

Academic Advising In Service

Focus on the First Year

June 20, 2017

*Hosted by the Office of Campus
Advising Coordination*

Introductions- new staff!

*(if you are new since this time last year or
new to your role)*



TODAY

- **Introductions (new staff)**
- **Advising is Teaching**
- **Triple Take**
- **Team Building Activity**
- **SSERC Research and Application**
- **Major Declaration**
- **Major Qualification Activity**
- **Slug Success Campaign Functionality**

Oh, and TRIVIA!

Text **UCSCADV** to 22333

Or go to

<https://pollev.com/ucscadv>

1

ADVISING IS TEACHING

Curriculum, pedagogy and
student learning outcomes

ADVISING IS TEACHING

- **Intentional process**
- **Ties to institutional mission**
- **Supports common goals in a decentralized structure**

ADVISING IS TEACHING

- Curriculum
- Pedagogy
- Student Learning Outcomes

NACADA: The Global Community for Academic Advising. (2006). NACADA concept of academic advising. Retrieved from *NACADA Clearinghouse of Academic Advising Resources* Web Site: <http://www.nacada.ksu.edu/Resources/Clearinghouse/View-Articles/Concept-of-Academic-Advising-a598.aspx>

ADVISING CURRICULUM

- **What we teach; what students learn**
- **Similar to standards for public education (K-12)**

K-12 MATH CURRICULUM

Kindergarten geometry example:

- Identify and describe shapes.
- Analyze, compare, create, and compose shapes.'

High School geometry example:

- Understand and apply theorems about circles.
- Find arc lengths and area of sectors of circles.

ADVISING CURRICULUM

If advising is teaching, what do advisors teach?

- how to find/create the logic of one's education;**
- how to view pieces of curriculum as parts of a whole;**
- how to base educational choices on a developing sense of self;**
- how to enhance learning experiences by relating them to previous knowledge.**

(Paraphrased from Lowenstein, "If Advising is Teaching, What Do Advisors Teach?" NACADA Journal, Vol 25, Fall 2005)

PEDAGOGY

The art, science, or profession of teaching.

(Merriam-Webster)

PEDAGOGY

In K-12: Active learning, inquiry-based instruction, jigsaw classroom, etc.

In Academic Advising: Group advising, individual advising, sequenced email communication, online presentations, appreciative advising, intrusive advising, etc.

LEARNING OUTCOMES

- **Measurable standards**
- **Basis for assessment of effectiveness**

LEARNING OUTCOMES

Kindergarten Geometry Example:

- Students will correctly identify a square, triangle, and circle by the end of the year.

Academic Advising Example:

- Students will update or confirm their proposed major by the end of their first year.

UCSC ADVISING LEARNING OUTCOMES

YEAR ONE:

1. Understand how advising is organized; learn to access advising and support services.
2. Understand how to use MyUCSC/ AIS.
3. Identify qualification reqts, placement info & first year courses for potential majors.
4. Make progress in clarifying educational goals.
5. Learn to develop an academic plan.
6. Develop university level conduct.

UCSC ADVISING LEARNING OUTCOMES

How does your work support students in reaching these outcomes?

What type of intentional and sequenced interactions with students do you pursue to help students reach these goals?

How can you assess whether the work you're doing toward these goals is effective?

NEXT STEPS: CAMPUS ADVISING

- **Map learning outcomes to advising offices, more specific times**
- **Utilize learning outcomes in assessment of our effectiveness**
- **Develop an advising syllabus (in progress)**

LEARN MORE!


NACADA Concept of Academic Advising:
<http://www.nacada.ksu.edu/Resources/Clearinghouse/View-Articles/Concept-of-Academic-Advising-a598.aspx>

When should you NOT put any rows in Program/Plan?

- a) If the student has applied for graduation
- b) If the student is not active
- c) If the student is past their EGT
- d) All of the above
- e) a & b

ANSWER: e

BONUS: What should you do instead?



If applied to graduate, email registrar@ucsc.edu to request a new row. If not active, wait until the student has readmitted, or applied to graduate.

