

Board of Trustees

Education and Workforce Development Committee Meeting

Monday, April 13, 2015

3:00 p.m.

Ann Richards Administration
Building, Board Room
Pecan Campus
McAllen, Texas



SOUTH TEXAS
COLLEGE

In the Making!

Online Copy

South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus
Monday, April 13, 2015
@ 3:00 p.m.
McAllen, Texas

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.”

- I. Approval of Minutes for Thursday, March 19, 2015 Committee Meeting 1 - 6
- II. Presentation on March 26, 2015 *Women in Technology* Event 7 - 14
- III. Presentation on *Building a Pathway to the Baccalaureate Degrees*..... 15 - 26

Approval of Minutes for Thursday, March 19, 2015 Committee Meeting

The Minutes for the Education and Workforce Development Committee meeting of March 19, 2015 are presented for Committee approval.

**South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus
Thursday, March 19, 2015
@ 3:30 p.m.
McAllen, Texas**

MINUTES

The Education and Workforce Development Committee Meeting was held on Thursday, March 19, 2015 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:33 p.m. with Dr. Alejo Salinas, Jr. presiding.

Members present: Dr. Alejo Salinas, Jr. and Mr. Gary Gurwitz

Other Trustees present: Mr. Paul R. Rodriguez and Ms. Rose Benavidez

Members absent: Mrs. Graciela Farias

Also present: Dr. Shirley A. Reed, Dr. Anahid Petrosian, Mrs. Laura Bowyer Sanchez, Mr. Daniel Morales, Mr. Victor Valdez, Mr. Mario Reyna, Mr. Juan Carlos Aguirre, and Mr. Andrew Fish.

Approval of Minutes for Thursday, January 15, 2014 Committee Meeting

Upon a motion by Mr. Gary Gurwitz and a second by Dr. Alejo Salinas, Jr., the Minutes for the Education and Workforce Development Committee meeting of January 15, 2015 were approved as written. The motion carried.

Review and Recommend Action as Necessary to Offer the Fast Start Certificate for Precision Manufacturing Technology

The Education and Workforce Development Committee was asked to recommend Board approval of the proposed new Fast Start Certificate for Precision Manufacturing Technology.

As part of the *Fast Start Programs in Precision Manufacturing Technology and Computer Systems Management Technician* grant from the Texas Workforce Commission, South Texas College developed a new certificate program: Fast Start Certificate for Precision Manufacturing Technology. The grant funds of \$97,999 supported the design of a Certificate program that would allow individuals with working experience to earn a Certificate in a compressed amount of time.

Students would engage in coursework to test and gain necessary technical skills. Through the use of credit-by-exam system, some skills can be demonstrated and credits, allowing experienced and proficient students to earn their credential more quickly than traditional programs. Other classes would be offered fully online, and some could be offered as a hybrid combination of classroom and online instruction.

Students completing this program would need to complete at least three National Institute of Metalworking Skills (NIMS) credentials to complete the program. They would then have the option to continue their education in the Precision Manufacturing Technology Associate of Applied Science Degree.

The packet pages contained:

- The Program Summaries;
- Expected Enrollment;
- Occupational Needs in the region, state, and nation;
- Estimated Wages;
- Proposed Degree Plan; and
- South Texas College Program Evaluation Plan

Dr. Anahid Petrosian, Vice President for Academic Affairs and Mrs. Laura Bowyer Sanchez, Associate Dean of Curriculum and Student Learning, reviewed the proposed program with the Committee. Mr. Daniel Morales, Department Chair for Precision Manufacturing Technology reviewed the demand for this program and the benefit this program would offer to non-credentialed workers in the PMT field, who would benefit from an accelerated certificate program that would award them for the skills they learned on the job.

This certificate would be a stackable credential; students earning the Fast Start Certificate would be able to apply their completed credits toward the full certificate program and the associate degree program.

Upon a motion Mr. Gary Gurwitz and a second by Dr. Alejo Salinas, Jr., the Education and Workforce Development Committee recommended Board approval of the proposed new Fast Start Certificate for Precision Manufacturing Technology program as presented. The motion carried.

