

AN SPC PERSPECTIVE: LEGACY, SERVICE AND CONTRIBUTIONS

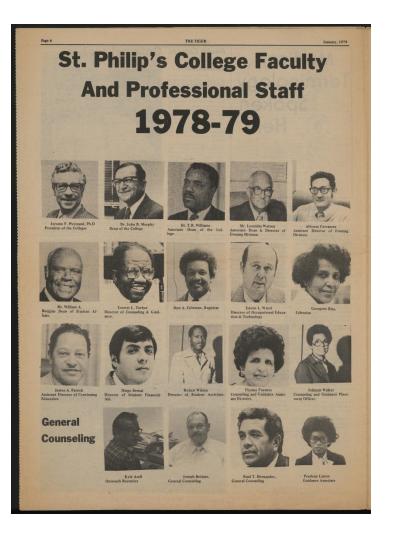
All College Meeting January 12, 2019

WELCOME

- Faculty Senate President
- Staff Senate President
- Student Government President

Jack Nawrocik Yvonne Benton Angelia Jacobs

SPC 40 Years Ago



- SPC began the year having recently been reaffirmed by SACSCOC
- In June, Mr. Leonidas Watson, Associate Dean and Director of Evening Division received the G. J. Sutton Award as an outstanding Black educator in San Antonio
- Renovations to the biology labs, financial aid office, student activities and bookstore began
- A group of students, faculty and staff organized a cheering squad to promote spirit at SPC. They were known as the "Crowd Pleasers"

Honoring Our Employees for 40 Years of Service



Dr. Gregory Hudspeth Social and Behavioral Sciences

Honoring Our Employees for 40 Years of Service



Ola Robinson-Thompson Center for Learning Resources

SPC 30 Years Ago



- ► Spring 1989 enrollment was 5,835
- SPC was chosen as one of fifty colleges in the nation to establish a Students In Free Enterprise, Inc. (SIFE) team on campus
- SPC held a grand finale event to celebrate its 90th Anniversary on Saturday April 29, 1989. The theme for this event was "Artemisia Bowden Day: The Grand Reunion"
- Ford Powell & Carson was honored for its designs in Phase I of the SPC capital program. One part of the designs was the covered walkway (arches)

Honoring Our Employees for 30 Years of Service



Maria G. de Luna Veterans Affairs

Honoring Our Employees for 30 Years of Service



John J. Gomez Media Services

Honoring Our Employees for 25 Years of Service



Andrew Lamza Biological Science



Debbie Ramos-Smith Advising

PTK Advisor – 10 Years of Service Maria Botello



Welcome Our New Family Members



Welcome Our New Employees/ New Positions

Name	Title	Department	
Baca, Marlene	Faculty Instructor	Respiratory Care Technology	
Cobb, Carly	Certified Advisor	Advising	
Cross Wilson, Tomeka	Grant Project Director	CIMA-Louis Stokes	
Garza, Eva	Administrative Services Specialist	Nursing Education	
Gray-Pruitt, Debra "Jaynie"	Administrative Service Specialist	Enrollment Management	
Hawkins, Carol	Faculty Instructor	Nursing Education	
Huhndorf, Laurie	Academic Lab Tech	Occupational Therapy	
Lamson, Patricia	Faculty Instructor	Health Information Technology	

Welcome Our New Employees/ New Positions

Name	Title	Department	
Lay, Arianna	Director of Advising	Advising	
Lothamer, Lucas	Faculty Instructor	Social & Behavioral Sciences	
Palomo, Gilbert	Advising Team Leader	Advising	
Perez, Arnoldo	Faculty Instructor	Allied Construction Trades - HVAC/R	

Congratulations SPC Employee Promotions / New Assignments

Name	Old Title	New Title	Department
Cortez, Christina	Director of Advising	Dean of Student Success	Enrollment Management
Flores, Jorge	Sr. Budget Analyst	Interim Budget Officer	College Services
Fuller, William	Associate Professor	Interim Chair, Automotive Technology	Automotive Technology
Lopez, Luis	Director	Interim Dean for Academic Success	Academic Services
Rendon, Palmira	Administrative Services Specialist	Administrative Services Specialist - Automotive Technology	Automotive Technology
Salinas, J. Frank	Associate Professor	Chair	Tourism, Hospitality and Culinary Arts
Zertuche, Marisa	Academic Program Specialist – Perkins Grant	Certified Advisor	Advising

Honoring our Piper Professor Nominee 2019



Dr. Gregory Hudspeth

Honoring our Teaching Excellence Award Recipient 2019



Mary Cottier



NISOD Nominations



Edward Gayden Instructor, Occupational Therapy Asst.



