

South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus
Thursday, May 8, 2014
@ 3:30 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 March 3, 2014 Committee Meeting 1 - 5
- II. Review and Recommend Action on Proposed New One Semester Certificate Programs:..... 6 - 15
 - 1. Employee and Labor Relations Assistant,
 - 2. Recruiter Assistant, and
 - 3. Payroll Assistant
- III. Update on the Institute for Advanced Manufacturing 16 - 47
- IV. Update on South Texas College’s Drama Program 48 - 57

Approval of Minutes for March 3, 2014 Committee Meeting

The Minutes for the Education and Workforce Development Committee meeting of March 3, 2014 are presented for Committee approval.

**South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus
Monday, March 3, 2014
@ 3:30 p.m.
McAllen, Texas**

MINUTES

The Education and Workforce Innovation Committee Meeting was held on Monday, March 3, 2014 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:35 p.m. with Dr. Alejo Salinas, Jr. presiding.

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

Other Trustees present: None

Members absent: None

Also present: Dr. Shirley A. Reed, Dr. Anahid Petrosian, Mrs. Lee Etheridge, Mr. Chris Marshall, Mr. Reid Etheridge, and Mr. Andrew Fish

The beginning of the meeting was delayed due to technical difficulties with the web broadcast system. The Chair started the meeting at 3:38 p.m. The Broadcast system problems were corrected during the first presentation and the stream began at that point.

Approval of Minutes for February 17, 2014 Committee Meeting

Upon a motion by Mr. Gary Gurwitz and a second by Mrs. Graciela Farias, the Minutes for the Education and Workforce Development Committee meeting of February 17, 2014 were approved as written. The motion carried.

**Review of South Texas College's FOCUS Academy: Focus on
Creating Ultimate Student Success**

Dr. Anahid Petrosian, Vice President for Academic Affairs, periodically coordinates with administration, faculty, and staff to provide a review of the highlights within the Division of Academic Affairs. These reviews were designed to keep members of the Education

and Workforce Development Committee informed of recent, current, and future programs of note within the Division of Academic Affairs.

Dr. Petrosian introduced Mrs. Lee H. Etheridge, Director of Professional and Organizational Development. Mrs. Etheridge was joined by Assistant Professor of Political Science Chris Marshall and Math Instructor Reid Etheridge to review South Texas College's FOCUS Academy.

“Powerful Teaching. Powerful Learning.”

The FOCUS Academy was an STC initiative to help instructors continue to develop and share their professional abilities and create ways to improve student success and student engagement. This academy was based upon observation and study of similar programs at other educational institutions that worked on collaboration between educators to develop and enhance innovative methods to enhance student success.

At the time of the March 2014 committee meeting, the FOCUS Academy was serving its third cohort of STC faculty. In the 2011-2012 Academic Year there were 15 participating faculty from the Developmental Math department. In 2012-2013, 14 faculty members participated, representing the academic divisions of Business & Technology, Math & Sciences, and Liberal Arts & Social Sciences.

The 2013-2014 Cohort included 23 faculty from the academic divisions of Business & Technology, Math & Sciences, Liberal Arts & Social Sciences, and Nursing & Allied Health.

Mrs. Etheridge reviewed the developmental activities of participating faculty, who through group discussions, readings, classroom observations, and program coursework further improve their pedagogy and ability to help students attain success at STC and beyond.

Mr. Marshall and Mr. Etheridge provided feedback and the perspective of faculty members who had gone through the FOCUS Academy and continue to help develop the program.

In addition to helping faculty members improve their own teaching style, this academy encourages interdisciplinary communication, allowing faculty from diverse fields to exchange ideas and evaluate one another in a productive manner.

The Committee expressed interest in the academy and asked about its implementation on a larger scale. Dr. Petrosian and Mrs. Etheridge indicated that they are working on scaling it up, but that they are doing so in measured steps:

- All newly hired faculty go through a one year training program, which now includes some aspects of the FOCUS academy, and encourages them to consider attending the full academy.

- These initial cohorts are providing excellent feedback and helping shape the academy for future success.
- Faculty members who have completed the academy are a great resource to encourage and support future participation by additional faculty.
- Data is being gathered to determine the impact on student success.

The Committee suggested incentivizing faculty participation in this program. Dr. Petrosian agreed that incentives can be considered and implemented as appropriate. However, the immediate goal is ensuring that the academy is successfully scaled up and supported by sufficient resources to allow broader access to faculty participation.

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

Review of New Texas Success Initiative (TSI) College Readiness Assessment

Dr. Petrosian introduced Ms. Laura Boyer Talbot, Director of Curriculum and Student Learning. Ms. Talbot provided a review of the new Texas Success Initiative (TSI) College Readiness Assessment and its impact on students seeking access to college.

The new TSI program established by the state has changed the testing requirements to determine college readiness during the admissions process. This has required changes to the testing procedures used at STC for student assessment, as well as a review of developmental studies and Adult Basic Ed. opportunities for students who do not test as "TSI-complete."

Previous state regulation allowed for a variety of readiness assessment exams, and gave each institution some independent discretion to interpret results for developmental education placement. The state has since developed and imposed a single exam for college readiness assessment, and established state-wide thresholds for student placement in adult basic education, developmental education, or regular college coursework.

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

Adjournment

There being no further business to discuss, the Education Workforce Innovation Committee Meeting of the South Texas College Board of Trustees adjourned at 4:41 p.m.

I certify that the foregoing are the true and correct minutes of the March 3, 2014 Education and Workforce Innovation Committee of the South Texas College Board of Trustees.

Dr. Alejo Salinas, Jr.
Chair

Review and Recommend Action on Proposed New One Semester Certificate Programs:

- 1. Employee and Labor Relations Assistant,**
- 2. Recruiter Assistant, and**
- 3. Payroll Assistant**

The Education and Workforce Development Committee is asked to recommend Board approval of the proposed new one semester Certificate Programs for Employee and Labor Relations Assistant, Recruiter Assistant, and Payroll Assistant for Board approval.

These proposed certificates are:

- Employee and Labor Relations Assistant – One Semester Certificate
Students will learn:
 - Employee and labor relations practices,
 - Conflict resolution and mediation, and
 - Grievance procedures.
- Recruiter Assistant – One Semester Certificate
Students will learn:
 - Recruiting practices,
 - Attainment of most-qualified employees, and
 - Skills for interviewing and worker placement.
- Payroll Assistant – One Semester Certificate
Students will learn:
 - Benefits and compensation practices and laws,
 - Software for time and payroll record keeping and reporting, and
 - Computation of wages and deductions and preparation of paychecks.

These certificate programs will provide students with the knowledge and skills necessary for employment in a human resources office. Each of these three certificate programs will allow students to transfer credits to the Human Resources Assistant Certificate (1 Year Certificate) and the Associate of Applied Science degree in the Human Resources Specialist program.

The following pages contain:

- The Program Summary, including the objectives, curriculum, program demand to meet occupational need, expected enrollment;
- The proposed curriculum for each one-semester Certificate program; and
- A summary the evaluation processes for new and ongoing programs.

Dr. Anahid Petrosian, Vice President for Academic Affairs and Laura Talbot, Director of Curriculum and Student Learning, will review the proposed Certificate programs with the Committee and respond to any questions.

The Committee is asked to recommend the proposed new one semester Certificate Programs for Employee and Labor Relations Assistant, Recruiter Assistant, and Payroll Assistant for Board approval as presented.

Employee and Labor Relations Assistant – One Semester Certificate

In this program, students will learn the fundamentals of employee and labor relations practices, with emphasis in Labor (Union) Relations, and Human Resources laws in order to assist unionized employers such as city government, school districts and private employers resolve disputes between workers and managers, negotiate collective bargaining agreements, or coordinate grievance procedures to handle employee complaints. This certificate will allow the student to transfer credits to the Human Resources Assistant Certificate and the Associate of Applied Science degree in Human Resources Specialist programs.

