

# All College Meeting

August 13, 2022



ALAMO COLLEGES DISTRICT  
St. Philip's College



# Faculty Senate Officers

## **President**

Vice President

Recording Secretary

Corresponding Secretary

Treasurer

Historian

Parliamentarian

## **Craig Overmiller**

Dr. Christopher Davis

Amy Quesenberry

Dr. Mary Kelaite

Matthew Hudock

Cynthia Dinsmore

Spencer Galvan



# FACULTY SENATE MEETINGS

First Friday of each Month at 1:00pm

These Meetings are by Zoom

So no excuses for not being there.

The Faculty Senate is only as effective as your input.

This is your chance to help steer the boat.

You Snooze You Loose.



# FACULTY SENATE MEETINGS

Watch Your Emails for the  
Zoom Invites.





# First Faculty Senate Meeting

August 16<sup>th</sup>, 2:30pm

ZOOM Meeting

Watch for the Invite

You Do Not Want to Miss This One and  
Bring your Voice and Ideas

Meet Your Officers!



# Staff Senate Officers

**President**

Vice President

Secretary

Treasurer

Parliamentarian

**Deborah Gee**

Enida Rehome

Jessica Cruz

Dr. Deretha Goforth

Patrick Daniels





# Student Government Association Officers

## **President**

Vice President-MLK

Vice President-SWC

Secretary

Treasurer

Parliamentarian

Historian

## **Valentin Morin**

Jabrasia Doss

Tony Sanders

Alayna Morgado

Tristan Moy

Matt Ramos

Tiffany Ramirez



*WELCOME BACK*



# SPC Safety Training

Presenters: Ofc Megan Luna and Jacob Colunga



Alamo Colleges Police Department

Our Alamo Colleges Officers are all REAL  
Police Officers. We hold the same  
commission as SAPD or Bexar County.

Alamo Colleges Police Department operates  
24 hours a day and 7 days a week.  
(Weekends and Holidays)



Spring  
Break



# Patrol Units

## Patrol Cars



## Bike Patrol



## T-4





## Services we offer

- Courtesy Escorts
- Accident Reports
- Criminal Reports
- Information Reports
- Injury/Illness Reports
- Lockouts/Battery Boost

# Parking

Faculty/ Staff Need Parking Permits for their Vehicles to park in Staff parking lots.


If you need a permit please contact your supervisor.

## Prohibited Parking



PARKING VIOLATION NOTICE			
CITY OF SAN ANTONIO, TEXAS			
DATE OF VIOLATION	TIME	MILITARY	SIDE OF BLOCK
LICENSE NUMBER	STATE OF REG.	MAKE OF CAR	
TYPE OF VIOLATION	DATE	COURT DATE	
VIOLATION CHARGED (CHECK VIOLATION #)			
<input type="checkbox"/> #1 METER/STATION... MINUTES... IF PAID WITHIN 14 DAYS / AFTER \$35.00 / \$45.00			
<input type="checkbox"/> FAILURE TO PAY PARKING METER OR A PAY STATION			
<input type="checkbox"/> STAYING AFTER PAID TIME HAS EXPIRED			
<input type="checkbox"/> FAILURE TO DISPLAY RECEIPT			
<input type="checkbox"/> #2 OVERTIME PARKING... TO...			
<input type="checkbox"/> #3 PARKED IN A LOADING ZONE			
<input type="checkbox"/> #4 WITHIN 20 FT. OF CROSSWALK			
<input type="checkbox"/> #5 WITHIN 50 FT. OF RAILROAD CROSSING			
<input type="checkbox"/> #6 OBSTRUCTING FLOW OF TRAFFIC			
<input type="checkbox"/> #7 PARKED FACING ONCOMING TRAFFIC			
<input type="checkbox"/> #8 OVERLOADING TAXI STAND			
<input type="checkbox"/> #9 PARKED IN AN ALLEY			
<input type="checkbox"/> #10 DOUBLE PARKED			
<input type="checkbox"/> #11 WITHIN 15 FT. OF A FIRE HYDRANT			
<input type="checkbox"/> #12 EMERGENCY PARKING RESTRICTION/ SACKED METER			
<input type="checkbox"/> #13 BLOCKING A STREET			
<input type="checkbox"/> BLOCKING A DRIVEWAY			
<input type="checkbox"/> BLOCKING A SIDEWALK			
<input type="checkbox"/> BLOCKING A PRELIMINARY SIGN POSTED: YES/NO			
<input type="checkbox"/> #15 MORE THAN 1 FT. FROM CURB/EDGE OF ROAD			
<input type="checkbox"/> #16 TIRE ON OR OVER CURB OR EDGE OF ROAD			
<input type="checkbox"/> #17 PARKED DURING RESTRICTED HOURS			
<input type="checkbox"/> #18 USING PUBLIC STREET FOR STORAGE			
<input type="checkbox"/> #19 PARKED IN A NO PARKING ZONE			
<input type="checkbox"/> #20 HANDICAP PARKING VIOLATION			
<input type="checkbox"/> #21 OVERSIZED VEHICLE IN A RESIDENTIAL ZONE (WITH SIGNS POSTED)			
<input type="checkbox"/> #22 OVERSIZED VEHICLE IN A RESIDENTIAL ZONE (WITHOUT SIGNS POSTED)			
<input type="checkbox"/> #23 PARKED ON FRONT LAWN/SIDE YARD SETBACK			
<input type="checkbox"/> #24 OTHER/MISC. ADD REMARKS			
<input type="checkbox"/> #25 CURBSTONE			

No. **H-955799**



# Smoking on Campus

Smoking is prohibited  
on all Alamo Colleges  
property. Including  
parking lots.

# Emergency Phones

The Alamo Colleges has emergency phones installed in various public locations throughout the campuses. (Parking Lots, Garage, Courtyards, Elevators and Stairwell)

Using an Emergency Phone is the same as calling 911



# Campus Carry Information

## Weapons

**No person is allowed to Open Carry on any Alamo Colleges Property to Include the Parking Lots.**

**Your Weapons MUST BE CONCEALED!** We have 30.06 and 30.07 signs posted on the campuses which tell you what buildings you cannot go into.



# Crime Prevention Tips

- Keep your vehicle locked at all times. All personal property in your vehicle keep out of sight. (Wallets, purses, backpacks, books).
- Don't leave personal property Unattended while on Campus
- Be aware of your surroundings while you are on campus, travel in well lit areas
- If you notice someone suspicious or out of place contact the Campus Police immediately
- Familiarize yourself with your Buildings and Whole Campus
- Keep Classroom Doors Locked after Class has started.

