

Board of Trustees

Education and Workforce Development Committee Meeting

Tuesday, March 07, 2017

3:00 p.m.

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



In the Making!

Online Copy

South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus, McAllen, Texas
Tuesday, March 7, 2017 @ 3:00 p.m.

AGENDA

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

- I. Approval of Minutes for Tuesday, February 14, 2017 Committee Meeting 1 – 3
- II. Presentation on South Texas College Baccalaureate Programs4 - 20

Approval of Minutes for Tuesday, February 14, 2017 Committee Meetings

The Minutes for the Education and Workforce Development Committee meetings of Tuesday, February 14, 2017 are presented for Committee approval.

**South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus, McAllen, Texas
Tuesday, February 14, 2017 @ 3:30 p.m.**

MINUTES

The Education and Workforce Development Committee Meeting was held on Tuesday, February 14, 2017 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:40 p.m. with Dr. Alejo Salinas, Jr. presiding.

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

Other Trustees present: None

Members absent: Mrs. Graciela Farias and Mr. Jesse Villarreal

Also present: Dr. Shirley A. Reed, Dr. Anahid Petrosian, Dr. Kristina Wilson, Ms. Delia Magdaleno, Ms. Jovonne Delgado, and Mr. Andrew Fish

Approval of Minutes for Tuesday, January 17, 2017 Committee Meetings

Upon a motion by Mr. Gary Gurwitz and a second by Dr. Alejo Salinas, Jr., the Minutes for the Education and Workforce Development Committee meetings of Tuesday, January 17, 2017 were approved as written. The motion carried.

Review and Action as Necessary to Offer a Deaf Support Specialist Certificate

The Education and Workforce Development Committee was asked to recommend Board approval to offer a Deaf Support Specialist Certificate.

The Deaf Support Specialist Certificate would allow graduates to advocate, educate, and promote community awareness on the issues that pertain to the Deaf, hard-of-hearing, and hearing communities. Careers in this field include assisting Deaf and hard-of-hearing populations with the development of independent-living skills and helping them coordinate with community services and understanding their rights under the Americans with Disabilities (ADA) Act. Graduates would also be able to support Deaf and hard-of-hearing individuals in finding and incorporating assistive technology.

All credits earned as part of this certificate program could be applied toward the completion of an Associates of Applied Science degree in Deaf Support Specialization, already offered at South Texas College.

Prospective employment opportunities for graduates within this program include Labor Relations Specialists, Teaching Assistants, Social and Human Services Assistants, or positions with agencies and organizations that directly support deaf and hard-of-hearing communities.

The packet included the Program Development Summary:

1. Program Development Checklist;
2. Program Summary and Demand;
3. Enrollment Management Plan, including Marketing and Retention Strategies;
4. Enrollment and Graduation Projections;
5. Proposed Curriculum;
6. Instructional and Operating Cost Projections; and
7. South Texas College Program Evaluation Plan.

The program operating and instructional cost estimates were provided after the Program Development Brief.

Dr. Kristina Wilson, Associate Dean of Curriculum and Student Learning, reviewed the proposed new program and the development process with the Committee and was joined by Ms. Jovonne Delgado, Sign Language Interpret Instructor, and Ms. Delia Magdaleno, Chair of the World Language Department, in responding to questions.

Upon a motion by Mr. Gary Gurwitz and a second by Dr. Alejo Salinas, Jr., the Education and Workforce Development Committee is asked to recommend Board approval to offer a Deaf Support Specialist Certificate as presented.

Adjournment

There being no further business to discuss, the Education Workforce Development Committee Meeting of the South Texas College Board of Trustees adjourned at 3:55 p.m.

I certify that the foregoing are the true and correct Minutes of the February 14, 2017 Education and Workforce Development Committee of the South Texas College Board of Trustees.

Mrs. Graciela Farias
Presiding

Presentation on South Texas College Baccalaureate Programs

Dr. Shirley Reed, College President, and Dr. Kevin Peek, Chair of the Bachelor of Applied Science – Organizational Leadership Program, will provide an overview of the baccalaureate programs at South Texas College.

