

Talent Strong Texas Pathways Institute #3

Transitioning Learners with a Focus on Early Success

April 10-12, 2024 | Kalahari Resort, Round Rock, Texas



Texas Success Center



Talent Strong
Texas Pathways

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Network: Kalahari Resorts Guest



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#TSTPI3, #TexasSuccess, or #TexasPathways

Introduction & Purposes

Ensuring College-Level Success in the First Year

In every community college across our state, the Talent Strong Texas Pathways strategy is being scaled and institutionalized to increase the number of students who reach their post-completion goal of a good career with living wages, whether that occurs after community college completion or after successful transfer to baccalaureate study. Key to our success in this endeavor is integrating new essential practices that enable the transformation at each college so that it becomes “student ready.” This requires the college to focus not only on the academic integration of the learner, but also the social integration of the learner. Moreover, investments in comprehensive recruiting, enrollment, and onboarding services are crucial for achieving the college’s student success goals. College leaders must consider how each learner will experience the transition into the institution, obtain early success, and gain momentum toward their goals, at each entry point into the institution. Customized, career-focused onboarding to help students choose and enter a program path is necessary to

address existing enrollment gaps in high-wage in-demand talent pathways and promote college-level success in the first year for all student sub-groups.

Transitioning Learners with a Focus on Early Success builds on the past successes of Texas colleges which have been working to better serve all types of students (e.g., first generation, continuing education, incumbent workers seeking to reskill/upskill, student parents, dual credit, part-time, etc.) from the multiple entry points of pathway enrollment. This institute highlights the innovation and evidence-based strategies occurring throughout the state to scale accessible and inclusive talent pathways by redesigning the point of entry to include career-focused onboarding with student wellness and belonging practices to promote college-level success in the first year. Research suggests that an emphasis on growing student success in the first term and first year, as measured by the strategy’s eight early momentum metrics, will yield improvement in credential completion and transfer success.

The Talent Strong Texas Pathways strategy provides support for community college leaders’ efforts in implementing and scaling essential practices for improving the flow of talented students to baccalaureate study and good careers by:

1. **supporting students reaching their post-completion goal of good careers** by scaling inclusive access to talent pathways at every community college that provide effective career-focused onboarding with academic and social integration;
2. **actively engaging education and workforce partnerships** to promote career exploration and transfer advising, early program planning and meta-major exposure within the students’ first year to enable students to achieve their longer term workforce and transfer program goals in high-wage, in-demand talent pathways; and
3. **expanding comprehensive student supports**, including basic needs and mental health supports and a college culture that promotes a strong early connection with the college and aids each student’s academic achievement.

College leadership teams participating in this event will consider their role and responsibility for action planning to enhance practices to foster early success in order to accelerate progress toward these three stated objectives.

Introduction & Purposes

Institute Purposes

As a result of actively engaging in *Transitioning Learners with a Focus on Early Success* college leadership teams will:

- 1 Consider findings and reflections from national experts and successful Texas colleges to inform and accelerate whole-college redesign efforts, focused on the learner's transition into college.
- 2 Engage with fellow Texas community college leaders in a peer learning network designed to implement essential practices of Pillar 2, associated with helping student choose and enter a pathway.
- 3 Analyze data to gain insights into the student experience upon entry and through Term 1.
- 4 Develop detailed action plans for scaling the Talent Strong Texas Pathways strategy to promote improved student outcomes.

Upcoming Texas Success Center Events

- Talent Strong Texas Pathways Institute #4, November 13-15, 2024, Omni Hotel, Fort Worth
- Talent Strong Texas Pathways Institute #5, April 2-4, 2025, Hyatt Regency Downtown, Houston



We Value Your Feedback!

On Friday morning, our event evaluation survey opens. Please complete this brief anonymous survey before you leave! We use your feedback to improve our future professional development opportunities.

Scan this QR code or take the survey at this link: bit.ly/tpi3



Program Agenda

Wednesday, April 10, 2024

8:00 AM – 2:00 PM

Prefunction 7

Registration

10:00 AM – 1:30 PM

Pre-Institute Workshops

Cypress/Portia

Redesigning Onboarding for Transfer Success

(Buffet lunch: Prefunction 6 @ 12:15 PM)

Research findings from the Center for Community College Student Engagement (CCCSE) indicate that, for Texas, 78% of entering students intend to transfer to a four-year institution. Unfortunately, data reveal that transfer rates for Texas community college students have hovered at 12-13% over the past seven years. Clearly, there is a disconnect for our students that must be addressed by redesigning the onboarding process for transfer success.

This interactive session will provide a deep dive into the onboarding and advising experiences of students intending to transfer so that participants may better understand the types of practices and resources that students find most useful. Attendees will embark on a data dive for transfer students at the state level for Texas and explore transfer data for their specific institution. This session will focus on what CCCSE and the Community College Research Center (CCRC), co-author of the Transfer Playbook, are learning from their signature research studies regarding students' perceptions as to what is working for them, the advising services that students say they need, what resources and communications would be most useful, and who students are most likely to reach out to when they need information. Participants will gain specific strategies for redesigning the onboarding process and develop priorities for action planning.

Dr. Linda García

Executive Director, Center
for Community College
Student Engagement

Aurely Garcia Tulloch

Senior Research Assistant,
Community College
Research Center

Minding College Minds: A Framework for Improving Campus Mental Health

(Buffet lunch: Prefunction 5 @ 11:30 AM)

Emotional stress and personal mental health reasons are the top cited challenges faced by students as they consider stopping out of coursework. Scaling a mental health strategy requires a comprehensive, community-connected, and implementation-focused approach. Developed in partnership with the Texas Success Center, The Meadows Institute's Minding College Minds Postsecondary Mental Health Framework considers the complex factors affecting mental health and provides scalable practices for institutions to better support mental health on campus, grounded within the context of their work scaling Talent Strong Texas Pathways. Minding College Minds encompasses the continuum of care, starting with mental health promotion and extending to the supports needed following an extended mental health-related absence, to meet the unique needs of each student where they are.

This dynamic session is designed to empower college leaders in developing effective strategies to enhance campus mental health. Attendees will learn about the three core components of the Minding College Minds framework, strategies and interventions within each component, and will leave with a better understanding of their own institution's strengths and challenges in supporting campus mental health.

Note: This session will serve as a pre-requisite for applying to the Minding College Minds Learning Community, a cohort of institutions that will receive hands-on support from The Meadows Institute.

