



Texas Success Center

Institutional Transformation for Student Success

Texas Pathways Institute #1



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Texas Pathways Institute #1, Institutional Transformation for Student Success

Institute Purposes

The purposes of Texas Pathways Institute #1, Institutional Transformation for Student Success, are to:

- Reinforce pathways as a transformation of the student experience.
- Promote courageous risk-taking and innovation as criteria for institutional transformation.
- Share strategies related to organizational change.
- Emphasize the importance of communication and ongoing case-making.
- Establish equity as a primary goal of institutional transformation.
- Create opportunities for college teams to network and learn from each other.

Institute Learning Outcomes

As a result of participating in Texas Pathways Institute #1, participants will:

- Understand that the systemic nature of pathways reforms requires a series of mindset shifts.
- Discuss with peers implementation challenges and effective approaches.
- Analyze the college's progress in scaling a strong student success and equity vision and culture.
- Identify quantitative and qualitative data needed to evaluate the impact of change on students' experiences.
- Apply the plan-do-study-act model as a framework for implementation and improvement.
- Create a yearlong action plan to direct college engagement, implementation, and improvement.

WEDNESDAY AGENDA

10:00 AM - 1:00 PM

[Texas A](#)

Pre-Institute Session: Using the Conversion to Eight-Week Terms as a Catalyst for Institutional Culture Change

(advance registration required)

Colleges share their journeys to offer the majority of classes in eight-week terms, rather than the traditional semester. Dialogue will include these colleges realizing increases in course completion, retention, graduation, enrollment, and in the percentage of full-time students. Attendees will learn the benefits of a compressed course model on student success; hear about the practices, culture change and support needed to implement eight-week terms; as well as identify common challenges and resolutions for implementing the eight-week term model. Table top discussions will occur to help answer specific questions related to areas such as Athletic Eligibility, State Reporting, Marketing, Scheduling, faculty centric questions such as load, scheduling, and professional development.

Amarillo College

Becky Burton, Associate Vice
President, Academic Services

Tamara Clunis, Vice President,
Academic Affairs

Ernesto Olmos, Director of Advising

Frank Sobey, Associate Vice
President, Academic Affairs

Grayson College

Richard Davis, Chair of Arts and Humanities/English Faculty

Chase Machen, Dean of Academic and Workforce Instruction

Logan Maxwell, Chair of Math and Engineering/Math Faculty

Casey Ticknor, Director of Administrative Computing

Dava Washburn, Vice President of Instruction

10:00 AM - 1:00 PM

[Republic ABC](#)

Pre-Institute Session: Using Communications To Build Collegewide Pathways Engagement

(advance registration required)

Without effective communications, even the most robust guided pathways planning will have limited impact. This hands-on workshop teaches fundamental communications strategies, provides opportunities for colleges to begin using them, and helps each college identify clear next steps for action once they return to their campuses. Each college will focus on its specific communications needs. And each college will leave the session with the beginning of a strategic communications plan tied to at least one of its organizational goals.

Andrea Sussman,
Founding Partner, Next Chapter
Communications

2:00 PM - 3:15 PM

[Texas ABC](#)



Opening Plenary: Realizing Potential for Transformational Change- It's about the People

Realizing employee potential is the key to fostering pervasive innovation, creativity, continuous improvement and new levels of student success. Creating the conditions to realize transformational change through a people-focused culture will result in higher levels of performance at the institutional or departmental level, despite limited funds, resources, external constraints and pressures.

Dr. Edwin Massey, President,
Indian River State College

3:15 PM - 3:30 PM

Break

3:30 PM - 4:30 PM

Team Strategy Time #1

see room assignments

4:30 PM - 5:00 PM

Break

5:00 PM - 7:00 PM

Texas Pathways Awards & Reception

Texas ABC

THURSDAY AGENDA

7:30 AM – 9:00 AM	Breakfast	Texas ABC
9:00 AM – 10:00 AM	 What We're Learning from Research on Guided Pathways Davis Jenkins will present findings from ongoing research on the implementation of guided pathways reforms in 120 colleges in 17 states (including Texas) nationally. He will focus on two issues: a) practices that research and the experience of early adopters indicate are essential for helping students explore, plan and complete a program of study; and b) how colleges are managing the whole-college redesign involved in implementing pathways. He will design his remarks to facilitate planning by teams from Texas colleges that are implementing guided pathways.	Dr. Davis Jenkins, Senior Research Scholar, Community College Research Center, Teachers College, Columbia University
10:00 AM – 10:15 AM	Break	
10:15 AM – 11:15 AM	Team Strategy Time #2	see room assignments
11:15 AM – 11:30 AM	Break	
11:30 AM – 12:10 PM	Concurrent Session 1: Discussions with Texas Pathways Award Winners	
12:10 PM – 1:10 PM	Lunch	

1:10 PM – 2:10 PM Concurrent Session 2: Promising Practices (part 1)

ACCeleration Into Pathways

Bonham B

In Spring 2016, Alvin Community College began its Acceleration into Pathways! Creating an office dedicated to the work, realigning degree and certificate programs, implementing student planning, and utilizing data to make informed decisions were all significant steps towards transforming the campus culture. This session will give participants a glimpse into ACC's journey, including the triumphs and lessons learned. Participants will leave with ideas, resources, and key strategies to assist in their own Acceleration into Pathways.

Alvin Community College

Dr. Christal Albrecht, President

Dr. Cynthia Griffith, Vice President of Instruction

Ms. Akilah Martin, Director of College Career Pathways

Dr. Pamelyn Shefman, Executive Director, Institutional Effectiveness & Research

Data Dialogue: Digging Into Your Key Performance Indicators

Lone Star A

How are your guided pathways efforts moving the needle? Join us for an interactive session in which you will explore key indicators of early momentum and successful student outcomes. Presenters from the Texas Higher Education Coordinating Board will guide you through the KPI data for your institution. The session will help you identify areas of progress, areas of challenge, and foster a discussion of the needs of different student sub-populations by gender, race/ethnicity, and SES. Participants will develop a shared understanding of what's being tracked and how it can inform your work.

Texas Higher Education Coordinating Board

Dr. Jenna Cullinane Hege, Deputy Assistant Commissioner for Strategic Planning

Diane Eargle, Assistant Director, Strategic Planning

Equity in Faculty Hiring

[Lone Star D](#)

In Summer 2018 Austin Community College launched an initiative to put equity at the center of full-time faculty hiring. Equity is the guiding principle in the posting itself, the assessment of applicants, the interviews, and the final recommendations. ACC is beginning its second year of this ongoing work and has learned some valuable lessons about communication, committee training, and changing long-standing processes on the fly. Come hear about our accomplishments, challenges, and next steps.

Austin Community College

Dr. Gaye Lynn Scott, Associate Vice President, Academic Programs

Okay Leaders Now Let's Get In Formation

[Bonham C](#)

Over the past three years, Del Mar College has gone from building the case for institutional change to implementing meta-majors and re-designing advising. This process required courageous conversations about student needs and the seamless integration of on-going activities, including strategic planning, selecting a QEP topic, migrating to a new student information system, and seeking funding opportunities. Struggle is inherent in the process of growth and aligning efforts across all aspects of the college is critical to success.

Del Mar College

Dr. Beth Lewis, Vice President of Instruction

Dr. Kristina Ramirez Wilson, Dean of Institutional Effectiveness & Assessment

Dr. Rito Silva, Vice President for Student Affairs

Pathways 101

[Bowie ABC](#)

Designed for participants new to guided pathways reforms, this session will outline the rationale for guided pathways and describe core principles to build foundational knowledge of the model. Come with questions!

Texas Success Center

Krista O'Neill, Texas Pathways Coach & Academic Advising Redesign Coach, Ohio Association of Community Colleges

Using a Plan-Do-Study-Act Cycle to Carry Out Continuous Improvement

[Bonham D](#)

Continuous improvement approaches offer a way for colleges to make ongoing improvements to programs, allowing college administrators and faculty to address issues they are facing through structured data use and reflection. These approaches can be used to improve a wide range of guided pathways initiatives. In this session participants will learn how to carry out a Plan-Do-Study-Act (PDSA) cycle, one of the common strategies used to guide continuous improvement efforts.

