

Board of Trustees

Education and Workforce Development Committee Meeting

Tuesday, August 08, 2023

3:30 p.m.

**Ann Richards Administration Building
A 142 Conference Room
Pecan Campus
McAllen, Texas**



Online Copy

**South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building A
Conference Room A 142
Pecan Campus, McAllen, Texas
Tuesday, August 8, 2023 @ 3:30 p.m.**

AGENDA

“At anytime during the course of this meeting, the Board of Trustees may retire to Executive Session under Texas Government Code 551.071(2) to confer with its legal counsel on any subject matter on this agenda in which the duty of the attorney to the Board of Trustees under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code. Further, at anytime during the course of this meeting, the Board of Trustees may retire to Executive Session to deliberate on any subject slated for discussion at this meeting, as may be permitted under one or more of the exceptions to the Open Meetings Act set forth in Title 5, Subtitle A, Chapter 551, Subchapter D of the Texas Government Code.”

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- II. Presentation on the Center for Advanced Training & Apprenticeships 10 - 24
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Approval of Minutes for the Tuesday, July 11, 2023 Committee Meeting

The Minutes for the Education and Workforce Development Committee meetings of Tuesday, July 11, 2023 are presented for Committee approval.

**South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus, McAllen, Texas
Tuesday, July 11, 2023 @ 3:00 p.m.**

MINUTES

The Education and Workforce Development Committee Meeting was held on Tuesday, July 11, 2023 in the Ann Richards Administration Building Conference Room A 142 at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:07 p.m. with Mrs. Victoria Cantu presiding.

Members present: Mrs. Victoria Cantu and Mr. Danny Guzman

Other Trustees present: Dr. Alejo Salinas, Jr., Mr. Paul R. Rodriguez, and Mr. Rene Guajardo

Members absent: Mrs. Dalinda Gonzalez-Alcantar

Also present: Dr. Ricardo J. Solis, Mr. Javier Villalobos, Dr. Rodney Rodriguez, Dr. Brett Millan, Ms. Christina Cavazos, Ms. Shannon Perales, Dr. Ali Esmaeili, Ms. Sara Lozano, Ms. Erika Guerra, Mr. Francisco Salinas, Mr. Serkan Celtek, Dr. Jesus Campos, Ms. Olivia De La Rosa, Dr. Rachel Sale, Dr. Emma Miller, Ms. Lisa Aleman, Mr. Daniel Montez, and Mr. Andrew Fish.

Approval of Minutes for the Monday, June 12, 2023 Committee Meeting

Upon a motion by Mrs. Victoria Cantu and a second by Mr. Danny Guzman, the Minutes for the Education and Workforce Development Committee meetings of Monday, June 12, 2023 were approved as written. The motion carried.

Review and Recommend Action on Proposed 2024 – 2025 Academic Calendar

The Education and Workforce Development Committee was asked to review the proposed 2024 - 2025 Academic Calendar and recommend Board approval as presented.

The Academic Calendar Steering Committee, which includes membership from each area of the College and Student Government representation, developed the FY 2024 – 2025 Academic Calendar.

The calendar was developed to be compatible with local area school district calendars and other higher education institutions in Texas. The calendar was presented to South Texas College faculty and staff for review, feedback, and input during the months of March and April. Input received from staff and faculty was incorporated into the proposed calendar.

The proposed calendar was approved by the Academic Calendar Steering Committee and has been reviewed and approved by Faculty Senate, Council of Chairs, Academic Council and Institutional Leadership Council.

The proposed calendar was included in the packet for the Committee’s review and consideration.

Upon a motion by Mr. Danny Guzman and a second by Mrs. Victoria Cantu, the Education and Workforce Development Committee recommended Board approval of the 2024 - 2025 Academic Calendar as presented. The motion carried.

