



Trustee Leadership Seminar

December 6, 2019
Alamo Colleges
District



Community College
Association of Texas Trustees

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

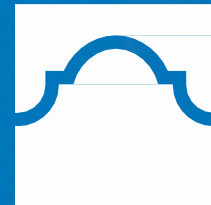
Angela Guadian-Mendez
Alamo Colleges District

Transfer Advising Guides (TAGs) – Guided Pathways

Academic Success

Dr. George Railey

Vice Chancellor, Academic Success



ALAMO
COLLEGES
DISTRICT

Angela Guadian-Mendez

Director, Student Completion




Malcolm Baldrige
National Quality Award
2018 Award Recipient

Achieving the Dream | LEADER
COLLEGE

2017-2019
Active/Online

467 
TAGs
(Transfer Advising Guides)

342 
WDPs
(Workforce Degree Plans)

2019-2020
Active/Online

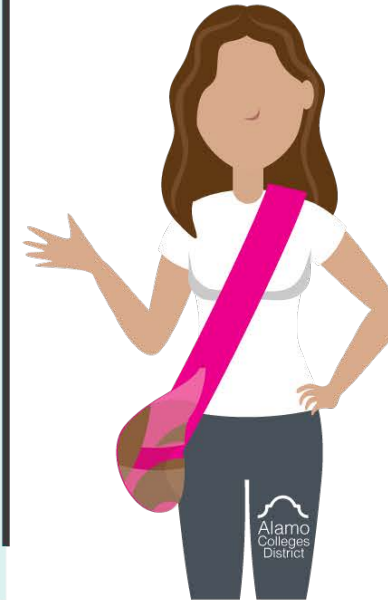
227 
TAGs

0 
WDPs

Total TAGs & WDPs **1,036** 

130
*Pending
University
Agreement

275
**Pending
Alamo
Colleges District



— As of —
today

1 4 4 1

**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.*

 — Online

Revised date: 11/15/2019



ALAMO
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A young woman with long dark hair, wearing a grey baseball cap, a grey long-sleeved shirt, and a black backpack, is standing in a library. She is looking up and reaching for a book on a high shelf. The background shows rows of bookshelves filled with books.

Seamless Transfer Pathways

0 — Loss of **CREDIT HOURS**

0 — Loss of **TIME**

0 — Loss of **MONEY**

286

Seamless Transfer PATHWAYS

286/694 (41%) – Transfer Advising Guides (TAGs)



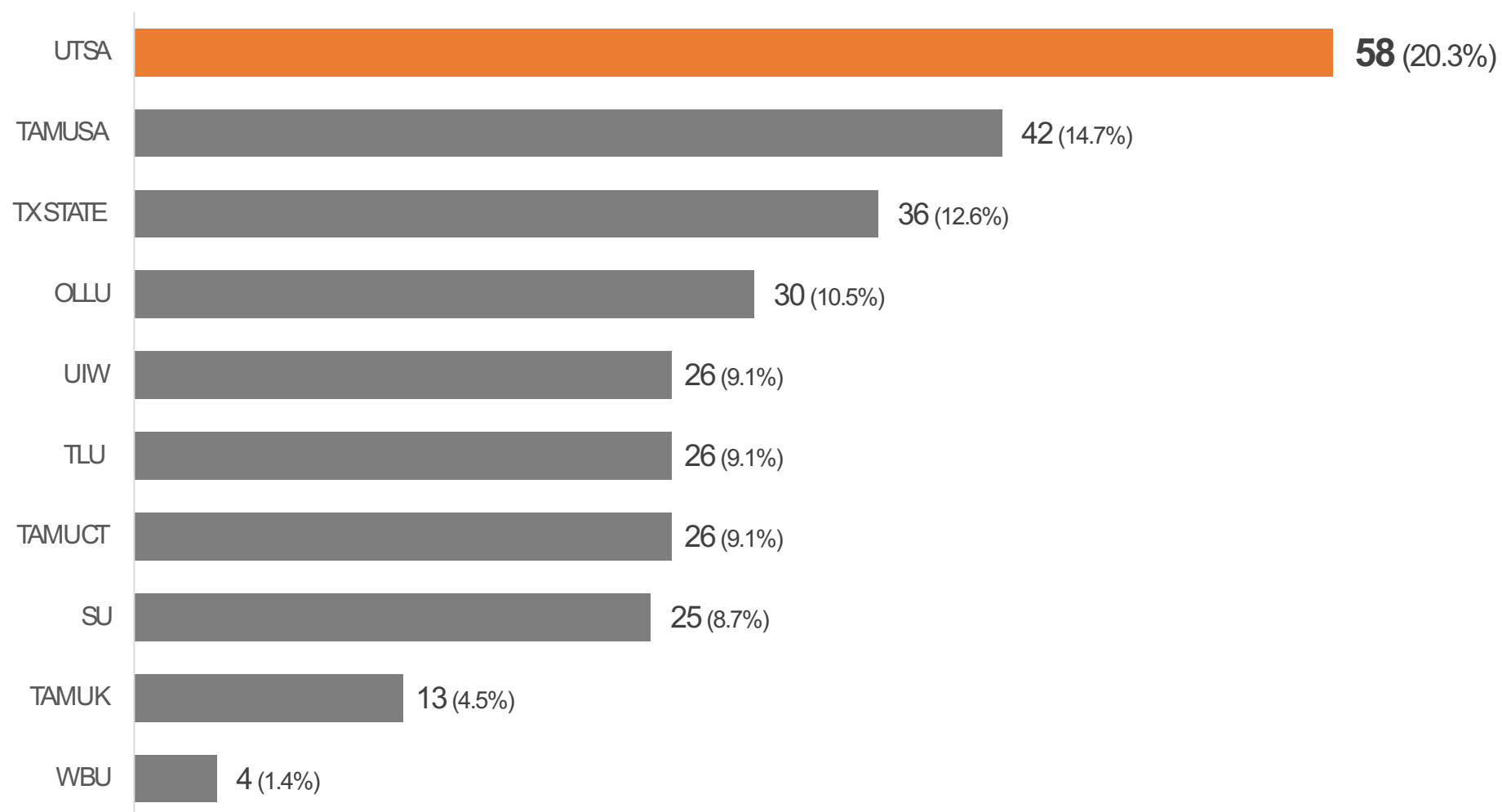
286 Seamless Transfer Pathways Across 10 Universities



