



ALAMO  
COLLEGES

ST. PHILIP'S COLLEGE



*A Historically Black College & Hispanic Serving Institution*

# *The Excellence Journey Continued*

**All College Meeting  
January 10, 2012  
Watson Fine Arts Center**

# SPC 30 Years Ago

## Spring 1982

The San Antonio Community College District was renamed the Alamo Community College District in Spring 1982. (Source: *SACCD Update*, 7 December 1981, p. 1)

A new program to train General Motors mechanics was started in Spring 1982. (Source: *The Tiger*, 9 December 1981, p. 6)

A Children's Literature course was first offered in Spring 1982. (Source: *The Tiger*, 9 December 1981, p. 6)



# Spring 1982



St. Philip's College Student Council, 1981-1982

4,154 men and 2,306 women =  
A total 6,460 students

Academic pre-professional curricula =  
2213 students

Occupational-technical curricula =  
4,197 students

Dr. John B. Murphy, President  
Tenure 1969-1982



# **Honoring Our Employees for 30 Years of Service**

**Michael Carpenter**

Health Sciences

**Cherry Deese**

Department of Public Safety

**Basilio Flores**

Applied Science & Technology

# Honoring Our Employees for 30 Years of Service

**Michael Carpenter**  
Health Sciences



# Honoring Our Employees for 30 Years of Service

**Cherry Deese**

Department of Public Safety



# Honoring Our Employees for 30 Years of Service

**Basilio Flores**

Applied Science & Technology



# **Honoring Our Employees for 40 Years of Service**

**George Katz**

*Arts & Sciences*

**Eddie Harris**

*Workforce Development &  
Continuing Education*

# Honoring Our Employees for 40 Years of Service

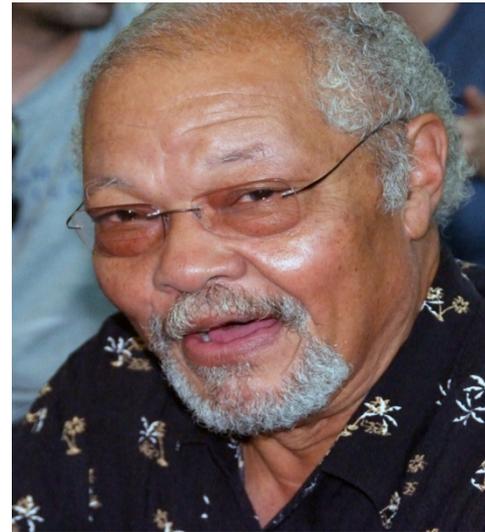
**George Katz**  
*Arts & Sciences*



# Honoring Our Employees for 40 Years of Service

**Eddie Harris**

Workforce Development  
& Continuing Education



# Welcome Our New Family Members



# Welcome Our New Employees/New Positions/Promotions

Name	Title	Department
Lourdes Alba	Instructional Skills Specialist	Natural Sciences (Title III)
Dr. Sharon Crockett-Bell	Director	Institutional Advancement
Jill DeHoog	Instructor	Vocational Nursing
Roshanda Drummer	Assistant Child Development Specialist	Child Development Center
Constance Garcia	Communications Assistant, Senior	Post Office/VPCS
Wilson Gatundu	Instructor	Vocational Nursing
Audrey Grams	Recruiter/Advisor	Student Recruitment
Allison Joubert	Student Success Specialist III	Veterans Affairs
Ricardo Lopez	Coordinator	Patient Simulation Center
Angela Molina	Coordinator of Records & Reports	Admissions
Sylvia Morin	Executive Secretary	Dean of Health Sciences
Natasha Schmittou	Coordinator	Instructional Innovation Center
Ivette Sterling	Instructor	Vocational Nursing
Art A. Hall	Dean	Workforce Development & Continuing Education

# Welcome Our New Employees



# Honoring our New Administrator



**Art Hall**

**Dean of Workforce Development &  
Continuing Education**

# Honoring our Piper Professor Nominee 2012



**Dr. Jeanette N. Passty**

# Honoring our Teaching Excellence Award Recipient 2012



**David Weaver**



# **NISOD Nominations**

**Larry Medina**

First Year Experience Center

**Laura Miele**

Physical Therapy Assistant Program

**John M. Moran**

Communications and Learning

**Dr. Karen Sides**

Interdisciplinary Programs

# Honoring Our Employees



*Living Our Values*

**Kevin Shantz**

**Janie Gonzales**

**Patrick Evans**

**Sylvia Aguilera**

**Luis Lopez**

*Accountability*

*Integrity*

*Community*

*Communication*

*Academic Freedom*

# Honoring Our Employees

## ACCOUNTABILITY

### Kevin Shantz

Worked tirelessly on several high level projects to maintain St. Philip's College's reputation as an place of academic excellence.



Living Our Values



# Honoring Our Employees

## INTEGRITY

### Janie Gonzales

Worked with a BIS student after hours. Mrs. Gonzales sat with her and let her explain her situation. Mrs. Gonzales encouraged her to continue with her studies. She never turns away a student and lives by the SPC Values.



