



ALAMO
COLLEGES

ST. PHILIP'S COLLEGE



A Historically Black College & Hispanic Serving Institution

AN SPC PERSPECTIVE: LEGACY, SERVICE AND CONTRIBUTIONS

All College Meeting
January 9, 2016

SPC 40 YEARS AGO



- ▶ St. Philip's began Military Education Programs: Pre-discharge Education Program(PREP) , Career Advancement Program (CAP), Project AHEAD (Army Help for Education and Development), Servicemen's Opportunity College (SOC) and R.O.T.C. Reserve Officer Training Courses.
- ▶ St. Philip's College's historical marker was dedicated at La Villita and Miss Bowden's bust (designed by Col. (Ret.) John Carolin) was unveiled in April.
- ▶ Mrs. Jimmy Carter visited and spoke to the community about the problems facing society in September.



Spring 1976



- ▶ 8,050 students: 6,100 men & 1,950 women
 - 3,816 students in day classes
 - 4,234 students in evening classes
- ▶ 44% increase in enrollment since spring 1974
- ▶ Dr. John Murphy, Dean (Aug. 1 1969- July 1985, named President January 28, 1982)
- ▶ G.J. Sutton passed away in June

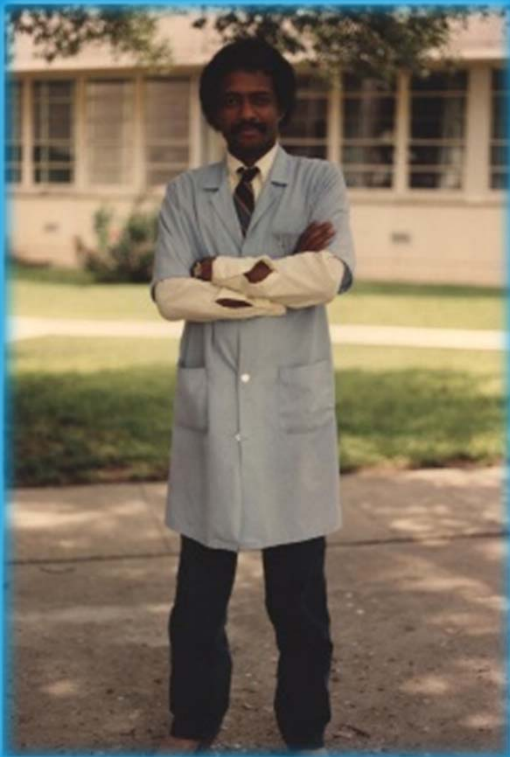
HONORING OUR EMPLOYEES FOR 40 YEARS OF SERVICE

Kathryn Flores
Office of the President



HONORING OUR EMPLOYEES FOR 40 YEARS OF SERVICE

Alfred Williams
Natural Sciences



SPC 30 YEARS AGO



- ▶ The Welding and Machine Shop moved to the Southwest Center
- ▶ Actress Margaret Avery, who portrayed “Shug” in the *Color Purple*, made a special appearance in February
- ▶ St. Philip’s participated in the WOW (Wider Opportunities for Women) national project to increase enrollment of women in non-traditional occupational training programs
- ▶ Gymnasium was remodeled
- ▶ Transfer Information Center was founded





Spring 1986

- ▶ 5,898 students: 3,473 men & 2,425 women
 - 3,222 day students
 - 2,676 evening students
- ▶ Dr. Stephen Mitchell, President
 - Don Coleman, Vice President of Student Services

HONORING OUR EMPLOYEES FOR 30 YEARS OF SERVICE

Will Thornton
Tourism, Hospitality and Culinary Arts



Welcome Our New Family Members



Welcome Our New Employees/ New Positions

Name	Title	Department
Maria Botello*	Interim Sr. Coordinator	Disability Services
Lakeisha Dailey*	Interim Coordinator	Child Development Center
Sharon Davis	Sr. Specialist	Records and Registration
Sonia Gentry	Faculty/ Clinical Coordinator	Vision Care Technology
Richard Jewell*	Faculty	Aircraft, Construction & Manufacturing Technology
Vlasta Jurkovic	Faculty/ Program Director	Early Childhood and Family Studies
Jerryl Lowe	Instructional Designer	Instructional Innovation Center
Irene Martinez	Administrative Assistant	Radiography
Sammy Montanez	Academic Lab Tech	Transportation Service Technologies

