



ALAMO
COLLEGES
DISTRICT



A Historically Black College & Hispanic Serving Institution

St. Philip's College

AN SPC PERSPECTIVE: LEGACY, SERVICE AND CONTRIBUTIONS

**All College Meeting
January 11, 2020**

WELCOME

- Faculty Senate President - Jack Nawrocik
- Staff Senate President - Yvonne Benton
- Student Government President - Alexandra “Ally” Carman

SPC 30 Years Ago



On January 30, a Mentor-Mentee Reception was held to support the Spring 1990 Mentor Program. In attendance was James Shippy, Mentor Program Coordinator, Mr. L. Lopez (Mentor), Esparza Escobedo (a Mentee), and Dr. Stephen Mitchell, President SPC.

- ▶ Dr. Stephen R. Mitchell was the president of SPC
- ▶ Rose Thomas named acting Dean of Arts and Sciences
- ▶ Ford Motor Company select SPC as a regional site for automotive training, growing the partnership between industry and education
- ▶ Mentor Program for students began

Honoring Our Employees for 30 Years of Service



Mary Cottier
Mathematics

Honoring Our Employees for 30 Years of Service



Alberto Guerra
Mathematics

Honoring Our Employees for 30 Years of Service



Paul W. Lee
Mathematics

Honoring Our Employees for 30 Years of Service



Jeanette Passty
Communications & Learning

Honoring Our Employees for 30 Years of Service



Sandra Snavelly
Social & Behavioral Science

Honoring Our Employees for 30 Years of Service



Josephine Sammons
Social & Behavioral Sciences

Welcome Our New Family Members



Welcome Our New Employees/ New Positions

Name	Title	Department
Robert Bohmfalk	Instructor	Allied Construction Trades
Naphtali Bryant	Specialist, Student Success	Records
Patty Cacace	Veterans Service Specialist	GSVOTC
Steven "Cijayy" Campos	Digital Communications Coordinator	Marketing & Strategic Communications
Kimberly Carlisle	Instructor	Social and Behavioral Science
Elijah Casillas	Coordinator	Health Center
Jacob Colunga	Coordinator of College Risk Management	College Services
Zachary Dewitt	Instructor	Automotive Technologies
Sarai Duran	Sr. Advisor, Student Success –Military	Military Support Services

Welcome Our New Employees/ New Positions

Name	Title	Department
Dr. Melissa Guerrero	Director	Institutional Planning Research & Effectiveness
Blair Hannon	Certified Advisor	Advising - SWC
Dr. Kimberly Irving-Conaway	Assistant Professor	Communications & Learning
Sandra Jones	Case Assistance Navigator	Student Advocacy Center
Victoria Lopez	Instructor	Healthcare Sciences & Early Childhood Studies
Jessica Lorenzi	Administrative Assistant	Vice President for Academic Success
Thomas Marriott	Instructor	Healthcare Sciences & Early Childhood Studies
Dr. Christopher Mowery	Assistant Professor	Nursing Education

Welcome Our New Employees/ New Positions

Name	Title	Department
Jessica Perez	Certified Advisor	Advising - MLK
Denise Robles	Instructor	Social & Behavioral Sciences
Susan McClellan	Librarian	Center for Learning Resources
Jemal Nelson	Instructor & Interim Program Director	Health Sciences
Alexa Saavedra	Strategic Communication Coordinator	Marketing & Strategic Communications
Xaviera Toussaint	Certified Advisor	Advising - MLK
Alexandra Wilhelm	Director	Student Advocacy Center

Congratulations SPC Employee Promotions / New Assignments

Name	Old Title	New Title	Department
Susana Alvarado	Support Specialist	Enrollment Team Support Specialist	Student Onboarding
Dr. Ray Chacon	Interim Chair / Assistant Professor	Chair	Business Information Solutions
Jocelyn Cochran	Administrative Services Specialist - Natural Sciences	Administrative Services Specialist - Title III	Title III Grant Administration
Leticia Garza	Administrative Assistant to the Vice President-SWC	Administrative Assistant to the Dean	Applied Science & Technology, MLK
Deborah Gee	Recruiter	Certified Enrollment Coach	Student Onboarding
Ana Lisa Garza	Director	Enrollment Coach Team Leader	Student Onboarding
Odilia "Lily" Gonzalez	Student Success Specialist	Coordinator of High School Programs	High School Programs

Congratulations SPC Employee Promotions / New Assignments

Name	Old Title	New Title	Department
Sandra Gonzalez-Lamb	Recruiter	Certified Enrollment Coach	Student Onboarding
Susan Medina	Administrative Assistant to the Vice President for Academic Success	Administrative Assistant to the President	Office of the President
Amber Robertson	Student Success Specialist	Enrollment Team Support Specialist	Admissions
Raoul Santiago	Student Success Specialist	Advising Team Support Specialist	Advising – MLK
Kim Thompson	Facilities Scheduling Coordinator	College Events Coordinator	College Services