# Active Threat on Campus





Campus Safety Presentations  
Active Shooter Presentations

Please contact:

Officer Meagan Luna - Crime Prevention  
[mluna260@alamo.edu](mailto:mluna260@alamo.edu)

Sgt. Turner - Campus Sergeant  
[tturner27@alamo.edu](mailto:tturner27@alamo.edu)

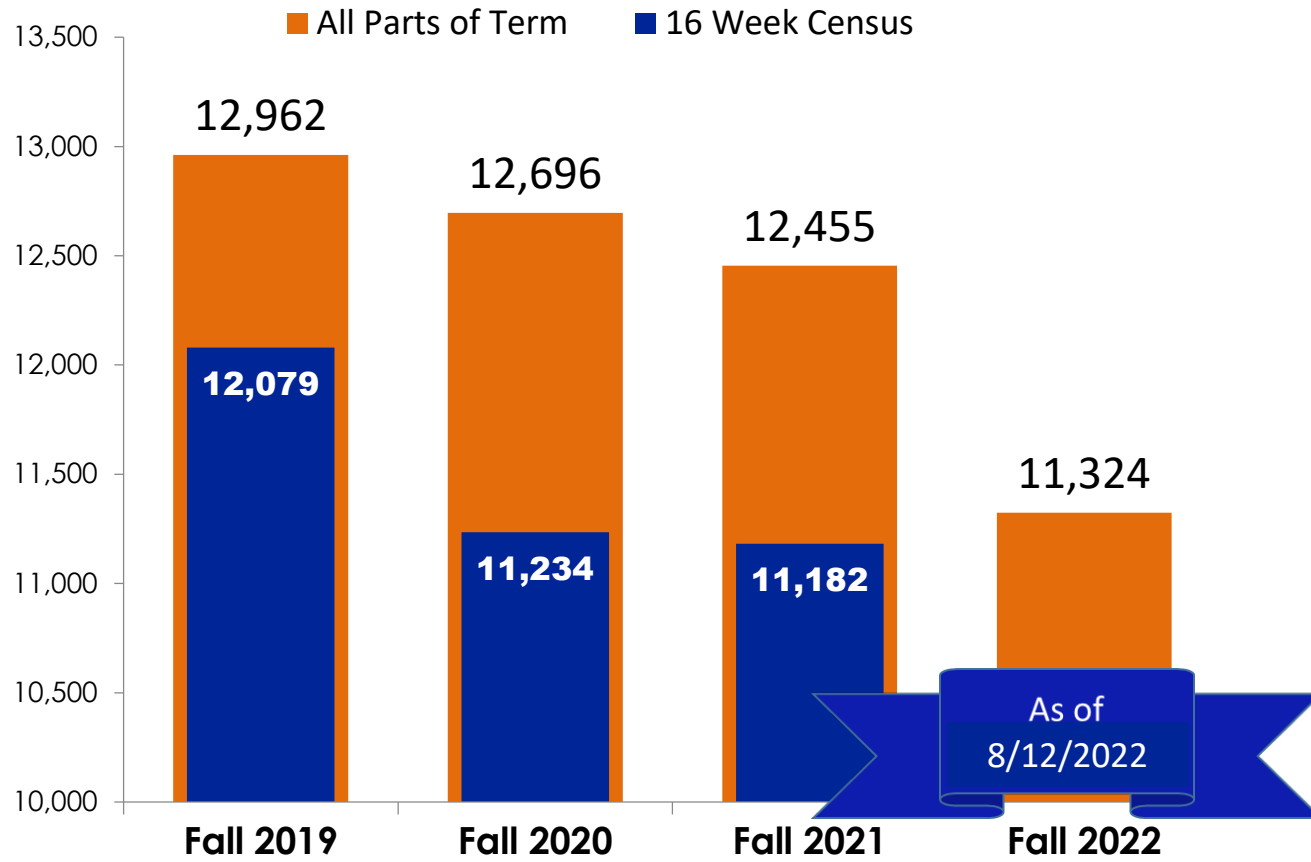
Jacob Colunga - Risk Management  
[jcolunga7@alamo.edu](mailto:jcolunga7@alamo.edu)



