



AGENDA

BOARD OF TRUSTEES REGULAR MEETING

**June 18, 2025
4:00 PM**

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

**NOTICE OF A REGULAR MEETING
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

June 18, 2025

Notice is hereby given that a Regular Meeting of the Board of Trustees of the Houston Community College will be held on Wednesday, June 18, 2025 at 4:00 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 Chair or Board and items listed for closed session discussion may be discussed and/or approved in open session and vice versa as permitted by law.

I. Call to Order

II. Prayer and Pledge of Allegiance

III. Approval of Minutes

- A. Approval of Minutes for May 2025

IV. Awards, Presentations, and Recognitions

- A. Check Presentation by Houston Community College Foundation
- B. Check Presentation by Dr. Margaret Ford Fisher, Mr. David Itz, Dr. Michael Webster, Mrs. Tracy Janda, and Dr. Kathleen Anzivino
- C. Recognition of Juneteenth

V. Chair's Report

- A. Trustees District Report

VI. Chancellor's Report

- A. United Student Council Report
- B. Faculty Senate Report
- C. Staff Senate Report

VII. Hearing of Citizens

VIII. Consent Agenda

- 1. Monthly Investment Report, Financial Statement and Budget Review for April 2025
- 2. Approval of the Unrestricted (Operating) Budget for Fiscal Year 2025-2026
- 3. Approval of Restricted Budget for Fiscal Year 2025-2026
- 4. Approval of the Auxiliary Budget for Fiscal Year 2025-2026

5. Approval of Capital and Technology Plan Budget for Fiscal Year 2025-2026
6. Approval of FY 2025 Budget Amendment #1 (Deferred Maintenance)
7. Approval of FY 2025 Budget Amendment #1 (Equipment, Supplies, and Building Improvements)
8. Tuition and Fees for Continuing Education Units (CEU) and Non-Credit (NCR) Classes
9. Adopt Board Self-Assessment Instrument for 2024-2025
10. Adopt Chancellor's Performance Evaluation Instrument for 2024-2025

IX. Topics for Discussion and/or Action

- A. Houston Community College Rebranding Proposal and Possible Name Change
- B. Student Financial Collection Services (Project No. RFP 25-29)
- C. Landscaping, Grounds, and Irrigation Maintenance Services (Project No. RFP 25-31)
- D. Roof Replacement Project, North Forest Campus (Project No. IFB 25-33)
- E. Advising Technology Platform and Implementation Services (Project No. RFP 25-30)
- F. Full-Time Faculty Academic Year Contract Renewals
- G. Personnel Agenda - Faculty

X. 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.

1. Update on Quarterly Control and Compliance Attestation (2Q25-01)
2. Discuss Legal Considerations Related to the HCC Rebranding and Name Change

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.

XI. 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 charges 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.

XII. Reconvene in Open Meeting

XIII. Adjournment

XIV. Appendix - No Action Required

CERTIFICATE OF POSTING OR GIVING NOTICE

On this **13th day of June 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

ACTION ITEM

Meeting Date: June 18, 2025

Approval of Minutes

ITEM #	ITEM TITLE	PRESENTER
A.	Approval of Minutes for May 2025	Dr. Margaret Ford Fisher Sharon Wright

RECOMMENDATION

Approve meeting minutes for May 2025.

COMPELLING REASON AND BACKGROUND

In accordance with the Board bylaws, the Board shall prepare and keep minutes of each open meeting.

The following Board meetings were held in May 2025:

- Academic and Student Affairs Committee on May 7, 2025
- Audit Committee on May 7, 2025
- Board Governance Committee on May 7, 2025
- Committee of the Whole on May 7, 2025
- External Relations Committee on May 7, 2025
- Marketing Committee Meeting on May 7, 2025
- Special Meeting on May 7, 2025
- Regular Meeting on May 21, 2025

LEGAL REQUIREMENT

In accordance to Board Bylaws, Article G, Section 9

STRATEGIC ALIGNMENT

1. *Student Success*

ATTACHMENTS:

Description	Upload Date	Type
Draft Minutes - May 2025	6/11/2025	Attachment

This item is applicable to the following: District

**MEETING OF THE
ACADEMIC AND STUDENT AFFAIRS COMMITTEE
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 7, 2025

Minutes

The Academic and Student Affairs Committee of Houston Community College Board of Trustees met on Wednesday, May 7, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Sean Cheben, Committee Member
Renee Patterson, Alternate member
Monica Richart

CHANCELLOR'S COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor for Student Services
Andrea Burrige, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations
Edmond "Butch" Herod, President, Central College
Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College
Morgan Yette, Staff Senate President
Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

OTHER PRESENT

Melissa Mihalick, Board Counsel, Thompson and Horton, LLP

CALL TO ORDER

Trustee Sean Cheben, Committee member, called the meeting to order at 1:04 p.m. and declared the Board convened to consider matters about Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben)

OPPORTUNITY FOR PUBLIC COMMENTS

No citizens signed up to speak before the Board.

