



**SOUTH TEXAS
COLLEGE**

Board of Trustees

Education and Workforce Development Committee Meeting

Tuesday, November 11, 2025

3:00 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, November 11, 2025 @ 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 the Tuesday, October 14, 2025 Committee Meeting 2 - 8
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Approval of Minutes for the Tuesday, October 14, 2025 Committee Meeting

The Minutes for the Education and Workforce Development Committee meeting of Tuesday, October 14, 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
October 14, 2025 @ 3:00 p.m.**

Minutes

The Education and Workforce Development Committee Meeting was held on Tuesday, October 14, 2025 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:01 p.m. with Ms. Victoria Cantu presiding.

Members present: Ms. Dalinda Gonzalez-Alcantar via teleconference.

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

Members absent: Mr. David De Los Rios

Also present: Dr. Ricardo J. Solis, Dr. Jesus Camos, Dr. Anahid Petrosian, Dr. Brett Millan, Mr. Javier Villalobos, Ms. Lisa Aleman, Dr. Margo Vargas Ayala, Ms. Gardenia Perez, Mr. Andrew Fish, Dr. Rebecca De Leon, Mr. Tony Matamoros, Dr. Matt Hebbard, Ms. Melissa Pena, Mr. Jose Vela, Ms. Christina Cavazos, Ms. Lynda Lopez, Ms. Shannon Perales, Ms. Monica Benitez, Ms. Alejandra Cantu, Dr. Ali Esmaeilli, Mr. Nick Hinojosa, Ms. Janice Lopez, Ms. Angelita Teniente, Mr. Robert Barrera, Ms. Cristina Santos, and Ms. Venisa Earhart.

Approval of April 8, 2025 and June 10, 2025 Education and Workforce Development Committee Minutes

The Minutes for the Education and Workforce Development Committee Meetings of April 8, 2025 and June 10, 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 April 8, 2025 and June 10, 2025 Committee Meetings as presented.

Presentation on Valley Promise Update

Purpose	Dr. Matthew Hebbard, Vice President for Student Affairs & Enrollment Management and Melissa Peña-Montes, Director of Promise & Enrollment Management will present an update on Valley Promise.
Justification	The Valley Promise initiative continues to advance regional efforts to expand college access and strengthen student pathways from high school to higher education. The Fall 2025 cohort includes over 2,800 student pledges, representing strong participation from partner school districts across Hidalgo and Starr counties. Through enhanced outreach, coordinated advising, and financial support, the Valley Promise is helping students transition more smoothly into college and persist toward completion. The recently launched Promise Dashboard now provides schools and college staff with real-time data to monitor student progress and improve collaboration across the region.
Enclosed Documents	PowerPoint presentation.
Funding	No funds are required.
Staff Resource	Dr. Matthew Hebbard, Vice President for Student Affairs & Enrollment Management and Melissa Peña-Montes, Director of Promise & Enrollment Management
Recommendation	No action was necessary on this item.

Presentation on The Power of Partnerships: Expanding Opportunities through Dual Credit Programs

Purpose	Dr. Rebecca De Leon, Associate Vice President for Dual Credit Programs and School District Partnerships, will present a strategic update on the College's Dual Credit Programs. The presentation will highlight program growth, and the ongoing efforts to strengthen partnerships with school districts, enhance instructional quality, and support student success.
Justification	South Texas College continues to lead in expanding college access through its Dual Credit Programs, which has served 150,000 students across Hidalgo and Starr counties. Our tuition waived courses provide early pathways to higher education and over the past twenty-six years have opened doors for students to earn a college credential while in high school. Dr. Rebecca De Leon will present an overview of the program's growth, student success, and ongoing quality improvement. The College's dual credit efforts have earned state and national recognition, reinforcing its role as a model for educational partnerships.
Funding	The College is not expected to incur unrecouped costs.
Staff Resources	Dr. Rebecca De Leon, Associate Vice President for Dual Credit Programs & School District Partnerships
Recommendation	No action was necessary on this item.

