



**SOUTH TEXAS
COLLEGE**

Board of Trustees

Education and Workforce Development Committee Meeting

Tuesday, July 08, 2025

3:30 p.m.

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

Online Copy

**South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building Board Room
Pecan Campus, McAllen, Texas
Tuesday, July 8, 2025 @ 3:30 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 the Tuesday, April 8, 2025 Committee Meeting 2 - 7
- II. Review and Recommend Action on Proposed FY 2025-2026 Committee Meeting Schedule 8 - 10
- III. Review and Recommend Action on Proposed Revision to 2025-2026 Academic Calendar 11 - 14
- IV. Review and Recommend Action on Proposed Revision to 2026-2027 Academic Calendar 15 - 18
- V. Review and Recommend Action on Proposed South Texas College 2025 – 2031 Strategic Plan 19 - 24

Approval of Minutes for the Tuesday, April 8, 2025 Committee Meeting

The Minutes for the Education and Workforce Development Committee meetings of Tuesday, April 8, 2025 are presented for Committee approval.

**South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building A-142 Conference Room
Pecan Campus, McAllen, Texas
April 8, 2025 @ 3:00 p.m.**

Minutes

The Education and Workforce Development Committee Meeting was held on Tuesday, April 8, 2025 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:16 p.m. with Ms. Victoria Cantu presiding.

Members present: Ms. Victoria Cantu, Ms. Dalinda Gonzalez-Alcantar via teleconference, and Mr. David De Los Rios.

Other Trustees Present: Dr. Alejo Salinas, Jr. and Mr. Danny Guzman.

Members absent: None

Also present: Dr. Ricardo J. Solis, Dr. Jesus Camos, Dr. Anahid Petrosian, Dr. Brett Millan, Dr. Rodney Rodriguez, Mr. Javier Villalobos, Mr. Daniel A Montez, Ms. Lisa Aleman, Dr. Margo Vargas Ayala, Ms. Myra De La Garza, Ms. Olivia Gomez, Ms. Gardenia Perez, Ms. Kelly Nelson, Mr. Martin Villarreal, Mr. Arturo Solano, Ms. Elizabeth Hollenbeck, Ms. Lynell Williams, Ms. Marcela Beas, Mr. Andrew Fish, Ms. Lynda Lopez, Dr. Rebecca De Leon, Dr. Christopher Nelson, and Ms. Venisa Earhart.

**Approval of January 14, 2025 Education and Workforce
Development Committee Minutes**

The Minutes for the Education and Workforce Development Committee Meeting of January 14, 2025, were presented for Committee approval.

Ms. Victoria Cantu called for any corrections to the Minutes as written. Hearing no corrections, Ms. Victoria Cantu adopted the Minutes for the January 14, 2025 Committee Meeting as presented.

Review of Dual Credit Programs Eligibility Criteria Assessment and Recommendations

Purpose Administration will review recommended changes to the Dual Credit Program Eligibility Criteria, specifically regarding the implementation of a pilot program to offer a “non-degree seeking” option for dual credit students.

Justification The Texas Higher Education Coordinating Board has recently updated eligibility criteria for dual credit programs, introducing a classification for “non-degree seeking” students who have earned fewer than 15 credit hours. Under this new classification, students are not required to meet Texas Success Initiative (TSI) college readiness standards.

Once a non-degree seeking student completes 15 credit hours, they must demonstrate TSI compliance and transition to degree-seeking status to continue enrolling in dual credit courses.

Administration has collaborated with Instructional Deans to review the necessary framework for high school students to participate in this pathway. Policy and Interlocal Agreement revisions will be presented for Board approval as the pilot’s final preparations are completed in May 2025.

South Texas College administration has engaged with ISD superintendents, who have expressed strong support for this initiative. This model balances flexibility in dual credit enrollment with safeguards to promote student success, including adherence to academic standing and financial aid eligibility criteria. Key components of this approach include:

- **Internal Eligibility Review** by ISD – Ensuring students are academically supported and prepared for their college coursework.
- **Dual Credit Programs Advisement** – Providing guidance before students reach the 15-credit threshold.
- **Faculty Assessment** – Preparing for anticipated enrollment growth.
- **Adherence to an Established Instructional Plan**– Ensuring non-degree seeking students enroll in approved courses aligned with their academic progress.

