

# Board of Trustees

## Education and Workforce Development Committee Meeting

Thursday, September 10, 2015

2:00 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  
Thursday, September 10, 2015  
@ 2:00 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 Tuesday, August 11, 2015 Committee Meeting ..... 1 – 5
- II. Presentation on Building the Pathway Out of Poverty – Stackable Credentials  
Provide Stepping Stones to Meaningful Employment ..... 6 - 13
- III. Presentation on Essential Qualities of South Texas Faculty..... 14 - 21

## **Approval of Minutes for Tuesday, August 11, 2015 Committee Meeting**

The Minutes for the Education and Workforce Development Committee meeting of Tuesday, August 11, 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, August 11, 2015  
@ 12:00 p.m.  
McAllen, Texas**

**MINUTES**

The Education and Workforce Development Committee Meeting was held on Tuesday, August 11, 2015 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 12:05 p.m. with Mrs. Graciela Farias presiding.

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

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

Members absent: None

Also present: Dr. Shirley A. Reed, Dr. Anahid Petrosian, Dr. Ali Esmaeili, Mrs. Jessica Garcia, Dr. Kelli Davis, Ms. Yvette Gonzalez, and Mr. Andrew Fish.

**Approval of Minutes for Thursday, June 11, 2015 Committee Meeting**

Upon a motion by Mr. Gary Gurwitz and a second by Mr. Gary Gurwitz, the Minutes for the Education and Workforce Development Committee meeting of June 11, 2015 were approved as written. The motion carried.

**Review and Recommend Action on FY 2015-2016 Committee Meeting Schedule**

The Education and Workforce Development Committee was asked to review the following schedule and recommend amendment or approval as appropriate. The Board will be asked to review and take action on a calendar of Committee and Board Meetings for FY 2015-2016 at the August 25, 2015 Regular Board Meeting.

The significant change to the proposed 2015-2016 Committee Meeting Schedule from the current schedule was the shift of Committee Meetings to Tuesdays instead of Thursdays. Regular Board Meetings are generally held on the 4<sup>th</sup> Tuesday, and holding Committee Meetings on the same night of the week may help keep calendars consistent and predictable.

The proposed meeting schedule for the Education and Workforce Innovation Committee was as follows:

<u>Weekday</u>	<u>Date</u>	<u>Meeting Time</u>
Thursday	September 10, 2015	12:00 p.m.*
Tuesday	October 6, 2015	3:30 p.m.
Tuesday	November 10, 2015	3:30 p.m.
Tuesday	December 8, 2015	3:30 p.m.
Tuesday	January 12, 2016	3:30 p.m.
Tuesday	February 9, 2016	3:30 p.m.
Tuesday	March 8, 2016	3:30 p.m.
Tuesday	April 12, 2016	3:30 p.m.
Tuesday	May 10, 2016	3:30 p.m.
Tuesday	June 14, 2016	3:30 p.m.
Tuesday	July 12, 2016	3:30 p.m.
Tuesday	August 9, 2016	3:30 p.m.
Tuesday	September 13, 2016	3:30 p.m.

\*The date of the September 10, 2015 Committee meeting was set by the Board in September 2014, and the time was adjusted to accommodate the review of schematic designs for the 2013 Bond Construction Program.

Education and Workforce Development Committee Meetings were generally scheduled for the second Tuesday of each Month at 3:30 p.m. unless scheduling conflicts required a schedule adjustment.

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

Upon a motion by Mr. Gary Gurwitz and a second by Mrs. Graciela Farias, the Education and Workforce Development Committee recommended Board approval of the proposed Committee meeting schedule as presented. The motion carried.

## **Presentation on the Valley Scholars Program Student Success Points**

Dr. Anahid Petrosian, Vice President for Academic Affairs, and Mrs. Jessica Sandoval Garcia, Coordinator of the Valley Scholars Program, reviewed the Valley Scholars Program student success points.

The Valley Scholars Program operates through significant and generous community support, and the Student Success Points demonstrate the return on that investment. The presentation covered data on Valley Scholars Program students, including:

- Historical Enrollment,
- Cohort Size & Gender,
- Campus Demographics,
- Persistence,
- Graduation, and
- Performance.