Review and Recommend Action as Necessary to Offer the Proposed Dental Hygiene Associate of Applied Science Degree Program in Fall 2026

Purpose	Administration seeks a committee recommendation for Board approval to finalize and offer the Dental Hygiene Associate of Applied Science program in Fall 2026.
Justification	Administration has undertaken an extensive review of the proposed new program, including determination of occupational need, student demand, and a survey of competing programs in our service area. This high-demand program will prepare graduates for licensure and a career as a dental hygienist. This will be a competitive-entry program, following a point-based process for each cohort. The Credential Development Proposal outlining the program need, enrollment management plan, curriculum & course descriptions, program learning outcomes, and budget projections are available upon request.
Enclosed Documents	The Credential Development Proposal is available upon request.
Funding	Given the initial and ongoing operating expenses associated with this type of program, the College does not expect this program to generate net positive revenue for the first five years; however, its operating costs will be sustained through revenues from other programs. Start-up equipment costs have been supported through a \$1,000,000 grant from the U.S. Department of Labor.
Staff Resources	Ms. Christina Cavazos, Associate Dean for Curriculum, Planning & Compliance Ms. Janis Lopez, Dental Hygiene Faculty

Upon a motion by Ms. Victoria Cantu and a second by Ms. Dalinda Gonzalez-Alcantar the Committee recommended Board approval to finalize and offer the Dental Hygiene Associate of Applied Science program in Fall 2026 as presented.

The motion carried.

Review and Recommend Action as Necessary to Offer the Proposed Information Systems Associate of Applied Science Degree in Spring 2026

Purpose	Administration seeks a committee recommendation for Board approval to finalize and offer the Information Systems Associate of Applied Science degree in Spring 2026.
Justification	Administration has undertaken an extensive review of the proposed new degree, including determination of occupational need, student demand, and a survey of competing programs in our service area. This program will provide students with a robust foundation in the principles and practices of modern information technology, opening career and educational pathways including: • Web and Digital Interface Designer • Computer User Support Specialist • Computer Systems Analyst • Matriculation into the Bachelors of Applied Technology in Computer Information Technologies Program The Credential Development Proposal outlining the program need, enrollment management plan, curriculum & course descriptions, program learning outcomes, and budget projections are available upon request.
Enclosed Documents	The Credential Development Proposal is available upon request.
Funding	The College anticipates that this degree will begin generating positive net revenue by its second year of operation.
Staff Resources	Ms. Christina Cavazos, Associate Dean for Curriculum, Planning & Compliance Ms. Angelita Teniente, Chair – Information Technology
Recommendation	The Committee recommends Board approval to finalize and offer the Information Systems Associate of Applied Science degree in Spring 2026.

Upon a motion by Ms. Victoria Cantu and a second by Ms. Dalinda Gonzalez-Alcantar the Committee recommended Board approval to finalize and offer the Information Systems Associate of Applied Science degree in Spring 2026 as presented.

The motion carried.

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 4:26 p.m.

I certify that the foregoing are the true and correct Minutes of the October 14, 2025 Education and Workforce Development Committee Meeting of the South Texas College Board of Trustees.

Mrs. Victoria Cantu, Presiding

Presentation on the South Texas College Child Development Center

Purpose	At the October 28, 2025 Regular Board Meeting, Trustee Victoria Cantu had a number of questions about the operation of the South Texas College Mid-Valley Campus Child Development Center (CDC). This presentation is provided to address those questions and foster further discussion.
Justification	The Child Development Center (CDC) was established in 2007 through federal CCAMPIS grant funding to serve as a teaching laboratory for students in the Child Development and Early Childhood programs and provide child care services to eligible student parents. Since 2008, the CDC has maintained a 4-star quality rating from Workforce Solutions and, since 2010, National Accreditation through the National Accreditation Commission for Early Care and Education Programs. Ms. Veronica Rodriguez, Program Chair for Child Development and Early Childhood, will provide an overview of the CDC's current capacity and enrollment, its historical reliance on federal and state grant support, and its established tuition and fee structure. She will also discuss considerations and recommendations for future operations.
Staff Resources	Ms. Veronica Rodriguez, Program Chair for Child Development and Early Childhood
Recommendation	This item is presented for the Trustees' information, and no formal action is requested.