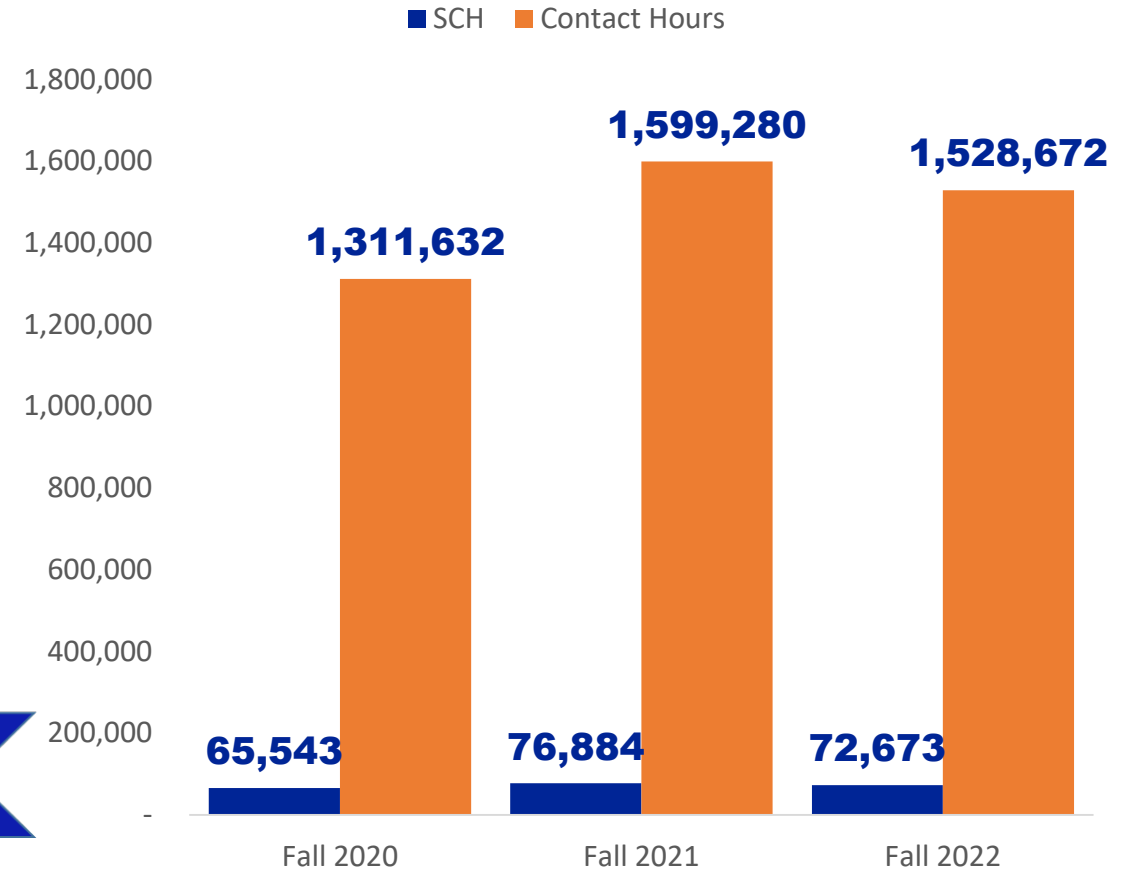
Student Success

# SPC UPDATE

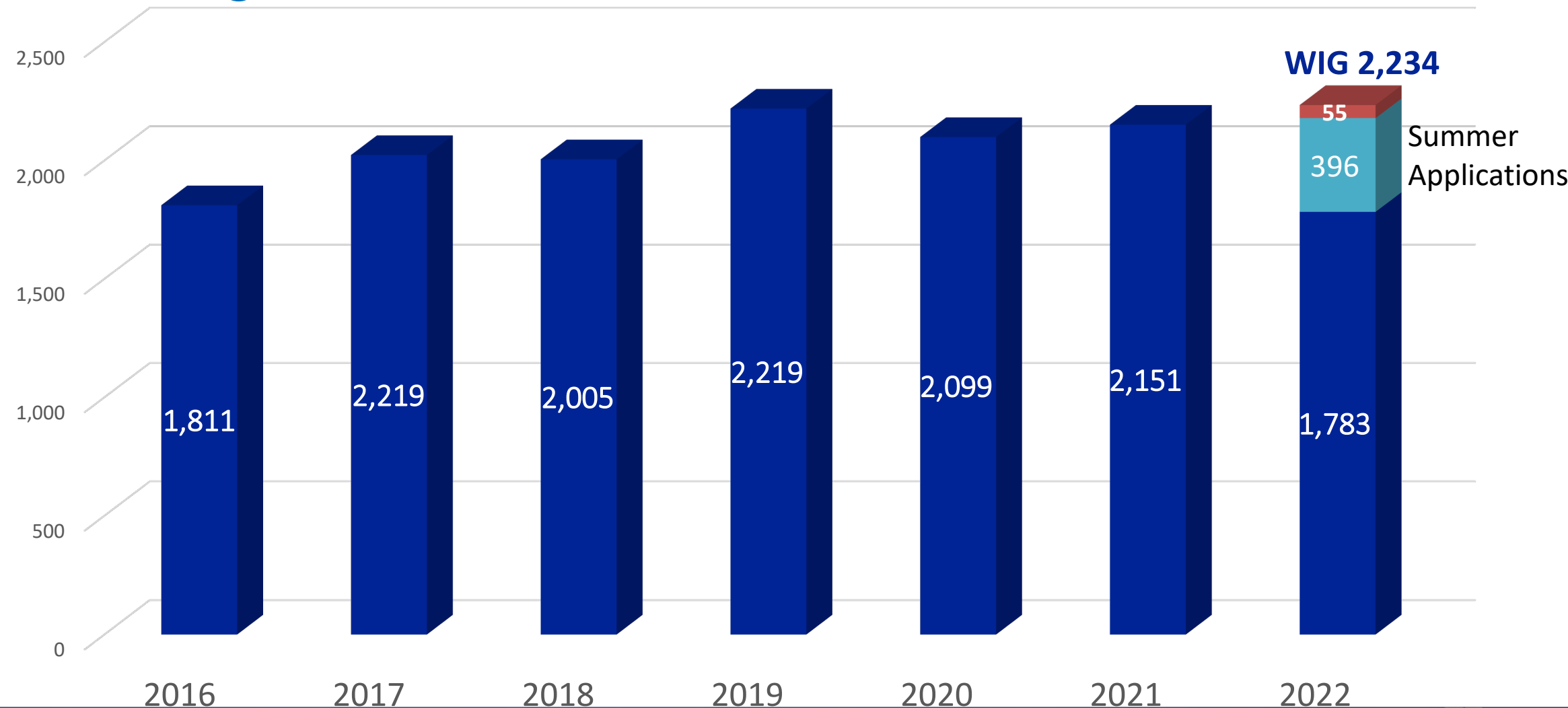
## Enrollment Update



## YTD Semester Credit & Contact Hours



# WIG: Degrees and Certificates Awarded



# Institutional Effectiveness

# Funding Allocation



**\$49,212,796**      **FY2022-23 Budget**

**\$50,078,318**      **FY2021-22 Budget**

- \$ Does not include comp increase and related fringe increase



# Capital Expenditures

2021 – 2022 Capital Allocation	\$3,327,554.22
2021 – 2022 Capital Expenditures	<u>\$2,655,260.75</u>
<b>Remaining funds to be allocated to CIP construction</b>	<b>\$ 672,293.47</b>

**FY23 Capital Allocation -** **\$1,336,511**  
(No Increase YoY)

**Faculty Staff Innovation Grant** \$ 25,000 (allocated)  
Awarded \$16,779.83



# Quality Enhancement Plan



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

**Faculty Leads:** Andrew Hill and Dr. Marie Feldmeier

## Case Study: Professional Ethics and Punishment

*This summer, in June 2022, the U.S. Securities and Exchange Commission issued its largest ever penalty for an accounting firm, and it was for an ethics violation.*

“Ernst & Young (EY) cheated on the ethics section of the Certified Public Accountant exam and withheld evidence of the behavior from regulators, according to the Securities and Exchange Commission.

The SEC has fined EY \$100 million — the largest penalty ever for an accounting firm. Beyond breaking accounting rules, the company "hindered" the agency's probe of the misconduct by withholding information from the SEC, the regulator stated.

"It's simply outrageous that the very professionals responsible for catching cheating by clients cheated on ethics exams," Gurbir Grewal, director of the SEC's enforcement division, said in a statement. "It's equally shocking that Ernst & Young hindered our investigation of this misconduct."

After being told of the potentially untruthful conduct, EY "indicated that the firm did not have any current issues with cheating," and never informed the agency when an internal investigation found evidence of it, according to the SEC.



## Case Study: Professional Ethics and Punishment

Nearly 50 EY audit employees shared answers on the ethics part of the CPA exam between 2017 and 2021, with hundreds more cheating on continuing professional education courses, the SEC said. A significant number of EY professionals who did not cheat but knew their colleagues did, and facilitated the cheating, also violated the firm's code of conduct by failing to report it.

EY said it was complying with the settlement order and would take additional actions to increase compliance.

"We are confident that the outcomes of the undertakings will reinforce steps we have already taken in the years since these situations occurred," EY said in a statement. Sharing answers on any assessment or exam is a violation of our Code of Conduct and is not tolerated at EY. Our response to this unacceptable past behavior has been thorough, extensive and effective."



# Case Study: Professional Ethics and Punishment

- The SEC in 2019 fined another of the "big four" accounting firms, KPMG, \$50 million for cheating on internal training tests and changing previous audit work after getting stolen information from an industry watchdog group."

<https://www.cbsnews.com/news/sec-fines-ernst-young-100-million-auditors-cheat-on-ethics-exam/>

- Questions:
  - 1) Is it the best approach to simply give dollar fines to companies for ethical violations? If the intent is to change their behavior, is a \$100 million dollar fine going to be effective for a company that announced combined global revenues of US \$40 billion for the financial year ended June 2021, and where a single partner earned \$5 million dollars?
  - 2) Are there other, more effective punishments that might force compliance to agreed upon ethical standards? Are there inducements or positive encouragements that might help shape a combined "carrot and stick" approach to compliance?