The College developed these programs after receiving legislative authority in 2004, to begin offering bachelor degrees in applied science and applied technology. At that time, South Texas College was one of three Texas community colleges, along with Brazosport College and Midland College, allowed to develop baccalaureate programs.

Of the five baccalaureate programs that Texas state law currently allows South Texas College to offer, four have been fully developed and are available to qualified students. Further, the College has identified additional programs for consideration, and each legislative session seeks authorization to increase the limit so that valuable programs can be developed and offered to students in the Rio Grande Valley.

South Texas College currently offers the following four baccalaureate programs:

- Bachelor of Applied Technology (B.A.T.) in Technology Management
- Bachelor of Applied Technology (B.A.T.) in Computer & Information Technologies
- Bachelor of Applied Technology (B.A.T.) in Medical & Health Services Management
- Bachelor of Applied Science (B.A.S.) in Organizational Leadership

Dr. Peek will provide an overview of the existing programs, including enrollment and graduation data.

Competency-Based Baccalaureate

South Texas College partnered with Texas A&M University – Commerce, with support from the College for All Texans Grant, to develop the B.A.S. in Organizational Leadership program. The purpose of the grant was to develop a competency-based degree program that measures student progress through the demonstration of program competencies, rather than the traditional accumulation of credit hours.

Program students at South Texas College pay a flat rate of \$750 per seven week academic term, and during that term they may complete as many program competencies as they are able. Credit is given for training and/or military experience as well, which allows students with professional experience in related areas to quickly demonstrate their proficiency and progress through the program.

Dr. Peek will present on the structure of the Competency-Based B.A.S. in Organizational Leadership, including course structure, student support, enrollment and graduation results, and a proposed new competency-based baccalaureate in Computer Science.

This presentation is for the Education and Workforce Development Committee's information and feedback to staff. No action is requested.



SOUTH TEXAS COLLEGE BACCALAUREATE PROGRAMS

Presentation for Education & Workforce Development Committee
Tuesday, March 07, 2017

Presenter: Dr. Kevin Peek, Bachelor Programs Coordinator
Math, Science and Bachelor Programs Division

Outline

- Overview of Baccalaureate Programs
- Enrollment and Graduation Data
- Student Profile
- Competency-Based Baccalaureate
 - Bachelor of Applied Science in Organizational Leadership (**BASOL**)



Overview of Baccalaureate Programs

Driving Forces



- Create a Seamless Pathway for Associate of Applied Science Degrees
- Meeting Employers' Workforce Needs
- Expanding Access to Baccalaureate Degrees
- Rising Cost of Higher Education

Authorization

Texas Senate Bill 286

- In **2004**, the 78th session of the Texas Legislature established a pilot program that authorized three community colleges to offer Bachelor degrees in applied science and applied technology.

- ✓ Brazosport College
- ✓ Midland College
- ✓ South Texas College



Timeline

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





Technology Management

Provide students with a broad business knowledge base, including issues related to business management, finance, information technology, and manufacturing.

Designed to prepare and train students for supervisory and management positions.



Computer & Information Technologies (CIT)

Educate and train students with relevant, technical knowledge of CIT practices and provide solutions for real-world problems.

Designed to prepare students for successful careers in the field of computer and information technologies.



Medical & Health Services Management

Focuses on management principles, technological innovations in delivery of health care services, health information processing technology, and government regulations related to healthcare services.

Designed to prepare students for entry to mid-level management positions in a health care or a medical facility.



Organizational Leadership Competency-Based

Focuses on the development of information literacy, critical thinking, inquiry and analysis, written and oral communication, teamwork and problem solving, ethical reasoning and action, civic knowledge and engagement, and intercultural knowledge and competence.

Designed to prepare students for supervisory and management positions.