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TRIPLE TAKE

Review and clarification



TRIPLE TAKE- POLICY

- **Senate reg: 9.1.8 F12- Intent of policy:**
 - *Support student progress/grad by identifying new major path and/or path to a degree; and identify one primary point of contact*
- **Undeclared/intended major: focus = identify a successful path**
 - Approvals: extenuating circumstances
- **Declared: focus = earning a degree**
 - Approvals: if alternative option (take elsewhere, alternative class)- go that route, if no alternative to complete a degree- often approved

TRIPLE TAKE- POLICY

- **Courses not in single major plan (or for dual major plans): typically not approved**
- **Denials: additional repeats must not be the sole factor that prevents a student from earning a degree.**

TRIPLE TAKE- PROCESS

- **Process:** student > college > dept. > college > student
- **Timing:** deadline for the student, 2 wk. turn around expected of the department (sometime this year)
- **College role:** primary point of contact to manage the process, issue final approval or denial, work with students exploring alternate majors
- **Department role:** help assess likelihood of success in current major, consult with program faculty, identify alternate pathways within the dept(s) where appropriate

TRIPLE TAKE- PROCESS

What has been working well?

- **Making referrals:** Provide some context about policy before sending students to another office
- **Communication:** Checking in with each other on tricky cases
- ????????

What improvements can we make?

Which one of these is NOT a reason why a permission number would not work?

- A) It was already used successfully (by another student, or by this student but then dropped)
- B) The student is using a browser that does not support AIS**
- C) It is for a different class/lab than the one the student is trying
- D) It is not set up to override the item that the student needs it for
- E) It is expired
- F) It was generated in AIS but wasn't saved

ANSWER: B

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TEAM BUILDING ACTIVITY

**College and Department
Teambuilding Activity**

TAKE A BREAK!

(back in 10 please)

Turbo 8!

- Look at your name tag- find the corresponding theme on the wall to find your team.
- Brief introductions: where you work, how long have you been in your role/on campus?
- Get ready for a series of questions- each group has 2 minutes for all their members to answer each question.
- Be brief- and be mindful of the time you take to respond.



Why did you get into advising?



**In your mind, what are the key factors
that make for a successful team?**



How would you describe your job to someone who has no idea what academic advising is?



**How would you describe the key similarities
between college and major advising?**




**What is most rewarding about
working with students?**



**What is most challenging thing
about working with students?**



**How would you describe the key differences
between college and major advising?**



What's the first thing that comes to mind when thinking about how to improve college and department collaborations?

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A CLOSER LOOK AT YR. 1

**Brandon Balzer Carr, Student
Success Evaluation and
Research Center (SSERC)**

SSERC RESEARCH- CONSIDERATIONS FOR YEAR 1

What is the SSERC?

- Houses Slug Success
- Use research to support student success
- Born out of projects with LSS and Summer Academy
- Community psychology/PAR/partnership model
- Currently support LCFF+ funded projects
- DRC, Slug Support, others
- Fact sheets, talks, community

SSERC RESEARCH- CONSIDERATIONS FOR YEAR 1

Giselle Laiduc

- Fixed versus growth messages
- Growth messaging on MSI sign-ups
- 455 BIOL20A students, ethnically diverse
 - Women
 - Control - 47% sign-up
 - Growth - 64% sign-up
 - Men
 - No effect

SSERC RESEARCH- CONSIDERATIONS FOR YEAR 1

Ibette Valle

- Family Roles and Independence among first-gen students
- Interviews with 31 first-gen students
- Family roles
 - Emotional support (58%), sibling caretaker (36%), translator (42%), financial support (26%), physical support (36%), advice giver (13%)
 - At least one (81%)
- Independence
 - Hard versus soft independence

SSERC RESEARCH- CONSIDERATIONS FOR YEAR 1

Brandon Balzer Carr - Queer Slugs

- Challenges for LGBTQ UCSC students
- Interviews with 40 students and ethnography at Cantu Center
- First year is a pivotal moment for LGBTQ students
- Navigating identity exploration on campus and family reactions at home
- LGBTQ students of color bridge two different worlds

WOOHOO!

IT'S LUNCH TIME!

*(room 210 across the
courtyard, back at 1pm
please)*



Under what circumstances should a student have both a proposed major and a declared major in Program/Plan?

A) If they declared, but would like to propose a second major

B) Never- students should not be proposed and declared in two majors

C) When they declare a major, there is a 24hr. laps in AIS before the proposed major drops off.