Presentation on the South Texas College and Edcouch-Elsa ISD Partnership for Non-Credit Programming

Purpose	At the October 28, 2025 Regular Board Meeting, the Board of Trustees approved an interlocal agreement supporting educational programming in Edcouch-Elsa ISD (EEISD). This presentation will provide an update on the activities related to that partnership.
Justification	On November 4, 2025, STC administration gathered to discuss the partnership opportunities supported by the interlocal agreement with EEISD. With EEISD Board President Juan Jose Ybarra joining by teleconference, administration outlined the steps to properly prepare for, promote, and operate programming that would benefit the communities of EEISD. Mr. Ybarra identified a leadership team from EEISD who will be point of contact to help ensure the facilities are prepared as needed for the courses to be offered. He also suggested reviewing the proposed timeline of activities to support proper planning. STC will meet with EEISD's leadership team to identify space needs and support required from EEISD to promote these non-credit programs to the communities. STC will work to launch grant-funded courses, including ESL, ESL/Bus Driving, ESL/Forklift, and CPR programs by Spring 2026 as long as facilities and equipment are available. Longer-term goals include offering Construction Technician, Certified Customs Specialist, OSHA 10 and 30, Phlebotomy, and EKG certificate programs. These may be offered by Fall 2026 if facilities and equipment are ready.
Staff Resources	Ms. Olivia De La Rosa, Dean for Continuing Education and Workforce Development
Recommendation	This item is presented for the Trustees' information, and no formal action is requested.

Presentation on Adult Learner Enrollment Efforts and JagReconnect Program

Purpose	Mr. Matamoros, Dean of Enrollment Services, will provide an update on strategic enrollment initiatives focused on adult learners who have completed some college coursework but have not earned a credential (stop-outs). The presentation will also include an overview of the JagReconnect Program.
Justification	This presentation will outline current strategies aimed at re-engaging adult learners and increasing enrollment among students with prior college experience but no degree. Mr. Matamoros will highlight the successful launch and first-year outcomes of the JagReconnect Program in Fall 2025, along with ongoing efforts to support this population.
Enclosed Documents	PowerPoint presentation.
Funding	No funds are required.
Staff Resource	Tony Matamoros, Dean of Enrollment Services.
Recommendation	No action is necessary on this item.

Update on JagReconnect and Adult Reengagement Efforts

Education & Workforce Development Committee

November 11, 2025



Barriers for Returning Students

- Balancing work, school, and family
- Tuition costs with limited aid
- Ineligible for financial aid
- Outstanding debt
- Imposter syndrome
- Confusion and frustration with re-enrollment
- Lack of basic needs (transportation, childcare)



Program Overview

- Last-dollar tuition assistance matching
- Support for paying outstanding balances
- Personalized enrollment guidance
- Coaching and mentorship
- Wrap-around services



Criteria

- No college attendance in prior semester
- Texas resident in Hidalgo or Starr County
- Declared major; enroll in degree-plan courses
- Graduate in 3 semesters; minimum 6 credit hours
- Demonstrate financial need (per U.S. Dept. of Ed.)
- Maintain GPA of 2.0 or higher
- Be in good financial aid standing



Student Outreach

- Tailored and personalized messaging
- Multi-channel communication
- Targeted marketing
- Flexible hours of operation



College Navigators

- Provide personalized enrollment support
- Foster a caring culture and build relationships
- Conduct student intake assessments
- Offer case management services
- Monitor academic progress
- Connect students to basic needs supports



Student Intake Process

- Build meaningful relationships with students from the start
- Understand why students paused their education
- Assist with transfer options and career advisement
- Identify and address barriers for re-enrollment
- Guide students on regaining financial aid eligibility
- Advise students on strategies to improve their GPA
- Explore additional financial aid options

