Good to Great
Strategic Planning Retreat
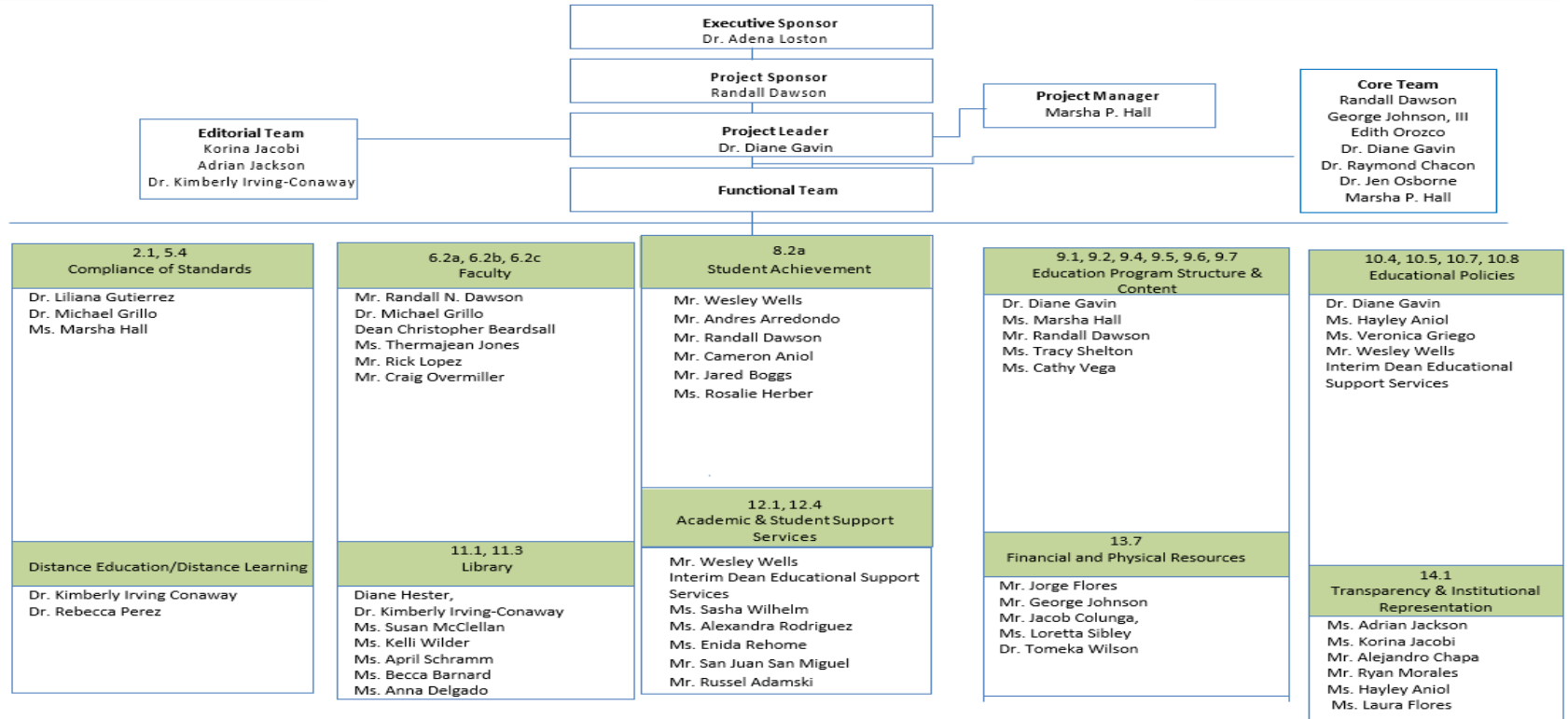## April 3, 2023

Welcome

Project Charter

- Project Scope:
  This project scope will be to direct a Core Team and various Functional Teams in creating an implementation plan, operational structure, and tracking mechanisms to achieve the successful and timely development of the Level II Change.