Review and Committee Action as Necessary to Develop:

- A. Associate of Applied Science Degree in Law Enforcement with Specialization in Crime Scene Technology (AAS)**
- B. Certificate in Crime Scene Technology**

The Education and Workforce Development Committee was asked for approval to develop two new programs:

- a. Associate of Applied Science Degree in Law Enforcement with Specialization in Crime Scene Technology (AAS)
- b. Certificate in Crime Scene Technology

Development of these programs would begin with Committee authorization. After staff develops the necessary program elements, both programs would be presented to the Education and Workforce Development Committee for review and recommendation and the Board of Trustees for approval before being offered to students.

South Texas College already offers a Basic Peace Officer Certificate, which is the state-required training to achieve Texas Commission on Law Enforcement certification as a Law Enforcement Officer. The College also offers an A.A.S. degree in Law Enforcement, which provides additional academic training, and could be undertaken by students new to law enforcement or to certified officers pursuing academic credentials. Certified officers coming to the A.A.S. program earn experiential credit for the coursework they completed as part of their certification process.

The proposed new programs would expand on the Law Enforcement program offered through South Texas College by offering specialist training in Crime Scene Technology as either a Certificate or as part of an Associate of Applied Science Degree.

A graduate would be prepared to work as an entry-level crime scene specialist, trained to locate, identify, process, and preserve the crime scene, and to present findings in court proceedings.

This program was designed to be appropriate for new students as well as for experienced law enforcement officers who desire the opportunity to specialize and advance in this area.

The packet contained the Program Development Brief, which included:

- 1. Program Summary;
- 2. Program Demand;

3. Admission Requirements;
4. Marketing Plan;
5. Retention Plan;
6. Graduation Plan; and
7. Resources Required for Program Operation.

The program operating and instructional costs estimates were provided as well.

Dr. Anahid Petrosian, Vice President for Academic Affairs and Mrs. Laura Bowyer Sanchez, Associate Dean of Curriculum and Student Learning, were joined by Mr. Victor Valdez, Department Chair for Public Safety, and together they reviewed the proposed new programs and the need for this program to serve regional law enforcement. There was no comparable program in the region, forcing local law enforcement to rely on programs around the state for Crime Scene Technology credentialing.

Upon a motion by Mr. Gary Gurwitz and a second by Dr. Alejo Salinas, Jr., the Education and Workforce Development Committee approved the development of the proposed new Associate of Applied Science Degree in Law Enforcement with Specialization in Crime Scene Technology and the Certificate in Crime Scene Technology as presented. The motion carried.

Report on Programs Offered through Continuing, Professional, and Workforce Education

A. Texas Adult Completion and Skills Initiative Grant from the Texas Workforce Commission

B. Online Continuing Education Services Programs

Mr. Juan Carlos Aguirre, Associate Dean for Continuing, Professional, and Workforce Education provided a report on continuing, professional, and workforce education programs offered at South Texas College.

The mission of the Office of Continuing, Professional, and Workforce Education is to “empower individuals and employers with knowledge, skills, and credentials to help them fulfill personal and professional goals for a successful life.”

To accomplish this mission, the College provided training programs open to the community at large, onsite and online. Staff also coordinated with school districts, area employers, and other state agencies and economic development partners to develop customized programs to meet the various needs of professional and workforce development.

Mr. Aguirre reviewed enrollment trends and program growth with the Committee.

Mr. Aguirre reported on the recently-approved Texas Adult Completion and Skills Initiative Grant from the Texas Workforce Commission, which provided funding to train workers in skills that improve their performance and professional opportunities.

The grant funded program provided training to 60 high school credit recovery and technical programs students and 28 students enrolled in GED and technical programs. The technical programs include:

- Emergency Medical Technology
- Electronic Health Record Specialist
- Medical Assistant Technology
- Medical Office Specialist
- Combination Welding

Mr. Aguirre also provided additional information on the College's very impressive list of online learning opportunities, delivering coursework to students over the internet to allow them to pursue their studies at flexible schedule. Mr. Aguirre highlighted some of the programs offered, and responded to questions from the Committee.

This item was for the Committee's information and feedback to staff, and no action was requested.

Adjournment

There being no further business to discuss, the Education Workforce Development Committee Meeting of the South Texas College Board of Trustees adjourned at 4:29 p.m.

I certify that the foregoing are the true and correct minutes of the March 19, 2015 Education and Workforce Development Committee of the South Texas College Board of Trustees.