Jennifer Esterline

Senior Vice President for Child and Family Strategy, Meadows Mental Health Policy Institute

Tegan Henke

Vice President of Community Systems Innovation, Meadows Mental Health Policy Institute

Leilani Lamb

Assistant Director of Cross Systems Policy and Practice, Meadows Mental Health Policy Institute

Jenna Parro

Assistant Director of Cross Systems Strategy and Practice, Meadows Mental Health Policy Institute

2:00 – 3:15 PM

Opening Plenary

Kilimanjaro
Ballroom 5-6

Welcome Address

Dr. Cynthia Ferrell

Executive Director, Texas
Success Center; and Vice
President, Texas Association
of Community Colleges

Dr. Michele J. Carter

Chancellor and CEO, Central
Texas College

Getting it Right from the Start: Rebuilding Trust in Higher Education

Confidence in higher education in the United States has fallen sharply in recent years. Rising costs, crushing levels of student debt, questions about its relevance, and unclear returns on investment all have contributed to this crisis of trust for potential and entering students. Community colleges are uniquely positioned to restore confidence and rebuild trust in higher education if we are willing to invest in truly understanding our students' needs and creating the right conditions for their learning and success. With steep declines in enrollment since 2010 and through the pandemic, and HB 8's imperative to prepare students to reach their post-completion goal of a good career with living wages, whether that occurs after credential completion or upon successful transfer to baccalaureate study, Texas community colleges must focus on access, completion, and post-college success—right from the start.

Dr. Kathleen Plinske

President and CEO,
Valencia College

Speaker Introduction:

Dr. Russell Lowery-Hart

Chancellor and CEO, Austin
Community College

3:30 – 4:45 PM

Team Strategy Time 1

Please refer to your
Team Strategy Time
Room Assignments.

Continuous Improvement for Successful Transitions

5:00 - 7:00 PM

Reception

Over the past 11 years, the Texas Success Center has witnessed a remarkable growth trajectory, expanding the breadth and depth of services to all TACC member colleges, documenting the rapid statewide scaling of essential practices, and achieving significant enhancements in student outcomes.

At the reception, we will congratulate and toast Vice President and Executive Director Dr. Cynthia Ferrell on her remarkable journey as the leader of this work as she retires this spring! Join us to celebrate Dr. Cynthia Ferrell's unwavering commitment to student success and her unparalleled achievement in supporting the redesign of community colleges through guided pathways.

The reception features a performance by the student musicians of the Temple College Afro Caribbean Ensemble, with a cashless bar and heavy hors d'oeuvres.



Kilimanjaro
Ballroom 5-6

The Temple College Afro-Caribbean Ensemble is a newly established non-credit passion project led by Norm Bergeron and Dr. Benjamin Irom. In Fall 2023, several students showed deep interest in learning to perform Cuban music and persuaded Bergeron and Irom, who have both spent years studying this music and performing in Latin Jazz and Salsa groups, to start this new ensemble. The ensemble is based on the traditional rhythm sections of Afro-Cuba with bongó, timbal, tumbadoras, clave, guiro, maracas, bass, and piano. The melodic component in this group features vibraphone, flute, and trumpet.

Featured performers include:

Director: Norm Bergeron - Clave

Director: Benjamin Irom - Piano

Aidan Amling - Clave, Guiro, Maracas, Shekere

David Baldovino - Timbal

Evan Griffith - Bass

Jackson Holt - Vibraphone

Sydney Orlowsky - Flute

JonKing Orozco - Trumpet

Delvechio Roberson - Tumbadoras

Jacob Shoup - Bongó y Campana

Thursday, April 11, 2024

7:00 – 8:50 AM

Prefunction 7

Breakfast

Buffet in Prefunction 7; Dine in Kilimanjaro Ballroom 5-6.

Individuals may network with peers, or College Leadership Teams may meet with their Pathways Coach.

9:00 – 10:00 AM

Concurrent Sessions

Concurrent Session Legend

Please refer to the following legend key to find the concurrent sessions most relevant to your role in fulfilling the student success goals of your college.

	Meta-Major Exposure
	Career Exploration and Transfer Advising
	Early Program Planning
	Student Wellness and Belonging
	Innovation

Crown Palm/Banyan



Advancing Institutional Goals through Student-Parent Data and Supports

Come learn about the Urban Institute's [Framework](#) and [Roadmap](#) that describe the multiple policy systems which affect parenting students and their families. These resources identify strategies for colleges to support education access and success for parenting students. One of the top strategies identified in the [Roadmap for Change to Support Pregnant and Parenting Students](#) is the collection of data that identifies these students within educational institutions and tracks their outcomes. Learn how parenting students navigate policy systems as we share early insights from our national Data-to-Action Campaign for Parenting Students (D2A).

Dr. Theresa Anderson

Principal Research Associate,
Urban Institute

Cypress



Accelerating Change with the Wellbeing Improvement Survey for Higher Education Settings

The Wellbeing Improvement Survey for Higher Education Settings (WISHES) is a brief survey, available at no cost, that provides colleges and universities with timely and actionable data to adapt and improve institutional norms, structures, and processes to enable more students to thrive and flourish. Over 80,000 students at nearly 30 institutions have participated in WISHES. This session will review key insights from the data and provide examples of how institutions have used their data to inform systemic change. Join us to learn if WISHES is right for your campus!

Allison Smith

Director, Health Strategy and Outcomes, New York University; and Co-Leader of the Action Network for Equitable Wellbeing

Jill Stangl

Assistant Vice Provost for Student Wellbeing, Texas Tech University

Kilimanjaro 10



Building Bridges: Exploring the Needs and Experiences of Texas Community College Students

Join researchers from Trellis Strategies for an overview of the Fall 2023 Student Financial Wellness Survey (SFWS) results from nearly 12,000 students at 35 Texas community colleges. The SFWS provides a snapshot of student wellbeing with key metrics related to financial security, paying for college, perceptions of institutional support, basic needs security, transportation, mental health concerns, and more. Understanding the distinctive challenges and opportunities students encountered is crucial for fostering student success and cultivating a supportive learning environment.

Allyson Cornett

Research Manager, Trellis Strategies

Carla Fletcher

Research Consultant, Trellis Strategies

Portia



Minding College Minds: Applying Universal Support Strategies for Student Wellness and Belonging

Student mental health is an essential component of supporting early postsecondary success. This session will introduce the Minding College Minds Postsecondary Mental Health Framework and dive deeply into Universal Supports, which include campuswide efforts to promote wellbeing, belonging, and help-seeking behaviors that benefit the entire campus community. Learn about strategies to strengthen campus culture and belonging in a student's first year, including ways to monitor and measure effectiveness of Universal Supports, and how to destigmatize help-seeking behaviors.