Living Our Values



# Honoring Our Employees

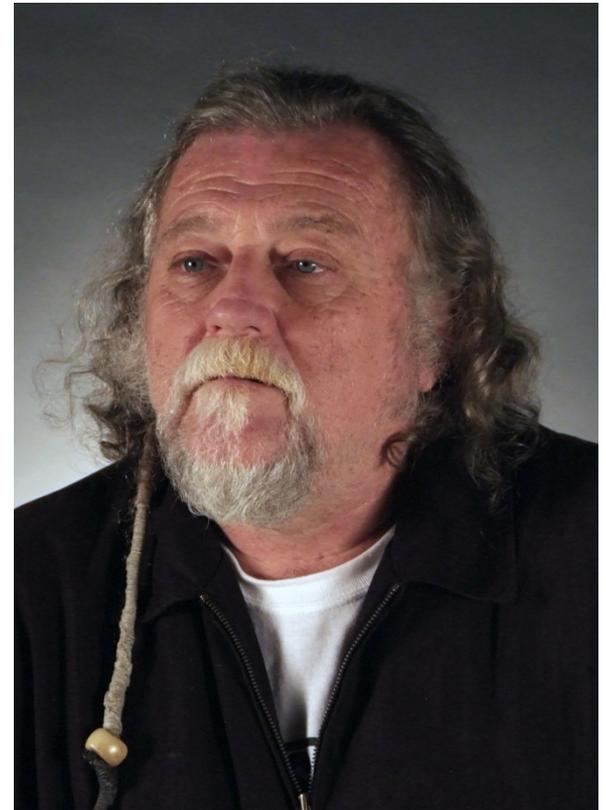
## COMMUNITY

### Patrick Evans

Has helped a student find the right location, and walked with her and stayed with her until her issue had been completely resolved. His kindness and willingness to go out of his way to help one student exemplifies the SPC spirit of community and cooperation.



Living Our Values



# Honoring Our Employees

## COMMUNICATION

### Sylvia Aguilera

Willingly shares information with others in the department and assists many with Banner scheduling, FLAC, and other reports. She is able to share her skills in a positive and friendly manner to help others understand difficult processes.



