



AGENDA

ACADEMIC AND STUDENT AFFAIRS COMMITTEE OF THE BOARD OF TRUSTEES

**April 2, 2025
1:45 PM**

3100 Main Street, 2nd Floor Auditorium, Houston, Texas 77002

**NOTICE OF A MEETING OF THE
Academic and Student Affairs Committee
OF THE BOARD OF TRUSTEES**

HOUSTON COMMUNITY COLLEGE

April 2, 2025

Notice is hereby given that a Meeting of the Academic and Student Affairs Committee of the Board of Trustees of Houston Community College will be held on Wednesday, April 2, 2025 at 1:45 PM, or after, and from day to day as required, 3100 Main Street, 2nd Floor Auditorium, Houston, Texas 77002. The items listed in this Notice may be considered in any order at the discretion of the Committee Chair and items listed for closed session discussion may be discussed in open session and vice versa as permitted by law. Actions taken at this Meeting do not constitute final Board action and are only Committee recommendations to be considered by the Board at the next Regular Board meeting.

I. Call to Order

- A. Opportunity for Public Comments

II. Topics For Discussion and or Action

- A. Fall to Spring Retention Update
- B. KPI Update: April 2025
- C. Fall 2024 Completion Update

III. Adjournment to closed or executive session pursuant to Texas Government Code Sections 551.071; 551.072 and 551.074, the Open Meetings Act, for the following purposes:

A. Legal Matters

Consultation with legal counsel concerning pending or contemplated litigation, a settlement offer, or matters on which the attorney's duty to the System under the Texas Disciplinary Rules of Professional Conduct clearly conflicts with the Texas Open Meetings Laws.

B. Personnel Matters

Deliberate the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer, employee or board member to hear complaints or changes against an officer, employee or board member unless the officer, employee or board member who is the subject of the deliberation or hearing requests a public hearing.

C. Real Estate Matters

Deliberate the purchase, exchange, lease, or value of real property for Agenda items if deliberation in an open meeting would have a detrimental effect on the position of the System in negotiations with a third person.

IV. Additional Closed or Executive Session Authority

If, during the course of the meeting covered by this Notice, the Board should determine that a closed or executive meeting or session of the Board should be held or is required in relation to any items included in this Notice, then such closed or executive meeting or session as authorized by Section 551.001 et seq. of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this Notice or as soon after the commencement of the meeting covered by the Notice as the Board may conveniently meet in such closed or executive meeting or session concerning:

Section 551.071 - For the purpose of a private consultation with the Board's attorney about pending or contemplated litigation, a settlement offer, or matters on which the attorney's duty to the System under the Texas Disciplinary Rules of Professional Conduct clearly conflicts with the Texas Open Meetings Laws.

Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

Section 551.073 - For the purpose of considering a negotiated contract for a prospective gift or donation to the System if deliberation in an open meeting would have a detrimental effect on the position of the System in negotiations with a third person.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer, employee or board member to hear complaints or changes against an officer, employee or board member unless the officer, employee or board member who is the subject of the deliberation or hearing requests a public hearing.

Section 551.076 - To consider the deployment, or specific occasions for implementation of security personnel or devices, or a security audit.

Section 551.082 - For the purpose of considering discipline of a student or to hear a complaint by an employee against another employee if the complaint or charge directly results in a need for a hearing, unless an open hearing is requested in writing by a parent or guardian of the student or by the employee against whom the complaint is brought.

Section 551.084 - For the purpose of excluding a witness or witnesses in an investigation from a hearing during examination of another witness in the investigation. Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such closed or executive meeting or session, then such final action, final decision, or final vote shall be at either:

A. The open meeting covered by this Notice upon the reconvening of the public meeting, or

B. At a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

V. Reconvene in Open Meeting

VI. Adjournment

CERTIFICATE OF POSTING OR GIVING NOTICE

On this **28th day of March 2025**, this Notice was posted at a place convenient to the public and readily accessible at all times to the general public at the following locations: (1) the HCC Administration Building of the Houston Community College, 3100 Main, First Floor, Houston, Texas 77002 and (2) the Houston Community College's website: www.hccs.edu.

Posted By:

Sharon R. Wright
Director, Board Services

REPORT ITEM

Meeting Date: April 2, 2025

Topics For Discussion and or Action

ITEM #	ITEM TITLE	PRESENTER
A.	Fall to Spring Retention Update	Dr. Margaret Ford Fisher Dr. Andrea Burrridge Dr. Rima Adil Dr. Norma Perez

DISCUSSION

Retention and course success are early milestone towards student completion of credentials of value and transfer. Houston Community College has implemented targeted strategies to enhance student retention and course success. This presentation provides an overview of the progress achieved toward these objectives.

COMPELLING REASON AND BACKGROUND

Students who are successful in their first academic year are more likely to reach their goals of transfer, award, and gainful employment. Therefore, monitoring these key metrics is essential for assessing the effectiveness of the institution's student success strategies.

STRATEGIC ALIGNMENT

Strategic Priority: 1- Student Success, Strategic Priority: 3 - Academic Rigor

ATTACHMENTS:

Description	Upload Date	Type
Fall to Spring Retention Update	3/25/2025	Attachment

This item is applicable to the following:

Central, Coleman, Northeast, Northwest, Southeast, Southwest, District, Online



Fall to Spring Retention Update

Margaret Ford Fisher, Ed.D. Chancellor

Andrea Burrridge, Ph.D. Vice Chancellor, Strategy, Planning, and Institutional Effectiveness

Chris Burnett, Ph.D. Director of Research, Assessment, and Evaluation

Rima Adil, Ed.D. Interim Vice Chancellor, Student Services

Norma Perez, Ph.D. Sr. Vice Chancellor, Instructional and Student Services and CAO

April 2, 2025

Introduction

Retention vs. Persistence

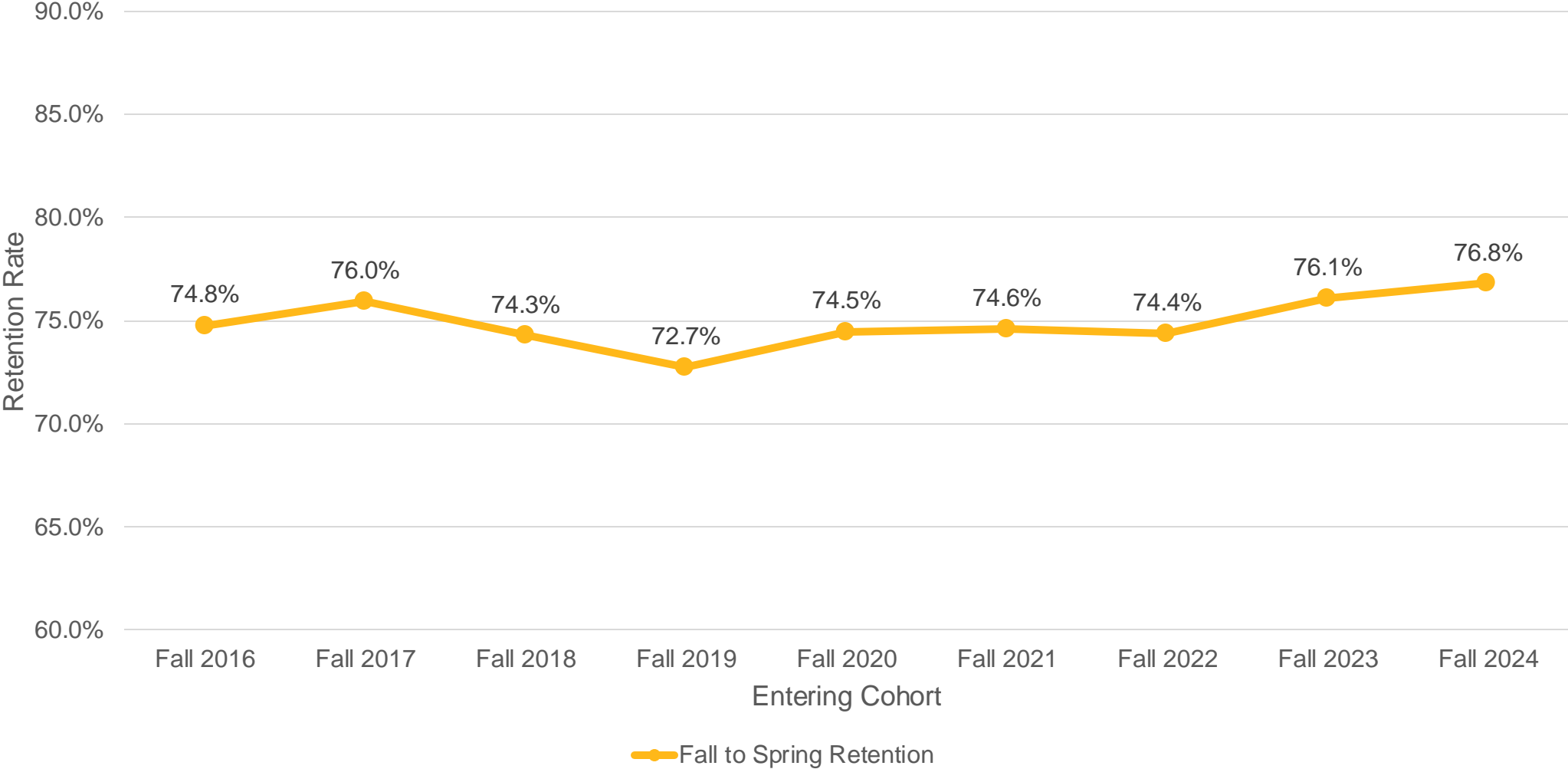
- The ***retention rate*** is the rate at which students remain enrolled at the same institution
- The ***persistence rate*** is the rate at which students remain enrolled at the same institution or another institution.
- Because HCC offers short term certificates, like many institutions HCC includes completions in the persistence rate. This is sometimes referred to as the ***positive outcome*** rate.