ANSWER: B

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MAJOR DECLARATION

Review and clarification

MAJOR DECLARATION

Process should be guided by these principles:

- Should be student-friendly and not require students to do things that are not useful
- Programs have flexibility in type of academic planning required in most cases
- More scrutiny should be required when it's possible student will exceed EGT

MAJOR DECLARATION

Single majors that can clearly be completed by EGT:

- Student submits “Petition for Major Declaration” to dept/major adviser
- Adviser approves if student meets MQ reqts and can clearly complete degree by EGT
- Adviser enters plan in AIS
- Form stays at department as documentation

MAJOR DECLARATION

For single majors that can be completed by EGT, these are at discretion of department:

- May use academic planning form or any other form
- May choose to do qtr x qtr plan a different time
- Dept may require academic planning form if want student to see college adviser for GE or EGT

MAJOR DECLARATION

Double major, major/minor, plans that exceed EGT:

- Student must use academic planning form to complete one plan that shows both programs
- Both dept advisers must approve
- If major/ minor, should go to major first
- If exceeds EGT, must go to college

MAJOR DECLARATION

Double counting:

- Communication between departments is key - confirm number of UD credits required for each major
- Course directives must be entered in AIS to ensure AAR is correct

MAJOR DECLARATION

Dear _____,

Samuel Slug (5555555) has finalized his creative writing major and history minor declaration; I've attached a PDF scan of his Petition for Major/Minor Declaration and UCSC Academic Planning Form to this email for your review. Please let me know if you see any problems with his proposed plan of study.

Samuel would like to apply LIT 141B and 141C to both his creative writing major and history minor requirements. Is this ok by you? The history minor is 25 upper-division units (minimum). My understanding is that the creative writing major is 50 upper-division units. Per Academic Senate Regulation 10.4.7, Samuel is allowed to double count up to 10 upper-division credits/2 upper-division courses.

I've gone ahead and entered course directives in Spencer's AAR for these courses so you'll want to do the same so that these courses appears in both his major and minor plans. Please let me know if you have any questions or concerns. Thanks in advance for your reply!

Sincerely,

MAJOR DECLARATION

Entering plans in AIS:

Plan sequence determines plan order on the transcript. Must be alphabetical in the following order:

- First: Degree (B.A., then B.M., then B.S.)
- Second: Major/s (A-Z)
- Third: Minor/s (A-Z)
- Fourth: College

MAJOR DECLARATION

Entering plans in AIS:

- A student cannot have both a declared and proposed major in AIS. At the time of declaration, proposed majors should be removed.
- A minor should not be entered until after the major is entered.

MAJOR DECLARATION

All of this information is on the advising site!:

<https://advising.ucsc.edu/advisers/policies-proc/declaration/index.html>

Or, go to advising.ucsc.edu, scroll to the bottom right, choose “Policies and Procedures” in “Info for Advisers”

MAJOR DECLARATION

Improvements coming soon:

- Advising Process Work Group identified the academic planning form as a top priority for improvement. A group will be developing a new campus process to plan and share info about a student's plan through Slug Success.

MAJOR DECLARATION

Improvements coming soon:

- For the fall 2017 incoming class, the EGT will be set to four years for frosh, and two years for transfers - it will no longer be set to the 13th/ 7th quarter.

MAJOR DECLARATION

Improvements coming soon:

- Fall 2017 frosh are receiving emails requesting they update their proposed major online if their plans have changed.
- A reminder: either a college or major adviser can change a proposed major.
- BUT: college advisers should never change a proposed major for transfer students.

**Put these in the correct order for sequence numbering:
Oakes College, MCD BIO BS, CHEM BS, EDU Minor, LALS BA**

- A) OAKES, CHEM BS, EDU, MCD Bio BS, LALS BA
- B) LALS BA, CHEM BS, MCD BIO BS, EDU, OAKES**
- C) MCD BIO BS, CHEM BS, OAKES, LALS BA, EDU

ANSWER: LALS, CHEM BS, MCD BS, EDU, OAKES

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MAJOR QUALIFICATION

Presentation and Activity

MAJOR QUALIFICATION

Helping our first-year students understand
major qualification

TAKE A BREAK!

(back in 10 please)

Which of the following WOULD NOT result in a requisite error message during enrollment?