Dr. Alejo Salinas, Jr.
Presiding

Presentation on March 26, 2015 Women in Technology Event

On March 26, 2015 South Texas College hosted the 8th *Annual Women in Technology* event at the Technology Campus, an initiative to build the education and motivation of women to explore opportunities for careers in the various technology fields offered at South Texas College.

Dr. Anahid Petrosian will introduce Mr. Mario Reyna, Dean of Business & Technology, and Ms. Sara M. Lozano, Assistant Professor of Computer Assisted Drafting & Design (CADD) Technology. Mr. Reyna and Ms. Lozano will share the background of the *Women in Technology* event and its successes in motivating female students to consider and succeed in traditionally male-dominated fields in technological areas.

The *Women in Technology* annual event started in 2008 as "*Ladies in Technology Night*" and was designed to bring females from the community onto the Technology Campus to learn about the technological fields and careers they could pursue at South Texas College. The event provided students and prospective students with an opportunity to hear from and meet females in high-skilled technology professions and to encourage these students to consider a wide range of careers.

In 2015, the event was renamed to *Women in Technology*, and was expanded to a full day of work sessions, presentations, and opportunities, including day time breakout sessions specifically for high school students and evening sessions for the community at large. Many local partners were brought on board to support the program, and showcases of our technology programs were provided to engage and encourage participants. Current students in these programs were on hand to provide a "Model your Career" fashion show.

Dr. Vanessa Nelson, DNA Analyst with the Texas Department of Public Safety Crime Lab, was the keynote speaker, and Dr. Nelson also provided a break out session entitled *So You Want to be a Forensic Scientist*.

The March 2016 event is scheduled to be expanded to two full days, and coordinators are reaching out to community partners to develop further support for this expanded offering.

This item is for the Committee's information and feedback to staff, and no action is requested.

South Texas College Technology Campus

8th Annual *Women* In Technology Event

Education & Workforce Development Committee
April 13, 2015

Presenters:

- **Mario Reyna**, Dean of Business & Technology
- **Sara M. Lozano**, Assistant Professor, Computer Aided Drafting & Design Technology/Design and Building Technologies

The poster features the South Texas College logo at the top. Below it, a banner reads "FREE GIVEAWAYS, REFRESHMENTS, DOOR PRIZES, AND FASHION SHOW". Two photographs show a woman in a hard hat and safety vest talking to a man in a hard hat, and a woman in a chef's uniform working in a kitchen. The central graphic is a green ornate shape containing the text "Women in TECHNOLOGY Event". Below this, it says "COME JOIN US AT THE STC TECHNOLOGY CAMPUS" with the address "3700 W. Military Hwy, McAllen, TX". The event dates are "THURSDAY, MARCH 26, 2015" with "High School Workshops 12:30pm - 3:30pm" and "Evening Event 5pm - 8pm". A small crown icon is above the date. At the bottom, a paragraph states: "The Women in Technology Event is an initiative to build the education and motivation of women to explore opportunities for careers in the various technology fields offered at STC's Technology Campus. THE EVENING EVENT IS FREE & OPEN TO THE PUBLIC!"

Outline

- ❖ Background
- ❖ Partnerships
- ❖ Women In Technology
 - ❖ 2015 & 2016
- ❖ Impact on Enrollment



Background

- ❖ Established in 2008
 - ❖ To inspire women to explore opportunities for careers in the various technology fields
- ❖ Name change in 2015
 - ❖ Ladies Night to *Women in Technology*



Partnerships

- ❖ **South Texas College Collaborations**
 - ❖ Business, Technology, and Safety Programs
 - ❖ Student Activities
 - ❖ High School Programs & Services
 - ❖ College & Career Readiness Program
 - ❖ Public Relations Department



Partnerships

❖ Community Partners

- ❖ Texas Department of Public Safety (DPS)
- ❖ Habitat for Humanity
- ❖ VIDA
- ❖ Local High Schools
 - ❖ PSJA, Mission, La Joya, Weslaco, Valley View, Sharyland

❖ TV & Radio Stations:

- ❖ Televisa
- ❖ FOX
- ❖ Univision
- ❖ 107.9 FM



Women In Technology 2015



Program

High School Breakout Sessions

- 20 Breakout sessions – High Schools
- Panel Civil/Structural Engineers

Evening Events

- Exhibitors
- Fashion Show
- Keynote Speaker



High School Breakout Sessions

❖ **20 Breakout Sessions** -12:30 p.m. to 3:30 p.m.