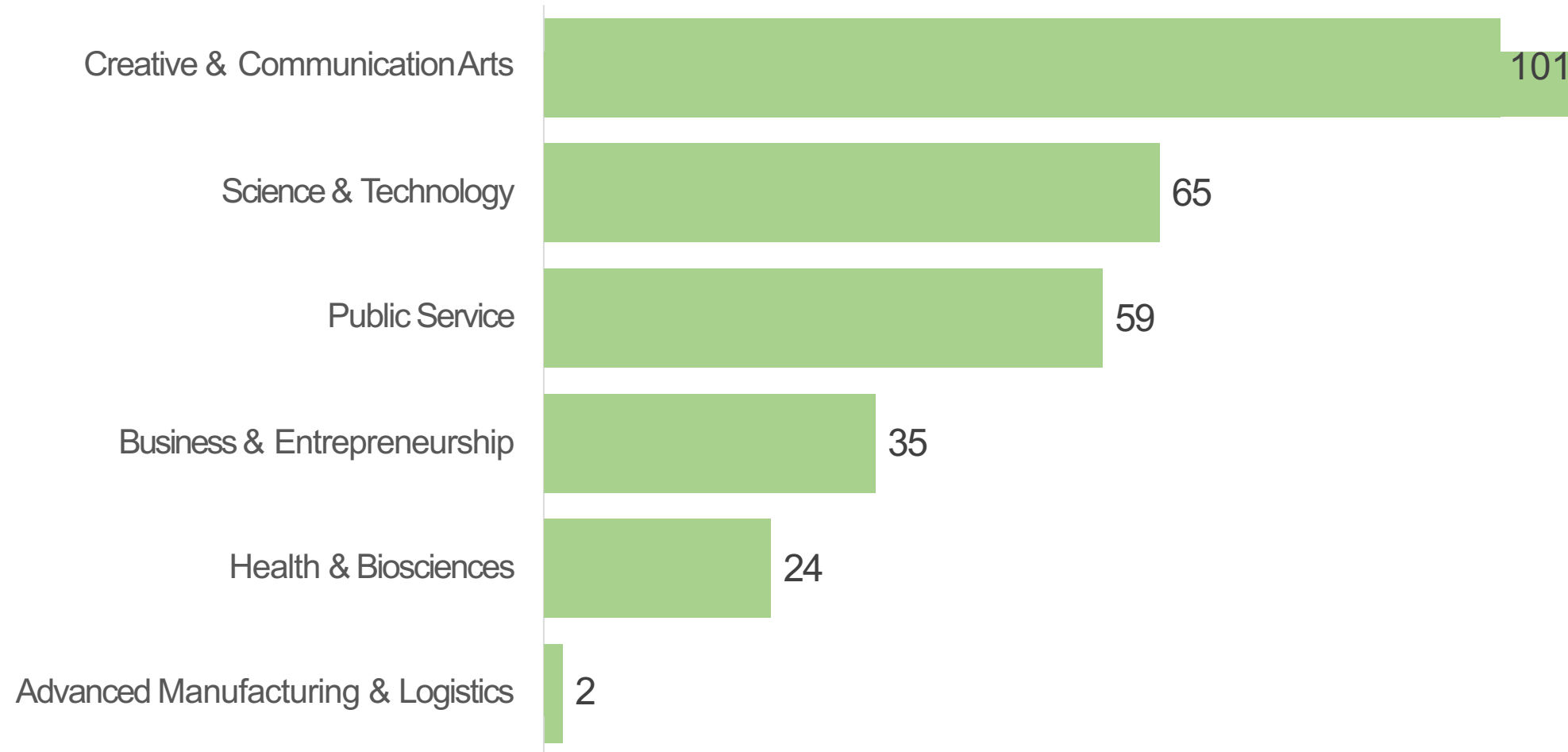
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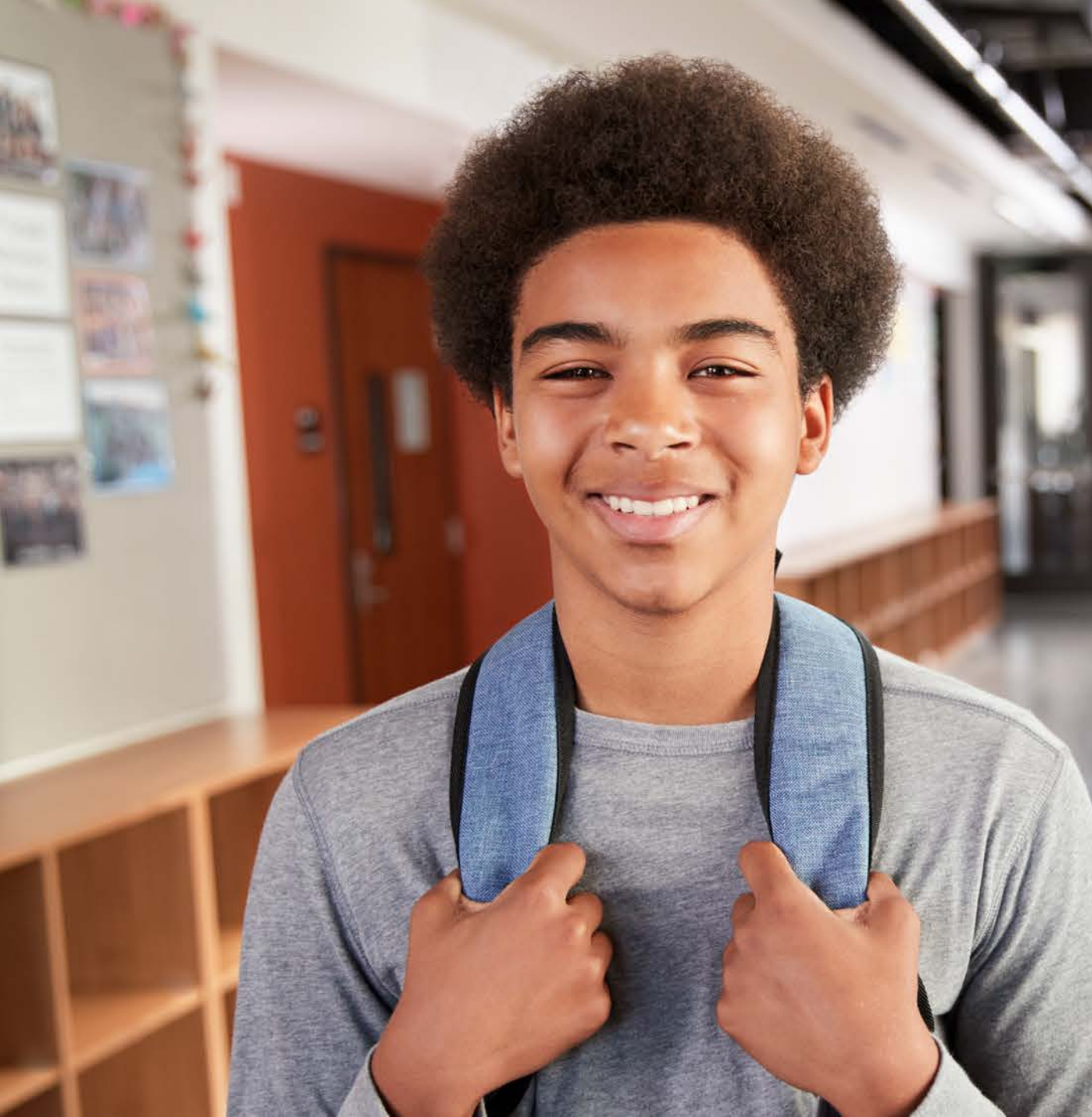