Review and Recommend Action on Proposed FY 2023 – 2024 Committee Meeting Schedule

The Board will be asked to review and take action on a calendar of Committee and Board Meetings for FY 2023 - 2024 at the July 25, 2023 Regular Board Meeting.

The proposed meeting schedule for the Education and Workforce Development Committee is as follows:

<u>Weekday</u>	<u>Date</u>	<u>Meeting Time</u>
Tuesday	September 12, 2023	3:00 p.m.
Tuesday	October 17, 2023	3:00 p.m.
Tuesday	November 14, 2023	3:00 p.m.
Tuesday	December 5, 2023	3:00 p.m.
Tuesday	January 16, 2024	3:00 p.m.
Tuesday	February 13, 2024	3:00 p.m.
Tuesday	March 5, 2024	3:00 p.m.
Tuesday	April 9, 2024	3:00 p.m.
Tuesday	May 14, 2024	3:00 p.m.
Tuesday	June 11, 2024	3:00 p.m.
Tuesday	July 9, 2024	3:00 p.m.
Tuesday	August 13, 2024	3:00 p.m.
Tuesday	September 10, 2024	3:00 p.m.

Education and Workforce Development Committee Meetings are generally scheduled for the second Tuesday of each month, and are proposed for a new starting time of 3:00 p.m. There may be some deviation based upon scheduling conflicts, and any adjustments will be communicated with as much early notification as practical.

The Committee meeting scheduled for October 2023 does not fall on the second Tuesday to accommodate the Association of Community College Trustees National Leadership Congress scheduled October 8 – 11, 2023.

The Committee meetings scheduled for December 2023 and January and March 2024 do not fall on the second Tuesday of their respective months to allow staff adequate time to prepare for Committee meetings around College closures for Winter Break and Spring Break.

A full calendar view of the proposed Committee and Board meeting schedule was included in the packet for the Committee's information.

Upon a motion by Mr. Danny Guzman and a second by Mrs. Victoria Cantu, the Education and Workforce Development Committee recommended Board approval of the proposed Committee meeting schedule so that all Board members may enter the dates on their planning calendars. The motion carried.

**Review and Recommend Action to Retire Current Policy #3215:
*Minimum Age for Continuing Education Students Enrolled in Courses
Reported for Formula Funding***

Purpose and Justification – Administration requested the Committee recommend Board approval to retire Policy #3215: *Minimum Age for Continuing Education Students Enrolled in Courses Reported for Formula Funding* in accordance with the new South Texas College/TASB Policy Manual.

Background – On March 31, 2020, the Board of Trustees approved an interlocal agreement with TASB for Policy Management Service. Current College board policies would be reviewed, retired, and transitioned into the TASB formatted policies. TASB would then provide a comprehensive, current, and legally sound Policy Manual.

Based on internal operations and functions, content from the retired policy may transition to a procedure, handbook, or operations manual as deemed appropriate by College staff.

Reviewers – The retired policy was reviewed by staff and administrators.

Enclosed Documents - The retired policy was included in the packet for the Committee's information and review.

Dr. Anahid Petrosian, Vice President for Academic Affairs, and Olivia De La Rosa, Dean of Continuing Education, Workforce Training and Economic Development, attended the

Committee Meeting to address questions.

Upon a motion by Mr. Danny Guzman and a second by Mrs. Victoria Cantu, the Education and Workforce Development Committee recommended Board approval to retire policy #3215: *Minimum Age for Continuing Education Students Enrolled in Courses Reported for Formula Funding* as presented, and which supersedes any previously adopted Board policy. The motion carried.

Presentation on the South Texas College *Starfish Early Alert System*

Dr. Anahid Petrosian, Vice President for Academic Affairs, introduced Ms. Shannon M. Perales, Starfish Administrator, who provided an overview and lead a discussion of the *Starfish Early Alert System* at South Texas College.