Administration will seek Board approval in May 2025 of the necessary steps to pilot the Non-Degree Seeking Dual Credit pathway for the 2025–2026 academic year. The program's performance will be assessed before determining recommendations for future implementation.

Funding

There are no immediate financial implications associated with this initiative. However, enrollment growth driven by the non-degree seeking option may result in increased revenue.

To manage potential faculty cost increases, the College will prioritize the use of ISD faculty where feasible and explore opportunities to consolidate dual credit course offerings across multiple districts when appropriate.

Staff Resources

Dr. Anahid Petrosian, Vice President and Provost for Academic Affairs and Economic Development

Dr. Rebecca De Leon, Associate Vice President for Dual Credit Programs and School District Partnerships

Recommendation No action was requested.

This item was to provide information and solicit feedback from the trustees.

No action was necessary on this item.

Presentation on Library & Learning Support Services

Purpose

Information Services, Planning, Performance, & Strategic Initiatives will review the role and operations of the Library & Learning Support Services group, including Library Services, Learning Commons & Open Labs, and Centers for Learning Excellence.

Justification

It is important for the Committee to be informed periodically about the operations and services offered by Library Services, Learning Commons & Open Labs, and Centers for Learning Excellence and how these departments serve to provide information materials, technology rich spaces, academic support services, and cultural enrichment opportunities to students, faculty, staff, and the community. These services promote teaching and learning at the College and contribute meaningfully to community engagement in furtherance of the Colleges mission, vision, and values.

Enclosed Documents

A copy of the presentation slides is included.

Funding

No funding is requested with this presentation.

Staff Resources

Interim VP of Information Services, Planning, Performance, & Strategic Initiatives and Dean of Library & Learning Support Services Dr. Jesús Campos; Associate Dean of Library Services Elizabeth Hollenbeck, Director of Learning Commons & Open Labs Arturo Solano, and Director of Centers for Learning Excellence Lynell Williams.

Recommendation

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

No action was necessary on this item.

Adjournment

There being no further business to discuss, the Education and Workforce Development Committee Meeting of the South Texas College Board of Trustees adjourned at 4:24 p.m.

I certify that the foregoing are the true and correct Minutes of the April 8, 2025 Education and Workforce Development Committee Meeting of the South Texas College Board of Trustees.

Mrs. Victoria Cantu, Presiding

Review and Recommend Action on Proposed FY 2025-2026 Committee Meeting Schedule

Purpose	The Board will be asked to review and take action on a calendar of Committee and Board Meetings for FY 2025 - 2026 at the July 22, 2025 Regular Board Meeting.
Justification	Education and Workforce Development Committee Meetings are generally scheduled for the second Tuesday of each month, and are proposed for a starting time of 3:00 p.m. There may be some deviation based upon scheduling conflicts, and any adjustments will be communicated with as much early notification as practical.
Funding	No funds are required.
Enclosed Documents	Appendix A – Proposed meeting schedule for the Education and Workforce Development Committee Meetings. Appendix B - A full calendar view of the proposed Committee and Board meeting schedule follows in the packet for the Committee's information
Staff Resource	Venisa Earhart Board Relations Administrator
Recommendation	The Education and Workforce Development Committee is asked to recommend Board approval of the proposed Committee meeting schedule so that all Board members may enter the dates on their planning calendars.

APPENDIX A

The proposed meeting schedule for the Education and Workforce Development Committee is as follows:

<u>Weekday</u>	<u>Committee Meeting Date</u>	<u>Meeting Time</u>
Tuesday	September 9, 2025	3:00 p.m.
Tuesday	October 14, 2025	3:00 p.m.
Tuesday	November 11, 2025	3:00 p.m.
Tuesday	December 9, 2025	3:00 p.m.
Tuesday	January 13, 2026	3:00 p.m.
Tuesday	February 10, 2026	3:00 p.m.
Tuesday	March 10, 2026	3:00 p.m.
Tuesday	April 14, 2026	3:00 p.m.
Tuesday	May 12, 2026	3:00 p.m.
Tuesday	June 9, 2026	3:00 p.m.
Tuesday	July 14, 2026	3:00 p.m.
Tuesday	August 11, 2026	3:00 p.m.
Tuesday	September 8, 2026	3:00 p.m.

