

Approval of Minutes for Tuesday, November 10, 2015 Committee Meeting

The Minutes for the Education and Workforce Development Committee meeting of Tuesday, November 10, 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
Tuesday, November 10, 2015
@ 2:30 p.m.
McAllen, Texas**

MINUTES

The Education and Workforce Development Committee Meeting was held on Tuesday, November 10, 2015 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 2:41 p.m. with Mrs. Graciela Farias presiding.

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

Other Trustees present: Mr. Paul R. Rodriguez

Members absent: None

Also present: Dr. Shirley A. Reed, Dr. Anahid Petrosian, Mr. Jayson Valerio, Dr. Ali Esmaeili, Dr. Erasmus Addae, Mr. Nick Gonzalez, Mr. Matthew Hebbard, Ms. April Castaneda, Ms. Yvette Gonzalez, and Mr. Andrew Fish.

Approval of Minutes for Thursday, September 10, 2015 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 Thursday, September 10, 2015 were approved as written. The motion carried.

Presentation on the Selective Admission Process for the Associate Degree Nursing Program

Introduction

At the request of the Education and Workforce Committee, Mr. Jayson Valerio, Interim Dean for Nursing & Allied Health and Past Chair for the Associate Degree Nursing (ADN) Program presented on the selective admission process for students wishing to pursue their Associate Degree in Nursing and subsequently to test for the Registered Nursing (RN) state licensure.

The South Texas College ADN Program was established in 1998 and admitted its first class of students the next year. 48 of the initial 53 students graduated in May 2000, and based upon this first cohort the College was granted accreditation status in 2001 by the Texas Board of Nursing (TBON).

The South Texas College ADN Program maintains high admission standards to ensure that resources are focused on students who undertake program admission with full and careful intention to successfully complete the program and pursue a professional career as a Registered Nurse or further education in the nursing.

South Texas College has maintained “Full” and unqualified approval status of its Associate Degree Nursing Program from the Texas Board of Nursing. The program was reaccredited with **full commendation** in 2013, through 2019.

During his presentation, Mr. Valerio provided in-depth discussion of the following topics:

1. ADN Program Background
2. Agency Oversight
3. Role of Texas Board of Nursing
4. Program Success
5. Admission Process
6. Selection Process
7. Rationale: ADN is a Selective Admission Program
8. Program Accountability
9. Applicant Point System

During the presentation, the Committee and administration discussed the admission requirements, program accountability, and student application process. The Committee expressed their support for the program and the caliber of safe practitioners graduating from the South Texas College Associate Degree Nursing Program.

The Committee members did express concern about comments they have received from some applicants and students that showed that some individuals have left advising and counseling sessions with inconsistent understandings of the program application and completion requirements.

The Committee advised program administration to implement clear written procedures to guide advising and counseling sessions to ensure that all applicants and students are provided with consistent information about the ADN program to minimize miscommunication and misunderstanding among those who are not admitted or who struggle to successfully complete the program’s necessarily stringent requirements.

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 4:15 p.m.

I certify that the foregoing are the true and correct Minutes of the November 10, 2015 Education and Workforce Development Committee of the South Texas College Board of Trustees.

Mrs. Graciela Farias
Presiding

Presentation on Academic Classification at South Texas College

Academic Classifications are established in Policy #3813: *Academic Classifications for Faculty*. Dr. Brett Millán will review the classifications and provide background on the purpose and effect of classifications at academic institutions.

South Texas College maintains four classifications for full-time faculty members:

1. Instructor (commonly “Lecturer” at other institutions)
2. Assistant Professor
3. Associate Professor
4. (Full) Professor

As South Texas College transitioned into a Level II, Bachelor Degree granting institution, several changes were proposed. Among these changes were title changes for administrative staff overseeing academic divisions, from Division Director to Dean, and the implementation of academic classifications for faculty. The Board first approved the implementation of these classifications in November 2005.

Academic classifications are grants based upon the following criteria:

- Educational Achievement
- Years of Service
- Teaching Effectiveness
- Service to College
- Service to Community
- Professional Activities
- Scholarly Pursuit

Additionally, faculty must hold appropriate academic credentials and have obtained years of service as faculty to be considered for academic classification.

Application for Academic Classification Process

1. A faculty member who meets the requirements is able to submit their application for the desired classification.
2. The application portfolio is reviewed at the departmental level by peer instructors, who vote anonymously on its recommendation.
3. If the applicant’s colleagues recommend approval, this recommendation is reviewed by the College-Wide Academic Classification Committee.
4. The recommendation of the Committee is submitted to the Vice President for Academic Affairs.

South Texas College currently has 52 Assistant Professors, 32 Associate Professors, and 13 (Full) Professors serving its students.

Dr. Millán will also discuss the creation of an Emeritus Professor rank, which could be granted to certain, qualified retiring faculty in honor of their careers and service at South Texas College. The proposal would require a revision to Policy #3813: *Academic Classifications for Faculty*, which would be provided for the Committee’s review and recommendation for Board action at an appropriate later date.