* New position

Welcome Our New Employees / New Positions

Name	Title	Department
Craig Overmiller*	Faculty	Applied Electrical & Mechanical Technology
Priscilla Palomo	Administrative Assistant	Nursing Education - ADN Program
Dr. Syed Parvez	Faculty/ Program Director	Vision Care Technology
Adriane Philips	Faculty	Vocational Nursing
Connie Ramirez	Administrative Service Specialist	Arts and Sciences – Dean's Office
Lydia Romero*	Administrative Service Specialist	Applied Science and Technology
Geoffrey Thomas*	Faculty	Transportation Service Technologies
Marisa Zertuche	Academic Program Specialist	Middle College Programs

* New position

Congratulations New SPC Chairs

Name	Title	Department
Castro, Rita	Chair	Library Services
Cotter, Rod	Interim Chair	Aircraft, Construction & Manufacturing Technologies
Fuller, William	Chair	Transportation Service Technologies
Nava-Fisher, Carmen	Chair	Natural Sciences
Ordinario, Melmar	Chair	Health Science & Kinesiology
Orosco, Edith	Interim Chair	Business Information Solutions
Pryor, Cynthia	Chair	Social and Behavioral Sciences
Williams, Tyrell	Chair	Communications & Learning

Congratulations SPC Employee Promotions

Name	New Title	Old Title
Rafael Brisita	Vice President of SW Campus	Aircraft, Construction and Manufacturing Department Chair
Randall Dawson	Dean of Arts & Science	Interim Dean
Blanca Cuellar	Quality Coordinator	Administrative Assistant

Honoring our Piper Professor Nominee 2016



Shirley Bass-Wright

Honoring our Teaching Excellence Award Recipient 2016



Sandra Snavelly



NISOD Nominations



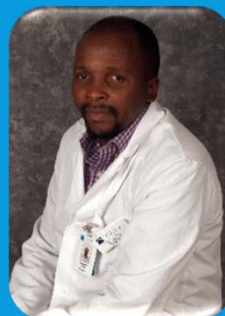
Jill Dehoog

Instructor,
Nursing
Education



**Michael
Dillard**

Instructor,
Social &
Behavioral
Science



**Solomon
Nfor**

Assistant
Professor,
Biology



**Kelli
Roland-
Adkins**

FT Adjunct,
Social &
Behavioral
Science



Gina Jasso

Certified
Advisor



**Joshua
Scott**

Interim
Dean
SW Campus



**Dr. Angela
McPherson
-Williams**

Director of
Student Life



**Dr. Adena
Williams
Loston**

President



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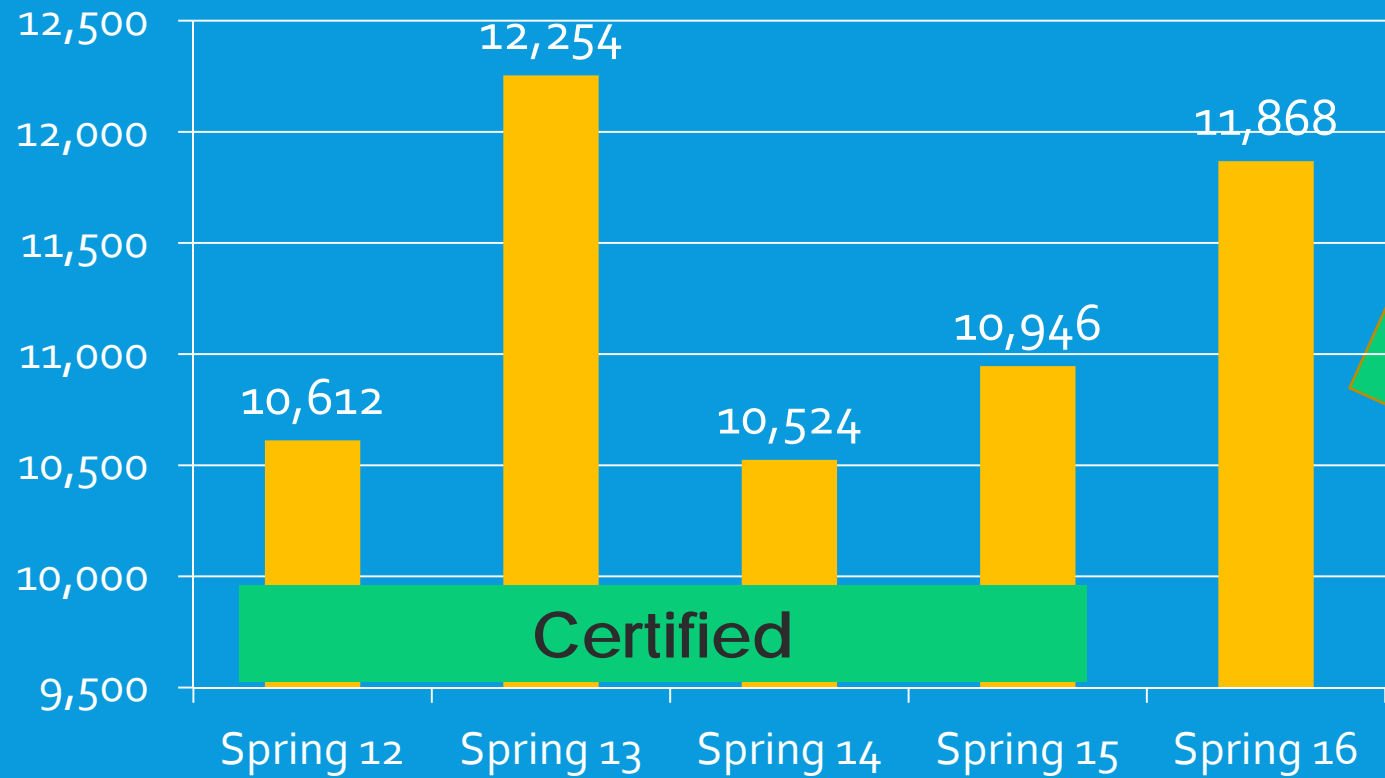
ST. PHILIP'S COLLEGE