In addition to presenting the positive impact of the Valley Scholars Program on participants, the Committee heard about new program benefits:

Expansion of program benefits for students in:

- Nursing & Allied Health Programs
  - Associate Degree Nursing
  - Occupational Therapy Assistant
  - Physical Therapy Assistant
  - Radiologic Technology
  - Respiratory Therapy
- Bachelor Programs
  - Computer & Information Technologies
  - Technology Management
  - Medical and Health Services Management
  - Organizational Leadership

Program staff then briefly reviewed the funding sources that support the Valley Scholars Program, including the upcoming *10<sup>th</sup> Annual A Night with the Stars*, to be held Thursday, October 8, 2015 @ 6 p.m.

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

## **Presentation on the General Memorandum of Understanding between South Texas College and UTRGV**

Dr. Anahid Petrosian, Vice President for Academic Affairs, Dr. Ali Esmaeili, Dean of Math, Science, and Bachelor Programs, and Dr. Kelli Davis, University Relations Officer, presented on the General Memorandum of Understanding which was signed by South Texas College and UTRGV on Monday, August 10, 2015.

The signing of the MOU was completed at a signing ceremony at 10:00 a.m. on Monday, August 10, 2015 in the South Texas College Pecan Campus Library Rainbow Room.

This MOU provided South Texas College and UTRGV students many benefits to facilitate the pursuit of academic coursework at both institutions and to transfer credits easily between them. Both institutions were committed to providing a seamless transfer for students, and this MOU provided the necessary framework for the institutions and students to achieve this.

The agreement proposed for August 10<sup>th</sup> included:

- Guaranteed UTRGV Admission for South Texas College students completing an:
  - Associate of Arts degree,
  - Associate of Science degree,
  - Associate of Arts in Teaching degree, or
  - the 42 hour Core Curriculum at South Texas College.

- Transfer of Courses – STC students can transfer any course listed in the Academic Course Guide Manual (ACGM), published by the Texas Higher Education Coordinating Board, for an equivalent course at UTRGV.
- Catalog Date – STC students who began a course of study under an existing catalog at UTPA or UTB will have the option to continue with that catalog *or* switch to the UTRGV catalog if it reduces the time to degree completion.
- Reverse Transfer – STC students who transfer credits to UTRGV and go on to meet STC’s requirements for an associate degree will receive a reverse transfer of those UTRGV credits and be awarded the appropriate degree by South Texas College.

South Texas College had articulation agreements in place with UTPA and UTB. These agreements would continue to apply for one year, during which time the College and UTRGV would coordinate to revise the existing agreements as appropriate.

This presentation 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 12:51 p.m.

I certify that the foregoing are the true and correct Minutes of the August 11, 2015 Education and Workforce Development Committee of the South Texas College Board of Trustees.

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Mrs. Graciela Farias  
Presiding

## **Presentation on Building the Pathway Out of Poverty – Stackable Credentials Provide Stepping Stones to Meaningful Employment**

Mr. Juan Carlos Aguirre, Dean for Continuing, Professional, and Workforce Education, will deliver a presentation on “Building the Pathway Out of Poverty – Stackable Credentials Provide Stepping Stones to Meaningful Employment.” This presentation is designed to provide the foundation for a subsequent presentation to the 2015 Association of Community College Trustees (ACCT) Leadership Congress.

Mr. Aguirre will review the demographics served by South Texas College, which includes a large population of adults without at least a high school education (approximately 37%). Many of these adults lack the basic skills necessary to obtain meaningful employment, and many do not see higher education as an obtainable or valuable pursuit.

South Texas College has built a series of Career Pathways, including Stackable Credentials, which encourage students lacking basic language, literacy, and numeracy skills to pursue a basic career credential concurrently with any GED or English-as-a-Second-Language (ESL) courses that might benefit them.

One example Career Pathway:

- A 148-contact hour “First Responder” credential, earned alongside ESL and GED credentials as necessary.
- Completing an additional 11 semester credit hours can earn the student an **Emergency Medical Technology Basic Certificate**
- Completing an additional 12 semester credit hours can earn the student an **Emergency Medical Technology Intermediate Certificate**
- Once the student tests “College Ready”, earning an additional 24 semester contact hours can earn the student an **Emergency Medical Technology Paramedic Certificate**.
- A student completing the program thus far is eligible to (1) complete another 19 semester credit hours to earn an **Emergency Medical Technology Associate of Applied Science** or (2) enroll in the **Associate Degree Nursing program** through the “Paramedic to RN” track.
- Finally, a student will be ready to pursue a **Bachelor of Applied Technology in Medical and Health Services Management**.