Jennifer Esterline

Senior Vice President of Child and Family Strategy, Meadows Mental Health Policy Institute

Tegan Henke

Senior Vice President of Community Systems Innovation, Meadows Mental Health Policy Institute

Leilani Lamb

Director for Cross-Systems Policy and Practice, Meadows Mental Health Policy Institute

Jenna Parro

Director for Cross-Systems Strategy and Practice, Meadows Mental Health Policy Institute

Kilimanjaro 9



Implementing a Student Self-Assessment of Basic Needs Survey

Amarillo College created a student self-assessment of basic needs survey that is deployed at the start of every semester to all students. Students identify their level of insecurity with housing, transportation, food, mental health, childcare, transportation, and academic preparedness. Students who are insecure in any of these areas are connected directly to appropriate resources and services on campus to remove or alleviate barriers and improve outcomes. Learn how you can implement this practice at your campus to ensure the basic needs of each student are met.

Jordan Herrera

Director of Social Services and ARC, Amarillo College

Dr. Frank Sobey

Vice President of Strategic Initiatives, Amarillo College

Collin Witherspoon

Executive Director of Decision Analytics and Institutional Research, Amarillo College

Kilimanjaro 8



All Hands On Deck: Integrated Efforts to Increase Student Success

In a prior Pathways Institute, colleges considered the percent of students who enroll in Fall but do not complete any college-level courses successfully. These numbers were shocking to faculty and staff. Finding higher rates of no credit gain among entering students, Houston Community College implemented multiple strategies, including both instructional and student services, to provide additional supports to entering students. In this session we share what we have learned as a result of these new strategies, including impact data showing significant improvement in under a year.

Dr. Andrea Burrige

Vice Chancellor, Strategy, Planning, and Institutional Effectiveness (Interim), Houston Community College

Dr. Betty Fortune

Associate Vice Chancellor, Enrollment Management (Interim), Houston Community College

Dr. Misha Turner

Director, Student Success Decision Support, Houston Community College

Kalahari Salon I



Welcome to Alvin Community College! Navigating the Academic Journey Through Early Program Planning

Join us to discover strategies for empowering students to map out their academic journey effectively from the get-go. Learn about innovative tools and resources to assist students in selecting the right courses and setting achievable goals. Gain insights into creating a supportive environment that fosters student success from enrollment to graduation. Don't miss this opportunity to enhance your approach to early program planning and make a lasting impact on student achievement.

John Matula

Vice President, Student Services, Alvin Community College

Amanda Smithson

Director, Recruitment and Enrollment, Alvin Community College

Kalahari Salon H



My Advising Plan: Connect, Persist, Succeed

The overarching goal of My Advising Plan (MAP): Connect, Persist, Succeed, is to foster a greater sense of belonging by promoting students' connections with and understanding of key resources and personnel that form the center of the South Texas College experience. MAP focuses on helping first-time-in-college students navigate and understand degree planning, registration, and the range of academic support services available to them. In this session, we share our implementation strategy which includes four categories: MAP Advising Team, Advising Curriculum, Technology, and Training.

Dr. Nancy Garcia

Director of Comprehensive Advisement & Mentoring Services/QEP Director, South Texas College

Willie Johnson

Coordinator of Advisement, South Texas College

Kalahari Salon G



Welcome to the Temple College Family: Caring in Action

Temple College revitalized the front-door and first-semester experience for students by implementing student commitments and by redesigning the College's New Student Orientation. Temple Cares Leads will share the implications of constantly enhancing the incoming student experience and reinforcing a sense of belonging with key classroom and campus practices. Join us to learn about partnership between faculty and staff for effectively engaging students in their first class.

Shannon Bralley

Associate Vice President,
Student Services and
Enrollment Management,
Temple College

Dr. Christopher Krejci

Associate Professor, English,
Temple College

Kalahari Salon F



Serving Students' Basic Needs in Texas Community Colleges

Highlighting findings from a statewide research study, this session will provide an overview of students' basic needs insecurities (BNI) and associated supports provided in Texas community colleges. Findings include the perceptions of BNI, the range of BNI services and potential gaps, barriers to providing BNI supports, and innovative structures to support BNI. With attention to housing insecurity, food insecurity, mental health care, transportation, childcare, and access to emergency aid, this session will provide actionable recommendations to leaders aiming to assess BNI and support students.

Dr. Kristina Flores

Senior Director of Research
& Evaluation, Texas Success
Center

Dr. Justin Hoggard

President and CEO,
Coastal Bend College

Derrick Worrels

President and CEO,
Ranger College

Kilimanjaro 3



Spoiler Alert: It Isn't About the Website

For decades conversations around emerging student culture has heavily featured the power of technology. However, the value and power of human connection remains a profound force as students navigate higher education. This session focuses on an institutional study regarding student needs and fulfillment strategies. Findings indicate that human connection can be essential in meeting student needs and that even a single, small action can keep a student on their path. Learn how El Paso Community College used this data to inform the redesign of our Student Success Initiative Evaluations.

Rebekah Bell

Director, Student Learning
Outcomes, El Paso Community
College

Crystal Robert

Faculty Speech
Communication, El Paso
Community College

10:15 – 11:30 AM

Team Strategy Time 2

Please refer to your Team Strategy Time Room Assignment.

What Does the Data Tell Us?

11:45 – 12:45 PM

Lunch

Prefunction 7

Networking Lunch

Buffet in Prefunction 7; Dine in Kilimanjaro Ballroom 5-6.

Individuals may network with peers, or College Leadership Teams may meet with their Pathways Coach.

11:45 AM – 3:30 PM

CEO Roundtable (CEOs only)

Zambezi

Strong Models and Practices: Strategies for Advising and Recruitment into High-Value Programs

Josh Wyner from the Aspen Institute's College Excellence Program joins CEOs to discuss models and exemplars for advising students into high-value programs and strengthening both internal and external partnerships to improve student recruitment and retention. This interactive session will be a mix of presentation and conversation with handouts and take-home resources CEOs can share with their senior teams. Emphasis will also be placed on the importance of keeping students on strong pathways in alignment with the new HB 8 performance-based funding model.

Josh Wyner, J.D.

Vice President, the Aspen Institute; and Founder and Executive Director of the Aspen College Excellence Program

Introduction:

Dr. Martha Ellis

Senior Pathways Lead, Texas Success Center

Cypress



Understanding How Texas Community College Campuses Are Supporting Student Mental Health

This session shares findings from a study published by UT-Dallas/RAND that examines how ten Texas community colleges are working to support student mental health. Learn about the practices these colleges are implementing to support student mental health, how they are working to integrate these efforts into their college's organizational operations and activities, and the key challenges these colleges face in meeting student mental health needs. The session will provide practical recommendations to position community colleges to play a more transformative role in supporting student mental health.