- Core Team:
  - Randall Dawson
  - George Johnson, III
  - Edith Orozco
  - Dr. Diane Gavin
  - Dr. Raymond Chacon
  - Dr. Jen Osborne
  - Marsha P. Hall

ALAMO COLLEGES

Project Charter
Level Change

Project Title	**Date**
SACSCOC Level Change	January 27, 2023

Requested By	**Charter Prepared by**
Randall Dawson, VPAS	

Background & Business Need

As a SACSCOC member institution, SPC must seek approval to offer educational programs at a higher degree level than its current level of approval. Applications are reviewed by the SACSCOC Board of Trustees at their June or December meeting. All programs included in the institution's application must meet the relevant standards and be approved by the SACSCOC Board of Trustees for the institution to be accredited at the new level.

As part of the approval process, the SACSCOC Board of Trustees will authorize a Substantive Change Committee to conduct a visit no more than six months following the initiation of the new program(s). In accordance with the SACSCOC's Substantive Change Policy and Procedures, all applications for accreditation at a higher or lower level will be reviewed by the SACSCOC Board of Trustees at either its June or December meeting.

Project Scope Statement

This project scope will be to direct a Core Team and various Functional Teams in creating an implementation plan, operational structure, and tracking mechanisms to achieve the successful and timely development of the Level II Change.

Project Objectives/Deliverables

1. Completion of a narrative description for each standard and requirement addressed, including provision of associated data, procedures and publications, and other supporting materials.

2. Development of key deliverables, including plans, publications and procedures that cross multiple standards and requirements and integrate with other College-wide projects.

Boundaries

This project will not address nor track compliance with other SACSCOC substantive change requests nor any other issues not related to the level change.

ALAMO COLLEGES DISTRICT
St. Philip's College

Malcolm Baldrige
National Quality Award
2018 Award Recipient

Project Teams Structure

SACSCOC Level Change – St. Philip's College

Executive Sponsor
Dr. Adena Loston

Project Sponsor
Randall Dawson

Project Manager
Marsha P. Hall

Project Leader
Dr. Diane Gavin

Editorial Team
Korina Jacobi
Adrian Jackson
Dr. Kimberly Irving-Conaway

Core Team
Randall Dawson
George Johnson, III
Edith Orozco
Dr. Diane Gavin
Dr. Raymond Chacon
Dr. Jen Osborne
Marsha P. Hall

Functional Team

2.1, 5.4 — Compliance of Standards
Dr. Liliana Gutierrez
Dr. Michael Grillo
Ms. Marsha Hall

Distance Education/Distance Learning
Dr. Kimberly Irving Conaway
Dr. Rebecca Perez

6.2a, 6.2b, 6.2c — Faculty
Mr. Randall N. Dawson
Dr. Michael Grillo
Dean Christopher Beardsall
Ms. Thermajean Jones
Mr. Rick Lopez
Mr. Craig Overmiller

11.1, 11.3 — Library
Diane Hester,
Dr. Kimberly Irving-Conaway
Ms. Susan McClellan
Ms. Kelli Wilder
Ms. April Schramm
Ms. Becca Barnard
Ms. Anna Delgado

8.2a — Student Achievement
Mr. Wesley Wells
Mr. Andres Arredondo
Mr. Randall Dawson
Mr. Cameron Aniol
Mr. Jared Boggs
Ms. Rosalie Herber

12.1, 12.4 — Academic & Student Support Services
Mr. Wesley Wells
Interim Dean Educational Support Services
Ms. Sasha Wilhelm
Ms. Alexandra Rodriguez
Ms. Enida Rehome
Mr. San Juan San Miguel
Mr. Russel Adamski

9.1, 9.2, 9.4, 9.5, 9.6, 9.7 — Education Program Structure & Content
Dr. Diane Gavin
Ms. Marsha Hall
Mr. Randall Dawson
Ms. Tracy Shelton
Ms. Cathy Vega

13.7 — Financial and Physical Resources
Mr. Jorge Flores
Mr. George Johnson
Mr. Jacob Colunga,
Ms. Loretta Sibley
Dr. Tomeka Wilson

10.4, 10.5, 10.7, 10.8 — Educational Policies
Dr. Diane Gavin
Ms. Hayley Aniol
Ms. Veronica Griego
Mr. Wesley Wells
Interim Dean Educational Support Services