New HR Partner



Dr. Erika de la Rosa

Honoring our Piper Professor Nominee 2020



Mary Cottier

Honoring our Teaching Excellence Award Recipient 2020



Cynthia Pryor



NISOD Nominations



Gregory Gonzales
Associate Professor,
Music



Laurilyn Humberson
Associate Professor,
English



Jack Nawrocik
Associate Professor,
History & Humanities



Frank Salinas
Chair, Tourism,
Hospitality & Culinary
Arts



David Uminski
Instructor, Hospitality



Edinir de Oliveira
Administrative
Assistant to VPCS



Elizabeth Castillo
Director of Student Success



Bibiana Yanes
Early Childhood Teacher



Christina Cortez
Dean for Student
Success

Recognition of Service



One-year of Service



5-years of Service



10-years of Service



15-years of Service



20-years of Service

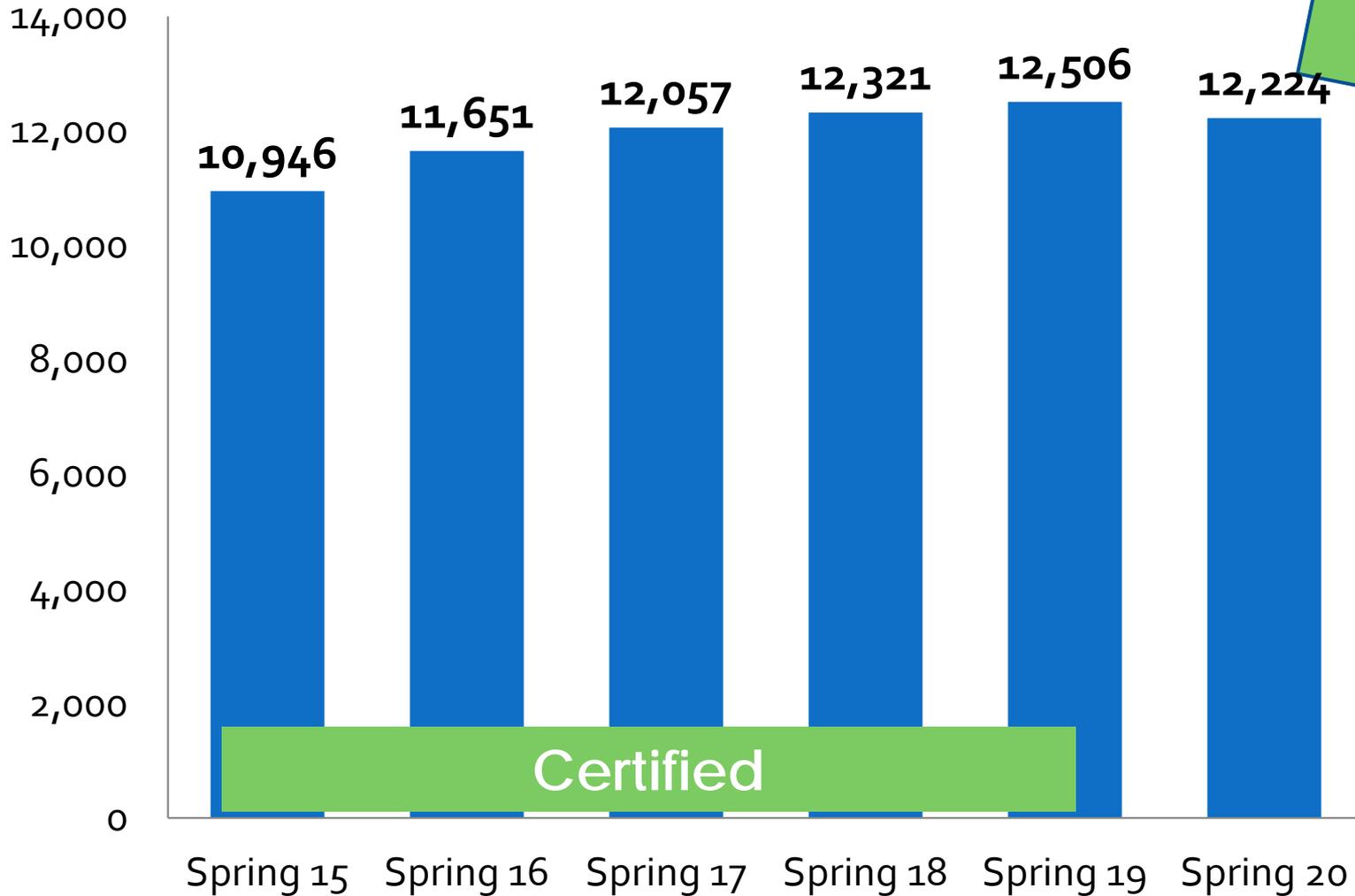


35-years of Service



45-years of Service

Five Year Enrollment Trends



Does not include all High School programs

Student Success

For St. Philip's College grad, a story of 'tragedy to triumph'



Terrance Johnson, right, shakes hands with U.S. District Judge Jason Pulliam as he crosses the stage with his diploma. After surviving homelessness and health issues, the St. Philip's College student earned an associate's degree in teaching.

By Ashley McBride
STAFF WRITER

Fourteen years ago, Terrance Johnson walked into an auditorium at Texas A&M University-Corpus Christi for his college orientation and marveled at the other 1,200 students in his class who were there with parents, family and friends.

Johnson, 28 at the time, had traveled

outside of his comfort zone.

"For the first time in my life, I felt very overwhelmed," Johnson, now 32, recalled.

This month, Johnson became the student commencement speaker for St. Philip's College, celebrating the completion of the first step of his college journey. 14 years after it began, his drive has impressed everyone around him, including the judges.

ed, after hearing Johnson's speech, that he would offer to pay his remaining tuition balance.