Development and Funding of the System

Starting in 2016, the *Starfish Early Alert System* was implemented at South Texas College with support from the Integrated Planning and Advising for Student Success (iPass) Grant provided by EDUCAUSE, which supported institutions in the creation of resources to monitor student performance and offer targeted support to at-risk students. South Texas College's implementation of the system was further supported in 2020 with a \$1M federal US Department of Education Developing Hispanic-Serving Institutions (DHSI) grant.

System Components

The *Starfish Early Alert System* provides efficient, effective communication resources for students, faculty, and support staff. These resources support real time monitoring of student performance, and enable faculty and staff to spot indicators that specific students may be at risk of failing a course or program. When concerns are noted, appropriate resources are focused on supporting those students as needed.

In addition to continuous monitoring, students are provided tools to request assistance or to be connected with support services to help them identify available resources.

The system also supports positive reinforcement through a "Kudos" system that provides feedback and encouragement to students to help them maintain focus and momentum.

Ms. Perales reviewed the engagement tools available through the *Starfish Early Alert System* with focus on the implementation at South Texas College, including the issues most frequently identified, methods to address and document issues, and coordination with school districts to extend this system to dual credit students.

Ms. Perales also shared recent data on actual engagement by students, faculty, and staff, and the benefits to student success through this system.

No formal action by the Education and Workforce Development Committee was requested. This information was presented as an update to the Committee, for feedback

to administration, and to help the trustees advocate in support of the program internally and among partnering school districts.

Review and Discussion of Proposed New Program and Revision of Existing Program

Administration will provide an overview to the Education and Workforce Development Committee on the following items:

- New Program Development Brief that could lead toward a Certificate and Associate of Applied Science degree in **Artificial Intelligence (AI)**.
- Revision of Award Title and curriculum for the existing Mechatronics Technology Specialist Certificate to **Robotics** Certificate

Potential instructional programs at STC are identified through environmental scans and data analysis using labor market data and job posting data from our region and the State of Texas to determine whether there is sufficient need to support the cost and time commitment needed for full development and implementation of these programs. When the data supports sufficient need the program development process begins, which includes formation of an advisory committee comprised of potential employers and content experts, curriculum development, and research on operating costs and projected revenue. The proposed programs listed below have passed the initial review process for further development.

Artificial Intelligence Program: An Artificial Intelligence program at South Texas College would prepare students to learn the fundamental principles of computer programming, develop AI applications, and analyze real-world considerations to identify effective AI computing solutions. Due to the nature of this new program and its distinction from current programs offered by the College, an extended, two-phase approval process is required for Texas Higher Education Coordinating Board and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) approvals.

Robotics: Revision of the existing Mechatronics Technology Specialist Certificate to a Robotics Certificate would further support the need for AI in our local industries by embedding content into the existing curriculum.

With Committee support, administration would further develop these proposals and present to the Education and Workforce Development Committee for approval. Administration believes the College could offer these programs by Spring 2025, with support from the Committee and Board.

This item was presented for the Committee's feedback; no action was needed at this time.

Adjournment

There being no further business to discuss, the Education Workforce Development Committee Meeting of the South Texas College Board of Trustees adjourned at 3:48 p.m.

I certify that the foregoing are the true and correct Minutes of the July 11, 2023 Education and Workforce Development Committee of the South Texas College Board of Trustees.

Mrs. Victoria Cantu, Presiding

Presentation on the Center for Advanced Training & Apprenticeships

Dr. Rodney Rodriguez, Vice President for Institutional Advancement and Economic Development, will introduce Dr. Carlos Margo, Dean of the Center for Advanced Training & Apprenticeships, and Mr. Leonel Garcia, Director of the Center for Advanced Training & Apprenticeships. Dr. Margo and Mr. Garcia will present on the Center for Advanced Training & Apprenticeships (CATA) at South Texas College, and its incredible successes and expanding scope for future workforce programs.

CATA began as the Institute for Advanced Manufacturing (IAM), which was developed as a component of a regional strategy to provide advanced manufacturing skills training in support of the economic development of the Rio Grande Valley.

