St. Philip's College Achievements, Rewards & Recognitions

All College Meeting
August 16, 2014

Faculty Senate Officers
Outgoing President - Dr. Gregory Hudspeth

President   **Dr. Lang Coleman**
Vice President   **Dr. Christopher Davis**
Historian   **William Fuller**

Staff Council Officers
Deborah Gee – Outgoing President*

President   **Jason Easterling**
President Elect   **John Martin**
Secretary   **San Juan San Miguel**
Historian   **Kay Williams**
Parliamentarian   **Sharon Evans**
Treasurer   **Jason Rickman**

Student Government Association Officers

President   **Kimberly Cleveland**

Vice President – MLK   **Katherine Elizondo Guillen**

Vice President – SWC   **Alfred "AJ" Noriega**

Welcome

SPC Accolades

SPC Major Accomplishments

National

- SPC Alternative Energy and Power Generation program was recognized in the Building a Skilled Solar Workforce section of the White House release President Obama Announces Commitments and Executive Actions to Advance Solar Deployment and Energy Efficiency

- SPC personnel and students processed over 3,600 returns through the Volunteer Income Tax Assistance program resulting in over $7.3 million in tax returns

- Designated "Military Friendly" for the fifth year by Victory Media

- Dean Rose Spruill was recognized by President Obama and the Dept. of Health and Human Services for her organization of a Health Insurance Marketplace/Health Fair

State

- The Quality Texas Foundation recognized SPC at the Achievement Level for the Texas Award for Performance Excellence (TAPE) with special recognition for our accomplishments in Leadership, Strategic Planning, and Student and Stakeholder Focus.

SPC Major Accomplishments

Local - Institutional

• Implemented new partnerships with University of Houston Conrad Hilton College, University of Incarnate Word School of Optometry and School of Nursing

• G2G Retreat Tie Auction raised $5,284 for students scholarships

• Second highest enrollment of international students in the Alamo Colleges, our highest enrollment of international students ever

• Secured a Texas Workforce Commission Apprenticeship Grant for $77,217

• Received approval to implement two new early college high schools in fall 2014: SAISD and Seguin ISD

Quality Texas State Award
Achievement Level Recognition

Great Job Team

Welcome Our New Family Members

Welcome Our New Employees/ New Positions

Name	Title	Department
Valerie Acosta	Certified Advisor	Advising
Sonia Aguirre	Project Grant Director	Academic Success
Robert Bryant	Certifies Advisor	Advising
Aunya Byrd	Dean	Arts and Science
Christina Cortez	Director	Advising
Clarissa Cruz	Administrative Assistant	Student Success
Darrel Dolph	Faculty	Math/ Engineering
Sharon French	Faculty	Vocational Nursing
Monica Guerrero	Certified Advisor	Advising
Keith Haye	Faculty	Natural Sciences - Biology
John Hoyt	Faculty	Welding
Richard Halliburton	Faculty	Transportation Service Technologies – Ford Asset
Cathy Jones	Certified Advisor	Advising
Patricia Sanchez	Records and Registration Technician	Workforce Development/ Continuing Education

Welcome Our New Employees/ New Positions

Name	Title	Department
Jerrold Schott	Data Analyst	Advising
Cassandra Segura	Sr. Coordinator	Career Transfer Center
Fidel Simmons	Certified Advisor	Advising
Tim Stanford	Interim Director	Good Samaritan Veterans Outreach and Transition Center
Blanca Trinidad	Faculty	Vocational Nursing
Deborah Woods	Certified Advisor	Advising
Yvette Woods	Faculty	Occupational Therapy Assistant
Angelena Zehm	Faculty	Diagnostic Medical Sonography

William Fuller	Interim Chair	Transportation Service Technologies
Dr. Marie-Michelle Kelley	Chair	Applied Electrical & Mechanical Technology

Welcome Our SPC Promotions/ Reclassifications

Division of Academic Success	Lourdes Alba	Academic Program Coordinator
Division of Student Success	Patrice Ballard	Certified Advisor
	Yvonne Benton	Certified Advisor
	Meredith Bess	Certified Advisor
	Maria Botello	Certified Advisor
	Shawnta Davis	Advising Team Lead
	Maria Deluna	Certified Advisor
	Lawrence Gable	Certified Advisor
	Audrey Grams	Certified Advisor
	Konnie Harper	Generalist
	Theresa Hopwood	Certified Advisor
	Regina Horne-Espree	Certified Advisor
	Margaret Houser	Certified Advisor
	Gina Jasso	Certified Advisor

Welcome Our SPC Promotions/ Reclassifications

Division of Student Success

Cathy Jones	Certified Advisor
Allison Joubert	Certified Advisor
Larry Medina	Certified Advisor
Christine Sauceda	Certified Advisor
Cassandra Segura	Certified Advisor
Carlos Solis	Certified Advisor
Linda Strickland	Certified Advisor
Yolanda Ward	Certified Advisor

Honoring our New Administrator

Maureen Cartledge
Vice President of Academic Success

Honoring our New Administrator

Aunya Byrd
Dean of Arts and Science

Honoring our New Administrator

Chris Beardsall
Interim Dean of Applied Science and Technology

Honoring Our Faculty Promotions
Associate Professor

Dr. Robert Castaneda
Business Information Solutions

Robert Fransman
Business Information Solutions

William Fuller
Transportation Service Technologies

Dr. Carmen Nava-Fischer
Natural Science

Juan Salinas
Tourism, Hospitality & Culinary Arts

Melissa Sutherland-Hunt
Counseling Resource Center

Kathy White
Natural Science

Honoring Our Faculty Promotions
Assistant Professor

Rita Armstrong
Vocational Nursing

Dianna Garza
Vocational Nursing

John James
Social and Behavioral Sciences

Solomon Nfor
Natural Sciences

Honoring Our Faculty – Tenure

Name	Title	Department	Effective Date
Frank Arredondo	Instructor	Invasive Cardiovascular Technology	Fall 2014
James Bacon	Instructor	Transportation Service Technologies	Fall 2014
Lydia Casas	Instructor	Math	Fall 2014
Cynthia Cortez	Instructor	Social and Behavioral Sciences	Fall 2014
Dr. Christopher Davis	Assistant Professor	Natural Sciences	Fall 2014
Cynthia DeLa Fuente	Instructor	Tourism, Hospitality & Culinary Arts	Fall 2014
Reuben Kaller	Instructor	Learning Resources	Fall 2014
Kent Magnusson	Instructor	Natural Sciences	Fall 2014
Kimbel May	Instructor	Learning Resources	Fall 2014
Nathan Oelke	Instructor	Social and Behavioral Sciences	Fall 2014
Kelli Wilder	Assistant Professor	Learning Resources	Fall 2014
Tyrell Williams	Instructor	Communications & Learning	Fall 2014

Honoring Our Degree Recipients

Name	Title	Department	Degree
Nancy Anguiano	Administrative Services Specialist	College Services	Bachelor of Science in Occupational Education from Wayland Baptist University
Janet Feathers	Coordinator	College Health Center	Masters of Arts in Administration concentration in Health Care Administration from University of Incarnate Word
Marsha P. Hall	Assistant to the President	Office of the President	Masters of Science in Education concentration in Educational Technology from DeVry University
Patricia Pena	Administrative Services Specialist	Workforce Development & Continuing Education	Bachelor of Science in Management from University of Phoenix

NISOD EXCELLENCE AWARDS

	Cynthia Cortez	Social Science Faculty
	Sharon Crockett-Bell	Institutional Advancement Director
	Paul Borrego	Campus Budget Officer
	Rick Lopez	Simulation Coordinator
	Terri Murphy-Sanchez	Allied Health Faculty
	Kelli Wilder	Librarian

Congratulations!
New Distance Learning Certified Faculty

canvas
BY INSTRUCTURE

13 Faculty

Arthur Celestin
Marie Feldmeier
Gloria Guerra
Patricia Heckman
Lynette Kennedy
Dorothy B. Morris
Michael Nelson
Kelly L. Roberts
Roy Ruiz
Reynaldo Sanchez Jr.
Jonathan Thomas
Carrie Sue Turner-Gray
Reynaldo Valdez Jr.