"It just really jumped out at me how focused he was, or had to be, to accomplish what he accomplished to stay with his goal of completing his education," Pulliam said. "It moved me. I decided at that moment to step in and try to make a positive contribution to his life."



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St. Philip's College



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Quality Instruction for Educational Programs

Institutional Effectiveness,
Planning And Assessment System

SACSCOC Reaffirmation (Class of 2016)

St. Philip's College

Track A

- 10/15/2020-** Institutions receive Notification Letter from the President of the SACSCOC Board of Trustees
- 9/15/2021-** Due date for the Fifth-Year Interim Report
- 12/10/ 2021-** Review by the SACSCOC Board of Trustees



QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making** It's for your own good

In the month before the start of the academic year, Gerri joined other first-time-in-college students for freshman orientation. Orientation had the feel of summer camp with friendly staff and empathic upper-class counselors; however, every moment had been carefully planned, based on predictive data analysis. The college's goal was to graduate each one of these newly admitted students in four years. From orientation and during all of the students' undergraduate years, several hundreds of data points could be gathered on each, including class attendance, grades, email exchanges between students and instructors, ID card swipes that showed time spent in labs and in the library, their use of the school's meal plan and recreational facilities, along with card swipes indicating what time they returned to their residence halls for the night. Low performance in class or other concerns could trigger the aggregation of a student's data for analysis so that advisors had full information before reaching out to assist the student.

By the time Gerri attended orientation, the college had compiled enough information to predict the subjects in which she might require tutoring. Advisors used that knowledge in helping Gerri choose classes but did not share with her the profile that they had created. While Gerri had a right to review the profile, it never occurred to her to ask if such a profile existed...



QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making** **It's for your own good**

In a pre-digital age, freshman orientation would have subjected Gerri and her peers to a mountain of paperwork. Now, electronic forms with "I Agree" buttons and automatic signature options made the process far less cumbersome. Gerri scrolled through the various forms, used her electronic signature to agree and acknowledge, and declined written copies, as did her peers.

If she had read, rather than skimmed through the forms, she might have noticed that the school linked to Google, a bookstore, and a for-profit learning management system, along with other external sites. Without reading the form, Gerri clicked the "I Agree" button to allow these affiliated third-party vendors to sell her data or contact her about goods and services.

But the school was not entirely upfront with the students. For example, one of the policies reassured students that the school would not make decisions based solely on student profiles the school created; however, students were not fully informed about all the information that would be gathered for those profiles. So, when Gerri would meet with her academic advisor in the future, she wouldn't imagine that the advisor already knew she had gotten back to the residence hall



QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making** It's for your own good

late the night before and skipped breakfast and class that morning. Nor would she suspect that the advisor had already reviewed the email exchange between her and one of her instructors.

The Federal Family Educational Rights and Privacy Act (FERP A) protects unauthorized use of students' personal information, but few students know what they have or have not authorized. As colleges and universities primarily collect personal data to help students succeed, many administrators don't see the need to be transparent with students beyond the perfunctory request for consent. Besides, if Gerri declined to share information with the school, she would not have been able to use the school's website. If she couldn't use the website, she couldn't use the library or learning management system required for her to attend classes.

QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making**



QEP Focus Statement: Ethical Decision-Making is the ability to connect values and choices to actions and consequences.

- 1. Stop and think to determine the facts**
- 2. Identify options**
- 3. Consider consequences**
- 4. Make an ethical choice and take appropriate action**

QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making**



Determine the facts:

- 1. Predictive data analysis is a vital asset for the institution**
- 2. A structured plan is developed to aid each student in a 4-year graduate plan**
- 3. All student activities are monitored (academic/ nonacademic)**
- 4. There is a lack of transparency in disclosing both the capturing of student information and the full use of the information**
- 5. Student assets are shared with a third party vendor**
- 6. Student data is shared with for-profit vendors**
- 7. There is a violation of FERPA when information is shared with for-profit vendors**
- 8. Possibility that institution may be benefitting from sharing the students predictive analysis**

QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making**



Identify options:

- 1. Notify all students and parents of predictive data analysis deployed by the institution**
- 2. State on the application the required use of student ID card as a condition of enrollment**
- 3. Show the success rate/graduate rates of students completing all academic requirements in four years**
- 4. Share the information tracking data that is gathered with the student**

QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making**



Consider consequences:

- 1. Student(s) may opt not to attend the institution**
- 2. Students may view this predictive data analysis as a positive attribute**
- 3. Institution may be sued for violating FERPA by sharing with third-party vendors**
- 4. Students may be harmed through various solicitations**

QUALITY ENHANCEMENT PLAN (QEP): **Ethical Decision-making**



The ethical choice and appropriate action:

- 1. Eliminate the sharing of student data with for-profit learning management systems and other external sites**
- 2. Publish on all recruitment materials the institution's use of predictive data analysis and how it is captured**
- 3. Publish the success rate of students completing in four-years**
- 4. Continue the practice of predictive data analysis**



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Renovations

Major Projects – Timeline Updates

Wellness Facility - \$16 Million

- Begin site work: March 2020
- Building construction: May 2020 – September 2021

Bowden Building & Campus Center - \$10 Million

- Construction: April 2020 – July 2021

SWC Auto body and Welding - \$20 Million

- Construction: April 2020 – December 2021

Norris Technical Building Topping Out Ceremony

St. Philip's College
Norris Technical Building (NTB)
TOPPING OUT CEREMONY

January 22, 2020 at 9 a.m.