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INSTITUTIONAL EFFECTIVENESS

Five Year Enrollment Trends



Numbers include Fall Flex II



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SPC LEGACY CELEBRATING A SAINT

Celebrating a Saint

A Record of Fifty Years



MISS ARTEMISIA BOWDEN



Artemisia
The name of Artemisia Bowden is honored by the Administration, Faculty and Staff of St. Philip's College.





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Division Meetings



DIVISION MEETING

- Matters of Institutional Effectiveness
 - SPC WIG Update
 - SACS-COC Updates
 - QEP Case Study

QEP DISCUSSION

- QEP Updates
 - QEP Focus Statement: Ethical Decision-Making is the ability to connect values and choices to actions and consequences.
- Process of Ethical Decision-Making
 1. Stop and think to determine the facts
 2. Identify options
 3. Consider consequences for yourself and others
 4. Make an ethical choice and take appropriate action



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General Announcements and Upcoming Events



MLK March & Day of Service

January 18, 2016



To volunteer visit: <http://alamo.edu/spc/mlk-march/>

Black History Month - February 2016

February 4	Opening Ceremony/ Art Exhibit – Morgan Gallery Featured Artist: Glen Franklin
February 11	President's Lecture Series– WFAC Auditorium Guest Lecturer: LeVar Burton
February 20 & 28	SAYWE Black History Concert – WFAC Auditorium
TBD	Soul Food Fest – Heritage Room

President's Lecture Series

February 11, 2016

ST. PHILIP'S COLLEGE
PRESIDENT'S LECTURE SERIES**S**



PRESENTS
LEVAR BURTON

AWARD-WINNING ACTOR AND HOST OF "READING RAINBOW"

THURSDAY FEBRUARY 11, 2016 | 11 A.M.

WATSON FINE ARTS CENTER THEATER

ALAMO.EDU/SPC/PLS

#SPCPLS



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In Partnership with the San Antonio Martin Luther King, Jr. Commission
As part of the 2016 MLK, Jr. Distinguished Lecture Series

Eighth Annual Golf Tournament

SAVE THE DATE!

ST. PHILIP'S COLLEGE
EIGHTH ANNUAL SCHOLARSHIP GOLF TOURNAMENT



March 11, 2016
The Republic Golf Club

(210) 486-2576 | alamo.edu/spc/golf-tournament

Culturefest

April 21, 2016



Celebrating 21 Years of Fiesta!

St. Philip's College
CultureFest
& RibCook-Off

≡≡≡ **April 21** ≡≡≡

1801 Martin Luther King Drive ★ 10AM – 6PM

FREE PARKING & FREE ADMISSION!