Honoring Our **Certified Master Teachers**

Fall 2013

Raymond Chacon
Joseph Coppola
Robert Fransman
Cressida Goloby
Patricia Heckman
Maria Luna-Chavez
Hitish Nathani
Edith Orozco
Donna Stetz
Melissa Sutherland-Hunt
Nick Zaid

Spring 2014

Lourdes Alba
Althea Casey-Bonnett
Adriane Johnson
Rick Lopez Jr.
Blanca Neaves
Ruben Prieto
Ivette Sterling

MASTER TEACHER

Congratulations!
New Service Skills Certified Staff

David Aguilar
Habib Allahi
Veronica Bonebrake
Belinda Brown
Michelle Burnett
Diane Burress
Russell Calder
Sharon Canedo
Rodolfo Espinoza Jr.
Belinda Esqueda
Luis Fuentes

Melissa Garza
Konnie Harper
Aileen Hartfield
Maria Mancillas
Elizabeth Martinez
Laura Martinez
Don Mathis
Susan Medina
Angela Molina
Jenny Moya
Nena Partido
Laura Payne

Leticia Perez
Roxanne Perez
Brenda Pierce
Irma Reyes-Zuniga
Jerri Reynolds
Nicholus Rodriguez
Kevin Schantz
Luis Sevilla
Loretta Sibley
Lore Taylor
Daniel Williams

Student Engagement

St. Philips' Five Year Enrollment Trends

Enrollment
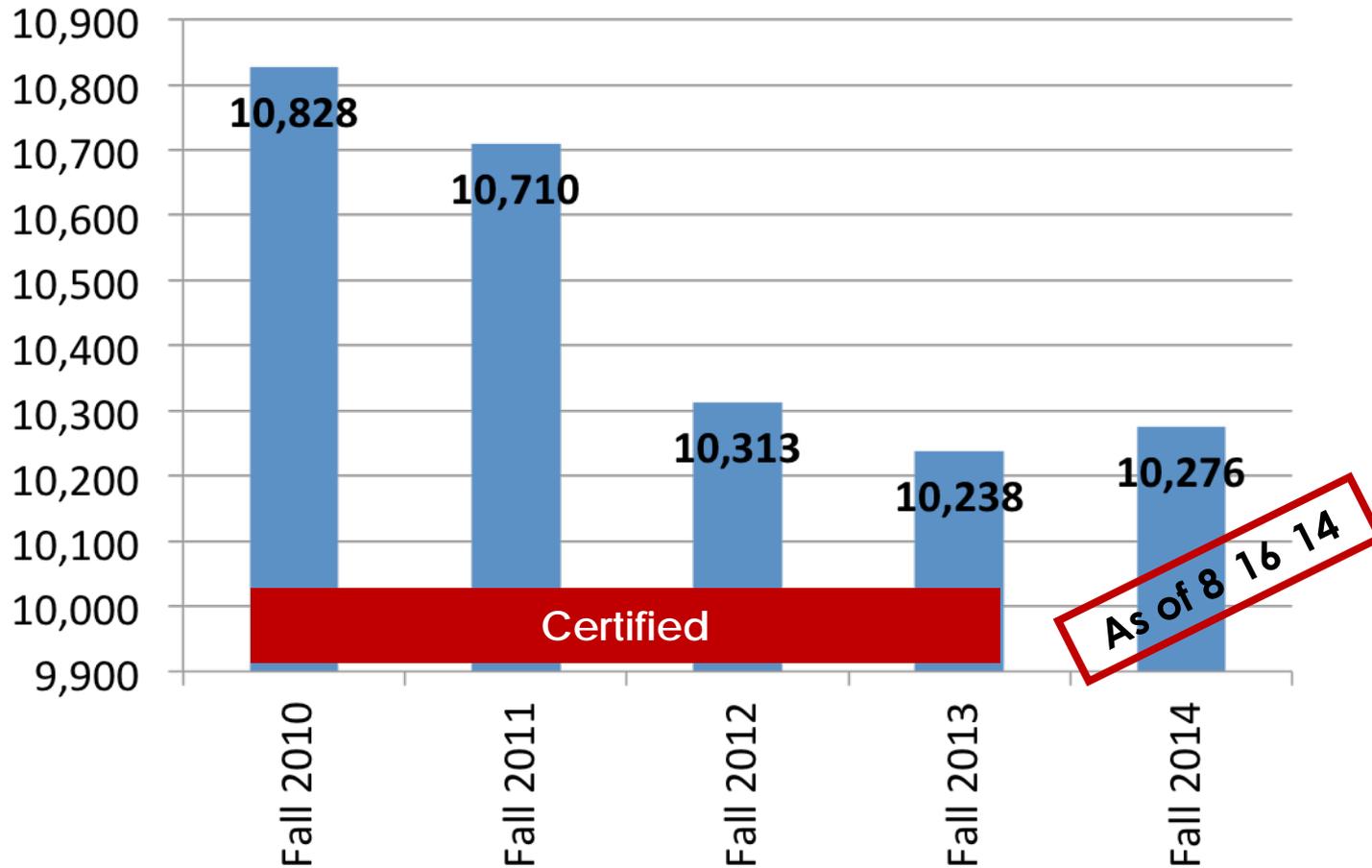
New Student Convocation eMessage

2014 Noel-Levitz Results
New Form – Form A

Benchmarks	2014
Campus Climate	5.31
Student Centeredness	5.39
Instructional Effectiveness	5.48
Safety & Security	5.18
Academic Advising/Counseling	5.07
Admissions & Financial Aid Effectiveness	5.13
Campus Support Services	5.06
Academic Services	5.58
Service Excellence	5.25
Registration Effectiveness	5.37
Concern for the Individual	5.19

Student responses based on a 1 to 7 Lickert Scale

Noel-Levitz
Highest Aspect of Student Satisfaction
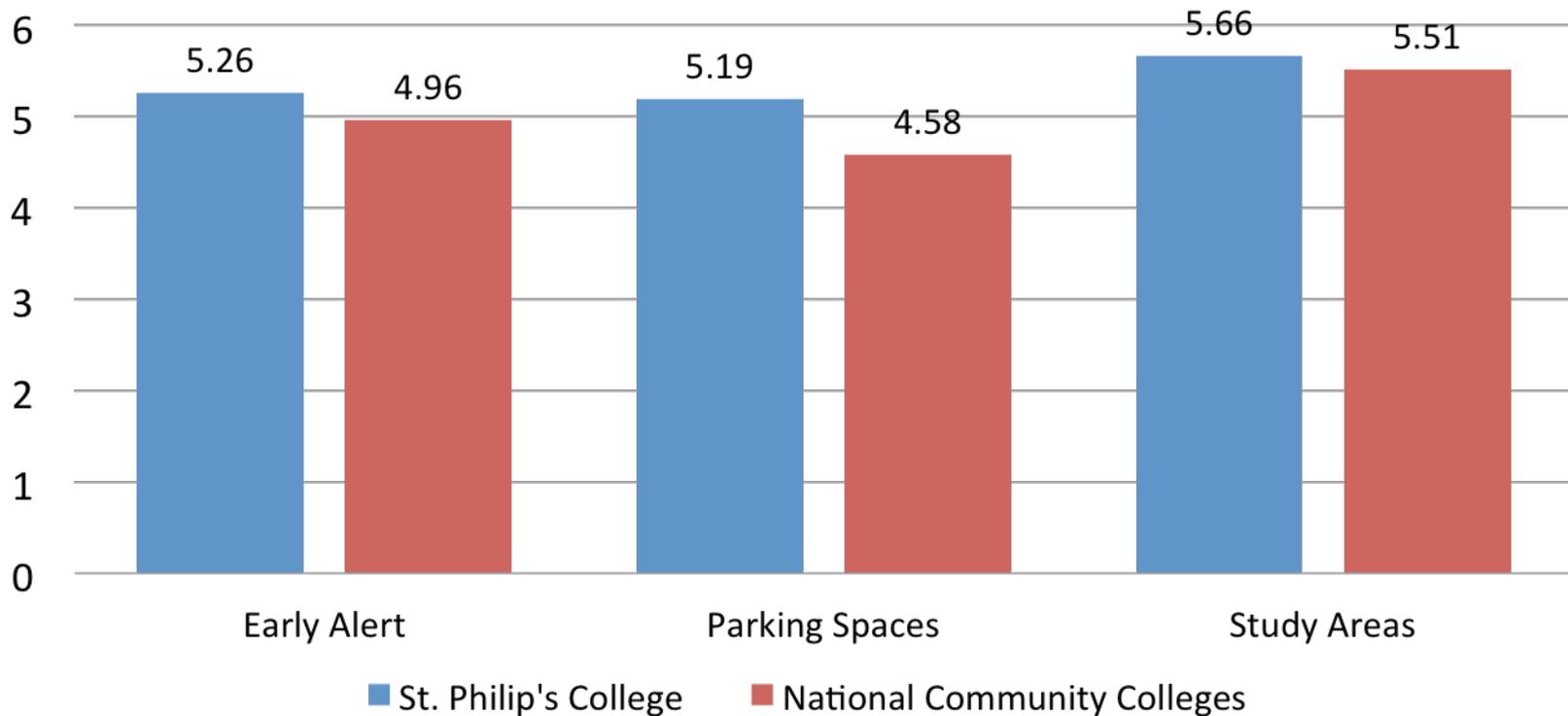
The following items were rated higher than the National Community Colleges
- Students are notified early in the term if they are doing poorly in a class.
- The amount of student parking space on campus is adequate.
- There are a sufficient number of study areas on campus.