RAND Corporation

Dr. Lindsay Daugherty, Senior Policy Researcher

Rethinking Equity Gaps Through Humanized Data

[Lone Star E](#)

Houston Community College has crafted an innovative strategic plan augmented by the development of student personas. We share the comprehensive strategy and how implementation of analytics combined with qualitative methods allows us to humanize and scale our data. We discuss student success in the student's context, with attention to student characteristics, goals, and needs.

Houston Community College

Dr. Andrea Burrige, Research & Data Analyst

Dr. Kurt Ewan, Vice Chancellor, Strategic Planning & Institutional Research

Dr. Melissa Miller-Waters, Faculty Director of Educational Policy

Dr. Misha Turner, Director of Student Success

Setting Advisors Up for Success: How Realignment, Embedding with Academics, and Data-Informed Case Management Tools Have Transformed Our Pathways Work with Faculty and Students

[Lone Star E](#)

The Guided Pathways journey at San Antonio College has inspired a new approach to advising that includes alignment of advisors with our Institutes (meta-major groups), a greater connection with faculty, and development of data-informed case management. This new approach allows us to increase our expertise around academic pathways, leading to more accurate advising, and to better manage discipline-specific caseloads, leading to increased engagement, student satisfaction, and student completion rates.

Alamo Colleges

Dr. Lisa Alcorta, Vice President for Student Success, San Antonio College

Dr. Tiffany Cox-Hernandez, Dean for Student Success, San Antonio College

Ms. Christina Horton, Director of Advising, San Antonio College

The Secret Sauce: Districtwide Governance of Guided Pathways and Employer Engagement

[Bonham E](#)

The Alamo Colleges District led a strategic redesign of deans aligned to a national framework for pathways developed by CCRC and AACC. An outcome of the redesign was a new model for the district-wide governance of pathways. The Pathways Leadership Council was created to guide the planning, communication and implementation of pathways across five colleges. The Council also designed district-wide advisory committees to engage regional employers in strategic conversations to inform career pathways.

Dr. Jothany Blackwood, Vice President of Academic Success, San Antonio College

George Johnson III, Dean of Academic Success, St. Philip's College

Dr. George Railey, Vice Chancellor of Academic Success, Alamo Colleges District

Dr. Robert Vela, President, San Antonio College

Transition to a Culture of Care: Do You Feel You Belong?

[Bonham D](#)

Starting a Culture of Care at your campus? Looking for motivational, interactive strategies to communicate and share? Do faculty, staff and students feel like they belong? Are they engaged? Are they communicating? Join us for an interactive session with stories, techniques, student success/advising/equity initiatives, and lessons learned from CTC's transition.

Elizabeth Bobé, Professor, Math Express Professor

Ellen Falkenstein, Math Express Program Coordinator

Eva Hutchens, Associate Dean, Enrollment Services

Julie Starkey, Dean for Student Success

Building a Culture of Completion at Texarkana College[Bonham.B](#)

The session will provide details of advisor training, Learning Frameworks instructional materials, and other elements that have contributed to Texarkana College achieving the highest completion rate in Texas for the 2015 three-year cohort. We will also discuss strategies for developing and implementing a campus wide pathways initiative to focus on student success.

Texarkana College

Dr. Dixon Boyles, Chief Instructional Officer

Dr. Donna McDaniel, Vice President of Instruction

Change Leadership[Bonham.C](#)

In this session we will discuss how the latest advances in organizational change science can help institutions launch new initiatives that deliver lasting results. Participants will walk away with actionable insights on how to achieve their goals through effective organizational transformation, while keeping stakeholders at every level informed, enthusiastic and confident.

InsideTrack

Malika Clinkscales, Operations Team Manager

Changing Administrative Process, Challenging. Changing Student Mindset, Difficult. Changing Faculty Culture, PRICELESS![Lone Star.E](#)

To construct clear, coherent pathways, Brazosport College focused first on Pillar 4: Ensure students are learning on their path. Pathways were built by faculty and centered around what, when, and how students learn. Through a series of workshops, faculty collaborated to create the underlying scaffold on which all specific program pathways were built. As a result, a funny thing happened: a significant shift in faculty mindset and culture occurred, more focused on structured, programmatic learning.

Brazosport College

Jeff Detrick, Dean of Instruction

Nicole Turnmire, Mathematics Faculty & Faculty Association President

Concurrent Session 3 continued

Data! So Critical It Closed the College!

[Travis AB](#)

More than ever, beyond providing evidence required for accreditors and agencies, institutions rely on faculty, staff, and administrators to make data-informed decisions supporting equitable student achievement opportunities. San Antonio College developed a data assessment day (SAC SCORES) to reflect on key performance indicators, learning assessment, strategic planning, and unit review. We will share how we developed and launched the assessment data day, determined data collection, and how outcomes have improved throughout the institution.

Alamo Colleges

Savithra Eratne, Ph.D., Director of Institutional Research, San Antonio College

Stella Lovato, Ph.D., Vice President of College Services, San Antonio College

Francisco Solis, J.D., Dean of Performance Excellence, San Antonio College

Robert Vela, Ed.D., President, San Antonio College

Focus to Finish: Connecting and Communicating Pathways to Student Success

[Bonham D](#)

Presenters from Kilgore College will share how the institution took a process-oriented approach of implementing several student success strategies to develop a cohesive Guided Pathways model called Focus to Finish. Along the way, it was essential to communicate these strategies to stakeholders and demonstrate how they support the Focus to Finish model. Through the development and full-scale implementation of this model, KC has transformed the way it supports and facilitates student success.

Kilgore College

Mr. Jason Graves, Chair of Language Development

Dr. Mike Jenkins, Executive Vice President & Chief Student Affairs Officer

Dr. Ginger Dennis, Chair of Business & Information Technology

Dr. Staci Martin, Vice President of Institutional Planning

Dr. Mike Turpin, Vice President of Instruction

Guided Pathways Strategy Planning: Organizing, Operationalizing, and Measuring Success

[Lone Star D](#)

Over the past 3 years, Lone Star College has developed a comprehensive plan for the pathways work. This plan, coupled with a unique way of measuring success, has directly contributed to the ability of stakeholders to see what is planned and review institutional results. This interactive session will include a discussion of the benefits of developing a comprehensive plan, creating a consistent institute team, and aligning key metrics to implementation timelines for better tracking and monitoring.

Lone Star College

Jamie Posey, Associate Vice Chancellor of Student Success & Completion

Rethinking Leadership for Large-Scale Change: Insights from Research and Practice

[Bowie ABC](#)

Drawing on research from such diverse fields as complexity leadership theory, implementation climate, and sports psychology the presenters will lead an interactive session aimed at helping participants consider concepts and strategies relevant to building healthy cultures for large-scale student success work. Participants will leave the session armed with new insights to help them make the most of their team time at the Institute and have better conversations back at their home campuses about leadership at multiple levels.

Garrett Groves, Community College Research Fellow, Texas Success Center

Alison Kadlec, Founder, SOVA

Transforming Into a Year-Round Institution

[Lone Star F](#)

North Central Texas College's successful use of guided pathways has led to the creation and implementation of year-round scheduling. This has enabled students to plan their lives including finances, work schedules, and major life events. Year-round scheduling has allotted NCTC the opportunity to facilitate student learning through the coordination of faculty and staff, classroom facilities, and financial projections. Year-round scheduling, overlapping traditional scheduling, has necessitated flexibility.