❖ **Panel Discussion** – Civil/Structural Engineers

❖ **Attendees: Over 300** High School Students

❖ **Participating School Districts:**

- ❖ Mission
- ❖ Weslaco
- ❖ La Joya
- ❖ Valley View
- ❖ Sharyland
- ❖ Pharr, San Juan, Alamo



Exhibitors

Technology Program Showcase

- ❖ Information Technology
- ❖ Electronic & Computer Maintenance
- ❖ Fire Science
- ❖ Police Academy
- ❖ Design & Building Technologies
- ❖ Texas Department of Public Safety Crime Lab
- ❖ Welding
- ❖ Precision Manufacturing Technology
- ❖ Automotive Technology



“Model your Career” Fashion Show



Guest Speaker & Presenter

❖ Keynote Speaker


- ❖ Vanessa Nelson, Ph.D., DNA Analyst –Texas Department of Public Safety Crime Lab
 - ❖ Bachelor in Biomedical Science & PhD in Medical Science from Texas A&M in College Station
 - ❖ 15 years of experience in forensics

❖ Break Out Session Presenter:

- ❖ So you want to be a Forensic Scientist



Impact on Enrollment Technology Programs by Gender 2008 vs. 2014

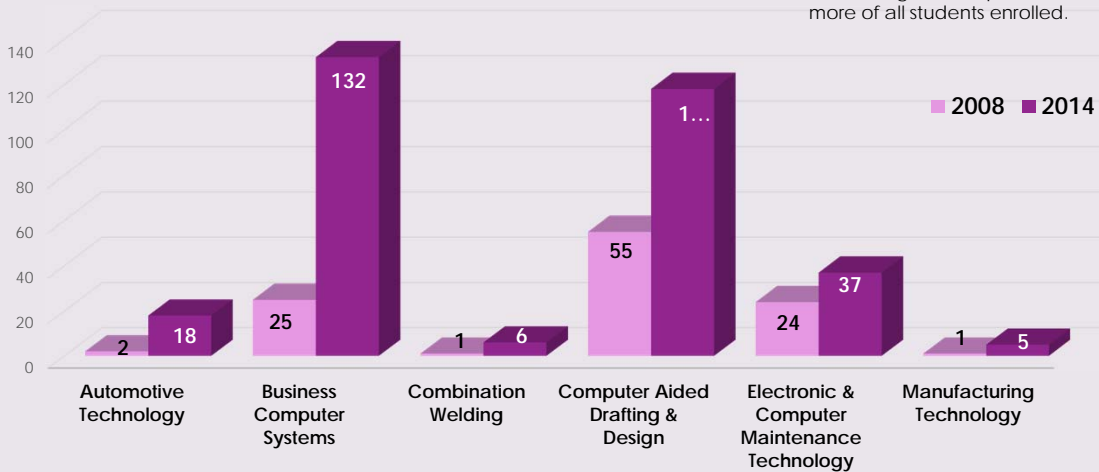
Program	Fall 2008				Fall 2014		
	Female	Male	Total		Female	Male	Total
Automotive Technology	2	166	168		18	307	325
Business Computer Systems	25	117	142		132	296	429
Combination Welding *	1	50	51		6	183	189
Computer Aided Drafting & Design	55	229	284		118	269	387
Electronic & Computer Maintenance Technology	24	182	206		37	289	326
Manufacturing Technology	1	20	21		5	68	73

*Combination Welding Program began in Fall 2009

Enrollment in Technology Programs by Gender 2008 vs. 2014

(Non-traditional Gender: Female)

Non-traditional gender: Minority gender (thus "non-traditional") in programs in which the other gender represents 75% or more of all students enrolled.



*Combination Welding Program began in Fall 2009

Women in Technology 2016

- ❖ Next event scheduled for March 2016
- ❖ Expand the event into two days
 - ❖ Day 1: High Schools
 - ❖ Day 2: Community
- ❖ Seek donations to support the event

❖ <https://www.youtube.com/watch?v=xagi-bXFYFK>



Thank you
for your Support!