# Process of Ethical Decision-Making

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



# Process of Ethical Decision-Making

## 1. Determine the facts

- a) Ernst & Young audit employees cheated on the ethics section of the Certified Public Accountant Exam
- b) Ernst & Young employees withheld evidence of the behavior from regulators according to the Securities and Exchange Commission
- c) 50 Ernst & Young audit employees shared answers on the CPS exam from 2017-2021
- d) Employees who know about the cheating failed to report it
- e) KPMG Accounting firm was fined \$50M for cheating in 2019
- f) Ernst & Young was fined \$100M for cheating in 2022



# Process of Ethical Decision-Making

## 2. Identify options

- a) Outing and isolating cheaters
- b) Terminating cheaters
- c) Engage in a companywide professional development on ethical decision making agenda
- d) Levying fines on the individual cheaters
- e) Levying fines on others for not reporting cheaters



# Process of Ethical Decision-Making

## 3. Consider consequences for yourself and others

- a) The cheaters are unimpacted
- b) There is no deterrent to the individual's behavior
- c) Individuals that cheated may not truly have a grasp on understanding the concepts where answers were shared
- d) It is now questionable if these individuals add valuable contributions in future audits that they may conduct
- e) These 50 individuals have potentially lowered the threshold of confidence in Ernst & Young talent pool
- f) May impact its consulting capabilities



# Process of Ethical Decision-Making

## 4. Make an ethical choice

- a) Known cheaters should share in contributing to the fine
- b) Those who knew of the cheating scandal should suffer some consequences for the their failure or lapse in judgement; they should share in contributing to the fine
- c) All should be penalized
  - i. Cheaters should be terminated
  - ii. Employees who knew about the cheating and failed to report should be terminated
  - iii. Cheaters should have portions of the fine deducted from their final pay check
  - iv. Ernst & Young should publish statement that they do not condone cheating

*Review Policy: D.4.9 Conduct Constituting Moral Turpitude & F.4.2 Student Code of Conduct – Non-Academic Misconduct, Academic Integrity*





# Process of Ethical Decision-Making

## 4. Make an ethical choice continued..

d) Suspend or terminate the license of the cheaters

*Recommendation - Watch the 2015 documentary, (Dis)Honesty: The Truth About Lies*



ALAMO COLLEGES DISTRICT  
St. Philip's College





# Construction & Renovations

# Major Projects – Timeline Updates

## Current Projects

- **William Hudgins Health & Wellness Building** - \$25.3 Million (Complete)
- **Saint Artemisia Bowden Building** - \$18.6 Million (Complete)
- **Welding & Auto Body Collision Center** - \$25.9 Million
  - Construction: April 2020 – August 2022

## New Projects

- **Bowden Legacy Building renovation** - \$15.2 Million
  - Construction: May 2022 – June 2023
- **Campus Center renovation** - \$16.2 Million
  - Construction: May 2022 – June 2023



# Major Projects – Timeline Updates

## Upcoming Projects

- **LLDC Building renovation** - \$3.7 Million
  - September 2022 – June 2023
- **ASB Building renovation** - \$10.6 Million
  - September 2022 – June 2023
- **WAFC Building renovation** - \$2.0 Million
  - September 2022 – June 2023
- **SWC Roofing and HVAC** - \$3.6 Million
  - September 2022 - TBD



# Announcements

# 2022-23 Employee Giving Campaign

## Sept 1 – Oct 31



Dr. Loston is the Top Donor,  
6 years in a row.

- 2021-22 Results
  - 38% participation
  - \$70,673
- 2022-23 Goals
  - 40% Participation
  - \$72,000 - Raised Through Employee Support



# 2022 Employee Giving Campaign Top 5 Targeted Scholarship Funds

- Artemisia Bowden Memorial Endowed Scholarship
- Dr. Adena Williams Loston Endowed Scholarship
- Clarence W. Norris, Sr., Endowed Scholarship
- Alumni Association Scholarship
- St. Philip's College General Scholarship Fund



# Legacy Day

## August 18, 2022

### Beginning at 7:30am

## ST. PHILIP'S COLLEGE

### LEGACY DAY

AUGUST 18, 2022

[alamo.edu/spc/legacy-day](http://alamo.edu/spc/legacy-day)



**Oak Tree Dedication in honor  
of Col. R.W. Burley, Sr.**

**7:30 A.M.**



**Mason's Cornerstone  
Ceremony**

**10:00 A.M.**



**Unveiling of  
Saint Philips Way**

**11:15 A.M.**

**Saint Artemisia Bowden  
(SAB) Building**



**8:00 A.M.**

**Clarence W. Norris  
(CWN) Building**



**9:00 A.M.**

**W. A. Hudgins (WAH)  
Health and Wellness Building**



**10:00 A.M.**

**Tourism, Hospitality and  
Culinary Arts (THCA) Building**



**11:30 A.M.**



ALAMO COLLEGES DISTRICT  
St. Philip's College



[alamo.edu/spc/virtualtour](https://alamo.edu/spc/virtualtour)

VIRTUAL TOUR





## Upcoming Events

# All College Employee Recognition

## August 24, 2022 at 3:00pm

### Name

Dr. Roger Biduaka  
Richard Jewell  
Mary Cottier  
Margaret Houser  
John Gomez  
Ruben Guerrero  
Sylvia Morin  
Rodney Cotter  
Shelley Kozel  
Gary King  
Chris Grayson  
Will Thornton  
William Trautman  
Alicia Dominguez

### Department

Natural Sciences  
Transportation and Manufacturing Technology  
Engineering & Mathematics  
Educational Support Services  
Information & Communication Technology  
Information & Communication Technology  
Health Sciences  
Transportation and Manufacturing Technology  
Physical Therapist Assistant  
Health Science & Histology  
Social and Behavioral Sciences  
Tourism, Hospitality and Culinary Arts  
Engineering & Mathematics  
Communications and Learning



# Upcoming Events

## Professional Development Week

Schedule available on

<https://alamo.instructure.com/courses/949896>

- Master Teacher Certification Orientation
- New Employee Orientation
- UTSA CAMEE's Research Capabilities
- Distance Learning Faculty Assembly
- Faculty Promotion Presentation
- Canvas Tools
- Testing & Placement
- **Division Meeting**







ALAMO COLLEGES DISTRICT  
St. Philip's College

# SPC Diversity, Equity, & Inclusion Committee

*State of The Union 2022*



Tri-Chairs:

Andres Arredondo

Kimberley Irving-Conaway, Ph.D.

Jeffrey French



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

Achieving  
the Dream | LEADER  
COLLEGE

*“Diversity, Equity, and Inclusion is not  
just one thing...it is in all things”*

-Dr. Adena Williams Loston

President, St. Philip's College

# Agenda

## **Our goals for today** ➡ **Transparency & Feedback**

- Provide background on how the need for an SPC DEI Committee began
- Who is the DEI Committee?
- What has the DEI Committee done since its formation?
  - Cmte Meetings / Outputs & Outcomes / Community Activities
- Update on SPC's DEI Committee Mission
- Truth, Racial Healing and Transformation (TRHT) Action Plan
  - Racial Healing Circles (RHC) Introduction
- Provide Session time to complete a DEI Survey
  - We need input and your feedback
- Stay engaged with us!