RSVP: [norristoppingout.eventbrite.com](https://www.eventbrite.com/e/norristoppingout)



Norris Technical Building Exterior



Sutton Learning Center Stucco Update



Davis Science Building



New Bowden Building Rendering



New Bowden Building Rendering





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Community Engagement

Institutional Advancement,
Grants & Donations

Perkins Grant Expenditures 2018-2019

Department	Amount
Academic Program Specialist	\$58,579
Allied Construction Trades	\$69,950
Automotive Technologies	\$13,995
Business Information Solutions	\$72,815
Health Sciences	\$77,325
Outreach to Special Populations – Student Success	\$36,025
Tourism, Hospitality & Culinary Arts	\$26,001
Transportation & Manufacturing Technologies	\$68,907
TOTAL	\$423,597

Recent Grant Awards

Department	Amount
Collision Repair Education Foundation (I-Car Foundation)/Collision Repair Education Grant	\$15,000
National Aeronautics & Space Administration/Education Opportunities in NASA STEM 2019 Grant “NASA Center for Advanced Measurement in Extreme Environments”	\$140,583
San Antonio Area Foundation/ SA Area African American Community Fund Grant – Collegiate 100	\$5,000
Texas Workforce Commission/ Apprenticeship Training Program Grant	\$100,447
U.S. Department of Labor/Scaling Apprenticeships through Sector-based Strategies Grant	\$76,617
U.S. Department of Transportation/Commercial Motor Vehicle Operator Safety Training Grant	\$ 99,000
TOTAL	\$436,647

Recent Donors

Donor	Project	Donation
Alamo Area Hospitality Assoc.	Hotel & Hospitality Scholarship	\$25,000
Baptist Health Foundation	Allied Health Scholarships	\$31,900
Community Automotive	Automotive Scholarships	\$20,000
Gunn Automotive Group	Automotive Tool Scholarship	\$18,881
HEB Tournament of Champions	STEM Scholarships	\$50,000
Masonic Lodges	Vocational Scholarships	\$21,300
Santikos Foundation	Presidential & SEG Scholarships	\$7,500
Harriet Dominique	President's Unrestricted	\$10,000
Mary Kunz	THCA Scholarships	\$25,000
John McGinty	General Scholarships	\$20,000
Drs. Ricardo & Harriet Romo	Artwork	\$277,450

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 eleven years the St. Philip’s College Community has raised over \$1,293,800 for the scholarship program

Presidential Scholars 2019-2020



Presidential Scholar	Degree Plan	Community Project
Catherine Cruz	Healthcare Management	Girls Scouts – Troop739
Abigail Cruz*	Diagnostic Medical Sonography	Any Baby Can
Tiemar Mehari	Radiography	River Life Ertean Church

**no longer a presidential scholar*

Presidential Scholars

Activity	Impact	Amount
2019 – 2020	3 Students	\$9,000 Allocated
2018 – 2019 4 transfer scholarships	3 Students	\$12,600
2017 – 2018 1 scholar had a personal issue and only completed the fall semester.	8 Students	\$22,500
2016 – 2017 1 scholar only completed the fall semester, 2 transfer scholarships awarded	5 Students	\$15,300
2015 – 2016 1 transfer scholarship	6 Students	\$18,900
2013 – 2015 2 scholars were awarded transfer scholarships; 1 transfer scholarship	10 Students	\$32,700
2011 – 2013 1 Scholar had a personal issue and only completed the fall semester; 1 transfer scholarship	10 Students	\$30,300
2008 - 2010 1 Scholar had a medical issue and only completed the fall semester	11 Students	\$30,000
Totals:	56 Students	\$168,300

Presidential Scholarship Success

Student Intent

Graduate from SPC	Actual	Results
20	20	100%

Transfer to a Texas University	Actual	Results
10	9	90%

Retention at SPC	Actual	Results
24	22	91%

**The overall retention rate is 94%.*

53 students received the Presidential Scholarship (fifty scholars successfully completed and three scholars had a personal issue and only completed the fall semester).

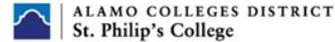
SEG Success

Activity	Impact	Amount	Fall to Fall Persistence	Graduation
2019 - 2020 Funded Projects	21 Projects	\$125,000 Allocated	TBA	TBA
2018 – 2019 Funded Projects	22 Projects 141 students	\$106,500	TBA	TBA
2017 – 2018 Completed Projects	17 Projects 145 Students	\$104,000	85% SEG/ 42% Non-SEG	28% SEG/ 6.6% Non-SEG
2016 – 2017 Completed Projects	14 Projects 126 Students	\$96,500	80% SEG/ 43% Non-SEG	27% SEG/ 7% Non-SEG
2015 – 2016 Completed Projects	26 Projects 160 Students	\$113,500	78% SEG/ 42% Non-SEG	35% SEG/ 6.6% Non-SEG
2014 – 2015 Completed Projects	19 Projects 119 Students	\$109,250	74% SEG/ 42% Non-SEG	27% SEG/ 6% Non-SEG
2013 – 2014 Completed Projects	21 Projects 119 Students	\$118,750	85% SEG/ 39% Non-SEG	29% SEG/ 5% Non-SEG
2012 – 2013 Completed Projects	22 Projects 118 Students	\$135,000	69% SEG/ 39% Non-SEG	18% SEG/ 6% Non-SEG
2011 – 2012 Completed Projects	13 Projects 34 Students	\$72,250	89% SEG/ 42% Non-SEG	32% SEG/ 6% Non-SEG
2010 – 2011 Completed Projects	9 Projects 48 Students	\$52,500	68% SEG/ 42% Non-SEG	27% SEG/ 6% Non-SEG
2009 – 2010 Completed Projects	9 Projects 89 Students	\$107,750	80% SEG/ 45% Non-SEG	31% SEG/ 7% Non-SEG
2008 – 2009 Completed Projects	5 Projects 25 Students	\$56,000	76% SEG/ 47% Non-SEG	26% SEG/ 6% Non-SEG
Totals:	177 Projects 1,124 Students	\$1,072,000	78% average SEG / 42% average Non-SEG	28% average SEG / 6.3% average Non-SEG