Expected Enrollment:

Years	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
# of Students	15	18	20	23	25

Occupational Need:

- According to EMSI, Human Resources Specialists occupations should experience 26.4 % growth rate in the Lower Rio Grande Regional Area (Cameron, Hidalgo, Jim Hogg, Starr, Willacy, and Zapata counties) between 2013 and 2022. A total of 170 job openings are expected during this time period. Human Resource Assistant occupations should experience a 16.8% growth, with an additional 56 job openings during this time period.
- According to EMSI, Human Resources Specialist occupations should experience 15.5 % growth rate in the State of Texas between 2013 and 2022. A total of 5,520 job openings are expected during this time period. Human Resource Assistant occupations should experience a 10.6% growth across the State, with an additional 1,169 job openings during this time period.
- According to EMSI, Human Resources Specialist occupations should experience 10.7% growth rate nationally between 2013 and 2022. A total of 43,471 job openings are expected during this time period. Human Resource Assistant occupations should experience a 4% growth nationally, with an additional 5,606 job openings during this time period.

Estimated Wages:

- EMSI indicates that the most recent median hourly earnings for Human Resources Specialist occupations in the South Texas Region (Cameron, Hidalgo, Starr, Zapata, Willacy, and Jim Hogg counties) were \$19.21. Median hourly earnings for Human Resources Assistant occupations were \$14.15 in the South Texas Region.

- EMSI indicates that the most recent median hourly earnings for Human Resources support occupations in the State of Texas were \$26.14. Median hourly earnings for Human Resources Assistant occupations were \$17.75 in the State.
- EMSI indicates that the most recent median hourly earnings for Human Resources Specialist occupations nationally were \$26.83. Median hourly earnings for Human Resources Assistant occupations were \$18.03 nationally.

PROPOSED DEGREE PLAN

TSI EXEMPT

			Lecture Hrs	Lab Hrs	Ext. Hrs	Cont. Hrs	Credit Hrs
First Semester							
HRPO	2301	Human Resources Management	3	0	0	48	3
HRPO	1305	Management & Labor Relations	3	0	0	48	3
ITSC	1409	Integrated Software Applications I	3	3	0	96	4
HRPO	2304	Employee Relations	3	0	0	48	3
HRPO	2371	Human Resources Laws	3	0	0	48	3
Total			15	3	0	288	16

TOTAL CREDIT HRS: 16

TOTAL CONTACT HRS: 288

Recruiter Assistant – One Semester Certificate

In this program, students will learn the fundamentals of the recruiting practices, with emphasis in human relations and organizational behavior in order to help any employer attaining the most qualified employees and perform activities in the area of recruiting including interviewing and place workers. This certificate will allow the student to transfer credits to the Human Resources Assistant Certificate and the Associate of Applied Science degree in Human Resources Specialist programs.

Expected Enrollment:

Years	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
# of Students	20	23	25	28	30

Occupational Need:

- According to EMSI, Human Resources Specialists occupations should experience 26.4 % growth rate in the Lower Rio Grande Regional Area (Cameron, Hidalgo, Jim Hogg, Starr, Willacy, and Zapata counties) between 2013 and 2022. A total of 170 job openings are expected during this time period. Human Resource Assistant occupations should experience a 16.8% growth, with an additional 56 job openings during this time period.
- According to EMSI, Human Resources Specialist occupations should experience 15.5 % growth rate in the State of Texas between 2013 and 2022. A total of 5,520 job openings are expected during this time period. Human Resource Assistant occupations should experience a 10.6% growth across the State, with an additional 1,169 job openings during this time period.
- According to EMSI, Human Resources Specialist occupations should experience 10.7% growth rate nationally between 2013 and 2022. A total of 43,471 job openings are expected during this time period. Human Resource Assistant occupations should experience a 4% growth nationally, with an additional 5,606 job openings during this time period.

Estimated Wages:

- EMSI indicates that the most recent median hourly earnings for Human Resources Specialist occupations in the South Texas Region (Cameron, Hidalgo, Starr, Zapata, Willacy, and Jim Hogg counties) were \$19.21. Median hourly earnings for Human Resources Assistant occupations were \$14.15 in the South Texas Region.
- EMSI indicates that the most recent median hourly earnings for Human Resources support occupations in the State of Texas were \$26.14. Median hourly earnings for Human Resources Assistant occupations were \$17.75 in the State.

- EMSI indicates that the most recent median hourly earnings for Human Resources Specialist occupations nationally were \$26.83. Median hourly earnings for Human Resources Assistant occupations were \$18.03 nationally.

PROPOSED DEGREE PLAN

TSI EXEMPT

			Lecture Hrs	Lab Hrs	Ext. Hrs	Cont. Hrs	Credit Hrs
First Semester							
HRPO	2303	Employment Practices	3	0	0	48	3
HRPO	1311	Human Relations	3	0	0	48	3
ITSC	1409	Integrated Software Applications I	3	3	0	96	4
HRPO	2307	Organizational Behavior	3	0	0	48	3
HRPO	2301	Human Resources Management	3	0	0	48	3
Total			15	3	0	288	16

TOTAL CREDIT HRS: 16

TOTAL CONTACT HRS: 288

Payroll Assistant – One Semester Certificate

In this program, students will learn the fundamentals of the payroll practices and preparation, with emphasis in Payroll & Business Tax Accounting, Benefits and Compensation practices and laws and other software applications in order to assist any employer to compile and record employee time and payroll data and may compute employees' time worked, production and commission. Also, may compute and post wages and deductions, or prepare paychecks. This certificate will allow the student to transfer credits to the Human Resources Assistant Certificate and the Associate of Applied Science degree in Human Resources Specialist programs.

Expected Enrollment:

Years	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
# of Students	20	23	25	28	30

Occupational Need:

- According to EMSI, Human Resources Specialists occupations should experience 26.4 % growth rate in the Lower Rio Grande Regional Area (Cameron, Hidalgo, Jim Hogg, Starr, Willacy, and Zapata counties) between 2013 and 2022. A total of 170 job openings are expected during this time period. Payroll and Timekeeping Clerks occupations should experience a 23.5% growth, with an additional 132 job openings during this time period.
- According to EMSI, Human Resources Specialist occupations should experience 15.5 % growth rate in the State of Texas between 2013 and 2022. A total of 5,520 job openings are expected during this time period. Payroll and Timekeeping Clerks occupations should experience a 19.4% growth across the State, with an additional 3,105 job openings during this time period.
- According to EMSI, Human Resources Specialist occupations should experience 10.7% growth rate nationally between 2013 and 2022. A total of 43,471 job openings are expected during this time period. Payroll and Timekeeping Clerks occupations should experience a 13.5% growth nationally, with an additional 23,977 job openings during this time period.

Estimated Wages:

- EMSI indicates that the most recent median hourly earnings for Human Resources Specialist occupations in the South Texas Region (Cameron, Hidalgo, Starr, Zapata, Willacy, and Jim Hogg counties) were \$19.21. Median hourly earnings for Payroll and Timekeeping Clerks occupations were \$13.06 in the South Texas Region.

- EMSI indicates that the most recent median hourly earnings for Human Resources support occupations in the State of Texas were \$26.14. Median hourly earnings for Payroll and Timekeeping Clerks occupations were \$17.45 in the State.
- EMSI indicates that the most recent median hourly earnings for Human Resources Specialist occupations nationally were \$26.83. Median hourly earnings for Payroll and Timekeeping Clerks occupations were \$18.12 nationally.

PROPOSED DEGREE PLAN

TSI EXEMPT

			Lecture Hrs	Lab Hrs	Ext. Hrs	Cont. Hrs	Credit Hrs
First Semester							
ACNT	1303	Introduction to Accounting I	2	2	0	64	3
ACNT	1329	Payroll & Business Tax Accounting	2	2	0	64	3
HRPO	2306	Benefits & Compensation	3	0	0	48	3
ITSC	1409	Integrated Software App. I	3	3	0	96	4
HRPO	1311	Human Relations	3	0	0	48	3
Total			13	7	0	320	16

TOTAL CREDIT HRS: 16

TOTAL CONTACT HRS: 320

South Texas College Program Evaluation Plan

Institutional Effectiveness

South Texas College identifies expected outcomes for every instructional program and administrative and educational support service, assesses whether or not these outcomes are achieved, and makes continuous improvements based on assessment data. The College commits to continuous improvement in achieving expected outcomes through its strategic planning process, including *2-year Institutional Effectiveness (IE) Plans* for every instructional, administrative or educational support unit in the College. An *Institutional Effectiveness (IE) Plan* serves as a means to establish and assess expected outcomes for each program.