Living Our Values



# Honoring Our Employees

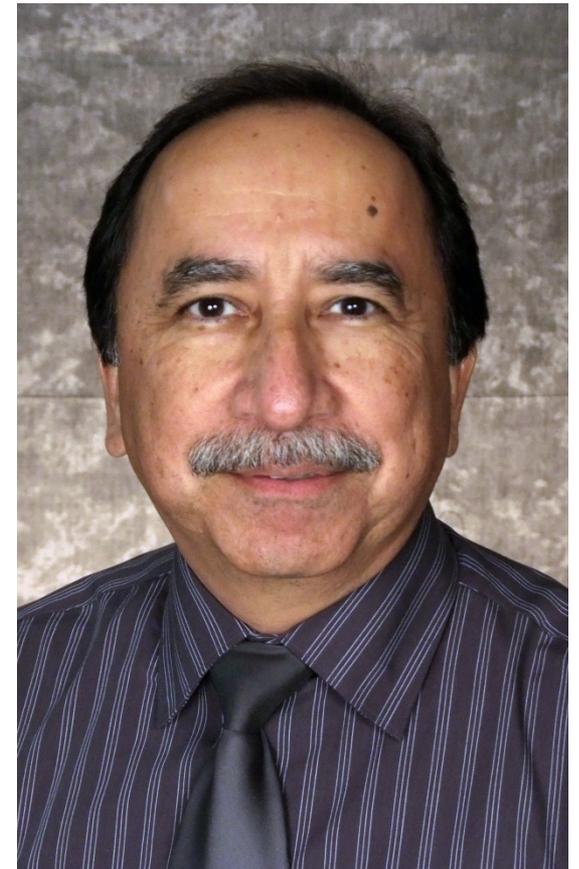
## ACADEMIC FREEDOM

### Luis Lopez

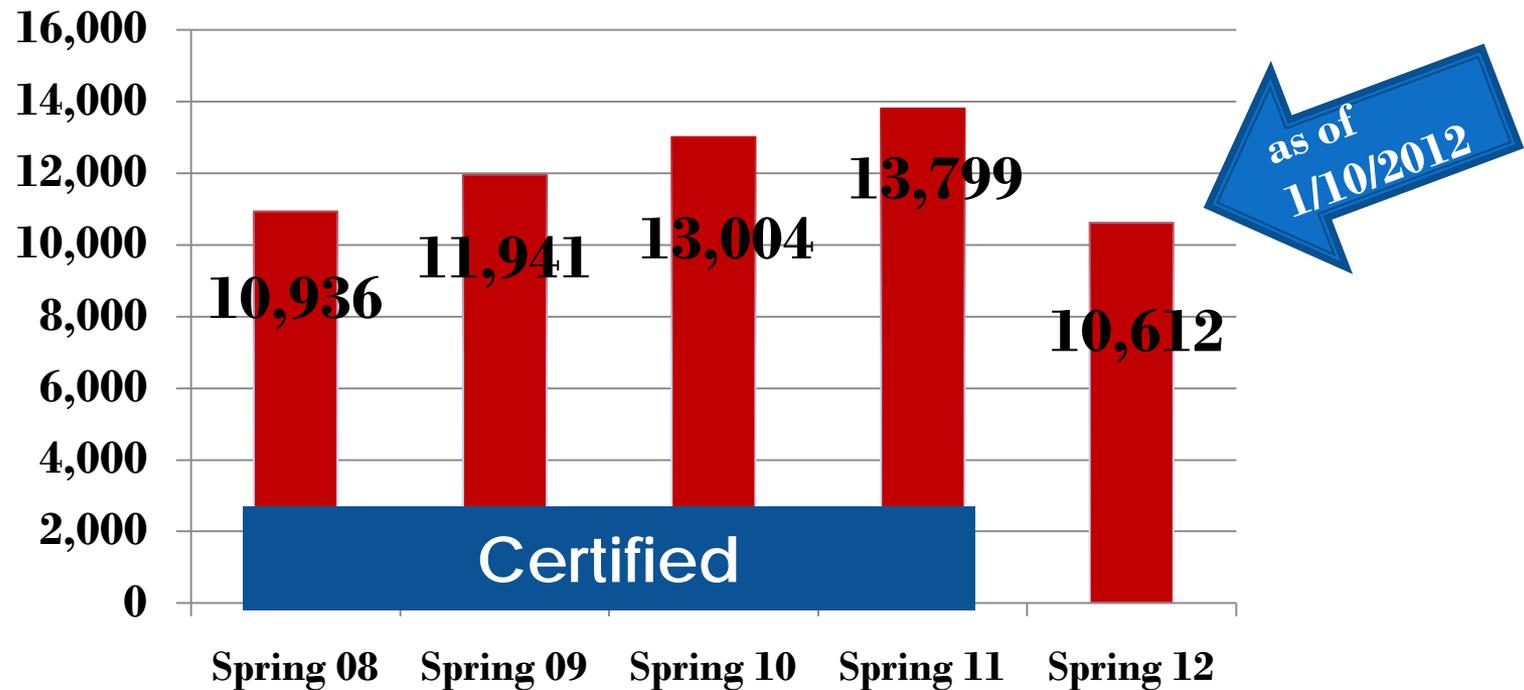
Developed many different reasons for faculty and staff to get together and discuss ways we can most effectively teach.