286 Seamless Transfer Pathways Across 10 Universities



286 Seamless Transfer Pathways Across AlamoINSTITUTES



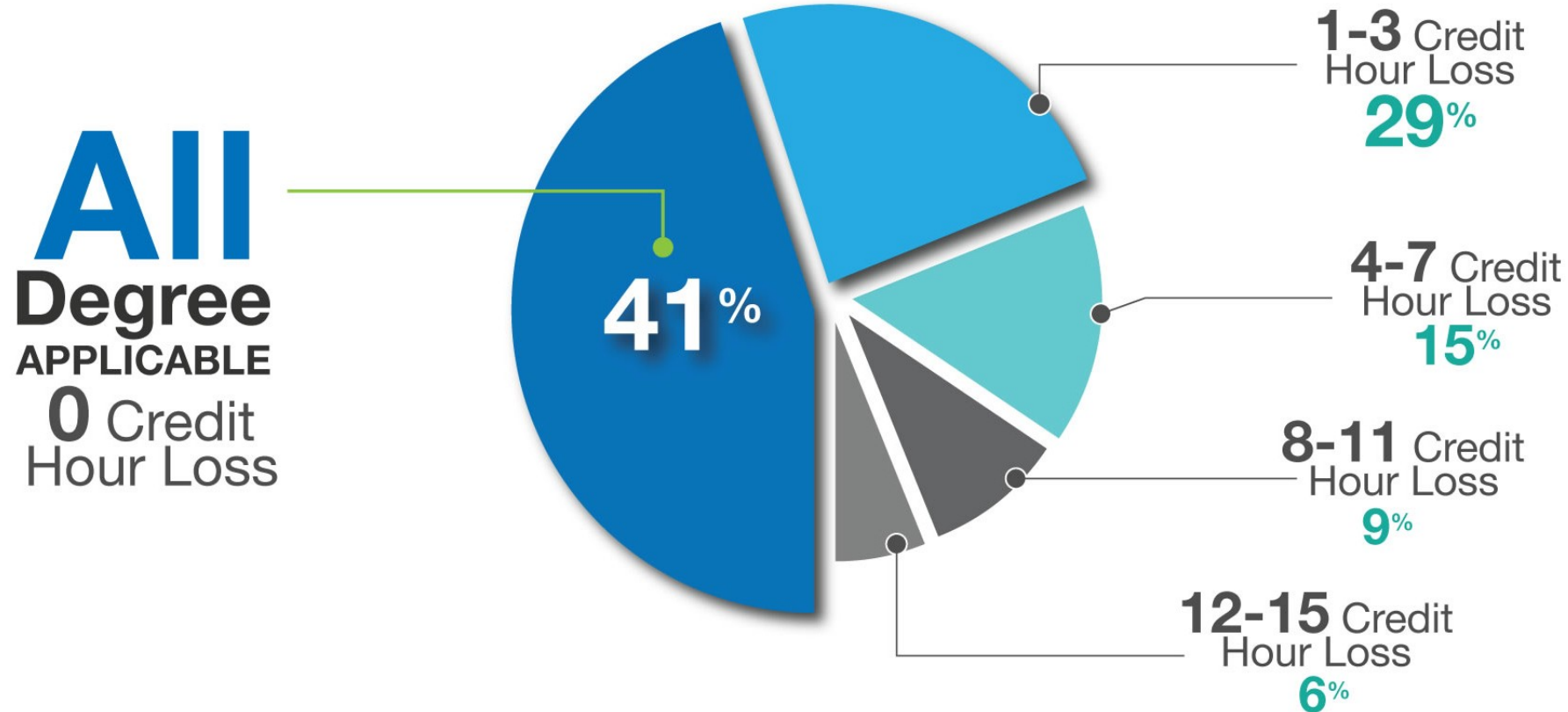


489
Pathways
with less than
3 Credit Hour
loss

State Average – 24 Credit Hour Loss
(2019 Texas Public Higher Education Almanac)

WHY TAGs?

Transferability with Degree Applicability



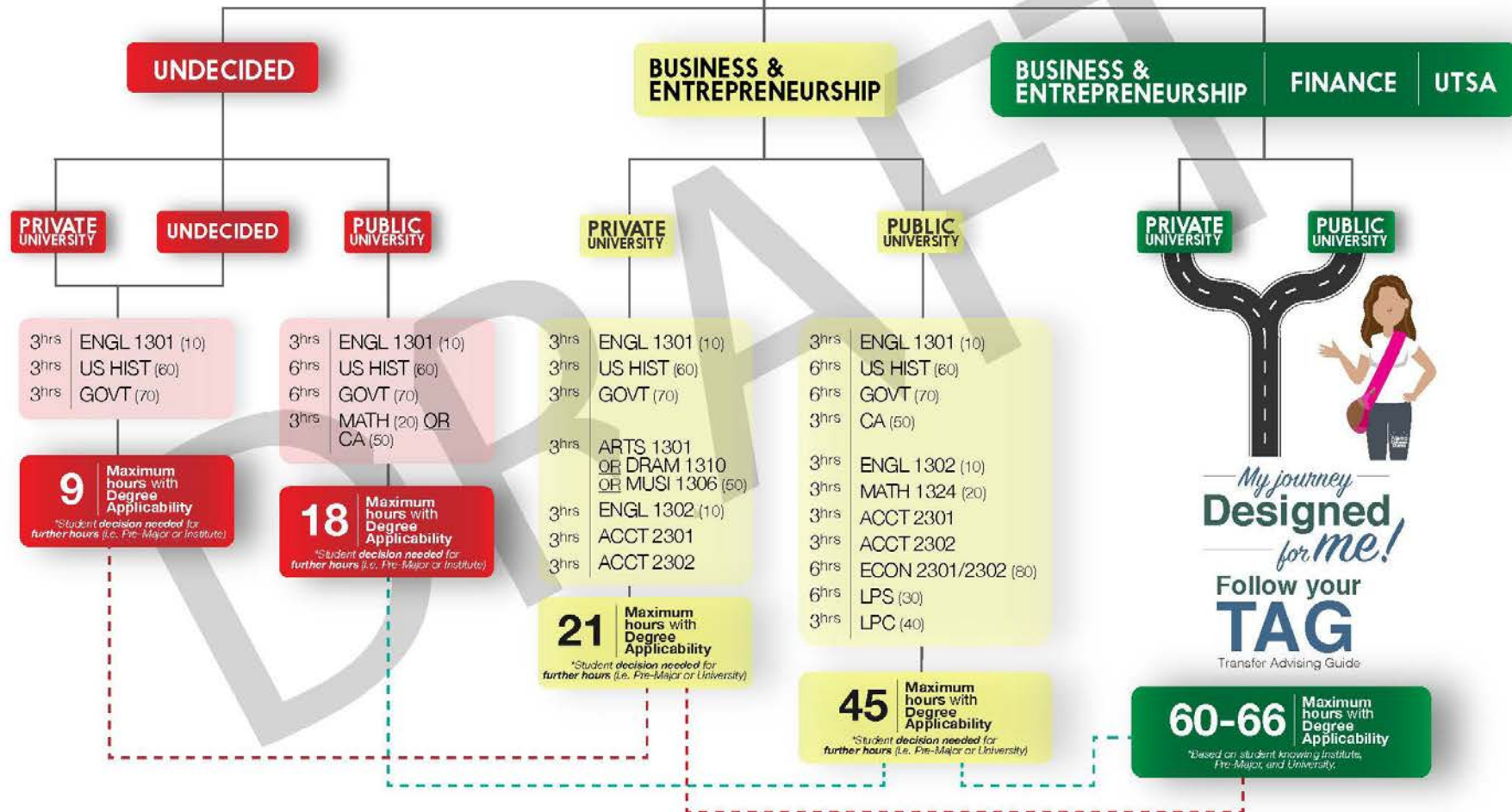


MODEL TO MAXIMIZE - DRAFT

Transferability **with** Degree Applicability
BUSINESS & ENTREPRENEURSHIP INSTITUTE



Student End GOAL

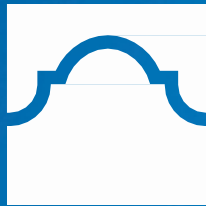


Transfer Advising Guides – Next Steps

- 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.



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Malcolm Baldrige
National Quality Award
2018 Award Recipient

Achieving the Dream | LEADER COLLEGE



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

8

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?



TOP 10 THINGS BOARDS SHOULD CONSIDER

4

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*



Texas Higher Education
Coordinating Board

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

60x30TX



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.



