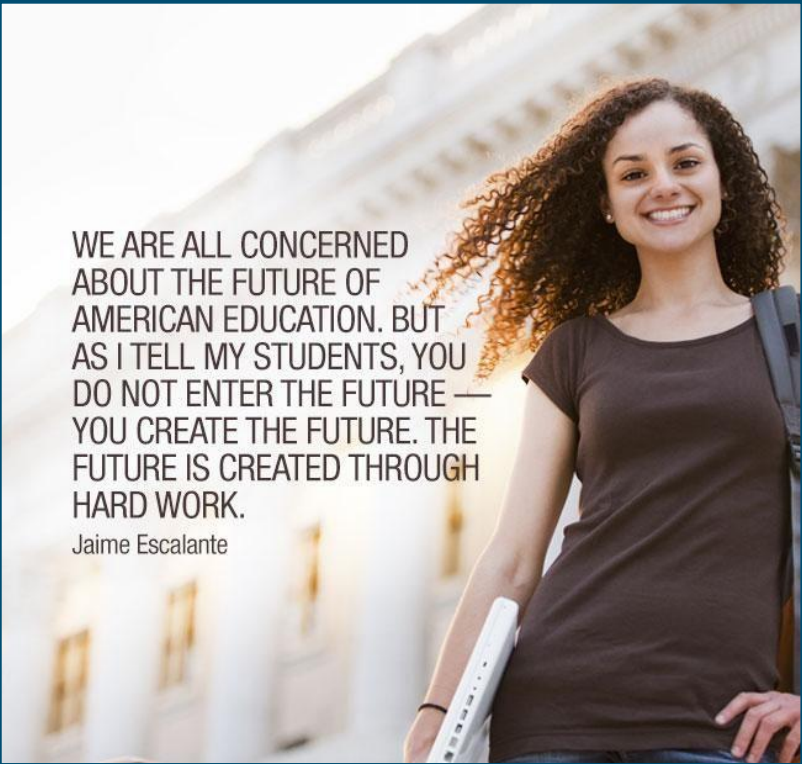


Moving Forward Together

Convocation – Spring 2022
President's Address



Vision



WE ARE ALL CONCERNED ABOUT THE FUTURE OF AMERICAN EDUCATION. BUT AS I TELL MY STUDENTS, YOU DO NOT ENTER THE FUTURE — YOU CREATE THE FUTURE. THE FUTURE IS CREATED THROUGH HARD WORK.

Jaime Escalante

Coastal Bend College is a leader in providing quality education for lifelong learning by dedicating its resources to promoting a learning-centered environment that empowers its students to reach their highest potential and become responsible members of the global community.



Coastal Bend
COLLEGE

Mission

Coastal Bend College is a student-centered community college committed to delivering superb educational and life enriching opportunities to its students and the communities it serves.



Core Values

- Collaboration
- Communication
- Diversity
- Excellence
- Innovation
- Integrity
- Leadership
- Learning
- Respect
- Service



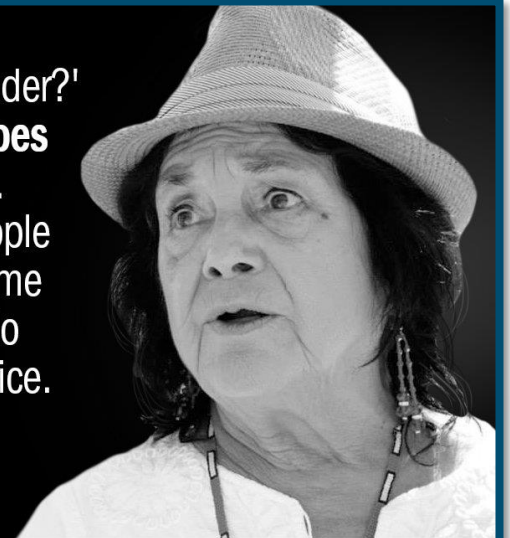
People would say 'Who is a leader?'

