

Message from the President



This issue of *The Berkeley Post* discusses initiatives on the horizon and goals achieved, including the results of our Middle States Commission on Higher Education

(MSCHE) Self-Study and the MSCHE Evaluation Team visits held in New Jersey and New York in March. I am proud to report that Berkeley College has received its **MSCHE reaccreditation**. The College continues to evidence each of the MSCHE seven Standards for Accreditation and Requirements of Affiliation in our daily work. Special thanks to Marianne Vakalis, Dean of Strategic Initiatives and MSCHE Accreditation Liaison Officer, our Provost, Beth Castiglia, members of the Self-Study Steering Committee and Working Groups, faculty, staff, Board of Trustees members, and students who represented the College in such a remarkable way. See Marianne's remarks on page 2 and Beth's column on page 3 of this issue.

The All-Campus Tour on Wednesday, June 27, was a great opportunity to enjoy the creativity and enthusiasm of our teams at each campus. During my visits, I introduced our new One Berkeley theme for the 2018-19 year: "Know Your Goal" (see the photo gallery by [clicking here](#)). Instead of breaking down silos, we will make them more transparent by sharing key performance indicators (KPIs) from each of the functional areas and by working together to exchange information and ideas. We are looking for our silos to be made of glass.



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Berkeley College Embraces Dynamic Strategic Planning Model

Beginning on July 1, 2018, Berkeley College switched from a five-year strategic planning cycle to a dynamic strategic planning model, titled "Living Our Mission." The new dynamic planning model will continually adapt to emerging priorities and will frame activity within the 12-month fiscal year (July 1 to June 30).

Under the dynamic planning model, the College will add new initiatives and will remove completed initiatives, with some strategies stretching over multiple fiscal years. The new framework will more fully integrate

with Continuous Improvement Plans at the department level, while optimizing the College's flexibility and responsiveness.

The new model also solicits community feedback and ideas annually, rather than once in the five-year planning process, and empowers a broad range of voices to develop new strategies. This process encourages conversations led by schools or deans, department heads, supervisors and the Planning and Implementation Committee, to ensure functional areas are engaged with the Strategic Plan.

Benefits of a Dynamic Strategic Plan

- An emphasis on data-driven decision making
- Increased flexibility and responsiveness
- Better alignment between academics, student services and operations
- Leveraged expertise from department heads and content experts
- More community engagement that impacts associates on all levels



Living Our Mission: The Berkeley College Strategic Plan 2018-2019

Institutional Goals

Teaching and Learning
Retention and Graduation
Employment Outcomes
Accessibility and Affordability
Innovation and Competitiveness
Identity and Reputation

Launched in July 2018, Living Our Mission: The Berkeley College Strategic Plan 2018-2019 adds a new Institutional Goal: Teaching and Learning. This goal highlights academically oriented initiatives and better connects Academic Affairs efforts to the institutional Strategic Plan.

MESSAGE FROM THE MSCHE ACCREDITATION LIAISON OFFICER

Closing the Loop on our Middle States Evaluation Team Visits



I'm pleased to share with you that Berkeley College in New Jersey and Berkeley College in New York recently received formal reaccreditation from the Middle States Commission on Higher Education (MSCHE). In true Middle States fashion, the following information will close the loop on our Self-Study and the MSCHE Evaluation Team visits, which occurred in March 2018 and in which many of you participated.

Following the oral reports given at the end of each visit, the teams followed up by sending us the drafts of their Team Reports for review. The final Team Reports were then submitted to the MSCHE and we received copies. We then

replied to each Team Report in a formal written Institutional Response addressed to the Commission.

Recent steps in the evaluation process included the following:

- Each Team Chair submitted a Confidential Brief to the Commission, summarizing the Team Report and conveying the team's proposal for accreditation action.
- The Commission's Committee on Evaluation Reports carefully reviewed our Self-Study Report, the evaluation Team Report, our formal response, and the Chair's Confidential Brief to formulate a proposed action to the Commission for Berkeley College in New Jersey and for Berkeley College in New York.

We received many commendations and findings of significant progress (*see highlights below*), and we also received many suggestions and recommendations. Very importantly, we did not receive any requirements, which indicates that the teams found us to be in compliance with the seven Standards for Accreditation and the Requirements of Affiliation.

Many of the suggestions and recommendations came from our own Self-Study. We have already begun to act on some of them. All suggestions and requirements will be reviewed and we will continue to report on our progress to you, the Berkeley College community, and more formally to the MSCHE via the Annual Institutional Update process.

*Marianne Vakalis, Ed.D.
Dean, Strategic Initiatives and
MSCHE Accreditation Liaison Officer*



The Middle States Commission on Higher Education (MSCHE) Evaluation Team for New York poses with Sir Berkeley. Pictured (L to R) are Robert Vogel; Nivia Aurora Fernandez Hernandez, Ed.D.; Carlos R. Morales, Ph.D.; Beth A. Tarquino, Team Chair; Sir Berkeley; Ellis Murtha; Anne Loria; Alberto Lopez Mercado, Ed.D.; and Edelmiro (Miro) Escamilla, Jr., Ph.D.