Dr. Margo and Mr. Garcia will provide a brief review of the Mission and Vision of CATA, as well as the economic stewardship that has supported their ability to grow their team and resources and stay on the ever-advancing edge of industrial and automation technologies, offering over 110 credentials of value to help incumbent workers advance their careers and drive productivity for area employers. South Texas College's credentials of value provide a greater return on investment for graduates, as these credentials can serve as the basis for transition into additional programs, including credit pathways, that can lead to meaningful professional career growth.

With technological and economic changes in the region, the CATA team has broadened its original scope, capitalizing on new opportunities in the development of apprenticeship programs with the support of the US Department of Labor and the Texas Workforce Commission.

Dr. Margo has led the initiative to rebrand the IAM team as the Center for Advanced Training & Apprenticeships (CATA) to reflect this new, critical role South Texas College is filling in coordination with federal and state support and our local workforce.

Dr. Margo and Mr. Garcia will briefly review the history of apprenticeship programs at South Texas College, including our recent approval to be the first in the nation to offer an apprenticeship program for Registered Nurses, as well as a newly developed Veterinary Assistant apprenticeship program.

The team also partners with local school districts to offer a number of youth summer camps focused on drones and automation, which builds awareness and interest in potential career paths for the 3rd – 12th grade participants. Following the presentation, administration has provided several letters from partnering school districts giving testimonial about the impact of these great youth camp programs on their students.

No formal action by the Education and Workforce Development Committee is requested. This information is presented as an update to the Committee, for feedback to administration, and to help the trustees advocate in support of the program internally and among partnering stakeholders.



The Center for Advanced Training & Apprenticeships

Dr. Carlos Margo, Dean of CATA
Leonel Garcia, Director of CATA



Mission

- ▶ The Center of Advanced Training & Apprenticeships (CATA) offers fast-track, industry-focused training programs and workforce development services for both employed professionals seeking to enhance their skills and individuals learning new skills for employment. Our mission is to provide just enough, just in time training through accelerated programs, empowering individuals to excel in high-demand industries. By forging strong partnerships with businesses, local entities, and state organizations, we foster a dynamic, competitive regional economy. At CATA, we deliver practical, hands-on training that caters to the needs of employed professionals and aspiring individuals, supporting their career growth and contributing to the success of our communities.



Vision

- ▶ The Center of Advanced Training and Apprenticeships (CATA) envisions a future where individuals thrive in high-demand industries through fast-track, industry-focused training programs. We strive to be a leading educational institution, fostering a dynamic and competitive regional economy by empowering individuals, enhancing skills, and shaping prosperous communities. With practical, hands-on training and innovative approaches, CATA transforms lives, embraces innovation, and drives sustainable growth for our region.



Original Areas of Focus

- ▶ Advanced Manufacturing and Technology
- ▶ Occupational Safety and Training
- ▶ Entrepreneurship and Business Development
- ▶ Robotics & Automation/Drone Camps
- ▶ Food and Beverage Industry
- ▶ Economic Development Corporation Partnerships



Expanded Areas of Focus

- ▶ Registered Apprenticeships
- ▶ Construction and Infrastructure
- ▶ Logistics, Distribution and Transportation (Supply Chain)
- ▶ Information Technology



Expanded Areas of Focus

- ▶ School Districts Partnerships (CTE)
- ▶ Business Incubators
- ▶ Electric Vehicle and Artificial Intelligence
- ▶ International and Global Training