Presentation on Building a Pathway to the Baccalaureate Degrees

Dr. Anahid Petrosian, Vice President for Academic Affairs, will introduce Dr. Ali Esmaeili, Dean of Math, Science, and Bachelor Programs, and Mrs. Laura Bowyer Sanchez, Associate Dean of Curriculum and Student Learning. This team will present on the College's pathway to baccalaureate degrees.

Dual Enrollment

The "pathway to a baccalaureate degree" starts for many students with developmental education and dual enrollment opportunities to help students on the pathway toward a successful college career. South Texas College has the largest dual enrollment program in the State of Texas, serving 23 districts at 70 sites in Hidalgo and Starr counties. This includes 26 Early College High Schools and 6 Academies, each of which provides opportunities for students to earn a certificate or associate's degree concurrently with their high school diploma. Over 12,500 high school students are completing over 1,500 college course sections this semester.

Stackable Credentials

Stackable Credentials are designed to provide clear value for recipients and to directly build toward a subsequent credential. From the first earned credit through the completion of a bachelor degree, students may have many opportunities to attain a new credential, each of which may help them compete for a new job or earn new opportunities with a current employer.

- Marketable Skills
- Certificates
- Associate's Degree
- Advanced Certificate

These credentials are designed to provide the students with marketable value in the regional work force, and the College works with advisory committees and independent labor market research to keep the programs aligned with regional need. Additionally, the College works with its school district partners to align credentials with high school endorsements as developed under state law.

Bachelor Programs

The College currently offers four baccalaureate degrees. In May 2015, the College anticipates it will have conferred 917 bachelor degrees since the beginning of these programs in 2005.

The Committee packet includes additional details showing the demographics of bachelor degree program graduates, including information on prior developmental coursework by graduates, dual enrollment credits held by graduates, and current baccalaureate degree graduates with stackable credentials. This data was compiled for the 802 baccalaureate degrees awarded thus far, and does not include the 115 expected graduates for May 2015.

This item is for the Committee's information and feedback to staff, and no action is requested.

Building A Pathway to the Baccalaureate Degrees



Education Workforce Development Committee

April 13, 2015

Presenters:

Dr. Anahid Petrosian – Interim Vice President for Academic Affairs
Dr. Ali Esmaili - Dean of Math, Science, and Bachelor Programs
Laura Boyer Sanchez - Associate Dean of Curriculum & Student Learning

Outline



□ Overview

- Creating a Pathway to Baccalaureate

□ Stackable Degrees

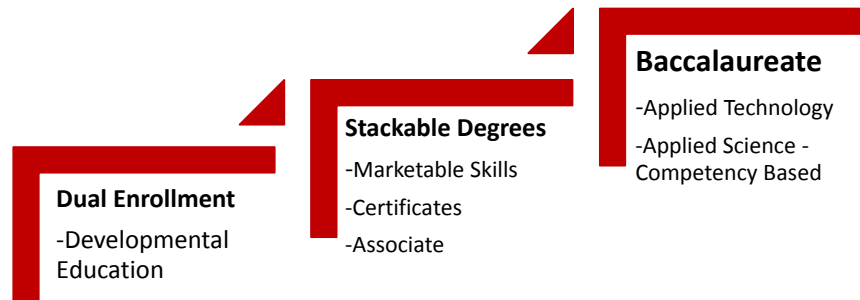
- Stackable Credentials
- Aligning Dual Courses to Credential Attainment

□ Baccalaureate Degrees

- South Texas College Baccalaureate Degrees
- Student Success Indicators

Pathway to **Baccalaureate**

Building a Pathway to the Baccalaureate Dual Enrollment and stackable credentials



Overview of Dual Enrollment Program

- STC has the **largest** Dual Enrollment Program in the State of Texas
 - Serving **two** counties (Hidalgo and Starr)
 - **23** School Districts
 - **70** High School sites
 - Over **12,500** Students
 - Over **1,500** Course Sections
 - **26** Early College High Schools
 - **6** Academies (STEM and Career & Technical)



Stackable Credentials

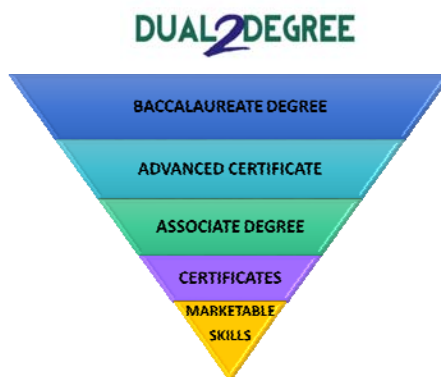
Degree and Certificate Options

- ★ **28** Marketable Skills & Awards
- ★ **114** Degrees and Certificates
- ★ **26** totally online Degrees & Certificates
- ★ **4** Baccalaureate Degrees



Stackable Credentials

- Baccalaureate Degrees
- Advanced Certificate
- Associate Degree
- Certificate Level 2
- Certificate Level 1
- Marketable Skills



These workforce certificates have become part of the **stackable credentials** that dual enrollment students can earn while they are still in high school.