Living Our Values

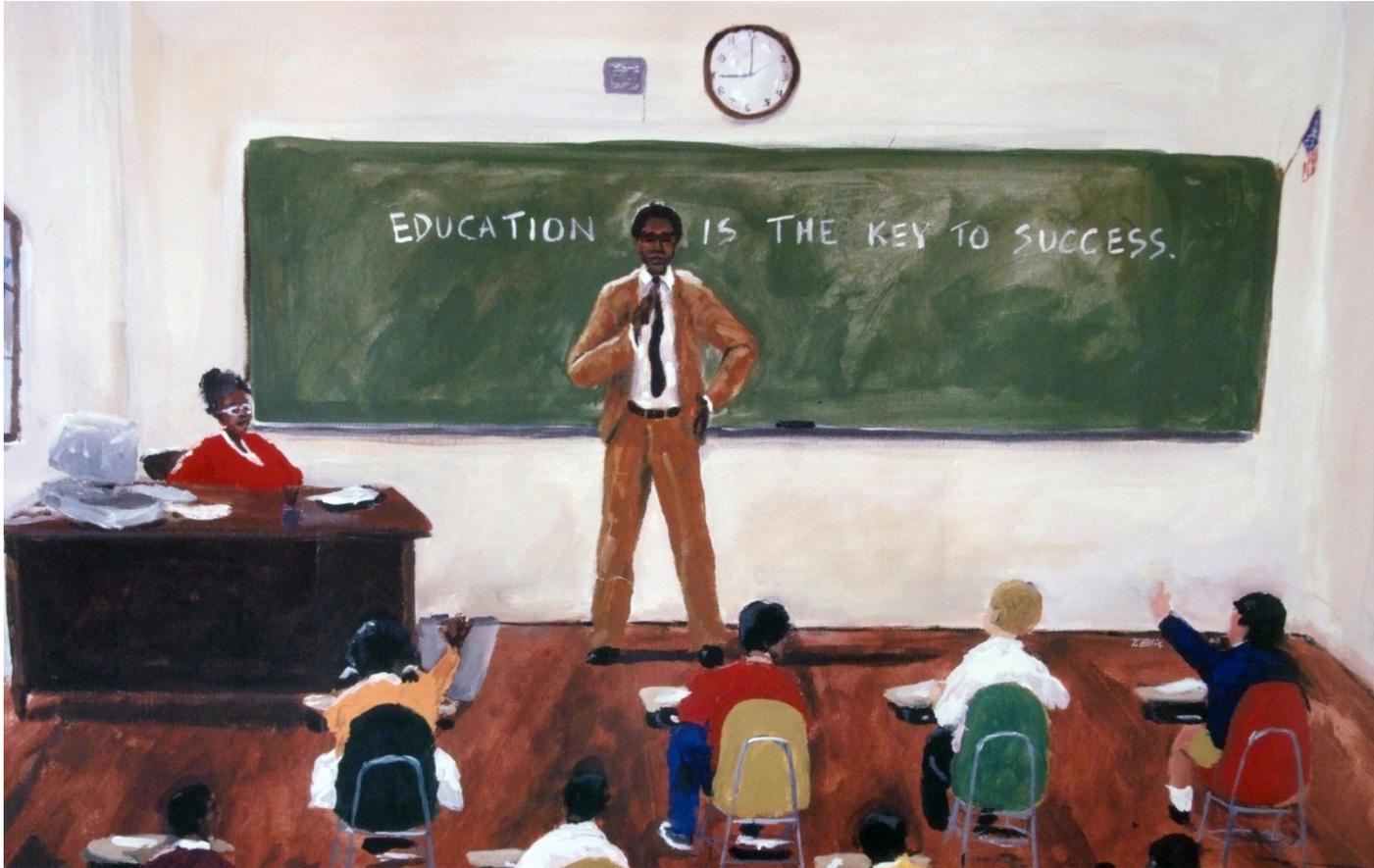


# Five Year Enrollment Trends



Numbers include Fall Flex II

# New Student Orientation Approach; New Protocol of Sharing Career Pathways



# Measures

## Foundations Of Excellence

Faculty/Staff Survey ended on 11/29

Student Survey ended on 12/2

# College-wide Climate Survey – Upcoming Announcement

## **Survey Information:**

The Personnel Assessment of College Environment (PACE) is a survey designed to promote open and constructive communication and to establish priorities for change by obtaining the satisfaction estimate of employees concerning the campus climate. Items on this instrument are divided into four domains: institutional structure, supervisory relationship, teamwork, and student focus.

## **Timeline:**

Survey will be administered February 13 through February 24



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# *The Excellence Journey Continued*

## **Institutional Planning And Assessment System**

# Dashboard

## St. Philip's College Scorecard 2011-2012 / Quarter 1

revised  
01-05-12

Goal	S#	Key Action Plans	Measure	Target FY12	Q1	Q2	Q3	Q4
GOAL 1: ACCESS TO HIGHER EDUCATION Maximize enrollment, retention, graduation and high transfer to four-year institutions	1	Improve admission and enrollment processes	Percent students indicating satisfaction (NLS) Source: Office of Planning, Research, and Effectiveness	80%				
			Fill student headcount by college of attendance Source: THECB Accountability System	9,700	10,710			
	2	Expand marketing and recruitment strategies	Spring student headcount by college of attendance Source: THECB Accountability System	9,700				
			Summer student headcount by college of attendance Source: THECB Accountability System	3,873				
	3	Implement innovative fundraising strategies	Amount of funds raised Source: Institutional Advancement	\$ 300,000	\$ 50,673			
	4	Enhance financial aid processes	Number of student complaints Source: Office of Vice President of Student Success	Baseline	35			
			Increased percent of students indicating satisfaction on survey (NLS) Source: Office of Planning, Research, and Effectiveness	Baseline				
GOAL 2: STUDENT SUPPORT Increase academic support for all students	S#	Key Action Plan	Measure	Target FY12	Q1	Q2	Q3	Q4
	1	Faculty development focused on student learning outcomes, best practices and developmental education	Number of hours of faculty development offered Source: Instructional Innovation Center	250	165			
			Number of faculty participating in prof. dev. (aka. work) Source: Instructional Innovation Center	2,102	1,437			
			Faculty satisfaction with professional development Source: Instructional Innovation Center	90%				
			Productive grade rates (PGR) Source: Office of Planning, Research, and Effectiveness	71.9%				
			Fail-to-fail retention Source: THECB Accountability System	50%				
	2	Enhance tutoring and the early alert system	Course completion Source: Office of Planning, Research, and Effectiveness	85.9%				
			Student satisfaction with tutoring Source: Educational Support Services	72%				
			Number of students in early alert system Source: Educational Support Services	150	44			
	3	Reduce high risk courses	Student improvement in high risk courses Source: Office of Planning, Research, and Effectiveness	4.9% Fall 8.8% Spring				
			Success rate/development coursework (AC) Source: Office of Planning, Research, and Effectiveness	Math 50% Eng 50% Read 60%				
			Average class size (F150 data) Source: Office of Planning, Research, and Effectiveness	25	23.5			
		Productive grade rates (PGR) in large (>30) classes Source: Office of Planning, Research, and Effectiveness	Baseline	76.0%				
4	Quality of instruction in large (>30) classes	Course completion in large (>30) classes Source: Office of Planning, Research, and Effectiveness	Baseline	87.9%				
		Student satisfaction in large (>30) classes Source: Office of Planning, Research, and Effectiveness	Baseline					
		Faculty satisfaction in large (>30) classes Source: Office of Planning, Research, and Effectiveness	Baseline					
		Percentage of Fall FY12 who transfer to 4-year senior institutions within 6 years Source: THECB Accountability System	11%					
5	Successful course completion	Number of degrees and certificates awarded Source: THECB Accountability System	1,325					
		FT 3 yr FTIC cohort graduation rate Source: THECB Accountability System	8.5%					
		FT 4 yr FTIC cohort graduation rate Source: THECB Accountability System	12%					
S#	Key Action Plan	Measure	Target FY12	Q1	Q2	Q3	Q4	
1	Develop and implement new programs	Number of planned new programs developed and implemented Source: Office of Planning, Research, and Effectiveness	Baseline	0				
		Number of enrollments in new programs Source: Office of Planning, Research, and Effectiveness	Baseline	0				
		Percent of technical students employed within six months of graduation Source: THECB Accountability System	80%					
		Percent of students who pass a licensure exam Source: THECB Accountability System	89%					
		Percent of workforce students employed or enrolled in higher education within one year of graduation Source: THECB Accountability System	91%					
		Number of certificates & degrees - Closing The Gaps critical area (CS, Eng, Math, Phys, Sci, Nursing) Source: THECB Accountability System	600					