In addition, STC monitors and evaluates the and quality instructional degree and certificate programs through the Program Review Process, the assessment of Program Learning Outcomes for each degree, and assessment of Exemplary Educational Objectives for the General Education Core Curriculum.

Program Review

Instructional programs are subject to Program Review by peers through the Curriculum and Program Review Committee on a 4-year cycle. This Program Review assessment instrument evaluates program viability, effectiveness, and student achievement through a variety of outcomes including the *number of graduates, transfer rates, licensure/certification pass rates, graduate placement, program specific accreditations, faculty credentials, schedule distribution across campuses and times of day, participation in learning outcomes assessment and use of data to improve student learning, faculty professional development, and use of community advisory committees*. Program Review evaluation is conducted by a subcommittee of faculty members serving on the College Curriculum and Program Review Committee. Following the subcommittee's review, findings are presented first to the Curriculum and Program Review Committee for review and then to a subcommittee of the Planning and Development Committee (PDC), the college-wide committee charged with oversight for planning, plan implementation, and reporting. The subcommittee reviews ratings given by the faculty subcommittee and reports those rating to PDC along with any additional recommendations.

Program Learning Outcomes Assessment

A separate set of competency-based program learning outcomes had been developed for each instructional program at STC, in addition to the traditional historical student success measures in the IE Plans, such as course completion, graduation rate, and student retention. The program learning outcomes are assessed and data are collected and reported on a yearly basis. The Director for Student Learning Outcomes and Assessment, along with the College Wide Student Learning Outcomes and Assessment Instructional Team lead the systematic process across all programs allowing for significant critical amounts of dialogue among faculty members in order to develop a consistent structure for collecting and assessing data while allowing for the academic freedom of faculty members. Instructional programs utilize a variety of assessment methods, including embedded assessment, exit exams, exit interviews and portfolios to assess the program learning outcomes.

General Education Outcomes Assessment

South Texas College also assesses general education competencies in the General Education program known as the STC Core Curriculum. The general education competencies for the Core Curriculum are called the *Exemplary Educational Objectives* and were defined by the Texas Higher Education Coordinating Board. Measures to determine the extent to which *Exemplary Educational Objectives* are being achieved are assessed every semester. Data are collected and compiled by each department to evaluate the extent to which the *Exemplary Educational Objectives* are being met. Results from the assessments and changes recommended based upon the results by the department are submitted to the Director of Learning Outcomes and Assessment.

Update on the Institute for Advanced Manufacturing

The Institute for Advanced Manufacturing (IAM) is an affiliate of the North American Advanced Manufacturing Research and Education Initiative (NAAMREI), both headquartered at South Texas College.

The goal of the IAM is to develop and deliver training to local manufacturers and workforce to keep the manufacturing base and workforce skills in the Rio Grande Valley competitive in the global market.

From 2007 – 2014, the IAM provided 715,975 hours of training to 15,697 students. In that same time, IAM has worked with local employers and the Texas Workforce Commission to provide \$6,230,962 in Skill Development Fund grants toward training for 4,710 local jobs.

The Skill Development Fund (SDF) Projects for 2014 include proposals for:

- SDF 20 - \$225,000 in grant funding to provide training from May 2014 – May 2015 to 280 employees of a consortium of four McAllen-based companies.
- SDF 21 - \$265,000 in grant funding to provide training from August 2014 – August 2015 to 300 employees of five companies in McAllen and Weslaco.

Overall, the North American Advanced Manufacturing Research and Education Initiative (NAAMREI) and Institute for Advanced Manufacturing (IAM) have brought in almost \$16,000,000 in grant awards since their founding in 2007.

Most recently, the Wagner-Peyser Grant was awarded to NAAMREI and STC. This \$500,000 grant from the Office of Texas Governor Rick Perry will support training of 675 workers in the areas of robotics, mechatronics, programmable logic controllers, and other advanced topics.

IAM is actively engaged in adopting nationally recognized credentials and certifications as part of its offerings to local industry. IAM is working with Festo, a world leader in automation technology and industrial training. Through IAM, STC is preparing to become the first FESTO Certified Training Center in the U.S.

IAM is dedicated to its mission of working with local employers to keep their workforce trained, to keep their companies innovating and investing in the region, and keeping the Rio Grande Valley an attractive prospect for new manufacturing development.

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

North American Advanced Manufacturing Research and Education Initiative



NAAMREI

**Making World-Class Advanced
Manufacturing a Reality**

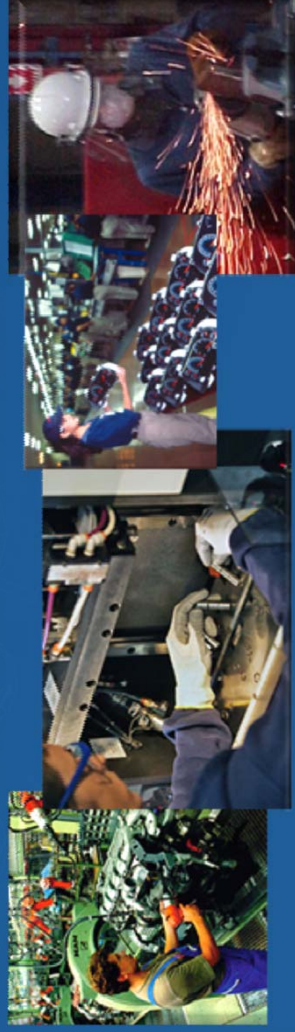
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NAAMREI is devoted to developing a world-class advanced manufacturing industry in the Rio South Texas Region. NAAMREI combines the innovation, talents and strategy of more than 60 partners in business, education, economic development, industry, finance and government to offer manufacturers across North America, and the globe, access to proprietary, world-class advanced manufacturing and rapid response manufacturing.

NAAMREI's ULTIMATE GOAL:

**Add 10,000 high skill, high wage manufacturing jobs
by 2017 and become a world leader in
Advanced and Rapid Response Manufacturing in the
Rio South Texas Region .**



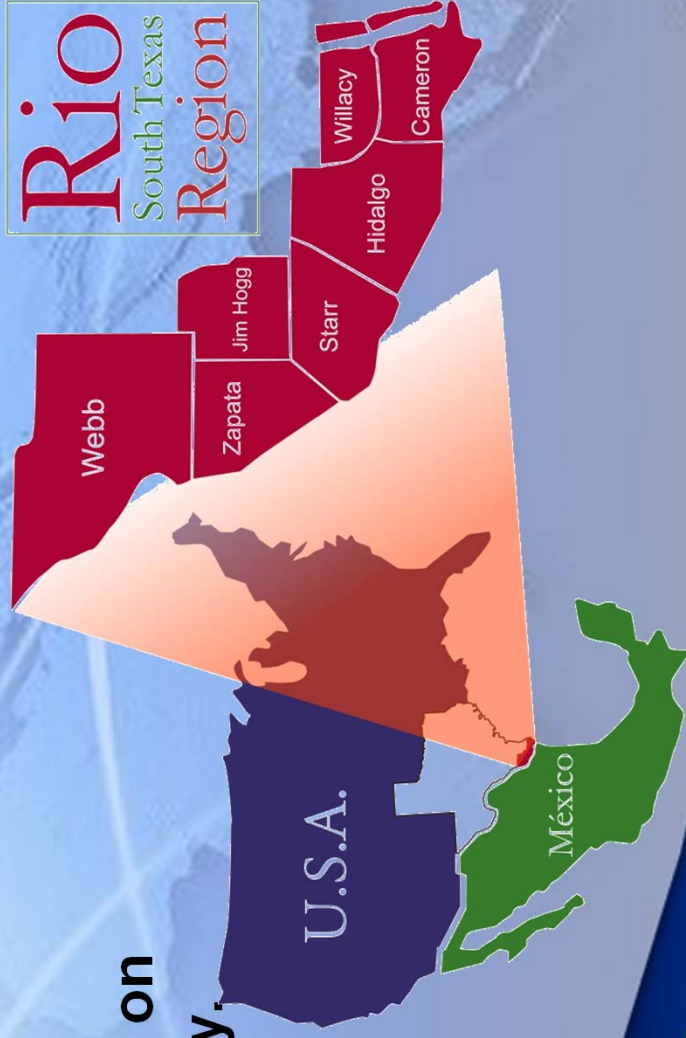
RIO SOUTH TEXAS REGION

- **Positioned to be an important gateway between US and the global marketplace.**
- **An economic gateway to Mexico and Central and South Americas projected to grow at alarming rates.**
- **Creating a favorable effect on the State and U.S. economy.**