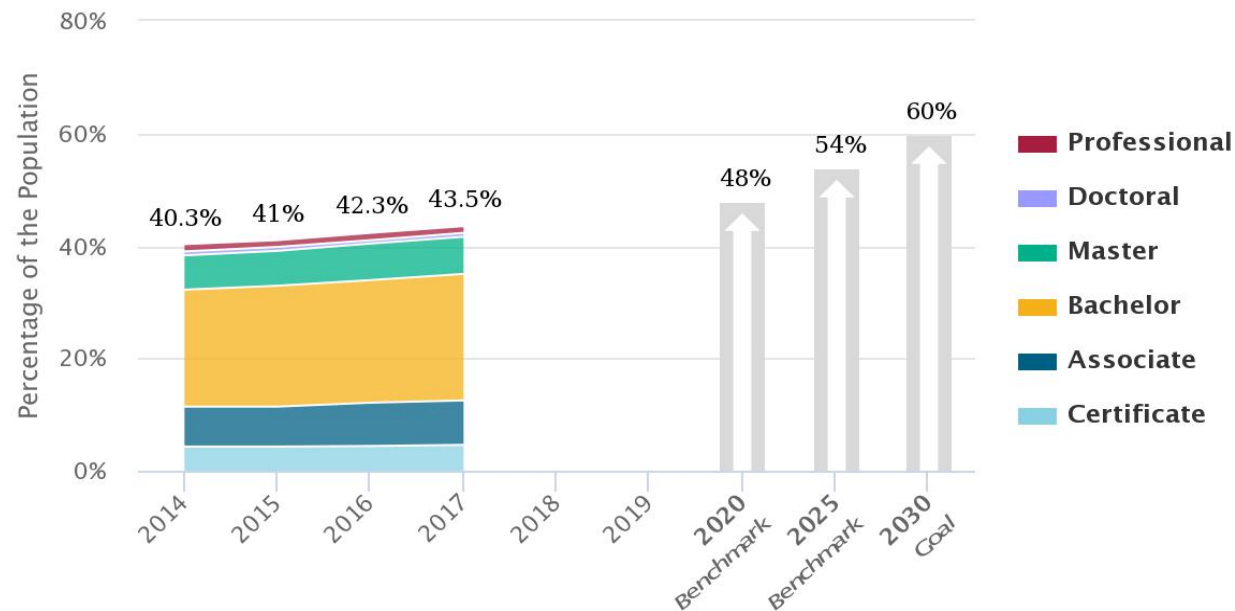
THE FOURTH GOAL: STUDENT DEBT

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

Percent of Texas Population Age 25–34 with a Postsecondary Credential



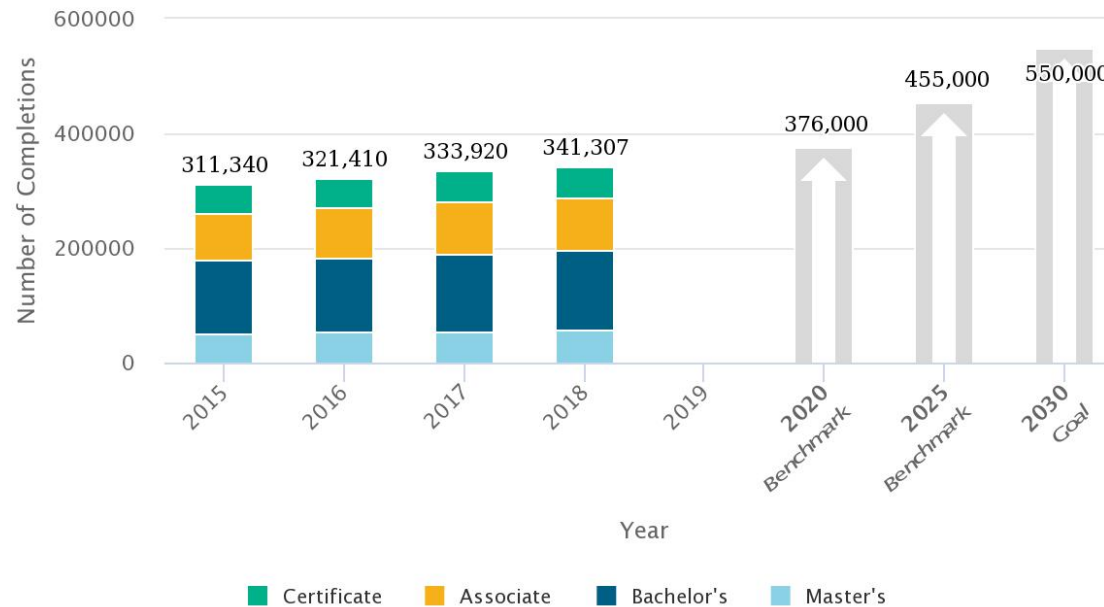
This increase represents more than 72,000 Texas residents.

* Most recent data available from the American Community Survey



Progress Update: Completion Goal

Number Completing a Certificate, Associate, Bachelor's or Master's in Texas

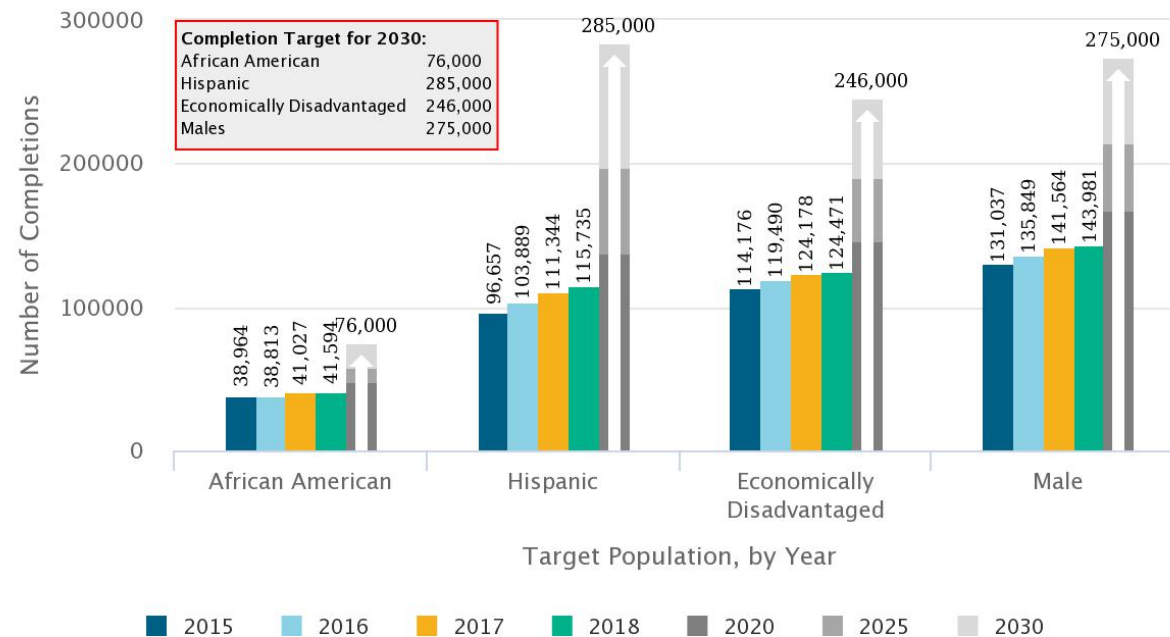


The statewide slowdown is associated with lower levels of growth among associate degrees compared to previous years.