North Central Texas College

Andrew Fisher, Vice President of Instruction

Tracey Fleniken, Senior Director of Advising and Counseling

Sara Flusche, Dean of Math, Science, and Teacher Education

Bruce King, Dean of Arts, Humanities, and eLearning

Grace Foust, Student

A Journey Worth Taking: On the Path to Student Success

[Bonham E](#)

Join us in an interactive conversation on McLennan's journey with student success as we share the successes and shortfalls gained from our experiences in managing change and implementing the pathway strategies across our college. We will discuss how the pathway work has changed our college's culture for the good and culminated in a new strategic vision driven by student success.

McLennan Community College

Ashley Cruseturner, Faculty Council Chair

Dr. Chad Eggleston, Dean of Arts and Sciences

Dr. Fred Hills, Vice President of Instruction

Paul Hoffman, Director of Student Development

Dr. Phil Rhodes, Vice President of Research, Evaluation, and Information Systems

Adoption of Essential Practices: Measuring the Progress of Texas Colleges

[Lone Star A](#)

Colleges completed the Scale of Adoption Self-Assessment in spring 2019. Follow-up calls were made in early summer 2019. Texas colleges have made significant progress toward a pathways model to enhance the student's experience from entry through completion. Essential practices in the four pillars implemented across the colleges will be shared.

Texas Success Center

Dr. Jo-Carol Fabianke, Senior Research Associate

Kristina Flores, Research Associate

3:30 PM - 4:30 PM

Team Strategy Time #3

see room assignments

FRIDAY AGENDA

7:30 AM – 9:00 AM **Breakfast** Texas ABC

9:00 AM - 10:15 AM **Closing Plenary: Immunity to Change** Deborah Helsing, Ed.D. Co-Director,
Minds at Work; Lecturer, Harvard Graduate
School of Education



Why is change so difficult, even when we are genuinely committed to it? How can we do a better job closing the gap between what we intend and what we are actually able to bring about? Desire and motivation aren't enough: even when it's literally a matter of life or death, the ability to change remains maddeningly elusive. In this talk, Deborah Helsing will show how our individual beliefs—along with the collective mind-sets in our organizations—combine to create a natural but powerful immunity to change. How can we identify and overturn our psychological immune systems?