## St. Philip's College Scorecard 2011-2012 / Quarter 1

revised  
01-05-12

Goal	S#	Key Action Plan	Measure	Target FY12	Q1	Q2	Q3	Q4
GOAL 3: CAPACITY TO SERVE Expand the human capital and physical resources of the College for student success and community service	1	Develop human capital	Percent of employees engaged in professional development activities within the year Source: Office of the VP of College Services	Baseline				
			Percent of candidates with professional level of education Source: Office of the VP of College Services	Baseline	100%			
			Percent of candidates with professional level of work experience Source: Office of the VP of College Services	Baseline	25%			
			Percent of administrators who present budget requests to deans on a scheduled monthly basis (agenda) Source: Office of the VP of College Services	100%	100%			
2	Practice sound financial management	Income expenses as a percentage of operating operating expenses Source: Office of the VP of College Services	75%	79.79%				
		FTIC budget reduced by \$4.1 million Source: Office of the VP of College Services	4.1 million	4.1 million				
3	Acquire appropriate technologies to ensure competitive positioning	Percent of equipment renewed/actually purchased Source: Office of the VP of College Services	Baseline					
		Student to computer ratio Source: Office of the VP of College Services	3.75 to 1	4.15				
4	Complete current master plan	Percent of current projects completed on time Source: Office of the VP of College Services	100%	25%				
		Percent of current projects completed on budget Source: Office of the VP of College Services	100%	20%				
		Facilities Condition Index grade of deferred maintenance to building value) Source: Office of the VP of College Services	11.8					
S#	Key Action Plan	Measure	Target FY12	Q1	Q2	Q3	Q4	
1	Promote effective organizational collaboration	Number of employees participating on college collaborative committees Source: Office of VP of Academic Affairs	125	141				
		Percent of college participation in district committees Source: Office of VP of Academic Affairs	100%	100%				
		Good to Great strategic planning meetings Source: Office of the President	4	2				
2	Promote effective organizational communication	Number of President's newsletters distributed Source: Community & Public Relations Office	6,000	2,000				
		Number of college call to conversations Source: Office of the President	4	1				
		Number of division meetings Source: Office of the President	77	21				
		Percent of units presenting operational unit plans Source: Office of Planning, Research, and Effectiveness	100%	100%				
		Internal controls engagement survey Source: Office of Planning, Research, and Effectiveness and Office of Community & Public Relations	Baseline					
		Student engagement survey (CSSE) - Support for Learners Source: Office of Planning, Research, and Effectiveness	50	54.8				
		Student engagement survey (CSSE) - Student/Faculty Interaction Source: Office of Planning, Research, and Effectiveness	50	48.8				
		Percent of satisfaction among students (NLS) Source: Office of Planning, Research, and Effectiveness	85%					
		Administrative satisfaction survey mean score (PAC2) Source: Office of Planning, Research, and Effectiveness	4					
		Professional satisfaction survey mean score (PAC2) Source: Office of Planning, Research, and Effectiveness	4					
		Classified satisfaction survey mean score (PAC2) Source: Office of Planning, Research, and Effectiveness	4					
		Faculty satisfaction survey mean score (PAC2) Source: Office of Planning, Research, and Effectiveness	4					
		Community satisfaction survey Source: Office of Planning, Research, and Effectiveness and Office of Community & Public Relations	Baseline					

Quarter 1 - August
Quarter 2 - November
Quarter 3 - February
Quarter 4 - May
Executive Performance Protocol (ACED)
Key Performance Indicators (ACCI)
Texas Higher Education Coordinating Board
NL - Non-Low/Low Higher Education Survey
CSSE - Community College Survey of Student Engagement
PACE - Personal Assessment of the College Environment
AID - Achieving the Dream
Baseline - first year data will be collected