Retention and Persistence calculated relative to a cohort

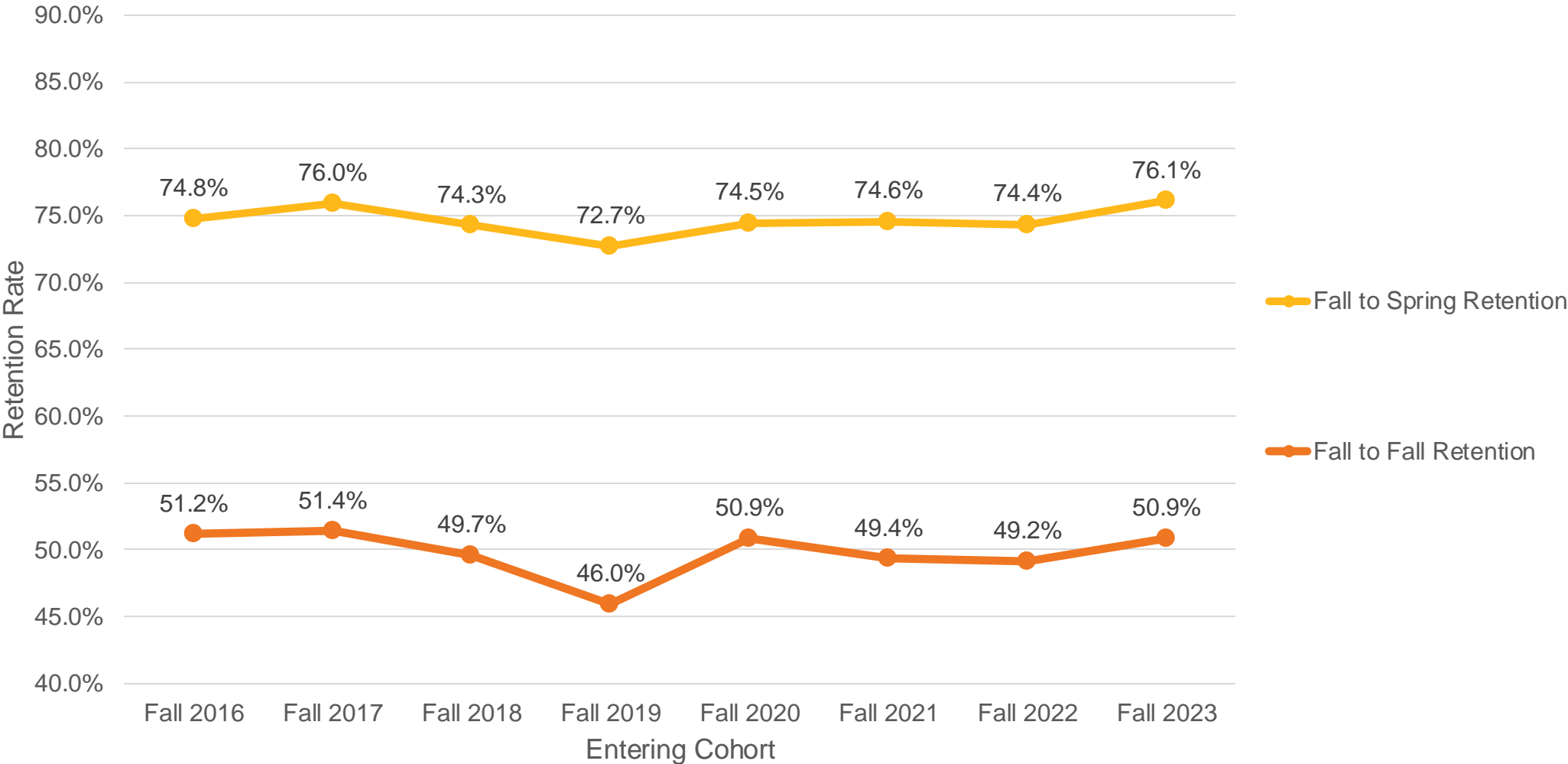
- HCC tracks retention relative to the “Achieving the Dream” cohort which is all not-dual-credit new-to-HCC degree seeking students (n ~12,000)
- Benchmark comparisons are only available for IPEDS cohorts and THECB cohorts which are limited to first time in college, and often full-time (n ~2,000-5,000)

Fall to Spring Retention

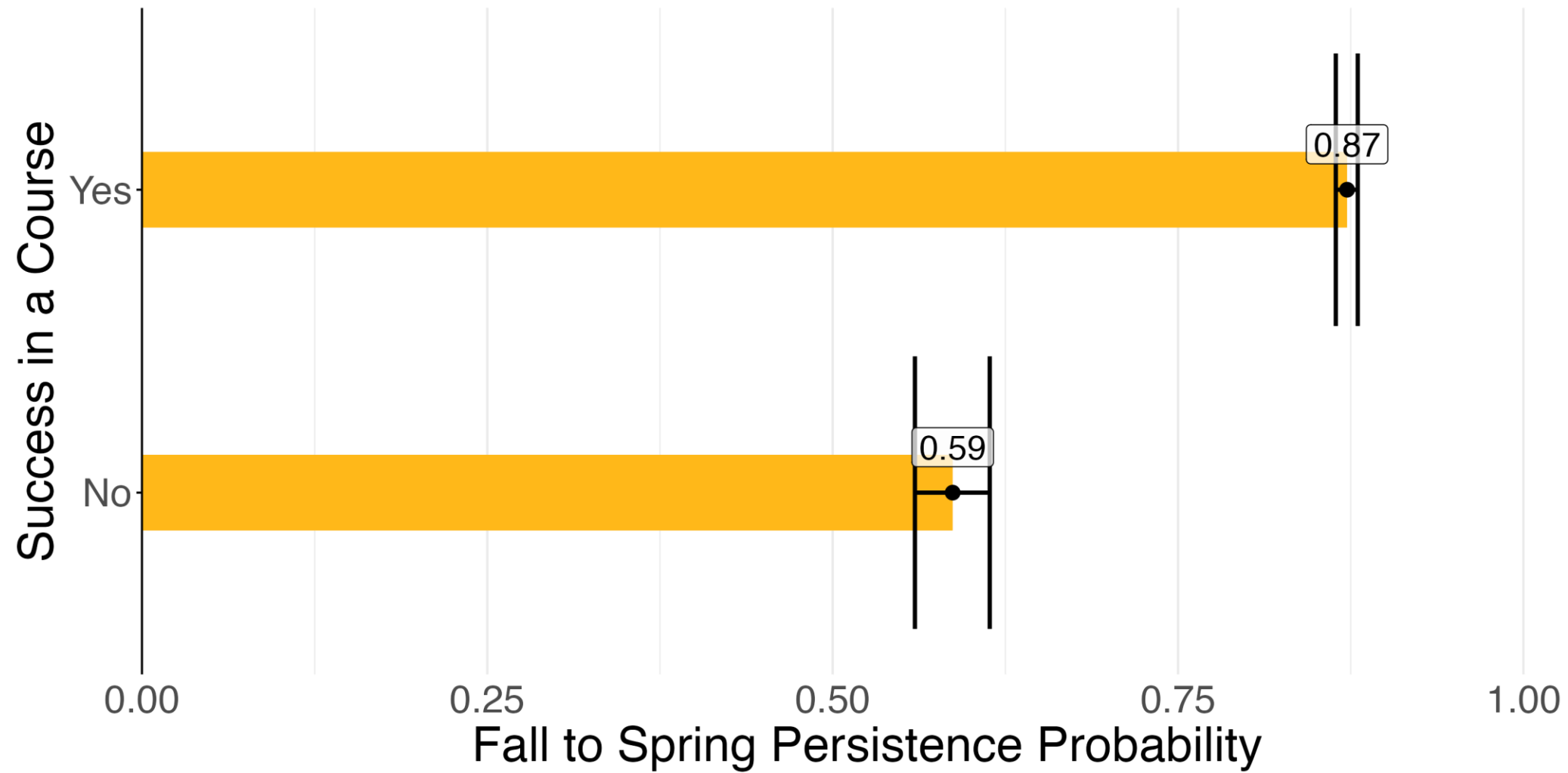
Fall to Spring Retention by Entering Cohort



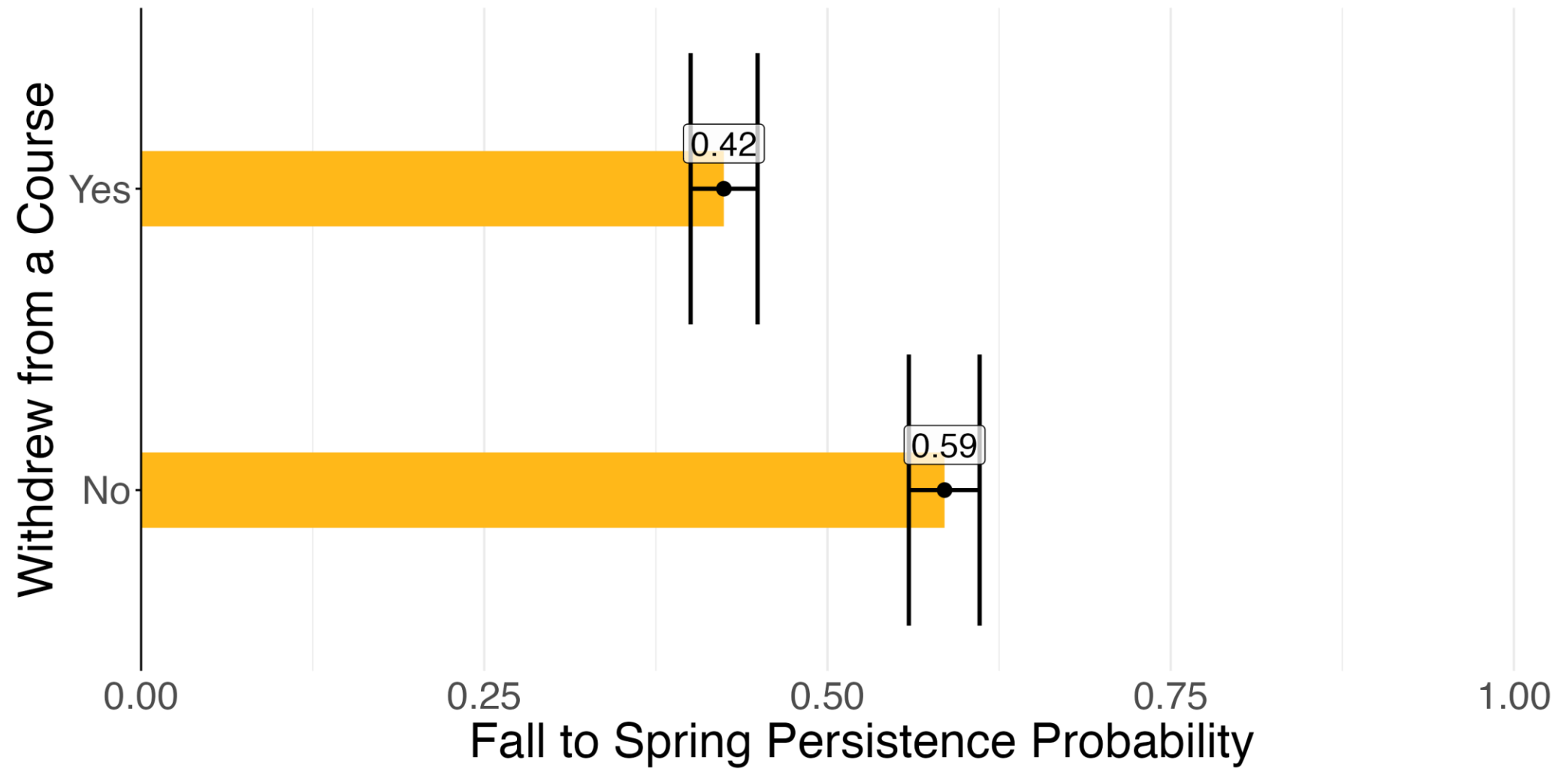
Fall to Fall Retention shows similar changes as Fall to Spring Retention