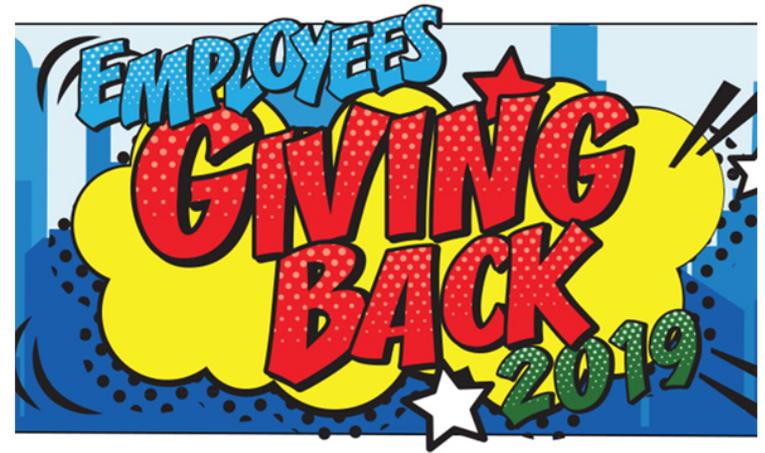
Student Engagement Grants 2019-2020 Projects

	Project Name/Area	Amount Allocated
1	ACT Community Service	\$ 5,500.00
2	Disability Services Peer Provider	\$ 3,500.00
3	SPC Community Garden	\$ 5,500.00
4	Stinson Air Museum	\$ 7,000.00
5	QEP/SPC Elementary Ethical Decision-Making (Readers) at Bowden Elementary	\$ 6,500.00
6	Cyber Tigers	\$ 7,000.00
7	Byrd Sanctuary Peer Tutors	\$ 8,000.00
8	Biology Research Project	\$ 4,000.00
9	Campus Tour Leaders	\$ 10,000.00
10	Tiger PAWS	\$ 5,000.00
11	QEP (What Do You Do? Scenarios for Spirit Day)	\$ 3,000.00
12	Spirit and Pride Crew (SPC)	\$ 6,500.00
13	Student Government Association	\$ 5,000.00
14	Extramural Sports Program	\$ 3,000.00
15	Collegiate 100	\$ 6,000.00
16	Alamo Institute Student Leaders	\$ 4,500.00
17	Middle College Project	\$ 3,500.00
18	Peer Mentor Tutoring-Reading & Writing	\$ 6,500.00
19	Jessica's Project	\$ 8,000.00
20	STEM Advocates	\$ 7,000.00
21	VITA	\$ 10,000.00
	Total Allocated	\$ 125,000.00

Alamo Colleges Employees Giving Back



Your Employee Giving Contributions



St. Philip's College strives to increase private donations from individuals and foundations to provide needed programs and scholarships for students and support community organizations.

Your contribution helps the United Way of San Antonio with scholarships, not just for St. Philip's College students but for the United Way Women United Childcare Scholarship. Women United's Signature Cause is the Childcare Scholarship award, supporting parents who are seeking a degree or job training by providing access to affordable childcare, enabling parents and children to further their education.

Please help us reach our goal! We are asking employees to participate in the 2019 SPC Employee Giving Campaign at a level that will help us reach 100% employee participation. Make your contribution online today at alamo.edu/spc/employeegive.

Remember: It is not the amount but the participation that counts! See our current participation rate below.