A leader is a person that does the work. It's very simple.

It's a personal choice for people who choose to put in their time and their commitment to do the work. It's a personal choice.

– Dolores Huerta

AZ QUOTES



The Five C's

- **Civility**
- **Communication**
- **Community**
- **Cooperation**
- **Collaboration**



Coastal Bend
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Strategic Plan 2025

Priority 1: Student

INSTITUTIONAL GOAL #1-Coastal Bend College will provide equitable opportunities for lifelong learning and training needs by empowering students through engaging quality instruction, enhancing supportive learning communities; and providing comprehensive student-centered services and programs to ensure that students reach their aspirations.



Strategic Plan 2025

Priority 1: Student

INSTITUTIONAL GOAL #1-Coastal Bend College will provide equitable opportunities for lifelong learning and training needs by empowering students through engaging quality instruction, enhancing supportive learning communities; and providing comprehensive student-centered services and programs to ensure that students reach their aspirations.

Expected Outcome:

Achievement of this goal will result in **successful coursework, increased retention, graduation and licensure rates, successful transfer and/or quality career placement, and reduction in hours to completion and student debt.**



Coastal Bend
COLLEGE

Strategic Plan 2025

Priority 1: Student

INSTITUTIONAL GOAL #1-Coastal Bend College will provide equitable opportunities for lifelong learning and training needs by empowering students through engaging quality instruction, enhancing supportive learning communities; and providing comprehensive student-centered services and programs to ensure that students reach their aspirations.

Teaching and Learning

- Objective 1.1 **Fully implement a pathways framework** that supports a student from matriculation to graduation, transfer, or workforce entry
- Objective 1.2 **Ensure quality programming in all modes of instruction** through the implementation of quality standards into programming
- Objective 1.3 **Develop a distance learning enhancement plan/program** that addresses and includes delivery, processes, policies, procedures, and practices

Strategic Plan 2025

Priority 1: Student

INSTITUTIONAL GOAL #1-Coastal Bend College will provide equitable opportunities for lifelong learning and training needs by empowering students through engaging quality instruction, enhancing supportive learning communities; and providing comprehensive student-centered services and programs to ensure that students reach their aspirations.

Student Services

- Objective 1.4 Develop and implement an **integrated academic and financial advising plan**
- Objective 1.5 Establish **comprehensive student services centers**

Student Data Overview

ENROLLMENT	2019	2020
Total Fall Enrollment	4818	4105
Dual Credit Enrollment	2361 (54.6%)	2130 (51.9%)
Non-Dual Credit Enrollment	2187 (45.4%)	1975 (48.1%)



Average time to complete an associate degree = 3.8 years

Six-Year Graduation Rate (full-time): 39.8%

RETENTION	2019	2019	2020	2020
First-Time Students	Count	RATE	Count	RATE
FTIC	558	--	345	--
Fall to Spring	420	75%	249	72%
Fall to Fall	244	44%	172	50%
Fall to Next Year Spring*	205	37%	101	29%

*2020FA to 2022SP retention showing at current pre-term enrollment

TRANSFER/COMPLETION	2019	2020
Total # of Graduates	822	976
DevEd Grad Rate	-	18.4%
Non-DevEd Grad Rate	-	42.1%
Total # of Transfers	127/673 (18.9%)	226 (24.1%)



Source(s): THECB 2020 & 2021 Almanac Data
Office of Institutional Effectiveness/Research

Strategic Plan 2025

Priority 2: Community

INSTITUTIONAL GOAL #2 -Coastal Bend College will identify and develop focused initiatives and activities supporting cultural, workforce, and economic development to improve quality of life.



Acknowledging the Past

You can't go back and change the beginning, but you can start where you are and change the ending.



The importance of small steps!

