program of courses (may vary at different CCs) they can take at their community colleges and their GE courses are covered. Institutions must adopt the agreement, though; it is not technically state policy

Follow-up question on posting of credit- if a student has credit posted and then decides to not enroll, how do you handle this? Do you then unpost the credit?

Question - do any colleges allow catalog determination based on when they start at CC? assuming they have continuous enrollment?

Not sure...at ODU we don't actually post the credit, it is only an unofficial evaluation

Karen, posted credits? They send in transcripts and then don't enroll?

Yes, we do. Especially if they do dual admission.
A model you might want to look at is Indiana -- Transfer Single Articulation Pathway Associate degrees. One Associate degree that articulates in full to any public 4 year institution, in a variety of areas.

@ashley.gale - yes, Texas has a law that requires universities to allow students to go to an older catalog (provided it was not prior to HS graduation, if they were dual enrolled)

www.ivytech.edu/transfer/ is a good reference.

In NV if the student starts at the CC then can follow that catalog for ten years to completion at the Univ

@Tony... yes! I agree...

What about tuition garantee?

@Isiah thanks! good to know that Texas has something in writing.

Here's an example of a resource we provide to students to show them how credit transfers and applies:

https://dw-prod.ec.tamuct.edu/DWTE/WebTreQer.html#a=warning

@Southeast CC : I used to be Director of dual credit; welcome to contact me privately to discuss.

Is anyone involved in the advising of dual credit students? We are finding that students are taking college courses while in high school without understanding the requirements of their major at their 4-year school.

@ashley.gale I think Maryland may do something in that vein

Yes! Love NISTS!

@ashley... or Mass.

NISTS was wonderful - met some fantastic people and heard some incredible insights!

@Southeast Community College: Lots of problems with this, most around financial aid eligibility and completion rate/maximum time frame.

I wish I could advise dual enrolled high school students!!! We catch those students at campus visits and advise there

Can you please add me to your mailing lists for information about transfer conferences in the SW US?

gcarne@nmsu.edu. Thank you

@SoutheastCC - I'll be more involved now with an Innovation track for a HS to CC to 4-year. We're trying to connect students at sophomore year to advising services at a CC and 4-year.

It was fun Whitney! It was great!

Can you please add me to your mailing lists for information about transfer conferences in the SW US?

susan@nmii.edu. Thank you

Doing a presentation at this spring's RMACAC conference - transfer awareness for high school counselors. Wondering if anyone has suggestions of what are the most important things to include (we have our own plan but since all presenters are from my school, outside input is welcome)

@SoutheastCC - I'll be more involved now with an Innovation track for a HS to CC to 4-year. We're trying to connect students at sophomore year to advising services at a CC and 4-year.
@Susan Scott I did a presentation on this for a conference, talking about an advisor's perspective on early college. It was at the 2015 early college conference in Dallas. Susan, just because they have so many college credits, it doesn't always mean they are going to finish college early. Need to explore their major, see if they can REALLY get college credits they need if they take the AP exam, etc.

14:52:27 From Amber Kargol
@Amber Kargol we call this "Random Acts of Dual Credit"
14:53:23 From Amber Kargol
YES JOSH!!!!
@All re: Dual Credit -- we have to get at the counselors and principals and help them understand that we need to focus on dual credit pathways -- Ivy Tech CC is doing this, so that students CAN complete a credential at the HS with dual credits.

14:53:24 From Josh Morrison
In FL With a completed AA from all public CC, transfer students have satisfied the GE in any FL public 4 yr. That does not mean they have completed all prerequisites to all majors at the 4 yr public institutions

14:53:29 From srix
@Susan Scott - I think one of the most important concepts to impart to students, parents and high school counselors is course transferability vs. degree applicability. The idea that there is not one set of "generals" that work for every 4-year school and every major really catches students and parents by surprise.

14:53:48 From Southeast Community College
@srix -- Yes, this is the "downside" of transfer agreements; the GE Can be done but the major may require a math course not completed, etc.