1st Cohort

- 162 students enrolled
- Approximately \$113,000 awarded
- 52 students (32%) have graduated or will graduate by December 2025
- 18% increase in returning student enrollment (Fall 2025)



Program Highlights

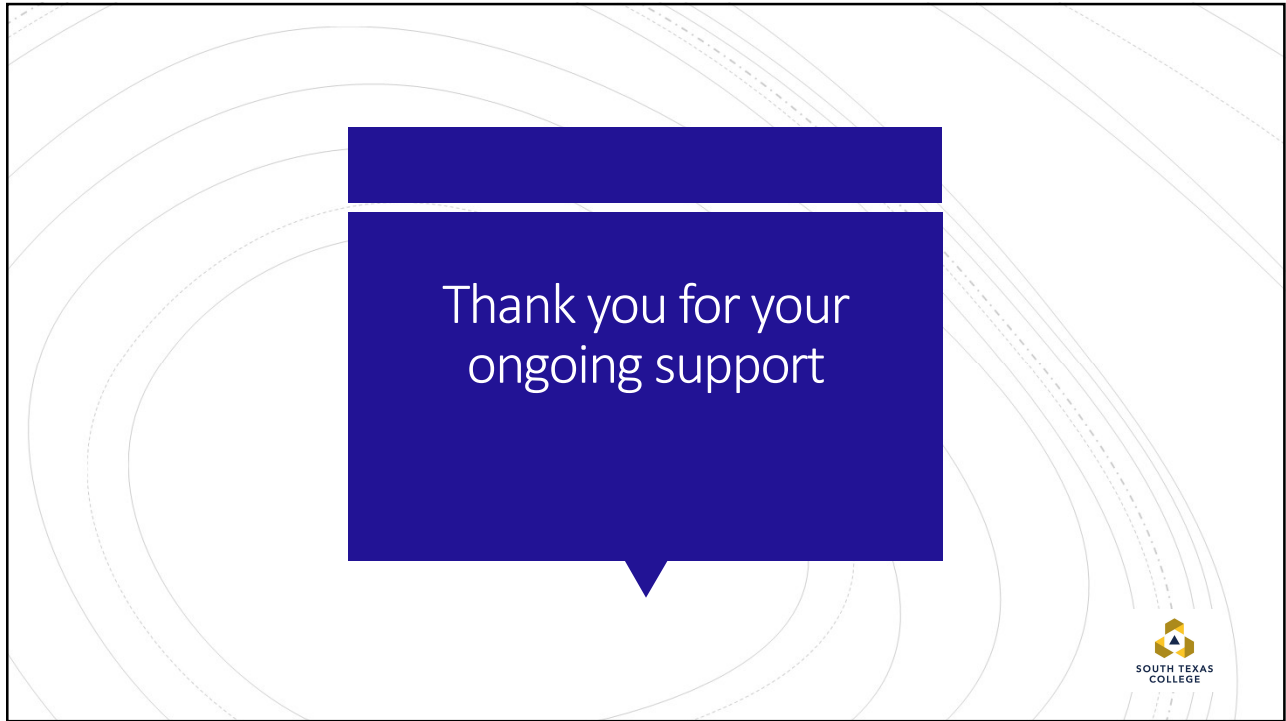
- Established Office of Student Reengagement in 2023
- Re-enrolled over 3,000 students
- Achieved 7.8% re-enrollment rate (national average: 2.6%)
- 60% of re-enrolled students persist, transfer, or graduate within one year (national average: 55%)



Major Initiatives

- Expand outreach to adult learners
- Engage ISD parents, municipalities, and GED programs
- Launch coaching & mentoring certification for staff
- Implement Salesforce
- Secure additional funding





Review and Recommend Action as Necessary to Offer the Proposed Artificial Intelligence Associate of Applied Science Degree and Certificate Credentials in Fall 2026