<http://www.thecb.state.tx.us> PDF

19-001 An Investigation of Carl D. Perkins Basic Grant at Coastal Bend College

Mar 13, 2019 — Grant at Coastal Bend College (CBC) for the time period fiscal year 2016 ... employees between 2015...
28 pages · 1 MB

<https://www.mysoutex.com> colleg...

College on hook to repay \$182K | News | mysoutex.com

Mar 18, 2019 — "Coastal Bend College cooperated with the THECB investigation on the Carl D. Perkins Grant," said Bernie Saenz, college spokesman. "The CBC ...

<https://www.insidehighered.com> PDF

COORDINATING BOARD - Inside Higher Ed

Nov 12, 2018 — An Investigation of the Nursing Shortage Reduction Program and Related Matters at Coastal Bend...
33 pages · 3 MB

A PERFECT PARENT IS A PERSON
WITH EXCELLENT CHILD-REARING
THEORIES AND
NO ACTUAL CHILDREN

DAVE BARRY



Being

HUMBLE

means recognizing
that we are not on earth
to see how

IMPORTANT

we can become,
but to see how much

DIFFERENCE

we can make in the lives
of others.

-Gordon B. Hinckley



Strategic Plan 2025

Priority 2: Community

INSTITUTIONAL GOAL #2-Coastal Bend College will identify and develop focused initiatives and activities supporting cultural, workforce, and economic development to improve quality of life.

- Objective 2.1 -Engage and collaborate with community partners
- Objective 2.2 -Provide workforce and continuing education certification and training opportunities that meet the needs of local and regional business and industry and support students in achieving gainful employment and career advancement
- Objective 2.3 -Increase inclusive cultural enrichment opportunities through community projects designed to create a sense of belonging

Strategic Plan 2025

Priority 2: Community

INSTITUTIONAL GOAL #2-Coastal Bend College will identify and develop focused initiatives and activities supporting cultural, workforce, and economic development to improve quality of life.

Expected Outcome:

Achievement of this goal will result in **increased and relevant cultural enrichment opportunities and projects for all Coastal Bend College communities**, and an **appropriately trained and skilled workforce meeting economic demand**.

Strategic Plan 2025

Priority 3: Resources

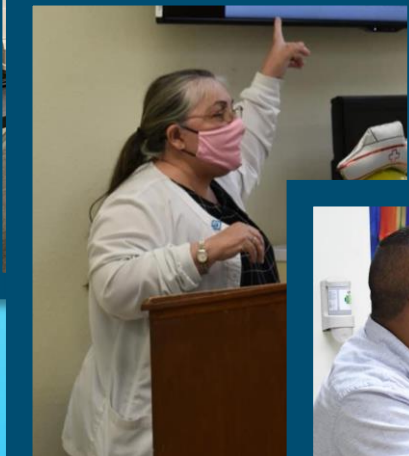
INSTITUTIONAL GOAL #3-
Coastal Bend College will
effectively and efficiently use
resources to maximize student,
community, employee, and
fiscal efficacy.





INTEGRITY

is doing the right thing
when no one is watching



Coastal Bend
COLLEGE

Strategic Plan 2025

Priority 3: Resources

INSTITUTIONAL GOAL #3-Coastal Bend College will effectively and efficiently use resources to maximize student, community, employee, and fiscal efficacy.

- **Objective 3.1 Enhance employee experiences** through talent management that focus on recruitment, retention, professional development, and recognition practices to optimize our greatest asset
- **Objective 3.2** Provide welcoming and comfortable **residential student facilities**
- **Objective 3.3** Ensure **programming has adequate and appropriate facilities**
- **Objective 3.4** Develop and implement a **Wayfinding/Beautification Plan**
- **Objective 3.5** Update and maintain a cohesive **Facilities Master Plan**

Strategic Plan 2025

Priority 3: Resources

INSTITUTIONAL GOAL #3-Coastal Bend College will effectively and efficiently use resources to maximize student, community, employee, and fiscal efficacy.