# **SACSCOC 5<sup>th</sup> Year Preliminary Report**

**September 2011**

**Report Submitted**

14 areas addressed - 2 CR, 5 CS, 7 FR, and QEP

Impact Report

**December 2011**

**Preliminary Findings**

1. FR 4.4 Program Length (Distance Ed)

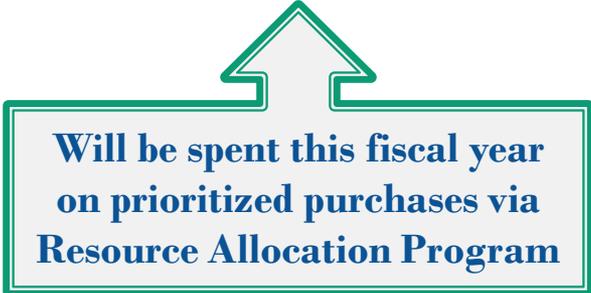
2. FR 4.7 Financial Aid Audits (Separate)

**September 2012**

**Follow-up Report  
due to SACSCOC**

# Capital Expenditures

<b>2011-2012 Equipment Renewal &amp; Replacement Fund</b>	<b>\$930,000</b>
<b>2010-2011 Equipment Renewal &amp; Replacement Fund Balance</b>	<b>\$156,748</b>
<b>Balance</b>	<b>\$1,086,748</b>



**Will be spent this fiscal year  
on prioritized purchases via  
Resource Allocation Program**

# Information & Communications Technologies

## Students Labs on Campus – Summary



<b>FY 11</b>	<b>#</b>	<b>FY 12</b>	<b>#</b>
Computer Lab	<b>114</b>	Computer Lab	<b>114</b>
Smart Classroom	<b>95</b>	Smart Classroom	<b>114</b>
Smart Conference Room	<b>3</b>	Smart Conference Room	<b>3</b>
Videoconferencing	<b>4</b>	Videoconferencing	<b>4</b>
Computers	<b>2623</b>	Computers	<b>2623</b>
Laptop/Mobile Labs	<b>29</b>	Laptop/Mobile Labs	<b>29</b>
Laptops	<b>611</b>	Laptops	<b>611</b>

# Perkins Expenditures 2011-2012

Department	Amount
Aircraft, Construction, & Manufacturing Technologies	\$284,023
Applied Electrical & Mechanical Technology	\$37,410
Business Information Solutions	\$84,350
Curriculum Analyst	\$55,107
Diagnostic & Invasive Health Sciences	\$120,750
Tourism, Hospitality, & Culinary Arts	\$41,449
<b>TOTAL</b>	<b>\$623,089</b>





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## **Renovations**

# **Renovated/Planned—MLK Campus**

- **Renovation of Watson Fine Arts Center Greenroom**
- **Acoustics Improvements at the CHP Lobby**
- **Replacement of Emergency Generator for Sutton Building**
- **Underground Primary System Repair is in progress**
- **Renovation of the Science Building -3<sup>rd</sup> floor is in progress**
- **Renovation of the Sutton Building—3<sup>rd</sup> floor is in progress**

# **Future Projects—MLK Campus**

- **Space programming for the Norris Technical Building is being finalized**
- **Space programming for the 1<sup>st</sup> and 2nd floor of the Science Building for the Chemistry and Biology Department Labs, Classrooms and Offices is being finalized**
- **Space programming for the 1<sup>st</sup> and 2nd floor of the Sutton Building for the Classrooms and Offices is being finalized**
- **Space programming for the Veterans Outreach and Transition Center is being finalized**

# **Renovated/Planned—SW Campus**

- **Renovation of the Cafetorium is 100% completed**
- **Lighting modifications for the library is 100% complete**
- **Construction Trades Training and Observation Deck is in progress**

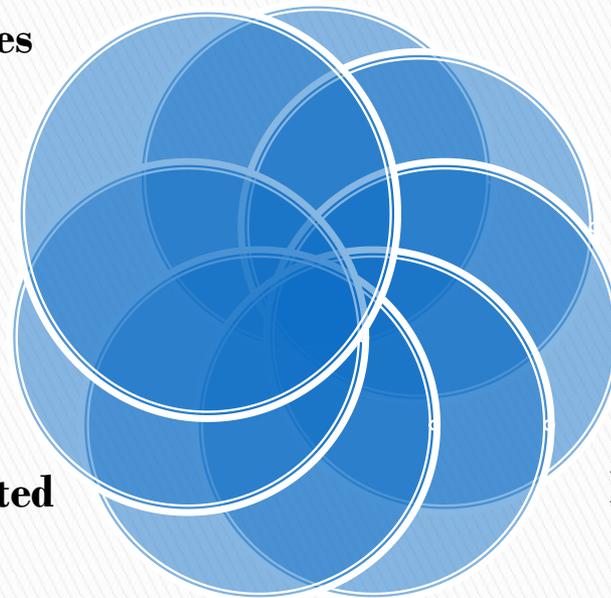
# **Future Projects—SW Campus**

- **Welding and Auto Body Facility is the space programming phase**
- **Construction Documents are being finalized for the Student Activities Area**
- **Agreement for the Workforce Center of Excellence- Air Force News Facility has been finalized**