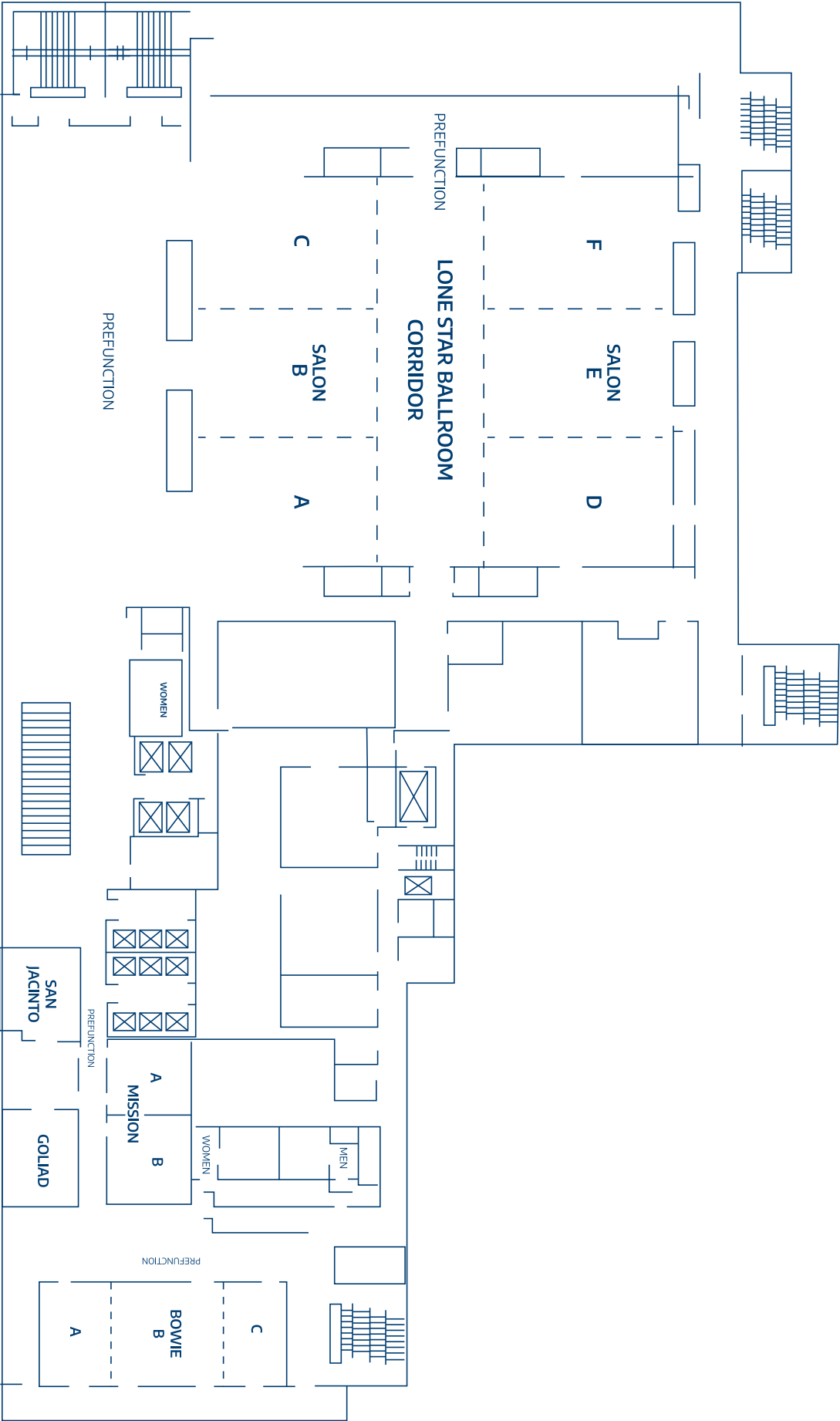
10:15 AM - 10:30 AM **Break**

10:30 AM - NOON **Team Strategy Time #4** see room assignments

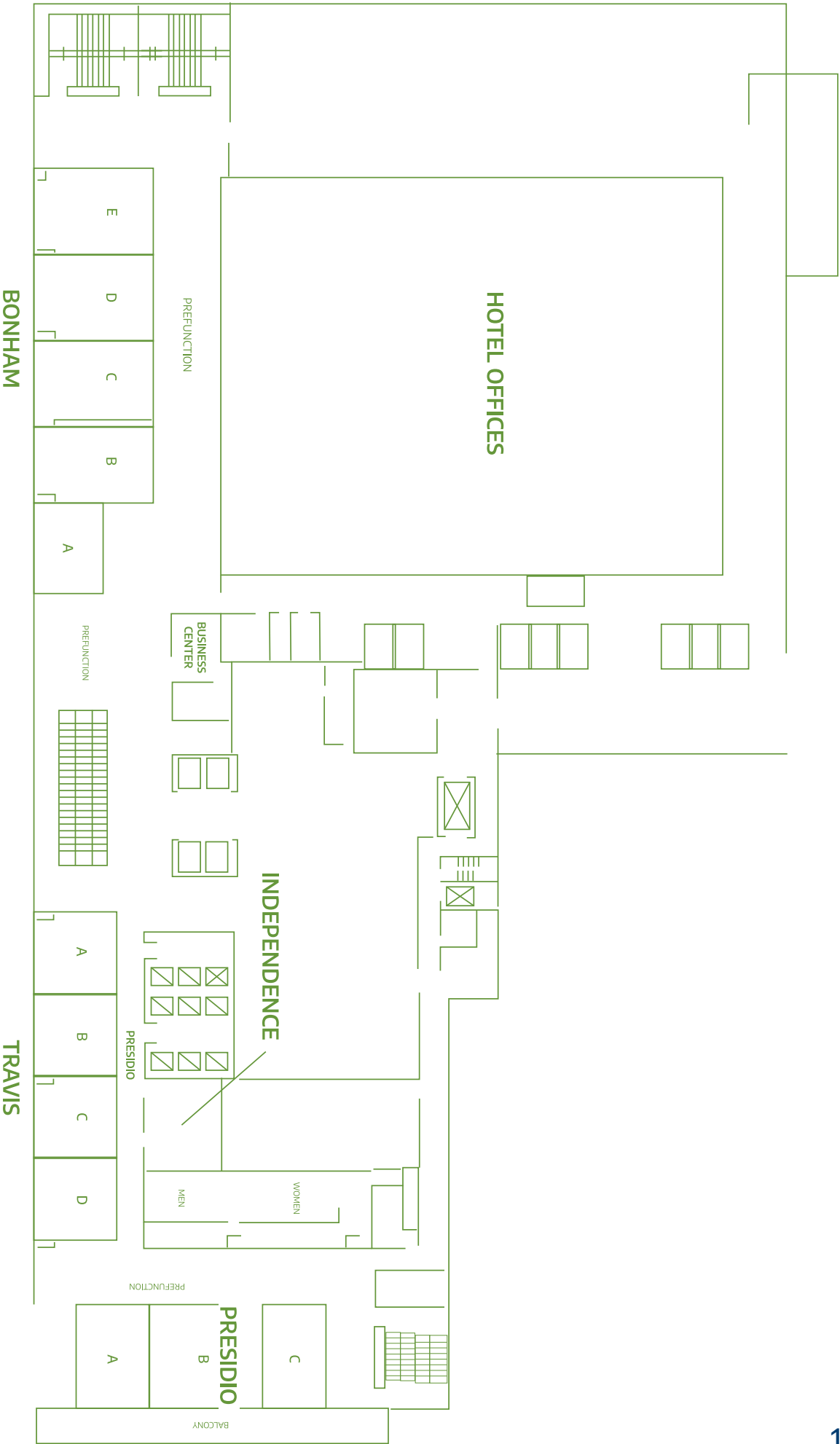
NOON **Adjourn**

GRAND HYATT HOTEL MAP

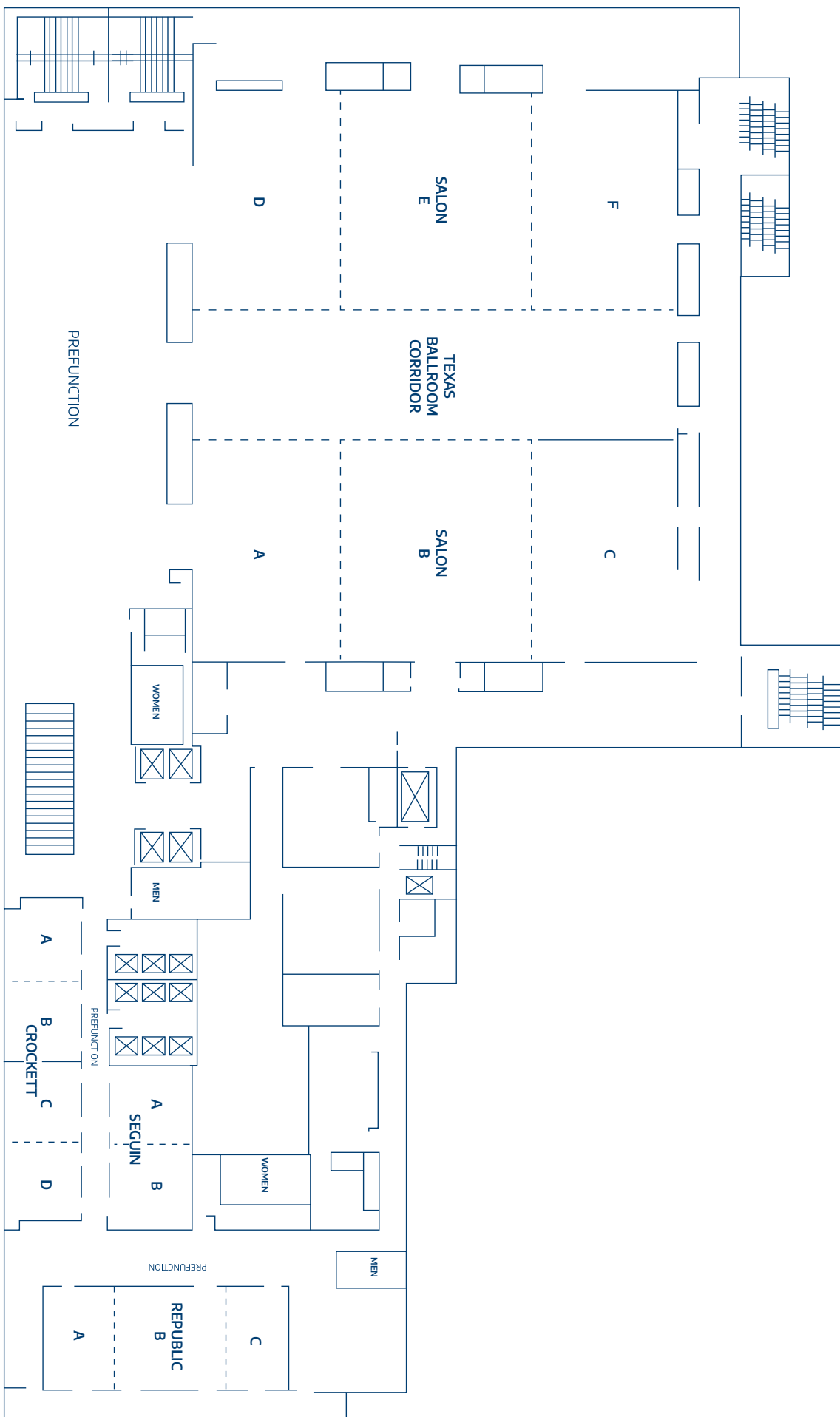
Second Floor



Third Floor



Fourth Floor



GROUP BREAKOUT ASSIGNMENTS

College Name	Breakout Room	Coach
Alamo Colleges	Republic C/Bowie C	Dr. Cynthia Ferrell
Alvin Community College	Republic B/Bowie B	Dr. Ted Wright
Amarillo College	Bonham A	Dr. Linda Watkins
Angelina College	Presidio C	Dr. Tina Hart
Austin Community College	Texas F/Texas A	Dr. Luzelma Canales
Blinn College	Bonham E	Dr. Jo-Carol Fabianke
Brazosport College	Presidio A	Laura Rittner
Central Texas College	Republic B/Bowie B	Dr. Ted Wright
Cisco College	Presidio B	Krista O'Neill
Coastal Bend College	Presidio B	Krista O'Neill
College of the Mainland	Presidio B	Krista O'Neill
Collin College	Bonham D	Dr. Linda Garcia
Dallas County Community College District	Texas F/Texas A	Dr. Luzelma Canales
Del Mar College	Bonham C	Dr. Mary Rittling
El Paso Community College	Crockett D/Mission B	Dr. Cynthia Ferrell
Frank Philips College	Republic A/Bowie A	Ed Bowling
Galveston College	Republic A/Bowie A	Ed Bowling
Grayson College	Bonham B	Dr. Linda Watkins
Hill College	Republic A/Bowie A	Ed Bowling
Houston Community College	Travis C	Dr. Martha Ellis
Howard College	Presidio B	Krista O'Neill
Kilgore College	Travis D	Dr. Martha Ellis
Laredo College	Bonham D	Dr. Linda Garcia
Lee College	Bonham C	Dr. Mary Rittling