- **Objective 3.6 Identify areas of need and associated plans of action** to improve the quality of CBC services
- **Objective 3.7** Implement and maintain an **ongoing stewardship of fiscally responsible practices** optimizing operating efficiencies
- **Objective 3.8** Ensure a **healthy and safe campus**
- **Objective 3.9** Implement institution-wide **review and revision of practices, procedures and polices**

Strategic Plan 2025

Priority 3: Resources

INSTITUTIONAL GOAL #3-Coastal Bend College will effectively and efficiently use resources to maximize student, community, employee, and fiscal efficacy.

Expected Outcome:

Achievement of this goal will result in high levels of **employee, operational and fiscal performance, and student, employee, and community satisfaction.**



“

It doesn't make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do.

Steve Jobs

Emotions that arise from a toxic work environment seep into every aspect of your life. Get out! No job is worth that kind of misery.

EXTREME OWNERSHIP

YOU CAN MAKE
EXCUSES OR YOU CAN
MAKE THINGS HAPPEN.
YOU CAN'T DO BOTH.

- Jocko Willink

People Matter.
We have to get
back to caring for
OTHERS.

Just be a good person.
love who you can,
help where you can,
give what you can.

lessonslearnednlifeinc.©




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SACS-COC REAFFIRMATION TIMELINE:

Semester	Action
Spring 2022	Narrative Reviews continue and QEP draft development continues
Summer 2022	Narrative Reviews continue and QEP draft development continues
Fall 2022	Completion of Compliance Report and Review by CBC employees and BOT QEP development continues
Spring 2023	CBC Compliance Report submitted to SACSCOC Wrap-up of QEP draft; QEP draft out to employees and BOT for review
Summer 2023	Final review of the CBC QEP; Possible development of Focus Report based on review of compliance report by off-site SACSCOC compliance committee
Fall 2023	CBC QEP report submitted early Sept. 2023; Onsite visit, Possible revisions begin for possible Response Report due in Spring 2024
Spring 2024	Possible Response Report
June 2024	BOT trustees reaffirm the accreditation of CBC

PLANNING & BUDGETING TIMELINE:

When	Who	Activity
August-October 15	Unit Managers	Annual Unit Plans Completed for fiscal year
October 15-November	IE	End of Year Report completed
November-December	IE and/or President	EOY Report submitted to BOT
November-Mid-February	Unit Managers	Proposed Unit Plan developed for next FY
February	Cabinet Level members	Planning Retreat/Supervisor Reports presented at Budget Hearings?
March	Provost/President/CFO <i>(Others as needed)</i>	First commitment to next FY budget, w/ personnel contracts going to BoT
April	Cabinet	Review of next FY proposed budget
May	Cabinet	Final budget recommendations
June/July	CBC BOT and Cabinet	Annual Budget Workshop
July/August	BOT	Approval of proposed FY budget
August	Unit Managers	Proposed Unit Plans adjusted based on approved Budget

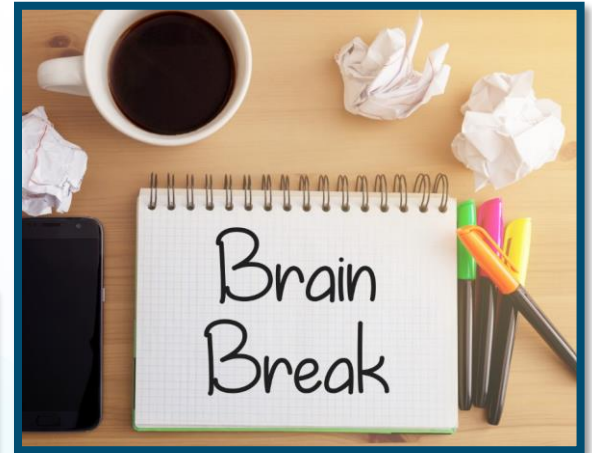
An alligator is walking across a paved path. The path is surrounded by green grass and a wooden fence on the left. The alligator is dark and has a long tail. The text is overlaid on the path.