Live Music ★ Games ★ Rides ★ Entertainment ★ Fun for all ages



ST. PHILIP'S COLLEGE

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ALAMO.EDU/SPC/CULTUREFEST

#GOSPC #CULTUREFEST





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Professional Development Schedule

For agenda information, access the
website at

<http://www.alamo.edu/spc/iic/>

Blue & White President's Reception

Food

Fun

Friends

SPC family - come celebrate
the new semester and **new**
employees

Thursday, January 14, 2016
11:30 a.m. - 1:00 p.m.
Bowden Alumni Center



APPENDICES

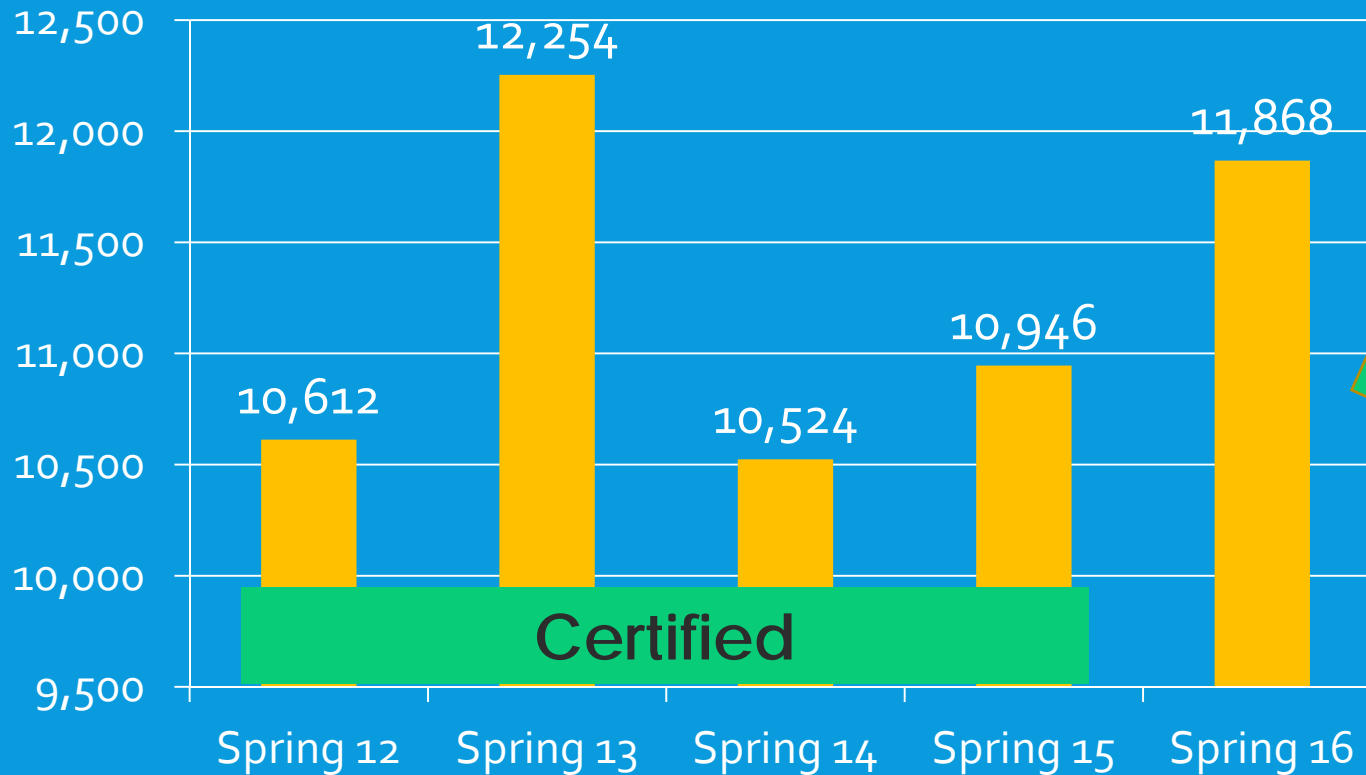
2015 Spring Division Meeting Presentation



SPRING 2016 DIVISION
MEETING



Five Year Enrollment Trends



Numbers include Fall Flex II

SECONDARY EDUCATION PARTNERSHIPS

Early College High Schools – students

- Comal ISD
- St. Philip's ECHS with San Antonio ISD
 - Seguin ISD

Pending

- SAISD: Brackenridge High School

SPC WIGs



Increase Degrees and Certificates earned by students from 1,738 to 1,914 by August 31, 2016

Increase student full-time (FTIC) Fall to Fall Persistence Rate from 50% to 65% by August 31, 2016

Increase student course-based Success Rate from 81% to 83% by August 31, 2016

Improve completion rates in targeted equity segments by August 31, 2016.