NAAMREI

Rio
South Texas
Region



5/2/2014

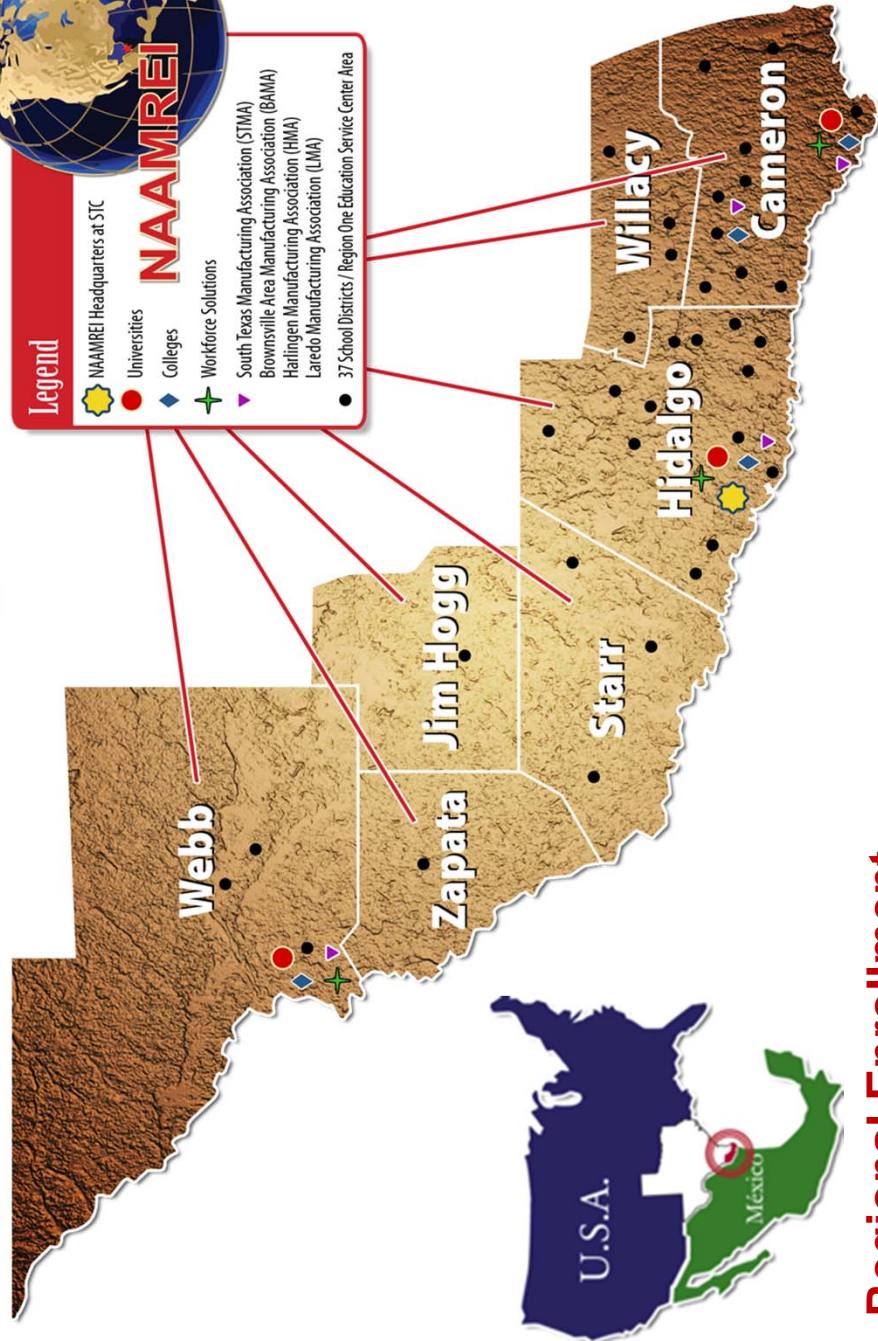
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NAMMREI Talent Development Network



Legend

- NAMMREI Headquarters at STC
- Universities
- Colleges
- Workforce Solutions
- South Texas Manufacturing Association (STMA)
- Brownsville Area Manufacturing Association (BAMA)
- Haltom Manufacturing Association (HMA)
- Laredo Manufacturing Association (LMA)
- 37 School Districts / Region One Education Service Center Area



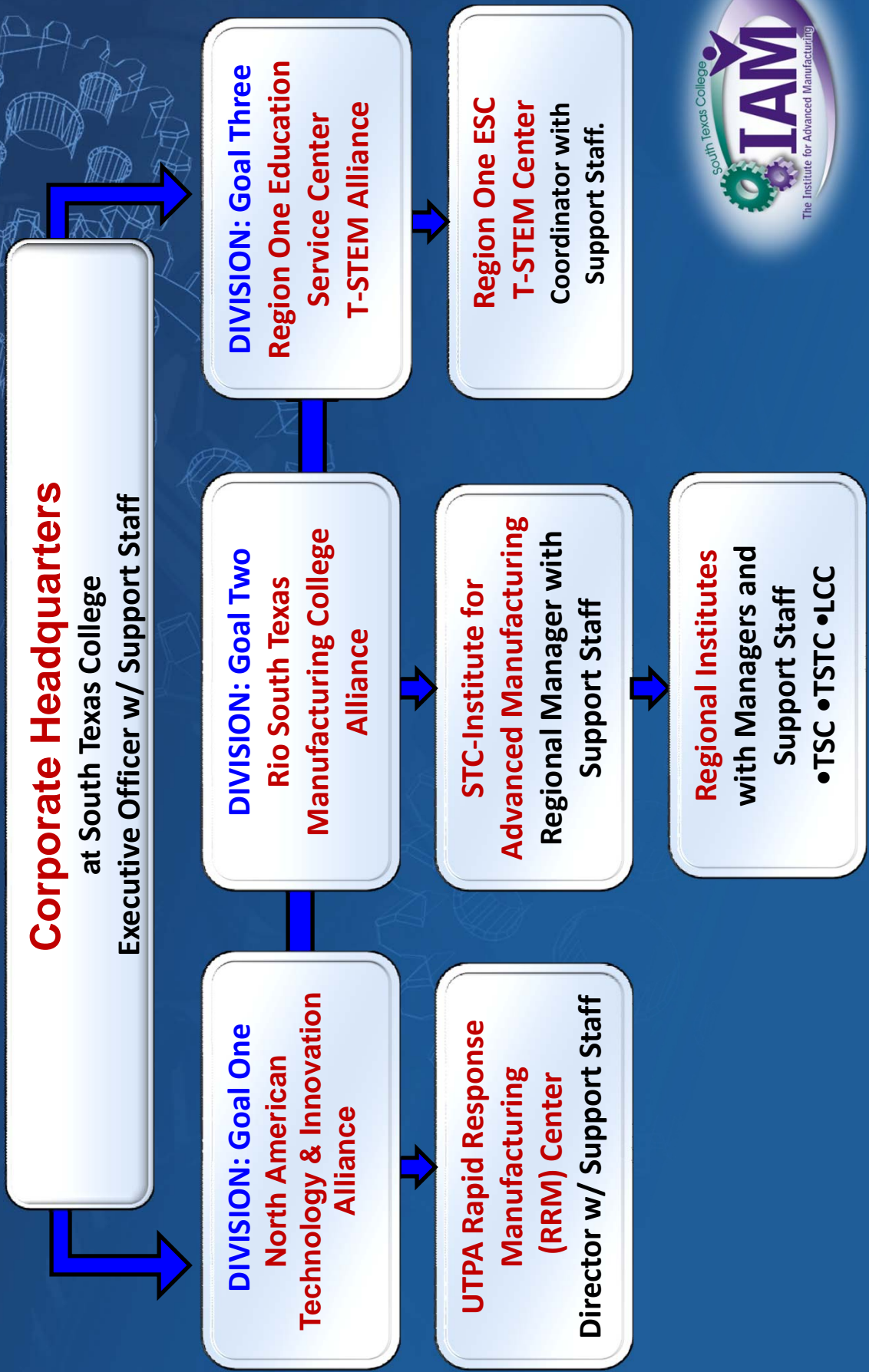
**Regional Enrollment
Elementary & Secondary : 409,469
Post Secondary : Over 87,000**