The MSCHE Evaluation Team for New Jersey poses with Sir Berkeley. Pictured (L to R) are Lt. Col. Chris Mayer, Ph.D.; Gerardo del Cerro Santamaria, Ph.D.; Joann Mulqueen, Ed.D.; Cristi D. Ford, Ph.D.; Sir Berkeley; Rachel B. Andoscia; Irmannette Torres-Lugo, Ph.D.; and David M. Cohen, J.D., Team Chair. Not pictured, Juan R. Sandoval.

MSCHE Team Report Highlights

The MSCHE Team Report commended Berkeley College in New Jersey for:

- The quality Self-Study report with comprehensive supporting materials.
- The Code of Conduct for Financial Aid Professionals, which provides assurances that the staff observes the highest ethical standards, while working in the best interest of students.
- The manner in which the College approached, developed, and implemented the semester conversion initiative.
- The approach that the Library has developed for online student support, including the orientation module and the embedding of librarians into Blackboard courses to provide teaching and learning support.
- The ways in which Berkeley College Online® utilizes data to create feedback opportunities that have led to improvements in its online programs and the infrastructure that supports them, thereby demonstrating a mature assessment culture.

The MSCHE Team Report commended Berkeley College in New York for:

- Serving a diverse, under-represented population, including through the Jumpstart program, which assists with affordability for students less prepared for higher education.
- Making significant progress in the development and implementation of a program to support students with disabilities and to increase awareness of the Americans with Disabilities Act.
- Developing the Road to Success course, which provides effective tools for online learning success.
- The voluntary adoption and integration of Quality Matters standards for online courses.
- Its financial commitment to purchase and implement a learning analytics software system, which has already improved student learning and student outcomes metrics.
- The breadth and depth of services and support to the student population – particularly to

students who enter the College with academic and personal risk factors.

- The systems and tools developed to communicate the results of outcomes assessment and involvement of many stakeholders in the process.

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Final MSCHE Team Reports

[Click here](#) to view the New Jersey Team Report.

[Click here](#) to view the New York Team Report.

[Click here](#) to watch Michael J. Smith, President of Berkeley College, share an update on the MSCHE re-accreditation process during a segment of *One Berkeley Minute*.

MESSAGE FROM THE PROVOST

Career Paths Align Curriculum with Employer Needs



In this issue, I am proud to highlight Berkeley College Career Paths. The purpose of this initiative, which started about a year ago, is to further enhance the Berkeley College mission through the curriculum.

One of my goals within Academic Affairs is to continue to differentiate the Berkeley College “product” by more clearly aligning the learning within majors with the needs of employers. Right now, the program descriptions and course sequencing in our catalog look very similar to that of majors in other, non-career-focused institutions. Students deciding on colleges would not be able to see from a review of some academic

programs on our website that our goal is to prepare them for careers. Even after matriculation, students entering some programs (e.g. Management, Justice Studies) often do not have a clear picture of what they will do professionally after graduation. Studies have shown that having a specific goal drives motivation, so articulating career paths may increase student persistence.

Career paths are not minors, and do not appear on student transcripts. Instead, they are recommended courses to fill elective credits.

The results, we hope, from this initiative will be:

- Better student persistence and graduation rates
- More interest among applicants who want specific careers

- Better placement results in Career Services because student applicants are more highly skilled

This initiative will also engage faculty more fully with their students. Each career path will have “faculty role models” emerging from that field who will be available to speak with the students about their experiences in the profession. This will also enable us to promote more fully the fact that a large majority of our faculty were at one time practitioners in the fields they teach.

My team and I will be visiting each campus this semester to explain further this exciting new initiative for the College. I look forward to working with you on launching Berkeley College Career Paths.

*Beth Castiglia, Ph.D.
Provost*

COMMENCEMENT 2018

More than 2,300 Students Write their Own Stories

Berkeley College celebrated the more than 2,300 students who have been awarded Certificates, Associate's, Bachelor's and Master's degrees during the 2018 Commencement ceremony at Prudential Center in Newark, NJ, on May 11, 2018.

The Commencement ceremony also included the second graduating class of those receiving Master of Business Administration in Management degrees and those graduating from New Jersey's first and only Licensed Practical Nurse to Bachelor of Science in Nursing program. The graduating class included more than 140 military and veteran students, and 180 international students, who represent 40 countries.

“Know that the future isn't written for us. The future is written by us,” said Michael J. Smith, President of Berkeley College. “In your heart, you truly need to understand that the only person you are destined to become is the person that you decide to be.”