14.1 — Transparency & Institutional Representation
Ms. Adrian Jackson
Ms. Korina Jacobi
Mr. Alejandro Chapa
Mr. Ryan Morales
Ms. Hayley Aniol
Ms. Laura Flores

FUTURE SEARCH DIVISION UPDATES

Updates

- President's Division
- College Services
- Student Success
- Academic Success

- Arts & Sciences
- Health Sciences
- Applied Science & Technology – MLK
- Applied Science & Technology – SWC
- Academic Services

Securing Our Students Legacies

Overview

SACSCOC LEVEL II CHANGE

Proposed Bachelor of Applied Technology (BAT) Cybersecurity Degree Program Overview

- Edith Orozco, Dean
  Applied Science and Technology

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GOVERNOR'S AWARD

Planning & Implementation Timeline

July 2022	Proposed SPC BAT Cybersecurity degree program approved by Alamo Colleges Board of Trustees
January 2023	Proposed SPC BAT Cybersecurity degree program approved by THECB Commissioner and THECB Board of Trustees
(pending Monitoring Report response)	SPC will submit Level Change Substantive Change Prospectus and Institutional Summary Form to SACSCOC
Jan 2024 (pending Monitoring Report response)	Earliest possible starting date for Proposed BAT Cybersecurity classes
Starting date + 6 months	SACSCOC Site Visit to evaluate Proposed BAT Cybersecurity program
First graduate + 1 year	ABET certification process of Proposed BAT Cybersecurity Program can begin

Level Change Timeline

Level Change Writing Team began	Summer 2022
Good to Great Review	April 4, 2023
First Draft of ISF and LCP due to SACSCOC Liaison	April 14, 2023
Feedback due to BAT Team	May 15, 2023
LCP and ISF sent to External Reviewer	June 1, 2023
Review feedback from SACSCOC Monitoring Report	June 15 (approx.)
External Reviewer Returns draft	June 29
30-minute conversation with External Reviewer	Week of July 10, 2023 (or earlier)
Address final feedback	July 20, 2023
Final Review and Sign-off by Cabinet	July 24–27, 2023
Completed ISF and LCP to Dr. Loston for signatures	August 1, 2023
Submit to SACSCOC	August 8, 2023
SACSCOC Deadline for Submission	Sept. 1, 2023

Proposed BAT Cybersecurity Degree

Cybersecurity/IT Courses	Core Curriculum Courses	Degree
45 semester credit hours 3 hours lecture + 1 hour lab for each course (*applied learning*)	15 semester credit hours	**AAS Information Technology-Cybersecurity Specialist**
33 upper-level cybersecurity semester credit hours (11 courses) 2 hours of lecture + 3 hours lab for each course (*applied learning*)	27 semester credit hours	**Bachelor of Applied Technology in Cybersecurity**
78 semester credit hours in IT/Cybersecurity	**42 Core Curriculum Completion**	**120 Semester Credit Hours**

Admissions & Reporting Process

- Completion of St. Philip's College AAS Information Technology-Cybersecurity Specialist degree

OR

- A closely related degree from a regionally accredited educational institution with completion of 15 Semester Credit Hours (SCH) **and** a C or higher from the following courses:
  - ITSY 1342
  - ITSY 2301
  - ITSY 2430
  - ITSY 2442
  - ITSY 2443

- No additional requirements
- No caps on admission
- Rolling admission and starts
- ApplyTexas: AAS to BAT Cybersecurity degree
- Change of Major form initiates process
- Enrollment Management receives transcripts
- Transfer credit evaluated per existing policy
- BIS Learning Program Coord reviews for eligibility
- Enrollment Management codes for **Junior-Senior class** status
- State Reporting accuracy

Student Numbers

- **75** students per semester for first year; **100** per semester in subsequent years = Enrollment Projections

- **350-400** = Projected graduates in first **five** years

- **3,356** = Average annual job openings in Texas for Proposed BAT Cybersecurity grads

- **$64,293 =** Average annual starting salary in San Antonio for Proposed BAT Cybersecurity grads (*BLS*)