Purpose	Administration seeks a committee recommendation for Board approval to finalize and offer the Artificial Intelligence Associate of Applied Science and Certificate credentials in Fall 2026.
Justification	Administration has undertaken an extensive review of the proposed new programs, including determination of occupational need, student demand, and a survey of competing programs in our service area. The Artificial Intelligence pathway at South Texas College consists of a 32 semester credit hour certificate that builds into a 60 semester credit hour Associate of Applied Science degree. This pathway will prepare students for employment in fields such as Junior Data Analyst, AI Research Assistant, Junior Software Engineer or AI Customer Support Specialist. Market data shows increasing demand and job opportunities in this field, at competitive salaries.
Enclosed Documents	The Credential Development Proposal is available upon request.
Funding	Budget projections anticipate the program reaching positive net revenue by year three, as our students begin earning the two-year degree and the associated performance-based funding mechanisms take effect.
Staff Resources	Dr. Brett Millan, Associate Vice President for Academic Success and Advancement Mr. Francisco Salinas, Assistant Professor of Cybersecurity
Recommendation	The Committee recommends Board approval to finalize and offer the Artificial Intelligence Associate of Applied Science and Certificate credentials in Fall 2026.



ARTIFICIAL INTELLIGENCE

ASSOCIATE OF APPLIED SCIENCE
& CERTIFICATE

Presenters:

Dr. Brett Millan, Associate Vice President for Academic Success and Advancement
Francisco Salinas, Department Chair, Cybersecurity



Outline



- Program Objective
- Approval Process
- Occupational Need
- Educational Pathways
- Projected Outcomes & Funding
- Advisory Committee Membership
- Proposed Curriculum

Program Objective



The Artificial Intelligence program will:

- Provides students with **foundational knowledge** and skills in the field of **AI**.
- Offers a comprehensive introduction to the **principles**, concepts, and techniques of artificial intelligence; Understanding the **history**, development, and **current applications** of AI.
- Students will have the opportunity to earn various **industry certifications** related to AI while enrolled in the program. Students will engage in practical projects, which can include **developing AI models**, working with **real-world data sets**, and building AI applications.



Approval/Review Process



APPROVAL/REVIEW PROCESS

- | | |
|---|---|
| INTERNAL | ☒ THECB Planning Notification (if applicable) |
| | ☒ Advisory Committee |
| | ☒ Division Curriculum Committee |
| | ☒ College-Wide Curriculum Committee |
| | ☒ SACSCOC Liaison Review |
| | ☒ Academic Council |
| | ☐ Institutional Leadership Council |
| | ☐ Education and Workforce Development Committee |
| ☐ STC Board of Trustees (Certification Form) | |

- | | |
|----------|--|
| EXTERNAL | ☐ Texas Higher Education Coordinating Board |
| | ☐ Department of Education |
| | ☐ Specific Program Accreditation or Licensing Agencies (if applicable) |
| | ☐ Southern Association of Colleges and Schools – Commission on Colleges (SACSCOC) |

Program Development Checklist



Program Demand and **Projected Outcomes** must be **documented** prior to the development of any new workforce or academic program.

The following categories serve as an **initial guide** for program developers to start the development process.

Program Demand

- Occupational Need
- Student Demand
- Existing Programs
- Educational Pathways

Projected Outcomes

- Declared Majors
- Number of Graduates

Occupational Need



Occupational Growth	Occupational growth in this field* for the South Texas region** is projected to be 52.3% between 2025 to 2035. Occupational growth for the state of Texas is projected to be 41.65% .
Number of New Jobs	In Texas , approximately 73,712 new jobs in this field * are expected between 2025 to 2035. In the region , approximately 610 jobs are expected.
Pay Level	In the South Texas region, the projected median pay level for professionals in this field* is \$45.69 an hour. The U.S Bureau of Labor Statistics reports a median hourly wage of \$54.13 for Data Scientists, a median hourly wage of \$63.91 for Software Developers, a median hourly wage of \$67.74 for Computer and Information Research Scientists, and a median hourly wage of \$60.05 for Information Security Analysts.

* Lightcast™ and Bureau of Labor Statistics reports reference the following groups: Data Scientists, Software Developers, Computer and Information Research Scientists, and Information Security Analysts.