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



Academic Classification at South Texas College

Presentation for
Education & Workforce Development Committee
Tuesday, December 8, 2015

Presenter:
Dr. Brett J. Millán – Professor English Department



Outline

- Academic Ranking/Classification
- Advantages of the Classification System
- Policy 3813
- Classification Overview:
 - Criteria
 - Eligibility
 - Process
- Ranked Faculty
- Looking to the Future





Academic Ranking/Classification

- Traditionally, Academic Ranking of faculty has denoted a hierarchical classification to denote a faculty member's achievements.
- The **most common ranks** for active faculty are:
 - Professor
 - Associate Professor
 - Assistant Professor
 - Lecturer



2004-2005

- As the college had transitioned from using **Division Director to Dean**, faculty members met to discuss the transition to a classification system for **South Texas College**.
- This supported the transition from a **Level I to a Level II** SACS Bachelor Degree Granting institution and would keep consistency among titles at different institutions.





Advantages of the Classification System

- Academic Classification would **bring more prestige to the institution** when ranked faculty presented at conferences.
- Allowed faculty with rank to more easily **submit journal articles** that required ranking as a prerequisite.
- Would **encourage faculty to keep track** of their activities.
- **Keep college in line** with other community colleges in Texas, such as *Lone Star College, Austin Community College, Delmar College, etc.*



Policy 3813

- **Dr. Robert Ballinger** spearheaded the policy creation, which was approved by the Board of Trustees on **November 17th, 2005**.
- The policy
 - **Created four ranks:** Instructor, Assistant Professor, Associate Professor, and (Full) Professor
 - **Set forth the criteria** for eligibility to each rank in terms of years of service and documented participation and leadership in five areas.
 - **Specified that academic classification** is not tied to salary placement/determination, nor does it negate personnel policies (4115, 4911, or 4921).





Classification Criteria

- Educational Achievement
- Years of Service
- Teaching Effectiveness
- Service to College
- Service to Community
- Professional Activities
- Scholarly Pursuit



Classification Eligibility

Education	Eligible Classification	Years of Service
Associate's Degree	Assistant Professor	4
Baccalaureate Degree	Assistant Professor	3
Master's Degree	Assistant Professor	2
	Associate Professor	10
Doctorate Degree	Assistant Professor	2
	Associate Professor	5
	(Full) Professor	10





Process

- A faculty member **compiles a portfolio** of documentation to support his/her application for the appropriate rank.
- The faculty member's department **conducts an anonymous vote with all full-time faculty voting** "yeah" or "neah" on the classification request.
- The **portfolio is then reviewed** by the College-Wide Academic Classification Committee, which makes a recommendation to the VP-Academic Affairs.



Ranked Faculty by the Numbers

	Total
Assistant Professor	52
Associate Professor	32
(Full)Professor	13





Looking towards the Future

- Most colleges and universities with a ranking/classification system also have an **Emeritus rank** for specific retiring faculty.
- This provides **two distinct advantages**:
 - Shows that the **college appreciates the faculty member's efforts** throughout his/her long work history at South Texas College.
 - Creates an **ongoing relationship** with the faculty, so the college does not lose the collective experience.
- To implement this, *Board Policy 3813* would need to be amended to reflect the Emeritus rank.



SOUTH TEXAS
COLLEGE

Thank you for your support!



Presentation of South Texas College Drama Department's Spring 2016 Season


Mr. Joel Jason Rodriguez, Drama Department Chair, will present the South Texas College Drama Department's Spring 2016 season production schedule.

The department is preparing for its next show, which will be a performance of William Shakespeare's *Romeo and Juliet* February 25 – 28, 2016 at the Cooper Center Main Stage.


South Texas College will also host the Communication Arts Festival March 28 – April 2, 2016, and will present *Between You, Me, and the Lampshade* from April 28 – May 1, 2016 in the Cooper Center Black Box Studio.

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

SOUTH TEXAS COLLEGE THEATRE
2015-2016
PRODUCTION SEASON
CLASSICS, FIREWORKS, AND SECRETS.



FEBRUARY 2016



ROMEO AND JULIET
BY WILLIAM SHAKESPEARE

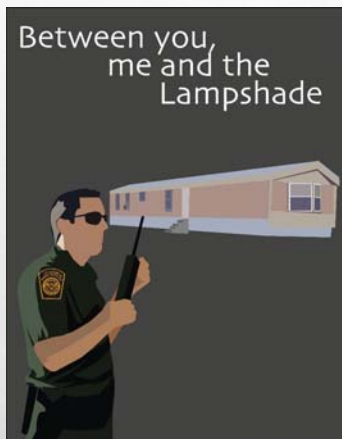
FEBRUARY 25 – 28, 2016
COOPER CENTER MAIN STAGE

MARCH 2016

COMMUNICATION ARTS FESTIVAL

MARCH 28 – APRIL 2, 2016
COOPER CENTER FOR COMMUNICATION ARTS

APRIL 2016



BETWEEN YOU, ME AND THE LAMP SHADE

BY RAÚL CASTILLO



APRIL 28 - MAY 1, 2016
COOPER CENTER BLACK BOX STUDIO

WHAT YOU CAN DO ...

➤ SEE A SHOW!

➤ MAIN STAGE PRODUCTIONS

- GENERAL ADMISSION - \$10
- STUDENTS/FACULTY - \$5
- MILITARY/SENIORS - \$5

➤ STUDIO & SUMMER PRODUCTIONS

- GENERAL ADMISSION - \$5

FOR MORE INFORMATION, CALL NANCY AMARO AT 872.2301.