2019 Campaign
SPC raised \$56,554
(55% participation)

*College with The Most Dollars Raised
Greatest Average Gift Amount (\$239.64)*



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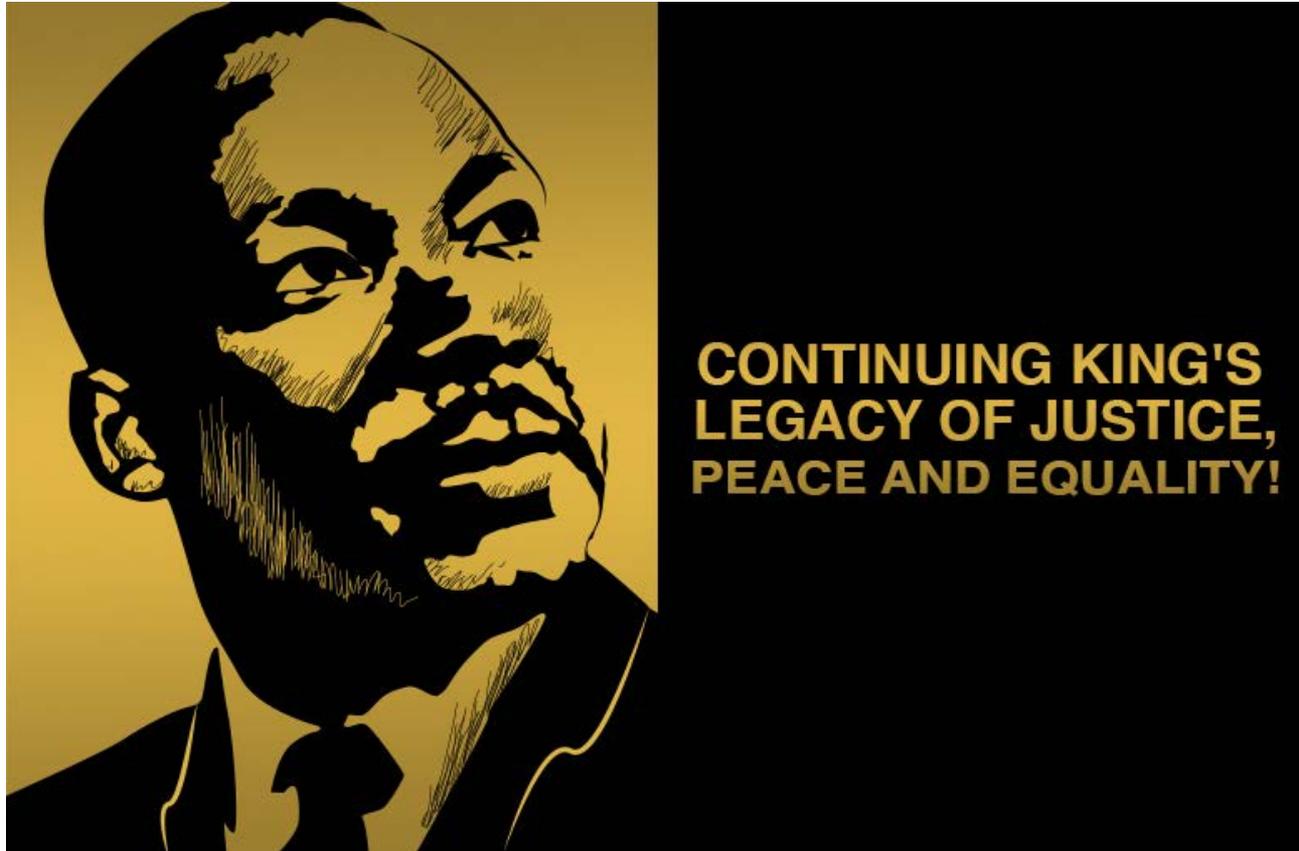
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Community Engagement