# SPC DEI - Background

- As the only HBCU & HSI-designated college in the nation, SPC has an important heritage of advocating and supporting DEI efforts on campus and in the San Antonio community
- DEI identified as one of the Top 3 priorities of SPC employees in the 2020-21 Future Search
- Consistent interest among SPC employees/students in DEI during the pandemic
- DEI added to SPC's 2022 Performance Goals
- DEI Strategic Objectives integrated into SPC Strategic Plan, 2022-25 (published Jan 31<sup>st</sup>, 2022).
  - ✓ Mission
  - ✓ Institutional Priorities
  - ✓ Core Competencies
  - ✓ Action Plans







#### 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.

#### Core Competencies

The college fulfills its mission through three core competencies:

##### 1) Quality Instruction for Educational Programs

We will prepare students through:

- General courses in arts and sciences leading to an associate degree.
- Transfer education for students desiring to attend senior institutions.
- Developmental courses that improve the basic skills of students whose academic foundations require strengthening.
- Applied Science and technical programs leading to an associate degree or certificate designed to prepare students for employment and/or to update crucial skills.
- Workforce and Career development training programs for business, industry and government.
- Continuing education programs for occupational and educational enrichment or certification.
- High School Program partnerships that align pathways, enhance learning and provide career readiness and transfer opportunities.
- Continuous quality improvement of programmatic offerings based on a culture of assessment.

##### 2) Student Engagement

We will empower students through:

- Counseling and guidance designed to assist students in achieving their educational and professional goals.
- Educational support services including library services, tutoring, open use computer labs and a writing center.
- Services, accommodations and advocacy support provided in appropriate formats and modalities.
- A commitment to diversity, opportunity and access.

##### 3) Community Engagement

We will partner, leverage, and collaborate through:

- Quality social, cultural, and intellectual enrichment experiences for the community.
- Equity-minded and diverse campus activities and events.
- Participation in community service and economic development projects.

#### Vision

St. Philip's College will be the best in the nation in Student Success and Performance Excellence

#### Values

St. Philip's College is committed to building individual and collective character through the following set of shared values in order to fulfill our vision and mission.

*Students First - Respect for All - Community Engaged - Collaboration - Can-Do Spirit - Data Informed*

#### Institutional Priorities

*SACSCOC Compliance - Diversity, Equity, & Inclusion  
- Graduation, Persistence, Productive Grade Rate Improvement*



STRATEGIC OBJECTIVES		
	OBJECTIVE	ACTION PLAN FY22-FY25
1	<b>STUDENT SUCCESS</b> Provide academic and student support and align labor market-based pathways to achieve student completion.	<ol style="list-style-type: none"> <li>Leverage and strengthen resources, with special emphasis on the High School Program's capability and capacity, targeted to engagement with P-12 and industry partners to improve the college-readiness and transition of students from high school to college and to the workforce.</li> <li>Increase student performance to exceed the state and national benchmarks (retention, graduation, persistence, transfer, job placement, and other key performance indicators).</li> <li>Increase overall student success by closing performance gaps between ethnic/racial, gender, socioeconomic groups, and other special population groups.</li> <li>Establish a Strategic Enrollment Management Plan to improve access to the MyMAP student experience and integrate AlamoENROLL, AlamoADVISE AlamoPROMISE, and other associated strategies along the student academic pathway.</li> <li>Build Campus Capacity by expanding infrastructure, creating an operational model for evening and weekend courses, and expanding in programs of high demand.</li> <li>Assess and improve student learning outcomes/competencies for all academic and workforce/continuing education programs.</li> <li>Establish and deploy the Alamo Institutes to align our instructional and institutional system to labor market demand and career pathways.</li> </ol>
2	<b>LEADERSHIP</b> Provide opportunities for St. Philip's College students and employees to develop as leaders.	<ol style="list-style-type: none"> <li>Incorporate personal and social responsibility, global citizenship, critical thinking and lifelong learning as the framework of principle-centered leadership into the culture of St. Philip's College.</li> <li>Promote current and accurate data-informed innovation, risk-taking and entrepreneurship.</li> <li>Enrich Academic Excellence by balancing faculty/staff with course requirements, expanding CTE offerings and establishing flexible scheduling (Evening/Weekend courses and course scheduling offerings that meet the needs of our students in all course modalities).</li> <li>Build upon and foster two-way internal communication with students and employees to improve collaboration and teamwork and build trust to promote leadership.</li> <li>Develop a robust DEI initiative that focuses on inclusion of all students and employees across the college, extends to hiring and promotion practices and transforms SPC to an equity-minded campus culture.</li> </ol>
3	<b>PERFORMANCE EXCELLENCE</b> Continuously improve our employee, financial, technological, physical and other capacities to enhance efficiency and effectiveness.	<ol style="list-style-type: none"> <li>Deploy to scale performance excellence (Baldrige) approaches to ensure organizational sustainability through use of data and efficient, effective work systems.</li> <li>Improve Operational Excellence across campus by intentionally enhancing cybersecurity of IT systems, establishing a holistic OER plan and creating Advocacy Centers on MLK &amp; SWC.</li> <li>Build Research Capacity to establish St. Philip's College as the recognized "Go to Community College in San Antonio.</li> <li>Ensure sound financial management with emphasis on cost containment.</li> <li>Build talent and empower all employees to improve collaboration and teamwork in support of the student success agenda.</li> <li>Create a Culture of Assessment where every faculty/staff member understands and implements a routine, data-informed, assessment of their activities/student outcomes and their alignment with SPC MVV/Strategic Plan.</li> <li>Brand and Implement a Marketing and Communications Plan for all annual communications (enrollment cycle, advising, graduation) that leverages the student voice as brand ambassadors.</li> </ol>





# SPC DEI – Framework

- Reflects the diversity of the entire SPC cross-college community (Faculty, Staff, Administrators and Students).
- Safe space where employees/students can discuss, collaborate and organize SPC's DEI efforts to establish an equity-minded campus culture.
- VP Lead/Champion: IVP Diane Hester
- Tri-Chairs: Andres Arredondo, Dr. Kimberley Irving-Conaway, Jeffrey French
- Initial Tasks: 1) Organize SPC DEI activities; 2) Assess/implement DEI opportunities that enhance campus culture; 3) Align with ACD DEI efforts

## SPC DEI – Committee Roster 2022 - 2023

Kelli Rolland Adkins
Dr. Joelle Nanivazo
Dr. Angela Williams
VP Randall Dawson
VP George Johnson
Felicia Campos
Gloria Hernandez
Hayley Aniol
Chris Beardsall
Adrian Jackson
Elizabeth Castillo
Tracy Shelton
Marsha Hall
Jorge Flores
Fernando Rover
Mary Bozeman
Debra "Jaynie" Gray-Pruitt
Monique Johnson
Dr. Liliana Gutierrez
Sasha Wilhelm
Kelli Wilder
Valarie White
Necola Glaze
Jeffrey French, <i>Tri-Chair</i>
Dr. Kimberley Irving-Conaway, <i>Tri-Chair</i>
Andres Arredondo, <i>Tri-Chair</i>
IVP Diane Hester, <i>VP Lead</i>