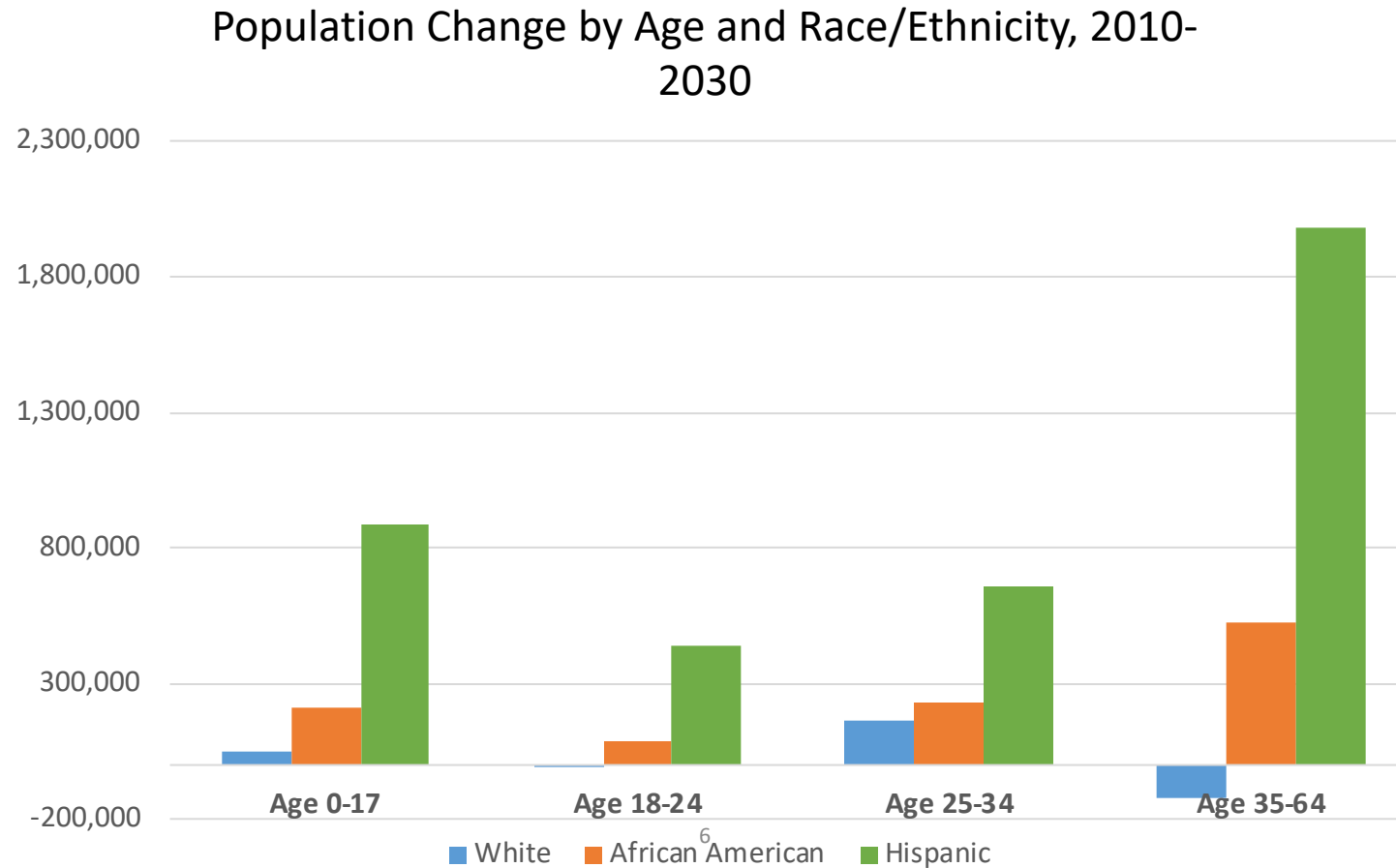


Progress Update: Completion Targets for Underrepresented Populations

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



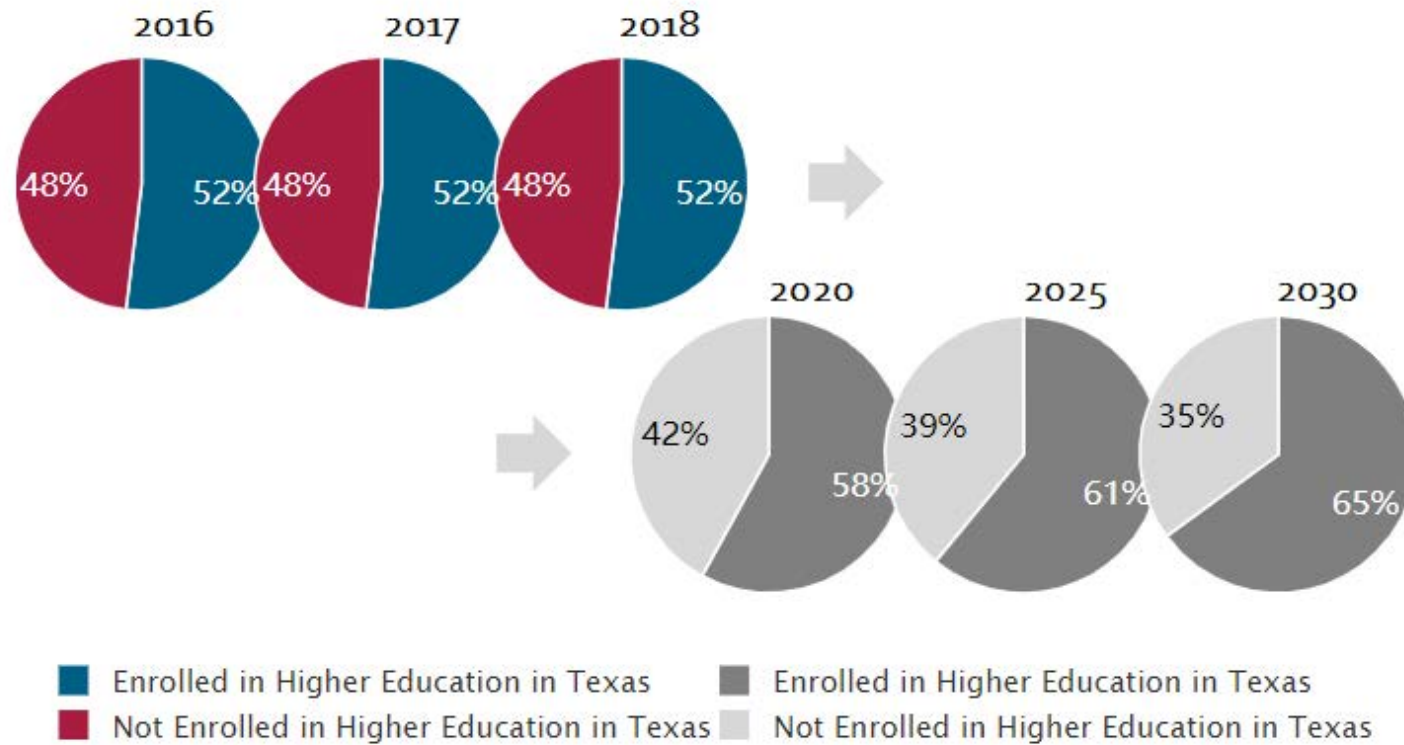
New Texas demographic projections will inform ongoing review of *60x30TX* Completion Targets