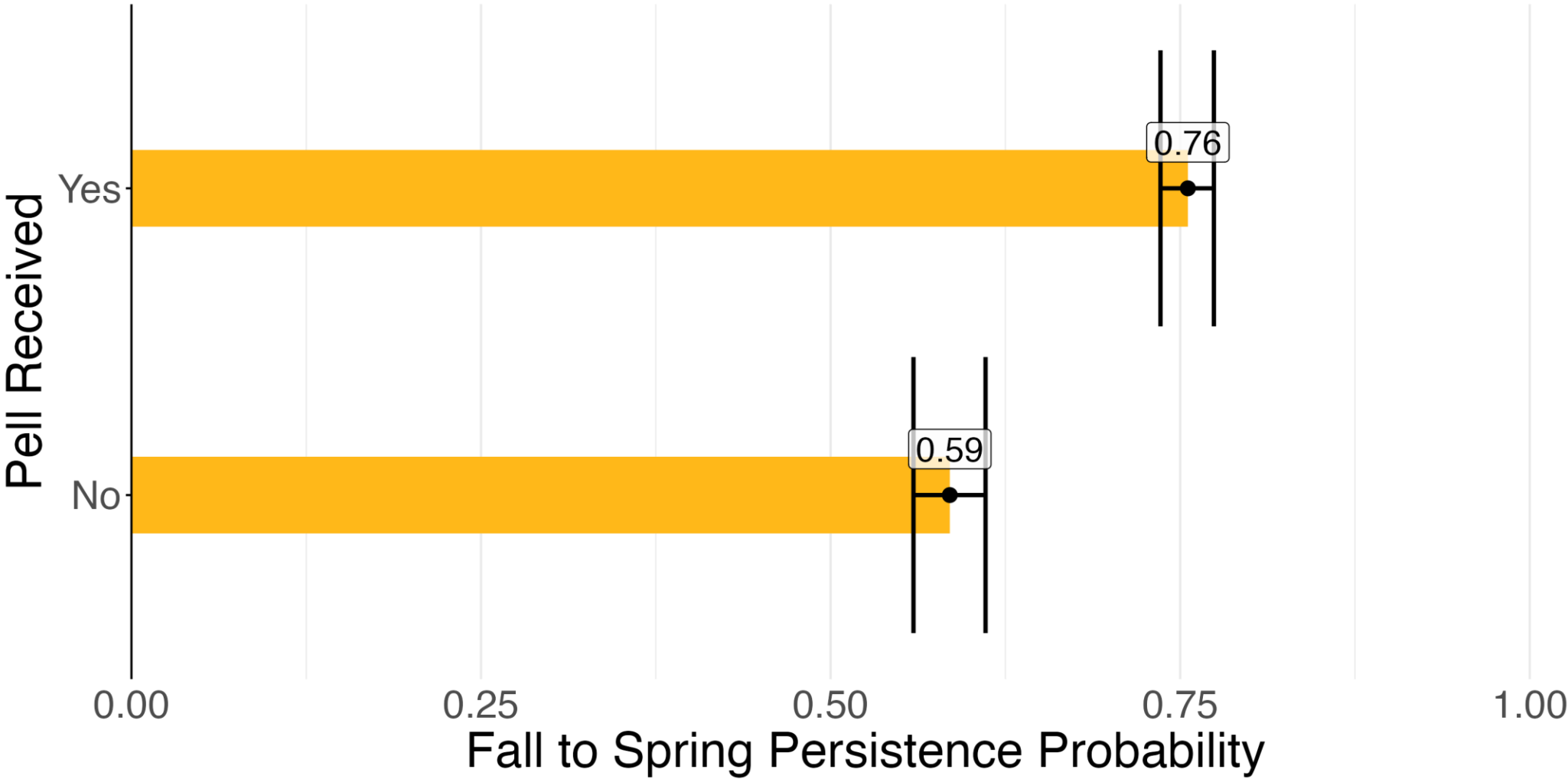
Students who succeed in at least one class are more likely to be retained at HCC