Stephanie Gibson Instructor, English



Kent Magnusson Instructor, Biology



Ken Poff Associate Professor, English



Yvonne Benton Certified Advisor, Advising



Tracy Shelton Director of Records and Registration



Adrian Jackson Director of Community and Public Relations



Christopher Beardsall

Dean for Academic Success, Applied Science & Tech.



Quality Instruction for Educational Programs

Student Engagement

Community Engagement ALAMO COLLEGES DISTRICT

St. Philip's College



A Historically Black College & Hispanic Serving Institution

Quality Instruction for Educational Programs

Institutional Effectiveness, Planning And Assessment System

SACSCOC Reaffirmation (Class of 2016) St. Philip's College Track A

- 12/3/17- SACSCOC Board of Trustees reaffirmed accreditation and removed from warning status (sanction): Saint Philip's College, San Antonio, Texas
- **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



The Name

In 2015, the Central State University of Ohio made the decision to rename its School of Communications. The University is an HBCU and this school was built thanks in part to a \$2 million donation from a prominent African-American actor. In honor of that donation, CSU named the building after him and his wife: The Camille O. & William H. Cosby Communications Center. Given the allegations that had come out about Cosby since the founding of the school, the President of the University felt she could no longer stand by the name, saying the situation was, "troublesome and disappointing to all."

The Cosby School is only one of many examples of schools that have struggled with names on buildings of people who have since fallen out of favor with the public because of their past crimes. In 2017, Yale University got rid of its Calhoun College building because of Senator John C. Calhoun's strong pro-slavery stance in the 19th century. Centre College of Kentucky got rid of its McReynolds Building after former Supreme Court Justice John C. McReynolds' long history of virulent racism and antisemitism was brought to their attention.

"Another college dumps Cosby's name," USA Today, 11 September 2015, (Accessed 8 January 2019)
<u>https://www.usatoday.com/story/life/people/2015/09/11/bill-cosby-ohio-university-renames-communications-center/72091502/</u>
John Thelin, "The Campus Buildings Name Game: Unfinished Business," Inside Higher Ed, 27 February 2017, (Accessed 8 January 2019)
<u>https://www.insidehighered.com/views/2017/02/27/complexity-removing-names-controversial-people-campus-buildings-essay</u>



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



Determine the facts:

- **1.** The School of Communications received a \$2M donation
- 2. The donor was prominent African-American actor
- 3. The building was named Camille O. & William H. Cosby Communications Center
- 4. Allegations were proven to be true in a court of law
- 5. Students would be forever citing on their CV that they graduated from this named school
- 6. Students may possibly be impacted by this notation



Identify options:

- 1. The donor's gift and legacy will continue to be honored
- 2. The institution may return the donation
- **3.** The institution may seek another donor(s)
- 4. Retain the \$2M in funds and eliminate name on the building



Consider consequences:

- **1.** The Donor may sue for breach of promise/commitment
- 2. The Communications Center may suffer unintended publicity
- 3. Students may suffer unintended publicity



The ethical choice and appropriate action:

- 1. The donated funds will be retained
- 2. The donor's name will be removed from the Center
- **3.** The building will be labeled the Communications Center until another donor can be acquired
- 4. All donors will be asked to sign a Reputational Clause with clear expectations in order to preserve the institution's legacy



Orgametrics Data Review

Empowering Leaders. Aligning Organizations. Driving Results.