General Announcements and Upcoming Events

MLK March & Day of Service

January 20, 2020



To volunteer visit: <http://alamo.edu/spc/mlk-march/>

Black History Month - February 2020

February 6

Art Exhibit Opening

Morgan Gallery

Featured Artist: Anthony Edwards

February 8

SAYWE 10th Anniversary Concert –

WFAC Auditorium

February 27/28

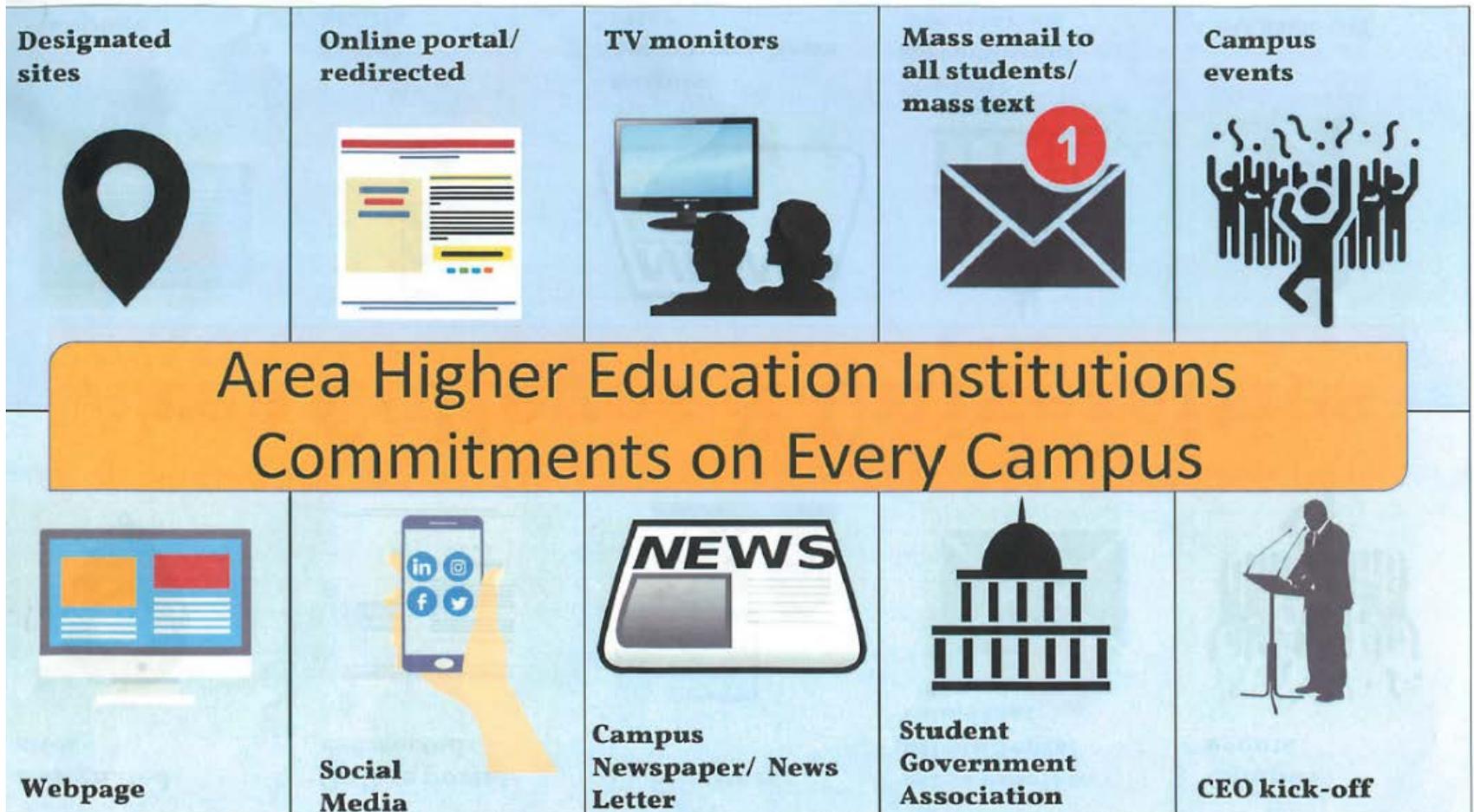
Soul Food Taste – Heritage Room

SPC Supports the 2020 Census



Count Me In
Census 2020
San Antonio • Bexar County

10 Activities for Higher Education Institutions



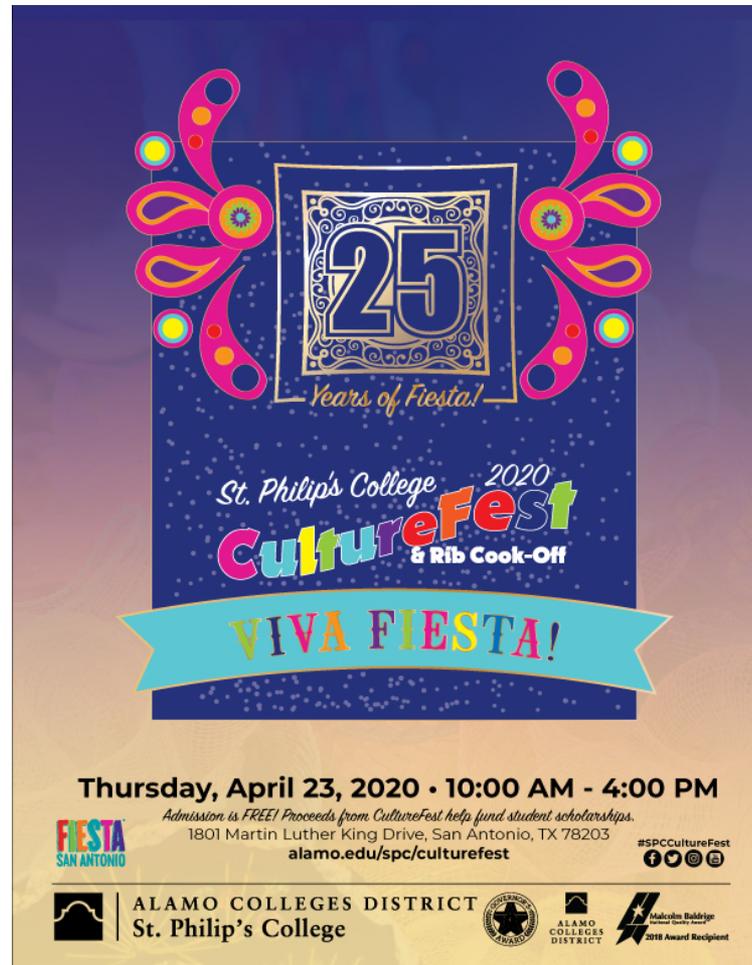
Twelfth Annual Golf Tournament

March 6, 2020



Culturefest

April 23, 2020



A vibrant poster for CultureFest 25th Anniversary. The background is a gradient of blue and purple with a starry pattern. At the top center, a large, ornate number '25' is framed in gold, with the text 'Years of Fiesta!' written below it in a cursive font. The number is flanked by two stylized, colorful floral or ribbon-like designs in shades of pink, purple, and yellow. Below the '25' is the text 'St. Philip's College 2020 CultureFest & Rib Cook-Off' in a mix of fonts and colors. A light blue banner at the bottom of the central graphic reads 'VIVA FIESTA!' in colorful, bold letters. Below the banner, the event details are listed: 'Thursday, April 23, 2020 • 10:00 AM - 4:00 PM'. Below this, it says 'Admission is FREE! Proceeds from CultureFest help fund student scholarships.' followed by the address '1801 Martin Luther King Drive, San Antonio, TX 78203' and the website 'alamo.edu/spc/culturefest'. To the right of the website is the hashtag '#SPCCultureFest' and social media icons for Facebook, Twitter, Instagram, and YouTube. At the bottom of the poster, there are logos for 'FIESTA SAN ANTONIO', 'ALAMO COLLEGES DISTRICT St. Philip's College', the 'ALAMO COLLEGES DISTRICT' logo, and a logo for 'Malcolm Baldrige 2018 Award Recipient'.