GROUP BREAKOUT ASSIGNMENTS

College Name	Breakout Room	Coach
Lone Star College	Travis B	Dr. Kay McClenney
McLennan Community College	Travis D	Dr. Martha Ellis
Midland College	Bonham B	Dr. Linda Watkins
Navarro College	Bonham C	Dr. Mary Rittling
North Central Texas College	Presidio A	Laura Rittner
Northeast Texas Community College	Presidio C	Dr. Tina Hart
Odessa College	Travis B	Dr. Kay McClenney
Panola College	Republic B/Bowie B	Dr. Ted Wright
Paris Junior College	Crockett D/Mission B	Dr. Cynthia Ferrell
Ranger College	Republic B/Bowie B	Dr. Ted Wright
San Jacinto College	Crockett C/Mission A	Dr. Cynthia Ferrell
South Plains College	Republic A/Bowie A	Ed Bowling
South Texas College	Presidio A	Laura Rittner
Southwest Texas Junior College	Texas F/Texas A	Dr. Luzelma Canales
Tarrant County College	Travis A	Dr. Kay McClenney
Temple College	Travis C	Dr. Martha Ellis
Texarkana College	Travis D	Dr. Martha Ellis
Texas Southmost College	Bonham C	Dr. Mary Rittling
Trinity Valley Community College	Presidio B	Krista O'Neill
Tyler Junior College	Bonham E	Dr. Jo-Carol Fabianke
Vernon College	Presidio C	Dr. Tina Hart
Victoria College	Bonham E	Dr. Jo-Carol Fabianke
Weatherford College	Bonham D	Dr. Linda Garcia
Western Texas College	Presidio C	Dr. Tina Hart
Wharton County Junior College	Bonham E	Dr. Jo-Carol Fabianke

PATHWAYS COACHES



Dr. Luzelma Canales

An Achieving the Dream data coach since 2009, Luzelma Canales is senior associate vice president for student success at The University of Texas-Rio Grande Valley. She served as executive director of RGV FOCUS, a collective impact initiative designed to transform college readiness, access, and success across the four county Rio Grande Valley region, from 2013 to 2018. Prior to facilitating systemic improvements in educational and career attainment through RGV FOCUS, Luzelma consulted on Student Success by the NUMBERS, a University of Texas initiative designed to build the data capacity of community and technical colleges. Additionally, Luzelma served as executive director of resource development and administration at Lone Star College, and for 15 years served as interim associate dean of community engagement and workforce development at South Texas College.



Ed Bowling

Ed Bowling is the executive director for completion and performance at Guilford Technical Community College in North Carolina, and served as the managing partner director for Completion by Design in North Carolina from 2011-2018. Ed has engaged in state and national guided pathways work since 2011. In addition to his leadership with Completion by Design, an initiative of the Bill & Melinda Gates Foundation, Ed has provided coaching and consulting to institutions in seven states through the North Carolina Student Success Learning Institute, AACC Pathways Project and Pathways 2.0, Texas Pathways, and the National Center for Inquiry and Improvement.

PATHWAYS COACHES



Dr. Martha Ellis

As director of higher education strategy, policy, and services at the Charles A. Dana Center at the University of Texas at Austin, Martha Ellis spearheads strategic planning for Dana Center Mathematics Pathways (DCMP), an initiative to modernize entry-level college mathematics programs. A former college president and leadership coach for Achieving the Dream, Martha works to advance the DCMP mission and vision in collaboration with higher education, governmental, and philanthropic partners.



Dr. Jo-Carol Fabianke

Jo-Carol Fabianke recently 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.

PATHWAYS COACHES



Dr. Tina Hart

Tina Hart is Vice President of Enrollment & Student Services at Indian River State College in Florida. Since 1981 she has served in numerous roles in student activities/development, athletics, employee development, and institutional effectiveness, and is currently the lead point of contact for state leaders, funders, and national higher education organizations and the branch campuses. In her previous role as vice president of institutional effectiveness, 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.



Dr. Linda Garcia

As executive director at the Center for Community College Student Engagement, Linda 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. She has also worked at Lone Star College, Maricopa Community Colleges, Texas Southmost College, and the University of Texas at Brownsville. As a coach for AACC Pathways 2.0, Linda supports colleges committed to improving college completion and equity in student outcomes. Linda earned a Ph.D. in Higher Education Administration with a specialization in Community College Leadership from the University of Texas at Austin.

PATHWAYS COACHES



Dr. Kay McClenney

Special advisor to the president of the American Association of Community Colleges and founding director of the Center for Community College Student Engagement, Kay McClenney serves as a consultant and partner with Mc2 Consultants. For over 10 years, Kay served as vice president and chief operating officer of the Education Commission of the States. A frequent keynote speaker, she has authored numerous publications on education issues, strategic planning, accountability, student success, and leadership, and has been recognized with honors including the 2011 National Leadership Award from the American Association of Community Colleges. Kay earned a Ph.D. in Educational Administration from the Community College Leadership Program at The University of Texas at Austin.



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.

PATHWAYS COACHES



Laura Rittner

Laura Rittner serves as executive director of the Ohio Association of Community Colleges' Student Success Center in Columbus, Ohio. In this role she oversees the OACC's student success initiatives including Ohio's guided pathways project for community colleges, the College Completion Coaches program. The Student Success Center's portfolio of grants has grown to include over \$8 million in state, federal and private foundation investments under Laura's leadership. She has engaged many national partners in the OACC's student success efforts and served as an inaugural coach for the American Association of Community College's Pathways Project from 2016-2017.



Dr. Mary Rittling

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 her 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.

PATHWAYS COACHES



Dr. Linda Watkins

A retired campus president from the San Jacinto College District, Linda Watkins is an educational consultant and leadership coach for Achieving the Dream. A former faculty member, Linda has taught in community colleges, universities, and high schools. After beginning her community college career as a sociology instructor, Linda served as a dean at Tyler Junior College and then as vice president of instruction and student services at San Jacinto College before serving as campus president. After retiring, Linda joined the Company of Experts in Palm Springs, California, as a consultant.



Dr. Ted Wright

With 35 years of experience in higher education, Ted Wright currently serves as a data coach for multiple colleges and universities participating in the Achieving the Dream National Reform Network. As a data coach, Ted guides colleges in the development, analysis, and use of student outcomes data to inform improvement efforts. In over a decade of coaching Achieving the Dream institutions, Ted has helped community colleges in Texas, Massachusetts, Connecticut, Louisiana, Kansas, and Florida build capacity to incorporate evidence in planning, implementing, and evaluating reform initiatives. Prior to his data coaching role, Ted served as director of research and planning at Broward Community College in Ft. Lauderdale, Florida, for over 20 years, followed by a tenure as special assistant to the president of Broward.

TEXAS SUCCESS CENTER STAFF



Dr. Cynthia Ferrell
Vice President



Dr. Kristi Short
Director



Johannah Hochhalter
Project Manager



Katie Ragusin
Executive Assistant



Kristina Flores
Research Associate



Ricky Williams
Graphic Design Intern

Alamo Colleges District

Vanessa Anderson	Dean, Academic Success
Dr. Jothany Blackwood	Vice President, Academic Success
Christina Brown	Director, Advising
Jessica Cooper	Dean, Academic Success
Carlos Cruz	Interim Dean, Student Success
Will Fanning	Dean, Academic Success/STEM
Debi Gaitan	Vice President, Student Success
Dr. Tiffany Hernandez	Dean, Student Success
Dr. Sobia Khan	Dean for Academic Success
Julie Kirkland-Poirier	Interim Dean, Student Success
Karla Kosub-Coronado	United Faculty Senates President
Conrad Krueger	Dean, Academic Success
Patrick Lee	Dean, Academic Success
Dr. Stella Lovato	Vice President, College Services
Tina Mesa	Dean, Academic Success
Edith Orozco	Dean, Academic Success
Dr. Ray Pfang	Dean, Academic Success
Dr. Daniel Powell	Vice President, Academic Success
George Railey	Vice Chancellor, Academic Success
Dr. Chantae Recasner	Dean, Academic Success
Dr. Laura B. Sanchez	Vice President, Academic Success
Adelina Silva	Vice Chancellor, Student Success
Dr. Francisco Solis	Dean, Performance Excellence
Velda Villarreal	District Director, Institutional Research, Effectiveness & Planning
Vernell Walker	Dean, Academic Success