Students who withdraw from a class are less likely to be retained at HCC

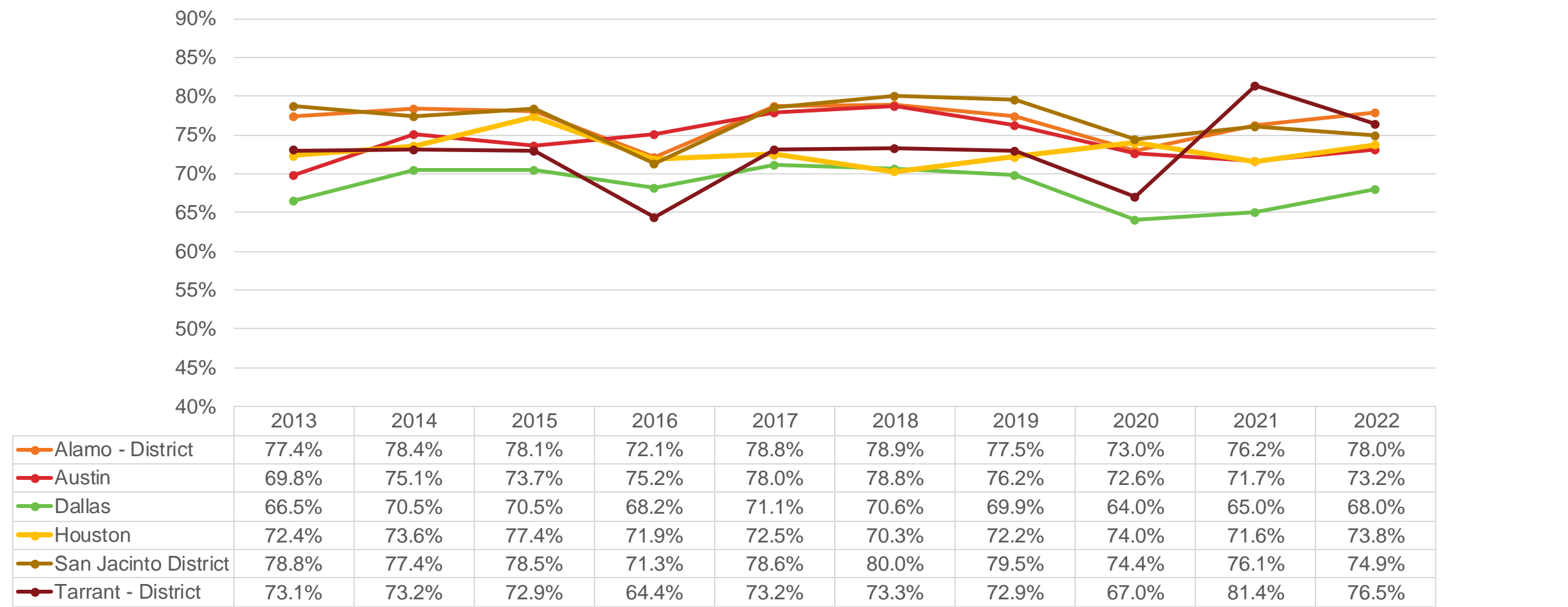


Students who received Pell are more likely to be retained at HCC



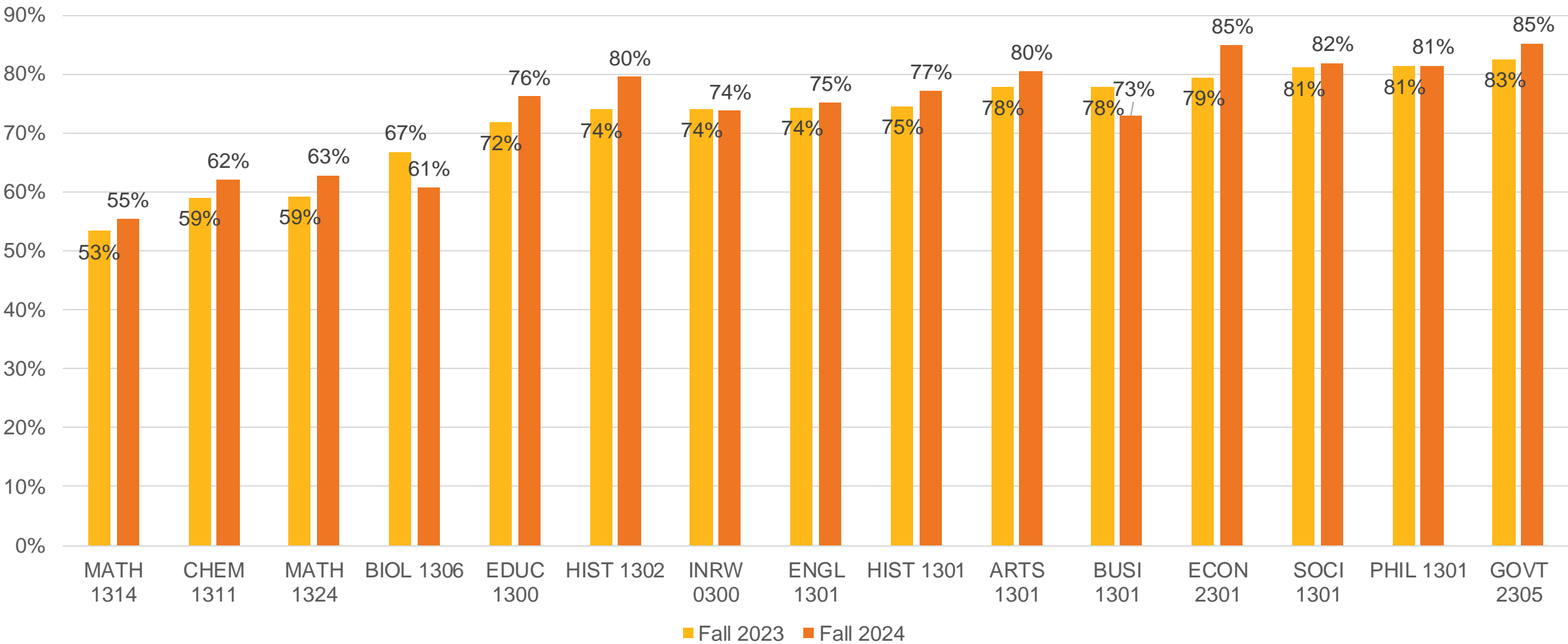
Benchmark Data

Fall-Spring Retention: First-time FT and PT students, entering at the start of regular term (Flex students excluded), Institutions participating in Texas Pathways



Success in Gateway Courses

Success rates (ABCs) in gateway courses have generally increased in Fall 2024 over Fall 2023



Addressing Retention and Persistence

Institutional Initiatives

- Talent Strong Texas Pathways
- Caring Campus Faculty
- Caring Campus Staff
- Consistent Follow-up with Stop-Out Students

Financial Support: Types of Aid

GRANTS

Grants are awarded through federal, state and institutional sources and are generally based on financial need. Grants are "gift" assistance and do not need to be repaid.



SCHOLARSHIPS

Scholarships are provided through the HCC Foundation, corporations, private donors and the college. Scholarships are "gift" assistance and do not need to be repaid.



TRADITIONAL WORK-STUDY

Traditional Work-Study is student employment that is offered through the college. Student employees work on or off-campus and are paid an hourly rate for work performed.

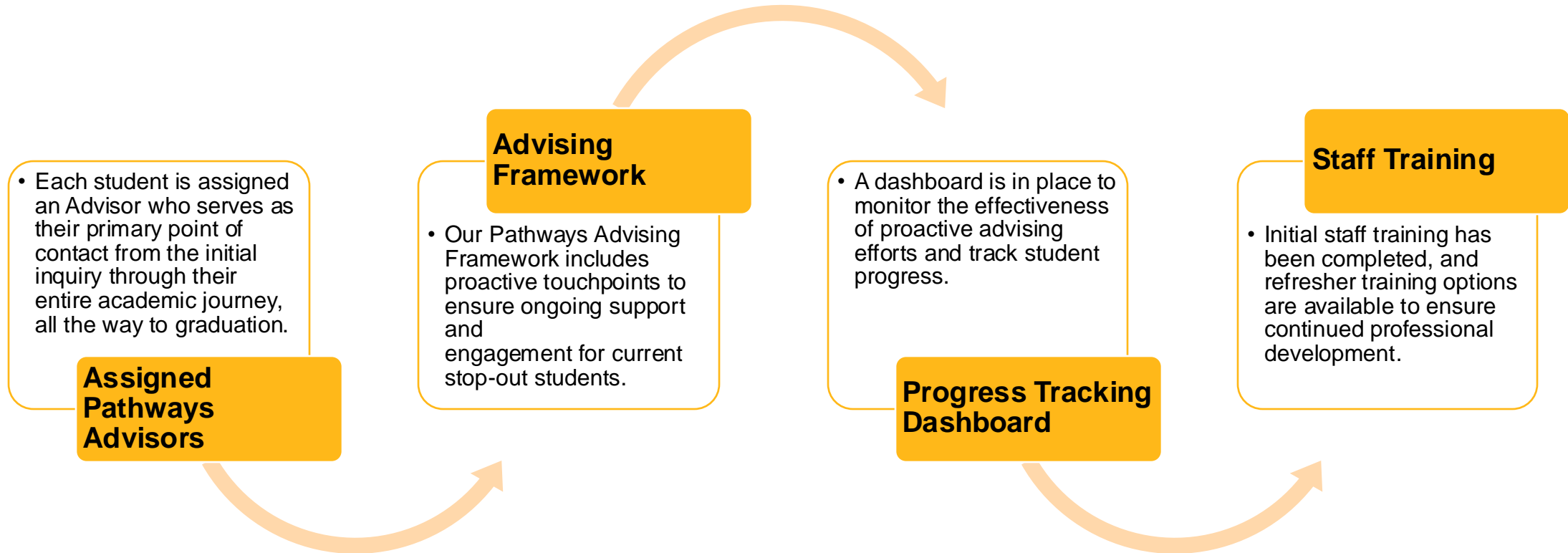


FEDERAL STUDENT LOANS

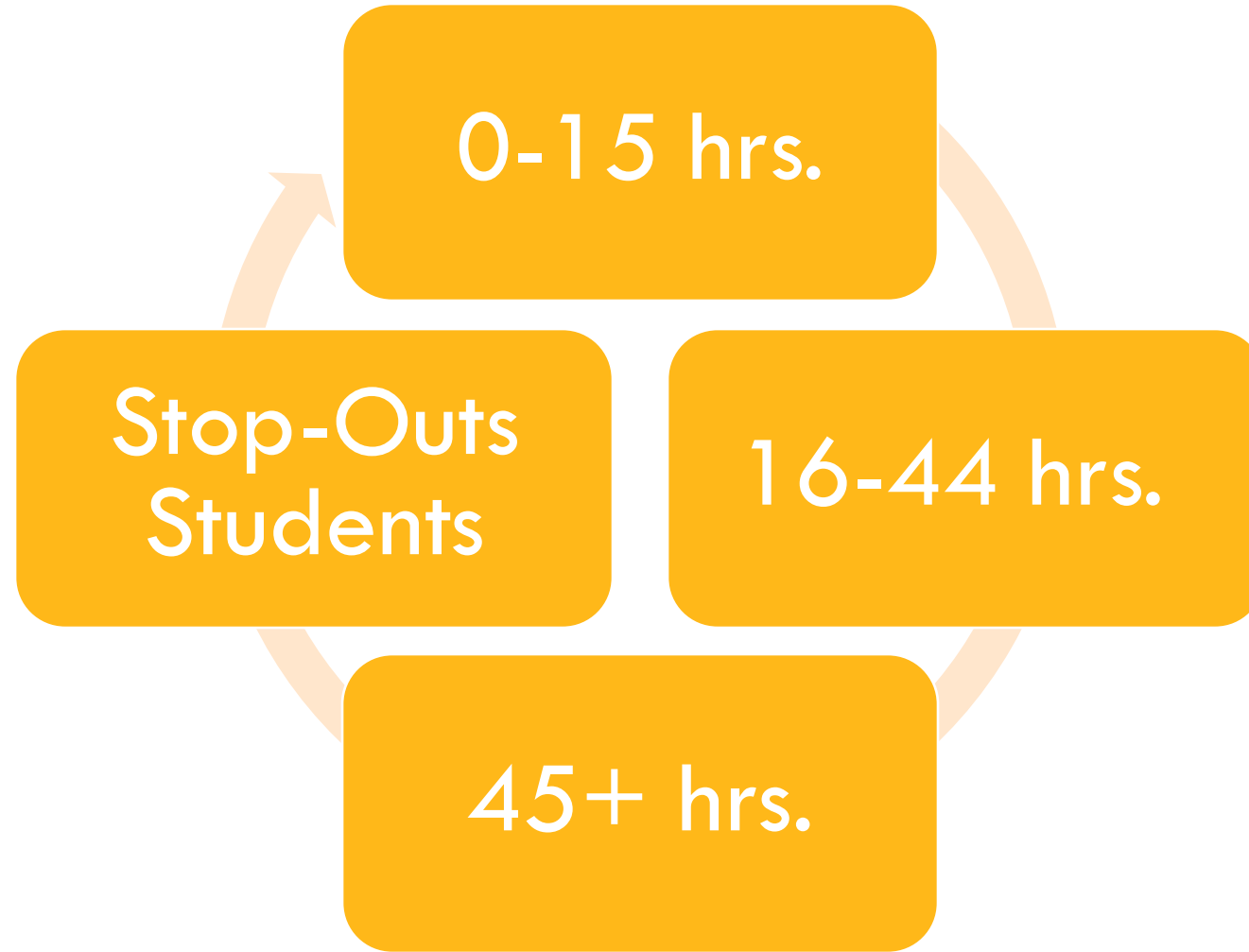
Federal Student Loans are offered at low-interest rates and can be repaid over an extended period of time, generally after the student is no longer enrolled at least half-time (6 or more credits).