Progress Update: High School-to-College Target

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





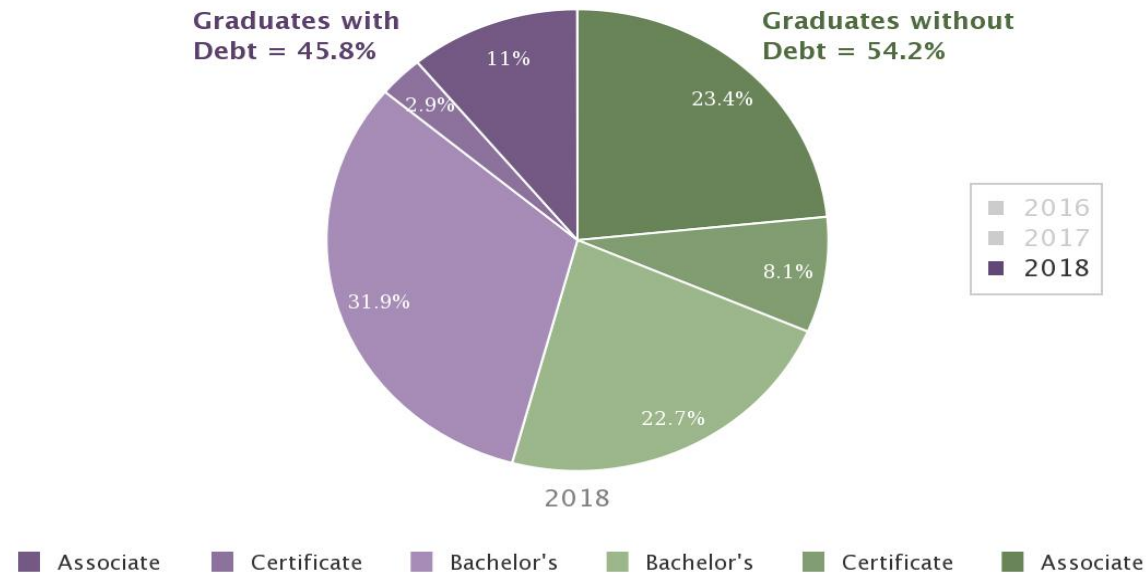
Progress Update: Student Debt Goal

Baseline Year	Recent Trend Years		Goal
2013	2015	2016	2030
60%	59%	59%	60%



Progress Update: Percent of Students with Debt Target

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

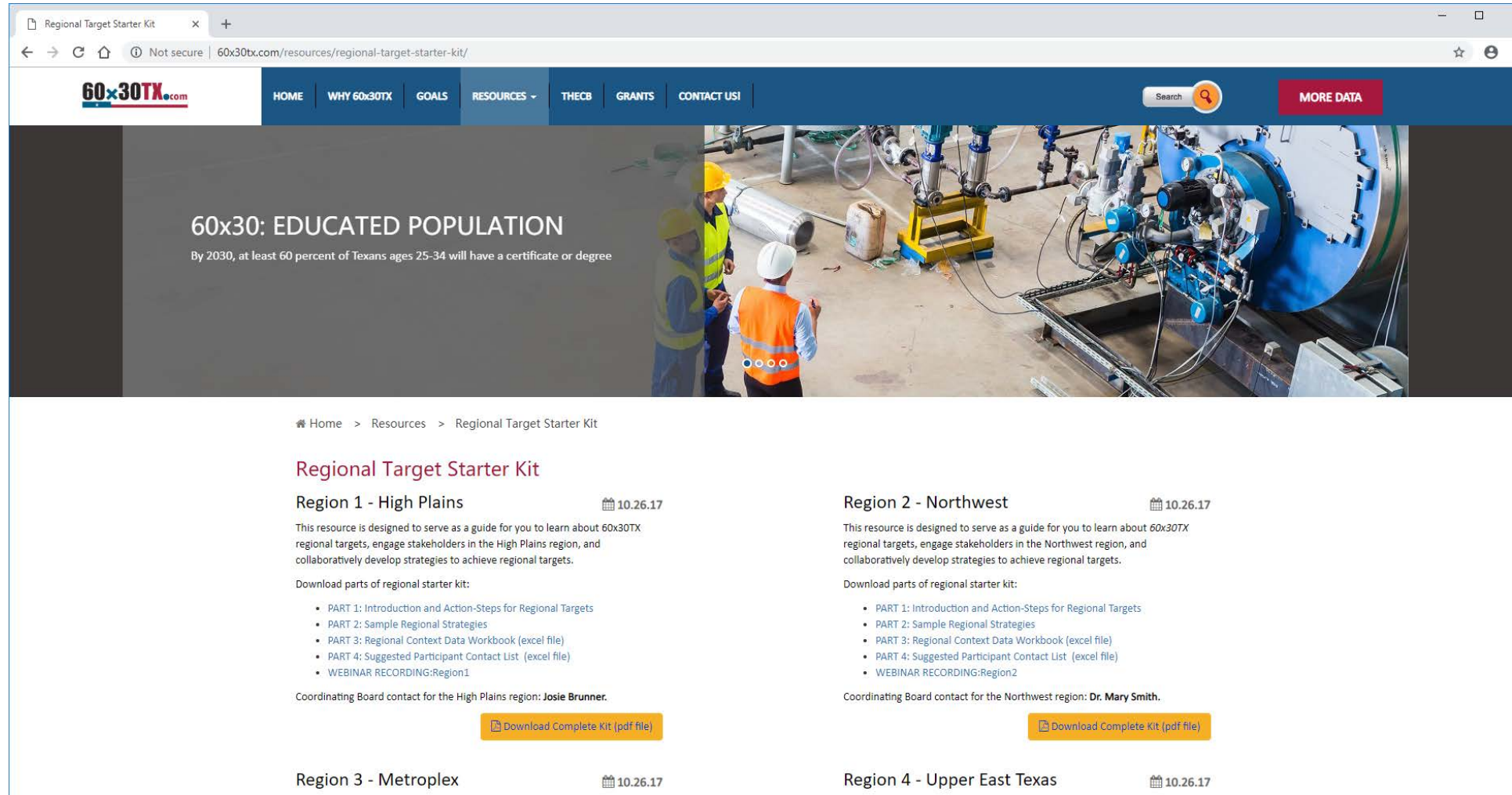


Data Resources

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



Regional Target Starter Kit

60x30TX.com

HOME WHY 60x30TX GOALS RESOURCES THECB GRANTS CONTACT US

Search

MORE DATA

60x30: EDUCATED POPULATION

By 2030, at least 60 percent of Texans ages 25-34 will have a certificate or degree

Home > Resources > Regional Target Starter Kit

Regional Target Starter Kit

Region 1 - High Plains

10.26.17

This resource is designed to serve as a guide for you to learn about 60x30TX regional targets, engage stakeholders in the High Plains region, and collaboratively develop strategies to achieve regional targets.

Download parts of regional starter kit:

- PART 1: Introduction and Action-Steps for Regional Targets
- PART 2: Sample Regional Strategies
- PART 3: Regional Context Data Workbook (excel file)
- PART 4: Suggested Participant Contact List (excel file)
- WEBINAR RECORDING:Region1

Coordinating Board contact for the High Plains region: **Josie Brunner**.

Download Complete Kit (pdf file)

Region 2 - Northwest

10.26.17

This resource is designed to serve as a guide for you to learn about 60x30TX regional targets, engage stakeholders in the Northwest region, and collaboratively develop strategies to achieve regional targets.

Download parts of regional starter kit:

- PART 1: Introduction and Action-Steps for Regional Targets
- PART 2: Sample Regional Strategies
- PART 3: Regional Context Data Workbook (excel file)
- PART 4: Suggested Participant Contact List (excel file)
- WEBINAR RECORDING:Region2

Coordinating Board contact for the Northwest region: **Dr. Mary Smith**.

Download Complete Kit (pdf file)

Region 3 - Metroplex

10.26.17

Region 4 - Upper East Texas

10.26.17

Accountability System

THECB Accountability System

Not secure | www.txhigheredaccountability.org/acctpublic/

60x30TX

Texas Higher Education Accountability System

HomeResourcesTHECB60x30TX.comInteractive

STATEWIDE


PUBLIC UNIVERSITIES

PUBLIC TWO-YEAR COLLEGES

PUBLIC HEALTH-RELATED INSTITUTIONS

NON-TEXAS & CAREER INSTITUTIONS


Create Complete Report (PDF)




Need Help?

Under Resources above, see our [Quick Start Guide](#) if you're new, [Interactive Guide](#) to download data, and [News and Updates](#) for the latest important information.


Select a 60x30TX goal below to see related measures for **Statewide**:

 **60x30: Educated Population**


By 2030, at least 60 percent of Texans ages 25-34 will have a certificate or degree.

 **Completion**

By 2030, at least 550,000 students in that year will complete a certificate, associate, bachelor's, or master's from an institution of higher education in Texas.

 **Marketable Skills**

By 2030, all graduates from Texas public institutions of higher education will have completed programs with identified marketable skills.

 **Student Debt**

By 2030, undergraduate student loan debt will not exceed 60 percent of first-year wages for graduates of Texas public institutions.