APPENDIX B

Follows in packet.



Board Meeting Committee Meeting Calendar FY 2025 - 2026

September 2025						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2026						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July 2026						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- Regular Board Meeting
- Graduation Ceremonies
- Holiday/Professional Dev. Day, College Closed

- Committee Meetings -
 - Education & Workforce Development
 - Facilities
 - Finance, Audit, & Human Resources

- * Education & Workforce Development Committee: 2nd Tuesday of the month, 3:00 p.m.
- * Facilities Committee: 2nd Tuesday of the month, 4:00 p.m.
- * Finance, Audit, & Human Resources Committee: 2nd Tuesday of the month, 5:00 p.m.
- * Board Meetings: 4th Tuesday of the month, 5:30 p.m.

Review and Recommend Action on Proposed Revision to 2025-2026 Academic Calendar

Purpose	Administration seeks a committee recommendation for Board approval of the proposed revision to the 2025-2026 Academic Calendar.
Justification	<p>The 2025–2026 Academic Calendar was previously approved by the Board on June 25, 2024. Within this calendar, New Faculty Orientation and the Faculty Service Area Tour were scheduled for August 14 and 15, respectively.</p> <p>Administration’s practice has been to include the New Faculty Orientation and New Faculty Service Area Tour on the Academic Calendar, which requires setting that date over a year prior to the start of the scheduled semesters. This far out, overall enrollment and enrollment in specific courses/disciplines are still an approximation.</p> <p>As administration watches enrollment nearer the start of each term, hiring decisions are made regarding onboarding new faculty in high enrollment courses/disciplines. These faculty recruited and hired close to the start of the term may be unable to participate in previously scheduled onboarding activities, such as the orientation session and service area tour. These faculty miss out on critical information about the College and its operations. To address these issues, the College proposes removing the New Faculty Orientation and the Faculty Service Area Tour removed from the calendar, so they may be scheduled at a later date once logistical arrangements have been finalized.</p> <p>Newly hired faculty will be provided adequate notice of onboarding activities during the hiring process.</p>
Enclosed Documents	Proposed 2025 – 2026 Academic Calendar
Funding	No funding impact
Staff Resources	<p>Ms. Jessica Galloso, Associate Dean, Teaching and Learning Center</p> <p>Mrs. Christina Cavazos, Director of Curriculum, Planning, and Compliance</p>
Recommendation	The Committee recommends Board approval of the 2025-2026 Academic Calendar as presented.

2025-2026 Calendar



Rev. 06/04/2025

Fall Semester 2025 (August 25 - December 14)

August 13 (Wednesday)	New Faculty Start Date – New Faculty Benefits & Orientation (Human Resources)
August 14 (Thursday)	New Faculty Orientation
August 15 (Friday)	New Faculty Service Area Tour
August 18 (Monday)	Faculty Return – Academic Affairs Assembly / Division Meetings
August 19 (Tuesday)	Faculty Preparation Day / Departmental Meetings
August 20 (Wednesday)	Faculty Preparation Day / Departmental Meetings
August 21 (Thursday)	Faculty Preparation Day / Full-Time Faculty Teaching Dual Credit Courses PD Day / Departmental Meetings
August 22 (Friday)	Faculty Preparation Day / Departmental Meetings
August 23 (Saturday)	Adjunct & Dual Credit Faculty Professional and Organizational Development Day
August 25 (Monday)	Classes Begin
September 1 (Monday)	College Closed – Labor Day
September 10 (Wednesday)	Census Day - Twelfth Class Day
September 12 (Friday)	College Closed – Fall Convocation*
November 14 (Friday)	Last Day to Withdraw
November 27 – 30 (Thursday – Sunday)	College Closed - Thanksgiving Holiday
December 8 – 14 (Monday – Sunday)	Finals
December 13 (Saturday)	Commencement Ceremonies*
December 13 (Saturday)	Certificate and Degree Award Date
December 14 (Sunday)	End of Term
December 15 (Monday)	Last Day to Submit Grades
December 18 – January 4 (Thurs. – Sun.)	Winter Break (College Closed)

* Subject to change depending on availability of venue.