Preventing Stop-Out



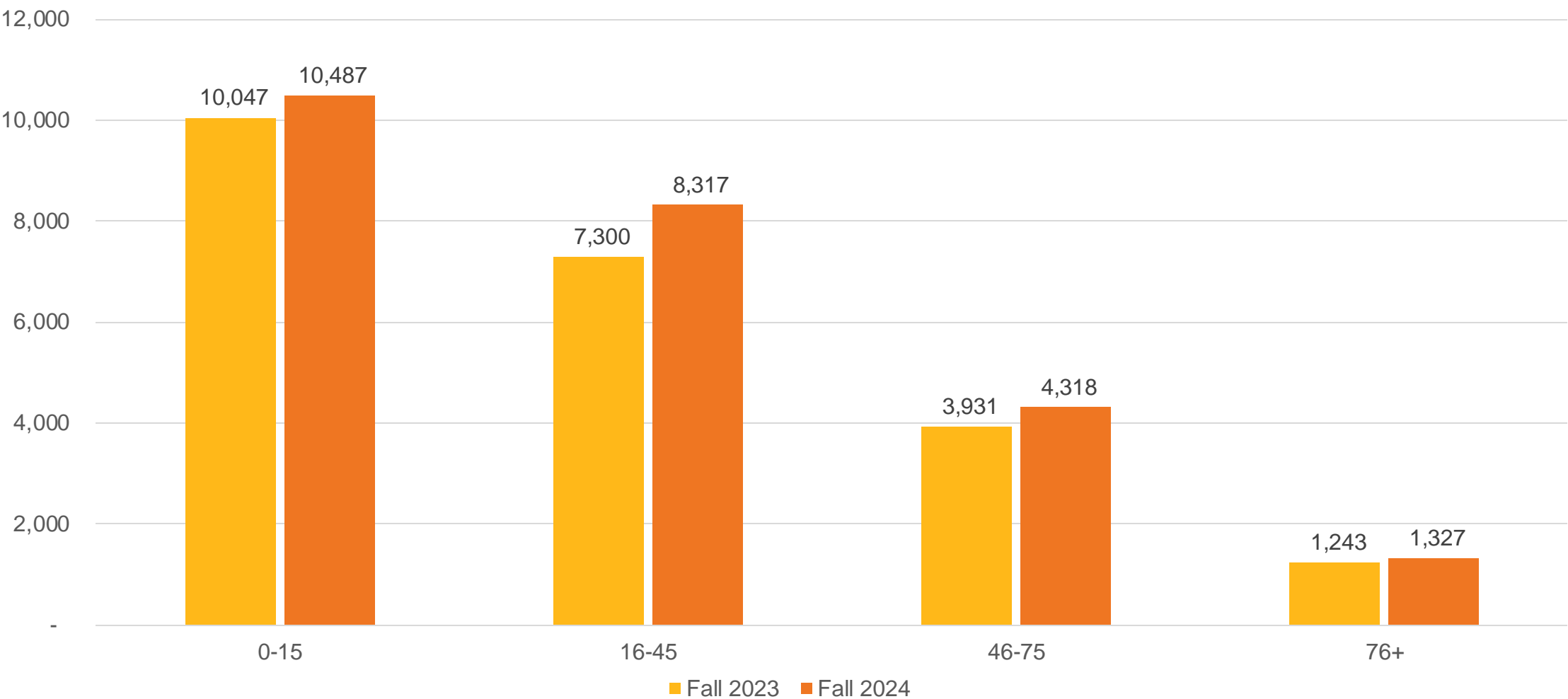
Pathways Advising Touch-Points



Current Students Retention Text Campaign, District



Who's Next Advising Visits and Credits Earned (Students)



Note: Status of students enrolled Fall 2023 and Fall 2024.
Source: PS_STDNT_CAR_TERM, Titanium (SLIP counseling sessions), Who's Next Academic Advising data 8/1/2023 through 12/31/2023 for Fall 2023 and 8/1/2024 through 12/31/2024 for Fall 2024. As of January 28, 2025

Discussion

Are we seeing results?

- Fall to Spring retention is improving with current values approaching historical best-in-class.
- Success in gateway courses is increasing as well.
- Return from stop-out campaigns meet with limited success, underscoring the importance of stop-out prevention measures. Tuition incentives are likely to improve yield.

Thank You!

REPORT ITEM

Meeting Date: April 2, 2025

Topics For Discussion and or Action

ITEM #	ITEM TITLE	PRESENTER
B.	KPI Update: April 2025	Dr. Margaret Ford Fisher Dr. Andrea Burrridge Dr. Norma Perez

DISCUSSION

In 2019, HCC established key performance indicators (KPIs) for its strategic plan, *Embracing Houston's Future*. These KPIs measure retention, completion, transfer, and employment outcomes. This presentation provides an update on these metrics.

COMPELLING REASON AND BACKGROUND

Embracing Houston's Future, HCC's strategic plan, defines the institution's strategic priorities. Progress is measured through key performance indicators (KPIs), which are presented here. It is essential for the Board of Trustees and the institution to monitor these KPIs to ensure accountability and drive continuous improvement.

STRATEGIC ALIGNMENT

Strategic Priority: 1- Student Success, Strategic Priority: 2 - Personalized Learning , Strategic Priority: 3 - Academic Rigor , Strategic Priority: 4 - Community Investment , Strategic Priority: 5 - College of Choice

ATTACHMENTS:

Description	Upload Date	Type
KPI Update	3/21/2025	Attachment

This item is applicable to the following:

Central, Coleman, Northeast, Northwest, Southeast, Southwest, District, Online



KPI Update

Margaret Ford Fisher, Ed.D.
Chancellor

Andrea Burridge, Ph.D.
Vice Chancellor, Strategy, Planning, and Institutional Effectiveness

Norma Perez, Ph.D.
Senior Vice Chancellor, Instructional and Student Services, and CAO

April 2, 2025

Goals of the Presentation

1. Provide an update on the KPIs of the strategic plan
2. Provide longitudinal and benchmark data
3. Discuss current strategies

KPI Update

Strategic Plan KPI Progress (1/15/2025)

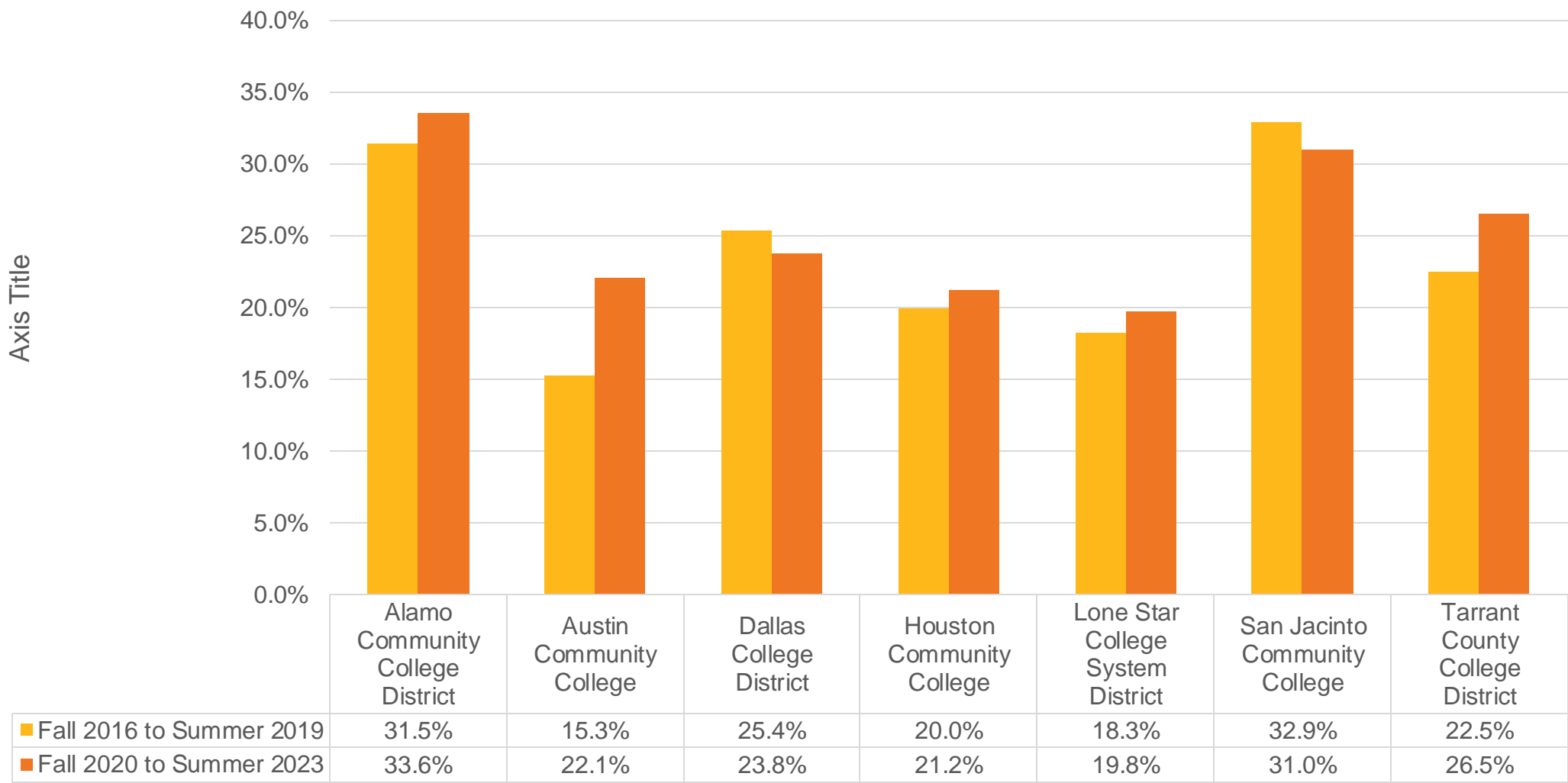
Metric	2020 Baseline Value	2021	2022	2023	2024
1.1 IPEDS 3-Year Completion Rate	17%	17%	17%	19%	22%
1.2 AtD 4-Year Completion Rate	18%	17%	17%	17%	20%
1.3 Transfer Rate (4 year)	25%	25%	26%	27%	34%
1.4 Fall-Spring Retention at HCC	72%	74%	74%	74%	76%
1.5 Fall-Fall Persistence (retention + transfer + completion)	59%	61%	59%	58%	60%
Lag Measures	Baseline: FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
1.6 Academic Placement	92.1%	89.6%	89.7%	89.6%	87.6%*
1.7 Workforce Placement	87.1%	87.2%	81.7%	84.6%	83.8%*