Enrollment and Graduation Data

Enrollment
Graduation
Time to Completion
Student Profile

Enrollment

BACHELOR PROGRAM OUTCOMES Enrollment, Graduate, & Placement Rates			
	HEADCOUNT ENROLLMENT Fall Semester	GRADUATES	PLACEMENT RATE
	2005-2016	(2007-2016)	2015
TMGT	1,683	546	78%*
ORGL	502	130	
CIT	929	236	83%
MHSM	734	264	79%
TOTAL	3,848	1,176	

2015 is latest Placement Rate available by THECB

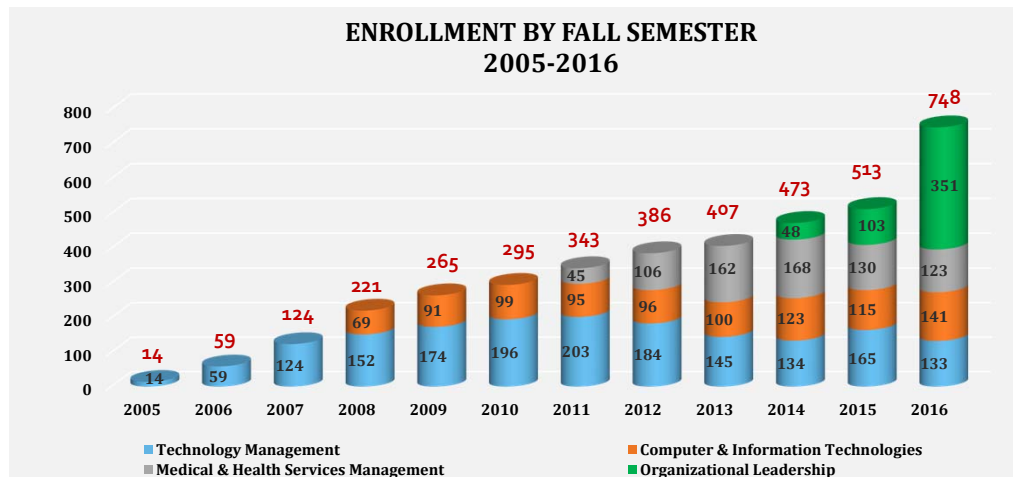
*In 2015, Technology Management & Organizational Leadership Instructional Programs were classified under one area in the Texas Higher Education Coordinating Board Gainful Employment-Placement Rate.

TMGT: Technology Management
CIT: Computer & Information Technologies
MHSM: Medical & Health Services Management
OL: Organizational Leadership

Source: South Texas College Research & Analytical Services

ENROLLMENT

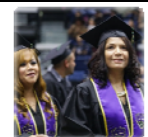
2005-2016



Source: South Texas College Research & Analytical Services

Graduates

2007-2016



BACHELOR PROGRAM GRADUATES												
Academic Year												
2007-2017												
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017*	TOTAL
TMGT	14	39	63	64	69	75	55	65	51	51	28	574
CIT			23	31	49	36	34	17	23	23	15	251
MHSM							35	64	85	80	24	288
OL									39	91	67	197
TOTAL	14	39	86	95	118	111	124	146	198	245	134	1,310

* Source: SAEM - Projected Graduates for May 2017

TMGT: Technology Management
CIT: Computer & Information Technologies
MHSM: Medical & Health Services Management
OL: Organizational Leadership