# SPC DEI – Committee Meetings

- **SPC DEI formed in Spring 2022**
- **Committee voted to schedule DEI Meetings every 2 weeks**
- **Each meeting would be scheduled for 1 hour and 15 mins**
- **In-person & Virtual modalities provided to Committee members**
- **Canvas utilized to track Committee work and manage meetings**
  - **March 25 – Committee Kickoff Luncheon**
    - ✓ Committee Members meet and receive address from President Loston & VP Hester
  - **April 28 Meeting**
    - ✓ Create Group Norms/Guiding Principals/Introduce DEI Definitions
  - **May 12 Meeting**
    - ✓ Finalize Group Norms and discuss DEI Mission & SPC DEI Definition
  - **May 26 Meeting**
    - ✓ Adding SPC Students to DEI Committee/DEI Activities & PD Brainstorming Session
  - **June 16 Meeting**
    - ✓ Review DEI Activities Calendar/PDW Planning/TRHT Action Plan Review
  - **June 30 Meeting**
    - ✓ TRHT Institute Review/Racial Healing Circles Updates/DEI Survey for PDW
  - **July-August**
    - ✓ DEI Professional Development Week (PDW) Preparations and Sub-committee meetings



# SPC DEI – Output & Outcomes

## **Norms**

- Show respect and empathy for others ideas (*Allow members to finish speaking / complete their thought*)
- What is learned here leaves here and what is said here stays here
- Foster a non-threatening atmosphere of trust. (*Be comfortable with being uncomfortable*)
- Change Meeting Location and offer Zoom option
- Collaboration over personal ownership (*All Hands-on deck for work/tasks*)
- Respect for our own DEI growth and the DEI growth of others
- Be fully present (*Come with Intentionality - no matter how you feel*)

## **Guiding Principles**

- Refer to others by preferred names
- Deep Listening (*Ask for Clarification*)
- Use "I" statements rather than assuming shared views
- New idea? Focus effort on how to achieve it (*Focus on resolutions and not just the problems*)
- DEI Brave Space outside of DEI Group (*Opposing Opinion / 12th Man / Do not take personal statements personally*)
- Seek to foster understanding and build teamwork within DEI Group (*Enjoy our DEI Work*)
- Feelings / Temp Check before we begin meetings (Anything related to DEI?)
- Take care of your needs (Attend for the length of time you are able)
- Start Meetings on time & end on time



# SPC DEI – Output & Outcomes

## **SPC DEI Definition – *In progress***

*Diversity, Equity & Inclusion (DEI) is the practice of honoring diversity & uniqueness, working to eliminate barriers that impede academic and nonacademic success and enhancing a culture of belonging on campus.*

## **DEI Committee Mission Statement – *In progress***

*St. Philip's College's DEI Committee supports the college effort to create an equitable and inclusive environment that fosters excellence in academic and technical achievement and expands its commitment to diversity, opportunity and access*



# SPC DEI – Output & Outcomes

- ✓ Juneteenth: Held June 18 @ Sam Houston High School
- ✓ AAC&U TRHT Institute: June 21 – 24 (Virtual)
- ✓ San Antonio Pride Parade: June 25 @ N. Main
- ✓ LGBTQIA+ Panel discussion: June 29 @ SPC – MLK  
Voices of Change in the Community
- ✓ Racial Healing Circle Training: July 12 & 13 @ SAC
- ✓ Chair Academy/All-College Meeting: August 12 & 13







ALAMO COLLEGES DISTRICT  
St. Philip's College







# PRIDE PARADE



ALAMO COLLEGES DISTRICT  
St. Philip's College





## *LGBTQIA+ Panel Discussion*



Elizabeth Castillo, SPC Director of Student Success & FYE

Albert Guerra, SPC Mathematics Faculty





# SPC DEI – TRHT Action Plan & RHC

*What is TRHT?*

## Truth, Racial Healing & Transformation

\*AAC&U is partnering with the W.K. Kellogg Foundation's Truth, Racial Healing & Transformation (TRHT) effort to help communities embrace racial healing and uproot conscious and unconscious beliefs in the hierarchy of human value.

The TRHT effort prioritizes inclusive, community-based healing activities and policy designs that seek to change collective community narratives and broaden the understanding that Americans have of their diverse experiences.

*\*The Alamo Colleges District and St. Philip's College are members of The American Association of Colleges & Universities (AAC&U)*



# SPC DEI – TRHT Action Plan & RHC

## **Vision of TRHT @ St. Philip's College** ***Truth, Racial Healing, and Transformation***

The TRHT Vision is to intentionally improve our capacity to achieve student success and institutional equity that promotes a more equitable future of opportunity in which our students thrive.

St. Philip's College TRHT goal is to promote learning, equity-mindedness and diversity that leverages a TRHT approach and the *racial healing model* to empower our diverse student population.



# SPC DEI – TRHT Action Plan & RHC

SPC's TRHT Work is folded into the work of the SPC DEI Committee

## 3 Goals for TRHT

- **Student Success-** improve our capacity to achieve student success and institutional equity that promotes a more equitable future of opportunity in which our students thrive.
- **Leadership-** provide opportunities for St. Philip's College students and employees to grow as equity-minded individuals that contribute to a shared belief in racial justice and transformation.
- **Performance Excellence-** continuously improve our student and employee capacity to thrive, excel and access greater opportunity.



# SPC DEI – TRHT Action Plan & RHC

## Through the efforts of the SPC TRHT Action Plan/DEI Committee Work Group

### **Achieved:**

Create a DEI/TRHT working group/advisory committee with cross-disciplinary, cross-function capacity and campus-wide buy-in that leverages existing institutional relationships and student/faculty/staff organizations.

Determine any potential recommendations to modify SPC Mission, Vision, and Values to better reflect SPC's narrative changes and transformation.

### **Next Order of Business** ➡ **Beginning Fall 2022:**

Engage St. Philip's College students, faculty and staff in discussions with other community members, to pursue truth telling and *promote racial healing circles*.

Message a St. Philip's narrative that incorporates the history of SPC and interaction of people, places, and communities surrounding St. Philip's College to incorporate the branding with our community and to co-create an inclusive environment that places equity at the forefront.

Determine the best measures of students and graduates succeeding at equal rates.



# SPC DEI – TRHT Action Plan & RHC

## What is a **Racial Healing Circle**?

A **circle** puts everyone on the same plane, reducing perceptions of hierarchy. Everyone is equal in a circle, and circles allow connections to form better than, say, lecture-style talks or other types of workshops.

Another major component of RHCs is **story**.

Storytelling is also a tool of healing because listening to the stories of others serves to strengthen our empathy muscles.

Empathy is built when we consider the perspectives of those not like us, raising our awareness of how others maneuver through the world in ways that are completely foreign to us.

In our circles, we actively choose to listen and believe another's story and experience. This helps break down biases by changing our perceptions of others.



# SPC DEI – TRHT Action Plan & RHC

## What is a Racial Healing Circle?

### RHCs are not magic!

RHCs will not magically reduce your biases, it will not transform you into a social justice warrior, nor will it free you from racism (your participation in it and/or your suffering from it).

HOWEVER! Participating in circles, especially over time, and in connection with ongoing deconstructing work, can transform your perspective slowly and bring healing to the ways we've been conditioned to view and experience one another.