Note: * Lag measure, students who completed AY 2021-2022 and employed Fall 2022. Reported in 2024 Higher Education Almanac. The most recent cohort for which full data exists is chosen as baseline. Bolded numbers are finalized.
Sources: IPEDS, HCC AtD Data Source, Dash_Enroll_Curr, National Student Clearinghouse/

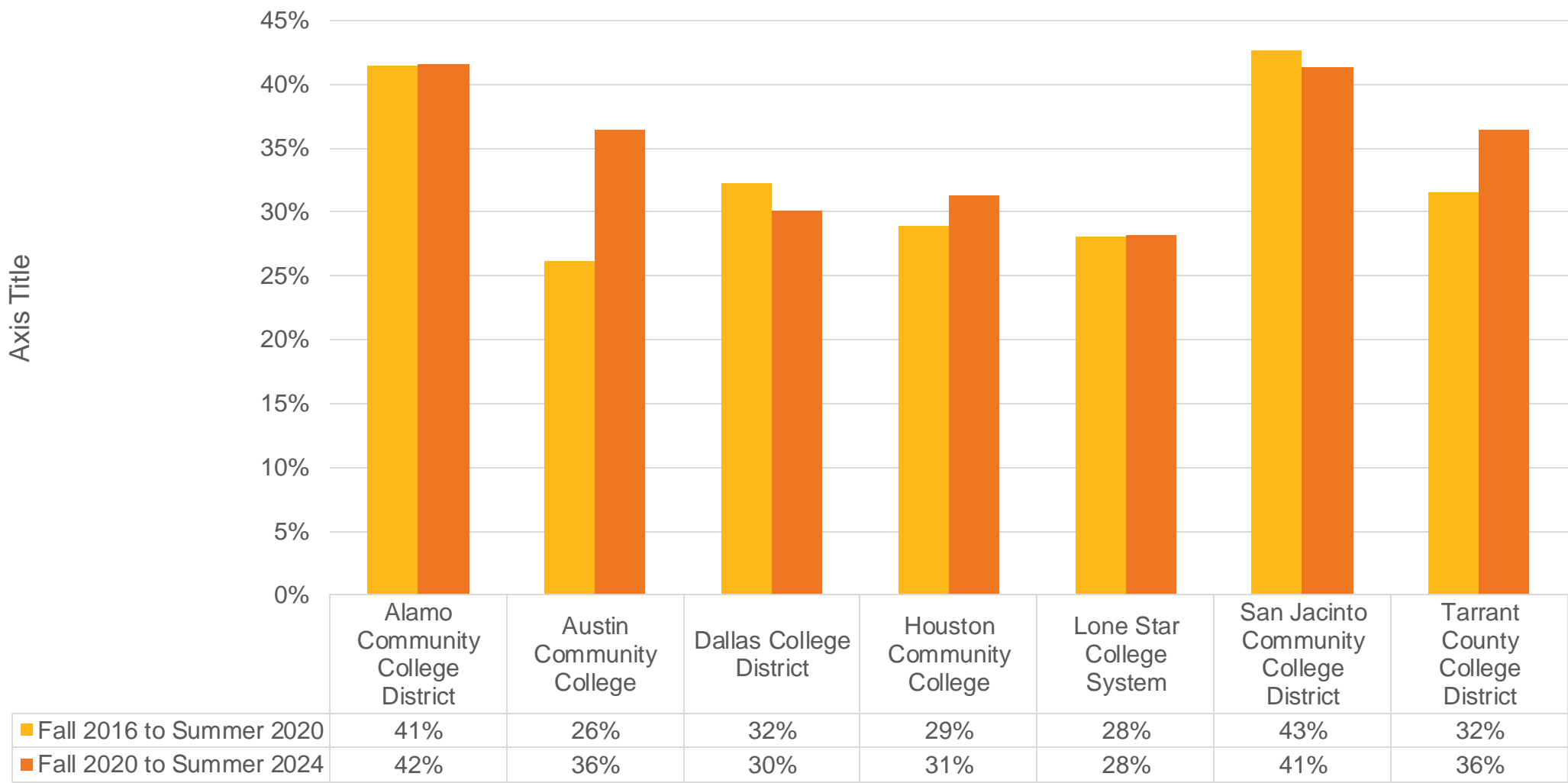
Benchmarking Completion

- Current IPEDS three-year completion rates and AtD rates are not available for HCC peers.
 - This is largely due to IPEDS collections technicalities having to do HCC and its peers offering baccalaureate degrees.
 - Data from the 2017 cohort is now being distributed as the most current data.
- The THECB calculates rates which are offered in this presentation. The THECB cohort is smaller than the IPEDs cohorts or AtD cohorts.
- Benchmark comparisons are indexed with most similar available metric.

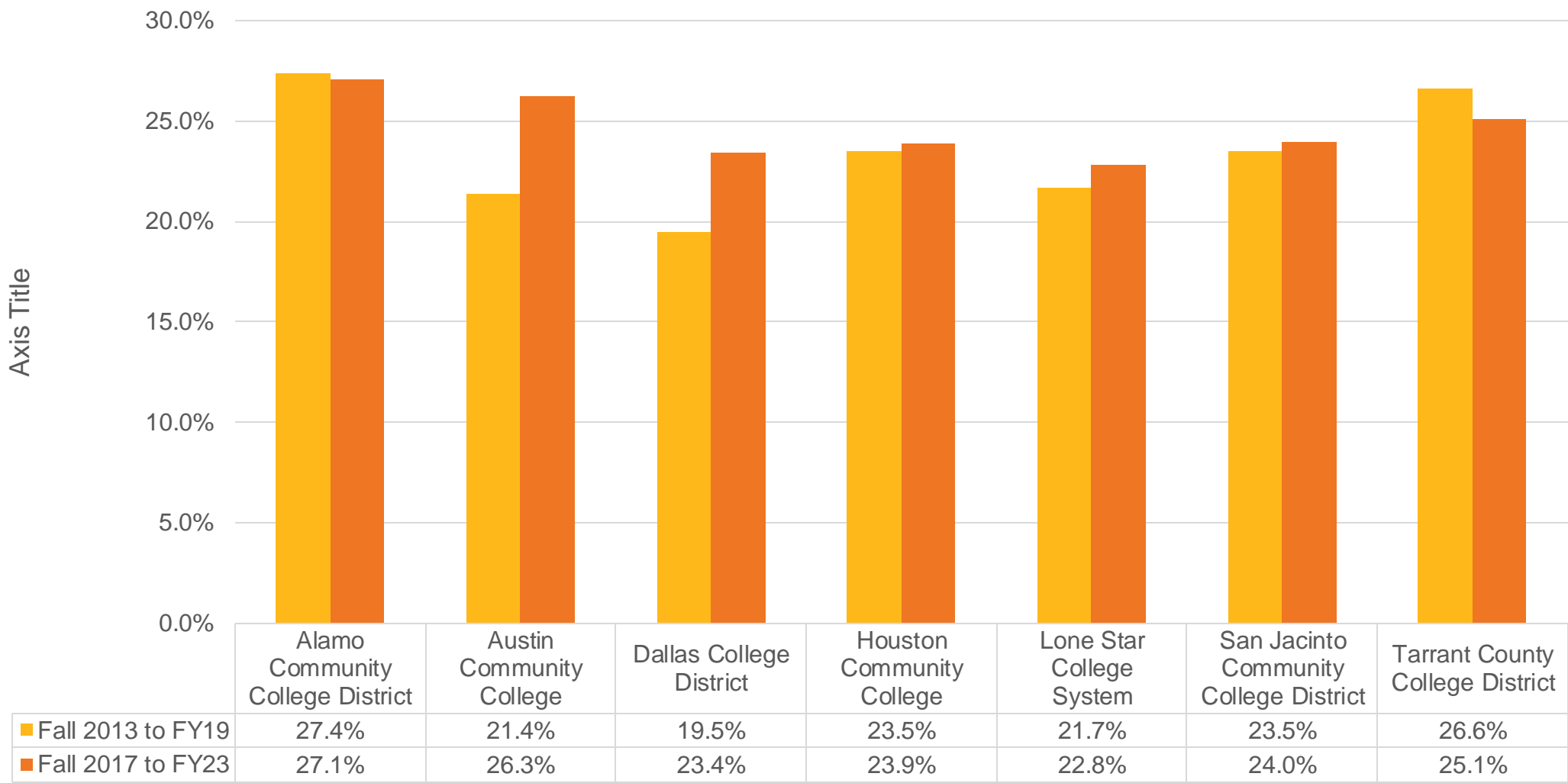
1.1 THECB Full-time First-time-in-College Cohort 3-year Completion Rates