Each career pathway is developed in coordination with area employers within each field. Along with these employers, the College has identified meaningful credentials that will translate into valuable professional skills and employment opportunities for students. Each credential is designed to be within reach of students, encouraging them to develop and pursue further career and educational goals as they make progress through the terminal degree.

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





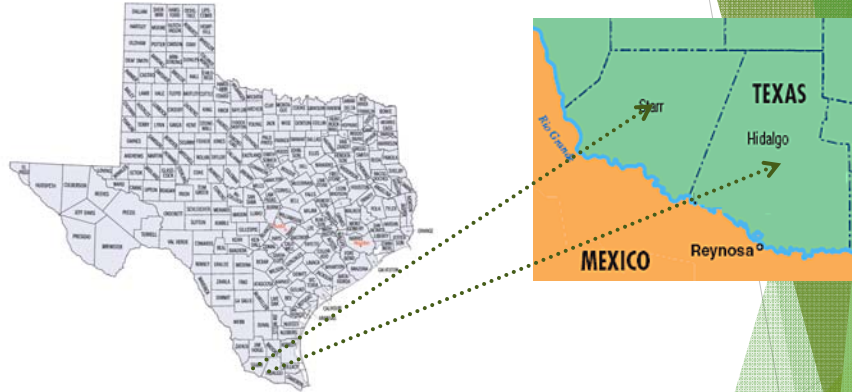
# BUILDING THE PATHWAY OUT OF POVERTY –STACKABLE CREDENTIALS PROVIDE STEPPING STONES TO MEANINGFUL EMPLOYMENT

 SOUTH TEXAS  
COLLEGE  
CONTINUING, PROFESSIONAL  
& WORKFORCE EDUCATION

## Agenda

1. SOUTH TEXAS COLLEGE STATS
2. REGION DEMOGRAPHICS
3. CAREER PATHWAYS
  - ▶ BEFORE CAREER PATHWAYS
  - ▶ MISSING COMPONENT
  - ▶ TRACKS DEVELOPED
  - ▶ AFTER CAREER PATHWAYS
  - ▶ RESULTS

## 1. South Texas College Stats



### Fall 2014 Enrollment

- **31,325 Credit**
- **14,832 Continuing Education**



## 2. Region Demographics: Hidalgo and Starr Counties

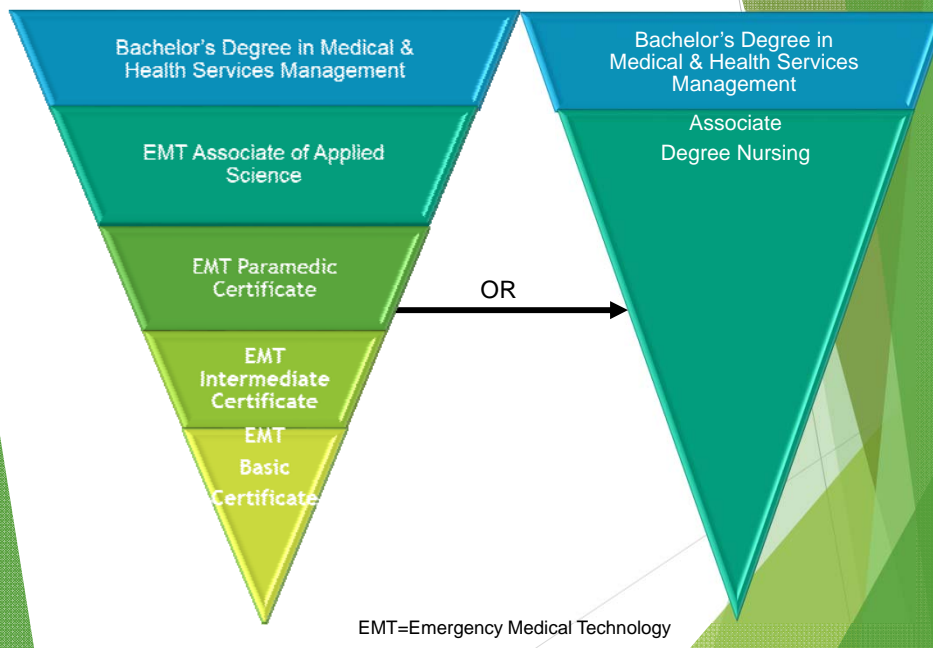
- **Population total: 851,997**
- **Population over age 18: 559,514**
  - **205,669 less than high school education**
  - **119,522 less than 9<sup>th</sup> grade education**
  - **58,783 less than 5<sup>th</sup> grade education**