THE INSTITUTE FOR ADVANCED MANUFACTURING



<http://Manufacturing.SouthTexasCollege.Edu>

NAAMREI Corporate Structure



NAAMREI & IAM Overview

- The Institute for Advanced Manufacturing (IAM) was established in 2007.
- IAM is a component of NAAMREI that focuses on developing and delivering customized workforce training services to local manufacturers.
- IAM is focused on delivering training in the following core areas to meet the local manufacturing workforce needs:
 - Automation Technology
 - Computer Applications
 - Forklift Certification
 - HVAC & Electrical License Renewal
 - Industrial Maintenance
 - Industrial Welding
 - Language
 - Machining/ Tool & Die
 - Plastics/Mold Making & Repair
 - Quality
 - Safety



Skills Development Fund Highlights 2007-2013

McAllen, Edinburg, Mission & Pharr Region

Skills Development Fund 14	\$3 Million	Jobs: 2,414
Skills Development Fund 15	\$414,711	Jobs: 362
Skills Development Fund 16	\$690,309	Jobs: 400
Skills Development Fund 17	\$234,629	Jobs: 212
Skills Development Fund 18	\$600,313	Jobs: 330
Skills Development Fund 19	\$801,000	Jobs: 412
Skills Development Fund 20	\$225,000	Jobs: 280
Skills Development Fund 21	\$265,000	Jobs: 300

Totals: \$6,230,962 4,710 Jobs



Economic Impact

Annual Economic Impact of Skills Development Fund Grant (2007—14):

**\$18.2 million in increased wages in the Rio
Grande Valley**

**Humanetics Skills Development Lean Six Sigma
Training Netted \$3.4 million Return on
Investment.**



NAAMREI/IAM Grant Awards 2007--2014

Grant Name	Award Amount
WIRED	\$ 100,000.00
Rio South Texas WIRED	\$ 5,060,000.00
Wagner Peyser Advanced Manufacturing	\$ 400,000.00
Wagner Peyser Advanced Manufacturing Yr 2	\$ 500,000.00
TWC Skills Development Fund 14 - WIRED	\$ 3,000,000.00
TWC Skills Development Fund Electrical	\$ 1,266,485.00
TWC Skills for Small Business Program	\$ 8,088.00
TWC Skills Development Fund 16	\$ 690,309.00
TWC Skills Development Fund 17	\$ 227,154.00
TWC Skills Development Fund 18	\$ 600,313.00
TWC Skills for Small Business Program	\$ 20,000.00
TWC Skills Development Fund 19	\$ 801,077.00
City of McAllen Phase 11	\$ 209,176.00
City of McAllen Phase 12	\$ 500,000.00
City of McAllen Phase 13	\$ 480,000.00
City of McAllen Phase 14	\$ 480,000.00
City of McAllen Phase 15	\$ 480,000.00
City of McAllen Phase 16	\$ 480,000.00
City of McAllen Phase 17	\$ 480,000.00
Weyerhaeuser Industrial Maintenance	\$ 120,000.00
Grand Total	\$ 15,902,602.00

Top Courses For Skills Development Fund Companies

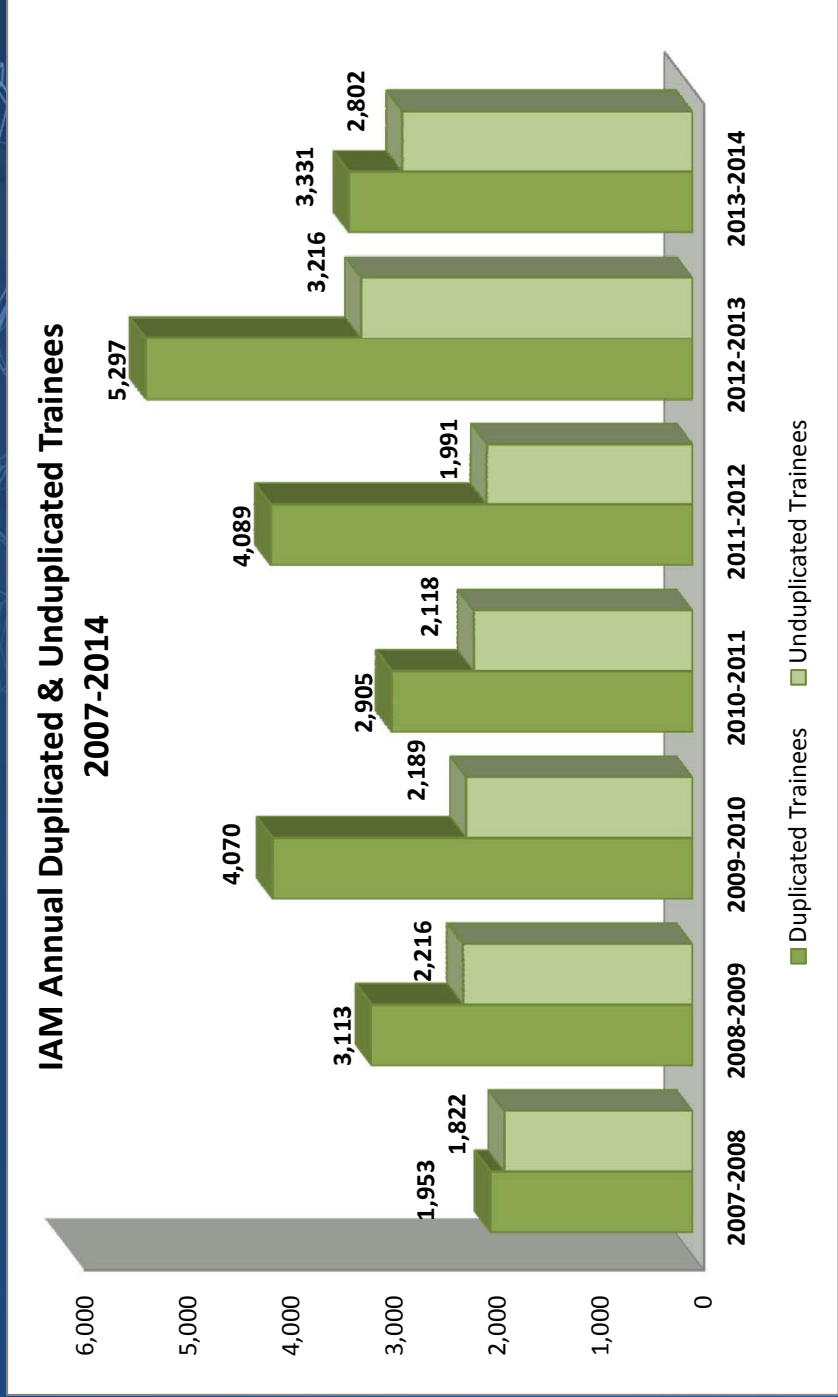
- **WELDING**
- **LEADERSHIP**
- **COMPUTER APPLICATIONS**
- **OSHA & SAFETY**
- **CPR & FIRST AID**
- **WORKPLACE LITERACY**
- **MACHINING**
- **INDUSTRIAL MAINTENANCE**
- **QUALITY**
- **LEAN MANUFACTURING**
- **SIX SIGMA**
- **ROBOTICS MECHATRONICS**



