

Phase Two Advisory

Organizational summary

Phase Two Advisory weaves research, strategy, and project management to help practitioners identify the best way to move from idea to action. We have deep expertise in the design and implementation of holistic student supports, student services/advising redesign, process mapping that foregrounds the student experience, and interpreting data to help colleges set their agendas and determine reform priorities. We believe that a strength of the Guided Pathways approach is that it leaves room for each college to enact the four pillars in ways that make sense for their own context. This strength is also a challenge, though, as colleges can find it difficult to figure out which model is best for them. Our “theory to action” approach guides partners as they turn generalized reform models, design principles, and evidence-based toolboxes into a coherent framework that works *for their individual institutional context*. We work with colleges from initial case-making through design development and implementation planning. Every partnership looks different depending on your college’s needs.

Our role in Guided Pathways

Phase Two’s founder, Dr. Melinda Karp, helped develop two key frameworks underpinning Guided Pathways—the SSIPP approach to student services and the Transformative Change Framework. As such, Phase Two is particularly skilled in helping colleges understand and actualize these frameworks on their campuses. Most of our work focuses on Pillars 1 and 2, helping students get and stay on their paths to graduation. We have worked with colleges around the country to help them redesign onboarding, advising, and student supports.

Founded to connect research and reform, Phase Two also helps college and system leaders make the case for Guided Pathways. We regularly provide professional development at Pathways Institutes and Student Success Center convenings, helping participants understand the research supporting Guided Pathways and SSIPP. We conduct similar activities at individual colleges to generate support among faculty and staff. Finally, we work with college teams to support data-driven decision-making, including facilitating data-deep dives and helping stakeholders make sense of metrics.

How do we help?

We meet our college partners where they are. That means that engagements may be as brief as a one-day case-making visit to as long as a multi-semester arc of reform visioning and implementation planning. Specific activities include:

- *Presentations to all-college or small-group meetings* to support campus buy-in for Guided Pathways and student services redesign.
- *Facilitated data exploration* focused on identifying strategic priorities, achievement gaps, or areas for further investigation.
- *Day-long workshops* focused on redesign visioning and model development, continuous improvement, or facilitated problem-solving.
- *Staff development*, including professional development for advisors (in person or web-based).
- *Critical friends research* and feedback, including qualitative research and presentations of findings to leadership.

- *Implementation support*, including redesign coaching, accountability, and continuous feedback.

Services are billed on a flat fee of \$1,500/ day or \$225/hour, plus reasonable travel expenses as necessary. Any two- or four-year institution engaged in or considering Guided Pathways reform may work with Phase Two Advisory.

Resources and Information

Additional information on Phase Two Advisory's approach to reform can be found on the CCRC Mixed Methods blog, here: <https://ccrc.tc.columbia.edu/blog/turning-research-into-action.html>

Watch Dr. Karp make the case for Guided Pathways and advising redesign [here](#).

Questions or inquiries about services may be addressed to Melinda Mechur Karp, Ph.D. (melinda@phasetwoadvisory.com).