Revenue



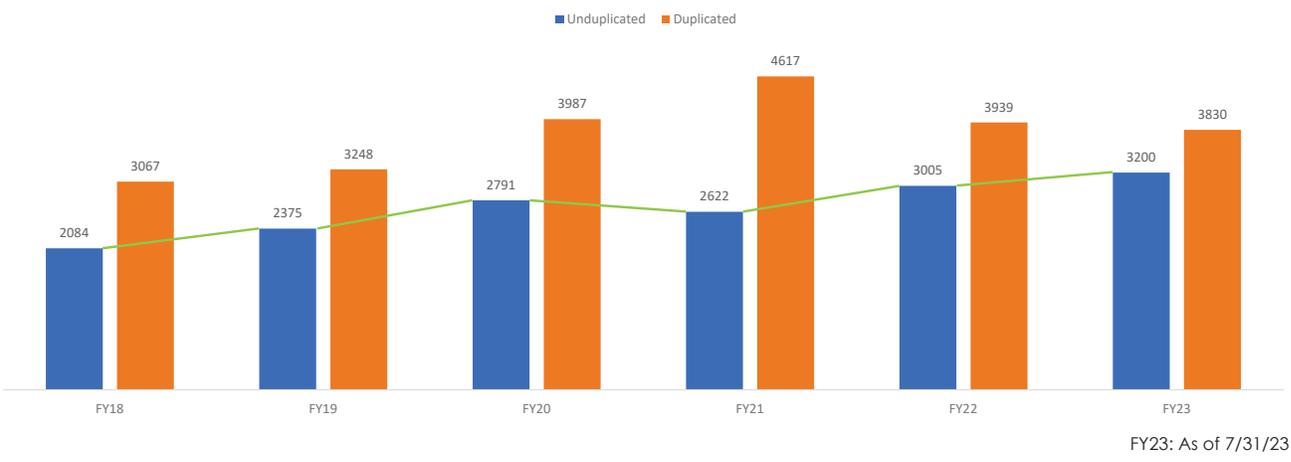
Annualized Fund Balance Contributions



Fund Balance as of 6/30/23: \$649,173



Unduplicated/Duplicated Enrollment



Credentials of Value

110+ industry recognized credentials that range between 8 – 80 hrs.



Registered Apprenticeships

- ▶ Earn while you learn model of excellence
- ▶ On-the-job learning correlates with classroom instruction
- ▶ Received over \$2 million in grant funding to expand and develop apprenticeships
- ▶ Develops strong partnerships with business partners



U.S. Department of Labor Approved Apprenticeship Programs

- ▶ Construction Superintendent Program
- ▶ Computer Network Specialist
- ▶ Computer User Support Specialist
- ▶ Construction Technician
- ▶ CNC Tool Programmer
- ▶ CNC Tool Operator
- ▶ Registered Nurse (First in the Nation)



Apprenticeship Successes

- ▶ 250 apprentices that are either active or have completed their respective apprenticeship program.
- ▶ Established The Office of Apprenticeship Training at South Texas College



Veterinary Assistant Program

- ▶ 2-Year Program. First for South Texas College
- ▶ Customized and developed internally
- ▶ First cohort will be for PSJA Juniors beginning in Fall 2023
- ▶ Apprenticeship funding for 12 students
- ▶ Developing Partnership with Texas A&M University



CATA Youth Camps

- ▶ Served a total of 467 students from 3rd -12th grades in FY23
- ▶ Many of these camps were successful due in part by working with the following school districts and organizations:
 - ▶ La Joya ISD
 - ▶ San Isidro ISD
 - ▶ San Perlita ISD
 - ▶ Falfurrias ISD
 - ▶ Rio Grande City ISD
 - ▶ Vanguard Academy
 - ▶ Region One/Gear Up
 - ▶ Donna ISD



Thank you

Leonel O. Garcia

Subject: FW: STC CSMP CODE ARDUINO PROJECTS

Expires: Sunday, December 10, 2023 12:00 AM

From: Gladys Garza <ggarza111@rgccisd.org>

Sent: Monday, June 12, 2023 12:59 PM

To: Carlos Martinez <cmartinez_3180@southtexascollege.edu>

Cc: Gladys Garza <ggarza111@rgccisd.org>

Subject: STC CSMP CODE ARDUINO PROJECTS

CAUTION: This email originated from outside South Texas College. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr Martinez
STC CAMP