2025-2026 Calendar



Spring Semester 2026 (January 20 – May 14)

January 5 (Monday)	College Opens – Staff return
January 5 (Monday)	New Faculty Start Date – New Faculty Benefits & Orientation (Human Resources)
January 12 (Monday)	Faculty Return – Division / Department Meetings
January 13 – 16 (Tuesday-Friday)	Faculty Preparation Day / Departmental Meetings
January 17 (Saturday)	Adjunct & Dual Credit Faculty Professional and Organizational Development Day
January 19 (Monday)	Martin Luther King, Jr. Day – College Closed
January 20 (Tuesday)	Classes Begin
January 27 – 30 (Tuesday – Friday)	Distance Learning Symposium*
February 4 (Wednesday)	Census Day - Twelfth Class Day
February 13 (Friday)	College Closed – College-Wide Professional Development Day*
March 16 - 22 (Monday - Sunday)	College Closed - Spring Break
April 2 – 5 (Thursday – Sunday)	College Closed - Semester Break
April 20 (Monday)	Last Day to Withdraw
May 8 – 14 (Friday – Thursday)	Finals
May 14 (Thursday)	End of Term
May 15 – 16 (Friday - Saturday)	Commencement Ceremonies*
May 16 (Saturday)	Certificate and Degree Award Date
May 18 (Monday)	Last Day to Submit Grades
May 25 (Monday)	College Closed – Memorial Day

**Subject to change depending on availability of venue.*

2025-2026 Calendar



Summer Session 2026 (June 1 – August 7)

June 1 (Monday).....Classes Begin

June 16 (Tuesday)	Census Day - Twelfth Class Day
June 19 (Friday)	College Closed - Juneteenth
July 3 (Friday)	College Closed-Independence Day
July 6 – 7 (Monday & Tuesday)	No classes (For Summer III only)
July 23 (Thursday)	Last Day to Withdraw
August 6 (Thursday)	End of Term/Finals (Classes Meeting M-R)
August 7 (Friday)	End of Term /Finals (Classes Meeting M-F)
August 8 (Saturday)	Certificate and Degree Award Date
August 10 (Monday)	Last Day to Submit Grades

SI – Minimester (June 1 – July 2)

June 1 (Monday).....Classes Begin

June 4 (Thursday)	Census Day - Fourth Class Day
June 19 (Friday)	College Closed - Juneteenth
June 25 (Thursday)	Last Day to Withdraw
July 2 (Thursday)	End of Term/Finals
July 3 (Friday)	College Closed-Independence Day
July 6 (Monday)	Last Day to Submit Grades

SII – Minimester (July 8 – August 7)

July 8 (Wednesday).....Classes Begin

July 13 (Monday)	Census Day - Fourth Class Day
July 31 (Friday)	Last Day to Withdraw
August 6 (Thursday)	End of Term/Finals (Classes Meeting M-R)
August 7 (Friday)	End of Term /Finals (Classes Meeting M-F)
August 10 (Monday)	Last Day to Submit Grades