Alvin Community College

Dr. Christal M. Albrecht	President
Dr. Jade Borne	Vice President, Student Services
Dr. Cindy Griffith	Vice President, Instruction
Jennifer Hopkins	Department Chair, Mathematics
Akilah Martin	Director, College & Career Pathways
John Matula	Dean, Arts & Sciences
Nadezhda Nazarenko	Dean, General Education & Academic Support
Dr. Pam Shefman	Executive Director, Institutional Effectiveness & Research
Holly Williams	Director, Retention & Student Success

Amarillo College

LaVon Barrett	Director, Vocational Nursing
Dr. Sandy Brannan	Director, Nursing
Becky Burton	Associate Vice President, Academic Affairs
Dr. Carol Buse	Dean, STEM
Edie Carter	Dean, Academic Success
Dr. Tamara Clunis	Vice President, Academic Affairs
Kimberly Crowley	Dean, Health Sciences
Penelope Davies	Department Chair, Mathematics
Becky Easton	Dean, Liberal Arts
Teresa Gaus Bowling	Coordinator, Adult Education
David Hall	Associate Dean, Technical Education
Javier Herrera	Advising Associate
Janice Johnston	Program Coordinator, CIP Grant
Michelle Lamons	Project Director
Dr. Linda Munoz	Dean, Technical Education
Ernesto Olmos	Director, Advising
Frank Sobey	Associate Vice President, Academic Affairs
Karen White	Associate Professor

Angelina College

Jennifer Baldauf	Director, Academic Success
Cynthia A. Casparis	Vice President, Academic Affairs
Tim Ditoro	Dean, Community Services
Stacy Pfluger	Assistant Vice President, Academic Affairs
Sarah Simon	Data Analyst
Conssandra Williams	Student Success Coach

Austin Community College

Erasmus Addae	Associate Vice President, Distance Education
Dr. Nina Almasy	Department Chair, Professional Nursing
Curtis Baack	Assistant Professor, History
Deborah Benavidez	Associate Professor, Office Administration & Technology
Dr. F.C. Caranikas	Director, Institutional Effectiveness
Dr. Charles Cook	Provost/Executive Vice President, Academic Affairs
Matthew Daude Laurents	Dean, Liberal Arts, Humanities & Communications
Dr. Lorlie Ellis	Dean, Business Studies
Michelle Fitzpatrick	Assistant Dean, Faculty Development
Courtney Grams	Interim Director, Faculty Communication
Dr. Sam Greer	Director, Employer Outreach & Experiential Learning Programs
Arun John	Associate Professor, English
Brette Lea	Vice President, Communications & Marketing
Dr. Guillermo Martinez III	Interim Vice President, Student Affairs
Christina Michura	Associate Dean, Student Affairs & Adjunct Professor, Communications Studies
Misty Rasmussen	Director, Accreditation
Dr. Ruth Reinhart	Associate Vice President, Student Support Services
Dr. Gretchen Riehl	Associate Vice President, Workforce Education
Ana Rummer	Director, Student Affairs Communications
Dr. Gaye Lynn Scott	Associate Vice President, Academic Programs
Dr. Susan Thomason	Associate Vice President, Teaching & Learning Excellence/Instructional Services

Blinn College

Dr. Marcelo Bussiki	Vice Chancellor, Academic Affairs
George Guajardo	Dean, Institutional Research & Effectiveness
Max Hibbs	Dean, Engineering, Computer Technology & Innovation
Christy Johanson	Dean, Enrollment Services/Registrar
Dr. April Kinhead	Professor
Joyce Langenegger	Executive Director, Academic Success
Becky McBride	Dean, Student Engagement
Dr. John Turner	Assistant Vice Chancellor, Student Services & Executive Dean, Brenham Campus
Pat Westergaard	Dean, Humanities

Brazosport College

Anne Bartlett	Vice President, Information & Community Resources
Jeff Detrick	Dean, Instruction
Starlett Mack	Assistant Professor, Speech Communications & Fine Arts
Nicole Tunmire	Faculty, Mathematics
Millicent Valek	President
Lynda Villanueva	Provost & Vice President, Academic & Student Affairs
Douglas Walcerz	Dean, Planning, Institutional Effectiveness, & Research

Central Texas College

Dr. Martina Ady	Deputy Chancellor, Instruction & Workforce Initiatives
Jan Anderson	Dean, Instruction
Anelia Fairfield	Program Lead, Developmental Reading & Writing
Ellen Falkenstein	Coordinator, Math Express Program
Dr. Robin Garrett	Deputy Chancellor, Academic & Student Success
Eva Hutchens	Associate Dean, Enrollment Services
Julie Starkey	Dean, Student Success & Persistence

Cisco College

Tianay Bralley	Director, Dual Credit
Jerry Dodson	Vice President, Student Services
Carol Dupree	Provost/Chief Academic Officer
Sharon King	Director, Institutional Effectiveness & Planning
Renee Leath	Coordinator, Academic Support Services
Kam Zinsser	Dean, Workforce & Economic Development

Coastal Bend College

Dr. Carry DeAtley	Vice President, Instruction & Economic Development
Susie Gaitan	Director, Dual Enrollment
Christi Morgan	English Professor & TSI Coordinator
Mark Secord	Dean, Academics
Zachary Suarez	Dean, Enrollment Management & Student Success
Ludie Tyran	Director, Radiology
Michael Wang	Associate Professor, Math

College of the Mainland

Sheena Abernathy	Associate Professor & Department Chair, Science
Christina Bergvall	Director, Continuing Education Allied Health Programs
Jerry E. Fliger	Vice President, Instruction
Dr. Kris Kimbark	Dean of Students
Dr. Warren Nichols	President
Vicki Stanfield	Vice President, Student Services
Teri Walker	Associate Vice President, Planning, Effectiveness, Analytics/Assessment, & Research

Collin College

Kat Balch	Professor, English
Jon Hardesty	Vice President, Academic Affairs
De'Aira Holloway	Associate Dean, Student & Enrollment Services
David Malone	Director, Business Intelligence & Data Warehousing
Karen Musa	Dean, Academic Affairs & Workforce
Dr. Albert Tezeno	Vice President, Student & Enrollment Services
Dr. Christine Hubbard	President, North Texas Community College Consortium

Dallas County Community College District

Dr. José Adames	President, El Centro College
Cynthia Aguilar	Dean, Student Success
Dr. Lisa Copprue	Vice President, Student Development & Enrollment Management
Terry Di Paolo	Executive Director, Academic Affairs & Student Success
Lori Doddy	Vice President, Instruction
Kay Eggleston	President, Richland College
David Fallavollita	Manager, Brand Strategy
Jackie Glee	Associate Director
Wade Hyde	Professor
Sharon Jackson	Professor
Dr. Beatriz Joseph	President, Mountain View College
Alla Kelman	Professor
Sharon Manna	Professor
Carlos Martinez	Faculty, and Faculty Association President
Anna Mays	Associate Vice Chancellor
Catherine Olivarez	Managing Director, Guided Pathways
Rogers Oliveira	Analyst
Ryan Pettengill	Professor, History
Marisa Pierce	Vice President, Student Services & Enrollment Management
Dwight Riley	Interim Executive Vice President, Academic Affairs & Student Success
Eureka Saunders	Project Manager
Karen Stills	Vice President, Student Services & Enrollment Management

Del Mar College

Liz Adamson	Registrar
Christine Gottemoller	Assistant Professor
Dr. Beth Lewis	Executive Vice President & Chief Academic Officer
Jessica Cummings	Deputy Chief Information Officer
Dr. Kristina Ramirez Wilson	Dean, Institutional Effectiveness & Assessment
Dr. Rito Silva	Vice President, Student Affairs
Kristy Urbick	Instructor, Kinesiology & Intramural Director