IAM Training Performance 2007-2013

YEAR	CONTACT HOURS	DUPLICATED # OF TRAINEES	UNDULICATED # OF TRAINEES
2007-2008	98,214	1,953	1,822
2008-2009	105,902	3,113	2,216
2009-2010	153,458	4,070	2,189
2010-2011	99,940	2,905	2,118
2011-2012	96,660	4,089	1,991
2012-2013	95,879	5,297	3,216
2013-2014	65,922	3,331	2,802
TOTAL	715,975	24,758	16,354

IAM Training Performance 2007-2014



WAGNER-PEYSER GRANT ANNOUNCEMENT CEREMONY

Grant ceremony calls for continued partnerships

The North American Advanced Manufacturing Research and Education Initiative (NAAMREI) at South Texas College (STC) celebrated the announcement of their \$500,000 grant from the Wagner-Peyser program administered through the Office of Texas Governor Rick Perry on March 6, 2014 at the STC Technology Campus in McAllen.

Local leaders, manufacturing partners and representatives from Houston Community College were present in support of this important grant that will provide training to 675 individuals in areas including robotics, mechatronics, programmable logic controllers and other advanced topics.



NAAMREI Quarterly Leadership Team Meeting



Pictured L to R Back Row: Mario Reyna, Dean for Business & Technology, STC; Mike Willis, MEDC; Saul Gonzalez, LCC.. Front Row: Blas Castañeda, CTA Global Solutions; Adrienne Downy, MEDC; Lisa Cardoza, UTPA; Carlos L. Margo, Executive Director for NAAMREI, STC; Alicia Carrillo, United ISD; Dr. Robert Nelsen, President, UTPA; Greg Ayala, TSTC; Roxanne Vedla, Assistant Dean of South Campus & Workforce Education, LCC; Dr. Miguel Gonzalez, Dean of Engineering and Computer Science, UTPA; Anil Srivastava, Professor, Manufacturing Engineering, UTPA; Marco Garza, UT Nuevo Laredo; Bernie Saenz, VIDA; Henry Oh, TMAC.

NAAMREI Regional Manufacturing Summit

**Fall 2014
7:45 am – 3:00**



**South Texas College Technology Campus
Auditorium**

**3700 West Military Highway
McAllen, TX 78503**

The Summit features a unique consortium of regional executives from Laredo to Brownsville that will delve deep into the supply chain strategies, talent development and initiatives being deployed at best-in-class enterprises, and translate these initiatives into executable tactics.

At this executive summit, join your peers and recognized leaders as they share new innovations and key transformational initiatives being adapted to fuel growth in the Rio South Texas Region's Manufacturing Workforce. There is no cost to attend for manufacturing and manufacturing related companies. Breakfast and lunch will be served.

Registration and Breakfast (7:45am - 8:30am)

Session 1 (9:00am - 10:45am)

Session 2 (11:00am - 11:45am)

Lunch

Guest Speaker (12:30pm - 1:00pm)

Session 3 (1:00pm - 2:30pm) :

Special Manufacturing Topics (2:30pm - 3:00pm) .Presentation of Festo Automation and Technology Lab

REGISTRATION IS REQUIRED TO ATTEND

LOOP Cold Storage - McAllen, Texas

“Loop Cold Storage has taken on the Leadership Academy developed by Industry experts and is scheduled to complete the final level with a graduation expected in June 2013. The program has brought on several changes within the company,” Stated Judson Anderson, CEO of Loop Cold Storage.

“The Supervisors Leadership Training Program – Level II was a big success. We had 16 supervisors and managers that participated in the program. Some of our management team have many years of experience, while others are just starting their career,”



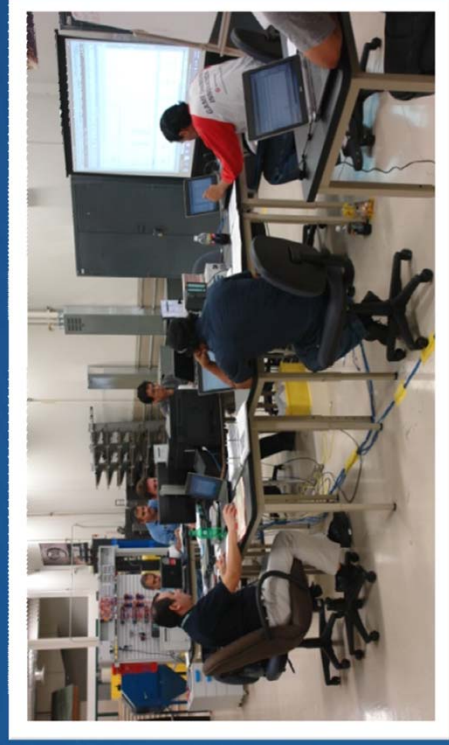


IAM develops new training programs to meet the demands of local manufacturers which boost their efficiency, help fuel the economy and drive job creation. Employees from General Electric, Coca Cola, Royal Technologies and Trostel are spending their weekday evenings learning about Programmable Logic Controllers (PLC), Computer Numerical Controllers (CNC), and Mechatronics. Each student receives hands-on training with the IAM Fanuc Robotic arm, how to program and implement with the goal of becoming overall better robot operators.

IAM offers Robotics training at Technology Campus

South Texas College's (STC) Institute for Advanced Manufacturing has developed a new robotics program involving hands-on training for companies looking to expand their knowledgeable workforce in automation technology.

Located at the STC Technology Campus in McAllen, the IAM Festo Technology and Automation Lab (IAM) enables students to learn the latest in robotic automation while applying science, technology and math.



Skills Development companies become Lean Certified

*Employees from Loop Cold Storage and Ikunik earn the
complete their Six Sigma Green Belt.*



Employees from Loop Cold Storage and Ikunik of McAllen, Texas complete their Lean Six Sigma Green Belt course through the Texas Manufacturing Assistance Center at the University of Texas Pan American. The Six Sigma Green Belt program provided the employees with the proven Six Sigma techniques, concepts and tools for process improvement and ultimately provide a return on investment (ROI).

This format for training promotes synergy and encourages groups to work together.

Both companies will complete their projects and showcase them to officially earn their Green Belt Certification.

CREDENTIALS OFFERED BY IAM

1. CPR/ First Aid
2. Forklift Certification & Recertification
3. OSHA (General Industry & Safety)
4. OSHA 30
5. National Institute for Metalworking Skills (NIMS)
6. Manufacturing Production Technician
7. Certified Production Technician
8. Quality (ISO 9000)
9. Certified Logistics Technician (planned)
10. Festo International Credential (planned)



Contract Training

- GE Training Initiative
 - Workplace Team Building Training to a total of 160 GE employees.
 - The \$80,000 dollar contract is one of many contract training agreements IAM has done since 2007. The following is a listing of participating companies.



Hi-Tech (Now Royal Technologies)	EMU Plastics	Rio Grande Pak Foods
International Paper	Valley International Cold Storage	Karlee
King's Prosperity	Alps Automotive	Trostel
AM Mex Products	Technologico de Monterrey	Rio Queen Citrus
Humanetics	Corning Cable Systems	First Truck Choice
ITD Precision	GE Engine Services McAllen	SEMCO Manufacturing
Palmer Steel	Universal Metal Products	Panasonic
Coca Cola		JVC
Rich's		



New Corporate Initiatives

- ALPS Automotive Engineering Tooling Academy
- Regal Beloit Tooling Academy
- Regal Beloit Corporate Training Center
- Festo International Certification



Partnership with Priority Tooling

NAAMREI Partners with Tool Manufacturer to Develop Tool Makers

As a referral from MEDC, Priority Tooling Solutions (PTS), a Canadian-based manufacturer of high quality plastic injection molds, has contracted with South Texas College to establish a repair and production operation within STC's Technology Campus. The company will initially hire two machinists with an eventual goal of having them and future employees become tool and die makers. The STC/PTS agreement is designed to have the employees receive continual, on-site machining and tool & die training from STC and PTS. The delivery of the instruction will be modeled after the STC Tool and Die Apprenticeship program and will be based on the Advanced Tooling Engineering Certification.



