



From Faculty to Chancellor: How Consistent District Communication Led to a Baccalaureate Degree

Ms. Shelley Rinehart, Assistant Vice Chancellor

Instructional and Support Program Efficacy

Ms. Crystal Tewes, Director

Teaching and Learning

Session Overview

- San Jacinto College Overview
- Bachelor's degree
- New Position
- Initial Approach
- Projects
- Bachelor's degree
- Lessons learned
- Questions





A LEGACY OF SERVICE CELEBRATING 60 YEARS

5 campuses
throughout East
Harris County.



93,000+
graduates since 1964.

The Promise @ San Jac
scholarship provides students
from local high schools with
last dollar scholarships to cover
tuition, books, and supplies.



\$17 million

saved to date in textbook costs
with Open Books courses.



**A TOP
COMMUNITY COLLEGE
IN THE NATION**
2017, 2019, 2021

1/3 the cost of attending
a 4-year university.

Diverse student body
representing over 50 countries.



175,000+

enrollments in Continuing
Education courses
since 1980.



#5 community college in the
U.S. for associate degrees
awarded to **Hispanics**.

A GROWING COLLEGE



1961

Central
Campus

1975

North
Campus

1979

South
Campus

2017

Maritime
Campus

2020

Generation
Park
Campus

BACHELOR DEGREES

The college launched its first bachelor degree program in 2020: Bachelor of Science in Nursing.



The **EDGE Center** at Houston Spaceport, opened in **2020**, offers training and pathways into aerospace industry careers.

75

companies who have partnered with San Jac for workforce training

\$68 million

raised in the Foundation's 25 year history and

100,000+

scholarships awarded.

\$850 million

in bond projects to fund construction and infrastructure



12



Athletic National Championships

27

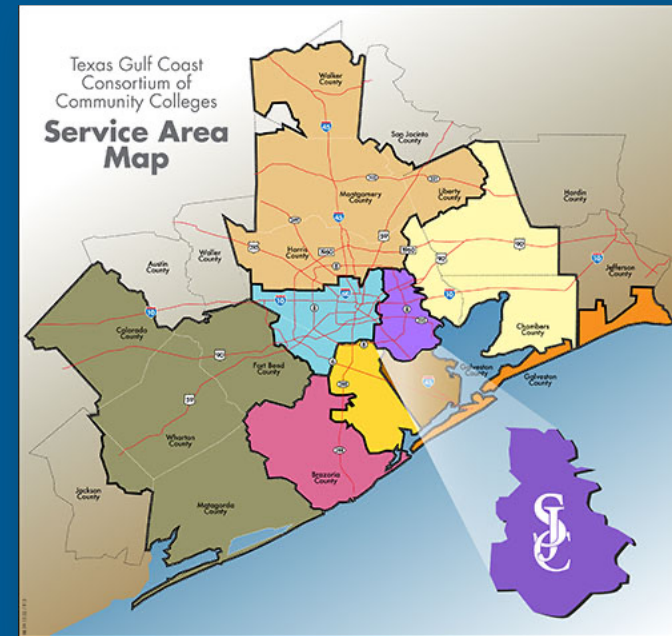
different Board Trustees have served since 1961.

\$30 million

donation from MacKenzie Scott and her husband, Dan Jewett – the largest private donation in the College's history (2021).

About San Jacinto College

Female	59.9%	Full-time	26.2%
Male	40.1%	Part-time	73.8%
Hispanic	64.2%	Pell Eligible	26.9%
White	17.9%	Academic Transfer	72.0%
African American	10.0%	Workforce	28.0%
Asian	5.7%		
Average Age	22.2	Credit Students	42,000
17 and under	20.4%	Non-Credit	6,000
18-21	44.0%		
22-34	28.1%		
35-49	6.3%		
50+	1.2%		



Workforce Training

- 1961 - Health Careers
- 1966 - Chemical Processing
- 1976 - Process Technology
- 2010 – Maritime
- 2019 - Aerospace

Bachelors Degree - Education

- Began work in 2020 recognizing industry need
- Faculty led
- Field of Study – Education
 - State and College supported
- Department chair sponsor

*** Issue – Education, EC-3, WEDC ***

So many conversations...

- State and regional workforce development initiatives
- Ensure efficient and focused use of funding
- Relationships with industry partners

All happening in siloes.