El Paso Community College

Irma Craver-Castillo	Counselor
Dr. Cassandra Lachica-Chavez	Executive Director, Admissions & Registrar
Jim Heiney	Interim Director, Marketing & Communications
Blayne Primozich	Dean, Instruction
Lucia M. Rodriguez	Director, Office of Student Success
Christian Servin	Instructor, Computer Science
Angeles Vazquez	Manager, Institutional Research

Frank Phillips College

Lisa Duncan	Assistant Professor, Biology
Catherine Hodges	Assistant Professor, English
Lydia Howell	Assistant Professor, Government
Kamron Nonhof	Director, Dual Credit
Jason Price	Associate Dean, Academic Support Services
Krista Wilson	Director, Student Central & Director, QEP

Galveston College

Carmen Allen	Director, Institutional Effectiveness & Research
Deon Botha	Director, Counseling & Advising
Sha Li	Instructional Technologist
Dr. Peggy Ann Lumpkin	Instructional Methodologist
Sandra Metoyer	Director, Title V Pathways Project

Grayson College

Brad Bankhead	Dean, South Campus
Kelli Bowen	Faculty, Associate Degree Nursing Program
Kate Corder	Director, Continuing Education
Richard Davis	Chair, Arts & Humanities
Brandi Furr	Director, Admissions/Registrar
Amanda Howell	Director, Financial Aid & Veteran Services
Nancy Luthe	Interim Director, Success Coaches
Dr. Chase Machen	Dean, Academic Instruction & Interim Dean, Workforce
Barbara Malone	Director, Academic Advising & Counseling
Logan Maxwell	Chair, Mathematics & Engineering
Dr. Jeremy McMillen	President
Dr. Regina Organ	Vice President, Student Affairs
Dr. Debbie Smarr	Dean, Planning & Institutional Effectiveness
Casey Ticknor	Director, Academic Computing
Dr. Dava Washburn	Vice President, Instruction

Hill College

Dr. Pam Poehm	President
Jessyca Brown	Vice President, External Affairs
Dalerie Lamphere	Director, Testing
Nancy McKenzie	Dean, Academic Pathways
Kathleen Miller	Instructor, History
Dr. Kerry Schindler	Vice President, Instruction
Lizza Trenkle	Vice President, Student Services

Houston Community College

Andrea Burrige	Associate Vice Chancellor, Research, Analytics, & Decision Support
Dr. Kurt Ewen	Vice Chancellor, Strategy, Planning & Institutional Effectiveness
Dr. Betty Fortune	Executive Director, Success & Completion
Dr. Shantay Grays	Interim Vice Chancellor, Student Services
Dr. Debbie Hamilton	Associate Vice Chancellor, Student Engagement
Desmond Lewis	Faculty Senate President
Dr. Cesar Maldonado	Chancellor
Dr. Melissa Miller-	Faculty Director, Educational Policy

Waters

Dr. Norma Perez	Vice Chancellor, Instructional Services & Chief Academic Officer
Muddassir Siddiqi	President, Central College
Misha Turner	Director, Student Success
Dr. Monique Umphrey	President, Northeast College

Howard College

Jeff Anderson	Associate Professor
Amy Burchett	Vice President, Academic & Student Affairs
Daniel Campbell	Dean, Instruction
Stacy Erwin	Associate Dean, Adult & Continuing Education
Dale Kesterson	Instructor
Tara Lisle	Director, Student Support
Cindy Smith	Director, Information & Marketing
Dr. Cheryl Sparks	President
Bryan Stokes	Director, Institutional Effectiveness

Kilgore College

Ginger Dennis	Department Chair, Business/CIT/Legal Assisting
Jase Graves	Department Chair, Language Development
Mike Jenkins	Executive Vice President & Chief Student Affairs Officer
Becky Johnson	Dean, Arts & Mathematical Sciences
Dr. Brenda Kays	President
Dr. Staci Martin	Vice President, Institutional Planning
Michael Turpin	Vice President, Instruction

Laredo College

Sandra L. Cortez	Dean, Community Education
Heriberto Hernandez	Dean, Workforce Education
Andrea Lopez	Director, Student Success Center
Selinda Martinez	Associate Professor, Biology
Dr. Marisela Rodriguez	Provost/Vice President, Academic Affairs
Elizabeth Rodriguez	Director, eLearning & Instructional Innovation Center
Dr. Fred Solis	Vice President, Student Success & Enrollment

Lee College

Scott M. Bennett	Executive Director, Enrollment Services & Registrar
Dr. Dennis Brown	President
Dr. Brandon Combs	Executive Director, Assessment & Accreditation
Karen Guthmiller	Faculty
Carl Husband	Assistant Registrar & Director, Admissions
Victoria Marron	Executive Director, Retention & Transition Services
Christopher McClure	Administrative Secretary, Student Affairs
Angela Noack	Instructor
Angela Oriano	Vice President, Workforce & Community Development
Donnetta Suchon	Vice President, Student Affairs
Dr. Veronique Tran	Vice President, Instruction

Lone Star College System

Dr. Archie L. Blanson	Vice Chancellor, Student Success
Mindy Coleman	Instructional Dean
Janeu Houston	Faculty Senate President
Valerie Jones	Associate Vice Chancellor, Academic Affairs
Dr. Michael Chavez	Vice President, Student Success
Jamie Posey	Associate Vice Chancellor, Office of Student Success & Completion
Dr. Darrin Q. Rankin	Vice President, Student Success
Ashlie Resendez	Dean, Student Services
Rebecca Riley	President, Lone Star College - Montgomery
Christina Todd	Chief of Staff, Workforce Operations
Dr. Donna D. Willingham	Faculty & Department Chair
Dr. Quentin A. Wright	President, Lone Star College - Houston North
Laura Yannuzzi	Vice President, Instruction

McLennan Community College

Karen Clark	Director, Recruitment & Admissions
Ashley Cruseturner	Chair, Faculty Council & Faculty, History
Chad Eggleston	Dean, Arts & Sciences
Fred Hills	Vice President, Instruction
Paul Hoffman	Director, Student Development
Dr. Johnette McKown	President
Dr. Phil Rhodes	Vice President, Research & Institutional Effectiveness

Midland College

Michael Dixon	Dean, Instructional Support Services
David Hopkins	Assistant Professor, History
Dr. Damon Kennedy	Vice President, Instructional Services
Deana Savage	Special Advisor to the President
Dr. Steve Thomas	President
Crystal Velasquez	Director, Institutional Research
Julia Vickery	Vice President, Student Services

Navarro College

Dr. Kevin G. Fegan	District President
Maryann Hailey	Vice President, Student Services
Dr. Carol Hanes	Vice President, Academic Affairs
Amanda Morrison	Professor, History/Government & Faculty Association Executive Committee President
Sina Ruiz	Vice President, Enrollment Management & Institutional Effectiveness
Dr. Rebecca Tuerk	Dean of Students
Jeanette Underwood	Dean, Academic Services, Waxahachie Campus

North Central Texas College

Jennifer Beal	Senior Director, Admissions
Andrew Fisher	Provost
Sara Flusche	Dean, Instruction
Grace Foust	Student
Justin Hawkins	Faculty
Courtney Jaimes	Associate Director, Counseling & Testing
Dr. Bruce King	Associate Vice Chancellor, Instruction
Lisa Smart	Faculty

Northeast Texas Community College

Dr. Ron Clinton	President
Rebecca M. Robidas Gardner	Director, Funeral Service Education
Anna Ingram	Associate Vice President, Arts & Sciences
Dr. Jackie Johnston	Professor, Mathematics
Toni LaBeff	Director, Institutional Effectiveness
Kevin Rose	Vice President, Instruction
Dr. Josh Stewart	Vice President, Student & Outreach Services

Odessa College

Karen Doughty	Associate Vice President, Instruction
Jonathan Fuentes	Executive Dean, Academic Partnerships
Kimberly McKay	Vice President, Student Services & Enrollment Management
Katie Nisbet	Interim Dean, Liberal Arts & Education
Robert Rivas	Chief of Staff
Imelda Saavedra	College Connection Coach
Amber Sims	College Connection Coach