Student Demand



Student demand exists and is documented through student survey data collected by the South Texas College Research & Analytical Services department.

Student survey administered to 10,000 students:

- **33%** preferred this program to their current major
- **75%** felt it sounded like a good-paying job
- **54%** felt it sounded like a job that would make their family proud
- **35%** felt it sounded like the kind of job that employers are hiring for in the Rio Grande Valley

Existing Programs

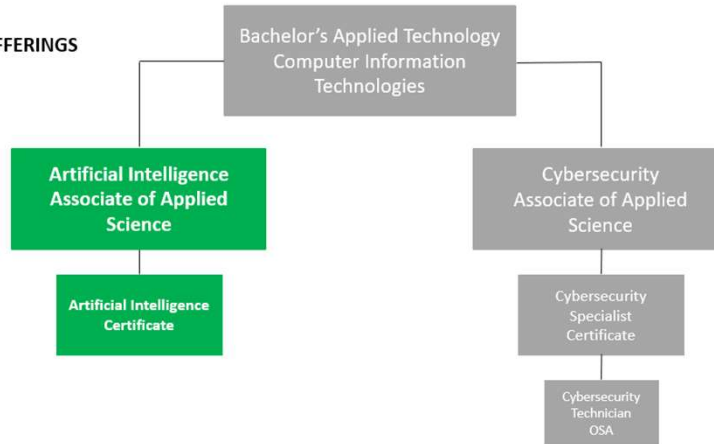


- **Houston City College:** approximately 348 miles from McAllen
 - Associate of Applied Science in Artificial Intelligence
- **Alamo Colleges-Northeast Lakeview/San Antonio College:** approximately 239 miles from McAllen
 - Associate of Applied Science in Data Science and Artificial Intelligence
- **Lone Star College:** approximately 340 miles from McAllen
 - Associate of Applied Science and a level-two certificate in Artificial Intelligence and Machine Learning.

Educational Pathways



FALL 2026 OFFERINGS



Industry Certifications



Artificial Intelligence (Certificate & Associate Degree)			
South Texas College Course Number and Title		Industry-Based Certification	
Course Number	STC Course Title	Certification Title	Recognized by TEA
ITSY 2400	Operating System Security	- Google IT Support Professional Certificate - Certiport/Pearson: Information Technology Specialist: Device Configuration and Management	Yes
ITSE 2421	Object-Oriented Programming	Python Institute: Certified Entry level Python Programmer (PCEP)	Yes
CYAI 1470	Artificial Intelligence History, Theory and Platforms	Certiport/Pearson Information Technology Specialist: Cloud Computing Support	Yes

Upon completion of the Artificial Intelligence Certificate, students will be eligible for the following TEA-recognized certifications:

- Cisco Certified Support Technician Cybersecurity
- Cisco Certified Support Technician IT Support
- Cisco Certified Support Technician Networking

Projected Enrollment



Projected Declared New Majors Associate of Applied Science and Certificate– Artificial Intelligence

Years	AY2027	AY2028	AY2029	AY2030	AY2031
	10	12	14	16	20

Projected Number of Graduates

Years	AY2027	AY2028	AY2029	AY2030	AY2031
Certificate	3	7	9	10	12
AAS	0	4	6	6	6

Performance-Based Funding (HB8)



The projected funding for the **Artificial Intelligence AAS and Artificial Intelligence Specialist Certificate** based on projected number of graduates:

State Appropriations	Year 1	Year 2	Year 3	Year 4	Year 5	Total
No. of Unduplicated Certificate Graduates per year	3	7	9	10	12	
No. of Unduplicated Associate Graduates per year	0	4	6	6	6	
Level 1 Certificate @ \$1,750 per student	\$5,250	\$12,250	\$15,750	\$17,500	\$21,000	
Associate @ \$3,500 per student	-	\$14,000	\$21,000	\$21,000	\$21,000	
Total Funding Reimbursement	\$5,250	\$5,250	\$26,250	\$36,750	\$38,500	\$112,000