Noel-Levitz
Lowest Aspect of Student Satisfaction
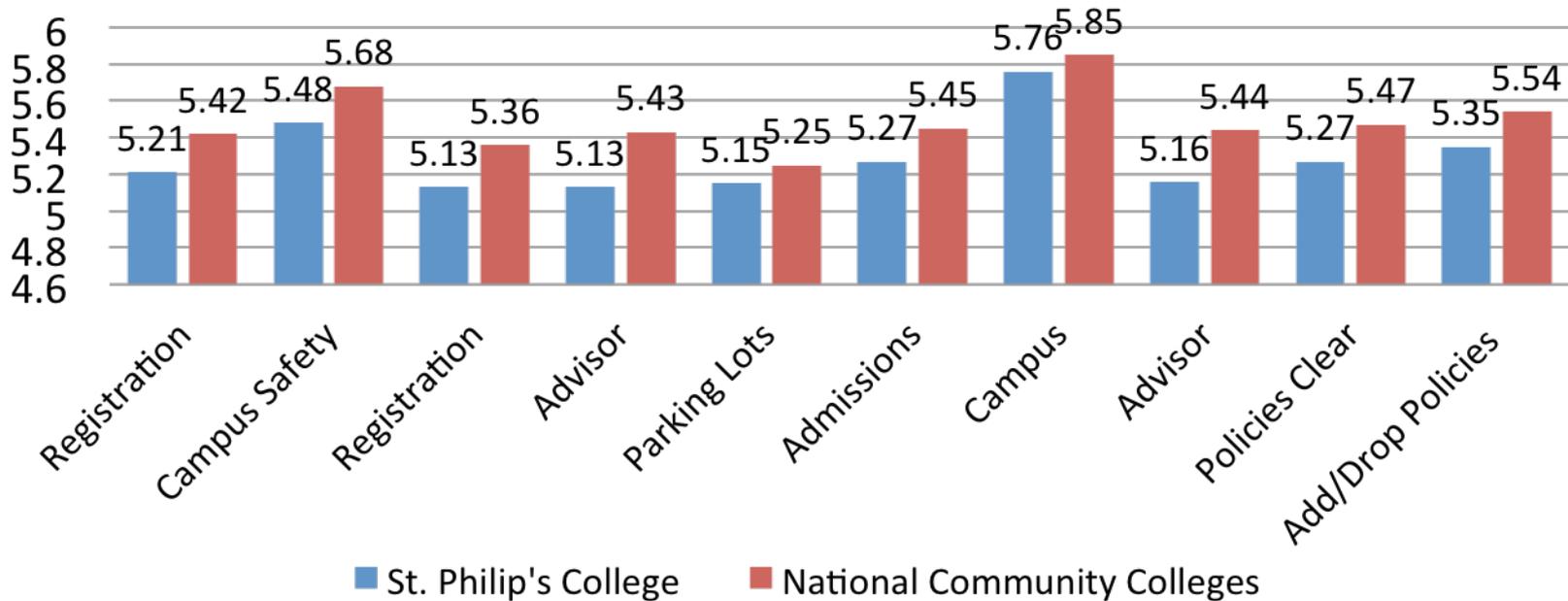
The following items were rated lower than the National Community Colleges
- I am able to register for the classes I need with few conflicts.
- The campus is safe and secure for all students
- The personnel involved in registration are helpful.
- My academic advisor is knowledgeable about my program requirements.
- Parking lots are well-lighted and secure.
- Admissions staff are knowledgeable.
- On the whole, the campus is well-maintained.
- My academic advisor is approachable.
- Policies and procedures regarding registration and course selection are clear and well-publicized.
- Class change (drop/add) policies are reasonable.

Information & Communications Technologies Students Labs on Campus – Summary

FY 13	#	FY 14	#
Computer Lab	90	Computer Lab	88
Smart Classroom	168	Smart Classroom	179
Smart Conference Room	9	Smart Conference Room	18
Videoconferencing	8	Videoconferencing	8
Computers	2,874	Computers	2,834
Laptop/Mobile Labs	22	Laptop/Mobile Labs	22
Laptops/IPADS/Notebooks	670	Laptops/IPADS/Notebooks	692

*Decrease in labs due to the addition of SAISD

Annual Golf Tournament

Six-year grand total: **$883,887**
Scholarships/Grants awarded: $799,900

Presidential Scholars

Activity	Impact	Amount
2013 – 2014	5 Students	$15,000
2012 – 2013	5 Students	$15,900
2011 - 2012 1 Scholar had a personal issue and only completed the fall semester . 1 scholar was awarded the transfer scholarship	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:	**26 Students**	**$74,400**

SEG Success

Activity	Impact	Amount	Retention	Graduation
2014 – 2015 Funded Projects	18 Projects 118 Students	$182,250 (allocated)	TBA	TBA
2013 – 2014 Completed Projects	21 Projects 119 Students	$120,000	TBA	TBA
2012 – 2013 Completed Projects	22 Projects 118 Students	$135,000	Fall to Fall 69% SEG/ 39% Non-SEG	22% SEG/ 8% Non-SEG
2011 – 2012 Completed Projects	13 Projects 34 Students	$77,000	Fall to Fall 89% SEG/ 42% Non-SEG	41% SEG/ 15% Non-SEG
2010 – 2011 Completed Projects	9 Projects 48 Students	$52,500	Fall to Fall 68% SEG/ 42% Non-SEG	50% SEG/ 18% Non-SEG
2009 – 2010 Completed Projects	9 Projects 89 Students	$102,750	Fall to Fall 80% SEG/ 45% Non-SEG	67% SEG/ 22% Non-SEG
2008 – 2009 Completed Projects	5 Projects 25 Students	$56,000	Fall to Fall 76% SEG/ 47% Non-SEG	38% SEG/ 17% Non-SEG
Totals:	**97 Projects 551 Students**	**$725,500**	**76% average SEG / 43% average Non-SEG**	**44% average SEG / 16% average Non-SEG**

Student Engagement Grants
2014-2015 Projects

	Project Name/Area	Amount Allocated to Project
1	African American Male Initiative	$5,000
2	Allied Construction	$11,000
3	BIS VITA (HEB Scholars)	$11,250
4	Commemorative Air Force	$12,000
5	Cyber Responders (HEB Scholars)	$13,000
6	Engineering Initiative (HEB Scholars)	$17,500
7	Eureka Science Club	$13,000
8	Extramural Sports	$9,500
9	Lab Tech - Science	$2,500
10	Math Student Success	$16,500
11	San Antonio Youth Wind Ensemble	$4,500
12	STEM (HEB Scholars)	$10,000
13	Student Government Association	$12,500
14	Student Leaders	$8,000
15	Theater PR, Marketing	$2,500
16	Tiger Paws	$10,000
17	WINTO	$12,500
	Total Allocated	$182,250
	Total Awarded	TBA

Matters of

Institutional Effectiveness

Funding Allocation
$28,756,801

Average class size goal is 25

Do What Makes Cents for Students

Funding Allocation $616k greater than FY 2013-2014

- 0% growth in Contact Hours
- 1% growth in Enrollment (ECHS)
- Faculty Staffing Units +36 to last year (new methodology)
- CE Indirect & Strategic Initiatives resulting in $389k in reduced funding
- 23 Retirement Incentive Program participants
- Retirement Program savings to fund New Advising Model