First, I will like to thank on behalf of GEAR UP VETERANS MIDDLE SCHOOL & RINGGOLD MIDDLE SCHOOL to MR.MARTINEZ for creating this camp and being passionate and involved with Region One GEAR UP PATHWAYS TO THE FUTURE. This camp provides tremendous opportunities to our students with hand on participation and benefits our community to develop and build knowledgeable students. It was a great 'learning through play experience for our students. Secondly, I frankly appreciate STC and Mr. Carlos Martínez, for putting in the extra effort to help build a better community through educating our students. Lastly, thank you to the teachers and assistants for their guidance and patience with our students they had such an extraordinary time at the camp. They have not always found the areas where they excel and you made them both feel so proud and confident.

Camps like such, this makes a difference in the lives of rural communities. Grateful to every individual that made it possible. Our students learned from the basics to the end-product of an Audrino robot.

Thank you once again.

Best regards,

Mrs. Gladys Campos-Garza

--

Gladys Garza, M.Ed.

GEAR UP Facilitator: Pathways to the Future!

Veterans Middle School

2700 West Eisenhower.

Rio Grande City, Texas 78582

Phone: 956-370-4828

Rio Grande City Grulla, ISD



RIO GRANDE CITY GRULLA

Independent School District

From: [Beatriz Valenzuela](#)
To: [Carlos Martinez](#); [Leonel O. Garcia](#)
Cc: [Kristopher L. McKinney](#)
Subject: Thank you!
Date: Monday, May 22, 2023 1:28:27 PM
Attachments: [Outlook-0i1vqzpb.png](#)
[Outlook-qlbxnhnk.png](#)

CAUTION: This email originated from outside South Texas College. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mr. Carlos Martinez,

I am writing this letter to express my deepest gratitude for the exceptional opportunity you provided in hosting the student robotics camp at STC. The camp proved to be an incredibly enriching experience, and I am sincerely thankful for your support and dedication throughout the entire program.

First and foremost, I would like to extend my heartfelt appreciation to you and your team for organizing such an outstanding robotics camp. The expertise and passion demonstrated by the instructors and mentors were truly remarkable. Their guidance and encouragement played a pivotal role in fostering a positive learning environment, where students were inspired to explore and excel in the field of robotics. The camp curriculum was well-designed, striking a perfect balance between theory and hands-on practical sessions, ensuring that students gained comprehensive knowledge and valuable skills.

Moreover, the resources and facilities provided by STC were exceptional. Furthermore, I am immensely grateful for the warm hospitality extended to all the participants during their time at the camp. The logistics and arrangements, including accommodation and meals, were meticulously planned, ensuring that students had a comfortable and enjoyable stay. The dedication and attention to detail exhibited by your staff truly made the camp a memorable and rewarding experience for everyone involved.

I firmly believe that the impact of the student robotics camp will resonate with the participants for years to come. By igniting their passion for robotics and empowering them with the necessary skills, you have undoubtedly inspired a new generation of innovators and problem solvers. The knowledge and experiences gained at the camp will undoubtedly shape their academic and professional journeys, and they will forever be grateful for the opportunities provided.

Once again, I extend my sincerest appreciation to you, your team, and STC for hosting the student robotics camp. Your commitment to nurturing young minds and promoting STEM education is truly commendable. I am confident that your efforts will continue to make a lasting difference in the lives of aspiring students and contribute to the advancement of the

robotics field.

Thank you once again for your invaluable support. I look forward to the possibility of future collaborations and the continued success of your organization.

Kind Regards,

Beatriz Valenzuela

STEM/CTE Education Specialist

GEAR UP: Pathways to the Future!