Advisory Committee Membership

Alex Velazquez, IT Assistant Director
City of Pharr

Rick Mendoza, Information Technology (IT) Director
City of Weslaco

Ray Mendoza, Chief Executive Officer
Mendoza Technologies

Jose Pena, Information Technology (IT) Director
City of Pharr

Matthew Navarro, Information Security Analyst
City of McAllen

Dirce Hernandez, Director of CyberPros to Success
Raices Cyber

Proposed Curriculum Certificate



FICE CODE: 031034

CIP CODE: 11.0102

Major: TBD

Award Title: Artificial Intelligence Specialist
Certificate

				Lecture Hours	Lab Hours	External Hours	Contact Hours	Credit Hours
Semester One								
CYAI	1470	Artificial Intelligence History, Theory, and Platforms		3	3	0	96	4
CYAI	1471	Introduction to Machine Learning		3	3	0	96	4
CYAI	1472	Artificial Intelligence in Cybersecurity		3	3	0	96	4
ITSY	2400	Operating System Security		3	3	0	96	4
Total Semester Hours:				12	12	0	384	16
				Lecture Hours	Lab Hours	External Hours	Contact Hours	Credit Hours
Semester Two								
ITSC	1416	Linux Installation and Configuration		3	3	0	96	4
ITSE	2421	Object-Oriented Programming		3	3	0	96	4
CYAI	2472	Artificial Intelligence Applications & Case History		3	3	0	96	4
CYAI	2474	Robot Operating System & Platforms in AI		3	3	0	96	4
Total Semester Hours:				12	12	0	384	16
						Total Contact Hours:		768
Existing Coursework						Total Credit Hours:		32

Proposed Curriculum

Associate of Applied Science



 SOUTH TEXAS COLLEGE						FICE CODE: 031034 CIP CODE: 11.0102 Major: TBD	
Award Title: Artificial Intelligence Specialist Associate of Applied Science							
Semester One		Lecture Hours	Lab Hours	External Hours	Contact Hours	Credit Hours	
CYAI	1470	Artificial Intelligence History, Theory, and Platform	3	3	0	96	4
CYAI	1471	Introduction to Machine Learning	3	3	0	96	4
CYAI	1472	Artificial Intelligence in Cybersecurity	3	3	0	96	4
ITSY	2400	Operating System Security	3	3	0	96	4
Total Semester Hours:		12	12	0	384	16	
Semester Two		Lecture Hours	Lab Hours	External Hours	Contact Hours	Credit Hours	
ITSC	1416	Linux Installation and Configuration	3	3	0	96	4
ITSE	2421	Object-Oriented Programming	3	3	0	96	4
CYAI	2472	Artificial Intelligence Applications & Case History	3	3	0	96	4
CYAI	2474	Robot Operating System & Platform in AI	3	3	0	96	4
Total Semester Hours:		12	12	0	384	16	
Semester Three		Lecture Hours	Lab Hours	External Hours	Contact Hours	Credit Hours	
PHIL	2506	Introduction to Ethics	3	0	0	48	3
SRCH	1318	Interpersonal Communications	3	0	0	48	3
		Social and Behavioral Sciences Elective	3	0	0	48	3
CYAI	2477	Data Science in Artificial Intelligence	3	3	0	96	4
CYAI	2476	Deep Learning in Artificial Intelligence	3	3	0	96	4
Total Semester Hours:		15	6	0	336	17	
Semester Four		Lecture Hours	Lab Hours	External Hours	Contact Hours	Credit Hours	
ENGL	1101	Composition	3	0	0	48	3
MATH	1332	Contemporary Mathematics or MATH 1414	3	1	0	64	3
CYAI	2473	Natural Language Processing	3	3	0	96	4
CYAI	2170	Prachian: Artificial Intelligence	0	0	10	160	1
Total Semester Hours:		9	4	10	368	11	
Existing Coursework				Total Contact Hours:		1472	
				Total Credit Hours:		60	

QUESTIONS