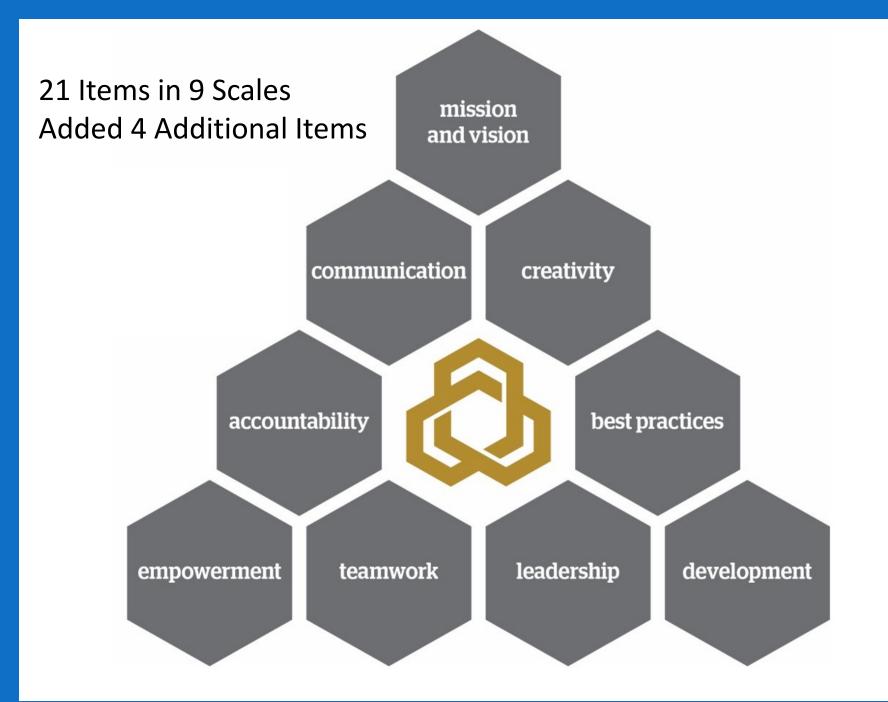
Orgametrics[®] Data Review

Survey purpose: measure organizational alignment to the institution's mission, vision and values

St. Philip's College Survey Launch: 10.15.18 Survey Close: 10.30.18

Responses Total Employees (from email file): 816 Total Responses: 636 Response Rate: 77.9%



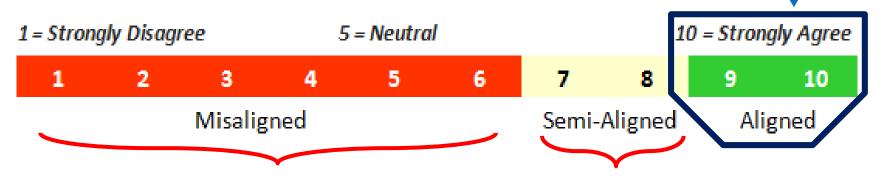


Orgametrics® Data Review

Scoring and Interpretation



Strong alignment in an organization occurs when a high percentage of employees express strong positive responses to Alignment questions



These responses express clear disagreement with Alignment questions or, at best, neutral to passive agreement. These responses suggest an organization with significant Alignment opportunities Responses in this range are not bad, but they are also not "good enough"

Orgametrics® Data Review

Results - Scale Scores



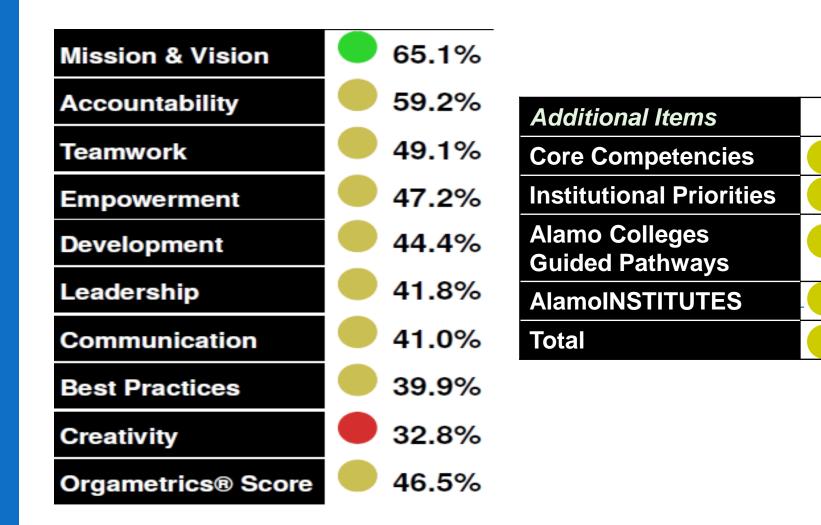
57.0%

65.7%

45.7%

50.5%

54.7%



>65% = Aligned 64% - 35% = Semi-Aligned < 34% = Mis-Aligned

ALAMO COLLEGES DISTRICT



St. Philip's College A Historically Black College & Hispanic Serving Institution Quality Instruction for Educational Programs