Source: South Texas College Research & Analytical Services

Time to Completion

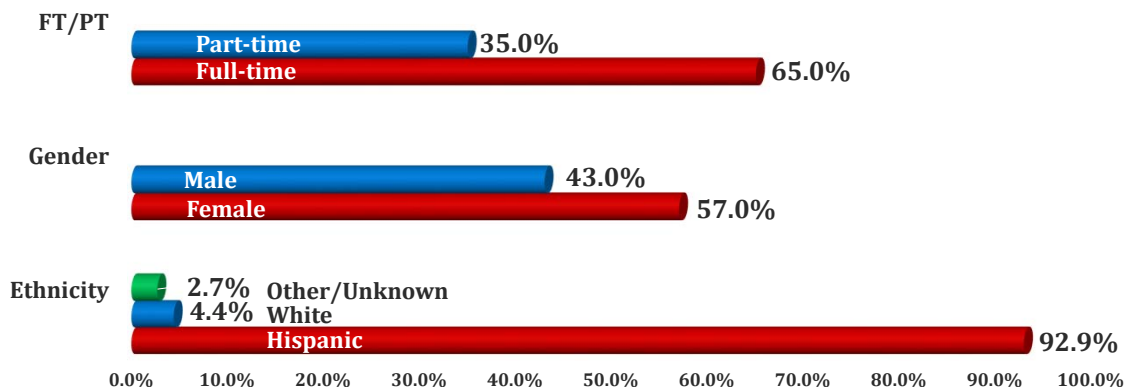
BACHELOR PROGRAM Time To Completion		
PROGRAM	Within 2 Years	Within 3 Years
Technology Management	72.9%	94.1%
Computer & Information Technologies	65.2%	87.3%
Medical & Health Services Management	89.7%	97.8%
Organizational Leadership	100%	

Source: South Texas College Research & Analytical Services

Student Profile Fall 2016



BAT Program Student Profile
Fall 2016

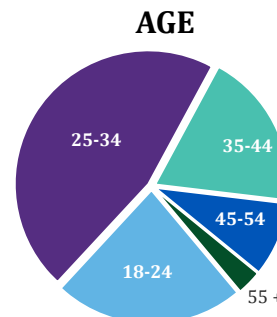
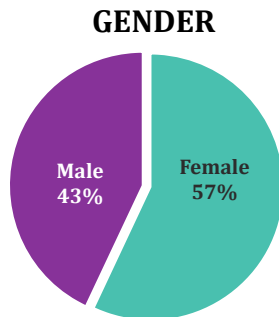


Source: South Texas College Research & Analytical Services

Student Profile Fall 2016



The following illustrates the gender and age demographic information of 748 students enrolled in Bachelor Degrees for the Fall 2016.



AGE	
18-24	25%
25-34	46%
35-44	20%
45-54	8%
55+	2%

Source: South Texas College Research & Analytical Services

Competency-Based Baccalaureate *Organizational Leadership (BASOL)*

Background
Model
Structure
Student Support
Enrollment & Graduates
Computer Science Baccalaureate

Competency-Based Baccalaureate Background

College for All Texans Grant: \$1,000,000

- BAS in Organizational Leadership (2014)
- 1st Competency-based degree in the state of Texas

Partnerships

- Texas Higher Education Coordinating Board
- College for all Texans Foundation
- Texas A&M University – Commerce
- South Texas College



Competency-Based Baccalaureate Model

Unique Design

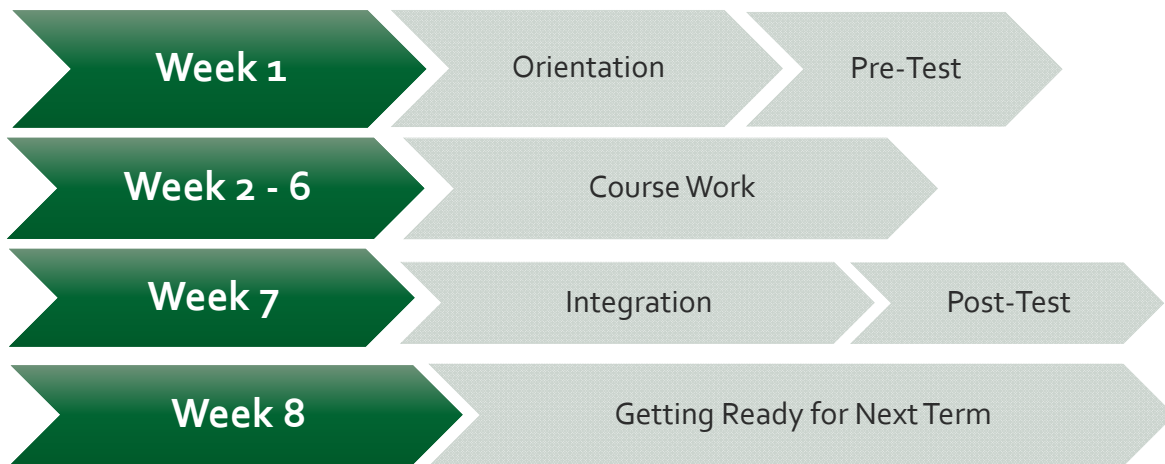
- Competency-based student progress
- Seven week terms with flat rate tuition (\$750/term)
- Personalized Learning Environment
- Credit given for Training and/or Military Experience