2015 Funding Allocation (year over year)

Category	FY 2012	FY 2013	FY 2014	FY 2015
Instruction	21,129,396	19,474,857	18,344,817	19,590,369
Academic Support	3,729,283	3,678,580	3,504,011	3,612,050
Student Support	2,965,430	3,049,158	2,623,857	2,887,860
Institutional Support	2,445,903	3,125,674	3,667,756	2,666,522
Total	**30,270,012**	**29,328,269**	**28,140,441**	**28,756,801**

Class Size	Fall 2011 = 23.6	Fall 2012 = 23.7	Fall 2013 = 23.5
Certified Enrollment	Fall 2011 = 10,710	Fall 2012 = 10,313	Fall 2013 = 10,238

Back-up detail in a back-up slide at the end of the presentation

Capital Expenditures

2013 – 2014 Capital Allocation	$930,000
2013 – 2014 Capital Expenditures	$810,479
Total Capital Fund Balance	**$119,521**

2012 – 2013 Capital Fund Balance	**$ 28,446**
2013 – 2014 Capital Fund Balance	**$119,521**
Total available	**$147,967**

Funds will be spent on future prioritized purchases via Resource Allocation Program

SPC Grants Awarded 2014-2015

Grant	Funding
Children's Learning Institute – Univ. of Texas Health Science Center of Houston/Improving Teacher Preparation - Pamela Ray	$46,200
Citi Community Development "Good Samaritan Veterans Outreach and Transition Center"	$15,000
Dept. of Energy/ Diversity in Science and Technology Advances National Clean Energy in Solar - Dan Sherry	$84,952
NSF- Robert Noyce Teacher Scholarship Program Grant UTSA collaboration	$33,750
SPC-NSF Louis Stokes Alliance for Minority Participation Maureen Cartledge*	$183,893
Temple Beth-El Kimmelman Charitable Fund Grant Sharon Evans	$20,000
Texas Higher Education Coordinating Board / Carl Perkins Manual Navarro	$313,003
Texas Higher Education Coordinating Board – T-STEM AC/SPC: Dr. Jo Dee Duncan	$170,050
Trinity Valley Community College/Nursing Innovation Grant - Rose Spruill	$8,000
US Depart of Education – Title III Mandatory Funds (SAFRA) Erick Akins	$1,411,106
US Department of Education – Title III Erick Akins	$4,938,961
US Department of Education/ Child Care Access Means Parents in School Sharon Evans	$139,521
USA Funds Dr. Sherrie Lang	$100,000
TOTAL	**$7,464,436**

* Award amount allotted for current year

Performance Excellence

SACSCOC REAFFIRMATION 2016

Timeline/Milestones		
DUE	**KEY ACTION ITEMS**	**COMPLETE**
	Call to Conversation – SACSCOC Reaffirmation	September 18, 2013
Dec 2013	SACSCOC Administrative Leadership Retreat	December 11, 2013
Jan 2014	Approve Project Charter	January 6, 2014
Jan 2014	Core Team identify initial actions and team members required to support tactics	January 17, 2014
Jan 2014	Kick-Off Functional Teams, QEP Topic Confirmation Process	February 4, 2014
May 2014	Functional Teams finalize narrative drafts - & documentation	June 3, 2014
Aug 2014	Functional Teams develop compliance documentation narrative QEP research, overall structure and QEP development	In progress
Sep 2014	Functional teams submit compliance deliverables for final review	
Oct 2014	Compliance deliverables edited / QEP initial draft presented	
Dec 2014	Compliance report prepared for publication	
Jan 2015	Compliance report finalized for publication / QEP report presented	
Mar 2015	Compliance report submitted to SACSCOC	
May 2015	QEP report publication finalized for internal approval	
Jul 2015	Focus report review and submission QEP report submitted to SACSCOC	
Fall 2015	SACSCOC Site Visit	

QEP 2016 - Steps/ Timeline/Milestones

Step	Action	Description	Due Date
	Select Topic	The campus community must be informed about the QEP process to ensure widespread involvement. The scope of the QEP must also be determined.	Spg 2013
	Inform the College Community	The larger college community must be aware of the QEP and how it will improve student learning. Introductory campaign.	August 2014
	Define SLOs	Realistic and measurable student learning outcomes appropriate for the identified QEP topic must be specified. Student learning is defined as changes in students' knowledge, skills, behaviors, or values. Limit SLOs to a manageable level.	Sep 15, 2014
	Research the Topic	The QEP must be grounded in "best practices" in both Academic and Student Success and an analysis of institutional context. Executive summaries of research related to the identified QEP topic must be developed.	Ongoing
	Determine Conceptual Framework for the QEP	Based on research compiled and broad-based consensus, a framework for the QEP institutional objective(s) must be identified within Academic and Student Success.	Sep 15, 2014
	Identify the Goals for the QEP to include Actions to be Implemented	Based on research compiled and the QEP institutional objective; goals must be identified as well as actions to be taken and activities to be implemented on campus; this list must be complete and affordable.	Oct 15, 2014
	Establish the Timeline for Implementation	A realistic timeline for both implementation and assessment of the QEP must be developed. All activities should be included in the timeline and in an orderly and manageable sequence.	Oct 15, 2014
	Organize for Success	The infrastructure for implementation and continuation of the QEP must be determined. For example, who is responsible for what actions?	Nov 1, 2014
	Identify Necessary Resources	Financial, physical, and human resources needed to implement and sustain the QEP must be determined.	Nov 15, 2014
	Confirm the SPC Selection of QEP Reviewers	Based upon research, QEP reviewers must be selected to serve as content experts on the off and onsite review team. Submit names to SACSCOC	Dec 15, 2014
	Assess the Success of the QEP	A multifaceted focus on overall goals, objectives, and benchmarks must be used to evaluate the QEP; the primary focus should be on the QEP's impact on the quality of student learning.	Dec 15, 2014
	Inform the College Community	The larger college community must be aware of the QEP and how it will improve student learning. Marketing campaign.	Jan 5,2015
	Submit QEP for review by Administration	The QEP must be clear, succinct, and ready for implementation; it also must be ready for submission to college leadership.	Mar 1, 2015
	Administration returns edits to QEP Chair	Administration must ensure that the QEP meets all SACSCOC requirements and is presented in a professional fashion.	Mar 15, 2014
	QEP Prepared for Submission to SACSCOC	QEP Core Team works with editor to finalize publication of the QEP in a bound format with professional design	Apr 15, 2015
	QEP submitted to SACSCOC	QEP Core Team must follow all SACSCOC submission requirements.	Jun 1, 2015

Personal Responsibility Marketing Campaign

A

B

C

D

Vote – How do you see personal responsibility?

Strategic Plan
FY 2015-2018

Goal I: Student Success
Strategic Objective:
Provide academic and student support and align labor market-based pathways to achieve student completion.

Goal II: Leadership
Strategic Objective:
Provide opportunities for St. Philip's College student and employees to develop as leaders.

Goal III: Performance Excellence
Strategic Objective:
Continuously improve our employee, financial, technological, physical and other capacities to enhance efficiency and effectiveness.

Goal IV: Reaffirmation
Strategic Objective:
Successful submission of the decennial SACSCOC reaffirmation report.