Dr. Holly Kosiewicz

Researcher, Texas Schools
Project, University of Texas
at Dallas

Portia



Implementing Evidence-Based Practices to Enhance, Scale, and Sustain Advising to Support Student Success

Dallas College and MDRC partnered to embed and scale evidence-based comprehensive student supports into the Dallas College coaching model to enhance a case management culture, support engagement of students early and often, and integrate the program into long-term business operations. We will highlight how we use data to center students during program design, recruitment, and throughout program implementation. We will highlight student-centered process mapping, discuss strategies for elevating students' voices, and reflect as a group on how to use these strategies to strengthen student support.

Dr. Jermain Pipkins

Vice Chancellor, Student
Success, Dallas College

Dr. DeShawn Preston

Research Associate, MDRC

Robert Reyes

Dean, Success Coaching,
Dallas College

Kilimanjaro 8



The Road to Retention at Amarillo College

Amarillo College's 2025 Quality Enhancement Plan (QEP), Smart Start to Finish, focuses on retention. During this session we will share the planning and implementation of that plan and the role coaching, mentoring, and early interventions play in retention. We share our journey to being a data-driven college and the data that led us to this QEP topic. We will also describe the components of Smart Start to Finish plan, and how we use coaching models, technology, and grant funding to ensure student success.

Becky Burton

Associate Vice President of
Academic Learning,
Amarillo College

Amy Pifer

Director of First Year
Experience, Amarillo College

Kilimanjaro 10



Learning Frameworks: Enhancing the First-Year Experience Through Integrated Career Exploration

Coastal Bend College has integrated the Learning Framework course into the dual credit program to help students explore career pathways. Based on guidance from student success trends, the first-year experience committee, and the career exploration task force team, the college is using the Learning Framework course as a springboard to success by building a foundation of pathways planning, career exploration, meta-major advising, and available support services. Attendees will learn how the instructional division and student services collaborate to continuously review and improve the Learning Framework course as a crucial part of the student first-year experience.

Dr. David Byrd

Vice President of Student Success and Engagement, Coastal Bend College

Christi Morgan

Director of Transfer and Pathways Coordinator, Coastal Bend College

Mark Secord

Dean of Transfer and General Education, Coastal Bend College

Kilimanjaro 4



Student Success Through College Life Coaching

In this session, we share the implementation of the Odessa College Life Coach program, early challenges, growth, and current best practices that allow us to serve our students based on their needs. Our team focuses on supporting students beginning with onboarding all the way through completion or transfer. Odessa College works to ensure early success and connection through goal setting, connection to resources, the building of relationships, and supporting students in overcoming obstacles pertaining to college life.

Daisy Heaberlin

Lead College Connection Coach, Odessa College

Destiny Singh

Lead Academic Success Coach for the School of Business & Industry, Odessa College

Brianna Urias

Director of College Life Coaching, Odessa College

Kilimanjaro 9



Helping Students Re-Enter a Pathway: Effective Strategies to Re-Engage Students Who Stop-Out

At present, much emphasis has been placed on student onboarding. However, colleges and universities must also examine the re-entry points for students with some college hours, but no credential (stop-outs). Learn how South Texas College is re-engaging adult learners through an intentionally-designed enrollment framework which has streamlined the student re-enrollment process. This session highlights promising practices from South Texas College for re-engaging students, program successes, and strategies to provide a broad network of wrap-around services.

Tony Matamoros

Director of Student Engagement and Completion Services, South Texas College

Kilimanjaro 7



The Student's Journey: From Inquiry Through the First Term

Join Victoria College (VC) as we spotlight collaborative actions and events across departments, solidifying the student journey from Inquiry through the First Term. Presenters will showcase influential experiences with inquiring students, relational interactions with prospects, and transformational conversations with enrollees. From high school freshmen events to community showcases, VC delivers supports prior to application. Enrollment Guides and pathway-minded Academic Advisors provide personalized assistance from inquiry to the first term, fostering belonging and introducing VC's caring campus culture.

Bobby Cubriel

Director, Advising, Counseling,
& Support Services, Victoria
College

Sabrina Romo

Director of Enrollment
Services, Victoria College

Kalahari Salon I



Understanding the Dual Enrollment Student Experience

For many students, the value of early entry into higher education through dual enrollment cannot be overstated. Dual enrollment can only be truly valuable, however, if students are placed on a path that leads to success. One of the first steps in helping students find success in dual enrollment is understanding what they are experiencing. CCCSE and Temple College presenters share pilot findings from the Dual Enrollment Survey of Student Engagement (DESSE)—a new tool that captures multiple aspects of the dual enrollment student experience.

Dr. Courtney Adkins

Associate Director, Center for
Community College Student
Engagement

Rosa Berreles-Acosta

Executive Director, Dual Credit
and High School Partnerships,
Temple College

Emilio Delboy

Survey Operations Coordinator,
Center for Community College
Student Engagement

Crown Palm/Banyan



Completing the Path: Dual Credit to University Center Under One Roof

McLennan Community College reorganized their dual credit program and University Center into the Educational Partnerships unit. This office ties together the entry point and the end points under one area with the goal of connecting students to the full pathway experience available at the college—from dual credit through the college and into our 4-year partner institutions. Learn about the rationale for the change, the opportunities and challenges faced in making the move, and the successes we have realized in the last two years.

Dr. Londa Carriveau

Director, Educational
Partnership, McLennan
Community College

Dr. Fred Hills

Vice President, Instruction
and Student Engagement,
McLennan Community College

Kalahari Salon H



Navigating Pathways: Equitable Strategies for Career Exploration and Program Selection

Discover the effective strategies from Panola College to help students with career exploration and program selection. Learn how our first-year experience course helps engage students and improve their decision-making processes. Presenters share how Panola College utilizes data collection to continuously improve institutional efforts and provide better support for student success. Join us as we share practical insights and strategies for creating inclusive academic and career fulfillment pathways.

Dr. Rebecca Morris

Department Chair/Professor,
Education, Panola College

Kalahari Salon G



Collaborative Models for On-Campus Childcare

In 2023, the Texas Legislature passed three bills to support the success of parenting students which will require new policies and practices at each college. In the wake of these state mandates, providing childcare for parenting students has gained momentum as a topic of interest. In partnership with Kids on Campus: TX, a companion to the federal initiative between the Association of Community College Trustees and the National Head Start Association, we seek to expand the number of Head Start programs on Texas college campuses, providing affordable childcare for student-parents and access to free/low-cost space for Head Start programs. This session will provide an overview of the new initiative and highlight established on-campus childcare services hosted at Dallas College and Central Texas College.