Office of College, Career and Life Readiness

Office: 956-984-6229

Mobile: 956-341-7828

Email: bvalenzuela@esc1.net

1900 W Schunior Street
Edinburg, TX 78541



Office of College,
Career and Life
Readiness
REGION ONE ESC

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VANGUARD ACADEMY CHARTER SCHOOL

A PURPOSE IN LIFE, A REASON FOR LEARNING

Mr. Carlos A. Martinez
Training Specialist
Office of Industry Training and Economic Development
Technology Campus
South Texas College
McAllen, Texas 785003

June 15, 2023

Dear Sir,

Vanguard Academy would like to thank you for taking the time to host our students at the South Texas College Institute for Advanced Manufacturing. We are equally grateful to Ms. Rosalba Perez at Cinch Connectivity Solutions and Ms. Rubi Cantu at Regal Rexnord for allowing us to tour their assembly plants. Our students were exposed, in most cases, to a manufacturing plant for the first time. Vanguard Academy has continuously supported the propagation of robotics and STEM education. We would like to continue to partner with South Texas College in similar endeavors to help our students succeed in Manufacturing and Engineering. Our robotics program incorporates platforms in the likes of Lego EV3's, Kai's Clan, Sphero, and First Tech Challenge. Our students also participate in Greenpower USA electric car racing, SeaPerch ROV competition, and Texas Alliance for Minorities in Engineering (TAME).

From conversations with our alumni, there is particular interest in FANUC and SolidWorks. Please advise us how we can help promote the amazing opportunities you offer. We look forward to collaborating with South Texas College. Again, thank you for your wonderful hospitality. Our staff and students are genuinely thankful!

Gerardo Flores
Mozart Secondary | Mathematics & Robotics
Vanguard Academy Charter School
(956) 223-2030 Ext. 1821
g_flores@vanguardac.net

From: [Cristobal Vela](#)
To: [Carlos Martinez](#)
Cc: [Leonel O. Garcia](#); [Carlos Margo](#)
Subject: Camp Code - San Isidro Middle School
Date: Thursday, June 8, 2023 11:39:07 AM
Attachments: [image001.png](#)
[image002.png](#)

CAUTION: This email originated from outside South Texas College. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mr. Carlos Martinez,

As the San Isidro High School GEAR UP Facilitator and representative of San Isidro ISD, we thank South Texas College for the opportunity for our Middle School students to attend and participate in the Camp Code Arduino Projects this summer. Our students do not have a robotics or computer programming class in their schedule; therefore, students had the opportunity to be exposed to this computer science. Leading up to Camp Code, students showed excitement and eagerness for the start of the camp. The students were engaged and eager to learn the next steps once they arrived. I received several calls and text messages from the student's parents, thanking me for taking their child to this summer camp. Some parents said their children go home and boast about their learning. Overall, students learned about building an Arduino robot, programming the robot using computer coding language, and teamwork. Students were engaged throughout the camp, helped each other succeed, and had lots of fun while doing it. We all cannot wait for the next opportunity and additional learning for our students.

We appreciate your dedication and hope to further strengthen our partnership for future endeavors.

Thank you,

Cristobal Vela
GEAR UP Facilitator

San Isidro ISD
School Phone: 956-481-3110 **Mobile:** 956-642-7210
5175 FM 1017, San Isidro, TX 78588
Email: cristobal.vela@sanisidroisd.org
GEAR UP: Pathways to the Future!



Review and Discussion of the Next Evolution of South Texas College

Dr. David Plummer, Vice President for Information Services, Planning, Performance, and Strategic Initiatives, will provide an overview and lead a discussion of next evolution of South Texas College. This discussion will support the Roadmap to the Next Evolution of South Texas College, as provided in the following pages.

South Texas College was founded in 1993 in response to a great need for workforce training and higher education opportunities in Hidalgo and Starr counties. Over the past thirty years, the College has been instrumental in positive transformation throughout the communities it serves, and has itself transformed and grown as a pioneer and leader in dual credit partnerships, baccalaureate programs, workforce training opportunities, non-credit to credit pathways, and academic programs that equal or exceed the quality and rigor of other institutions of higher education.