TOPICS FOR DISCUSSION AND/OR ACTION

REPORT ON STACKABLE CREDENTIALS

Dr. Ford Fisher noted that the item provides a high-level overview of the Stackable Credentials. She noted that Dr. Miguel Ramos, Vice Chancellor, Instructional Services and Dr. Andrea Burrige, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness would provide an overview of stackable credentials.

Dr. Ramos noted that stackable credentials enable students to earn short-term awards, such as certificates, that lead to employment while also aligning with more advanced credentials.

Dr. Burrige provided an overview of the awards per graduate and the top areas for stacking credentials.

Dr. Ramos noted that the next steps involve evaluating all feasible opportunities for stackable credentials and developing credential pathway maps that clearly illustrate credential alignment to help students better understand their entire educational journey.

Trustee Cheben asked what can be done to maximize the velocity of engaging students as much as possible during their time at the college. Dr. Ramos apprised that students sometimes do not make the connection regarding transfer and noted that the credentials are stackable on the front end. Dr. Ford Fisher apprised that another opportunity involves the P-TECH program, particularly when combined with other short-term certificates.

Trustee Cheben noted there are a lot of stackable opportunities driving towards associate degrees or totally adjacent. He inquired about tools in place to simplify the process of guiding students regarding adjacent credentials. Dr. Burrige noted that the effort is to help the students envision their trajectory and what it looks like. She noted that career counseling with the students will assist with identifying the next pathway to reach their goals.

Trustee Cheben noted accelerating the adoption of stackable credentials in the future could be something to consider for the next budget cycle for 2027. He noted that if it is sizable, it may be included as part of the Chancellor's goals.

DEVELOPMENTAL EDUCATION PROGRAM UPDATE

Dr. Ford Fisher noted that the item provides an overview of the developmental education program and apprised that Dr. Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer would provide an overview.

Dr. Perez acknowledged the program staff involved in the development education program and reported on the following:

- Overview of Development Education
- Corequisite Enrollment and Success Rate
- Developmental Education Departments and Courses
- Corequisite and Prerequisite Student Completion Rates
- Enrollment of Credit Students in Developmental Coursework by Academic Year
- Corequisite INRW Enrollment and Success Rates
- Corequisite Math Enrollment and Success Rates
- Corequisite ESOL and English Enrollment Semester Success Rates
- INRW Standalone Options Enrollment and Success Rates
- Developmental Math Standalone Options Enrollment and Success Rates
- Intensive English Standalone Options Enrollment and Success Rates
- Corequisite and Prerequisite Student Completion Rates
- Success and Completion Initiatives

(Trustee Patterson joined the meeting at 1:22 p.m.)

Trustee Cheben referenced slide 6 regarding the Math enrollment and inquired if the 0314 (core requisite) and 1314 (college level) were the same and if the student passed the course at the same level. Dr. Perez noted that the intent is to pass both courses successfully.

(Trustee Richart joined the meeting at 1:23 p.m.)

Trustee Cheben inquired about what the college is doing to flag students enrolling in college-level courses. Dr. Perez noted that some measures have already been implemented. Dr. Desmond Lewis, Associate Vice Chancellor of College Readiness, apprised that the personalized action plan outlines lessons learned for students, including Personalized Learning under the Quality Enhancement Plan (QEP). He noted that these interventions help students become college-ready.

Trustee Cheben inquired whether the interventions could be correlated with other areas. Dr. Lewis apprised that resources are integrated across the district, enabling faculty members to identify and assist students effectively.

HEALTH SCIENCE PROGRAMS, PARTNERSHIPS & RECRUITMENT

Dr. Ford Fisher noted that Dr. Lutricia Harrison, President, Coleman College, would provide an update regarding HCC Coleman College.

Dr. Harrison reported on the following:

- HCC Coleman College
- HCC Coleman College Midtown
- Partnerships
- Recruitment Efforts

ADJOURNMENT

With no further business coming before the Board, the meeting at 1:31 p.m.

