Trustee Leadership Seminar

December 6, 2019
Alamo Colleges District
WELCOME

Dr. Cynthia Ferrell
Vice President
Texas Success Center

Dr. Mike Flores
Chancellor
Alamo Colleges District

William Greenhill
Chair
Community College Association of Texas Trustees
The Texas Legislature and Community Colleges

Senator Jose Menéndez
Texas Senate
LUNCH

11:00 – 11:30
Lunch in Lobby
Student Success: Alamo Colleges District Transfer Guides

Angela Guadian-Mendez
Alamo Colleges District
2017-2019 Active/Online
467 TAGs
(Transfer Advising Guides)
342 WDPs
(Workforce Degree Plans)
130 *Pending University Agreement

2019-2020 Active/Online
227 TAGs
0 WDPs
275 **Pending Alamo Colleges District

Total TAGs & WDPs 1,036

As of today 1,441

Total TAGs/WDPs Built & Counting

*Pending University Agreement - Alamo Colleges District (ACD) has created, reviewed, and requested academic concessions from the university and is awaiting agreement and/or edits.

**Pending ACD - working on the preliminary verification of information and is still creating the DRAFTS of the Transfer Advising Guides (TAGs) for university discussion and review.

Revised date: 11/15/2019
Seamless Transfer Pathways

- Loss of **CREDIT HOURS**
- Loss of **TIME**
- Loss of **MONEY**
286
Seamless Transfer
PATHWAYS
286/694 (41%) – Transfer Advising Guides (TAGs)
286 Seamless Transfer Pathways Across 10 Universities

UTSA
TEXAS A&M UNIVERSITY
SAN ANTONIO
TEXAS STATE UNIVERSITY
Kingsville
TEXAS A&M UNIVERSITY CENTRAL TEXAS
University of the Incarnate Word
Texas Lutheran University
Schreiner University
OLLU
Wayland Baptist University
Alamo Colleges District
286 Seamless Transfer Pathways Across 10 Universities

- UTSA: 58 (20.3%)
- TAMUSA: 42 (14.7%)
- TXSTATE: 36 (12.6%)
- OLLU: 30 (10.5%)
- UIW: 26 (9.1%)
- TLU: 26 (9.1%)
- TAMUCT: 26 (9.1%)
- SU: 25 (8.7%)
- TAMUK: 13 (4.5%)
- WBU: 4 (1.4%)
286 Seamless Transfer Pathways Across AlamoINSTITUTES

- Creative & Communication Arts: 101
- Science & Technology: 65
- Public Service: 59
- Business & Entrepreneurship: 35
- Health & Biosciences: 24
- Advanced Manufacturing & Logistics: 2
489 Pathways with less than 3 Credit Hour loss

State Average – 24 Credit Hour Loss

(2019 Texas Public Higher Education Almanac)
WHY TAGs?
Transferability with Degree Applicability

All
Degree
APPLICABLE
0 Credit
Hour Loss

41%

1-3 Credit Hour Loss
29%

4-7 Credit Hour Loss
15%

8-11 Credit Hour Loss
9%

12-15 Credit Hour Loss
6%
Transfer Advising Guides – Next Steps

• Data Analysis
  - Pilot with UTSA to gather transfer data pre and post TAGs; student retention, student success rates, and degree completion

• Dual Enrollment/Dual Admissions
  - Pilot with UTSA both individual programs and grand scale university wide

• Articulation Agreement Revision
  - Degree Audit request to be added to the articulation agreement for all ACD student transfers to any university within the South & Central Texas Transfer Compact
Thank you.
Presidential Succession Planning & Selection
Dr. William M. Holda
ACCT Searches
PRESIDENTIAL SUCCESSION PLANNING & SELECTION

Community College Association of Texas Trustees

Trustees Leadership Seminar

December 6, 2019

Dr. Bill Holda, ACCT Search Consultant

& Retired President, Kilgore College
The top 10 things to consider as the board begins thinking about a presidential transition:
TOP 10 THINGS BOARDS SHOULD CONSIDER

10

Does your Board need a retreat to prepare for your College’s upcoming CEO search?
TOP 10 THINGS BOARDS SHOULD CONSIDER

9

How should your Board go about developing the timeline for the upcoming presidential search?

Is there a “best” time to announce a retirement?
TOP 10 THINGS BOARDS SHOULD CONSIDER

Think about the future.

What are the primary challenges and opportunities facing your institution? What qualities and characteristics will your next president need in order to be successful?
TOP 10 THINGS BOARDS SHOULD CONSIDER

7

Talk about compensation early in the process.