Source: US Census Bureau, 2009-2013 5-Year American Community Survey

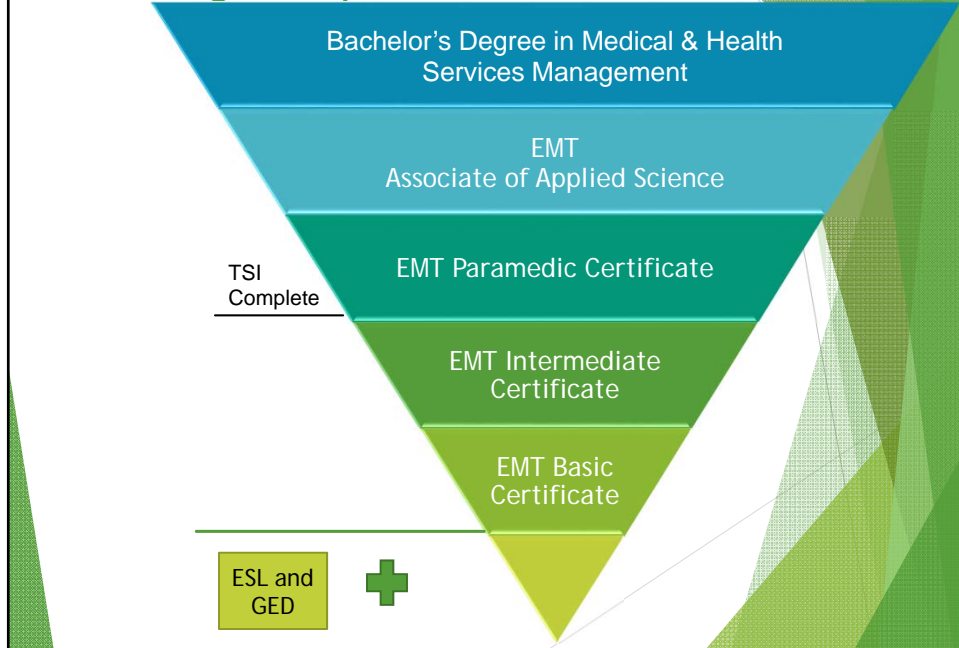
### 3. Career Pathways

- ▶ Program designed to allow underprepared students (skill- and literacy-challenged without a High School diploma or GED) to
  - ▶ Enroll in credit-bearing programs through Continuing Education while acquiring basic language, literacy and numeracy skills and
  - ▶ Earn credit-bearing certificates and degrees