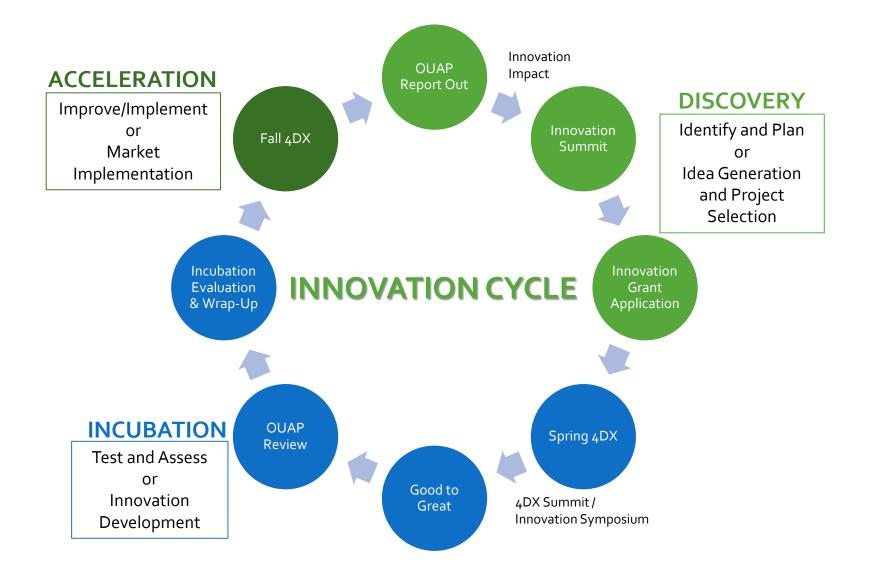
Performance Excellence

Integrated Process for Innovation

Radical Innovation Model (RIM)

- SPC embraces a culture of innovation and intelligent risk taking through systematic utilization of OUAP, FOCUS PDCA and 4DX
 - What is innovation? Making meaningful change to improve programs, services, processes, or organizational effectiveness and create new value for stakeholders
 - What is intelligent risk? Opportunities for which the potential gain outweighs the potential harm or loss to your organization's future success if you do not explore them

Model Implementation – Sept/Oct 2019





Renovations

Capital Improvement Project (CIP) Update

•CIP webpage

- SPC webpage that provides details for construction and renovation projects to include parking lot and road closures.
- Landing Page

ALAMO COLLEGES DISTRICT

St. Philip's College A Historically Black College & Hispanic Serving Institution Community Engagement

Institutional Advancement, Grants & Donations

Perkins Grant Expenditures 2017-2018

Department	Amount
Academic Program Specialist	\$54,735
Aircraft, Construction, & Manufacturing Technologies	\$104,704
Applied Electrical & Mechanical Technology	\$53,712
Automotive, Collision & Diesel	\$10,260
Business Information Solutions	\$30,207
Closing the Gaps – Student Success	\$10,000
Diagnostic & Invasive Health Sciences	\$68,487
Outreach to Special Populations	\$22,105
Tourism, Hospitality, & Culinary Arts	\$24,639
TOTAL	\$378,849

Recent Grant Awards

Department	Amount
San Antonio Livestock and Exposition, Inc. (S.A.L.E.) Grant	\$12,000
Texas Workforce Commission/ Apprenticeship Training Program Grant	\$70,804
Trellis Company/Project Success Emergency Grant Program	\$30,000
U.S. Department of Education/child Care Access Means Parents in School (CCAMPIS) Grant	\$ 481,000
TOTAL	\$593,804