Dr. Carlos E. Cruz

Associate Vice Chancellor-
Student Wellbeing & Social
Support, Student Wellness &
Support, Dallas College

Nicole Eversmann

Director, Community College
Association of Texas Trustees

Maria Lewis

Department Chair, Child
Development, Central Texas
College

Kalahari Salon F



Scaling Pillar 2 Essential Practices: Exciting Innovations from the Field

Join the Texas Success Center as we showcase the strategies and innovations underway in Texas community colleges relating to Pillar 2: Helping Students Choose and Enter a Pathway. In Spring 2023, colleges completed the Scale of Adoption Assessment to reflect on their progress redesigning the student experience through guided pathways. Pathways teams then participated in interviews, sharing reflections on their efforts across the college. Come and learn more about helping students choose and enter a pathway from your peers!

Dr. Jo-Carol Fabianke

Texas Pathways Coach

Dr. Kristina Flores

Senior Director of Research
& Evaluation, Texas Success
Center



Introducing the Texas Playbook for Scaling 8-Week Terms for Pathways Transformation

All colleges are invited to learn how to create a cycle of continuous improvement by using the Texas Playbook for Scaling 8-Week Terms for Pathways Transformation. The Texas Playbook provides a structured approach to ongoing improvement efforts leveraging the Texas Pathways essential practices to support implementation teams in engaging in reflective cross-systems conversations focused on institutionalizing 8-week terms. This one-stop OER toolkit provides a curated inventory of promising practices and resources from Texas colleges, samples from the field, and emerging research on the topic of launching 8-week terms.

Note: Computers will be needed for this workshop.

Dr. Christine Bailie

Senior Director of
Institutional Strategy, Texas
Success Center

Kim McKay

Vice President for Student
Services and Enrollment
Management, Odessa College

Dr. Dava Washburn

Chief Academic Officer,
Grayson College

2:15 – 3:30 PM

Problem of Practice

Please refer to the Problem of Practice handout to select your topic of interest.

Join your fellow peers from around the state to discuss an institutional problem of practice in the context of the Talent Strong Texas Pathways strategy. The goal of this session is to surface new and unique ways of looking at a complex challenge and to help your peers from other institutions explore new approaches to address the issues presented that may inform their strategic action planning during Team Strategy Time 4.

During Team Strategy Time 1, attendees selected a topic/college to join to explore a specific institutional challenge or dilemma associated with Pillar 2. College presenters and notetakers should attend the room assigned to their college; all other team members should plan to split up and join as many different conversations as possible.

3:45 – 5:00 PM

Team Strategy Time 3

Please refer to your Team Strategy Time Room Assignments.

Connecting the Dots to Move Toward Action

5:00 PM

Adjourn - Dinner on Your Own

Friday, April 12, 2024

7:30 – 8:50 AM

Prefunction 7

Breakfast

Buffet in Prefunction 7; Dine in Kilimanjaro Ballroom 5-6.

Individuals may network with peers, or College Leadership Teams may meet with their Pathways Coach.

9:00 – 10:00 AM

Closing Plenary

Kilimanjaro
Ballroom 5-6

Welcome Back

Dr. Cynthia Ferrell

Executive Director, Texas Success Center; and Vice President, Texas Association of Community Colleges

Mission Critical: The Role of Community Colleges in Meeting Students' Basic Needs

There is an increasing concern about students who experience food insecurity, housing insecurity, and difficulty meeting other critical needs. When students struggle to meet their basic needs, learning becomes more challenging, and they are less likely to complete their education. Now community colleges are redesigning their roles to provide direct assistance to their students, creating partnerships, and/or connecting students with local resources. Join us for an insightful exploration into the experiences of students enduring these hardships.

Dr. Linda García

Executive Director, Center for Community College Student Engagement

Speaker Introduction:

Dr. Lynda Villanueva

President and CEO, Lee College

Special Send-Off: Celebrating the Legacy of Dr. Cynthia Ferrell

Dr. Martha Ellis,

Senior Pathways Lead,
Texas Success Center

10:15 – 11:30 AM

Team Strategy Time 4

Please refer to your
Team Strategy Time
Room Assignments.

Action Planning for Transformational Change

11:30 AM

Adjourn

Team Strategy Time

Room Assignments

Eileen Baccus

- Alamo Colleges
- Austin Community College
- Dallas College
- Tarrant County College

Crown Palm/Banyan

Linda García

- Central Texas College
- Laredo College
- Lee College

Kalahari Salon H

Martha Ellis

- El Paso Community College
- Houston Community College
- Kilgore College
- McLennan Community College
- Temple College
- Texarkana College

Kilimanjaro 7, 8, 9

Tina Hart

- Angelina College
- Northeast Texas Community College
- Odessa College
- Vernon College
- Western Texas College

Portia

Teresa Leyba Ruiz

- South Texas College
- Southwest Texas Junior College
- Weatherford College

Bamboo

Jo-Carol Fabianke

- Grayson College
- Tyler Junior College
- Victoria College
- Wharton County Junior College

Cypress

Kimberly Lowry

- Frank Phillips College
- Hill College
- North Central Texas College
- Paris Junior College

Kalahari Salon I

Krista O'Neill

- Coastal Bend College
- Howard College
- Trinity Valley Community College

Kalahari Salon G

Linda Watkins

- Amarillo College
- Brazosport College
- Midland College

Kilimanjaro 3, 4

Mary Rittling

- Blinn College
- Del Mar College
- San Jacinto College
- Texas Southmost College

Kalahari Salon F

Linda Welsh

- Lamar State College Orange
- Panola College

Acacia

Stephanie Sutton

- Cisco College
- Clarendon College
- Galveston College

Kilimanjaro 1

Ted Wright

- Alvin Community College
- College of the Mainland
- Ranger College

Kilimanjaro 10

Plenary Speakers



Linda García, Ph.D.

As executive director at the Center for Community College Student Engagement (CCCSE), Dr. Linda García oversees the CCCSE's research and outreach.

Linda previously served as the assistant director of college relations at CCCSE and the vice president of community college relations at the Roueche Graduate Center at National American University. She has also worked at Lone Star College, Maricopa Community Colleges, Texas Southmost College, and the University of Texas at Brownsville. Linda's experience includes student development, instructional support, and teaching. She served as a coach for the American Association of Community Colleges Pathways 2.0 and continues in this same role for the Texas Pathways Project.