### Before Career Pathways

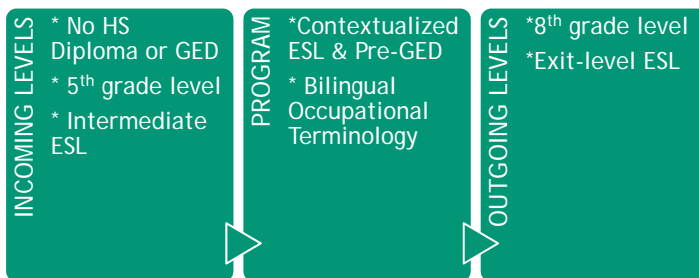


## Missing Component

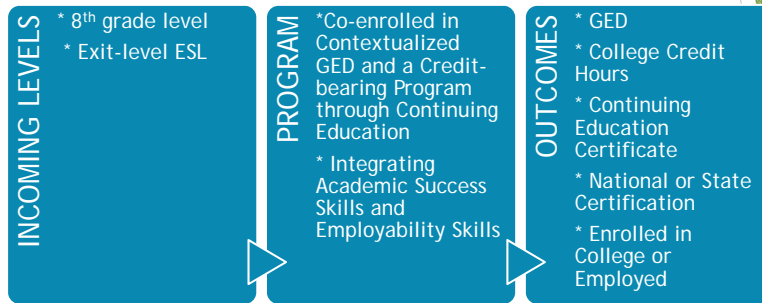


## Tracks Developed

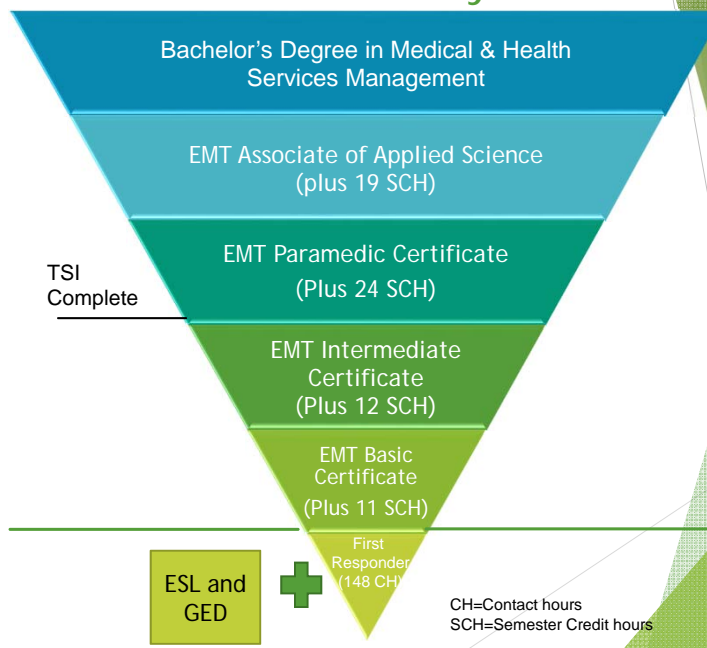
### Track 1: ESL and Pre-GED



## Track 2: GED and Technical Training



## After Career Pathways



## Results from 3 years

- ▶ 11 Career Pathways Developed
- ▶ 225 Students Served
- ▶ 98% Completed Program
- ▶ 71% Attained GED
- ▶ 81% Earned Continuing Education Certificates
- ▶ 72% Earned Credit Hours
- ▶ 79% Enrolled in College or Employed



**SOUTH TEXAS  
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**CONTINUING, PROFESSIONAL  
& WORKFORCE EDUCATION**

**Thank you!**

**[jcaguirr@southtexascollege.edu](mailto:jcaguirr@southtexascollege.edu)**

## **Presentation on Essential Qualities of South Texas Faculty**

Dr. Anahid Petrosian, Vice President for Academic Affairs, will introduce Dr. Eric Reittinger, Psychology Instructor and Past Faculty Senate President.

Dr. Petrosian and Dr. Reittinger will present to the Committee on the *Essential Qualities of South Texas College Faculty*.

*Essential Qualities of South Texas College Faculty* was developed by faculty in conjunction with administration through a collaboration between the leadership teams of the Faculty Senate and the Academic Council. A copy of this document is included in the packet for the Committee's review.

The *Essential Qualities of South Texas College Faculty* upholds faculty to high standards as champions of students through explicit commitments to:

- Excellence in Teaching and Learning
- Student Success
- Leadership and College Service
- Professional Development
- Community Service and Creating a College-Going Culture

Dr. Petrosian and Dr. Reittinger will discuss the development of this document and its impact on the faculty and their mission to the service of the students and communities of South Texas College.

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





# ESSENTIAL QUALITIES OF SOUTH TEXAS COLLEGE FACULTY

South Texas College has endeavored to advance regional prosperity through the educational advancement of its students. Nevertheless, transforming our students' hopes and dreams into realities would not be possible without a strong foundation - the South Texas College faculty, who embody the College's mission and values. Thus, South Texas College seeks faculty who champion the Institution's core values: excellence, student success, innovation, professionalism, collaboration, community, and integrity.

## **A COMMITMENT TO EXCELLENCE IN TEACHING AND LEARNING**

South Texas College faculty members exhibit the highest levels of professionalism, remain current and competent in their fields, and excel in a collaborative environment. Faculty members are familiar with diverse teaching methods and use these tools to encourage high levels of student engagement and student understanding.

## **A COMMITMENT TO STUDENT SUCCESS**

South Texas College faculty members are committed to student success. They guide, advise, motivate, and enhance student learning through passion for their discipline and demonstrate compassion and patience for their students. In addition, they are innovative in their teaching and seek all opportunities to identify strategies they can implement, which will motivate students to succeed.