Review and Recommend Action on Proposed Revision to 2026-2027 Academic Calendar

Purpose	Administration seeks a committee recommendation for Board approval of the proposed revision to the 2026-2027 Academic Calendar.
Justification	<p>The 2026–2027 Academic Calendar was previously approved by the Board on May 27, 2025. Within this calendar, New Faculty Orientation and the Faculty Service Area Tour were scheduled for August 13 and 14, respectively.</p> <p>Administration’s practice has been to include the New Faculty Orientation and New Faculty Service Area Tour on the Academic Calendar, which requires setting that date over a year prior to the start of the scheduled semesters. This far out, overall enrollment and enrollment in specific courses/disciplines are still an approximation.</p> <p>As administration watches enrollment nearer the start of each term, hiring decisions are made regarding onboarding new faculty in high enrollment courses/disciplines. These faculty recruited and hired close to the start of the term may be unable to participate in previously scheduled onboarding activities, such as the orientation session and service area tour. These faculty miss out on critical information about the College and its operations. To address these issues, the College proposes removing the New Faculty Orientation and the Faculty Service Area Tour removed from the calendar, so they may be scheduled at a later date once logistical arrangements have been finalized.</p> <p>Newly hired faculty will be provided adequate notice of onboarding activities during the hiring process.</p>
Enclosed Documents	Proposed 2026 – 2027 Academic Calendar
Funding	No funding impact
Staff Resources	<p>Ms. Jessica Galloso, Associate Dean, Teaching and Learning Center</p> <p>Mrs. Christina Cavazos, Director of Curriculum, Planning, and Compliance</p>
Recommendation	The Committee recommends Board approval of the 2026-2027 Academic Calendar as presented.

2026-2027 Calendar



REV. 06/04/2025

Fall Semester 2026 (August 24 - December 13)

August 12 (Wednesday)	New Faculty Start Date – New Faculty Benefits & Orientation (Human Resources)
August 13 (Thursday)	New Faculty Orientation
August 14 (Friday)	New Faculty Service Area Tour
August 17 (Monday)	Faculty Return – Academic Affairs Assembly / Division Meetings
August 18 (Tuesday)	Faculty Preparation Day / Departmental Meetings
August 19 (Wednesday)	Faculty Preparation Day / Departmental Meetings
August 20 (Thursday)	Faculty Preparation Day / Full-Time Faculty Teaching Dual Credit Courses PD Day / Departmental Meetings
August 21 (Friday)	Faculty Preparation Day / Departmental Meetings
August 22 (Saturday)	Adjunct & Dual Credit Faculty Professional and Organizational Development Day
August 24 (Monday)	Classes Begin
September 7 (Monday)	College Closed – Labor Day
September 9 (Wednesday)	Census Day - Twelfth Class Day
September 18 (Friday)	College Closed – Fall Convocation*
October 5 (Monday)	Spring 2027 Registration Begins
November 13 (Friday)	Last Day to Withdraw
November 26 – 29 (Thursday – Sunday)	College Closed - Thanksgiving Holiday
December 7 – 13 (Monday – Sunday)	Finals
December 12 (Saturday)	Commencement Ceremonies*
December 12 (Saturday)	Certificate and Degree Award Date
December 13 (Sunday)	End of Term
December 14 (Monday)	Last Day to Submit Grades
December 17 – January 3 (Thurs. – Sun.)	Winter Break (College Closed)

* Subject to change depending on availability of venue.

2026-2027 Calendar



Spring Semester 2027 (January 19 – May 13)

January 4 (Monday)	College Opens – Staff return
January 4 (Monday)	New Faculty Start Date – New Faculty Benefits & Orientation (Human Resources)
January 11 (Monday)	Faculty Return – Division / Department Meetings
January 12 – 15 (Tuesday-Friday)	Faculty Preparation Day / Departmental Meetings
January 16 (Saturday)	Adjunct & Dual Credit Faculty Professional and Organizational Development Day
January 18 (Monday)	Martin Luther King, Jr. Day – College Closed
January 19 (Tuesday)	Classes Begin
January 26 – 29 (Tuesday – Friday)	Distance Learning Symposium*
February 3 (Wednesday)	Census Day - Twelfth Class Day
February 12 (Friday)	College Closed – College-Wide Professional Development Day*
March 15 - 21 (Monday - Sunday)	College Closed - Spring Break
March 25 – 28 (Thursday – Sunday)	College Closed - Semester Break
April 5 (Monday)	Summer/Fall 2027 Registration Begins ¹
April 19 (Monday)	Last Day to Withdraw
May 7 – 13 (Friday – Thursday)	Finals
May 13 (Thursday)	End of Term
May 14 – 15 (Friday - Saturday)	Commencement Ceremonies*
May 15 (Saturday)	Certificate and Degree Award Date
May 17 (Monday)	Last Day to Submit Grades
May 31 (Monday)	College Closed – Memorial Day

**Subject to change depending on availability of venue.*

¹ Tentative date: May change depending on Workday implementation.