New Position

Connector to bridge the communication gap

Assistant Vice Chancellor

Instructional and Support Program Efficacy

Overall Function

- Liaison between all departments to align and streamline programs
- Ensure that funding and other resources are used effectively and aggressively
- Consolidating efforts to connect students with resources and employers
- Targeted workforce and transfer programs identified by internal review and by external stakeholders, non-credit and credit

Initial Approach

- Internal stakeholder meetings
 - What's working?
 - What's not working?
 - Recommendations for Improvement
- External review
 - Literature
 - Community Colleges
 - Workforce Education Organizations
- Resulted in Summary of Findings, Observations and Recommendations

2021-2022 Priorities

- Advisory Committee review / streamline
- Credit for Prior Learning and Competency-based education
- Funding Opportunities for students
- Transfer Pathways Council
- Industry partner outreach strategy
- Apprenticeships, internships, practicums, and job shadowing
- Externship opportunities for faculty

***All in collaboration with CPD, Instruction, Student Services, and other areas of the college**

TRUE / Fast Track Programs

- Texas Reskilling and Upskilling Education (TRUE) initiative with Texas Association of Community Colleges (TACC)
 - 6 months or less
 - Starting pay \$26,380
 - \$3,000 or less
 - Non-credit, credit or both
- Expanded to high demand programs completed in one year or less
- Leveraged Higher Education Relief Fund (HERF) to provide tuition discounts, including all instructional materials, supplies and certification exams

TRUE / Fast Track



SAN JAC FAST TRACK TUITION DISCOUNT PROGRAM

Are you seeking a career that's in high demand with training you can complete in a year or less?

San Jac is offering 100% tuition discounts for our Fast Track programs that will set you up for a successful career.

Don't miss out! Contact us today.



NON-CREDIT PROGRAMS

- Aerospace Aviation Structures Technician
- Aerospace Composites Technician
- CDL Truck Driver
- Certified Nurse Aide
- CompTIA Security+
- Fiber Optics Technician
- Introductory Craft Skills - NCCER Core Plus
- Maritime (2 basic mariner courses)
- MSSC Certified Logistics Technician
- Patient Care Technician
- Phlebotomy Technician

CREDIT PROGRAMS

- CIT, Information Technology Cyber Security
Certificate of Technology
- Diesel Tech, Heavy Diesel Truck
Certificate of Technology
- Electrical Technology
Certificate of Technology
- Global Logistics and Supply Chain Management
Certificate of Technology
- Heavy Diesel Power
Certificate of Technology
- Heavy Diesel Truck Trainee
Certificate of Technology
- HVAC, Commercial Air Conditioning
Certificate of Technology
- HVAC, Residential Air Conditioning
Certificate of Technology
- Pipefitting Technology
Occupational Certificate
- Welding, Combination Welder
Certificate of Technology
- Welding, Gas Shielded Welding
Certificate of Technology



Learn more and register at sanjac.edu/fast-track.

281-459-7154 | fast.track@sjcd.edu

An Equal Opportunity Institution

Since Fall 2021
763

Non-credit students
\$1,611,876.00

727

Credit students
\$1,131,979.08

Books / supplies –
\$114,818.91

Total
1,490 students
\$2,858,673.99

Industry Partnerships

- Inventory of all Advisory Committees
- One consistent storage location
 - Membership lists
 - Agendas
 - Minutes
- Survey - What is working well? What is not working well?
- Result in a consistent format
- Inform Industry Partner outreach strategy

Advisory Committee Approved Recommendations

- College-wide oversight and coordination for Industry Partnerships
- Marketing Updates
- Feedback from Industry Partners
- Update Advisory Committee procedures (create work group with cross section of stakeholders).
- Best practice sessions for department chair / program directors on engagement.

THE POWER OF YOUR PARTNERSHIP

Shape the future workforce. Engage with San Jacinto College as an industry partner.

What does it mean to be a San Jac industry partner? It means you...

1. Invest in the workforce of the future.
2. Contribute to the economic growth of your community.
3. Help prepare students with the skills and knowledge to achieve their career goals.

HERE ARE WAYS YOUR COMPANY CAN PARTNER WITH SAN JAC:

1 Advisory Councils/Committees

Your advisory participation could transform curriculum, improve training facilities, and increase awareness of careers in your industry.

2 Class Engagement/Involvement

Provide workplace tours or give career-related presentations to students.

3 Internships/Apprenticeships/Clinicals

Internships provide students with practical work experience while your company assesses and trains potential future employees.

4 Employer "Meetups"

Promote your business at job/career fairs and recruiting events at the College or your facility.

5

Community and Workforce Development

Identify new opportunities and share your expertise in a training course hosted at San Jacinto College.

6

Foundation Support

Donate to scholarships or become an event sponsor. This contributes to a stronger community and workforce so that students can achieve their career goals.

7

Rent One of Our Facilities

San Jacinto College offers premium rental spaces at our campuses and centers for almost any occasion. Choose from performance halls, meeting rooms and collaborative labs, outdoor spaces and more.