Sector-Specific/Other

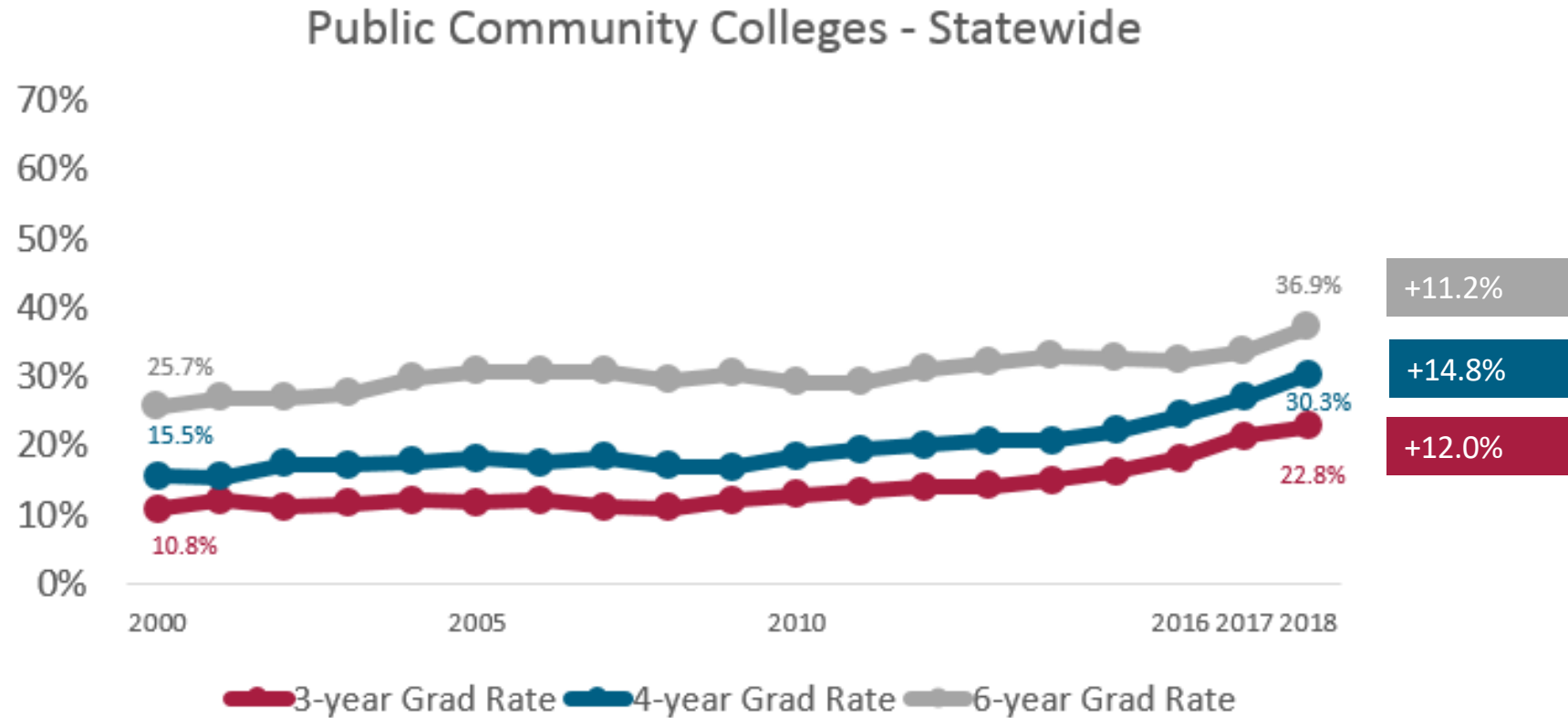
© 2018 - TEXAS HIGHER EDUCATION COORDINATING BOARD

Version: 1.1.16.1030

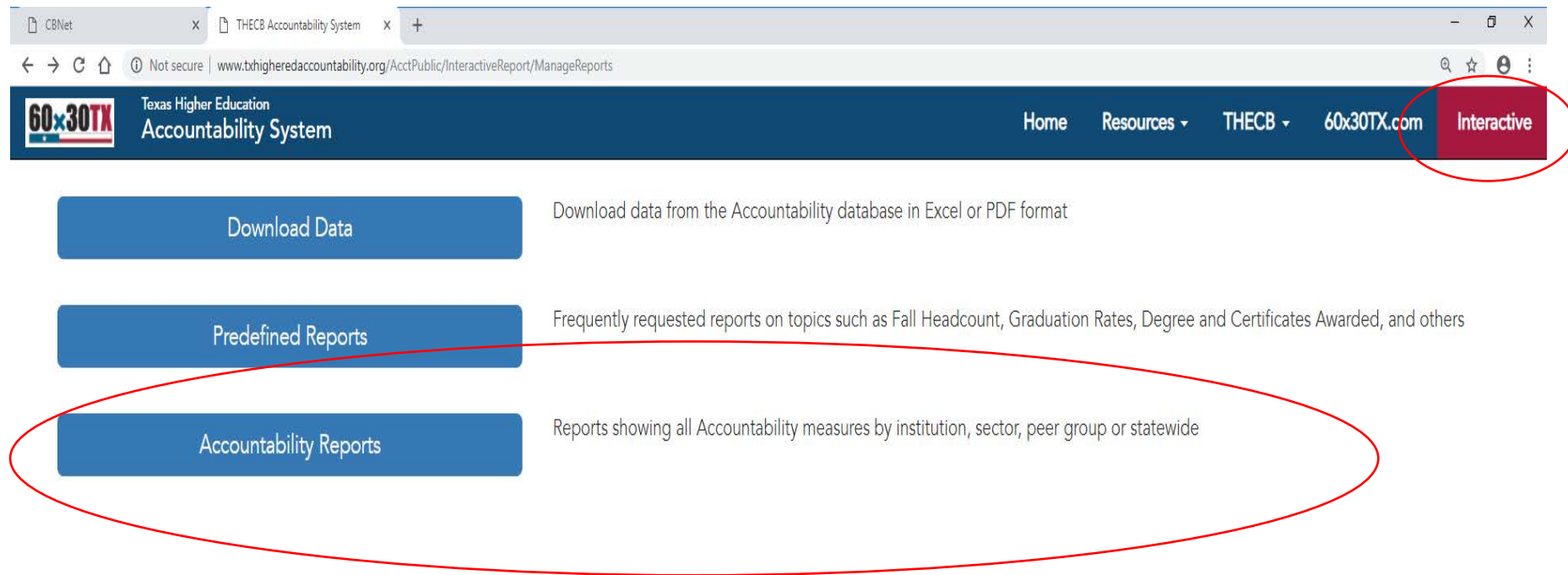
How can institutions use Accountability System data?

- 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

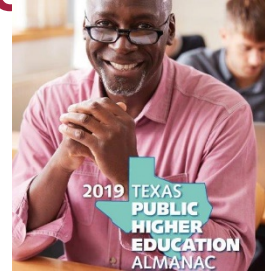
Accountability data also provide insight into state-level progress for several key indicators such as graduation rates



Institutional leaders can download a full PDF report for their institution by selecting the interactive tab