2026-2027 Calendar



Summer Session 2027 (June 1 – August 6)

June 1 (Tuesday)	Classes Begin
June 16 (Wednesday)	Census Day - Twelfth Class Day
June 18 (Friday)	College Closed - Juneteenth
July 5 (Monday)	College Closed-Independence Day
July 5 – 6 (Monday & Tuesday)	No classes (For Summer III only)
July 23 (Friday)	Last Day to Withdraw
August 5 (Thursday)	End of Term/Finals (Classes Meeting M-R)
August 6 (Friday)	End of Term /Finals (Classes Meeting M-F)
August 7 (Saturday)	Certificate and Degree Award Date
August 9 (Monday)	Last Day to Submit Grades

SI – Minimester (June 1 – July 2)

June 1 (Tuesday)	Classes Begin
June 4 (Friday)	Census Day - Fourth Class Day
June 18 (Friday)	College Closed - Juneteenth
June 25 (Friday)	Last Day to Withdraw
July 2 (Friday)	End of Term/Finals
July 5 (Monday)	College Closed-Independence Day
July 6 (Tuesday)	Last Day to Submit Grades

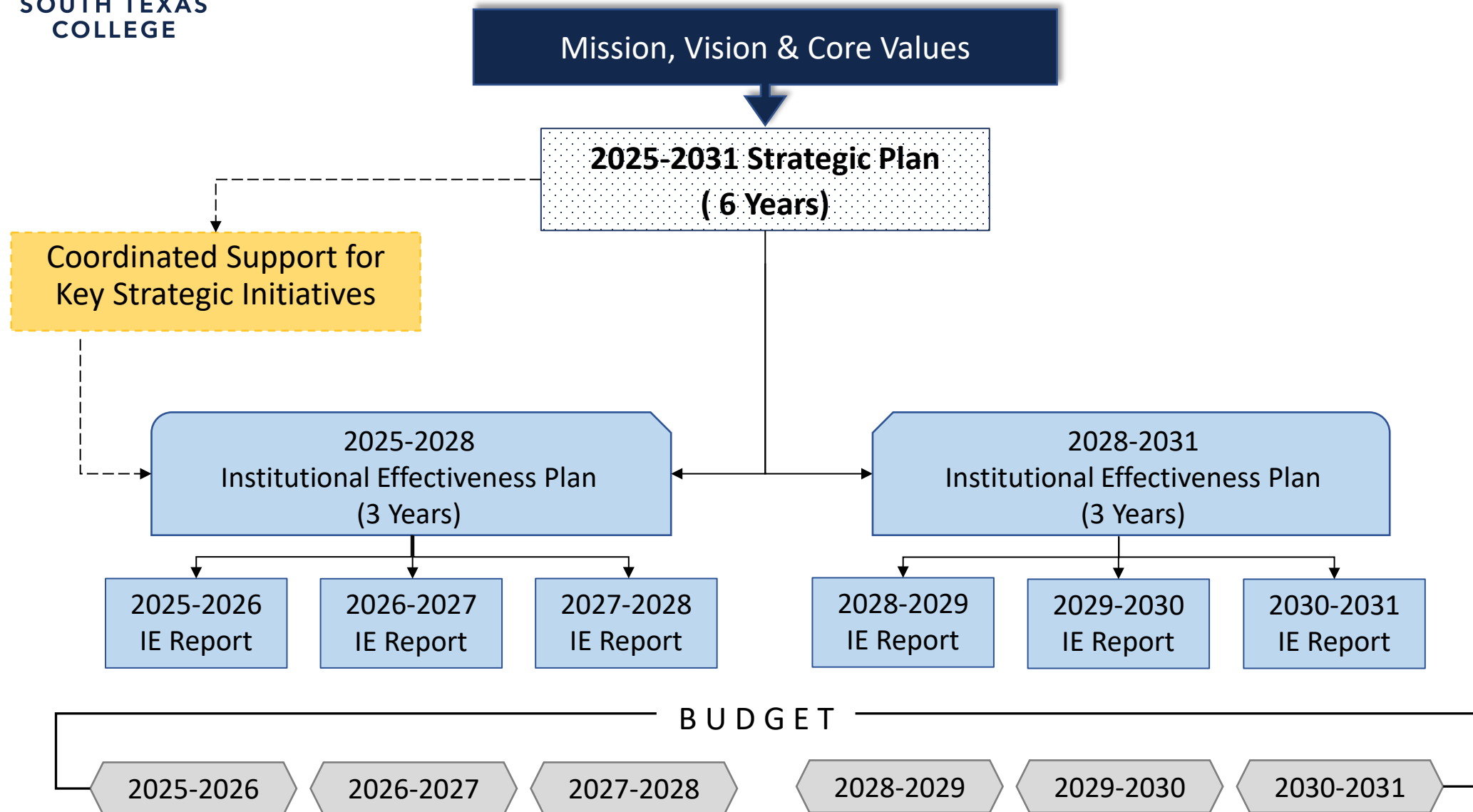
SII – Minimester (July 7 – August 6)