Recent Donors

Donor	Project	Donation
Alamo Area Hospitality Assoc.	Hotel & Hospitality Scholarship	\$25,000
Baptist Health Foundation	Allied Health Scholarships	\$27,000
Community Automotive	Automotive Scholarships	\$20,000
Ford Motor Company	ASSET student Scholarships	\$5,000
Gene Hass Foundation	Machinist Scholarships	\$14,000
Gunn Automotive Group	Automotive Tool Scholarship	\$18,881
Links, Inc. – Western Area Director	Presidential Scholarship	\$9,000
Masonic Lodges	Vocational Scholarships	\$12,025
Oak Hills Rotary	Vocational Scholarships	\$2,000
San Antonio Auto Dealers Assoc.	Automotive Scholarships	\$4,000
San Antonio Livestock	Scholarships	\$12,000
Santikos Foundation	Presidential & SEG Scholarships	\$7,500
Toyota	Automotive Scholarships	\$6,500

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 ten years the St. Philip's College Community has raised over \$1,455,842 for the scholarship program

Presidential Scholars 2018-2019



Presidential Scholar	Degree Plan	Community Project
Nicholas Lokey	Automotive Technology	Tiger Tech Club / Pedal Against PTSD
Dorathy Tarpeh	Licensed Vocational Nurse	San Antonio Food Bank
Virginia Tovar	Physical Therapy Assistant	San Antonio Food Bank

Presidential Scholars

Activity	Impact	Amount
2017 - 2018	3 Students	\$9,000 Allocated
2017 – 2018 1 scholar had a personal issue and only completed the fall semester.	8 Students	\$22,500
2016 - 2017	5 Students	\$15,000
2015 – 2016 Transfer scholarship(s) pending	6 Students	\$18,900
2014 – 2015 1 scholar was awarded a transfer scholarship	5 Students	\$15,000
2013 – 2014 2 scholars were awarded transfer scholarships	5 Students	\$16,800
2012 – 2013 1 scholar was awarded a transfer scholarship	5 Students	\$15,900
2011 - 2012 1 Scholar had a personal issue and only completed the fall semester.	5 Students	\$13,500
2008 - 2010 1 Scholar had a medical issue and only completed the fall semester	11 Students	\$30,000
Totals:	53 Students	\$156,600

Presidential Scholarship Success Student Intent

Graduate from SPC	Actual	Results
18	18	100%

Transfer to a Texas University	Actual	Results
10	9	90%

Retention at SPC	Actual	Results
23	21	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
2018 – 2019 Funded Projects	22 Projects	\$120,000 Amount Allocated	ТВА	ТВА
2017 – 2018	17 Projects	\$103,5000	85% SEG/	28% SEG/
Completed Projects	148 Students		42% Non-SEG	6.6% Non-SEG
2016 – 2017	14 Projects	\$94,500	80% SEG/	27% SEG/
Completed Projects	126 Students		43% Non-SEG	7% Non-SEG
2015 – 2016	26 Projects	\$113,500	78% SEG/	35% SEG/
Completed Projects	160 Students		42% Non-SEG	6.6% Non-SEG
2014 – 2015	19 Projects	\$147,500	74% SEG/	27% SEG/
Completed Projects	119 Students		42% Non-SEG	6% Non-SEG
2013 – 2014	21 Projects	\$120,000	85% SEG/	29% SEG/
Completed Projects	119 Students		39% Non-SEG	5% Non-SEG
2012 – 2013	22 Projects	\$135,000	69% SEG/	18% SEG/
Completed Projects	118 Students		39% Non-SEG	6% Non-SEG
2011 – 2012	13 Projects	\$77,000	89% SEG/	32% SEG/
Completed Projects	34 Students		42% Non-SEG	6% Non-SEG
2010 – 2011	9 Projects	\$52,500	68% SEG/	27% SEG/
Completed Projects	48 Students		42% Non-SEG	6% Non-SEG
2009 – 2010	9 Projects	\$102,750	80% SEG/	31% SEG/
Completed Projects	89 Students		45% Non-SEG	7% Non-SEG
2008 – 2009	5 Projects	\$56,000	76% SEG/	26% SEG/
Completed Projects	25 Students		47% Non-SEG	6% Non-SEG
Totals:	177 Projects 986 Students	\$1,122,250	78% average SEG / 42% average Non-SEG	28% average SEG / 6.3% average Non-SEG