TxHigherEdData.org includes links to several data resources



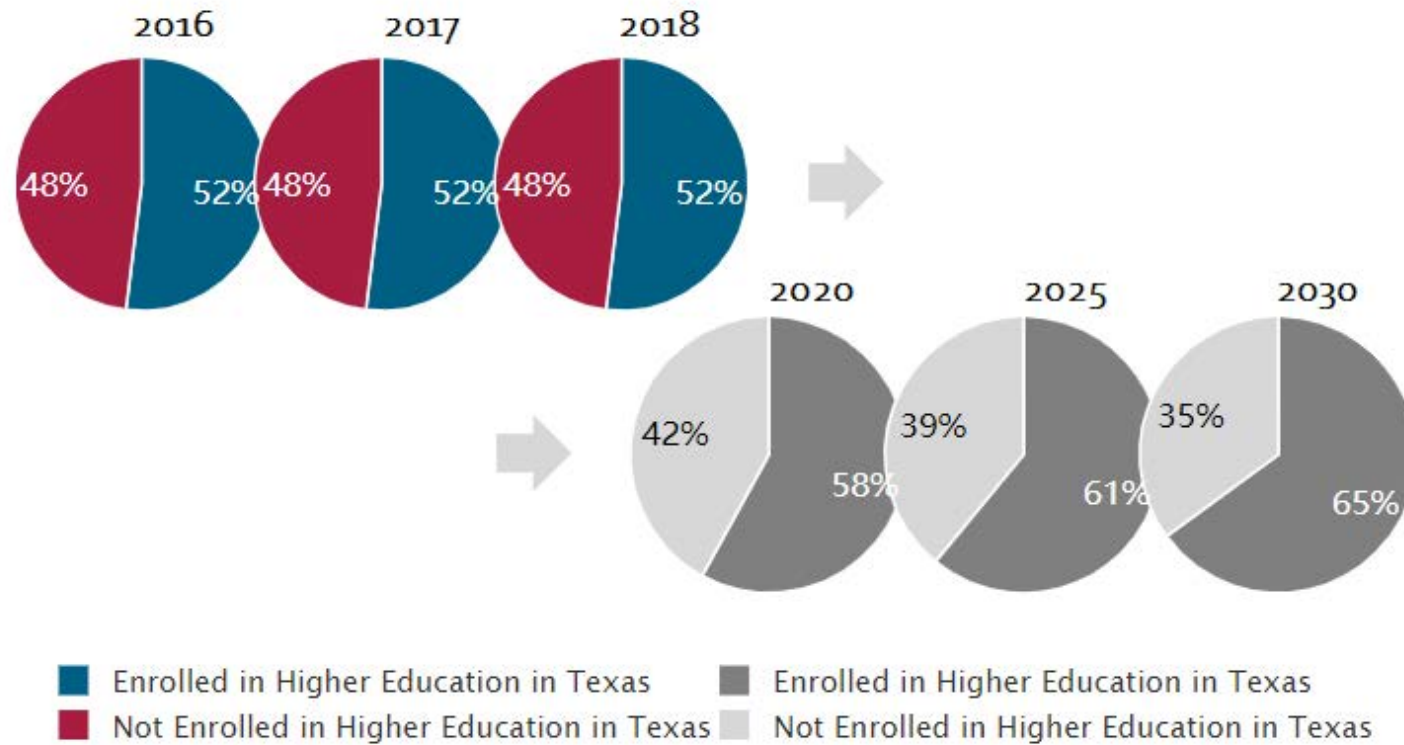
- Texas Higher Education Almanac
- Accountability System
- Reports on
 - Transfer student success
 - High-school-to-college enrollment and completion
 - Dual credit and developmental education
 - Wages by institution and program (TX CREWS)
 - Higher education finance
 - Distance education

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



The direct enrollment rate fell statewide and by more than 1% in seven regions; three regions were relatively flat

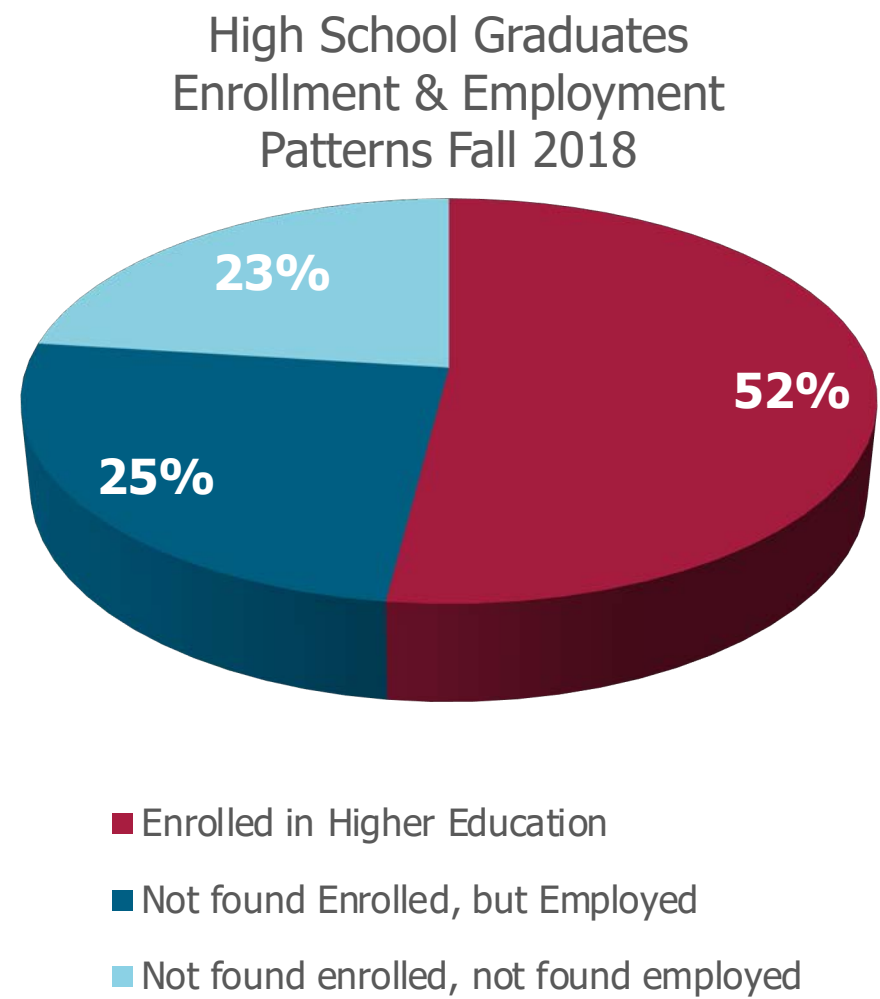
Region	2017	2018	Change
High Plains	50.30%	49.10%	-1.20%
Northwest	51.10%	49.40%	-1.70%
Metroplex	51.70%	51.70%	0.00%
Upper East	48.00%	47.70%	-0.30%
Southeast	49.40%	48.10%	-1.30%
Gulf Coast	53.40%	53.10%	-0.30%
Central Texas	51.60%	50.10%	-1.50%
South Texas	53.40%	52.00%	-1.40%
West Texas	49.50%	46.20%	-3.30%
Upper Rio Grande	56.40%	54.70%	-1.70%
Statewide	52.30%	51.60%	-0.70%

The number of public high school graduates continues to grow faster than the number enrolling directly in college

Student population	2015	2016	2017	2018	2015-2018 Change
Public high school graduates directly enrolling in Texas higher education	156,777	159,453	165,751	170,015	13,238
Public high school graduates*	297,493	307,103	316,666	329,512	32,019
Percent of high school graduates enrolling in Texas higher education	52.7%	51.9%	52.3%	51.6%	-1.1 pct pt

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.*

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**

Texas Median Wages (Adjusted for Inflation) of High School Graduates Employed but not Enrolled in Higher Education the Following Fall			
Year	Median Wage	% Employed	# Employed
2018	\$14,260	24.9%	78,904
2017	\$13,789	24.8%	76,271
2016	\$13,731	24.7%	73,432
2015	\$13,888	23.0%	69,062

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**.

2018 Median Wages by Highest Paying Industry: High School Graduates Not Found Enrolled in Higher Education the Following Fall				
Industry	Median Wage	90th Percentile	# Employed	% of all graduates
Support Activities for Mining	\$35,260	\$61,351	820	1.0%
Electric Power Generation, Transmission and Distribution	\$34,554	\$54,941	52	0.1%
Nonmetallic Mineral Mining and Quarrying	\$33,052	\$58,454	80	0.1%

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

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@the_cb.state.tx.us

Thank You



**Community College
Association of Texas Trustees**