## **A COMMITMENT TO LEADERSHIP AND COLLEGE SERVICE**

South Texas College faculty members lead at local, regional, state, and national levels. Faculty leaders at South Texas College recommend and develop programs, trainings, and curricula that meet the ever changing needs of the community. They contribute to student success by participating in committees and serving as student club advisors, mentors to students, and as a vital resource for new faculty.

## **A COMMITMENT TO EXCELLENCE THROUGH PROFESSIONAL DEVELOPMENT**

South Texas College faculty members are committed to life-long learning. They participate in professional development opportunities to improve their teaching, maintain currency with technological advances, and incorporate diverse teaching modalities into their courses.

## **A COMMITMENT TO COMMUNITY SERVICE AND CREATING A COLLEGE-GOING CULTURE**

South Texas College faculty members serve the community by participating in outreach initiatives, public speaking, dual enrollment, or community organizations. They interact with local businesses and schools to promote South Texas College's core values and strategic directions.

**SOUTH TEXAS COLLEGE FACULTY - CHAMPIONS OF STUDENT SUCCESS**

Updated: August 18, 2015

# Essential Qualities of South Texas Faculty

**Presentation For**  
**Education & Workforce Development Committee**  
September 10, 2015

**Presenters:**  
**Dr. Anahid Petrosian, Interim VP for Academic Affairs**  
**Dr. Eric Reittinger, Past Faculty Senate President**

## Outline

- ❖ Background
- ❖ Development Process
- ❖ Communication Plan

### ESSENTIAL QUALITIES OF SOUTH TEXAS COLLEGE FACULTY

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SOUTH TEXAS COLLEGE FACULTY - CHAMPIONS OF STUDENT SUCCESS  
Updated August 05, 2015

## Background

### Fall 2013

#### ❖ Collaboration Between

- Faculty Senate Leadership Team
- Academic Council Leadership Team

### Fall 2014

#### ❖ Academic Affairs Convocation

- Celebrating Champions of Student Success

## STC Faculty are Champions of Student Success

South Texas College Faculty are **champions of the students** – of those who thought that college was not in their future, of those who never dreamed they could make it in college, and of those who want to gain a **greater education** so that hopefully their children may someday follow in their footsteps.



Fall 2014 Convocation



## Identifying the Essential Qualities of STC Faculty

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In August 2014,

Faculty members from all academic divisions participated in a **collaborative activity** to define what it means to be a faculty member at South Texas College by capturing the **essential qualities and competencies** each faculty member must have in order to be successful.



## Reflection Questions

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- ❖ What competencies do STC Faculty Champions need to demonstrate **excellence in teaching and learning, and a commitment to student success**?
- ❖ How do STC Faculty Champions demonstrate **college service and leadership**?
- ❖ How do STC Faculty Champions demonstrate a **commitment to excellence through professional development**?
- ❖ How do STC Faculty Champions engage in **community services and/or demonstrate a commitment to creating a college-going culture**?
- ❖ **35 minute activity**

# Identifying the Essential Qualities of STC Faculty

Activities took place during

## Academic Affairs Convocation

August 18, 2014

514 Attendees



# Identifying the Essential Qualities of STC Faculty

Activities took place during

## Adjunct & Dual Enrollment Professional Development Day

August 23, 2014

267 Attendees



## Development Process



- ❖ Responses from both events were collected and compiled by the **Office of Professional & Organizational Development**.
- ❖ Several faculty leaders volunteered to refine the responses by organizing them into **themes, removing duplications, and polishing the statements**.
  - ❖ Eric Reittinger, Darci Cather, Brett Millan
  - ❖ Laura Sanchez, Lee Grimes, Kristina Wilson
- ❖ The results is the “**Essential Qualities of South Texas College Faculty**” document.

## Components of

### “Essential Qualities of South Texas College Faculty”

- I. A Commitment to Excellence in Teaching & Learning**
- II. A Commitment to Student Success**
- III. A Commitment to Leadership & College Service**
- IV. A Commitment to Excellence Through Professional Development**
- V. A Commitment to Community Service & Creating a College-Going Culture**



## Communication Plan

- ❖ Faculty Handbook
- ❖ Academic Affairs Webpage
- ❖ Faculty Spotlight 2014-2015
- ❖ Fall 2015 Convocation
- ❖ Expectations of Current Faculty
- ❖ New Faculty Hiring Process
  - Part of Online Application
  - Used in Interview Process



Thank you for  
your Support!



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