- A. Hasn't taken all pre-req courses
- B. Doesn't have "Other Credit" entered for the pre-req courses
- C. Isn't enrolling in the co-requisite course
- D. Isn't able to enroll in the co-requisite without going over the unit requirement
- E. Isn't in the right major
- F. Failed the course on an earlier attempt**
- G. The major effective date is after the quarter begins
- H. Isn't in the right college
- I. Doesn't have the right placement scores

ANSWER: F

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SLUG SUCCESS

Using Campaign Functionality
to Support First Year Students



CAMPAIGN FUNCTIONALITY



- **Slug Success Implementation Update**
- **What are "Campaigns" in Slug Success?**
- **Nuts & Bolts of Campaigns**
- **Resources and Tips**
- **Examples of Campaigns Already Done**
- **Campaigns to Support First Year Students**
- **Q & A**
- **Upcoming Slug Success Trainings**

CAMPAIGN FUNCTIONALITY



All Campaigns > Frosh outreach campaign Summer 2017

Details For Appointment Campaign

Define Campaign: Complete > [Edit](#)

Student Select: Complete > [Edit](#)

Staff Select: In Progress > [Edit](#)

Message Details: Incomplete

Confirm & Send: Incomplete

Cancel Campaign

Continue Where I Left Off



CAMPAIGN FUNCTIONALITY



Advisor Home

Students | Upcoming Appointments | My Availability | Advising Queues

Student Appointment Constraints

Hours in advance?
8

Default Appointment Length?
30 min

Require available times for students?

[Update Constraints](#)

[Hide Constraints](#)

Times Available

SELECT	DAYS OF WEEK	TIMES	DATES	LOC
<input type="radio"/>	Tue, Wed, Fri	9:30a-10:30a	April 03, 2017 to April 28, 2017	Kr
<input type="radio"/>	Mon, Wed	10:30a-12:00p	April 03, 2017 to April 28, 2017	Kr

ADD AVAILABILITY

I'm available on

Mon Tue Wed Thu Fri Sat Sun

8:00a - 11:30a

for Drop-ins Appointments Campaigns

A Range of Dates

Starting on Ending on

Kresge College Advising Office

[Cancel](#) [Save](#)

Quick Links

- Take me to...
- Schedule General Event
- School Information
- Download Center for Reports
- Campaigns...
- Appointment Campaigns

Reminders

- Mid-quarter progress report...
Athalia Morales-Giacoman
05/01/2017
- Quarterly advising meeting ...
Andrew Austin
11/09/2017

[view more](#)

Upcoming Appointments

You have no upcoming appointments.

Choose a Reason Below, Coll: Academic Planning, Coll: Academic Support, Coll:

CAMPAIGN FUNCTIONALITY



New Invitation Campaign

Define Campaign

Campaign Name: <input type="text" value="Frosh outreach campaign Summer 2017"/>	Begin Date: <input type="text" value="06/19/2017"/>	End Date: <input type="text" value="07/03/2017"/>
Campaign Type: <input type="text" value="Advising"/>	Appointment Length: <input type="text" value="20 min"/>	Appointment Limit: <input type="text" value="1"/>
Slots Per Time: <input type="text" value="1"/>	Location: <input type="text" value="Kresge College Advising Office"/>	
Course or Reason: <input type="text" value="Coll: Academic Planning"/>		

Cancel

Save and Exit

Continue



CAMPAIGN FUNCTIONALITY



Define Campaign > Review Students > Add Staff > Compose Message > Confirm & Send

Frosh outreach campaign Summer 2017

Add Students To Campaign

Invite All My Assigned Students

Advanced Search

Saved Searches -

Keywords (First Name, Last Name, E-mail, Student ID)	Enrollment Status [?]	Enrollment Term
<input type="text"/>	Enrolled	2017 Summer Quarter

Student Information First Name, Last Name, Student ID, Category, Tag, Watch List

Area of Study College/School, Degree, Concentration, Major

Performance Data GPA, Hours, Credits

2017 Summer Quarter Data Classification, Term GPA

Course Data Course, Section, Status



CAMPAIGN FUNCTIONALITY



Watch Lists

Actions ▾		New Watch List	
	NAME	# OF STUDENTS	
<input type="checkbox"/>	Subject to Disqual Winter 2017	60	
<input type="checkbox"/>	Spring Start 2017	20	
<input checked="" type="checkbox"/>	Frosh SAMPLE ONLY list	0	
<input type="checkbox"/>	Barred / WDBar after Fall 2016	15	
<input type="checkbox"/>	Academic Probation Winter 2017	52	