# 2011-2012 BUDGET REDUCTIONS

## Strategies to Balance the Operating Budget

Total Operating Budget  
\$38,647,881



**39 Early Incentives Retirees**  
**7 Positions refilled**

**4.1 Million in Funding Reduction**

**22 Position Eliminated**

**Mandated Payroll as  
80% of Budget**

**15 Title III Positions Migrated  
to Hard Money Positions**

**Programs Eliminated/Combined  
for 2012 - \$225,000**



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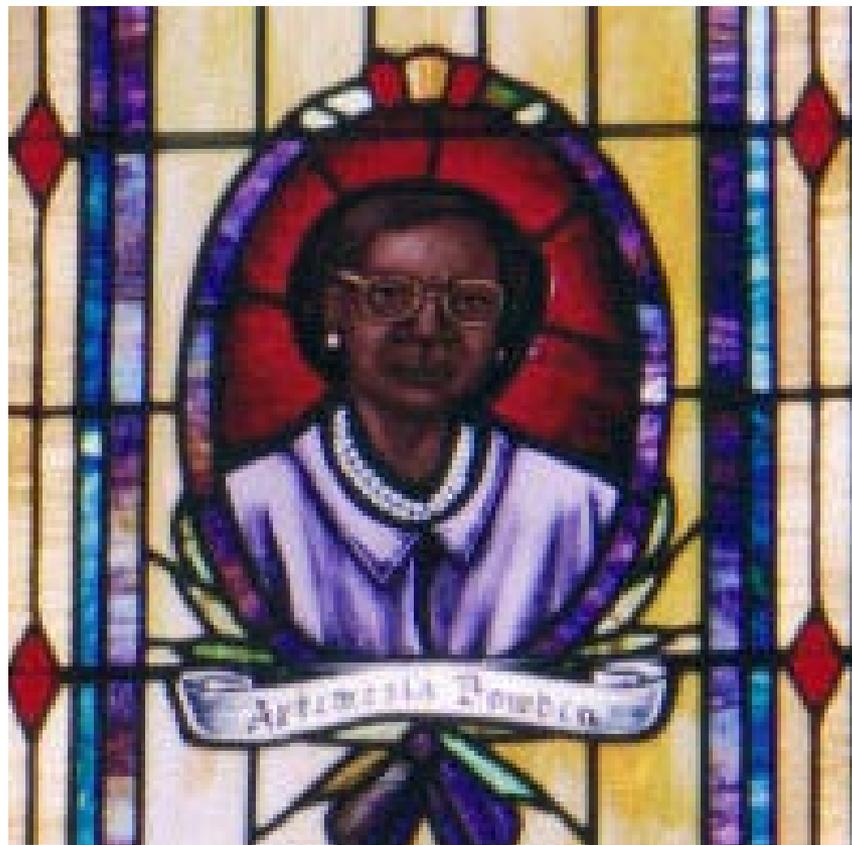
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# *The Excellence Journey Continued*

## **Legacy**

# Artemisia Bowden Day – March 1, 2012

## Holy Women, Holy Men of God



St. Edmund's Episcopal Church  
Chicago, Illinois

# **Artemisia Bowden Day – March 1, 2012**

## **Holy Women, Holy Men of God**



**Women's History Month**  
**March 2012**



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# *The Excellence Journey Continued*

## **General Announcements and Upcoming Events**



# Martin Luther King Day Monday, January 16, 2012



# Black History Month

## February 2012

**“Black Women in American History and Culture”**

<b>February 1, 2012</b>	10:00am	Opening Ceremony Judge Linda H. Conley Guest Speaker	Heritage Room
	3:00pm	Meet the Artist Reception Claudette Hopkins Featured Artist	Morgan Gallery
<b>February 4, 2012</b>	8:00pm	Heart of Texas Concert Band Dr. Mark Rogers Conductor/Director	WFAC
<b>February 9, 2012</b>	11:00am	President’s Lecture Series Jim Lucas “Keeper of the Dream”	WFAC
<b>Feb 17, 2012</b>	9:45 & 11:15am	San Antonio Youth Wind Ensemble Albert Aguilar Conductor/Artistic Director	WFAC
<b>February 18, 2012</b>	8:00pm	San Antonio Youth Wind Ensemble Albert Aguilar Conductor/Artistic Director	WFAC
<b>February 29, 2012</b>	11:30am	Soul Food Feast	Heritage Room

Dr. Adena Williams Loston  
and the President's Lecture Series Committee  
cordially invite you to attend the St. Philip's College