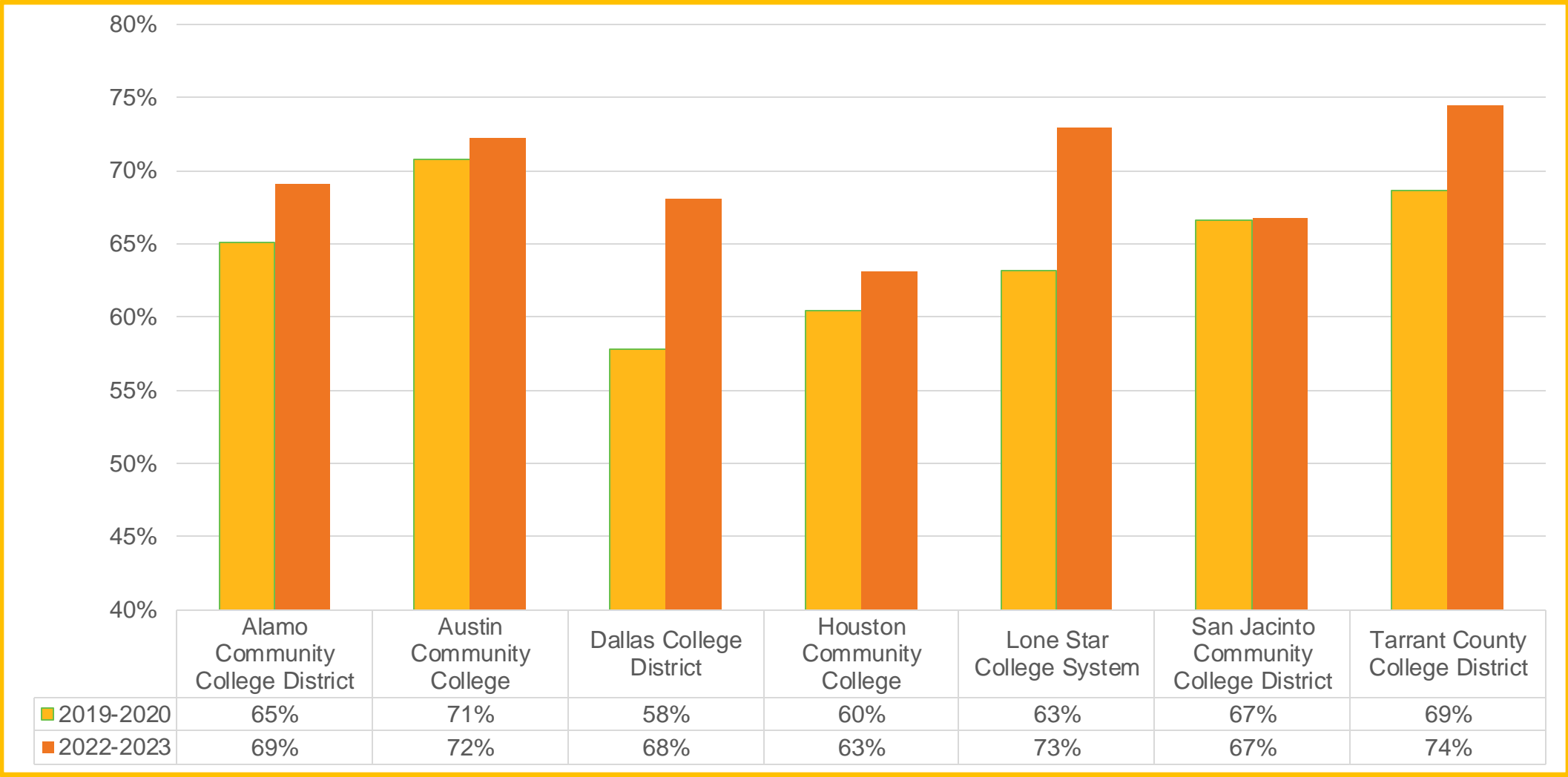
1.2 THECB Full-time First-time-in-College Cohort 4-year Completion Rates (Same or Other College)



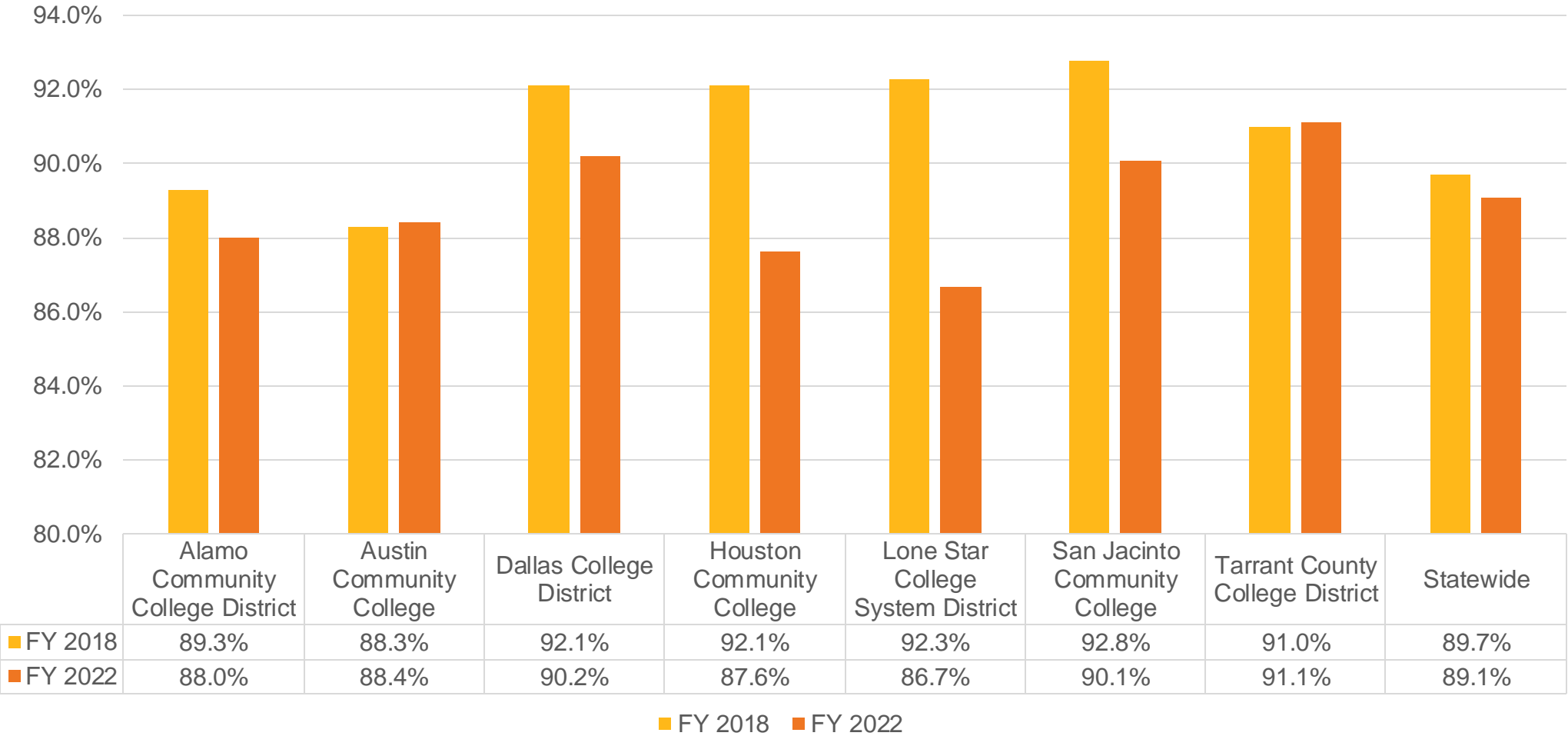
1.4 THECB 6-year Transfer Rates



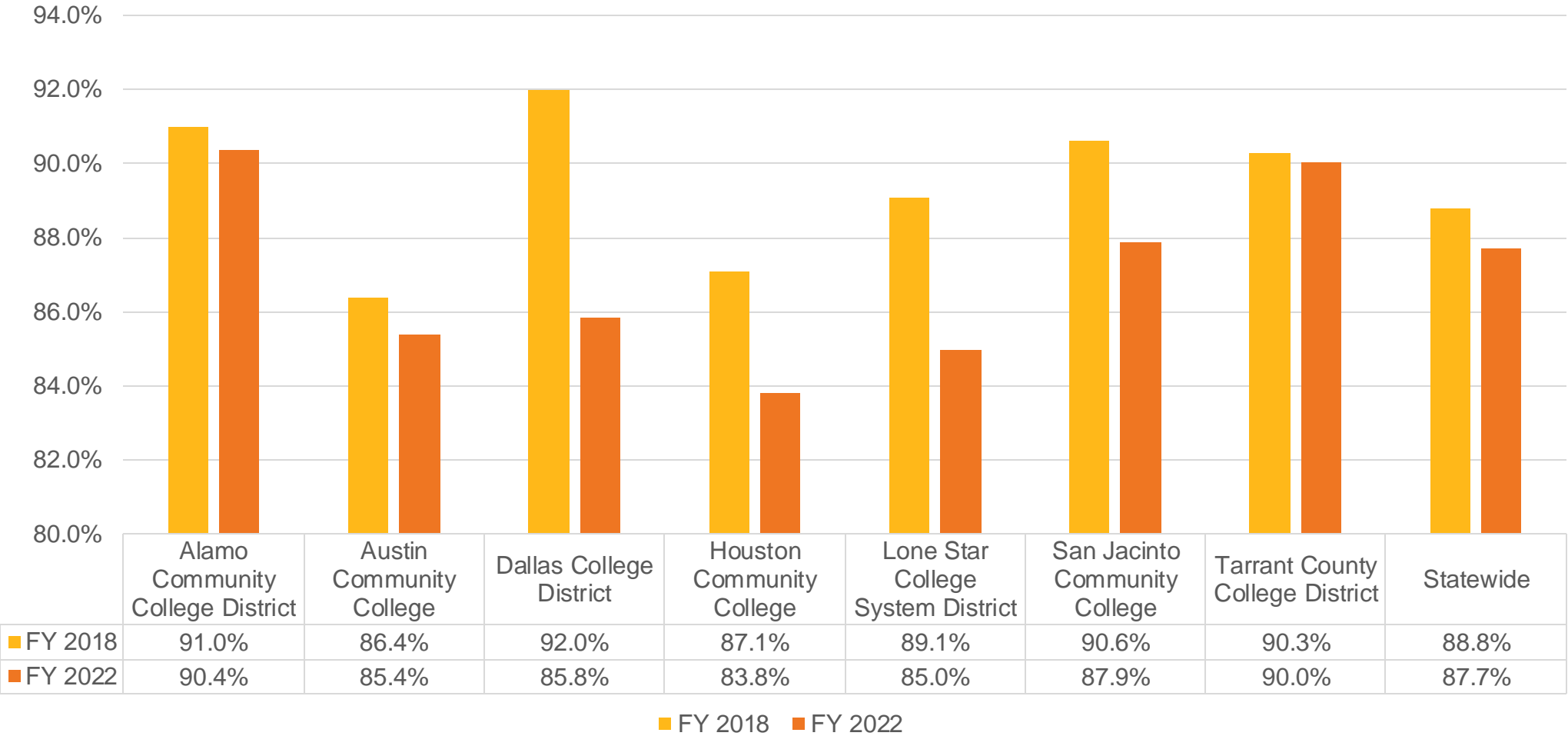
1.5 Fall to Fall Retention at Same or Other Institution



1.6 Benchmark Data: Academic Job Placement



1.6 Benchmark Data: Technical Job Placement



Discussion

- Persistence, Completion, and Transfer all show improvement
- Job placement dropped sharply during the pandemic and has not fully recovered
 - Most recent data describes enrollment and/or employment as of October-December, 2022.
 - Job placement rates have decreased across the majority of institutions.
 - HCC remained virtual longer than other institutions which likely impacted provision of transfer and career services.
 - The gig economy may affect job placement numbers because these students are difficult to locate.