Incorporate the principles and results of the Foundations of Excellence into district-wide initiatives – **Quality Student Experience**

Good 2 Great Retreat

What we've done

1. SWOT
2. Environmental Scan

Where we are going

1. Action Plans
2. Process Flow Charts
3. College Score Card
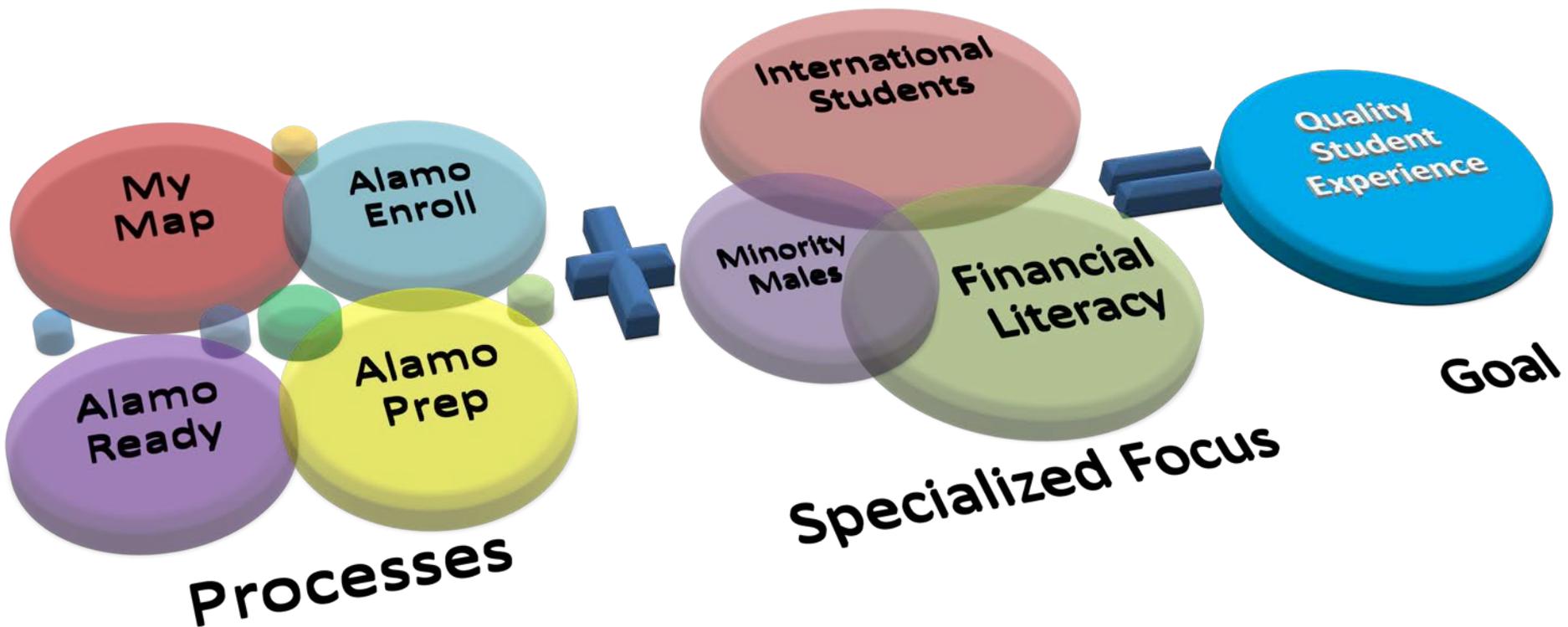
SWOT Analysis

ALAMO COLLEGES
ST. PHILIP'S COLLEGE

Strengths

Effective collaboration with educational partners
- Early College
- Phoenix Program
- Dual Credit
- University of Incarnate Word and University of Houston

HBCU and HSI designation provides
- Exclusivity
- Title III
- Rich history
- Fundraising opportunities

Support for Learners
- Diverse culture
- Math World
- Byrd Tutoring Center
- Technology resources
- State of the art labs
- Military friendly
- Rose Thomas Writing Center
- Centers of Excellence
- Financial Literacy

Diverse programs of study
- Workforce
- Transfer
- Health Professions

Weaknesses

Increased work expectations while decrease in staffing/faculty levels
- Employee satisfaction
- Low morale
- Decreased rigor in instruction
- Increased work expectation from district

Communication process improvement
- Limited standard operating practices
- Greater use of Alamo Share
- Internal/external

Complexity of Alamo Enroll process obstructs student registration

Opportunities

Eastside Promise

Market unique programs and our special designation

Allow employees to be effective managers

Allow for employee driven decision making

Threats

Autonomy

Financial/budget constraints

Competition

Environmental Scan

GREAT
From Good **2**

ALAMO COLLEGES
ST. PHILIP'S COLLEGE

Environmental Scan

MAY 2014

S OCIAL

1. Preparedness & Personal Responsibility of Incoming students
2. Emergency Preparedness & Campus Safety in light of national/local incidents
3. Financial literacy & Responsibility
4. Local Education Initiatives
5. Evolution of Social Media/Communication

E CONOMIC

1. Resource Constraints, i.e. less funding, faculty and staff ratios, work studies
2. Property taxes/values stabilization
3. Enrollment – less revenue to serve more students
4. Market demands to retool and reskill students
5. Lack of Disposable income to spend on education
6. Impact of Eagle Ford Shale and general growth of economy
7. Student Default rate
8. Bond capacity and rating

T ECHNOLOGICAL

1. System level security
2. Access, Ability, Availability, Communication, Reliability to include Distance Learning and to stay abreast on trend standards
3. Training & Maintenance
4. Alamo Colleges Online
5. MyMap, Alamo Enroll & Canvas Training, Alamo GPS
6. Banner is not utilized to its full potential due to not having all modules. IE, Graduation Audits, Portfolios

R EGULATORY

1. Developmental education basic skills requirements
2. Federal Funds
3. Standardization of course content
4. Unfunded, un-resourced mandates. IE, Alamo Advising Model
5. Funding by Success Points for student completion
6. Elimination of low enrollment programs
7. Larger average class size
8. Individual Success Plan and Career Guidance
9. Faculty & Staff Ratios
10. Reconcile & Implementation of Accreditation, SACS, THECB, DOE, Legislature, Board Policies/Initiatives, Political Elections
11. Consolidation (listed under Regulatory Board Policies)
12. AC directives – such as loss of employees, no external hiring, staffing ratios, retirement, Faculty contact hour requirements (listed under Regulatory Board Policies)
13. Systemization
14. Shared Governance

SPC Processes
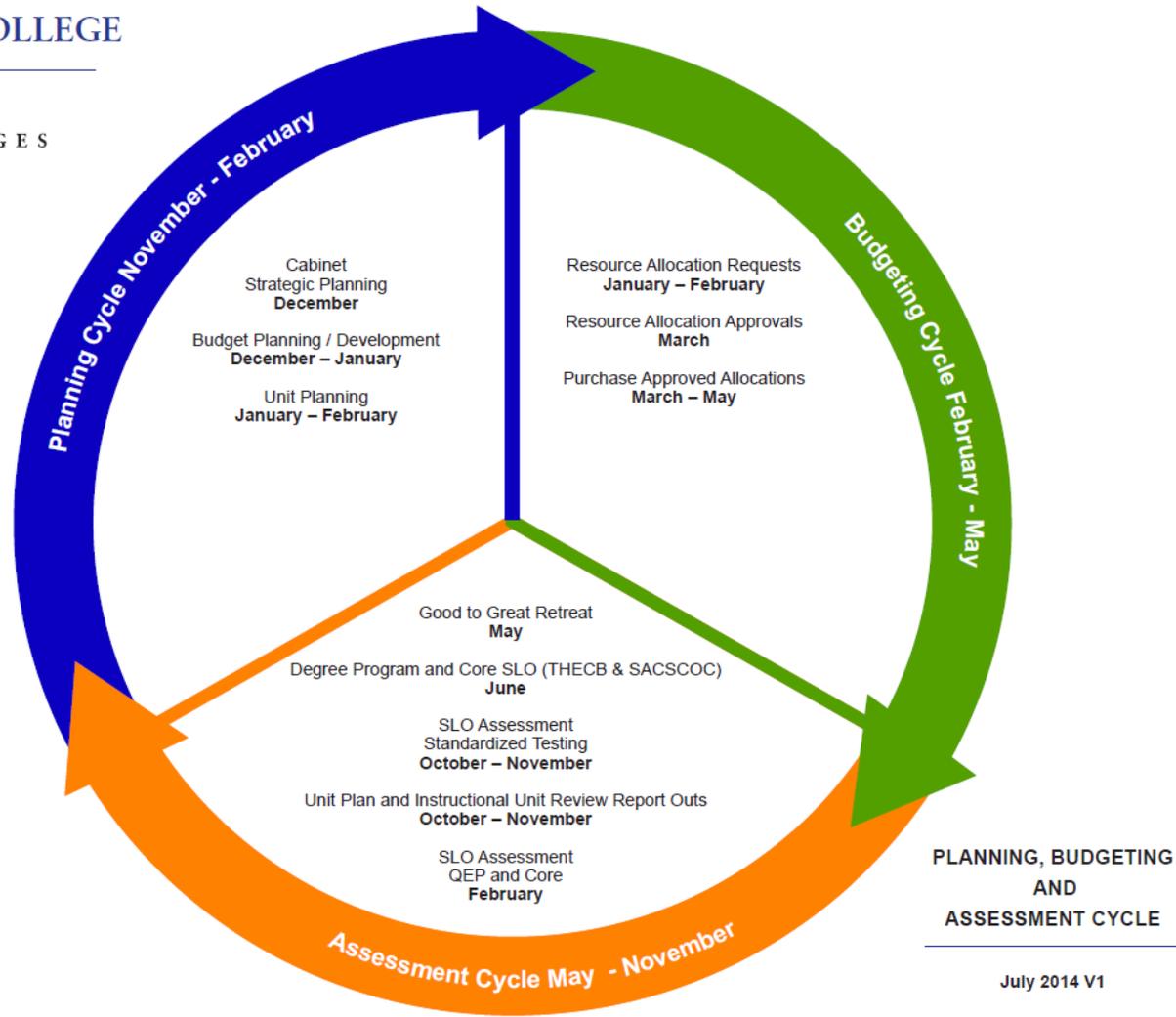
St. Philip's Top 3 Priorities 2014-2015