Student Engagement Grants 2018-2019 Projects

	Project Name/Area	An	nount Allocated
1	Alamo Institute Student Leaders	\$	6,000
2	Allied Construction Community Service	\$	6,000
3	Biology Research Project	\$	4,000
4	Byrd Sanctuary Peer Tutors	\$	6,000
5	Campus Tour Leaders	\$	4,000
6	COE Math Student Community Outreach	\$	8,000
7	Collegiate 100	\$	4,000
8	Community Garden	\$	4,000
9	Disability Services	\$	6,000
10	Extramurals	\$	5,000
11	Honors Scholars Ceremony	\$	3,000
12	Jessica's Project	\$	6,000
13	Peer Mentor Tutoring Reading	\$	6,000
14	QEP/SPC EDM	\$	4,000
15	QEP/Spirit Day	\$	5,000
16	Science in Action	\$	4,000
17	SGA	\$	6,000
18	SPC Cyber Tigers	\$	6,000
19	Spirit & Pride Crew	\$	6,000
20	STEM Advocates	\$	5,000
21	Tiger PAWS	\$	6,000
22	VITA	\$	10,000
	Total Allocated	\$	120,000

Alamo Colleges Employees Giving Back

2019 Campaígn SPC raised \$41,675 (37% participation)

EMPLOYEES GIVING BAC

Alamo Colleges District

Thank you

for your generous support.

Your support of Alamo Colleges Employees Giving Back means that many important community based social services will be sustained by United Way of San Antonio and Bexar County, that arts and cultural events will be supported by theFund, and that deserving students will have access to education funded through the Alamo Colleges Foundation.

Log on to GIVE August 20 - October 19, 2018

amo Colleges Foundation	
mo Colleges Foundation Fund – use where most needed	700001
mo Colleges Foundation General Scholarship Fund	600059
rtheast Lakeview College	
Presidential Scholar's Scholarship	650130
ulty Endowed Scholarship	450033
liam F. "Smiley"& Sandra Williams Founder's Endowed Scholarship	450033
ICU Founder's Endowed Scholarship	
Ceneral Scholarship	450104 650060
General Scholarship	650060
rthwest Vista College	
erly Evans Memorial NVC Student Life Scholarship	640006
a Food Pantry	340083
e Moser Drum Encouragement Fund	340045
manent Art Collection Endowment	140006
C Unrestricted Fund (Use where needed most)	340086
lo Alto College	
C Faculty & Staff Memorial Scholarships	630048
C General Scholarships	630062
ebracion Endowment Fund Scholarships	630053
CUnrestricted Fund	330085
SHARE Emergency Aid Program	330099
Antonio College	
n Antonio College : President's Fund	310084
, Fresident's Fund ; Student Support Fund (SAC Student Advocacy Center)	310084 310011
: Empower ME Program	310011
: Dr. Robert Zeigler Endowed Scholarship	410030
Men Empowerment Network Scholarship	610034
wen Empowerment Network Scholarship	010034
Philip's College	
Artemisia Bowden Memorial Endowed Scholarship	420014
Dr. Adena Williams Loston Endowed Scholarship	420039
General Scholarships	620064
h Jones McClendon Scholarship Fund	620040
mond Elliot Scholarship Endowment Fund	420023



Ranked #2 – funds raised by one of colleges Ranked #4 – employee participation

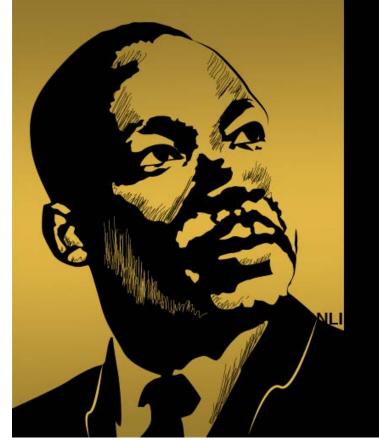
ALAMO Colleges District



St. Philip's College A Historically Black College & Hispanic Serving Institution Community Engagement

> **General Announcements and Upcoming Events**

MLK March & Day of Service January 21, 2019



CONTINUING KING'S LEGACY OF JUSTICE, PEACE AND EQUALITY!