Focus on Career and Transfer Services

- Increased focus on Career Services has resulted in increased CareerHub logins, resume uploads, and job applications.
- The current Graduation Survey (est. 2023) identifies students who are unemployed and seeking employment, alerting career services personnel at the Colleges to assist.
- Transfer services (est. 2024) coaches students on the transfer process and connects them with 4-year universities via transfer fairs.

Questions?

REPORT ITEM

Meeting Date: April 2, 2025

Topics For Discussion and or Action

ITEM #	ITEM TITLE	PRESENTER
C.	Fall 2024 Completion Update	Dr. Margaret Ford Fisher Dr. Andrea Burrridge Dr. Rima Adil Dr. Norma Perez

DISCUSSION

In alignment with our commitment to student success and HB 8, HCC is increasing the number of students earning credentials that hold significant value in the workforce. This item gives an update on the completions for Fall 2024 with a comparison of Fall 2024 outcomes to Fall 2023.

COMPELLING REASON AND BACKGROUND

House Bill 8 altered the funding formula for community colleges to a focus on student outcomes. This update reviews HCC's progress in awarding Credentials of Value, comparing Fall 2024 to Fall 2023.

STRATEGIC ALIGNMENT

Strategic Priority: 1- Student Success, Strategic Priority: 4 - Community Investment , Strategic Priority: 5 - College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Completions Update Presentation	3/25/2025	Attachment

This item is applicable to the following:

Central, Coleman, Northeast, Northwest, Southeast, Southwest, District, Online



Fall 2024 Awards Update

Margaret Ford Fisher, Ed.D. Chancellor

Andrea Burridge, Ph.D. Vice Chancellor, Strategy, Planning, and Institutional Effectiveness

Chris Burnett, Ph.D. Director of Research, Assessment, and Evaluation

Rima Adil, Ed.D. Interim Vice Chancellor, Student Services

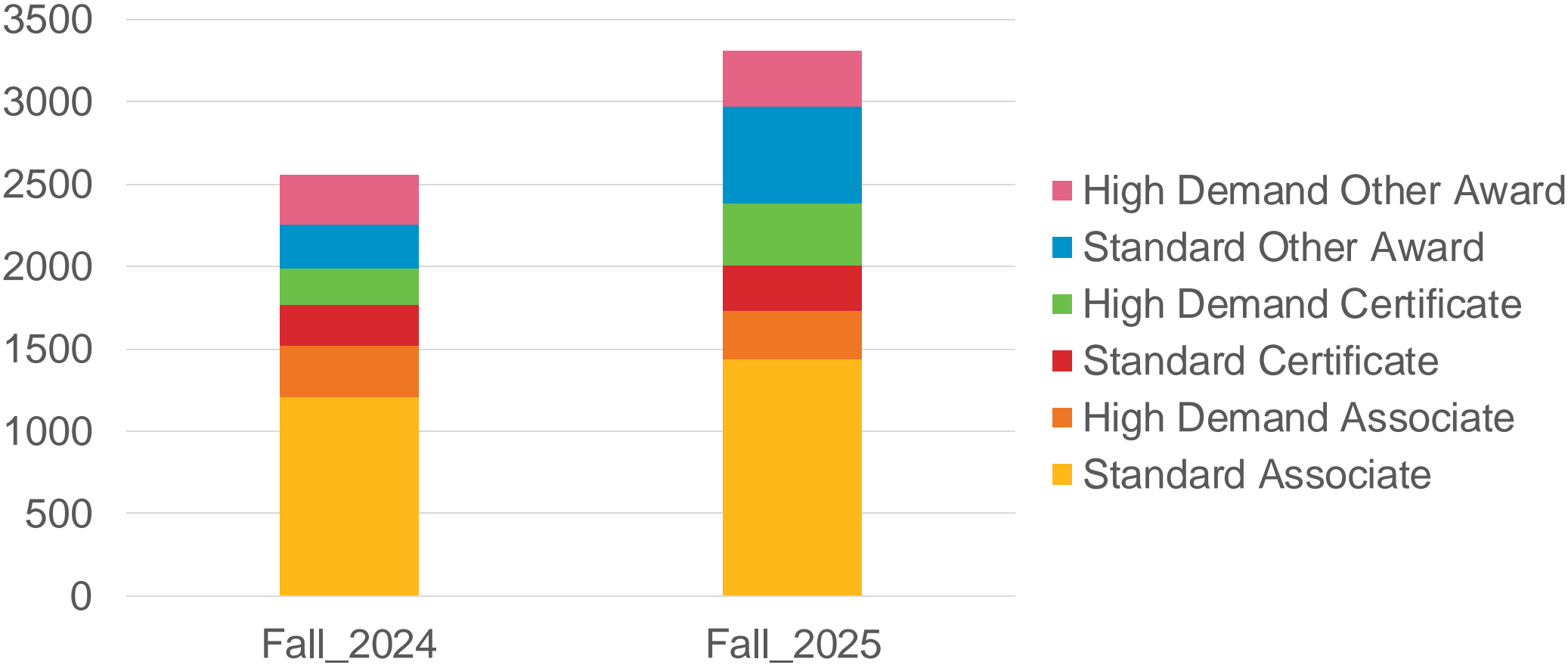
Norma Perez, Ph.D. Sr. Vice Chancellor, Instructional and Student Services and CAO

April 2, 2025

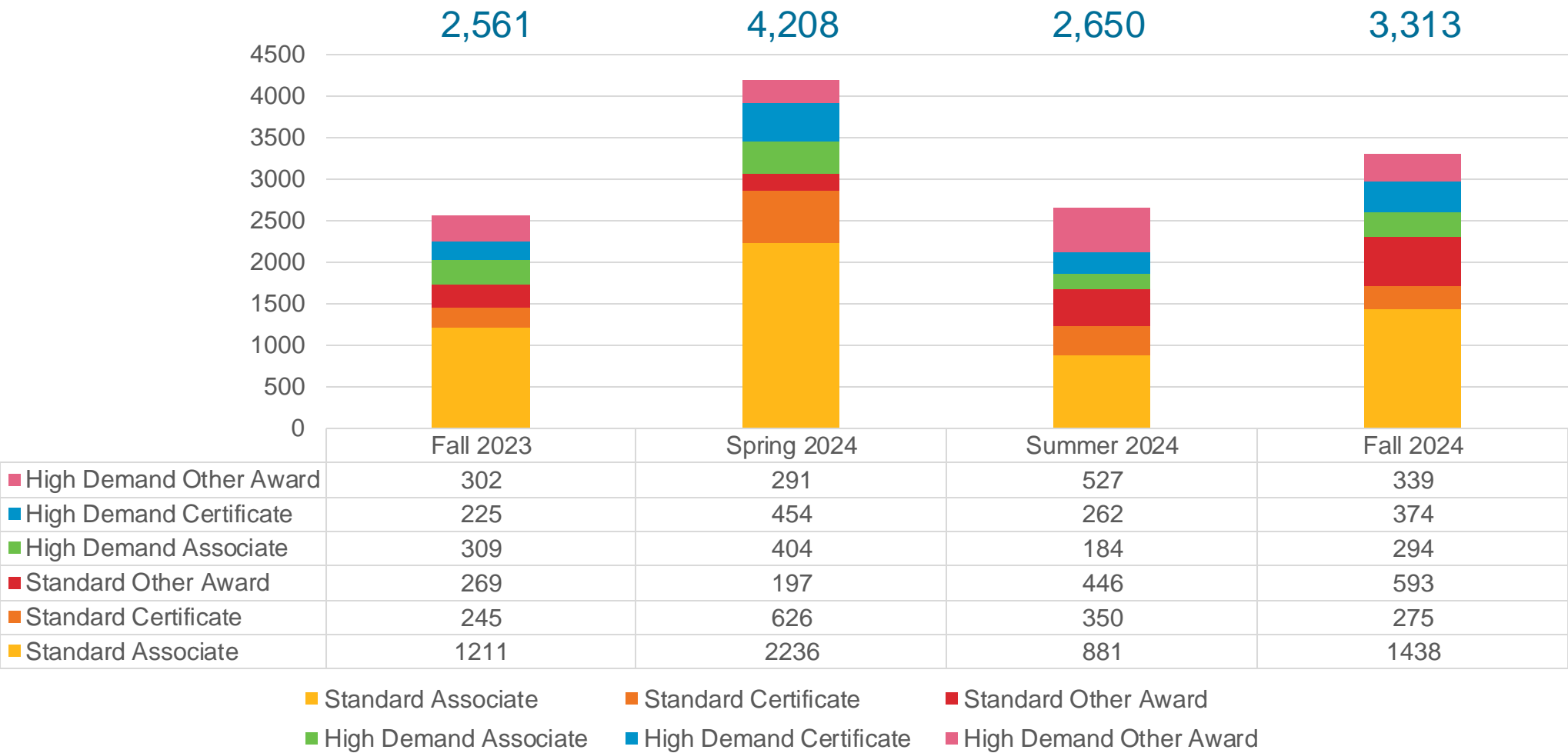
In Fall 2024 HCC students earned 572 more awards than in Fall 2023.

Award Type	Field	Fall		Final for Year	
		2023-2024	2024-2025	2023-2024	2024-2025
Associate	Standard	1,211	1,438	4,328	-
Associate	High Demand	309	294	897	-
Certificate	Standard	245	275	1,221	-
Certificate	High Demand	225	374	941	-
Other Award	Standard	269	593	912	-
Other Award	High Demand	302	339	1,120	-
Total		2,561	3,313	9,419	-

The number of Fall awards surpassed the prior Fall indicating we are on track to increase Credentials of Value.



Awards over time illustrate HCC’s progress in short term awards.



Questions?