Developing Certificates

Goal: To meet labor market needs.

Development Process

- Public Interest
- Advisory Committee
- Research Labor Market
- Determine Stackability with Associate Applied Science degree



Alignment with High School Endorsements

- **House Bill 5:** 83rd Texas Legislature, Regular Session, 2013
- **The bill creates endorsements on a student's diploma for completing certain courses reflecting career interests:**
 - Public Services
 - Business & Industry
 - Science, Technology, Engineering & Math
 - Arts & Humanities
 - Multidisciplinary Studies



DUAL²DEGREE

Example Pathway

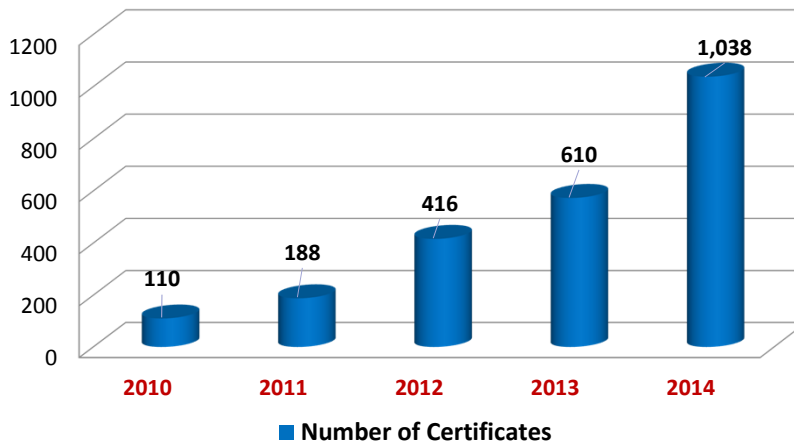
High School to Baccalaureate Degree

High School Endorsement	STC Certificate Earned in High School	STC Associate Degree Options	Baccalaureate Degree Options
Business & Industry - Business Programs - Technology	<ul style="list-style-type: none"> Computer Applications Specialist Computer and Internet Specialist Multimedia Specialist Precision Manufacturing 	<ul style="list-style-type: none"> Business Computer Systems AAS Electronic & Computer Maintenance AAS Precision Manufacturing AAS 	<ul style="list-style-type: none"> BAT in Technology Management BAT in Computer and Information Technologies BAS in Organizational Leadership
	➔	➔	➔

High School Graduates with Certificates

2010-2014

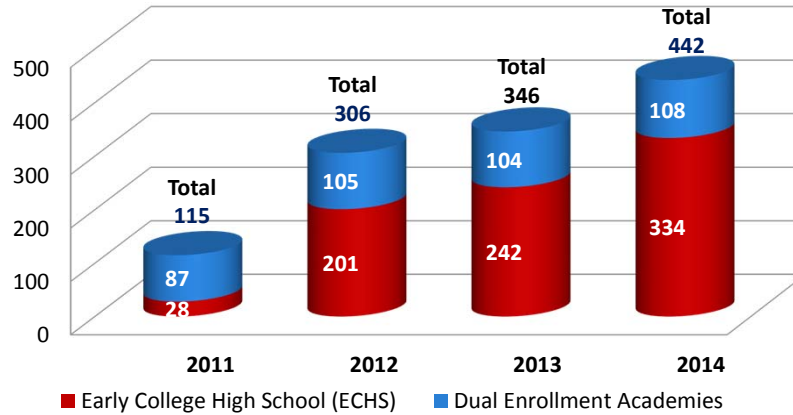
10



Graduates with Associate Degrees

ECHS & Academies 2010 - 2014

11



* Number of Associates Degrees as of August 2014

Baccalaureate Degrees

Bachelor of Applied Technology (BAT)