1. Process Improvement
   - Continued

2. SACSCOC Reaffirmation
   - Replacing Financial Literacy

3. Graduation, Persistence, Productive Grade Rate Improvement
   - Replacing College Preparatory/Developmental Education

Mission, Vision, Values

**Mission:** St. Philip's College provides opportunities for personal and educational growth, career readiness and community leadership. (to be approved by the Board of Trustees)

Vision: St. Philip's College will be the best in the nation in Student Success and Performance Excellence.

Values: Students First, Respect for All, Collaboration, Community Engaged, Can Do Spirit, Data Informed.

Personal Assessment of the College Environment (PACE) survey

Launch Sept. 1

Climate Factors

Institutional Structure

Driver

Leadership

Supervisory Relationships

Outcome

Student Success

Teamwork

Student Focus
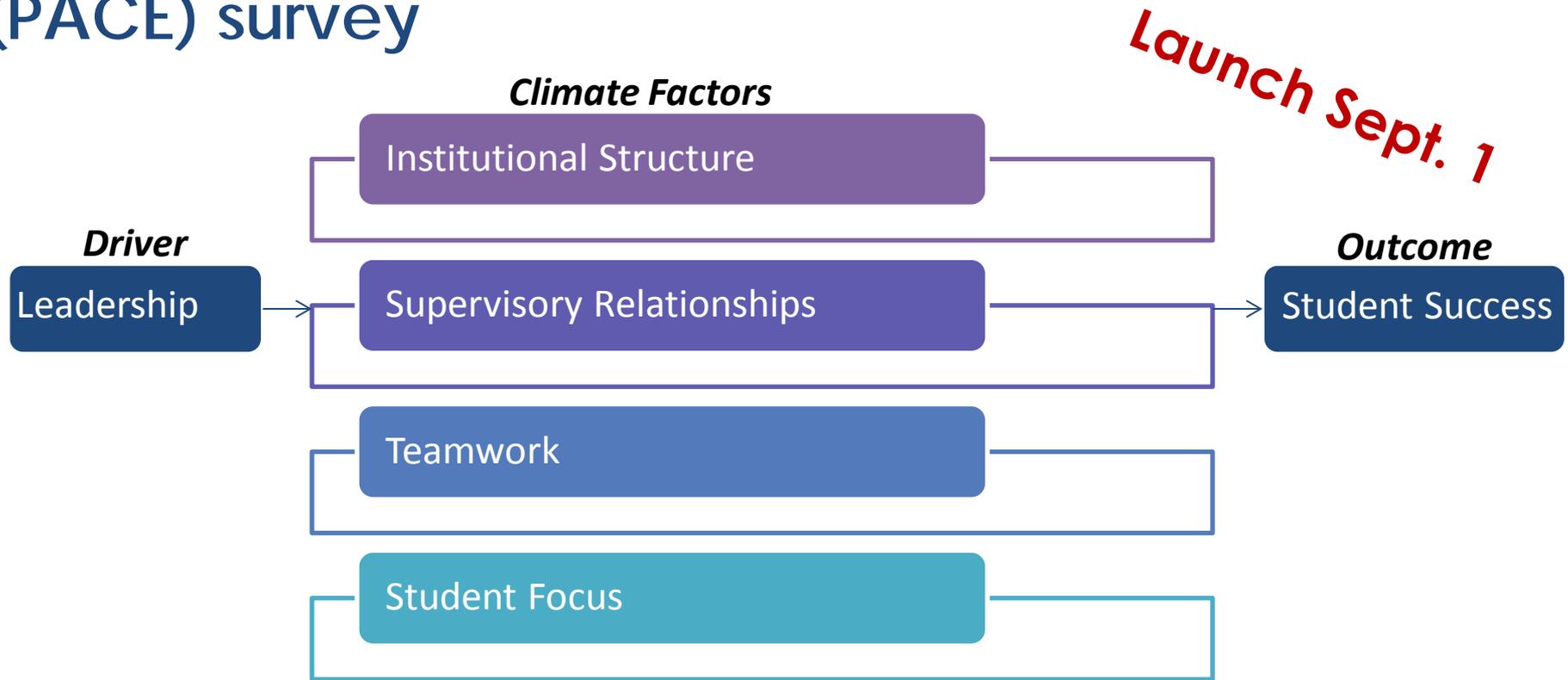
The purpose of the survey is to obtain the perceptions of personnel concerning the college climate and to provide data to assist SPC in promoting more open and constructive communication among faculty, staff, and administrators.

SPC 2013
PACE Survey Results

Respondent Characteristics

Administrator
11 of 10 Returned
110% Response Rate

Professional
74 of 97 Returned
76.3% Response Rate

Other
10 Did not indicate classification

Faculty
174 of 743 Returned
23.4% Response Rate

Classified
64 of 233 Returned
27.5% Response
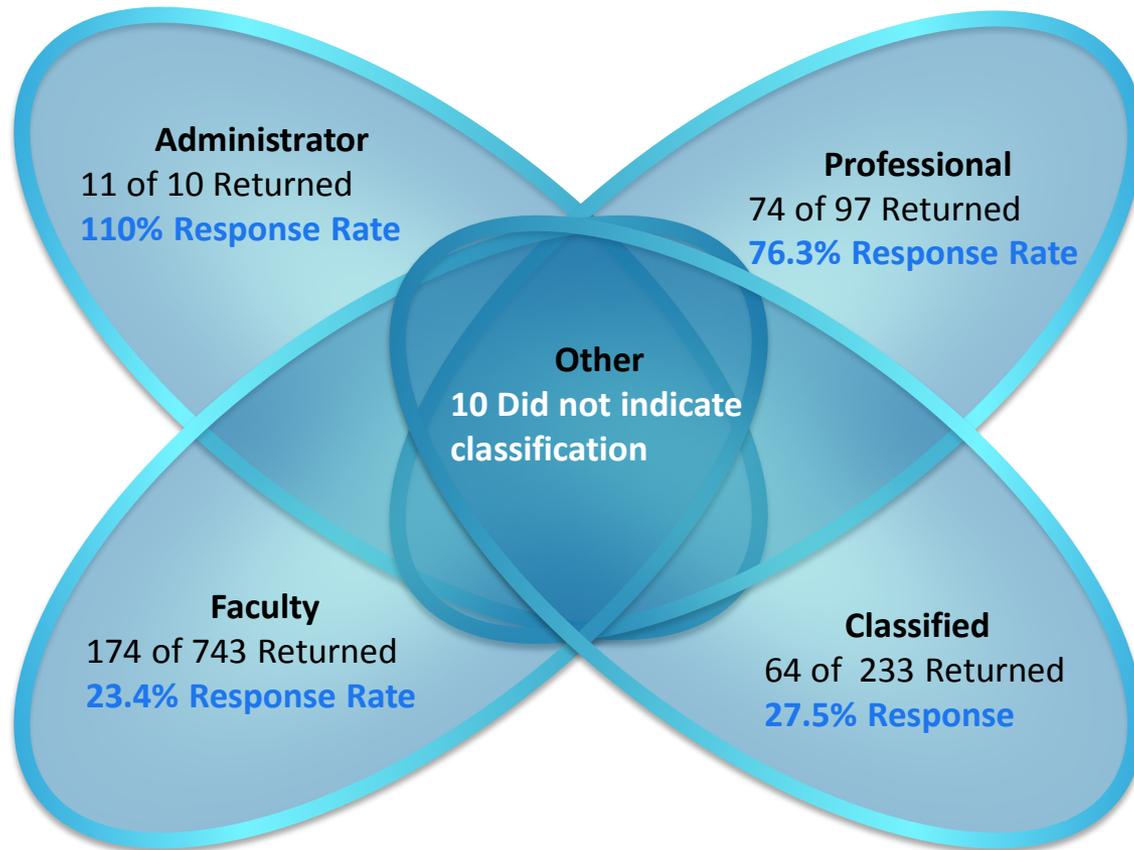
Of the 1,083 SPC employees administered the survey, 333 (30.7%) completed the PACE survey. In 2012, 328 out of 891 employees completed the survey (36.8%).