--Keith Patridge, MEDC; Lutz Blume, Priority Tooling Solutions; Carlos Margo, STC NAAMREI

Advanced Tooling Engineering Certification

B.S. Mfg. Engineering
Engineer

Basic Tool Design Engineer

Basic PMT

Advanced Tooling Engineer

Advanced Tooling
Certification (Lab Modules)

UTPA

Certification (Book Modules)
UTPA

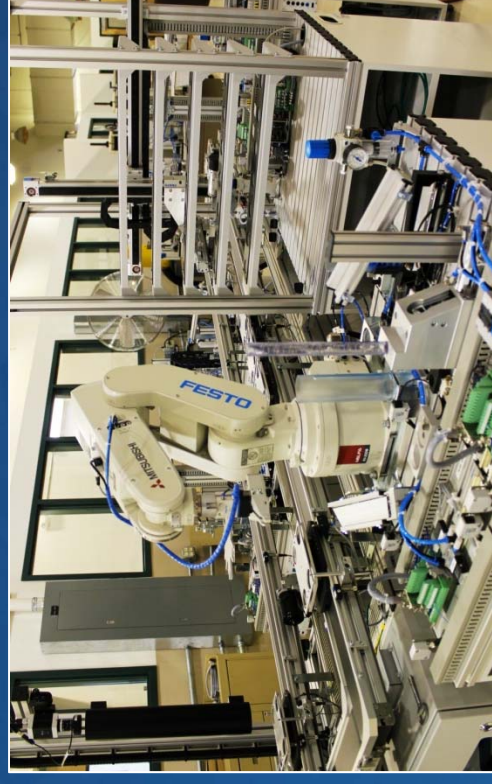
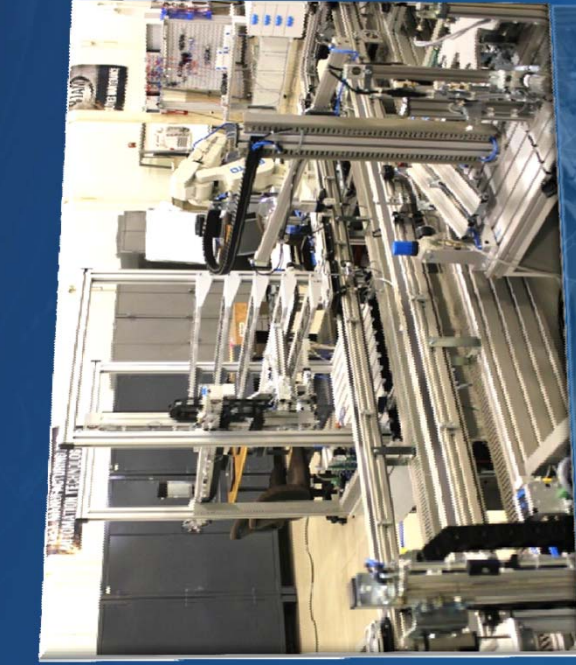
Certification (Lab Modules)
STC

Certification (Book Modules)
UTPA

Certification (Lab Modules)
STC

<ul style="list-style-type: none"> • Engineering Statistics • Intro to Mfg. Engineering • Mfg. Graphics • Mfg. Engineering Analysis • Quality Control • Engineering Materials • Engineering Materials Lab • CAD • Operations Research • Engineering Economics • Fund. of Ind. Eng. • Engineering Mechanics • Mfg. Simulation • Mfg. Processes • Mfg. Processes Lab • Mechanics of Solids • Thermal & Fluid Sciences • CAM • Automation Systems • Product Design & Mass Customization • Mfg. Planning & Control • Electrical Systems 	<ol style="list-style-type: none"> 1. Tech. Print Reading & Sketching 2. Tool Making Practices 3. Fits Allowances & Geometric Tolerances (GD&T) 4. Gages & Measurements 5. Tool Materials 6. Welding & Heat Treatment 7. Computer Numerical Controls (CNC) 8. EDM Machining 9. Statistical Methods 10. Economics of Tool Design 	<ol style="list-style-type: none"> 1. Introduction to Machining 2. Measurements, Materials & Safety 3. Job Planning, Bench Work & Layout 4. Drill Press 5. Milling 6. Grinding 7. Turning 8. Computer Numerical Controls 	<p>Jig & Fixture Design Cert.</p> <ol style="list-style-type: none"> 1. Design & Cutting Tools 2. Work Holding Principles 3. Design of Drill Jigs 4. Design of Fixtures for Milling 5. Design of fixtures for Grinding 6. Design of Gages <p>Stamping Tool Design Cert.</p> <ol style="list-style-type: none"> 1. Basic Die Designs 2. Sheet Metal Prop. 3. Punch & Die Design 4. Bending Dies & Sheet Metal Development 5. Die Components & Accessories 6. Die Safety <p>Injection Molding Tool Design Cert.</p> <ol style="list-style-type: none"> 1. Polymer Material Behavior 2. Polymer Processing 3. Plastic Product Design 4. Mold Structure 5. CAE Analysis 6. Advanced Injection Molding Processes 	<p>Jig & Fixture Design Cert.</p> <ol style="list-style-type: none"> 1. Design & build an approved project in your field of expertise. <p>Stamping Tool Design Cert.</p> <ol style="list-style-type: none"> 1. Design & build an approved project in your field of expertise <p>Injection Molding Tool Design Cert.</p> <ol style="list-style-type: none"> 1. Design & build an approved project in your field of expertise.
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Festo Cell Manufacturing & Automation Lab



South Texas College Festo Laboratory offers a wide scope of training services covering three skills areas, Technology, Organization and People and the three factors in productivity, Quality, Time and Cost. Festo is a leading world-wide supplier of automation technology and the performance leader in industrial training and education programs.

Students will learn pneumatic and electric automation technology. The lab allows students to gain hands on training to increase the throughput and reliability of systems in factory, process and laboratory automation using innovative, high-quality training equipment.





CERTIFICATION OF STC'S
FESTO MECHATRONICS LAB

F.A.C.T

FESTO Authorized and Certified
Training Center

OVERVIEW OF CRITICAL PATH

OBJECTIVE

- To enable STC to become a state of the art training center, in automation technology, to support today's growing local market demands, in line with NAAMREI'S Current Strategy.

INDUSTRIAL APPLICATIONS



- Festo offers over 30,000 automation products that can be tailored to customer's specific production demands in the: automotive, electronics, food & packaging, pharmaceutical and biotech process industries.
 - Automated Assembly Lines
 - Robotic Processes
 - Control of Process Flow
 - Bar Coding and Process Control.
- Festo seeks to enhance customer performance and productivity through industrial and process automation.

INVESTMENT JUSTIFICATION



- The need to elevate the manufacturing skill level of the RGV work force is becoming more critical with the progress of technology.
- The demand for Process Automation has become more attractive in the 21st Century as the US continues to trend towards a knowledge-based economy.
- The demand for High Quality Products is also, a deciding factor in the marketing and distribution of goods.
- Technical Personnel to support the Advance Manufacturing needs are in short supply.

SAMPLE CERTIFICATE



FACTS TO BE CONSIDERED



- FESTO has no Certified Training Center in the US.
- STC to become first Certified Training Center in the US.
- Cost of certification still to be calculated.
- Need to benchmark existing automated lines in operation close by, to know the benefits obtained from the certification process.