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved as Submitted: _____

**AUDIT COMMITTEE
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 7, 2025

Minutes

The Audit Committee of Houston Community College Board of Trustees met on Wednesday, May 7, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Pretta VanDible Stallworth, Committee Chair
Renee Patterson, Committee Member
Sean Cheben
Monica Richart
David Wilson

CHANCELLOR'S COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor for Student Services
Andrea BurrIDGE, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations
Edmond "Butch" Herod, President, Central College
Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College
Morgan Yette, Staff Senate President
Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

OTHER PRESENT

Melissa Mihalick, Board Counsel, Thompson and Horton, LLP

CALL TO ORDER

Dr. Pretta VanDible Stallworth, Committee Chair, called the meeting to order at 1:52 p.m. and declared the Board convened to consider matters about Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben, Patterson, Richart, and VanDible Stallworth)

OPPORTUNITY FOR PUBLIC COMMENTS

No citizens signed up to speak before the Committee.

TOPICS FOR DISCUSSION AND/OR ACTION

INTERNAL AUDIT STATUS REPORT

Dr. Ford Fisher noted that Terrance Corrigan, Director, Internal Auditing, would provide the report on the Internal Audit for 2025.

Mr. Corrigan reported that all but one of the recommendations made by McConnell & Jones had been implemented and informed the Board that the remaining item is expected to be completed by June 2025.

(Trustee Cheben stepped out at 1:55 p.m.)

Mr. Corrigan further apprised of the addition of a new statement indicating that there are no impairments or scope limitations affecting the audit work. He noted that there is also a request that a statement be included disclosing any known risks that exceed the scope of the Internal Audit opinion. He noted that Internal Audit is not aware of any risks that are not already being addressed. He apprised that the statement will be included in future reports.

Mr. Corrigan reported on the following per the adopted Audit Committee Calendar:

- Summarized Internal Audit Status Information
- Follow-up on Observation Action Plans
- External Audit/Review Activity
- Independence Impairments/Scope Limitations
- Information Attachments
 - Detailed FY 2025 Internal Audit Plan Status Report
 - Audit Observations Follow-up Status Report
 - McConnell & Jones Recommendations Follow-up Status Report

(Trustee Wilson joined the meeting at 1:59 p.m.)

Mr. Corrigan noted that an Internal Quality Assurance Review will be coming due in the next few years.

(Trustee Cheben returned at 2:01 p.m.)

Dr. VanDible Stallworth noted that she held a meeting with the Internal Auditor in preparation for the meeting.

REPORT ON QUARTERLY CONTROL AND COMPLIANCE ATTESTATION

Dr. Ford Fisher noted that the item is to report on the Quarterly Control and Compliance Attestation. She noted that Dr. Nicole Montgomery, Interim General Counsel, would provide the report.

Dr. Montgomery noted that there is one attestation regarding financial aid identify fraud and noted that it will be discussed in closed session during the Special Meeting (May 7, 2025) scheduled for 3:30 p.m.

ADJOURNMENT

With no further business coming before the Board, the meeting adjourned at 2:03 p.m.

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved as Submitted: _____

**MEETING OF THE
BOARD GOVERNANCE COMMITTEE
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 7, 2025

Minutes

The Board Governance Committee of Houston Community College Board of Trustees met on Wednesday, April 2, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Monica Richart, Committee Chair
Sean Cheben, Committee Member
Dave Wilson, Committee Member
Laolu Davies, Alternate Member
Renee Patterson
Pretta VanDible Stallworth

CHANCELLOR COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor for Student Services
Andrea Burrridge, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations
Edmond "Butch" Herod, President, Central College
Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College
Morgan Yette, Staff Senate President

Houston Community College
Board Governance Committee Meeting – May 7, 2025 - Page 2

Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

OTHER PRESENT

Melissa Mihalick, Board Counsel, Thompson and Horton, LLP

CALL TO ORDER

Trustee Monica Richart, Committee Chair, called the meeting to order at 2:04 p.m. and declared the Board convened to consider matters of Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben, Patterson, Richart, VanDible Stallworth, and Wilson)

HEARING OF THE CITIZENS

No citizens signed up to speak before the Committee.

(Dr. VanDible Stallworth stepped out at 2:05 p.m.)

(Trustee Patterson stepped out at 2:05 p.m.)

TOPICS FOR DISCUSSION AND/OR ACTION

PROPOSED CHANGES TO POLICY CAK (LOCAL) - APPROPRIATIONS AND REVENUE SOURCES: INVESTMENTS

Motion – Trustee Sean Cheben motioned, and Trustee David Wilson seconded.