• What is your president’s current compensation package?
• What are the compensation packages of presidents in your region?
• What can you do to retain your president for years to come?
TOP 10 THINGS BOARDS SHOULD CONSIDER

6

Know the top 2 questions candidates will ask:

1. What is this board like to work with?
2. What happened to the last president?
TOP 10 THINGS BOARDS SHOULD CONSIDER

5

Should the Board plan to conduct a site visit to our first choice candidate’s current institution?
What is the impact on the search if there is an internal candidate?

What if there are more than one?

What if there is an interim?
TOP 10 THINGS BOARDS SHOULD CONSIDER

3

The importance of high-quality reference reports and background checks.
TOP 10 THINGS BOARDS SHOULD CONSIDER

2

How competitive is the current market for presidents?
TOP 10 THINGS BOARDS SHOULD CONSIDER

1

What value can a search firm bring to a presidential search?

What should you look for in a search firm?
SOME THINGS TO CONSIDER ABOUT ACCT

• We are your membership association
• Successful executive search track record
• We believe in community colleges
• No Rolodex – in-person recruitment and networking
• Team approach

We work for YOU!
Questions?

Bill Holda

wmholda@gmail.com

903-987-3332
BREAK

1:30 – 1:45
60x30TX Data Walk: Measuring What Matters

Dr. Jenna Cullinane-Hege
Texas Higher Education Coordinating Board
Monitoring Progress Toward the Goals of 60x30TX

Jenna Cullinane Hege, PhD
Deputy Assistant Commissioner, Strategic Planning and Funding
December 6, 2019
State planning supports local action

This presentation will cover:

• Progress on 60x30TX state higher education plan

• Resources for higher education leaders

• Discussion regarding direct high school enrollment
THE OVERARCHING GOAL: 60x30 EDUCATED POPULATION
At least 60 percent of Texans ages 25-34 will have a certificate or degree.

THE SECOND GOAL: COMPLETION
At least 550,000 students in 2030 will complete a certificate, associate, bachelor’s, or master’s from an institution of higher education in Texas.

THE THIRD GOAL: MARKETABLE SKILLS
All graduates from Texas public institutions of higher education will have completed programs with identified marketable skills.

THE FOURTH GOAL: STUDENT DEBT
Undergraduate student loan debt will not exceed 60 percent of first-year wages for graduates of Texas public institutions.
Progress Update:
60x30 Educated Population Goal

This increase represents more than 72,000 Texas residents.

* Most recent data available from the American Community Survey
Progress Update: Completion Goal

The statewide slowdown is associated with lower levels of growth among associate degrees compared to previous years.
Progress Update: Completion Targets for Underrepresented Populations

Target Populations: African American, Hispanic, Economically Disadvantaged, and Males Completing in Texas

Completion Target for 2030:
- African American: 285,000
- Hispanic: 246,000
- Economically Disadvantaged: 275,000
- Males: 275,000

Number of Completions

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</thead>
<tbody>
<tr>
<td>African American</td>
<td>36,964</td>
<td>36,073</td>
<td>41,594</td>
<td>76,000</td>
<td>203,057</td>
<td>285,000</td>
<td>285,000</td>
</tr>
<tr>
<td>Hispanic</td>
<td>103,689</td>
<td>111,134</td>
<td>115,250</td>
<td>285,000</td>
<td>246,000</td>
<td>246,000</td>
<td>275,000</td>
</tr>
<tr>
<td>Economically Disadvantaged</td>
<td>114,176</td>
<td>119,410</td>
<td>124,471</td>
<td>246,000</td>
<td>246,000</td>
<td>246,000</td>
<td>275,000</td>
</tr>
<tr>
<td>Male</td>
<td>151,569</td>
<td>163,848</td>
<td>153,964</td>
<td>343,281</td>
<td>343,281</td>
<td>343,281</td>
<td>343,281</td>
</tr>
</tbody>
</table>
New Texas demographic projections will inform ongoing review of 60x30TX Completion Targets

Population Change by Age and Race/Ethnicity, 2010-2030

- 60x30TX Completion Targets
- Source: Texas Demographic Center
Progress Update: High School-to-College Target

Texas Public High School Graduates Enrolling by Fall in Higher Education in Texas

- 2016: 48% Enrolled, 52% Not Enrolled
- 2017: 48% Enrolled, 52% Not Enrolled
- 2018: 52% Enrolled, 48% Not Enrolled