*It's not that difficult to
tell alligators and crocodiles apart*

*One will see you later,
the other will see you in a while.*



Coastal Bend
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Accomplishments In The Past Year

- We have been removed from heighten monitoring by the THECB
- We have a clean slate with respect to SACSCOC
- We collaborated with pettus high school for a \$2 million youth build grant
- \$450,000+ grant for the industrial mechanics program
- \$460,000+grant to build a cyber security program
- \$850,000 grant for short term certification in health care and building trades (collaboration)
- Admissions updated and made more forms electronic for convenience to students.
- All sequencing was finalized and approved by the curriculum committee and advisory boards so the a.A.S. Pathways are in sync with current standards and research.
- All program evaluations were completely renovated to embody true evaluation and measure student success.
- The comprehensive learning needs assessment was revised and accepted by thecb and perkins v, cbc is the first college to amend and submit the revision of the clna in the state of texas.

Accomplishments In The Past Year

- CE has a partnered with three rivers federal correctional institute to provide CDL and barbering courses for \$120,000 and \$90,000, respectively without including contact hour revenue.
- Have a trained osha instructor.
- Sought and attained (tentatively) the national center for construction education and research (nccer) as an accredited training sponsor (ats).
- Purchased a new cloud-based dental software program that allows the students to gain more experience with electronic dental records
- An oven was purchased to dry instruments to reduce aerosols created by the blow dryer.
- Purevac tips were purchased for the students to use when polishing, using ultrasonic scaler, or air powder polisher to reduce aerosols.
- Students completed community activities virtually which was definitely a challenge for them, but they were able to complete the requirements for the course.

Accomplishments In The Past Year

- Cross trained personnel to assist students with state aid, loan processing, and answer VA questions
- The financial aid staff has learned to utilize the new student information system (colleague) since fall 2018.
- The financial aid office has enhanced the use of technology to expand access to financial aid services through php live.
- Process all files that are not selected for verification per DOE regardless if student has initiated the request.
- Fao was tasked with awarding heerf ii emergency aid grants to students meeting department of education program guidelines.
- Updated the financial aid forms which are now available online and staff no longer has to mail a financial aid packet to the student. Students are able to print their necessary financial aid forms from cougar den (returning students) or the CBC website.



Accomplishments In The Past Year

- Cornerstone HRIS – application tracking system is now being utilized as a complete application tracking system. All hiring and applications for employment are entered into this system.
- Comprehensive salary scale and pay grades study completed by tasb and salary increases were implemented based on these recommendations.
- Self-service time entry was rolled out to all hourly employees in small groups over the summer of 2021.
- Leave requests for all employees was implemented along with self-service time entry. Comp time was added as a benefit for the hourly employees and is currently an active earn type.
- Tcg is now our orp, tsa, and part-time third party administrator. This was a cost saving change for the HR budget.

Accomplishments In The Past Year

- Updated the data request process to better include stakeholders and solidify the internal tracking process.
- Implemented a new survey platform and centralized survey process at the institution.
- The jrcert site visit was completed in early october of 2021 with a preliminary score of 4/53 non-compliant findings. The program considered all recommendations provided by the site visitors, corrected applicable deficiencies, and awaits final word on accreditation from the organization.
- Hosted 25 non-academic activities, provided space for external entities, and began site tours at the location to increase recruitment efforts.
- Participated in 11 community outreach events.
- Created a quarterly publication: around the bend.
- Brochure process has been implemented.
- Streamlined the receiving and delivery process in the mailroom utilizing the pitney bowes sende suite tracking software system.
- Staff training conducted on adobe creative suite.