SPC 2013
PACE Survey Results

St. Philip's College Climate Rated by All Employees

	Institutional Structure	Supervisory Relationship	Teamwork	Student Focus	Custom	Overall
2013	3.29 ⭐	3.77	3.82	3.97	3.35	3.67 ⭐
2012	3.05	3.68	3.84	3.87	3.16	3.54
2008	3.13	3.65	3.78	3.81	3.21	3.52
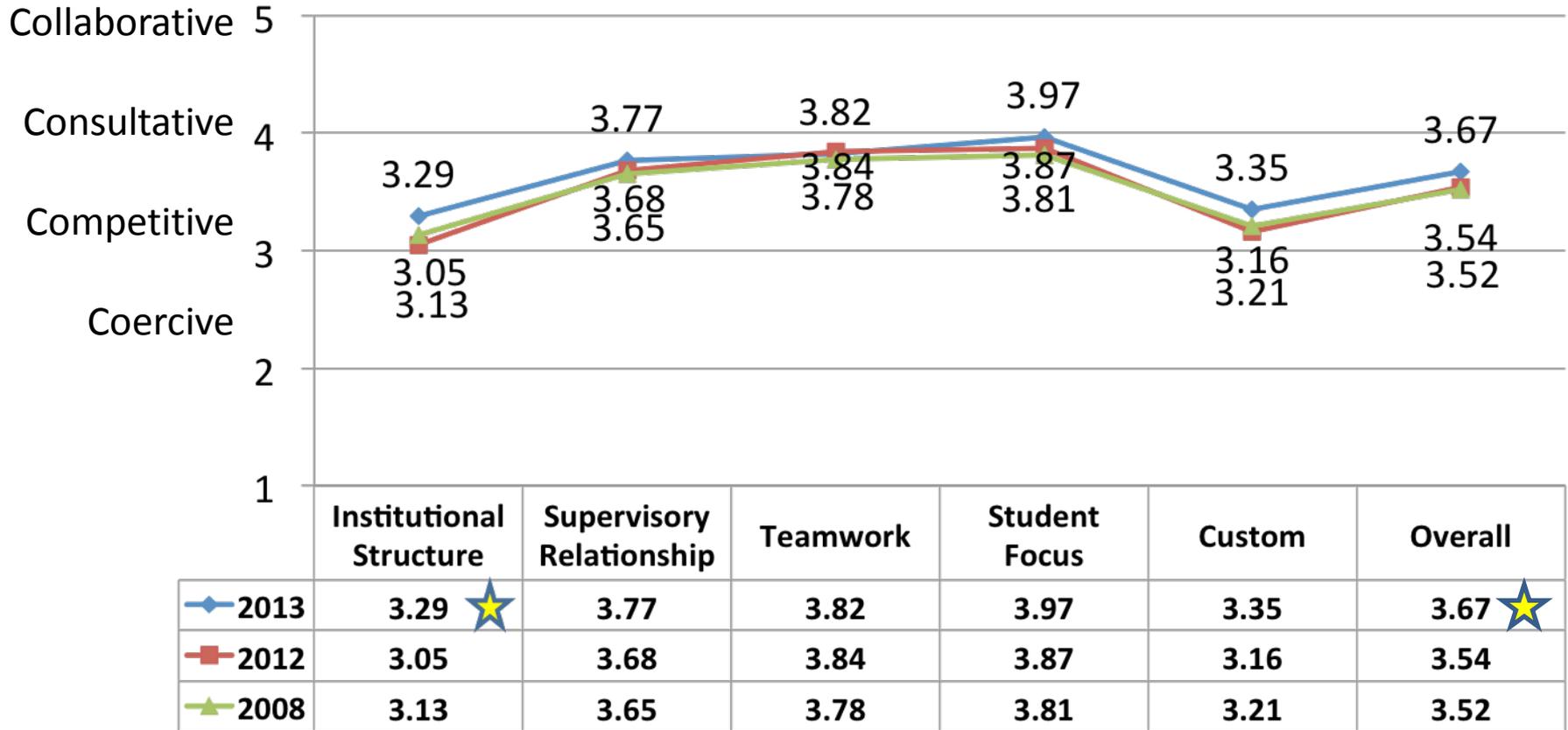
⭐results indicate a significant difference between the 2012 mean and the 2013 mean (α=0.05).

SPC College Spirit

Sign up for a committee during your Division Meetings

Show your Tiger Pride

SCHOOL SPIRIT DAY FRIDAYS
WEAR YOUR BLUE AND WHITE

College Committee Selection
August 2011

College committees are a great opportunity for you to get involved and make a positive difference in the SPC community. If you would like to be involved please indicate up to three committees you would like to participate in and indicate your 1st, 2nd and 3rd choice. If you would like to take on a more active role on the committee and are interested in chairing and/or co-chairing a committee please mark the appropriate column.

Chair/Co Chair responsibilities - organize monthly (or more as needed) meetings, develop meeting agenda, facilitate meeting, submit committee recommendation in accordance to Vice President Office. Present Vice President approved recommendations to College Leadership Team.

Committee Member responsibility - bring new ideas and suggestions to committee meetings, participate in committee presentation to College Leadership Team.

Choice 1, 2, 3	Chair/ Co Chair	Committee	VP Reporting Office	Committee Description
		Student Success Team	VPAA	Support activities designed to increase access and success for low-income students and students of color.
		Auxiliary Enterprise	VPCS	Monitor day to day operations of contracted vendors (bookstore, cafeteria, vending, etc.).
		Core Curriculum	VPAA	Review and approve college core curricula, maintaining high academic standards.
		Curriculum	VPAA	Review and approve all college curricula, maintaining high academic standards.
		Distance Learning	VPAA	Develop strategies to further the college's distance learning goals.
		Emergency Preparedness	VPCS	Development emergency/evacuation procedures for college community.
		Employee Recognition		Review and select "Living Our Value" nominees.
		Facilities	VPCS	Facilitate requests from faculty, staff, and students; provide a forum for discuss; review and make recommendations to the Vice President of College Services for facilities improvements.
		Graduation	VPSS	Organize all phases of the commencement exercises.
		Heritage	ALL	Black History, Women's History, CultureFest, Hispanic History, Anniversary Committee, Alumni, Homecoming.
		Human Subject Review	VPAA	Review and approve requests for studies that involve SPC students, faculty, staff and administrators.
		Instructional Technology	VPCS	Provide recommendations to the administration for strategic direction of technology.
		Marketing	VPCS	Develop College marketing priorities.
		President's Lecture Series	VPSS	Organize President Lecture Series event – solicited guest speakers, coordinate activities including transportation, breakfast, classroom visits and luncheon.
		Scholarship/Golf Tournament	VPCS	Organize Annual Scholarship Golf Tournament – March. Review scholarship applications of SPC students to meet scholarship requirements.
		Student Engagement Grant Scholarship	VPAA	Review scholarship applications of SPC students to meet scholarship requirements.
		Strategic Enrollment	VPSS	Formulate and review strategies and college efforts to maximize enrollment.
		Student Activity Fees	VPSS	Reviews funding applications for functions of the institution that directly involve or benefit students.
		Student Learning Outcomes	VPAA	Develop plans and processes to assure the college is assessing student learning outcomes in an expedient and productive manner.
		SPC Ambassadors/Community Advisory	VPSS	Engage community member and SPC retirees with the college.
		Veteran & Military	VPSS	Engage students with Veteran & Military status with the college.
		Wellness	VPCS	Develop wellness programs and activities for SPC employees.