Equity Targets:
Male: 840
Veterans: 280
Pell Recipients: 788

Equity Targets (Ethnicity):
African American: 228
Hispanic: 982
White: 555

COLLEGE WIG

AWARD 1914 DEGREES & CERTIFICATES

- Division Wigs
 - Arts & Sciences 868
 - Health Sciences 372
 - Applied Science & Technology MLK 545
SWC 129
 - December Degrees & Certificates Awarded 663*
 - Remaining 1,251
- Next Steps
 - Departments Review and Establish Lead Activities & Measures
 - WIGs and Leads should be approved by 4DX Coaches
 - Divisions & Departments ensure approved WIGs and leads are entered into My4DX.com
 - Weekly Meeting with Coaches, President, & VPs

* Preliminary data

Institutional Effectiveness, Planning And Assessment System



SACS-COC REAFFIRMATION UPDATE



SACS-COC Reaffirmation Timeline

- ✓ **2013 -2014** – Conduct Readiness Audit and Begin Preparing Compliance Certification Report
- ✓ **January 2014** – Orientation of Leadership Team in Atlanta
- ✓ **February 2014 through February 2015** – Work on Compliance Certification
- ✓ **March 2015** – 10 Year Reaffirmation Compliance Certification report is due
- ✓ **March through May 2015** – Off-Site Review of Compliance Certification
- ✓ **Six Weeks Prior to On-Site Visit** – QEP and Focused Reports are due
- ✓ **October 13-15, 2015**- On-Site Visit
- **March 14, 2016** – SACSCOC Response Report Due
- **June 2016** – Review by SACSCOC

SACS-COC SITE VISIT RECOMMENDATIONS

- 3.4.4 Acceptance of Academic Credit
 - Committee recommends that the institution clarifies the institution's published transfer credit policies, agreements for transcription of credits within the Alamo District, and documents how it ensures the academic quality of any course or credit recorded on the institution's transcript
- 4.7 Title IV Program Responsibilities
 - The committee recommends that the institution demonstrate compliance with program responsibilities under Title IV of the most recent Higher Education Act as revised.

LOOKING FORWARD - MAINTAINING SACS-COC COMPLIANCE/ SUSTAINABILITY

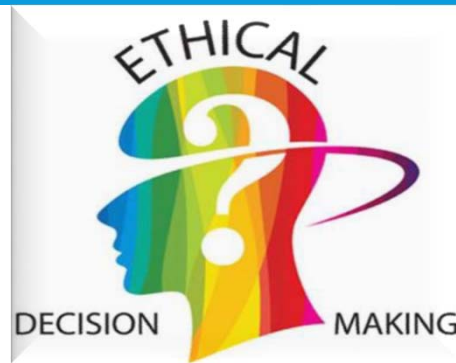
- SPC engaged in a college-wide, successful effort to sharpen our practices.
- These sharpened, rigorous practices will continue as general operating practices
 - Faculty Competence Committee: Reviews faculty credentials that have questions or differing opinions
 - Academic Policy Committee: Responsible for publishing academic policies that adhere to principles of good educational practice.
- New Actions
 - Develop a Substantive Change Website
 - Establish a Continuing Compliance Committee



QUALITY ENHANCEMENT PLAN: ETHICAL DECISION MAKING



QUALITY ENHANCEMENT PLAN (QEP)



**QEP Focus Statement: Ethical Decision-Making
is the ability to connect values and choices to
actions and consequences.**

CASE STUDY: REAL-TO-LIFE EXAMPLES OF COMPLEX ETHICAL DILEMMAS

“You work for a large institution with over 5,000 employees. For years, you have been receiving racist, sexist, and homophobic jokes and stories from your co-worker, Jeffrey. You consider him to be a friend, so you always overlook his bad behavior.

After being hired years ago, you attended employee orientation and you were all told that because every employee is an ambassador for the company, management has the right to read your e-mails. Everyone knows they can be reprimanded for sending anything inappropriate. You just received an email with an amendment to institutional policy. Any parties who receive inappropriate emails can be held responsible. Fifteen minutes later, Jeffrey sends you another email.

Now his emails could impact your position. This is an agonizing decision because Jeffrey has been a great friend. Do you confront him? Do you report him? You could do nothing and hope you don't get caught.

What should you do?”