**P**RESIDENT'S LECTURE SERIES

J I M L U C A S

**KEEPER  
OF THE  
DREAM**

# The ACADEMY OF FINE ARTS

P • R • E • S • E • N • T • S

## 2011-2012 CONCERT SCHEDULE

**SUNDAY, DECEMBER 11**  
**2:30 PM**  
HOLIDAY CONCERT  
WATSON FINE ARTS CENTER

**FRIDAY, FEBRUARY 17**  
**9:45 AM, 11:15 AM**  
BLACK HISTORY MONTH  
STUDENT CONCERTS  
WATSON FINE ARTS CENTER

**SATURDAY, FEBRUARY 18**  
**8:00 PM**  
BLACK HISTORY MONTH  
FEATURE CONCERT  
WATSON FINE ARTS CENTER

**SUNDAY, APRIL 1**  
**2:30 PM**  
SPRING CONCERT  
PALO ALTO COLLEGE PAC

**SUNDAY, APRIL 15**  
**3:00 PM**  
SIDE BY SIDE CONCERT  
HIGHLANDS HIGH SCHOOL

**SUNDAY, MAY 20**  
**2:30 PM**  
SENIOR HONORS CONCERT  
WATSON FINE ARTS CENTER

### SAYWE

The San Antonio Youth Wind Ensemble is designed to provide students the opportunity to delve further into the limitless realm of musical expression in a concert band and chamber music setting. This program enhances the musical growth and personal development of the advanced student instrumentalist; our goal is to provide the foundation for a lifelong passion for the enjoyment of music in its multitude of genres. SAYWE is a program of the Academy of Fine Arts.

#### FOR MORE INFORMATION:

**Nina McGrath**  
Director, Academy of Fine Arts  
Community Liaison

**P**(210)486-2704  
**F**(210)486-9005  
nmcgrath@alamo.edu

SAN ANTONIO  
YOUTH WIND ENSEMBLE  
*Saywe*



# Women's History Month

## March 2012

March 6 - Eastside Promotoras de la Buena Salud  
Speakers: Mary and Vicente Garcia

March 21 - "The Writing of Rose Macaulay in Her Historical & Cultural Context"  
Presenter: Dr. Jeannette Passty

March 29<sup>th</sup> - WINTO Conference

March 31<sup>st</sup> - Women Breaking Through Conference



# **4<sup>th</sup> Annual Scholarship Golf Tournament March 2, 2012 Republic Golf Course**



# Summary of Scholarship Efforts

- The Student Engagement Grant and Presidential Scholarships were designed to increase access, retention and graduation
- A primary requirement for all recipients is “Giving Back” either on the college campus or in the local community.
- The largest funding sources has been our annual St. Philip’s College Golf Tournament, Good to Great Employee Retreat and individual donors
- During the past three year the St. Philip’s College Community has raised **\$280,750** for the scholarship programs

# Presidential Scholars 2011-2012



Presidential Scholar	Degree Plan	Community Project	Student Intent
Normalinda Trevino *	Culinary Arts	My Father's House	Graduate Plans to start own business
Laurie Ann Garcia	Restaurant Management	CAM Ministries	Graduate Plans to attend Cornell University
Nicholas Wong *	Culinary Arts	Meals On Wheels	Graduate Plans to attend a Texas University
Kimberly Lischke	Diagnostic Medical Sonography Program	Soldiers' Angels	Compete Associates Degree at SPC
Liliana Solis	Nursing	Lunch Bunch	Compete Associates Degree at SPC

\* Returning Presidential Scholar

# Presidential Scholarship Success

Activity	Impact	Amount
2011 - 2012	5 Students	\$15,000
2010 - 2011	3 Students	\$9,000
2009 - 2010	5 Students	\$15,000
2008 - 2009 <small>1 Scholar had a medical issue and only completed the fall semester</small>	3 Students	\$7,500
<b>Totals:</b>	<b>16 Students</b>	<b>\$46,500</b>

# Presidential Scholarship Success

## Student Intent

Graduate from SPC	Actual	Results
4	4	100%

Transfer to a Texas University	Actual	Results
2	2	100%

Retention at SPC	Actual	Results
5	4	80%

*\*The overall retention rate is 91%.*

*11 students received the Presidential Scholarship (ten successful completed and one Scholar had a medical issue and only completed the fall semester).*

# Student Engagement Grant Success

Activity	Impact	Amount	Retention
2011 – 2012 Funded Projects	13 Projects 34 Students	\$79,000	TBD
2010 – 2011 Completed Projects	9 Projects 48 Students	\$52,000	80% SEG/ 45% Non-SEG
2009 - 2010 Completed Projects	9 Projects 89 Students	\$102,750	75% SEG/ 47% Non-SEG
<b>Totals:</b>	<b>31 Projects</b> <b>171 Students</b>	<b>\$233,750</b>	

\*Two students were allocated funds however, the students were not awarded because they did not fulfill all the grant requirements.

# 2011-2012 Projects

	<b>Project Name/Area</b>	<b>Amount Allocated to Project</b>
1	African American Male Initiative	\$5,000
2	Alternative Energy Program	\$10,000
3	Student Ambassadors	\$8,000
4	BIS VITA	\$9,000
5	Fine Arts/Choir	\$9,000
6	Centers for Excellence in Math and Science	\$5,000
7	Commemorative Air Force	\$8,000
8	Extramural Sports	\$5,000
9	MESA	\$10,000
10	Science Club	\$2,500
11	Student Government Association	\$5,000
12	Soft Skills	\$4,000
13	Tutoring	\$5,000

**Total Allocated**

**\$85,500**

**Total Awarded**

**TBA**



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# Professional Development Schedule

See handout

Please join us at Turbon Center for  
President's Reception  
immediately following presentation.