Name: _____ Dept: _____ Email: _____ Extension: _____

Bowden Elementary School Adoption Project

Legacy Tribute

Honoring Miss Bowden

Bowden Gallery

President's Gallery

Honoring Miss Bowden

Artemisia Bowden
1879 - 1969

In 1902, at twenty-three years of age, Artemisia Bowden traveled alone by train to San Antonio, Texas to lead St. Philip's Normal and Industrial School. The bishop of the Episcopal Diocese of West Texas, Bishop James Steptoe Johnston, charged her with expanding and elevating the educational opportunities for African-Americans through the school. Because she had been a student of St. Athanasius, the Episcopal parish school in her native Brunswick, Georgia, and a 1900 graduate with teaching credentials from Saint Augustine's School, also an Episcopal school in Raleigh, North Carolina, the bishop believed that she would be perfect for this mission.

In 1935 her alma mater became St. Augustine's College, and she was granted a Bachelor of Arts degree. She did graduate work during the summers at Columbia University, Cheyney State Teachers College, the New York School of Social Work, and the University of Colorado. In 1935 she received an honorary master's degree from Wiley College and in 1952 she received an honorary doctorate from Tillotson College (now Huston-Tillotson University).

Artemisia Bowden provided leadership for 52 years from 1902-1954. By 1928 St. Philip's had achieved junior college status under Bowden's leadership and by 1951 St. Philip's College had also achieved full accreditation. Upon the unification of St. Philip's College and San Antonio College into the San Antonio Union Junior College District in 1942, Bowden's title was changed from president to dean and upon her retirement, she was named Dean Emeritus. Regardless of her title, Artemisia Bowden continued to provide leadership to St. Philip's College and remained focused on her mission. She understood that the mission was greater than her title.

Artemisia Bowden not only embraced challenges, but stayed true to her vision and mission. History now shows that she laid the foundation for the growth and development that is now St. Philip's College. She served as president of the San Antonio Metropolitan Council of Negro Women and was founder and president of the Negro Business and Professional Women's Club. She was named to the Texas Commission on Interracial Relations in 1947. She is credited with being primarily responsible for the introduction of a Black nursing unit in Robert B. Green Hospital, for securing Lindbergh Park for Black residents, and for establishing the East End Settlement House.

She is remembered in the community today in the naming of Bowden Elementary School, the Bowden Chapter of Business and Professional Women, the Bowden Administration Building (now Bowden Building), Artemisia's at St. Philip's College, and the University of the Incarnate Word Bowden Eye Care and Health Institute. Artemisia Bowden was a humanitarian, Christian, leader, advocate and fundraiser. She is known as the "Savior of St. Philip's."

- Adena Williams Loston, President
Dedicated on

Bowden Alumni Center

Historic Mural

Facilities Update

Completed Project – Wellness Center

Future Projects

Renovation of Welding Lab and Classrooms

Renovation of Turbon Center

Renovation of the Norris Technical Building

Renovation of the Veterans Outreach and Transition Center

SLC Water Fall Restored

Mittman Pedestrian Mall

Norris Technical Building

pfluger

Emergency Preparedness

Both the MLK and SWC have Emergency Preparedness Teams who have tested and are certified through FEMA's Emergency Management Institute

Each building for the MLK and SWC have Building Action Team (BAT) members and have gone through BAT Training in order to assist with the evacuation of buildings in case of an emergency.

79 % of the Buildings for the MLK and SWC have performed an Emergency Evacuation Drill.

![Alamo Colleges – St. Philip's College logo]

HIGHLIGHTS IN EMERGENCY READINESS 2013

- First Ever Emergency Operating Plan and Procedures
- Designated and Enhanced Evacuation Assembly Areas
- Emergency Response Teams Formed with Full Incident Command System Training For All Members
- Building Guides Prepared for Every Building to Direct Protective Actions for All Occupants
- Building Action Teams Formed, Trained, Supplied and Drilled for Every Occupied Building
- Drill Reports written for Every Drill, and After Action Reports Completed for Every Real Incident

METRICS

- 18 Building Fire Drills from June through November
- 927 People Safely Evacuated in Drills
- 2 Successful Real Evacuations with no Injuries or Major Loss of Property
- 140 Certified ICS Courses Completed by Emergency Response Teams Who Also Participated in 2 Tabletop Exercises
- St. Philip's Hosted First Ever District-wide Tabletop Exercise in March

Announcements

Upcoming Events

## Hispanic Heritage Month Celebration

September 15th - October 15th

Chair: Felipa Lopez

486.7231

Please join St. Philip's College for the
2013 Hispanic Heritage Month Celebration
"Hispanics Serving and Leading Our Nation with Pride and Honor"

Tuesday, September 17
Latina Voices in Poetry: Dr. Carmen Tafolla, Poet Laureate of San Antonio
1:00 p.m. - 2:00 p.m.
Watson Fine Arts Center

Thursday, September 19
Guest Lecturer: former Congressman Charlie Gonzalez
9:00 a.m. - 9:30 a.m. (Refreshments)
9:30 a.m. - 10:15 a.m. Program
Heritage Room

Cholos, Symbols and Abstracts: Notes from a Cultural Frontier
Thursday, September 19
Meet the Artist Reception
10:30 a.m. - 11:30 a.m. (Immediately following Guest Lecturer)
Morgan Gallery
Featured Artist: Felipe Reyes

Wednesday, October 2
Best Tasting Salsa Competition
11:30 a.m. - 12:30 p.m.
Heritage Room
Sponsored by: SPC Department of Tourism, Hospitality and Culinary Arts

Thursday, October 10
Panel Discussion: "The Dream Act – Its Educational Impact on
the Latinization of America"
Guest Speakers – Dr. Sylvester Perez, SAISD Superintendent
and Ricardo Pimentel, Editorial writer/columnist
9:30 a.m. - 10:30 a.m.
Morgan Gallery

Thursday, October 10
Student Life Presents: "Bless Me Ultima"
Based on the controversial novel by acclaimed author Rudolfo Anaya
11:00 a.m. - 1:00 p.m.
Southwest Campus Cafetorium
Monday, October 14
12:00 p.m. - 2:00 p.m.
Heritage Room

ALAMO COLLEGES
ST. PHILIP'S COLLEGE

Upcoming Events

Alamo Colleges Employees Giving Back

September 22ⁿᵈ - October 31ˢᵗ

Contact: Sandra Gonzalez-Lamb
486.2387

Alamo Colleges Employees Giving Back
...to our community and our students

Our **2013 Alamo Colleges Employees Giving Back** Campaign features opportunities to support community services funded by the **United Way of San Antonio and Bexar County**, **theFund** and the **Alamo Colleges Foundation**.

CAMPAIGN RESOURCE GUIDE

theFund
arts.culture.community.

United Way
United Way of San Antonio and Bexar County

ALAMO COLLEGES
ALAMO COLLEGES FOUNDATION

Upcoming Events

President's Lecture Series

October 9, 2014
11:00 A.M.
Guest Speaker:
Richard Carmona, Former Surgeon General

February 5, 2015
11:00 A.M.
Guest Speaker:
Julian Bond, Former NAACP President

Upcoming Events

Blue & White Homecoming Dance
Friday, October 17
6:00 pm

Chair: Dr. Sharon Crockett-Bell
486.2887

Upcoming Events

Professional Development Week Schedule in Your Folder

- New Employee Orientation
- Division Meetings
- FERPA Overview
- Distance Learning Showcase
- Faculty Workshop – Concourse Syllabus
- Faculty Workshop – Alamo GPS

Blue & White TGIF Celebration

**Food
Fun
Friends**

SPC family - come celebrate the new semester

Friday, August 22, 2014
11:30 a.m. – 1:00 p.m.
Bowden Alumni Center

Back-Up

2015 Funding Allocation (year over year)

Category	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
Instruction	(4,058,931)	(1,654,539)	($1,130,040)	$1,245,552
Academic Support	719,754	(50,703)	(174,569)	108,039
Student Support	342,590	83,728	(425,301)	264,003
Institutional Support	(1,131,584)	679,771	542,082	(1,001,234)
Total	(4,128,172)	(941,743)	(1,187,828)	$616,360