Source: Texas Workforce Commission, Texas Labor Market Information:
https://texaslmi.com/LMIbyCategory/Projections

Proposed BAT Cybersecurity Advisory Committee

- BAT Cybersecurity Advisory Committee closely engaged with development, progress, and success of degree
  - Red Knight
  - Quantum Cyber Platform
  - Google
  - HEB
  - USAA
  - Coalfire

Cybersecurity Facilities

Saint Artemisia Bowden Center of Excellence

- $27M investment
- Isolated network within our regular IT network
- 9 classrooms; all are hy-flex ready
- Only physical Cyber Range in Texas
- Security Operations Center

Campus Center (currently under renovation)

- $23M investment (approx.)
- Interactive learning computer lab
- Flexible spaces for conferences
- Data Warehouse
- Student social & study areas
- Three classrooms
- Multi-purpose Conference Room

ALAMO COLLEGES DISTRICT
St. Philip's College

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More than just a degree

- Over 2,016 total contact hours in the proposed degree
- Core Curriculum Cybersecurity Learning Communities
- Departmental advising + SPC wrap-around supports
- Security clearance preparation and application from enrollment date via partnership with NSA
- Cyber Tigers competitions
- Cybersecurity conferences
- Job fairs
- Employment preparation and networking with Advisory Committee

Communication, PR and Recruiting

SACSCOC Advertising and Student Recruitment Policy Statement:

"In the case of programs that are awaiting SACSCOC's approval and inclusion in the institution's accreditation, the institution's communication with both external and internal constituencies clearly and consistently represent the program(s) as

pending approval by the Southern Association of Colleges and Schools Commission on Colleges."

Questions and Segue to Activity

Questions?

Let's start the review of the Substantive Change: Level Change Prospectus document

Keys to Remember

- Level Change Prospectus document has a 25-page limit (no exceptions)

- Document is at 25 pages

- Narrative is not finalized

- Activity is 30 minutes total

- https://forms.office.com/r/UdYvmour8X

2023 Good to Great Review of Level Change Prospectus

Feedback & Gaps Discussion

- After reading your assigned standard, please provide your feedback
- Look for points of missing information, confusion, or sequencing concerns exist. Once these gaps are identified, focus on suggestions to help remove gaps

- Considerations:
  - Institutional adjustments and/or implications
  - Program needs
  - Sustainability requirements

Current Mission Statement

- St. Philip's College, founded in 1898, is a comprehensive public community college offering associate's degrees and certificates, whose mission is to empower our diverse student population through educational achievement and career readiness. As a Historically Black College and Hispanic Serving Institution, St. Philip's College is a vital facet of the community, responding to the needs of a population rich in ethnic, cultural, and socio-economic diversity. St. Philip's College creates an equitable and inclusive environment, fostering excellence in academic and technical achievement, while expanding its commitment to diversity, opportunity and access.

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Potential Update

Option A

- St. Philip's College, founded in 1898, is a comprehensive public community college, whose mission is to empower our diverse student population through educational achievement and career readiness. As a Historically Black College and Hispanic Serving Institution, St. Philip's College is a vital facet of the community, responding to the needs of a population rich in ethnic, cultural, and socio-economic diversity. St. Philip's College creates an equitable and inclusive environment, fostering excellence in academic and technical achievement, while expanding its commitment to diversity, opportunity and access.

Option B

- St. Philip's College, a Historically Black College and Hispanic Serving Institution founded in 1898, is a comprehensive public college offering degrees and certificates, whose mission is to empower our diverse student population through educational achievement and career readiness.

Vote using the QR code.

Securing Our Students Legacies

NEXT STEPS

Division Strategic Conversations

Strategic Plan Discussions

- Divisions/Departments will begin to address their individual strategic plans.
  - Discussions will focus on institutional strategic objectives and action plans they are responsible for and their aligned strategies and KPIs. Conversations should also focus on financial resources, human capitol, market or industry changes and barriers.
  - Divisions/Departments will complete a SWOC analysis and Environmental Scan for their area(s).

Note: A template will be distributed to the vice presidents and deans. This work must be completed before the next G2G session in June.

CLOSING REMARKS