**RHCs can be a first step on this healing journey.**





# SPC DEI – TRHT Action Plan & RHC

## **RHC TRAINING TEAM:**

Monique Johnson-Dixon, Liz Castillo, and Andres Arredondo

## **Racial Healing Circles – Implementation Timeline**

### **Summer 2022:**

Attend Racial Healing Circle Training: July 12 & 13 @ SAC

### **Fall 2022:**

SPC RHC Training Team RCH Preparations & Practice

### **Spring 2023:**

Engage our SPC Community – RHC Roll out with continual RHC opportunities each term



*We need your help!*

# SPC DEI SURVEY

## Anecdotal Feedback vs Data Gathering

- In addition to our employees, the Voice of SPC students in survey feedback and focus groups has consistently indicated that DEI should be a priority for SPC
- St. Philip's College Leadership determined we needed to be more intentional in our DEI efforts, thus the SPC DEI Committee was formed
- Since our formation, several SPC DEI Committee members have received feedback as to why a DEI Committee is needed
- The SPC DEI Committee agreed to create a survey to gather SPC Community feedback to ensure that we remain Equitable & Inclusive
- We are providing the next 15 minutes to allow you time now to reflect and provide responses to the SPC DEI Survey



# SPC DEI SURVEY

***“If we have data, let’s look at data. If all we have are opinions, let’s go with mine.”  
— Jim Barksdale (former Netscape CEO)***



[Link: SPC DEI SURVEY - PDW FALL 2022](#)



ALAMO COLLEGES DISTRICT  
St. Philip's College



# Closing Thoughts

- Moving forward into Fall 2022 & Spring 2023
  - Be on the look out for DEI sponsored activities
  - Email the DEI Tri-Chairs with questions or if you are interested in joining the SPC DEI Committee
    - Andres Arredondo => [aarredondo146@alamo.edu](mailto:aarredondo146@alamo.edu)
    - Jeffrey French => [jfrench21@alamo.edu](mailto:jfrench21@alamo.edu)
    - Dr. Kimberley Irving-Conaway Ph.D. => [kirving@alamo.edu](mailto:kirving@alamo.edu)
  - The SPC DEI Committee represents The St. Philip's College Community
  - Thank you for your thoughtful responses!

*“Reflect on your role in promoting Equity-mindedness at St. Philip's College and act on it in everything you do.”*

*-Dr. Adena Williams Loston, President St. Philip's College*



*Thank you for your feedback!*

*Questions?*

# Have a Great semester!



## DON'T FORGET TO TELL YOUR STORY!



ALAMO  
COLLEGES  
DISTRICT

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St. Philip's College

# *All College Recognitions & Announcements*

# Welcome New SPC Family Members



# New Employees

Name	Title	Department
Dr. Krysten Bailey	Instructor	Vocational Nursing
Mary Bozeman	Certified Advisor	Disability Support Services
Tameka Brown	Academic Program Specialist	Project SURE
Alex Brustmann	Instructor	Advanced Manufacturing Technology
Geraldo "Jerry" Cabrera	Certified Advisor	Advising
Dr. Misty Campbell	Instructor	Physical Therapist Assistant
Steven Carpenter	Academic Program Coordinator	Instructional Innovation Center
Rebecca Cortez	Academic Program Specialist	Middle College and Perkins
Stephanie Cottier	Instructor	Arts and Sciences
Cameron Crosby	Veterans Outreach Coordinator	GSVOTC
Andres Cruz	Campus Postal Operations Assistant	College Services
Nathan Curry	Computer Support Technician	Information & Communication Technology





# New Employees

Name	Title	Department
Mary Dayton	Certified Advisor	Advising
Jessica Edmiston	Instructor	Arts and Sciences
Abel Enriquez-Vega	Instructor	Natural Sciences
Joshua Frilling	Instructor	Music
Veronica Galvan	Instructor	Early Childhood & Family Studies
Blanca Garcia	Instructor	Nurse Aide Program
Charles "Matt" Gardner	Instructor	Automotive
Philip Ryan Garza	Admin Services Specialist	Dean's Office
Chanel Gatica	Visual Content Creator	Marketing & Strategic Communications
Lyndsy Gholson	Certified Advisor	Advising
Necola Glaze	Senior Coordinator of Disability Services	Disability Support Services
Samantha Gordano	Director, Library Services	Library



# New Employees

Name	Title	Department
Kent Gutschke	Media Services Technician	Information & Communication Technology
Yvonne Hidrogo	Instructor	Surgical Technology
Baldomero Ibarra	Hospitality Services Coordinator	Tourism, Hospitality & Culinary Arts
Korina Jacobi	Health Sciences Quality Coordinator	Dean's Office
Lynn Linkes	Admin Service Specialist	GSVOTC
Olivia Lumbreraz	Financial Aid Specialist	Student Financial Aid
Katherine Mederios-Orpeza	Senior Specialist - Student Success	Office of Records and Registration
Karen Ontiveros	Instructor	Vocational Nursing
Jesus Orta	Instructor	ACT - HVACR
Johnny Pearson	Instructor	ACT - Homebuilding
Sarah Pequeno	Instructor	Culinary Arts
Dr. Rebecca Perez	Director, Teaching with Technology	Instructional Innovation Center



# New Employees

Name	Title	Department
Christopher Ray	IT Security Specialist	Information and Communications Technology
Alexandra Rodriguez Figueroa	Director of Student Conduct & Title IX	Student Conduct & Title IX
Michael Sessions	Instructor	Aircraft
Nicole Semik	Administrative Assistant	Instructional Innovation Center
Terrance Stokes	Digital Content Creator	Marketing and Strategic Communications
Hannah Swinney	Admin Services Specialist	Business Information Solutions
Dr. David Torres	Instructor	Music
Yvonne Turnbull-Campbell	Academic Program Coordinator	Instructional Innovation Center
Benjamin "Ben" Van Meter	Instructor	Automotive
Gisselle Vazquez	Academic Lab Tech	Business Information Solutions



# Welcome New St. Philip's College Early College High School Employees



Ashlyn Barrientes  
Principal

Name	Title
Peggy Deleon	Counselor
Veronica Marines	English Teacher
Myla O'Neal	Special Education Teacher
Jennifer Salazar	Science Teacher
Jon Zimmerman	English Teacher

## New Assignment

Name	Title
Dora Carreon	Family Engagement Specialist



# Congratulations on New Assignments

## College Services

Benjamin Salazar	Information Systems Specialist

## Student Success

Meredith Bess	Interim Advising Team Lead
Jessica Cruz	Financial Aid Advisor
Jaime Sosa	Military Support Services
Steven Zuniga	Certified Enrollment Coach - Student Onboarding
Laura De La Rosa	Senior Advisor - Student Success

## Academic Success

Dr. Joelle Nanivazo	Interim Chair, Social and Behavioral Sciences
Dr. Meagan Sovine	Interim Chair, Communications and Learning





# Honoring our New Administrators



**Dr. Diana Gavin**  
Dean of Performance  
Excellence



**Eitandria Tello**  
Interim Dean for Student  
Success



**Dr. Kimberly Irving-  
Conaway**  
Interim Dean for Academic  
Success – Academic  
Services





# FACULTY PROMOTION RECOGNITION



ALAMO COLLEGES DISTRICT  
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# Honoring Faculty Promotions