Update on South Texas College's Drama Program

Dr. Anahid Petrosian, Vice President for Academic Affairs, periodically coordinates with administration, faculty, and staff provide a review of highlights within the Division of Academic Affairs. This review is to keep the Education and Workforce Development Committee informed of recent, current, and future programs of note within the Division of Academic Affairs.

Dr. Ety Bischoff, Dean of Liberal Arts and Social Sciences, will introduce Mr. Joel Jason Rodriguez, Drama Instructor. Mr. Rodriguez will provide an update on the Drama Program at South Texas College.

This update will cover the highlights of the Fall 2013 and Spring 2014 semesters and an overview of upcoming initiatives to further increase South Texas College's opportunities for students and their impact on the region.

During the past year, the Drama Department has hosted the following productions:

- Philip Grecian's adaptation of Mary Wollstencraft Shelly's *Frankenstein*
October 17-20, 2013
- *Yadira De La Riva's One Journey: Stitching Stories Across The Mexican "American" Border*
October 22, 2013
- *One Journey Workshop*
October 23, 2013
- *Daddy's Dyin', Who's Got the Will*
November 21-24, 2013
- Milcha Sanchez-Scott's *Roosters*
February 27 – March 2, 2014

Roosters Community Events, with Playwright Milcha Sanchez-Scott:

- Workshop with STC's Creative Writing Students - Led By Milcha Sanchez-Scott (Feb 5, 2014)
- Visit McAllen ISD's Lamar Academy (Feb 6, 2014)
- Conversations with Milcha Sanchez-Scott and Alvaro Rodriguez (Feb 18, 2014)
- *Festiva Cover Story* (Feb 28, 2014)
- William Shakespeare's *A Midsummer Night's Dream*
May 1-4, 2014

Mr. Rodriguez will be joined by Dr. Rosalinda Cantu, Department Chair for Speech and Drama, and Dr. Bischoff to respond to questions from the Committee.

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



Fall 2013 Highlights

DRAMA DEPARTMENT

Update for
**Education & Workforce Development
Committee Meeting**
Thursday, May 8, 2014

Mr. Joel Jason Rodriguez, Drama Instructor (**Presenter**)
Dr. Rosalinda Cantu, Chair, Communication Arts
Dr. Margaretha Bischoff, Dean, Liberal Arts & Social Sciences
Dr. Anahid Petrosian, Interim Vice President for Academic Affairs

Outline

- Drama Department Overview
- Fall 2013 and Spring 2014 Highlights
- Drama Sponsored Community Events
- Projected Initiatives

Drama Department History (Then)

- The Drama Program was established in 2008 by *Dr. Jack Carroll*.
- 5 Drama Course Sections per semester
- Majors
 - 2008 - None
 - 2009 - 3 Drama Majors
- 1 Full Time Drama Instructor
- 4 Adjunct
- 1 staged production per semester

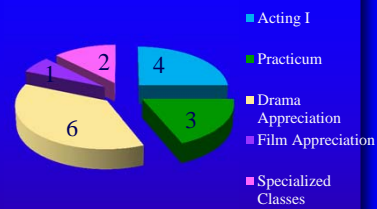


Dr. Jack Carroll - retired

Drama Department History (Now)

- **Enrollment**
 - 74 Drama Majors
- **Faculty**
 - 2 Full Time Instructors
 - 3 Adjuncts (2 are DE Adjuncts)
- **Staff**
 - 1 Theatre Support Services Coordinator
 - 1 Theatre Support Services Technician

Drama Program Sections




**Specialized Classes : Intro to Stage Craft, Makeup, or Costuming and/or Academic Cooperative



Fall 2013 Highlights

Philip Grecian's adaptation of Mary Wollstencraft Shelley's *Frankenstein*
October 17-20, 2013

- ❖ 4 Performances (Thurs-Sun)
 - 431 Total House Count
- ❖ Cast & Crew
 - 9 Actors (5 Men, 4 Women)
 - 4 Foley Artists (2 Men, 2 Women)
 - 32 Production Crew Members



SOUTH TEXAS COLLEGE THEATRE PRESENTS
FRANKENSTEIN
Philip Grecian's adaptation of Mary Wollstencraft Shelley's
Based on the novel by Mary Wollstencraft Shelley
October 17-20, 2013
For more information, please call 936.872.2361
STC

Fall 2013 Highlights

Frankenstein



Fall 2013 Highlights

Yadira De La Riva's *One Journey: Stitching Stories Across The Mexican "American" Border*

October 22, 2013

- ❖ 1 Performance
 - 114 Total House Count
- ❖ Community-Based Workshop
 - 17 Total House Count
- ❖ Cast & Crew
 - 1 Performance Artist (Yadira De La Riva)
 - 7 Production Crew Members



Co-Sponsored by STC's Center for Mexican American Studies.

One Journey Workshop

October 23, 2013

The day after the performance, Yadira De La Riva led a free community-based Theatre Oppressed workshop focused on dialogue and the border experience.



Yadira De La Riva



Fall 2013 Highlights

Daddy's Dyin', Who's Got the Will

November 21-24, 2013

- ❖ 4 Performances (Thurs-Sun)
 - 507 Total House Count
- ❖ Cast & Crew
 - 8 Actors (3 Men, 5 Women)
 - 35 Production Crew Members



Cast and crew for *Daddy's Dyin', Who's Got the Will*



Fall 2013 Highlights

Daddy's Dyin'



Spring 2014 Highlights

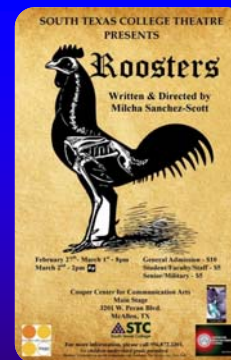
Milcha Sanchez-Scott's Roosters

February 27 – March 2, 2014

South Texas College Theatre and the McAllen Arts Council is honored to have playwright **Milcha Sanchez-Scott** direct her most well-known play *Roosters*, one of the most significant pieces of literary work in Latino Literature/Theatre.

Facts about *Roosters* Production:

- Milcha Sanchez-Scott is the **Drama Program's Artist in Residence**
- This is South Texas College Theatre's **2nd grant** from the **McAllen Arts Council**.



Co-Sponsored by the McAllen Arts Council,
STC's Center for Mexican American Studies
and the English Department.

Spring 2014 Highlights

Roosters Community Events

- ❖ **Workshop** with STC's Creative Writing Students - Led By Milcha Sanchez-Scott (Feb 5)
- ❖ **Visit** McAllen ISD's Lamar Academy (Feb 6)
- ❖ **Conversations** with Milcha Sanchez-Scott and Alvaro Rodriguez (Feb 18)
- ❖ **Festiva** Cover Story (Feb 28)



Spring 2014 Highlights

William Shakespeare's *A Midsummer Nights Dream*

May 1-4, 2014

In celebration of Shakespeare's 400th birthday, the Drama Department's **Academic Cooperative students** will bring his most popular comedy to life.



Drama Sponsored Community Events

The **Drama Program** has provided high quality theatre, learning & performance opportunities to **1,300** students and community members since the start of 2013-2014.

- ❖ **McAllen ISD's Cathey Middle School: Cobra Theatre**
A Day at the Tony Awards
- ❖ **All Star Theatre Company**
The House of Bernarda Alba
- ❖ **McAllen ISD's Lamar Academy's Drama Program**
Copenhagen
- ❖ **Can Achieve Maximum Potential (CAMP) University**
Lion King
- ❖ **CineSol 36 Hr Film Race**
- ❖ **CineSol 20th Annual Film Festival**

Projected Initiatives

- ❖ Collaboration with Mexican American Studies
 - Develop **Performance Series**
 - Creation of **Artist Talks** and **Latino Playwriting Project**
- ❖ Development of an **Artist in Residence Program**
 - STC's Drama Majors and the surrounding community
- ❖ Acting II Course, Fall 2014



Thank You

“I regard the theatre as the greatest of all art forms, the most immediate way in which a human being can share with another the sense of what it is to be a human being”

– Oscar Wilde