JANUARY 21, 2019

March with US and get a FREE T-Shirt!

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

Black History Month - February 2019

 February 2
 San Antonio Symphony Performance
 February 7
 Opening Ceremony/ Art Exhibit – Morgan Gallery
 Featured Artist: Kimberly Hopkins

February 10 SAYWE Black History Concert – WFAC Auditorium

Febraury 15-16

3rd Annual Truth and Reconciliation Oral History Project

February 26

Soul Food Taste – Heritage Room

Eleventh Annual Golf Tournament March 1, 2019



Culturefest April 25, 2019





Thursday, April 25, 2019 • 10:00 AM - 4:00 PM



Admission is free! Proceeds from CultureFest help fund student scholarships.

A St. Philip's College official Fiesta© event.





A Historically Black College & Hispanic Serving Institution

Professional Development Schedule

For agenda information, access the website at

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

Blue & White President's Reception & National Baldrige Award Celebration

Food Fun Friends SPC family - come celebrate the new semester and new employees

Friday, January 18, 2019 11:30 a.m. - 1:00 p.m. Bowden Alumni Center





New Employee Campus Tour



Wednesday, January 16, 2019, 8:30 a.m. - 11:30 p.m. Meet in President's Conference Room, SLC 303C

Wear comfortable shoes (tennis shoes or flats).



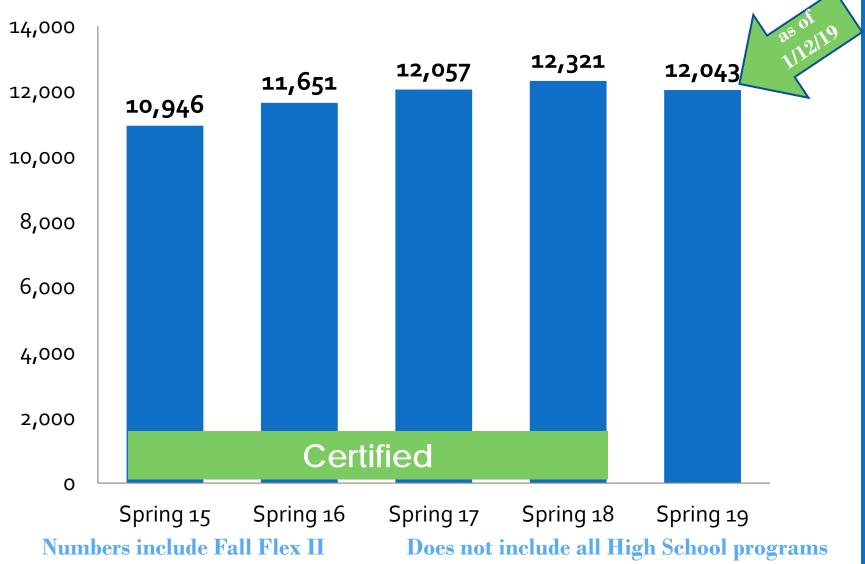


St. Philip's College A Historically Black College & Hispanic Serving Institution

Student Success

INSTITUTIONAL EFFECTIVENESS

Five Year Enrollment Trends







A STUDENT SUCCESS RAPID INNOVATION PROCESS

BRANDING STRATEGY—SAFE SPACE

- Concept aligns with current education Support Services Programs located on both campuses:
 Financial Literacy, Counseling Services, Disability Services and OVW Grant.
- U.S. DOJ OVW Grant: Safe SPACE Program Purpose is to build a comprehensive, multidimensional strategy that bridges the gap between victims and resources to help victims recover and pursue healthy productive lives.