July 7 (Wednesday)	Classes Begin
July 12 (Monday)	Census Day - Fourth Class Day
July 30 (Friday)	Last Day to Withdraw
August 5 (Thursday)	End of Term/Finals (Classes Meeting M-R)
August 6 (Friday)	End of Term /Finals (Classes Meeting M-F)
August 9 (Monday)	Last Day to Submit Grades

Review and Recommend Action on Proposed South Texas College 2025-2031 Strategic Plan

Purpose	Administration will discuss the development of the proposed South Texas College 2025-2031 Comprehensive Strategic Plan, highlighting goals, strategic directions, strategies and key performance indicators. The goals, strategic directions, and strategies build on the vision, mission, and values adopted by the Board in July 2024 and complete the formulation of the College's 2025-2031 Strategic Plan. Formulation of the goals, strategic directions, and strategies used institutional data as well as information provided by faculty and staff members, students, and external stakeholders in a process that began in fall 2023. Plan assessment and accountability will also be discussed.
Justification	The 2025-2031 Comprehensive Strategic Plan will form the basis of the College's direction for the coming six years. It will be used by units to detail their respective institutional effectiveness plans. Through its participation and adoption of the College's Strategic Plan the Board exercises its role setting priorities for the College.
Funding	No funding is requested with this presentation.
Enclosed Documents	Draft South Texas College 2025-2031 Strategic Plan Presentation slides
Staff Resource	Dr. Fernando Chapa, Dean for Institutional Research, Effectiveness, and Strategic Planning and Dr. Jesús Campos, Interim VP of Information Services, Planning, Performance, & Strategic Initiatives.
Recommendation	The Committee recommends Board approval of the STC 2025-2031 Strategic Plan.

Integrated Planning and Assessment Framework



Goals and Strategic Directions

Goal 1: Champion Student Success

Ensure every student has the support and resources needed to succeed from entry to completion.

Strategic Direction 1: Remove Barriers to Educational Goals

- a) **Establish Jaguar Resource Centers** to support students with essential needs such as food, housing, transportation, and mental health.
- b) **Expand tuition assistance programs** and pursue opportunities to lower cost of attendance.

Strategic Direction 2: Strengthen Student Engagement and Campus Culture

- a) **Implement Caring Campus best practices** across all campuses, departments, and service areas.
- b) **Expand welcoming campus events and co-curricular programs** that foster connection and belonging.
- c) **Develop a coordinated student communication and holistic support strategy** that combines technology and personal outreach to guide and support students through their educational journey.

Key Performance Indicators

- | | |
|---|--|
| ➤ Number of Degrees and Certificates | ➤ Continuing Education Enrollment |
| ➤ 3-Year Graduation Rate | ➤ Dual Enrollment |
| ➤ IPEDS Graduation Rate | ➤ Course Success Rate |
| ➤ Persistence Rate | ➤ College Readiness within 1 Yr |
| ➤ Traditional Enrollment | |

Goal 2: Develop, Align, and Optimize Educational Programs

Deliver innovative, future-focused programs that equip students with the skills and credentials needed for success.