Curriculum Structure

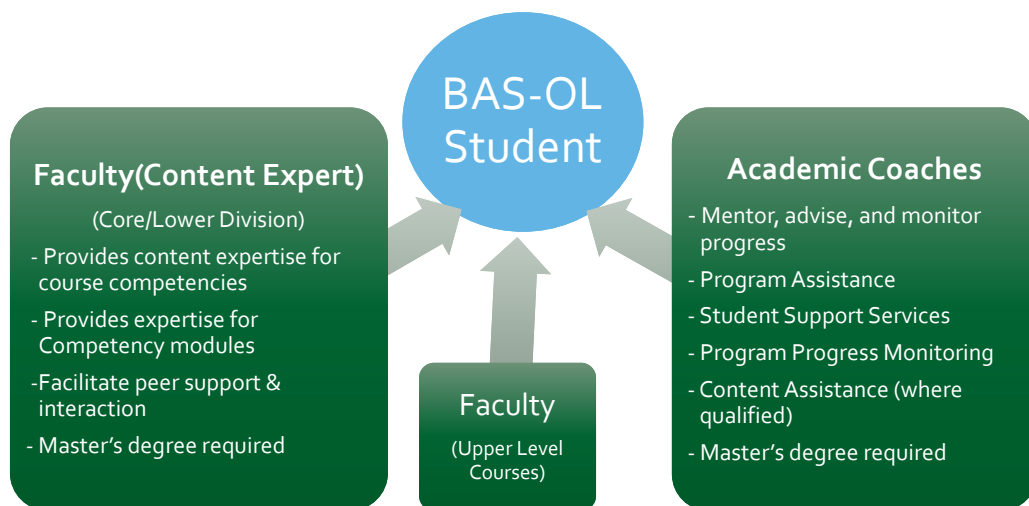
- Program structure is a combination of a **traditional approach** and **innovative competency-based techniques**.

Competency-Based Baccalaureate 7 Week Structure



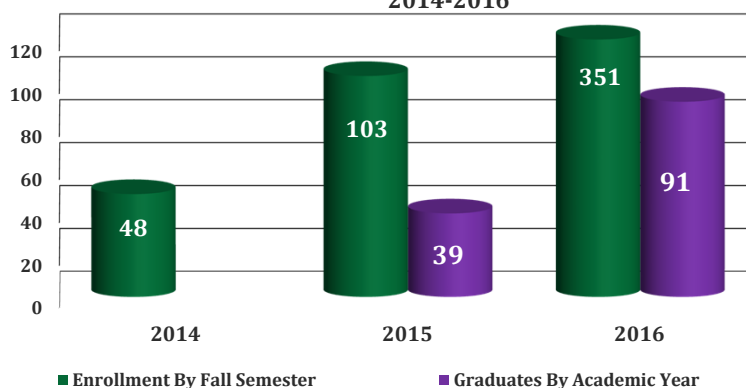
Six 7-week terms per calendar year.

Competency-Based Baccalaureate Student Support



Competency-Based Baccalaureate Enrollment & Graduates

Organizational Leadership
Enrollment & Graduates
2014-2016



Source: South Texas College Research & Analytical Services

NEW Program

College for All Texans Grant: \$ 167,848.00

Competency-Based Bachelor Degree in Computer Science

- **Instruction to be delivered:**
 - ✓ Lower division & Upper division: Spring 2018



Partnerships

- College for all Texans Foundation
- Austin Community College
- South Texas College





Thank you
for your support!