- 2005 – Technology Management
- 2008 – Computer & Information Technologies
- 2011 – Medical & Health Services Management

Bachelor of Applied Science (BAS)

- 2014 – Organizational Leadership Competency Based



Overview Bachelor Degrees

Enrollment: Over **3,000** students have enrolled since 2005

Graduates : Over **900** projected number of graduates as of May 2015

South Texas College	Enrollment 2006-2014	Graduates 2006-2014	Projected Graduates May 2015	Placement 2013
TMGT	1,932	462	32	90%
MHSM	764	141	43	77%
CITP	352	199	22	85%
OL	27	0	18	
Total	3,075	802	115	
Grand Total			917	

TMGT: Technology Management

CITP: Computer & Information Technologies

OL: Organizational Leadership

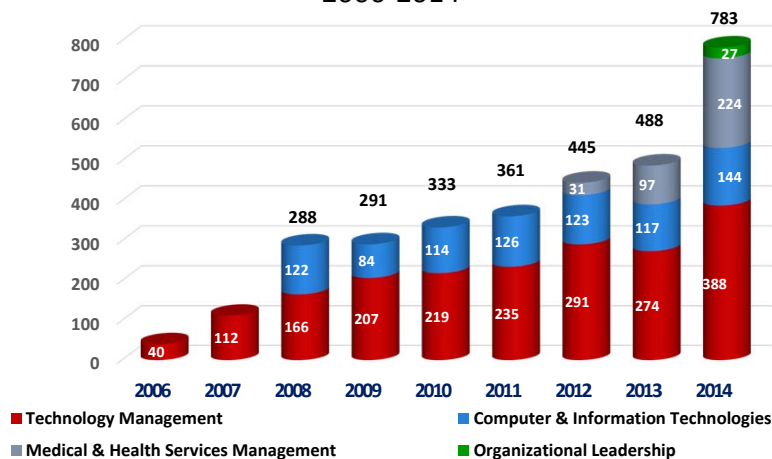
MSHM: Medical & Health Services Management

Historical Enrollment

2006 - 2014

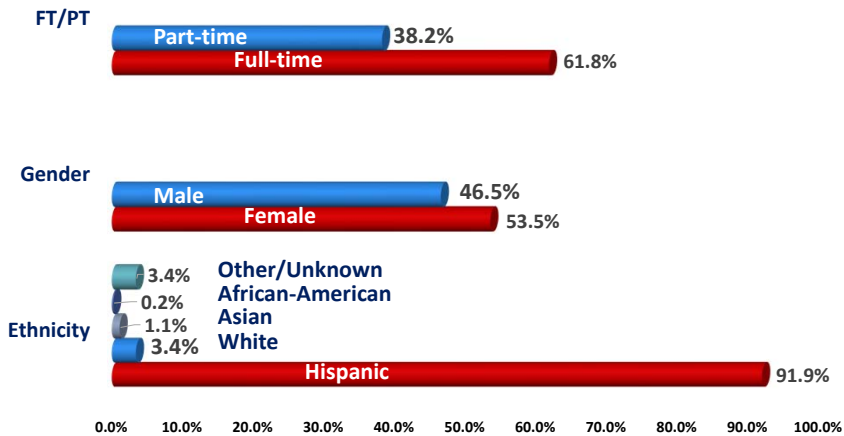


Enrollment by Academic Year
2006-2014



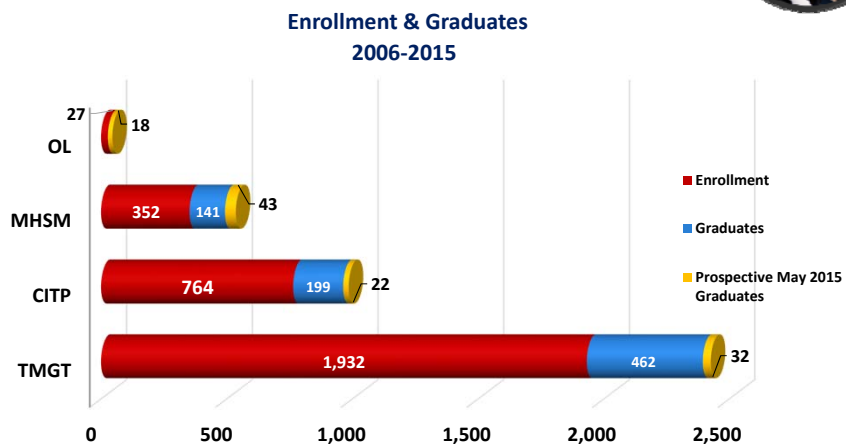
Student Profile

Fall 2014



Bachelor Degree

Enrollment & Graduates 2006 - 2015



TMGT: Technology Management **CITP:** Computer & Information Technologies
OL: Organizational Leadership **MSHM:** Medical & Health Services Management