Projected Enrollments:
- 2020: 42% Enrolled, 58% Not Enrolled
- 2025: 39% Enrolled, 61% Not Enrolled
- 2030: 35% Enrolled, 65% Not Enrolled
# Progress Update: Student Debt Goal

<table>
<thead>
<tr>
<th>Baseline Year</th>
<th>Recent Trend Years</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>2015</td>
<td>2030</td>
</tr>
<tr>
<td>60%</td>
<td>59%</td>
<td>60%</td>
</tr>
</tbody>
</table>
Progress Update: Percent of Students with Debt Target

Share of Undergraduate Students Earning a Degree or Certificate with and without Student Debt

- Graduates with Debt = 45.8%
- Graduates without Debt = 54.2%

- 2016: 23.4%
- 2017: 11%
- 2018: 22.7%
- Certificate: 8.1%
- Bachelor’s: 31.9%
- Associate: 2.9%
Data Resources
60x30TX data and other resources to support evidence-based decision-making

• 60x30TX.com  
  www.60x30tx.com

• Texas Higher Education Accountability System  
  http://www.txhigheredaccountability.org

• Texas Higher Education Almanac  
  www.thecb.state.tx.us/almanac
Regional data support 60x30TX regional efforts
How can institutions use Accountability System data?

- Evaluate and compare institutional data to improve student and institutional outcomes
  - Data is produced consistently across institutions to ensure “apples-to-apples” comparisons
  - System provides outcome information for students who move across institutions
- Study trends over time and benchmark for the future
Accountability data also provide insight into state-level progress for several key indicators such as graduation rates.
Institutional leaders can download a full PDF report for their institution by selecting the interactive tab.
TxHigherEdData.org includes links to several data resources

• Texas Higher Education Almanac
• Accountability System
• Reports on
  • Transfer student success
  • High-school-to-college enrollment and completion
  • Dual credit and developmental education
  • Wages by institution and program (TX CREWS)
  • Higher education finance
  • Distance education
Digging deeper into high school-to-college enrollment
Progress Update: High School-to-College Target

Texas Public High School Graduates Enrolling by Fall in Higher Education in Texas

- 2016: 48%
- 2017: 52%
- 2018: 48%
- 2020: 42%
- 2025: 39%
- 2030: 35%

- Enrolled in Higher Education in Texas
- Not Enrolled in Higher Education in Texas
The direct enrollment rate fell statewide and by more than 1% in seven regions; three regions were relatively flat

<table>
<thead>
<tr>
<th>Region</th>
<th>2017</th>
<th>2018</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Plains</td>
<td>50.30%</td>
<td>49.10%</td>
<td>-1.20%</td>
</tr>
<tr>
<td>Northwest</td>
<td>51.10%</td>
<td>49.40%</td>
<td>-1.70%</td>
</tr>
<tr>
<td>Metroplex</td>
<td>51.70%</td>
<td>51.70%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Upper East</td>
<td>48.00%</td>
<td>47.70%</td>
<td>-0.30%</td>
</tr>
<tr>
<td>Southeast</td>
<td>49.40%</td>
<td>48.10%</td>
<td>-1.30%</td>
</tr>
<tr>
<td>Gulf Coast</td>
<td>53.40%</td>
<td>53.10%</td>
<td>-0.30%</td>
</tr>
<tr>
<td>Central Texas</td>
<td>51.60%</td>
<td>50.10%</td>
<td>-1.50%</td>
</tr>
<tr>
<td>South Texas</td>
<td>53.40%</td>
<td>52.00%</td>
<td>-1.40%</td>
</tr>
<tr>
<td>West Texas</td>
<td>49.50%</td>
<td>46.20%</td>
<td>-3.30%</td>
</tr>
<tr>
<td>Upper Rio Grande</td>
<td>56.40%</td>
<td>54.70%</td>
<td>-1.70%</td>
</tr>
<tr>
<td><strong>Statewide</strong></td>
<td><strong>52.30%</strong></td>
<td><strong>51.60%</strong></td>
<td><strong>-0.70%</strong></td>
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The number of public high school graduates continues to grow faster than the number enrolling directly in college

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<tbody>
<tr>
<td>Public high school graduates directly enrolling in Texas higher education</td>
<td>156,777</td>
<td>159,453</td>
<td>165,751</td>
<td>170,015</td>
<td><strong>13,238</strong></td>
</tr>
<tr>
<td>Public high school graduates*</td>
<td>297,493</td>
<td>307,103</td>
<td>316,666</td>
<td>329,512</td>
<td><strong>32,019</strong></td>
</tr>
<tr>
<td>Percent of high school graduates enrolling in Texas higher education</td>
<td>52.7%</td>
<td>51.9%</td>
<td>52.3%</td>
<td>51.6%</td>
<td><strong>-1.1 pct pt</strong></td>
</tr>
</tbody>
</table>

Public high school graduates are increasing because of population growth and improvements in high school graduation rates from 86% to 90% in recent years.
A quarter of all high school graduates are working and not enrolled in higher education after graduation.