Panola College

Dr. Billy Adams	Vice President, Instruction
Teresa Brooks	Dean, Distance Learning & Chair, Preparatory Studies
Don Clinton	Vice President, Student Services
Roberta Collinsworth	Professor, Mathematics
Jeremy Dorman	Director, Admissions/Registrar
Angie Musgrove	Director, Dual Enrollment
Natalie Oswalt	Dean, Arts, Sciences & Technology
Dr. Gregory Powell	President

Paris Junior College

Pam Anglin	President
D'Lynn Bueno	Faculty
Dr. Jennifer Collar	Faculty
Jacquelyn Messinger	Director, Institutional Research & Effectiveness
Sheila Reece	Vice President, Student Access & Success
Bryan Renfro	Vice President, Academic Instruction
John Spradling	Vice President, Workforce Education

Ranger College

Matt Cardin	Vice President, Accreditation & Institutional Effectiveness
Dr. Norm Fletcher	Vice President, Instruction
Dr. Jennifer Kent	Vice President, Administration
Brenda Madore	Director, Dual Enrollment Programs
Dayna Prochaska	Associate Vice President
John Slaughter	Director, Institutional Research
Derrick Worrels	Vice President, Student Services
Stephanie Williams-Worrels	Assistant Vice President

South Plains College

Ryan Gibbs	Vice President, Academic Affairs
Ryan Fitzgerald	Dean, Dual Enrollment & Director, Institutional Research & Reports
Alan Worley	Dean, Arts & Sciences

San Jacinto College

Kim DeLauro	Dean, Liberal Arts
Robert Flynn	Professor, English
DeRhonda McWaine	Dean, Liberal Arts
Kelly Mizell	Director, Pathways & Special Initiatives
Nathan Narragon	Faculty
Shannon Solis	Faculty
Joanna Zimmermann	Associate Vice Chancellor, Student Services

South Texas College

Fernando Chapa	Dean, Institutional Research & Effectiveness
Enriqueta Cortez	Assistant Dean & Instructor, Chemistry
Dr. Nancy Garcia	Director, Comprehensive Advisement
Dr. Christopher Nelson	Associate Dean, Curriculum & Student Learning
Dr. Anahid Petrosian	Interim Vice President, Academic Affairs
Eric Reittinger	Assistant Dean
Jason Rodriguez	Department Chair, Drama & President, Council of Chairs

Southwest Texas Junior College

Amy Garcia	Director, QEP
Dr. Hector E. Gonzales	President
Steve Martinez	Registrar
Margot H. Mata	Vice President, Student Services
Catarino Morales	Instructor, Biology
Michelle V. Torres	Director, Outreach
Dr. Mark E. Underwood	Vice President, Academic Affairs
Dr. Renee Zimmerman	Director, Institutional Effectiveness

Tarrant County College District

Carlos Avalos	Academic Advisor
Jeronimo Aviles	Assistant Director, Advising & Counseling Center
Candy Center	District Director, Curriculum & Educational Planning
Bill Coppola	President, Southeast Campus
Nancy Curè	Associate Vice Chancellor, Academic Affairs & Student Development
Michael Downs	Assistant Professor, History
Stephanie Hill	Vice President, Student Development Services
Peter Jordan	President, South Campus
Dr. Elva LeBlanc	Executive Vice Chancellor & Provost
Condoa Parrent	Director, Counseling & Advising
Wendi Pierce	Instructor, English
Tony Roberts	Professor, Philosophy
Anthony Walker	Assistant Director, Academic Initiatives
Renetta Wright	Director, Advising, Counseling & Testing

Temple College

Danya Bailey	Director, Advising
Rosa Berreles-Acosta	Executive Director, Dual Credit & High School Partnerships
Jennie Dilworth	Professor, Psychology
Kim George	Associate Professor, English
Susan Guzman-Trevino	Vice President, Academic Affairs
Christy Ponce	President
Carey Rose	Division Director, Student Enrollment Services
Joy L. Row	Senior Research Analyst

Texarkana College

Dr. Dixon Boyles	Chief Instructional Officer & Dean, Business & Social Science
Amanda Graham	Executive Director, Academic Services
Dr. Catherine Howard	Dean, STEM
Dr. Tonja Mackey	Director, Library, TRIO & Student Support Services
Dr. Donna McDaniel	Vice President, Instruction
Dr. Jason Smith	President
Dr. Mary Ellen Young	Dean, Liberal & Performing Arts

Texas Southmost College

Dr. Murad Abusalim	Dean, STEM/CTE
Dr. Joanna Kile	Vice President, Instruction
Dr. Brian McCormack	Dean, Humanities
Dr. Larry Rideaux	Vice President, Student Services
Virginia Sandoval	Coordinator, Student Development
Bervick Simon	Coordinator, Advising & Retention
Rene Valdez	Coordinator, Transfer, Career & Employment Services

Trinity Valley Community College

Dr. Wendy Elmore	Vice President, Instruction/Chief Academic Officer
Janet Green	Director, Student Pathways
Tina Rummel	Director, Strategic Planning, Effectiveness & Accreditation
Kristin Spizzirri	Associate Vice President, Academic Affairs
Dave Stephens	Professor
Spencer Wagley	Coordinator, Learning Framework & Instructor
Kristin Walker	Associate Vice President, Workforce Education
Jeffrey Watson	Provost

Tyler Junior College

Allen Arrick	Manager, Digital Marketing & Multimedia
Chris Fontaine	Registrar
Tim Gill	Faculty Senate President
Jeanie Oxler	Interim Director, School District Partnerships
Belinda Prihoda	Interim Dean, Institutional Effectiveness
Pamela Rathbun	Manager, Marketing Implentation

Vernon College

Lisa Crandall	Vice President, Instructional Services
Greg Fowler	Division Chair, Behavioral & Social Sciences
Betsy Harkey	Director, Institutional Effectiveness
Joe Johnston	Division Chair, Communications
Jim Nordone	Vice President, Student Services
Amanda Raines	Director, Enrollment Management/ Registrar
Criquett Scott	Director, Student Success Pathway

Victoria College

Ms. Cindy Buchholz	Vice President, Instruction
Mr. Bobby Cubriel	Director, Advising & Counseling Services
Dr. David Hinds	President
Mr. Jeff Hubbard	Associate Professor, Government
Dr. Edrel Stoneham	Dean, Student Services
Mr. Matt Wiley	Director, Institutional Effectiveness, Research, & Assessment
Ms. Jennifer Yancey	Vice President, College Advancement & External Affairs

Weatherford College

Lee Butler	Interim Associate Dean, Enrollment Management
Becki Byrd	Coordinator, Student Services
Mike Endy	Vice President, Academics & Student Affairs
Dr. Tod Allen Farmer	President
Adam Finley	Executive Dean, Student Services
Dr. Alexander Ibe	Dean, Humanities & Sciences
Dr. Trey Jansen	Professor, English
Dawn Kahlden	Director, Office of Accommodations
Kay Landrum	Associate Dean, Student Success
Dr. Sarah Lock	Associate Dean, Dual Credit & E-Learning
Traci McKinley	Faculty, Communications & Assessment Coordinator
Tonya Piehl	Faculty Senate President
Shantee Siebuhr	Guided Pathways Specialist
John Turntine	Director, Student Engagement

Western Texas College

Britt Canada	Dean, Institutional Research
Stephanie Ducheneaux	Dean, Instructional Affairs

Wharton County Junior College

Dr. Amanda Allen	Vice President, Planning & Institutional Effectiveness
Michelle Betancourt	Director, Distance Education
Betty McCrohan	President
Lindsey McPherson	Dean, Student Success
Paul Quinn	Dean, Vocational Instruction
Amanda Shelton	Division Chair, Social & Behavioral Science
Natalie Stavinoha	Coordinator, Dual Credit/University Transfer
Emily Voulgaris	Student Services Specialist, Admissions