CAMPAIGN FUNCTIONALITY



Select a Watch List Upload Choose a Column Complete

Upload File to Watch List

Choose a list to add these students to

- ✓ Subject to disqual winter 2017
- Academic probation winter 2017
- Barred / wdbar after fall 2016
- Spring start 2017
- Fresh sample only list
- New Watch List

Confirm



CAMPAIGN FUNCTIONALITY



Select a Watch List **Upload** Choose a Column Complete

Upload File to Watch List

Please upload a .csv file containing a column of student IDs

no file selected



CAMPAIGN FUNCTIONALITY




Select a Watch List Upload Choose a Column Complete

Upload File to Watch List

You've uploaded `Frosh_Admission_list_5-22-17.csv` Choose a column to import as Student ID:

- SID
- Campus Email
- Other Email
- Preferred Phone
- Gender
- Admit Type
- Pre-UCSC GPA
- Housing
- Plan
- Subplan
- Scholars Program
- EOP
- Last School
- FERPA Non-Release
- Parent/Spouse Release
- Counselor Release
- Student Orgs Release
- Ethnicity
- First Language
- First Generation
- Visa Group - Granted
- Visa Group - Applied
- Domestic/International (Current)
- Admissions ELWR
- Entry Level Writing Requirement
- Analytical Writing Placement Exam
- AP English
- AP English Date Loaded

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Additional Modes ▾

CAMPAIGN FUNCTIONALITY



New Invitation Campaign

23 students will be added to this campaign.

Define Campaign

Campaign Name:

Kresge Frosh Outreach SAMPLE

Begin Date:

06/19/2017

End Date:

07/03/2017

Campaign Type:

Advising

Appointment Length:

15 min

Slots Per Time:

1

Appointment Limit:

1

Course or Reason:

Coll: Academic Planning

Location:

Kresge College Advising Office

Cancel

Save and Exit

Continue

CAMPAIGN FUNCTIONALITY



Define Campaign > Review Students > **Add Staff** > Compose Message > Confirm & Send

Kresge Frosh Outreach SAMPLE

Add Advisors To Campaign

Include Appointment Availabilities?

ID	NAME	AVAILABLE TIMES
<input checked="" type="checkbox"/>	Kalin McGraw	Mon-Fri 8:00am-11:30am (June 19, 2017 - July 3, 2017)

< Back

Save and Exit

Continue

CAMPAIGN FUNCTIONALITY



Define Campaign > Review Students > Add Staff > **Compose Message** > Confirm & Send

Kresge Frosh Outreach SAMPLE

Compose Your Message

{student_first_name}, Schedule an Advising Appointment

B *I* | [List] [Table] [Link] [Image] [Undo] [Redo] | Normal -

Please schedule your advising appointment.

Hello {student_first_name}:

We'd like to schedule an appointment with you to go over your goals, and set some action items for your first year.

Please click the following link, select a time that works with your schedule, and click Save. You will receive an email confirming the appointment time and details.

{Schedule_link}

Thank you - we're so excited to meet you!



CAMPAIGN FUNCTIONALITY




Merge Tags:?	{student_first_name} Inserts the student's first name	{student_last_name} Inserts the student's last name	{Schedule_link} Inserts a link to schedule the appointment
--------------	--	--	---

Please choose the time that works best for you.



Preview Email Preview Landing Page

Andrew, Schedule An Advising Appointment



Please Schedule Your Advising Appointment.

Hello Andrew:

We'd like to schedule an appointment with you to go over your goals, and set some action items for your first year.

Please click the following link, select a time that works with your schedule, and click Save. You will receive an email confirming the appointment time and details.

Schedule an Appointment

You can also copy and paste this address into your web browser.
<https://ucsc.campus.eab.com/a/123456>

Thank you - we're so excited to meet you!