PROCESS OF ETHICAL DECISION- MAKING

1. Stop and think to determine the facts
2. Identify options
3. Consider consequences for yourself and others
4. Make an ethical choice and take appropriate action

PROCESS OF ETHICAL DECISION- MAKING

1. Stop and think to determine the facts
 - a. Existing company policy plus an amendment to the policy
 - b. Employees advised through employee orientation
 - c. Employees must serve as a company ambassador
 - d. Management may read employee's emails
 - e. You consider Jeffrey your friend
 - f. Jeffrey is sending inappropriate emails

PROCESS OF ETHICAL DECISION- MAKING

2. Identify options

- a. Confront Jeffrey
 - a. Ask him to report his activities to his supervisor
- b. Do not confront Jeffrey
- c. Report Jeffrey to supervisor or HR
- d. Do not report Jeffrey
- e. Do nothing

PROCESS OF ETHICAL DECISION- MAKING

3. Consider consequences for yourself and others
 - a. Emails may continue from Jeffrey
 - b. Others may follow Jeffrey's message because there appears to be no consequence for Jeffrey's actions
 - c. Jeffrey's employment may be terminated
 - d. You may be terminated or receive sanctions
 - e. You may lose a friend
 - f. Institution's image may be damaged

PROCESS OF ETHICAL DECISION- MAKING

4. Make an ethical choice and take appropriate action
 - a. Report Jeffrey's actions to immediate supervisor
 - b. Send Jeffrey an email requesting that he not forward such inappropriate emails to you.

Institutional Resources

Perkins Expenditures 2014-2015

Department	Amount
Academic Program Specialist	\$35,362
Aircraft, Construction, & Manufacturing Technologies	\$83,805
Applied Electrical & Mechanical Technology	\$42,500
Automotive, Collision & Diesel	\$60,060
Business Information Solutions	\$24,000
Closing the Gaps – Student Success	\$15,000
Diagnostic & Invasive Health Sciences	\$74,788
Outreach to Special Populations	\$15,802
Tourism, Hospitality, & Culinary Arts	\$34,093
TOTAL	\$385,410

Information & Communications Technologies Students Labs on Campus – Summary



FY 14	#	FY 15	#
Computer Lab	88	Computer Lab	88
Smart Classroom	179	Smart Classroom	188
Smart Conference Room	18	Smart Conference Room	9
Videoconferencing	8	Videoconferencing	8
Computers	2,834	Computers	2,806
Laptop/Mobile Labs	22	Laptop/Mobile Labs	22
Laptops/IPADS/Notebooks	692	Laptops/IPADS/Notebooks	897

Renovations

CURRENT PROJECTS - MLK CAMPUS

- Renovation of the Turbon Student Center Building
(ongoing)
- Construction of the Veterans Outreach and Transition
Center
(Spring 2016)