Accomplishments In The Past Year

- Collected and timely reported campus crime through the daily crime and fire log.
- Solicited, received, categorized, and disseminated clerical crime statistics (part i crimes) from all law enforcement agencies who have jurisdiction over cbc. Maintained and routinely tested mass notification system (cougar alert)
- Reviewed and updated each site specific emergency operations plan with the cooperation and assistance of site directors.
- Prepared annual safety and fire report and published document within due date
- Conducted annual review and update of the CBC multi-hazard emergency operations and disaster mitigation plan.
- Investigated and cleared by arrest all crimes reported to the CBCPD in 2020, resulting in a 100% clearance rate.
- Assisted and provided input in the recovery efforts made by cbc during the cyber-attack in march 2020; established contact with and acted as liaison between cbc and texas department of information resources (dir); texas department of public safety, texas ranger service, during the incident. Maintained close security of beeville campus during much of this incident.

Accomplishments In The Past Year

- Assisted in the design of CBC COVID 19 response structure; opened emergency operations center in March, 2020; complied COVID 19 protocols mirroring CDC suggested recommendations, authored COVID 19 legal addendums to CBC Facilities Rental Agreements; partnered with Student Services and HR in the documentation and effective management of COVID 19 control efforts at CBC.
- SUBMITTED REQUIRED STATISTICS ANNUALLY THROUGH USDOE CAMPUS SAFETY PORTAL WITHIN DUE DATE.
- CONDUCTED 6 HOURS OF EMPLOYEE SAFETY TRAINING AND EVACUATION DRILLS ON ALL INSTRUCTIONAL SITES.
- CONDUCTED ANNUAL REVIEW, EDIT AND UPDATE OF THE DEPARTMENT'S GENERAL ORDERS POLICY MANUAL.

Accomplishments In The Past Year

- The faculty evaluation process was reviewed, revised and implemented in FY 2021.
- The faculty handbook will be completed in fall 2021.
- The course evaluation process was revised, vetted by faculty through the faculty association and implemented in fall 2021.
- Instructional policies, procedures and practices continue to be reviewed, revised and updated.
- The provost worked with the hr director to review and revise job descriptions for the site director.
- Curriculum handbook containing processes, including approval processes was developed, approved and is used by curriculum committee.
- Programs resumed program evaluation with a revised program evaluation template. Transfer and general education completed their program evaluation in spring 2021.
- New processes were put in place to ensure that never attended rolls are completed before census.

Accomplishments In The Past Year

- The provost worked with the instructional deans to review instructional program assessment processes, and worked on a process to ensure that they are fully implemented effectively across all programs. This will be an ongoing process.
- Onboarding committee was established to identify onboarding challenges. This team meets periodically at this time.
- Power BI dashboards were created to ensure that deans and provost can check the status of grade submission to ensure that grades are turned in on time and with last dates of attendance included for f's.
- The schedule process was developed and become more inclusive of all the various activities and offices involved with the onboarding process.
- Cte/nah faculty participated in quality matters training during convocation week.

Accomplishments In The Past Year

- The provost worked with deans and faculty to develop a plan of action for teaching, retention, advocacy, innovation and learning in distance education. This plan was submitted as a title III grant in the summer of 2021. The dept. Of ed. Has not released grant awards at the time this report is submitted. If the grant is not approved the plan will be implemented as funding allows.
- The provost worked with the president to establish functioning committees with charges and identified membership. The committee list is reviewed and updated annually and is posted in the cougar den along with folders for committees to add minutes.
- The curriculum committee is now functioning as a governance committee.
- Early relationships with TAMUK, TAMUCC and other community organizations have been established and several pathways are now in development as a result of the revised CBC programming.
- The webpage for demonstrating housebill 2504 compliance has been updated and is now compliant in posting of syllabi.
- Faculty schedules have been standardized in their format and are now posted to the website through the provost office in a timely manner.

Accomplishments In The Past Year

- The provost, deans, business office and the programmer worked to establish a master list of courses and course fees along with a process to ensure that all board approved fees are updated after approval and correct fees are in place.
- Tsia now offered remotely using secure proctoring service - examity.
- Tsia and bcis 1305 testing offered remotely with microsoft teams.
- Began processing testing payments via telephone.
- Four full-time faculty were hired for the 2021-22 academic year.
- The tge assessment manual was improved, a more efficient 10 step assessment model was put in-place, and a comprehensive annual assessment report was produced.
- Additional faculty support was provided by creating a faculty support portal sharepoint site.