SOUTH TEXAS COLLEGE

BACCALAUREATE PROGRAMS FACT SHEET

BACKGROUND

South Texas College was selected as one of three community colleges in Texas by the 78th Legislature in 2003 to pilot offering a maximum of five applied baccalaureate degrees. During the 82nd Legislature in 2011, the pilot status was removed, but maintained the maximum limit of five applied baccalaureate degrees. Currently, South Texas College, Brazosport College, and Midland College are the only Texas Community Colleges accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and authorized by the Texas Higher Education Coordinating Board to offer baccalaureate degrees.

ACCESS AND SUCCESS

The offering of baccalaureate degree programs at South Texas College (STC) over the last 10 years has significantly impacted student access and success. It has been nothing short of extraordinary. The first four degrees were established between 2005 and 2014 as listed below:

BACCALAUREATE DEGREE PROGRAMS	YEAR ESTABLISHED
Technology Management (TMGT)	2005
Computer & Information Technologies (CIT)	2008
Medical & Health Services Management (MHSM)	2011
Organizational Leadership – Competency Based (OL)	2014

The fourth bachelor degree, Bachelor of Applied Science in Organizational Leadership, a competency based program, was developed in partnership with Texas A&M University-Commerce (TAMUC). It was funded by the Texas Higher Education Coordinating Board (THECB), and the College for All Texans Foundation (CFAT) as a part of EDUCAUSE Next Generations Learning Challenges (NGLC) Wave III Grant.

Over 1,100 students have earned bachelor degrees with a notable number of them choosing to pursue post baccalaureate degrees at the Master's level and beyond. Moreover, all four baccalaureate programs have increased access for Hispanic students and have contributed to the goals of *Closing the Gaps* and the new Texas Higher Education Strategic Plan: **60x30TX** by raising higher education participation rates for Hispanic students and by increasing the number of students earning bachelor degrees.

STUDENT DEMOGRAPHICS

Following are student demographics based on data collected for Fall 2016 for students enrolled in upper-level courses in the baccalaureate programs.

STATUS		GENDER		DIVERSITY		Age	
Full Time	65%	Female	57%	Hispanic	92.9%	18-24	25%
Part Time	35%	Male	43%	White	4.4%	25-34	46%
				Unknown	2.7%	35-44	20%
						45-54	8%
						55 and over	2%

ENROLLMENT (Unduplicated Student Headcount)

SIX YEAR BACCALAUREATE PROGRAM ENROLLMENT						
UNDUPPLICATED HEADCOUNT ENROLLMENT						
Fall Semester						
	2011	2012	2013	2014	2015	2016
Technology Management	203	184	145	134	165	133
Computer and Information Technologies	95	96	100	123	115	141
Medical and Health Services Management	45	106	162	168	130	123
Organizational Leadership				48	103	351
TOTAL ENROLLMENT	343	386	407	473	513	748



SOUTH TEXAS COLLEGE

BACCALAUREATE PROGRAMS FACT SHEET



PERSISTENCE (Fall to Fall)

Fall to Fall persistence for 2014 -2016 Academic Year has ranged from **82% to 89%**. Persistence rates have remained robust even with the substantial enrollment increases in each program.

FALL TO FALL – PERSISTENCE 2011 - 2016						
	Fall 2010 to Fall 2011	Fall 2011 to Fall 2012	Fall 2012 to Fall 2013	Fall 2013 to Fall 2014	Fall 2014 to Fall 2015	Fall 2015 to Fall 2016
Technology Management	76%	77%	86%	75%	88%	82%
Computer and Information Technologies	88%	80%	94%	76%	70%	89%
Medical and Health Services Management		66%	80%	90%	88%	82%
Organizational Leadership					87%	84%

GRADUATION

Over **1,100 students** have earned bachelor degrees from South Texas College since the programs began. These graduates have contributed significantly to the goals of *Closing the Gaps*. These degrees, for most students, build on successful completion of an associate of applied science degree and create a seamless academic ladder.