PROPOSED PROJECTS

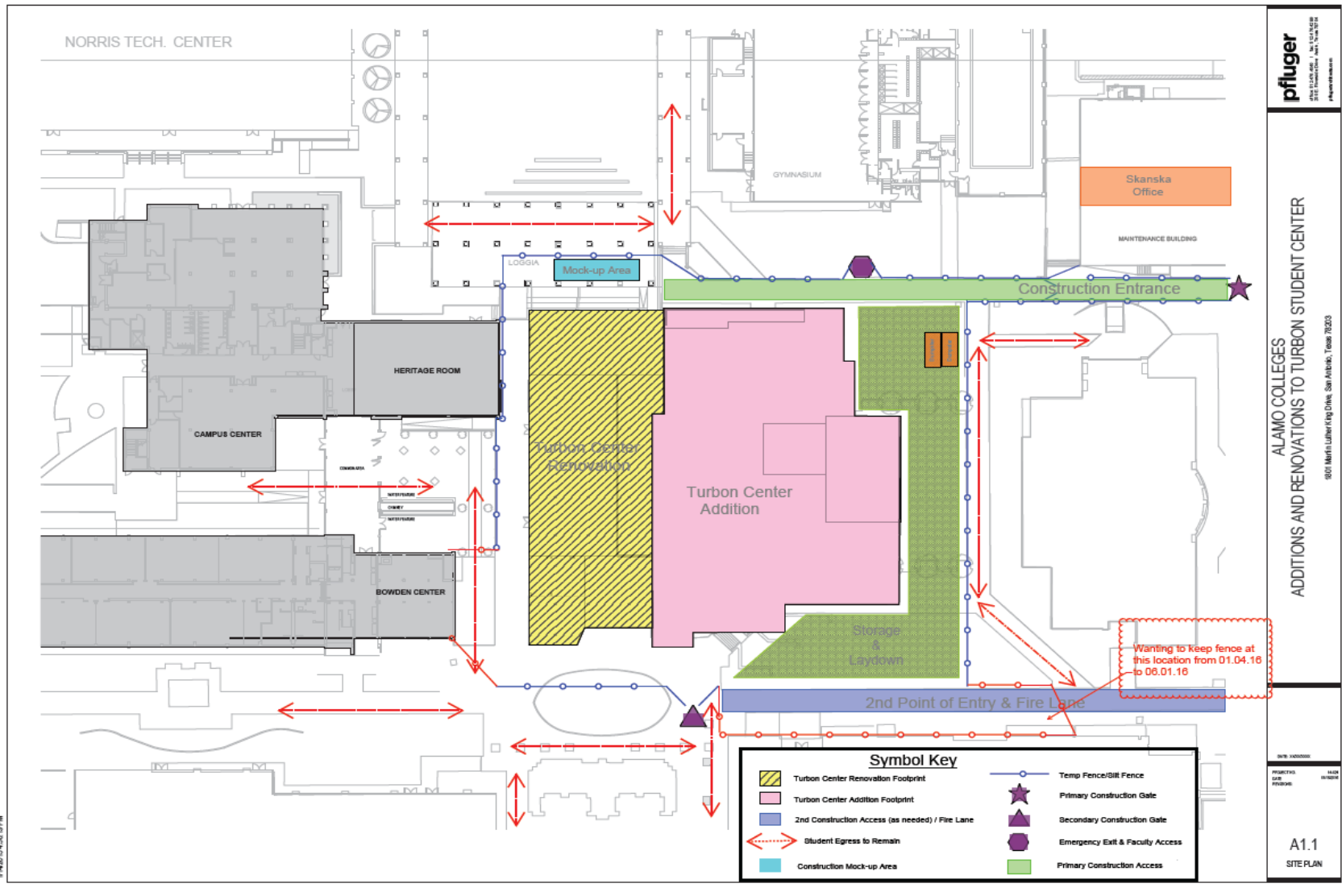
▪ MLK Campus

- Renovation of the Norris Technical Building
- Culinary Arts Building (proposed new construction)
- Wellness Building (proposed new construction)
- Renovation of the Bowden Building
- Renovation of the Watson Fine Arts Center
- Campus Center (proposed new construction)

▪ SW Campus

- Renovation Welding and Auto Body Facility
- Renovation of Student Activities Area
- Truck Driving area (proposed new construction)

TURBON STUDENT CENTER



Symbol Key	
	Turbon Center Renovation Footprint
	Turbon Center Addition Footprint
	2nd Construction Access (as needed) / Fire Lane
	Student Egress to Remain
	Construction Mock-up Area
	Temp Fence/Slit Fence
	Primary Construction Gate
	Secondary Construction Gate
	Emergency Exit & Faculty Access
	Primary Construction Access

Institutional Advancement

RECENT DONORS

Donor	Project	Donation
AT&T	SPC Early College High School	\$50,000
Alamo Heights Optimist Club	Alamo Heights Optimist Club Scholarship for Vocational Majors	\$4,500
Cowboy Breakfast Foundation	Culinary Arts Scholarships	\$12,000
Mission Solar		\$5,000
RK Group, LLC	Culinary Arts Scholarship	\$3,000
Various Donors	Artemisia Bowden Endowment	\$80,000*

* Includes the OCI \$50,000 donation

SCHOLARSHIP GOLF TOURNAMENT
SUSTAINING SPONSOR



Summary of Scholarship Efforts

- The Student Engagement Grants and Presidential Scholarships were designed to increase access, retention and graduation
- A primary requirement for all recipients is “Giving Back” either on the college campus or in the local community
- The largest funding sources has been our annual St. Philip’s College Golf Tournament, Good to Great Employee Retreat and individual donors
- During the past seven years the St. Philip’s College Community has raised over \$1,002,720 for the scholarship program

Presidential Scholars 2015-2016



Presidential Scholar	Degree Plan	Community Project	Student Intent
Keibian Crumedy	Health Professions	Jimmy Brought Fitness Center	Graduate Fall 2016 Transfer to a university
Fadela Gacis Castro	Bio-Technology	Boys and Girls Club	Graduate Fall 2016 Transfer to a university
Hannah Mahaffey	Web Mobile Development	Davidson Respite House & Animal Defense League	Graduate Spring 2016 Transfer to a university
Charis Meeker	Nursing	Faith Family Clinic	Graduate Fall 2016 Transfer to a university
Minako Miyamoto	Culinary Arts	Japan-America Society	Graduate Spring 2017 Transfer to a university
Alexandra Scalercio	Digital Arts and Media	San Antonio Pets Alive	Graduate Fall 2016 Transfer to a university