8

Provide Services for Us

Want to provide services to San Jacinto College? We routinely seek outside vendors to help us with construction needs and other services.



Scan the QR code to learn more.

Contact industry.partners@sjcd.edu to learn how you and your business can help students achieve their dreams!

Work-based Learning

- Inventory of all external learning opportunities throughout the college
- Focus on current practices resulting in recommendations for improvement
- Increasing paid internship opportunities
- Review of Work Study processes resulting in recommendations for improvement
- Hired Coordinator, STEM External Learning through Title III grant
- Approval for Coordinator, Education and Workforce positions – 3 hard dollar positions and 1 grant funded position (Title V grant)

Funding Options for Students

- Compiling funding options for students to better understand everything that is available
- Working Financial Aid, Office of Grants Management and Foundation
- Students do not always understand the difference between funding options
- We want the glue to be invisible to the student

CASH FOR COLLEGE

FINANCIAL ASSISTANCE OFFERED



Not sure how to pay for college? **San Jacinto College** can help!
Financial aid, grants, and scholarships may be available so you can earn your certificate or degree with **little or no debt.**

Snap the QR code or visit sanjac.edu/financial-aid to learn more!



Non-Credit to Credit Alignment (NCAL) Project

- Education Strategy Group (ESG) and Association of Community College Trustees (ACCT) – framework and coaching
- National Cohort – 14 colleges
- Focus on CIT, Maritime and Medical Laboratory
- Self-Assessment / Student Focus Groups
- Action Plan
 - Intentional curriculum mapping between non-credit and credit (Credit for Prior Learning, Industry-based credentials, Pathway visuals)
 - Improve data collection between non-credit and credit
 - Intentional advising for both non-credit and credit students
 - Scale and spread best practices
- Non-credit and Credit Coordinator, Health Sciences (funded through Title V grant)

A MORE UNIFIED COMMUNITY COLLEGE:

Strategies and Resources to Align Non-Credit and Credit Programs



2020

ESG Education Strategy Group

NCAL Cohort 2021 - 2023

CUNY Community Colleges Consortium
Hudson County Community College
Jackson College
Lehigh Carbon Community College
Louisiana Community and Technical College System
Minnesota State Colleges and Universities
North Iowa Area Community College
North Shore Community College
NorthWest Arkansas Community College
Prince George's Community College
San Diego Community College District
San Jacinto College
University of Hawaii Community Colleges
Vance-Granville Community College

NCAL Guiding Framework



TREAT ALL STUDENTS AS STUDENTS

1

Address the **gaps in the student experience**, the resources, services and supports available to students in non-credit and credit programs, and even the language used and implied stratification.

**BUILD PATHWAYS BETWEEN
NON-CREDIT & CREDIT CREDENTIALS**

2



Develop **on-ramps and connections** between programs, going both ways. Students must know what their **next steps** are to continue, **whether now or later**.



ALIGN DEPARTMENTS & GOVERNANCE

3

Bring together non-credit and degree programs under **joint leadership**. Integration should occur across curriculum, faculty and the administration.

**MAKE PROGRAMS CREDIT-WORTHY
OR CREDIT-BASED**

4



Grant credit when students transition to degree programs through articulation, equivalency agreements, etc. or gain **accreditation for industry-focused programs**.



REMOVE BARRIERS TO TRANSITION

5

Make **transitioning easy, obvious, and clear** by addressing barriers such as data, funding, scheduling etc.

Competency-based Education (CBE) Credit for Prior Learning (CPL)

- Accelerated learning option to meet students where they are
- Consultant Contract with Competency-based Education Network (C-BEN)
- 2-day intensive with Consultant
- Focus Areas:
 - Construction Management
 - Global Logistics and Supply Chain
 - Early Childhood
 - Medical Laboratory

Full Circle – Bachelor’s Degree

Connected with colleges, ISDs, & funding:

- Best Practice Visits
- Stackable from Para-educator certificate to AAS to Bachelors degree
- “Grow your Own” program with local ISDs
- Houston Endowment Grant - \$1.5M to support this work



**BACHELOR OF APPLIED SCIENCE:
EARLY CHILDHOOD – GRADE 3
2024 LAUNCH**

Lessons Learned / Opportunities

- **Strengths**

- Getting folks across the college together for consistent conversations
- Dedicated administrator to move priorities forward quickly
- Leveraging grant dollars to support work

- **Challenges**

- Process improvement takes time
- Significant change – unintended consequences uncovered
- Focus on workforce development, not transfer

Questions?



Thank you for your time and attention!