14:55:13 From Southeast Community College
Having gen ed legislated would be helpful, I think!
14:55:34 From Deanna
Common course numbering systems help also.

14:55:43 From Josh Morrison
@Southeast CC -- so what that means is that the general ed transfer core, when put on a transcript, applies as 30 credits to any BA/BS degree, so it's "solid." It's not perfect in that if you take the wrong math class, you can have to go back and correct.

14:55:49 From Samantha
I would also love to see some of the slides from NISTS, smschaller@gwu.edu
I want to be at Manoa!!! You have the Jean Charlot Collection. Email me if you have openings!!!!

14:56:17 From glendacarne
gcarne@nmsu.edu
@Josh - makes sense.

14:56:26 From koenigm
In NC, a list of courses identified as UGETC - Universal General Education Transfer Component has been established so that those courses are the same at the CC and university levels.

14:56:54 From Josh Morrison
@koenigm That is good; Indiana went a bit further - overall GPA from transfer core has to be 2.0, but you could transfer a D to meet the GE requirements.

14:57:20 From Amber Kargol
Each of our regent institutions has a different minimum GPA for transfer

14:57:41 From koenigm
no D's in NC... C or higher

14:57:43 From Amber Kargol
"C" or better is kind of standard language in transfer agreements.

14:57:45 From Amber Kargol
we accept all grades except for our communication courses is a C or above
From Tania Alvarez

ODU also accepts D grades for the general ed waiver if the course is not a departmenal requirement @Amber Kargol -- It’s hard to track and difficult for students; many have changes of mind regarding where they want to transfer.

From Josh Morrison

I agree about the mid-level support as well! That has helped my unit get into various meetings and events to discuss transfer students specifically.

From Staff

The Jack Kent Cooke Foundation has been very helpful in opening doors for CC transfer students. Past grants to Cornell and AMherst have resulted in continued relationships with my CC.

From Rebecca Mack

The Transfer Commission lunch at the Annual Conference is also great!

From Isaiah D Vance

In FL the AA degree covers all GE regardless of grades, however state wide common course #ing and minimums in writing and math classes are helpful and the overall 2.0 gpa

From srix

I really am enjoying this talk and the chat included. Thank you to the Community folks for putting this together. I really appreciate being able to see others who consistently understand the importance for saying "But how will this look for our transfer students" in meetings you attend. Thank you thank you thank you

From fuhr

Thank you! Really appreciate the information!

From ashley gale

Thank you for this opportunity

From glendacarne

Thank you everyone.

From Samantha

Thank you!

From Arianna

thanks everyone!

From gg

thanks!

From paguntalan_c

Thanks! This has been helpful.

From Daniel Lauterman

Thank you everyone; this was wonderful!

From Jessica barkley

Thank you!!

From Whitney Lovelady VCU

Thank you, everyone! I admire the good work you’re doing!

From Susan Scott

Thanks everyone. Great discussion!

From Kristen Strawd-Johnson

Thanks for putting this together!!

From Josh Morrison

If you want to talk about Ivy Tech’s transfer info: jd.morrison1@gmail.com

From Gretchen Gawron

Thank you!

From Shauna Melvin

Thank you! This was great.

From Staff

Many thanks to everyone for joining us today!!!

From koenigm

Thank you! Great conversation!

From Lisa Ginder, Luis Tapia, & Ritchie Fils

Thank you!

From sunger

Thank you!

From Southeast Community College

Thank you!!!

From SMiller

thank you so much for this important conversation!

From Phylicia Nance

Thank you this was really informative

From Kate Markowitz

Thank you!

From jgrausso

Thank you! I enjoyed the discussion.

From Mark Wills

mark.wills@ws.edu Twitter: @WSCCMarkWills
15:01:34  From  Rachel (Honolulu Community College)  Thank you
15:01:43  From  Sharon Lafferty  Thank you- very informative
15:02:02  From  Mark Wills  Thank you panel and chatters!
15:02:13  From  Amber Kargol  Thanks everyone!!!