Linda earned a Ph.D. in Higher Education Administration with a specialization in Community College Leadership from the University of Texas at Austin.



Josh Wyner, J.D.

Josh Wyner is the founder and Executive Director of the College Excellence Program at the Aspen Institute, where he also serves as a Vice President. The College Excellence Program aims to advance higher education practices,

policies and leadership that significantly improve student outcomes, with a focus on students who are historically underserved in higher education.

Josh has spent the past two decades designing and building new organizations that promote talent development and social mobility. He has authored numerous publications about education, including a book, *What Excellent Community Colleges Do: Preparing All Students for Success* (Harvard Education Press, 2014).

Josh earned a baccalaureate degree from Vassar College, a Master of Public Affairs from Syracuse University, and a J.D. from New York University School of Law.



Kathleen Plinske, Ed.D.

Dr. Kathleen Plinske serves as the fifth president of Valencia College, a community college located in Orlando, Florida. As a first-generation college graduate, she is passionate about the role education can play in transforming the lives of students and their families, and in turn, our communities.

Kathleen has served at Valencia College since 2010 as Campus President of the Osceola, Lake Nona, and Poinciana Campuses and as Executive Vice President and Provost. In these roles, she spearheaded efforts to significantly increase access to higher education in traditionally underserved communities, led the planning of several new buildings and a new campus, organized efforts to design successful transfer and career pathways, and led the collaborative development of a collegewide strategic impact plan with an explicit focus on advancing equity in student outcomes. Prior to 2010, Kathleen began her career at McHenry County College, a community college in her hometown of Crystal Lake, Illinois. Over the course of nine years, she held a number of roles, including vice president of institutional effectiveness and interim president.

Kathleen holds baccalaureate degrees in Spanish and Physics from Indiana University and a master's degree in Spanish from Roosevelt University. She also earned a doctorate in Educational Technology from Pepperdine University. An avid lifelong learner, she subsequently earned a master's degree in Business Administration and a master's degree in Industrial and Systems Engineering from the University of Florida.

Texas Success Center Staff



Christine Bailie, Ed.D.

Dr. Christine Bailie is the Senior Director of Institutional Strategy at the Texas Success Center. She designs the curriculum for statewide institutes to support the ongoing reform efforts to redesign the student experience at Texas community colleges, coordinating with national strategic partners to share research-based best practices. These experiences allow college leaders throughout the state to learn from one another to accelerate progress in scaling the essential practices of the Center's Talent Strong Texas Pathways strategy. Additionally, Christine manages a comprehensive portfolio of grants, aligning funder partners' priorities with the Center's mission to support whole-college institutional transformation.

Prior to joining the Texas Success Center, Christine has worked in the field of education for 20+ years and brings expertise in the nexus of practice, research, and policy. Christine has served as a high school educator, led state and regional initiatives to redesign institutional systems, conducted policy analysis, designed research studies, created professional development to promote capacity-building and knowledge development, and facilitated cross-sector regional partnerships to strengthen and align P-16 pathways.

Christine holds a baccalaureate degree in Economics from Texas A&M University and a Master of Public Affairs from the Lyndon B. Johnson School of Public Affairs at The University of Texas at Austin. She also earned an Ed.D. in Higher Education Leadership and Policy from the University of Texas at Austin.



Cynthia Ferrell, Ph.D.

Serving jointly as the Executive Director of the Texas Success Center and the Vice President of the Texas Association of Community Colleges (TACC), Dr. Cynthia Ferrell supports the implementation and scaling of student success strategies and policies for member community college districts in Texas.

Prior to joining the Texas Success Center, Cynthia served as director of Student Success Initiatives at the University of Texas at Austin (UT), national director of leadership coaching for Achieving the Dream, director of the Board of Trustees Institute, director of Gulf Coast Partners Achieving Student Success, and UT director of the Governance Institute for Student Success. In these roles, she provided training and ongoing support for community college trustees, chancellors, presidents, and leadership teams to implement data-informed policies and practices to improve the success of all students.

Formerly the director of the Texas Developmental Education State Policy Initiative, Cynthia supported strategies jointly developed by TACC and the Texas Higher Education Coordinating Board to scale successful innovations statewide and establish policy supports to improve developmental student success.

Cynthia earned a Ph.D. in Higher Education Administration from the Community College Leadership Program at The University of Texas at Austin.



Kristina Flores, Ph.D.

Kristina Flores is the Senior Director of Research and Evaluation at the Texas Success Center. She manages internal and external collaborations to ensure projects are high quality, action oriented, and aligned with the Talent Strong Texas Pathways Knowledge Development Agenda. Additionally, Kristina manages the Knowledge Development Steering Committee, Community College Research Fellowships, Center databases, and performs and supervises quantitative and qualitative analyses. She composes reports and other research deliverables, communicates findings with stakeholders, and informs the creation of training, technical assistance, and professional development for Texas Pathways colleges.

Kristina brings 15 years of teaching and administrative experience to her role. Prior to coming to the Texas Success Center, she served as an associate professor of mathematics, assistant dean of academic courses, developmental math advisor, and campus math contact at Austin Community College to support improvements across the student experience.

Kristina holds a baccalaureate degree in Mathematics from Georgetown University, a master's degree in Mathematics from New York University, and a Ph.D. in STEM Education from the University of Texas at Austin.

Pathways Coaches



Eileen Baccus, Ph.D.

Dr. Eileen Baccus serves as a consultant to institutions of higher education and continues coaching a significant number of Achieving the Dream colleges in their efforts to improve the retention and graduation rates of low-income students and students of color since the initiative's inception.

Previously, Eileen was the president of Northwestern Connecticut Community College and the former Thames Valley State Technical College. She also held administrative positions at the University of Connecticut. Having served on numerous Boards, Commissions, and Advisory Committees for AACC, ACE, and the College Board, she is currently in her second term on the Board of the National Student Clearinghouse and NSC's Research Center Board of Directors.



Martha Ellis, Ph.D.

Dr. Martha Ellis is the senior pathways lead for the Texas Success Center, Achieving the Dream Leadership Coach, leadership development consultant and professor in residence at the University of Texas at Austin bringing deep experience, substantive knowledge,

and research-based innovation to leaders as they confront the challenges and opportunities facing higher education today and in the future.