Strategic Direction 1: Innovate and Expand Learning Opportunities

- a) **Design learning opportunities, credentials, and degrees** that address workforce demands and integrate emerging technologies, including Artificial Intelligence.
- b) **Expand co-curricular and extracurricular programming** to enrich student learning and engagement.

Strategic Direction 2: Optimize Existing Programs

- a) **Standardize and streamline program review** to ensure quality, innovation, and labor market alignment.
- b) **Leverage learning outcomes data** for program and curricula improvement strategies.
- c) **Increase access to work-based learning** through partnerships offering internships, apprenticeships, clinicals, and hands-on experience.
- d) **Diversify instructional modalities** to support flexibility, engagement, and access for all learners.

Strategic Direction 3: Enhance Student Transitions Across Education Pathways

- a) **Promote program pathway maps** that support student goal setting, career planning, completion, and transfer.
- b) **Strengthen alignment of educational offerings** across credit, dual enrollment, noncredit, and transfer pathways to support stackable credentials and seamless advancement.
- c) **Accelerate college readiness** through targeted support and high-impact teaching practices.

Key Performance Indicators

- **Workforce Placement Rate**
- **Transfer Rate**
- **Dual Credit 15 SCH**
- **Dual Matriculation**
- **Transfer to 4-year University**

Goal 3: Maximize Institutional Effectiveness and Efficiency

Align resources, talent, and technology to ensure operational excellence and mission-driven decision-making.

Our Focus:

Operate as a unified, data-informed, and high-performing institution. By aligning systems, strengthening communication, leveraging technology, and investing in talent, we will improve institutional agility, accountability, fiscal responsibility, and impact.

Strategic Direction 1: Align Resources and Operations to Advance Institutional Goals

- a) **Coordinate planning and project management** across departments to align resources with strategic priorities.
- b) **Enhance internal communication** to support collaboration and transparency across the institution.
- c) **Exercise fiscal responsibility** by prioritizing funding for strategic goals and strengthening the College's long term financial stability.

Strategic Direction 2: Leverage Technology and Data

- a) **Integrate AI and emerging technologies** to streamline operations and strengthen decision-making.
- b) **Foster a culture of continuous improvement** by embedding actionable data in planning and evaluation.

Strategic Direction 3: Develop and Retain Institutional Talent

- a) **Provide meaningful professional development** and growth opportunities for faculty and staff across all roles.
- b) **Invest in career and personal development** for faculty and staff to create an environment for them to thrive.

Key Performance Indicators

- **Employee Satisfaction**
- **Faculty/Staff Retention**
- **Satisfaction with College Services and Departments**

Goal 4: Cultivate Community Engagement

Strengthen relationships and partnerships with community to build trust, visibility, and shared prosperity.

Our Focus:

South Texas College will strengthen its role as a trusted community leader by building collaborative partnerships, expanding visibility, and aligning with regional goals to support student success and economic growth.

Strategic Direction 1: Enhance Visibility and Reputation of the College

- a) **Expand public awareness** through storytelling, media outreach, and community-facing events that promote civic engagement, culture, and access to learning.
- b) **Celebrate, preserve and promote college identity** through the history and mission of South Texas College.

Strategic Direction 2: Deepen Strategic and Regional Partnerships

- a) **Strengthen collaboration** with educational entities, employers, workforce boards, civic and governmental leaders to advance regional goals.
- b) **Cultivate alumni and retiree associations** to foster connection, pride, and long-term support.

Strategic Direction 3: Grow External Investment and Philanthropic Support

- a) **Increase and align external funding** with institutional goals and strengthen donor engagement.

Key Performance Indicators

- | | |
|---|---|
| ➤ Regional Poverty Rate | ➤ Number of Active External Partnerships |
| ➤ Regional Educational Attainment Rate | ➤ Community Brand Image |
| ➤ STC Economic Impact | ➤ Total External Funding Secured |