INCUBATION--PRODUCTS AND SERVICES

- 1. Full-time Crisis Counseling and Community Resource Referrals
- 2. Financial Literacy Assistance and Programs
- 3. Drop For Non-Payment Scholarship
- 4. St. Philip's College Book Loan Program
- 5. Bookstore Gift Card Program
- 6. Adena Williams Loston President's Discretionary Fund
- 7. St. Philip's College Laptop Loan Program
- 8. Trellis Company Project Success Emergency Grant Aid Program—\$30,000 to help student with urgent needs, rent, car repair, utilities
- 9. Deferred Action for Childhood Arrivals (DACA) allies on campus--provide Community Resource Referrals
- 10.State Financial Aid Texas Application for State Financial Aid (TASFA) for DREAMers

10.Good Samaritan Veterans Outreach and Transition Center (GSVOTC);

- Veteran Financial Literacy (Armed Forces Service Corporation)
- Employment Services (Goodwill Industries)
- Small Business Coaching (Small Business Association)
- Career & Wellness Consultation (U.S. Veterans Affairs Administration)
- Women's Services (Grace After Fire)
- Legal Services (San Antonio Bar Association)

11.Violence Against Women Act grant –Builds local capacity to reduce violence against women and administer justice for and strengthen services to victims domestic violence, dating violence, sexual assault, and stalking.

- 12.Bae-B-Safe-Healthy Futures Grant to prevent unplanned pregnancy and sexually transmitted disease in college-aged teens on and off campus.
- 13.Snack pack distribution—pre-packaged ready to go items
- 14.Re-establish SPC Food Pantry in formal partnership with San Antonio Foodbank
- 15.Health Centers on both campuses

PROCESS FLOW — THE STUDENT'S EXPERIENCE



General Approach

- Locations: MLK Campus, SLC 102; SW Campus, Building 1
 B-172
- Who's Next system will be used to track all advocacy related services
- Provide weekly operational reports by student and duplicated services
- Staff and work studies will complete: General Intake, Who's Next system, SA Food Bank, other training as needed
- Cross college service coordination i.e. SAC has Master's level Social Work Interns to assist with application process for SNAP benefits, WIC, Medicaid, etc.

PROCESS FLOW — THE STUDENT'S EXPERIENCE

General Student Work Flow

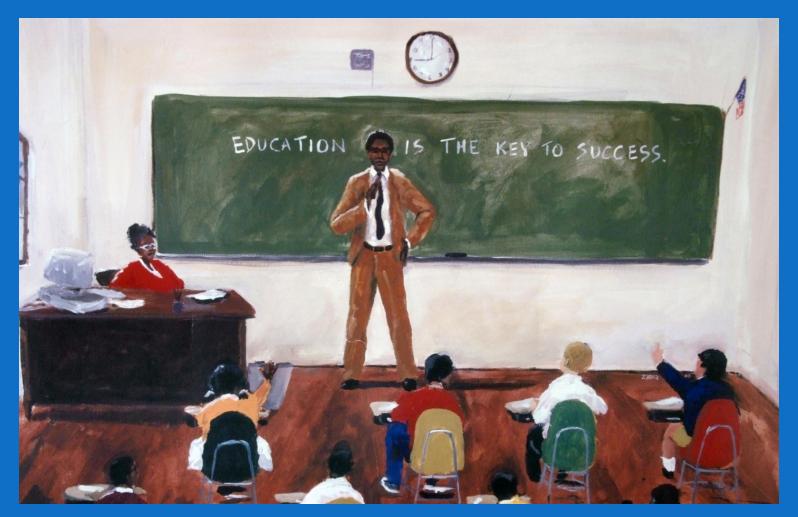
- 1. Service Activation (entry in Who's Next)
- 2. Service(s) Rendered
- 3. Student Receives Advocacy Information
- 4. File Activation and Case-Managed [if student uses 3 services in a week they will complete steps 5-8 below]
- 5. Case-Managed (file active for 60- days)
- 6. Financial Literacy Intervention
- 7. Follow Up with Student
- 8. Close File (re-open as needed)

- Trellis Emergency Grant Work Flow
 - 1. Service Activation (entry in Who's Next)
 - 2. Online or Paper Application Completed
 - 3. Student File Established
 - 4. Service(s) Rendered
 - 5. Case-Managed (file active for 60- days)
 - 6. Financial Literacy Intervention
 - 7. Follow Up with Student
 - 8. Close File (re-open as needed)

Student Advocacy Center



HAVE A GREAT SEMESTER!



DON'T FORGET TO TELL YOUR STORY!