Martha has 35 years of experience in a variety of leadership positions at universities and community colleges in Texas, New Mexico, and Oklahoma. Most recently, Martha has served as the interim CEO for the Texas Association of Community Colleges. She has also served as Managing Director for the Charles A. Dana Center at the University of Texas at Austin and Associate Vice Chancellor of Academic Affairs for the University of Texas System. She was president of Lee College and Texas State Technical College. Martha has won numerous teaching awards, has scholarly publications, served on national boards and is an invited presenter at national conferences. Martha was recognized by the U. S. Congress and Texas House of Representatives for her leadership in community colleges.



Jo-Carol Fabianke, Ed.D.

Dr. Jo-Carol Fabianke retired from Alamo Colleges after five years as vice chancellor for academic success. In this role, she led district-wide academic and instructional efforts and provided leadership in implementing board policy and cross-college operational procedures

for academic success. Additionally, Jo-Carol guided the development and implementation of cross-college programs and services to accomplish the district's strategic goals, and led efforts to achieve academic targets, benchmarks, and outcomes. Previously, Jo-Carol served as executive assistant to the chancellor, vice president of academics at Northwest Vista College, associate vice chancellor for academic partnerships and initiatives, and professor at San Antonio College, all in the Alamo Colleges district.

Jo-Carol contributed to local, state, and national guided pathways reform strategies as the Alamo Colleges district's lead for Texas Completes and the American Association of Community Colleges Pathways Project. As a coach for AACC Pathways 2.0, Jo-Carol supports colleges that are committed to transformational work at scale to improve college completion and equity in student outcomes. Furthermore, Jo-Carol works as a coach with the Institute for Evidence-Based Change's Caring Campus Program.



Linda Garcia, Ph.D.

As executive director at the Center for Community College Student Engagement, Dr. Linda Garcia oversees the Center's research and outreach.

Linda previously served as the assistant director of college relations at CCCSE and the vice president of community college relations at the Roueche Graduate Center at National American University. She has also worked at Lone Star College, Maricopa Community Colleges, Texas Southmost College, and the University of Texas at Brownsville. Linda's experience includes student development, instructional support, and teaching. She served as a coach for the American Association of Community Colleges Pathways 2.0 and continues in this same role for the Texas Pathways Project.

Linda earned a Ph.D. in Higher Education Administration with a specialization in Community College Leadership from the University of Texas at Austin.



Maria Harper-Marinick, Ph.D.

Dr. Maria Harper-Marinick served the Maricopa Community College District in Arizona for almost 30 years in a variety of leadership roles, including nearly four years as chancellor. Maria has served on the boards of the American Council of Education, American Association of Community Colleges, Excelencia in Education, Hispanic Association of Colleges and Universities, and many other organizations. She chaired the Federal Advisory Committee on Student Financial Assistance and is an Aspen Institute Ascend fellow and a distinguished fellow of the Arizona State University Morrison Institute for Public Policy.

Diverse Issues in Higher Education named Maria one of 25 exceptional women leaders who have made a difference in higher education. Maria is originally from the Dominican Republic and came to the U.S. as a Fulbright Scholar.



Tina Hart, Ph.D.

Dr. Tina Hart's career in higher education spans service in a variety of roles including Student Activities/ Development; Athletics; Employee Development; Grants; Accreditation; Institutional Effectiveness and Student Services. Most recently she served as the Indian River State College, Vice President of Enrollment and Student Services 2016-2021, leading a division which included student services on all five campuses. While serving as the vice president of institutional effectiveness at IRSC, Tina was responsible for leading federal and state grants and contracts, accreditation, planning and assessment, institutional research, and employee development and served as the federal liaison for legislative/funding issues and opportunities.

Tina currently serves as a Pathways Coach with the Texas Pathways initiative and is a member of the Achieving the Dream cadre of coaches. She works with colleges, higher education organizations, and student success centers when her assistance, expertise and involvement is requested.

Tina holds a Ph.D. in Higher Education Leadership from Florida Atlantic University.



Kimberly M. Lowry, Ph.D.

Dr. Kimberly Lowry currently serves as the Director of Leadership and Impact for the College Excellence Program at the Aspen Institute. Her portfolio includes the Rising Presidents Fellowship, Presidents Fellowship, Alumni Engagement, and the Aspen Prize for Community College Excellence. Prior to this role she served as the Vice President for Instruction and Student Services at Lone Star College-Houston North, the Associate Vice Chancellor of Student Engagement and Success at Houston Community College, and the Associate Vice President of Academic Affairs and Student Success at Eastfield College. During her time at Lone Star College, she was responsible for all aspects of Student Services and Instruction and helped to launch the College's first strategic enrollment management plan, 8-week term program, and faculty mentoring model.

Kimberly is involved in numerous professional associations. She was a 2020-21 Aspen Rising Presidents Fellow and served as the Director of the Community College Division for NASPA as well as a board member for the National Council for Instructional Administrators.

Kimberly graduated from Antelope Valley Community College and then transferred to California State Long Beach where she earned a baccalaureate in Psychology and a M.S. in Counseling with an emphasis on Student Development in Higher Education. Kimberly earned a Ph.D. in Higher Education at the University of North Texas.



Krista O'Neill

Krista O'Neill recently retired as the coordinator of advising and counseling services at Lorain County Community College (LCCC), a position she held since 2010. In addition to managing enrollment services and advising, Krista advised students for 32 years, working primarily with dismissal students returning to LCCC.

In 1995, Krista was nominated by LCCC and honored by the National Academic Advising Association as one of thirteen Outstanding Advisors nationally. A certified college alliance Bridges Out of Poverty trainer, Krista was a key contributor to LCCC's Completion by Design and Achieving the Dream initiatives. Krista provided leadership for LCCC's redesign effort whereby all students are assigned to an advisor and advisors work in specialty advising teams. Using a case management model infused with predictive analytics and early identification of students at risk, the advising redesign has contributed to the 79% increase in LCCC's graduation rate since 2011. Krista currently serves as an advising redesign coach for the Ohio Association of Community Colleges.

Krista graduated with a Bachelor of Arts degree in English from Hiram College in 1985 and is a member of Phi Beta Kappa honor society.



Mary Rittling, Ed.D.

Dr. Mary Rittling served as president of Davidson County Community College (DCCC) from 2003 to 2018 and was named North Carolina Community College President of the Year in 2012. During her tenure, DCCC was recognized as a leader in the guided pathways movement through its work with Completion by Design and Achieving the Dream.

Prior to joining DCCC, Mary served four years as regional vice president of West Virginia University, where she also was president of Potomac State College of West Virginia University. In addition, Mary spent seven years as a senior administrator at the State University of New York at Delhi, where she served as interim president of the College of Technology and vice president for academic programs and services, among other roles. Mary’s teaching experience includes eight years as a professor and associate professor of nursing at the State University of New York College of Technology at Delhi.