Presidential Scholarship Success

Activity	Impact	Amount
2015 – 2016	6 Students	\$18,000 Allocated
2014 – 2015	5 Students	\$15,000
2013 – 2014 2 scholars were awarded transfer scholarships	5 Students	\$16,800
2012 – 2013 1 scholar was awarded the transfer scholarship	5 Students	\$15,900
2011 – 2012 1 Scholar had a personal issue and only completed the fall semester	5 Students	\$13,500
2010 – 2011	3 Students	\$9,000
2009 – 2010	5 Students	\$13,500
2008 – 2009 1 Scholar had a medical issue and only completed the fall semester	3 Students	\$7,500
Totals:	37 Students	\$109,200

Presidential Scholarship Success

Student Intent

Graduate from SPC	Actual	Results
11	11	100%

Transfer to a Texas University	Actual	Results
8	8	100%

Retention at SPC	Actual	Results
12	10	83%

**The overall retention rate is 92%.*

*31 students received the Presidential Scholarship
(twenty-nine scholars successfully completed and two scholars had a personal
issue and only completed the fall semester).*

SEG Success

Activity	Impact	Amount	Persistence Fall to Fall	Graduation
2015 – 2016 Funded Projects	26 Projects 91 Students	\$165,000 Amount Allocated	TBA	TBA
2014 – 2015 Funded Projects	19 Projects 119 Students	\$147,500	74% SEG/ 42% Non-SEG	27% SEG/ 6% Non-SEG
2013 – 2014 Completed Projects	21 Projects 119 Students	\$120,000	85% SEG/ 39% Non-SEG	29% SEG/ 5% Non-SEG
2012 – 2013 Completed Projects	22 Projects 118 Students	\$135,000	69% SEG/ 39% Non-SEG	18% SEG/ 6% Non-SEG
2011 – 2012 Completed Projects	13 Projects 34 Students	\$77,000	89% SEG/ 42% Non-SEG	31% SEG/ 6% Non-SEG
2010 – 2011 Completed Projects	9 Projects 48 Students	\$52,500	68% SEG/ 42% Non-SEG	27% SEG/ 6% Non-SEG
2009 – 2010 Completed Projects	9 Projects 89 Students	\$102,750	80% SEG/ 45% Non-SEG	31% SEG/ 7% Non-SEG
2008 – 2009 Completed Projects	5 Projects 25 Students	\$56,000	76% SEG/ 47% Non-SEG	20% SEG/ 6% Non-SEG
Totals:	124 Projects 643 Students	\$855,750	76% average SEG / 43% average Non-SEG	26% average SEG / 6% average Non-SEG

Student Engagement Grants 2015-2016 Projects

	Project Name/Area	Amount Allocated to Project
1	ACM	\$9,000
2	Byrd Sanctuary	\$9,000
3	Campus Tour Guides	\$4,000
4	Centers for Excellence in Science	\$4,000
5	Choral	\$2,000
6	Collegiate 100	\$8,000
7	Cybersecurity (HEB Scholars)	\$10,000
8	Engineering Initiative (HEB Scholars)	\$10,000
9	Eureka Science Club (HEB Scholars)	\$10,000
10	Extramural Sports	\$5,000
11	Massage Therapy	\$6,000
12	Math Student Success (HEB Scholars)	\$6,000
13	Microbiology	\$4,000
14	Middle College	\$4,000
15	PTA, QEP	\$6,000
16	Spirit Pride Crew	\$4,000
17	STEM Math Community Grant	\$10,000
18	Stinson Air Museum	\$10,000
19	Student Government Association	\$6,000
20	Student Leaders	\$4,000
21	Student Life, QEP	\$5,000
22	Student Life, Student Leader	\$5,000
23	SWC Tour Guides	\$2,000
24	Theater	\$6,000
25	Tiger Paws	\$6,000
26	VITA	\$10,000
	Total Allocated	\$165,000.00
	Total Awarded	TBA

SPC OPEN HOUSE

SPC SPRING OPEN HOUSE

EXPLORE YOUR OPPORTUNITIES...EXPERIENCE SPC

- Date: April 21, 2015 (same day as Culturefest)
- Time: 9:00 a.m. – 12:00 p.m.
- Audience: potentially 600 students from various ISDs
- Programs will be highlighted throughout the day
- Each division/department needs to:
 - Finalize the list of which programs will be promoted
 - Low performing programs should participate
 - Identify which programs will provide hands-on demonstrations or presentations
 - Identify how many tables will be needed for program displays
 - Decide how building tours will be conducted
 - Identify 1-3 student ambassadors that can serve as an advocate for the program

See division marketing committee representatives for more information.