Thursday, April 23, 2020 • 10:00 AM - 4:00 PM

Admission is FREE! Proceeds from CultureFest help fund student scholarships.
1801 Martin Luther King Drive, San Antonio, TX 78203
alamo.edu/spc/culturefest

#SPCCultureFest

ALAMO COLLEGES DISTRICT
St. Philip's College

ALAMO COLLEGES DISTRICT

Malcolm Baldrige
2018 Award Recipient



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Professional Development Schedule

For agenda information, access the
website at

<http://www.alamo.edu/spc/iic/>

Blue & White President's Reception

Food

Fun

Friends

SPC family - come celebrate the new semester and **new employees**

Friday, January 17, 2020
11:30 a.m. - 1:00 p.m.
Bowden Alumni Center



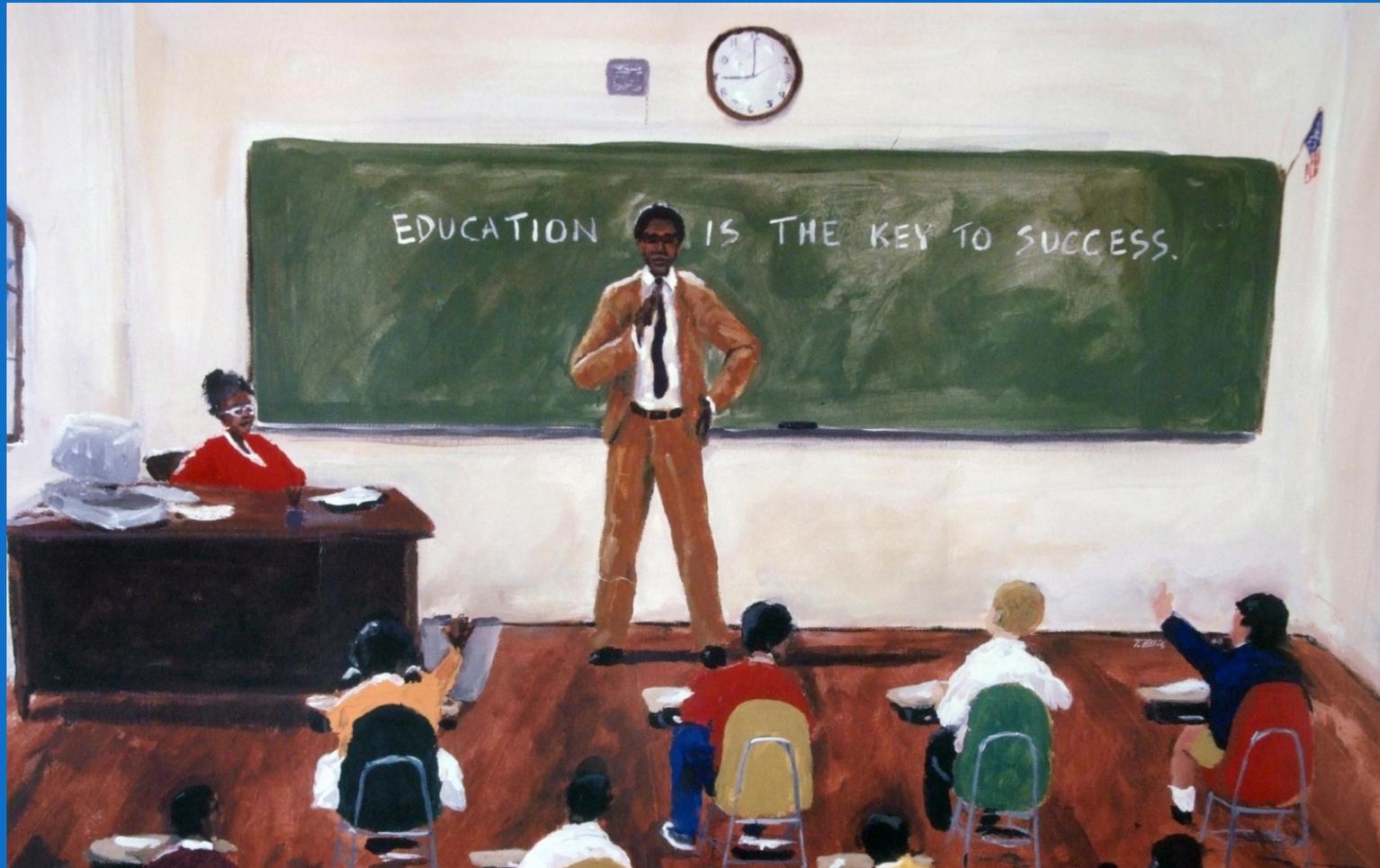
New Employee Campus Tour



Wednesday, January 15, 2020, 8:30 a.m. - 11:30 p.m.
Meet in President's Conference Room, SLC 303C

Wear comfortable shoes (tennis shoes or flats).

HAVE A GREAT SEMESTER!



DON'T FORGET TO TELL YOUR STORY!