Accomplishments In The Past Year

- Student commons: student recreational area.
- Distance learning classrooms: installations of required screens and equipment.
- Hvac: installation of new unit for large room behind building (cougar den). This is a new unit that was not previously available.
- Nursing classroom: new doorway entry points from room 113 into room 210.
- Interior: repainting of doors/doorways throughout building.
- Foyer: replaced tile with stained cement.
- Student success center: in addition, we integrated library services with ssc and eliminated the need for additional staff.

Accomplishments In The Past Year

- Backside door frame replaced due to safety requirements and infrastructure damages. Kingsville
- 2019 - 2021 an architectural roof assessment was completed for kingsville site. We have that report, currently in-progress with the re-roofing project.
- Distance learning classrooms: installations of required screens and equipment.
- Fire alarm & sprinkler system: installed new system in welding shop/classroom.
- Cosmetology classroom: installed new student workstations and tables expanding the size of classroom due to increase of program student enrollment.

ACCOMPLISHMENTS IN THE PAST YEAR

- All six sports competed at the same time, as a part of the NJCAA's plan to return to play. Women's Volleyball, Women's Basketball and Men's Volleyball began in early January, with Baseball and Softball beginning at the end of January and Men's Soccer beginning in March.
- Women's Volleyball became the first CBC women's team to win a game at the Region XIV level. Women's Basketball then qualified for its first-ever Region XIV Championship Tournament, while Men's Basketball qualified for their third consecutive Championships appearance. Softball won its first ever game at the Region XIV Championships later in April.
- Men's soccer also had a splendid spring season securing the school's first region XIV division I championship and earned an at-large-bid to the NJCAA division I soccer championships; where they defeated salt lake community college (who went on to win the national championship) in the first round.
- In the classroom, the cougars excelled at an epic pace with 14 student-athletes earning a program best region xiv all-academic honors. 41 student-athletes earned coastal bend college dean's list honors. Finally, 39 student-athletes earned national junior college athletic association academic all-american honors, with 11 cougars being named first-team – both are program bests.



Coastal Bend
COLLEGE

ACCOMPLISHMENTS IN THE PAST YEAR

- Baseball played a full Division I schedule by occupying the schedule vacated by Laredo Community College who elected to not play sports in 20-21. Baseball is NJCAA Division III team and competed well at the NJCAA Division I level of play. Once they entered the Division III Championship segment, they exploded winning the South District – Western Divisional Tournament, then defeated Tyler Junior College for the South District Championship and the school's first appearance in the NJCAA Division III College World Series.
- We sent two teams to national tournaments – A first in CBC's history
- We will be moving baseball to Division I
- We won an njcaae championship in the inaugural semester of our Esports team
- We committed funds to the softball field ; worked with city of Beeville to get a \$50k commitment to work on the softball field

ACCOMPLISHMENTS IN THE PAST YEAR

- We had significant community outreach
- Met with city officials in Pleasanton to create something very unique. Awaiting final approval
- Worked with city and county officials in Alice and Jim Wells county to ensure we would be meeting their needs with grant. Also, we demonstrated our commitment to be involved there
- We have met with officials in Kingsville to create specific programming with them.

NEW EMPLOYEE INTRODUCTIONS & UPDATES

- Human Resources – Dixie “Prissy” Lytle
- Business Office – Lajuana Kasprzyk
- Athletics – Paul Cantrell
- Marketing & Public Relations – Bernie Saenz
- Information Technology Services – Amador Ramirez
- Physical Plant – J.C. Colmenero
- Institutional Effectiveness & Research – Dr. Michelle Lane
- Academics & Student Services – Dr. Patricia Rehak
- Public Safety – Kevin Behr