48 percent of high school graduates were not found in a public or independent institution of higher education in Texas.*

*Students who enroll at career schools are not included in the target, so they would be counted in one of the “not found” categories in the graph.
High school graduates directly entering the workforce occupy predominantly low-wage jobs. Wages have increased very modestly.

- Median wages have risen **3 percent** since 2015.
- The percent of high school grads employed has increased **1 percentage point**.
- The number employed has increased by **9,842**.

<table>
<thead>
<tr>
<th>Year</th>
<th>Median Wage</th>
<th>% Employed</th>
<th># Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$14,260</td>
<td>24.9%</td>
<td>78,904</td>
</tr>
<tr>
<td>2017</td>
<td>$13,789</td>
<td>24.8%</td>
<td>76,271</td>
</tr>
<tr>
<td>2016</td>
<td>$13,731</td>
<td>24.7%</td>
<td>73,432</td>
</tr>
<tr>
<td>2015</td>
<td>$13,888</td>
<td>23.0%</td>
<td>69,062</td>
</tr>
</tbody>
</table>

Texas Median Wages (Adjusted for Inflation) of High School Graduates Employed but not Enrolled in Higher Education the Following Fall
High wages are rare among new high school graduates

19,037 graduates (24%) directly entering the workforce are found working in restaurants and other eating places, with a median average wage of $11,967.

<table>
<thead>
<tr>
<th>Industry</th>
<th>Median Wage</th>
<th>90th Percentile</th>
<th># Employed</th>
<th>% of all graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support Activities for Mining</td>
<td>$35,260</td>
<td>$61,351</td>
<td>820</td>
<td>1.0%</td>
</tr>
<tr>
<td>Electric Power Generation, Transmission and Distribution</td>
<td>$34,554</td>
<td>$54,941</td>
<td>52</td>
<td>0.1%</td>
</tr>
<tr>
<td>Nonmetallic Mineral Mining and Quarrying</td>
<td>$33,052</td>
<td>$58,454</td>
<td>80</td>
<td>0.1%</td>
</tr>
</tbody>
</table>
High wages are rare among new high school graduates in the South Region and Statewide.

The largest percentage of high school graduates from the South Region (27%) directly entering the workforce are found working in restaurants and other eating places. These 4,192 graduates had a median wage of $11,771.

### 2018 Median Wages by Highest Paying Industry: High School Graduates Not Found Enrolled in Higher Education the Following Fall from South

<table>
<thead>
<tr>
<th>Industry</th>
<th>Median Wage</th>
<th>90th Percentile</th>
<th># Employed</th>
<th>% of all graduates employed but not enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonresidential Building Construction</td>
<td>$34,725</td>
<td>$58,147</td>
<td>161</td>
<td>1.0%</td>
</tr>
<tr>
<td>Support Activities for Mining</td>
<td>$33,442</td>
<td>$58,587</td>
<td>256</td>
<td>1.6%</td>
</tr>
<tr>
<td>Utility System Construction</td>
<td>$32,235</td>
<td>$50,186</td>
<td>209</td>
<td>1.3%</td>
</tr>
<tr>
<td>Justice, Public Order, and Safety Activities</td>
<td>$31,437</td>
<td>$41,930</td>
<td>59</td>
<td>0.4%</td>
</tr>
<tr>
<td>Commercial and Industrial Machinery and Equipment Rental and Leasing</td>
<td>$31,187</td>
<td>$50,383</td>
<td>29</td>
<td>0.2%</td>
</tr>
</tbody>
</table>
Discussion
Discussion questions

• What surprised you about the data presented?
• What questions do you have?
• What opportunities are there in your region to support a stronger pipeline from high school to college?
Governing Board Members can support institutional and state goals by

- Asking for institutional data tied to 60x30TX goals and targets at least annually

- Engaging with institutional leaders to plan and budget around student success
  - Especially connected to the 60x30TX regional targets

- Sharing your success as a higher education team

- Fostering strong connections with K-12 schools, other institutions in your region, and employers
Have questions or need assistance?

Please feel free to contact me:

Jenna.CullinaneHege@thecb.state.tx.us
Thank You