< Back

Save and Exit

Continue

CAMPAIGN FUNCTIONALITY



Define Campaign > Review Students > Add Staff > Compose Message > Confirm & Send

Kresge Frosh Outreach SAMPLE

Confirm & Send

Campaign Type: Advising	Start Date: 06/19/2017	End Date: 07/03/2017
Reason: Coll: Academic Planning	Appt Length: 15 minutes	Slots Per Time: 1
Appt Location: Kresge College Advising Office	Appt Limit: 1	Reminders: <input checked="" type="checkbox"/> E-mail <input type="checkbox"/> SMS
Subject {\$student_first_name}, Schedule an Advising Appointment		
Email Preview View	Invitees: View All (23)	Included Advisors View All (1)

< Back

Save and Exit

Send










CAMPAIGN FUNCTIONALITY



2017 Summer Quarter Campaigns

Appointment Campaigns

All Appointment Campaigns

NAME	STATS
 Frosh outreach campaign Summer 2017 ADVISING [unsent] 06/19/2017 - 07/03/2017	<input type="button" value="Resume"/> <input type="button" value="Delete"/>
 Kresge Academic Standing Outreach Spr... ADVISING [Expired] 04/03/2017 - 04/21/2017	 Appts. Made (53%)  Reports Created (90%)  Attend. Rate (49%)
 Kresge Academic Standing Outreach Win... ADVISING [Expired] 01/05/2017 - 01/31/2017	 Appts. Made (59%)  Reports Created (71%)  Attend. Rate (42%)

Actions

I want to create a new...

The currently selected term is not active. Progress report campaigns can only be created while in an active term.

The current term's begin date is 06-26-2017 and the end date is 09-01-2017.

[Appointment Campaign](#)



CAMPAIGN FUNCTIONALITY



30	1	2	3	4	5	6
7:30a Busy	10:15a Coll: Grad/Progress Check	9a Busy	9a Busy	8a Busy	8a Busy	
	11:23a Coll: Leave of Absence/Return	10a Coll: Petitions/Appeals/Forms	9:30a Busy	9:30a Busy	9a Busy	
	11:30a Busy	10:21a Coll: Grad/Progress Check	11:30a Coll: Academic Planning	10a Busy	10a Busy	
	12:10p Coll: Choosing Maj/Min	10:41a Coll: Academic Planning	1p Busy	12p Busy	10a Coll: Leave of Absence/Return	
	1:30p Busy	12p Busy	2p Busy	1:25p Coll: Petitions/Appeals/Forms	12p Busy	
	3:21p Coll: Opps for Enrichment	1p Busy	2:32p Coll: Grad/Progress Check	1:44p Coll: Academic Planning, Coll: Withdrawal	1:25p Coll: Opps for Enrichment, Coll: Petitions/Appeals/Forms	
		1:30p Busy	2:49p Coll: Petitions/Appeals/Forms, Coll: Opps for Enrichment	2:05p Coll: Academic Planning	1:27p Coll: Academic Planning	
		1:43p Coll: Choosing Maj/Min	3:07p Coll: Grad/Progress Check, Coll: Petitions/Appeals/Forms	2:19p Coll: Choosing Classes	1:52p Coll: Withdrawal	
		2:10p Coll: Opps for Enrichment	3:21p Coll: Choosing Maj/Min, Coll: Withdrawal	2:37p Coll: Grad/Progress Check	2:18p Coll: Reason Not Listed	
		2:33p Coll: Grad/Progress Check	3:42p Coll: Choosing Maj/Min	2:57p Coll: Withdrawal	3:36p Coll: Opps for Enrichment, Coll: Petitions/Appeals/Forms	
		4:06p Coll: Academic Support	4p Busy	3:03p Coll: Choosing Maj/Min	3:55p Coll: Academic Planning	
		5:32p Choose a Reason Below		3:24p Coll: Withdrawal		
		6:34p Coll: Petitions/Appeals/Forms		3:34p Coll: Academic Support, Coll: Withdrawal		
		6:36p Coll: Choosing Maj/Min		4:11p Coll: Withdrawal		
				4:18p Coll: Withdrawal		
				4:28p Coll: Leave of Absence/Return		
				6p Busy		

CAMPAIGN FUNCTIONALITY



- **Slug Success Implementation Update**
- **What are "Campaigns" in Slug Success?**
- **Nuts & Bolts of Campaigns**
- **Resources and Tips**
- **Examples of Campaigns Already Done**
- **Campaigns to Support First Year Students**
- **Q & A**
- **Upcoming Slug Success Trainings**

CAMPAIGN FUNCTIONALITY - MORE INFO



SSERC Website

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CREDITS

Special thanks to all the people who made and released these awesome resources for free:

- **Presentation template by SlidesCarnival**
- **Photographs by Startup Stock Photos**



THANKS FOR JOINING US!

QUESTIONS?