ST. PHILIP’S COLLEGE MISSION
St. Philip’s College, founded in 1898, is a comprehensive, public community college whose mission is to provide a quality educational environment, which stimulates leadership, personal growth and a lifelong appreciation for learning.

ALAMO COLLEGES
Alamo Colleges is comprised of five colleges and serves Bexar County and the surrounding areas with associate degrees, certificates, and licensures. The St. Philip’s College Strategic Plan is guided by the Alamo College’s Vision, Mission, and Values:

VISION
The Alamo Colleges will be the best in the nation.

MISSION
Empowering our diverse communities for success.

VALUES

INTEGRITY
We have the courage to act ethically, building a culture of trust and respect.

COMMUNICATION
We engage in open and transparent communication, information sharing, and collaboration.

COMMUNITY
We commit to a joyful culture of learning and service where unity in diversity occurs through mutual respect, cooperation, and accessibility.

ACADEMIC FREEDOM
We value creativity, growth, and transformation through vigorous inquiry and a free exchange of ideas for all.

ACCOUNTABILITY
We take responsibility for our actions and strive for continuous learning and improvement.
GOAL I. ACCESS TO HIGHER EDUCATION
Maintain and extend an open door and affordable access to quality higher education for citizens of Bexar County and surrounding service area.
   A. Recruit/Enroll to Reflect the Diversity of Our Communities
   B. Recruit/Enroll from Low Educational Participation Areas

College Priorities: College Access and Community Involvement

GOAL II. STUDENT SUPPORT
Increase academic support of all students.
   A. Achieve High Completion Rates
   B. Maximize P-16 Partnerships
   C. Achieve the Dream
   D. Measure and Increase Student Success
   E. Maximize Employee Accountability for Student Success
   F. Enable Students to Become Responsible Local and Global Citizens
   G. Achieve Outstanding Student Learning and Support Programs

College Priorities: Culture of Student Success

GOAL III. WORKFORCE DEVELOPMENT
Build a world-class workforce education and training capacity in partnership with businesses and community-based organizations.
   A. Assert Regional Workforce Leadership
   B. Offer Excellent Programs that Meet Employer Needs

College Priorities: New Program Development

GOAL IV. CAPACITY TO SERVE
Develop the human capital and strengthen the financial, technological, and physical capacities of ACCD for first-rate student and community services.
   A. Attract, Develop, and Retain Employee Talent
   B. Ensure Sound Financial Management
   C. Utilize Technology for Success
   D. Maximize Facilities Stewardship

College Priorities: Diversity and Institutional Efficiencies

GOAL V. ORGANIZATIONAL COMMUNICATION
Foster integrated organizational communication to consistently promote the positive impact and value of ACCD to the community of Bexar County and surrounding service area.
   A. Cultivate Community Support and Loyalty
   B. Ensure Effective Internal Communication

College Priorities: Faculty and Staff Collaboration and Coordination
### Meeting Our Goals and Objectives

#### Through the Use of Key Performance Indicators (KPIs)

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<tr>
<th>GOAL</th>
<th>STRATEGIC OBJECTIVE</th>
<th>KPI</th>
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| I. Access to Higher Education | Maintain and extend an open door and affordable access to quality higher education for citizens of Bexar County and surrounding service area. | • Enrollment  
• Fundraising  
• Financial Aid |
| II. Student Support         | Increase academic support of all students.                                            | • Fall to Fall Retention  
• Course completion  
• Grade productivity  
• Developmental education  
• Transfer and graduation |
| III. Workforce Development  | Build a world-class workforce education and training capacity in partnership with businesses and community-based organizations. | • Placement rate  
• Graduation rate  
• Licensure pass rate |
| IV. Capacity to Serve       | Develop the human capital and strengthen the financial, technological, and physical capacities of the College for first-rate student and community services. | • Average class size  
• Personnel as a % of budget  
• Diversity of personnel |
| V. Organizational Communication | Foster integrated organizational communication to consistently promote the positive impact and value of the Alamo Colleges to the community of Bexar County and surrounding service area. | • Employee satisfaction and engagement  
• Effective communication |
Strategic Planning Committee

**SENIOR LEADERSHIP**

**Dr. Adena Williams Loston**  
President

**Ms. Ruth Dalrymple**  
Vice President  
of Academic Affairs

**Dr. Sherrie Lang**  
Vice President  
of Student Success

**Mr. Lacy Hampton**  
Interim Vice President  
of College Services

**MEMBERS**

- Erick Akins
- Lawrence Baiza
- Diego Bernal
- Paul Borrego Jr.
- Charles Bower
- Rusty Boyd
- Julia Briggs
- Rafael Brisita
- Maureen Cartledge
- Althea Bonnett
- James Cliburn
- Pearl Conyers
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- Randall Dawson
- Rosalinda DeHoyos
- Miguel Delgado
- Jo Dee Duncan
- Rebecca Duran
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