## Assistant Professor



**Michael Gershman**

Business Information Solutions



**Dr. Jen Osborne**

Communications and Learning



**Patricia Lamson**

Health Information Technology



**Brian Parsch**

Respiratory Care Technology



**Adam Moya**

Medical Laboratory Technician



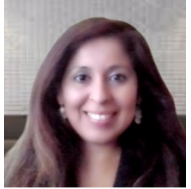
# Honoring Faculty Promotions

## Associate Professor



**Ismael Bustos**

Radiography Technology



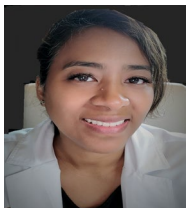
**Maria Luna Chavez**

Business Information Solutions



**Donald Fernandez**

Diesel Technology



**Veronica Furlow**

Vocational Nursing



**Christa Mitchell**

Respiratory Care Technology



**Dr. Valerie Moke**

LVN to RN Mobility



**Dr. Syed Parvez**

Vision Care Technology



**Dr. Rhonda Webb**

Nursing Education





# Honoring Faculty Promotions Professor



**Jennifer Agricola-Mojica**  
Fine Arts





# NEW SKILLS & TRAINING RECOGNITIONS





# Honoring New Degree Recipients

Name	Title	Department	Degree
Belinda Esqueda	Distance Learning Support Specialist	Instructional Innovation Center	Bachelor of Applied Science - Computer Information Systems, Wayland Baptist University
Aaron Herrera	Instructor	Health Science and Histology	Bachelor of Applied Sciences - Histologic Technology, Wayland Baptist University
Allison Joubert	Off-Site Coordinator - Military	Military Support Services	Master of Education - Higher Education Administration, University of Texas at San Antonio
Katherine Mederios-Orpeza	Senior Specialist - Student Success	Office of Records and Registration	Master of Education – Teaching English to Speakers of Other Languages, Alliant International University
Dr. Valerie Moke	Associate Professor	Nursing Education	Doctor of Nursing Practice, Liberty University
Alexsandro Sanchez	Certified Advisor	Educational Support Services	Master of Education - Higher Education Administration, University of Texas at San Antonio
Loretta Sibley	Interim Administrative Assistant to President	Office of the President	Bachelor of Business Administration & Management, Texas A & M San Antonio



# Congratulations!

## New Distance Learning Certified Faculty



Hilda Arenas  
Jose Barrera  
Melissa Benson  
Alyssa Briscoe  
Patrick Brown  
William Cannon  
Shara Contreras  
Maria Cormier  
Behnam Dorraji  
Don Fernandez

Diana Garza  
Tanya Gonzales  
Tywain Griffen  
Gilda Harris  
Teri Haye  
Donald Hooper  
Rankiri Karunasiri  
Mary Kelita  
John Lee  
Christina Lopez-Mobilia

Ruben Luna  
Angela Meyer  
Valerie Moke  
Will Moravits  
Mecca Salahuddin  
Aundrea Schneebeli  
Elaine Tims  
James Vasquez  
Linda Vaughn-Dalton  
Greg Wistain



# Honoring Our Certified Master Teachers



Miguel Aguilar  
Betty Aguirre  
Gina Alvarez  
Pamela Ansboury  
Jen Beth Ball  
Faranak Bayat  
Melissa Benson  
Jennifer Cain  
Misty Campbell  
Hannah Collazo  
Keith Collins

Jacob Crandall  
Cassidy Cybriwsky  
Justin Eccles  
Kazia Estrada  
Daniel Farias  
Susan Frechette  
Richard Gabriel  
Charles Gardner  
Nicole Geary  
Danielle Hamilton  
Bonnie Hobbs



# Honoring Our Certified Master Teachers

Dr. Mary A. Horton

Dr. Joan Jaimes

Dr. Rankiri Karunasiri

Pauline Kline

Sheryl Ksenich

Patricia Mejia

Albert Menchaca

Tanji Moon

Javier Morales

Dr. Will Moravits



Alejandro Munoz

Melissa Perreault

Dr. Elizabeth Plummer

Samantha Raymond

Joe Ricondo

Roy Rodriguez

Meagan Sanders

Ivette Sterling

Melissa Sutherland

Lisa Vela





# Quality Design Challenge

Miguel Aguilar  
Sandra Bentley  
Karen Cunningham  
Paula Englebert  
Spencer Galvan

Stephanie Gibson  
Matthew Hudock  
Terrance Jackson  
Angela Knight  
Amy Quesenberry



# Course Peer Review Challenge

Salvador Arriaga  
Karen Cunningham  
Paula Englebert  
Barbara Govan  
Terrance Jackson  
Rick Lopez

Renita Mitchell  
Denise M. Robles  
Rachel Taylor-Robinson  
David Uminski  
Rhonda Webb  
Monica Yates



# AWARDS & RECOGNITIONS



# NISOD RECIPIENTS



**Spencer Galvan**

Assistant Professor,  
Spanish



**Dianna Garza**

Associate Professor,  
Vocational Nursing



**Stephanie Gibson**

Instructor,  
English



**Shelley Kozel**

Assistant Professor, Physical  
Therapy Assist.



**Jaime Miranda**

Instructor,  
English



**Valerie Moke**

Assistant Professor,  
LVN/Military to ADN  
Mobility



**Dr. Basu Panthi**

Associate Professor,  
Chemistry



**Naphtali Bryant**

Specialist - Student  
Success



**Enida Rehome**

Sr. Coordinator,  
Student Success



**James Satchell**

Certified Advisor



**Dr. Diane Gavin**

Interim Director of  
Institutional Readiness



**George H. Johnson, III**

Interim Vice President for College Services



**Randall Dawson**

Vice President for Academic Success





# ACCOMPLISHMENTS

Named 2022 One of the Most Promising Places to Work in Community Colleges



Child Development Center Earns 4-Star Rating



SPC HIT program named 'Best in the South'



SPC Redesignated as National Center of Academic Excellence in Cyber Defense



Science and Math Summer Academy receives Inspiring Programs in STEM Award



SPC Named Among Top 10 Most Affordable HBCUs





# Recognitions

**Public Health Student, Maricela Eslora selected for the NASA Community College Aerospace Scholars Program**



**Brittany Carson Selected for the White House Initiative on Historically Black Colleges and Universities, HBCU Competitiveness Scholar**



**Richard Garcia selected for the NASA Community College Aerospace Scholars (NCAS) cohort.**



# Accomplishments

## ALAS Graduates



Joe Trinidad



Deborah Gee



Naphtali Bryant





# Accomplishments

## Emerging Leaders Graduates



Kristabel Aguero



Beatrice Avila



Christian Baker



Elizabeth Caldwell



Laura Forman



Dr. Tywain Griffen



Roxanne Maynard



Valerie Moke



Gracias.

Thanks.



ALAMO COLLEGES DISTRICT  
St. Philip's College



ALAMO  
COLLEGES  
DISTRICT



Malcolm Baldrige  
National Quality Award  
2018 Award Recipient

Achieving the Dream | LEADER  
COLLEGE