In 2021, the Board of Trustees hired Dr. Ricardo J. Solis to lead the College for its new era of bold innovation to build upon the College's history of excellence.

Working with the executive leadership team, Dr. Solis has identified ongoing strategies and new opportunities to ensure a cohesive transformation of South Texas College, as outlined in the Roadmap to the Next Evolution of South Texas College.

This next stage of the College will help the College's students, faculty, administration, and staff as well as our communities and our partnering stakeholders navigate changing perceptions of higher education, a renewed focus on non-credit credentials of value, competitive strategies to improve the College, and updated strategies to align with state performance-based funding metrics.

Dr. Plummer will lead a discussion of the short-term goals, including:

- Rebrand – logo, colors, and image enhancement
- Restructure – realignment to top community college systems
- Reimagine – update Mission / Vision / Core Values and Strategic Plan
- Revitalize – update technology and processes to provide world class service

Dr. Plummer will outline the role of the Board of Trustees in this transformation of the College, and seek feedback from the Committee on the ongoing and upcoming activities that comprise this transformation plan.

No formal action by the Education and Workforce Development Committee is requested. This information is presented as an update to the Committee, for feedback to administration, and to help the trustees advocate in support of the transformation plan internally and among partnering stakeholders.

Beginning the Transformation: The Roadmap to the Next Evolution of South Texas College

South Texas College has provided unparalleled access to education across the Rio Grande Valley serving Hidalgo and Starr counties for 30 years. The positive economic benefit of STC to Hidalgo and Starr counties is undeniable. This 30-year milestone for South Texas College (STC) calls a time for celebration of the multitude of past accomplishments and a time to envision a new era. We envision a future defined by the innovative and dynamic South Texas College, a system of college campuses and resources, set to revolutionize the region's educational landscape.

The College is currently operating in a time where there are multiple factors that are requiring higher education to adapt and evolve to remain competitive and relevant.

- Value of Higher Education
- Shifting from the traditional 4-year degree mindset
- Shift to performance-based funding and increased importance of credentials awarded
- More competitive landscape from other public and private institutions

South Texas College will embrace our history of excellence as we develop a transformational plan so we can continue to be a national and global leader in higher education. The transformation will focus on the following areas:

- Transforming Lives and Communities
- Providing a Pathway for Success to All Students
- Aligning with Workforce Needs for a Prosperous Future
- Supporting Seamless Resource Allocation and Collaboration
- Inspiring Regional Growth and Prosperity
- Building Connections through Industry Partnerships
- Fostering Innovation and Excellence through Collaboration with K-12 and Higher Education

The time has come for us to build on our past and create a brighter future for all whom South Texas College serves. With vision, courage, and commitment, we will establish a higher education system that is a beacon of hope for our region and a shining example for our region and the State of Texas. Together, let us usher in this new era of innovation, collaboration, and transformation, ensuring the lasting legacy of South Texas College as a cornerstone of education, workforce development, and economic prosperity. The dawn of a new era awaits, and it is up to us to seize this opportunity and shape the future of South Texas College for generations to come.

This will be a multi-year endeavor. South Texas College will begin this transformation in these top priority areas:

- Rebrand – Logo, Colors and Image Enhancement
- Restructure – Align our organizational chart and associated titles to reflect being a top community college system in Texas with multiple campuses with a large service district.
- Reimagine - Update Mission/Vision/Core Values and develop a new strategic plan
- Revitalize - Update technology and processes across the district to provide world class service to students and stakeholders

The Board of Trustees will be an integral part of this transformation to build the South Texas College image and brand to elevate and enhance the perception of the college within the community and beyond. Over the next few years, the board of trustees will be asked to allocate resources, provide feedback and ensure that the vision of the college is embedded in all we do during this transformational period.