Mary completed the Harvard University Institute for New Presidents in 1999 and earned a Doctor of Education degree in Higher and Adult Education from Columbia University.



Teresa Leyba Ruiz, Ed.D.

Dr. Teresa Leyba Ruiz has served students, faculty, staff, and the community as an educator for over 30 years. She retired as the President of Glendale Community College in the Maricopa County Community College District in January 2023 after 27 years of service in higher education. Her administrative experience includes serving as a Vice President of Student Affairs, Associate Vice President for Academic and Student Affairs, and Dean of Academic Affairs. In her role as an executive leader, she has developed partnerships with community colleges, universities, municipalities, high tech industry, and nonprofits that have benefited students and the community. Teresa currently serves as a Senior Vice President, Chief Advocacy & Programs Officer for Education Forward Arizona and is honored to serve as a Commissioner on President Biden’s Advisory Commission for Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics.

Teresa holds a Bachelor of Arts in Secondary Education from Arizona State University and a Master of Education from Northern Arizona University. She earned an Ed.D. in Higher and Post-Secondary Education from Arizona State University.



Stephanie Sutton, Ed.D.

Dr. Stephanie Sutton has over 30 years of higher education experience with leadership responsibility for enrollment management, admissions, financial aid, registration, and institutional research along with advancing student services and success initiatives. Stephanie serves as the Vice President of Enrollment Management for Stark State College in North Canton, Ohio. She previously served as Associate Provost of Enrollment Management and Student Success at Lorain County Community College in Elyria, Ohio. Stephanie is a proud graduate of the community college system and worked in various other positions including Director of Financial Aid and Dean of Enrollment, Financial, and Career Services. Stephanie also served as an adjunct faculty member.

Stephanie prides herself on providing student-centered leadership for student equity, access, and success. She takes an evidence-based approach in collaborating across campus and is an advocate for systems-thinking and change management. Stephanie presents and coaches at the state and national level on financial aid, enrollment services, guided pathways, advising redesign, change management and other college reform initiatives. Stephanie also served as a past president for the Ohio Chief Student Affairs Officers and past president of the Ohio Association of Student Financial Aid Administrators. Removing barriers and finding ways to say “yes” to students is her passion!



Linda Watkins, Ed.D.

Dr. Linda Watkins began community college work after receiving degrees from The University of Texas at Arlington and Texas A&M-Commerce. She has taught at the high school, community college, and university levels.

She began her work with community colleges as a faculty member in Sociology, with an emphasis on organizational behavior. Her doctorate degree provided her an opportunity to focus on leadership and organizational management in secondary and higher education. Linda moved into administration, serving as a Dean at Tyler Junior College and then as a Vice President and President with the San Jacinto College District in Houston, Texas.

After retiring as a President, Linda continues to work as a Texas Pathways Coach and as a Leadership Coach with Achieving the Dream. She has worked with many colleges across the nation, including colleges in Illinois, Michigan, Texas, Washington, Oregon, and New Mexico. She continues to stay abreast with current research and to make presentations at National and International conferences. Linda is committed to building economic vitality through a skilled workforce and to the success of community college students.



Linda Welsh, Ph.D.

Dr. Linda Welsh is a consultant in early childhood and higher education. She recently served as the Houston/Southeast Texas Regional Coordinator for Scaling Mathematics Pathways and Transfer initiatives for the Charles A. Dana Center at the University of Texas at Austin, where she also was a Math Pathways to Completion consultant with the state of Missouri.

Previously, Linda was the Dean of Graduate Students and Academic Support for the Roueche Graduate Center's Community College Leadership Program at National American University. As Child Development Chair at the Austin Community College District, she led the department through national accreditation and served a term as President for the Faculty Senate. Prior to that Linda was the Early Childhood Coordinator for the City of Austin, Texas where she facilitated community-wide planning and program development for the early childhood system of Austin.

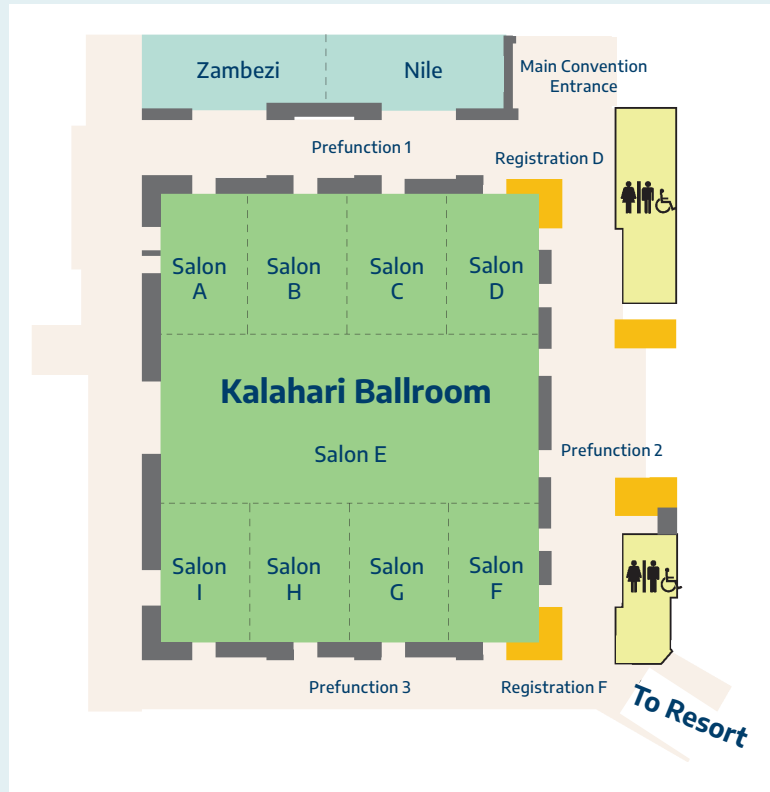


Ted Wright, Ed.D.

Dr. Ted Wright has accumulated 45 years of higher education experience having served as an institutional research leader and administrator at Miami-Dade College and Broward College, and as a higher education consultant.

Following his retirement from Broward College as Special Assistant to the President, Ted has worked with dozens of colleges as a consultant and coach for numerous student success initiatives including Achieving the Dream, Texas Pathways, and the Board of Trustees Institute. He holds an Ed.D. in Higher Education Leadership from Florida International University.

Lobby Level/ Upper Level



Lower Level







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