Pathway to Baccalaureate Degrees

Creating a Pathway

□ Success Indicators

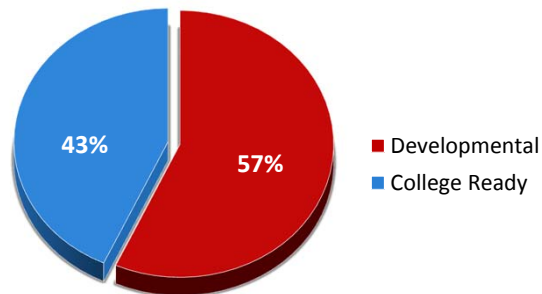
- ▣ Remedial Education
- ▣ Dual Courses
- ▣ Certificates
- ▣ Associate Degrees
- ▣ Baccalaureate Degrees



Creating a Pathway

Developmental Courses

Baccalaureate Program Graduates with Developmental Coursework

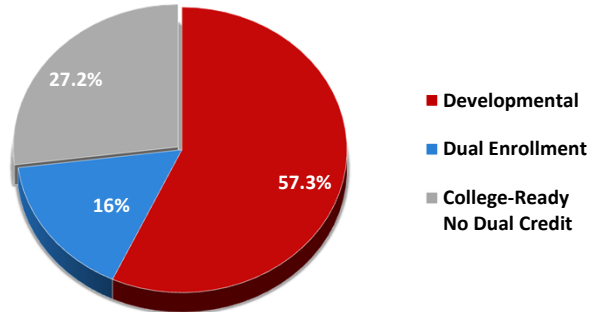


❖ Out of 802 graduates, **456 (57%)** had prior developmental courses

Creating a Pathway

Dual Courses to Degree

Baccalaureate Program Graduates with Developmental Coursework



❖ Out of 802 graduates, **130 (16 %)** had prior dual enrollment courses

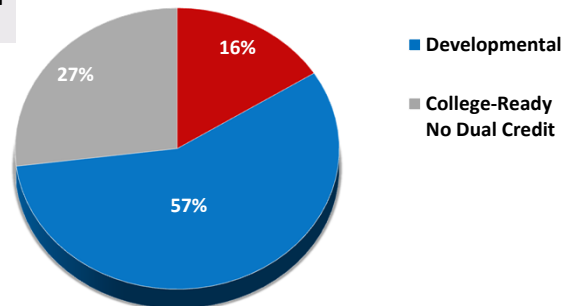
Pathway Success Indicators

□ **Bachelor Degrees Graduates (2006-2014)= 802**

- ▣ Graduates with **prior developmental** coursework = 456 (57%)
- ▣ Graduates with prior **Dual Enrollment** = 130 (16%)



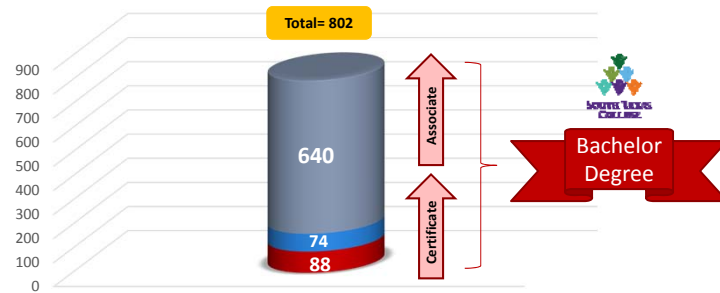
Program Graduates with Dual & Developmental Coursework



Creating a Pathway

Stackable Credentials

Program Graduates with Stackable Credentials



	Certificates	60 Credit Hours	Associate Degree
# Of Students	88	74	640
%	11.0%	9.2%	79.8%

Thank You



www.southtexascollege.edu