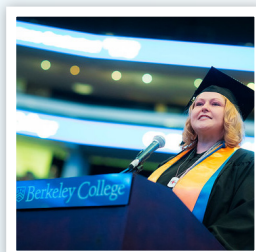
*Lachanee Scott
Robert Maher Student of the Year*



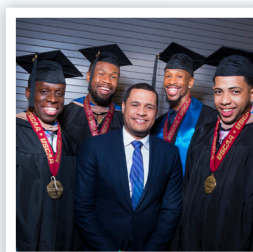
*Jessica Mahoney
Alumna of the Year*



*LaToya Trowers-Bell
Ed.D., Faculty Speaker*



*Bonnie Schiwal
Student Speaker*



*National Championship
Men's Basketball Team*

Updates in Strategic Planning

June 19, 2018

Assessment Coordinator and Planning and Implementation Committee Annual Lunch and Kick-Off for Fiscal Year 2018-2019

Participants received updates on the Strategic Plan and institutional efforts, reviewed key deadlines for the coming year, and discussed planning and assessment as a group.

July 26, 2018

Planning and Implementation Committee Annual Plan Review and Brainstorming Session

The Committee will discuss potential new strategies and tactics for the 2019-2020 Strategic Plan and will draft recommendations for consideration by the Steering Committee, which will be presented at a joint meeting in the fall.

IACBE RECOGNIZES BERKELEY COLLEGE

Berkeley College was recognized for receiving specialized accreditation for its business programs through the International Accreditation Council for Business Education (IACBE), during the organization's Banquet Accreditation Dinner on April 19, 2018, in New Orleans, LA.

According to the IACBE, institutions that receive accreditation have undergone a rigorous self-evaluation and a comprehensive peer review, and have demonstrated compliance with the organization's guiding principles, which include outcomes assessment, strategic planning, and a focus on faculty and curriculum. [Click here](#) to read more about the accreditation.



Pictured (L to R) are Guy Adamo, Ph.D., who worked to develop the Berkeley College application for IACBE accreditation, and Laurie Yates, D.Mgt., Chair, IACBE Board of Commissioners.



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Strategic planning is at the core of our culture of continuous improvement at Berkeley. This month, we are introducing a dynamic strategic planning model to enable a more flexible process that is responsive to emerging needs and opportunities.

One example is the addition of Teaching and Learning to the list of existing Institutional Goals carried over from the previous Strategic Plan.

The new strategic plan, "Living Our Mission," allows us to look beyond a fixed horizon and envision a future where innovative ideas will further refine student services and produce strong career opportunities for our graduates. The future is bright for the more than 2,300 graduates who earned certificates and degrees in 2018. Their success is a tribute to our One Berkeley mission of empowering students to achieve lifelong success in dynamic careers.

Enjoy the summer months and this issue of *The Berkeley Post*.

– Michael

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- Working with high-risk students through advisement and implementation of support initiatives related to finding employment.
- The number of and commitment to professionally accredited programs.
- The implementation of financial literacy training for students, and the formation of an Alumni Institute to assist graduates and alumni with skills development and career preparation.
- Its commitment to advancing the College's mission and goals, operating as one institution despite the challenges of multiple locations across two states.
- Accomplishments of the Board of Trustees, including several revisions in the Bylaws, the addition of nine members, two presidential searches, the adoption and implementation of two five-year Strategic Plans, the approval of a new Mission Statement, the opening of the Brooklyn location, and the closing of the Dover location, among other decisions.



Produced by the Office of Communications
and External Relations
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Alumni Speaker's Bureau Class Presentation Topics

Addictions

Communications and
Public Speaking

Critical Reading, Writing, and
Thinking in the Workplace

Customer Service

Emotional Intelligence

Entrepreneurship

Ethics

Financial Services

Graphic and Web Design

Human and Social Services

Law, Legal Studies and Litigation

Leadership and Management

Marketing

Mind and Body

Police and Society

Real Estate

Social Media

Time and Stress Management

Work/Life Balance

Workplace Etiquette

Alumni Speakers Bureau Brings Professional Voices into the Classroom

The Berkeley College Alumni Speakers Bureau is an initiative that brings guest speakers into the classroom to address real-world applications of course material that can inspire students to academic achievement. The program also keeps alumni who have attained professional success connected with their alma mater.

The Bureau is a database that lists the expertise, availability and contact information of alumni who can speak on a wide range of topics related to courses offered in the Larry L. Luing School of Business®, the School of Professional Studies, the School of Health Studies, the School of Liberal Arts, and the School of Graduate Studies.

Developed under the Institutional Goal of Retention and Graduation, the tactic seeks to engage alumni in recruitment, student engagement and mentoring, internship and job placement, and community outreach efforts.

Berkeley College deans have shared information about the Bureau with their faculty and are encouraging them to take advantage of this resource.

More Information: To learn more about the Berkeley College Alumni Speakers Bureau, contact Donald Kieffer, Ph.D., Dean, School of Liberal Arts, at DMK@BerkeleyCollege.edu.