Source: South Texas College Research & Analytical Services

BACCALAUREATE PROGRAM GRADUATES 2007-2017*												
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017*	TOTAL
TMGT	14	39	63	64	69	75	55	65	51	51	28	574
CIT			23	31	49	36	34	17	23	23	15	251
MHSM							35	64	85	80	24	288
OL									39	91	67	197
TOTAL	14	39	86	95	118	111	124	146	198	245	134	1,310

*Projected Graduates for May 2017

TIME TO COMPLETION

TIME TO COMPLETION FOR UPPER LEVEL COURSES		
PROGRAM	2 Years	3 Years
Technology Management	72.9%	94.1%
Computer & Information Technologies	65.2%	87.3%
Medical & Health Services Management	89.7%	97.8%
Organizational Leadership	100%	

EMPLOYMENT

Following are the employment rates based on the number of graduates. Even with higher enrollment, the baccalaureate programs demonstrate an employment rate of 78% to 83%.

Source: Texas Higher Education Data- Gainful Employment –Placement Rate.

EMPLOYMENT RATES					
	2011	2012	2013	2014	2015
Technology Management	76%	89%	90%	73%	78%**
Organizational Leadership					
Computer & Information Technologies	88%	78%	85%	88%	83%
Medical & Health Services Management			77%	80%	79%

**In 2015, Technology Management & Organizational Leadership Instructional programs were classified under one area in the Texas Higher Education Coordinating Board Gainful Employment-Placement Rate





SOUTH TEXAS COLLEGE

BACCALAUREATE PROGRAMS FACT SHEET

TRANSFER TO GRADUATE PROGRAMS

South Texas College's Research and Analytical Services in collaboration with the National Clearinghouse tracks bachelor program cohort graduates who continue their education at other Higher Education Institutions.

TRANSFER TO GRADUATE PROGRAMS 2007-2013			
PROGRAM	GRADUATES	TRANSFERS	TRANSFERS %
Technology Management	444	88	20%
Computer & Information Technologies	190	46	24%
Medical & Health Services Management	99	28	28%

Source: South Texas College Research & Analytical Services & National Clearinghouse

FACULTY WITH DOCTORAL DEGREES

Of the 1,025 full-time and adjunct faculty at South Texas College, 14% or 145 have doctoral degrees and an additional 86% or 880 have master degrees.

FACULTY COSTS (Salaries & Benefits)

All faculty at STC, including those teaching in the BAT Program, are paid according to a Board approved salary schedule, which takes into consideration experience and education. The teaching load is 15 lecture hour equivalents and focuses on teaching excellence.

FORMULA FUNDING

The following table represents total state appropriations for all programs based on upper division student credit hours during the enrollment base period.

STATE FUNDING PER FISCAL YEAR BIENNIUM Based on Credit Hour Reimbursement Formula Funding	
FY 2008 to FY 2009	\$203,535
FY 2010 to FY 2011	\$662,594
FY 2012 to FY 2013	\$710,532
FY 2014 to FY 2015	\$1,124,948
FY 2016 to FY 2017	\$1,610,214

SPECIAL APPROPRIATIONS

\$1.2 million was appropriated for the start-up costs for up to five applied baccalaureate degree programs. Funds were used to acquire library resources, software, technology, instructional materials, and to equip computer labs to accommodate five applied baccalaureate degree programs.

TAXPAYER INVESTMENT

Local revenue from taxpayers of South Texas College's taxing district of Hidalgo and Starr counties funded facilities, infrastructure, operations, and maintenance costs of the institution and has accommodated the baccalaureate degrees without additional expense to local taxpayers. The baccalaureate program is designed to meet the workforce development needs of specific industries requiring a highly skilled and specifically prepared workforce. The investment by local taxpayers in a BAT degreed labor force helps attract new companies to the region that will employ personnel into high-wage and high-demand occupations. This is a good investment for local taxpayers and the State of Texas.

"The economic future of South Texas, to a great extent, will be influenced by our ability to increase the educational level and competitive workforce skills of all residents of Hidalgo and Starr Counties."

*Dr. Shirley A. Reed, President
South Texas College*