Dr. Fisher apprised that Dr. Nicole Montgomery, Interim General Counsel, will provide the report on the policy CAK (LOCAL), appropriations, and revenue sources: investments.

Dr. Montgomery noted the changes are recommended by the Texas Association of School Boards (TASB) and apprised that Dr. Lucie Tredennick, Assistant General Counsel, would provide an overview and entertain any questions.

Dr. Tredennick apprised that the revisions listed under Sellers apply the required qualifications applicable to representatives of brokers/dealers to representatives with distributors of investment pools and indicate representatives with distributors of investment pools must be registered in good standing with the Municipal Securities Rulemaking Board.

Vote – The motion passed with a vote of 3-0 with Trustees Richart, Cheben, and Wilson in favor.

PROPOSED CHANGES TO POLICY CDE (LOCAL) - ACCOUNTING: FINANCIAL ETHICS

Motion – Trustee Monica Richart motioned, and Trustee David Wilson seconded.

Dr. Fisher apprised that Dr. Montgomery will provide the report on the proposed revisions to CDE (Local) recommended by TASB regarding Accounting Financial ethics.

Dr. Montgomery noted that the college is already operating under CDE (Legal) and that the proposed revisions will add clarity to the policy. Dr. Tredennick added that the effort aims to make the policy more transparent.

Trustee Wilson inquired about the origin of the requested change. Dr. Tredennick noted that the recommendation comes from TASB.

Vote – The motion passed with a vote of 3-0 with Trustees Richart, Cheben, and Wilson in favor.

(Trustee Davies arrived at 2:15 p.m.)

PROPOSED CHANGES TO DHB (LOCAL): EMPLOYEE STANDARDS OF CONDUCT: CHILD ABUSE AND NEGLECT REPORTING

Motion – Trustee Sean Cheben motioned, and Trustee David Wilson seconded.

Vote – The motion passed with a vote of 3-0 Trustees Richart, Cheben, and Wilson in favor.

PROPOSED CHANGES TO FAA (LOCAL) POLICY: EQUAL EDUCATIONAL OPPORTUNITY: PREGNANT AND PARENTING STUDENTS

Motion – Trustee Sean Cheben motioned, and Trustee David Wilson seconded.

Trustee Wilson noted that he previously voted against the adoption of the International Auditor and expressed concern regarding the new recommendation related to the college's operations.

Vote – The motion passed with a vote of 3-0 Trustees Richart, Cheben, and Wilson in favor.

PROPOSED BOARD BYLAWS REVISIONS TO ARTICLE F, SECTION 1: COMMITTEES AND ARTICLE G, SECTION 17: AGENDA

Motion – Trustee Sean Cheben motioned, and Trustee David Wilson seconded.

Trustee Richart noted that Melissa Mihalick, Board Counsel could provide an overview.

Ms. Mihalick noted that the closed session was included on the agenda should there be a need to discuss the item privately. She apprised that although the Board has adopted to conduct its Committee meetings under the Texas Open Meetings Act (TOMA), its requirements do not apply to committee meetings, and the proposed revisions would remove those obligations. She also noted that the item would move the monthly financial statement from the Committee of the Whole (COTW) to the Consent Agenda. Ms. Mihalick apprised that, due to the way the bylaws are structured, this change would require the item to be formally moved from the COTW meeting.

Trustee Richart inquired whether the changes would result in an increased workload. Ms. Mihalick noted that discussions have taken place with the General Counsel and Board Services regarding the agenda preparation process. She apprised that due to the requirement to provide

the agenda material in advance, there may be varying timelines for its preparation.
Trustee Wilson inquired whether the item would be voted on or discussed in a closed session.

Trustee Richart noted that she had concerns about the additional workload and the availability of Trustees to fully participate in the discussion.

Trustee Cheben expressed concerns about transparency and apprised that the community values openness in decision-making.

Trustee Wilson also noted that the proposed change could send the wrong message to the community and apprised that greater transparency would be preferable.

Trustee Richart further noted that should the item not pass out of committee, it could be brought back for reconsideration if more Trustees wished to explore it.

Vote – The motion failed with a vote of 0-3 Trustees Richart, Cheben, and Wilson opposed.

ADJOURNMENT

With no further business coming before the Board, the meeting adjourned at 3:09 p.m.

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved as Submitted: _____

**COMMITTEE OF THE WHOLE
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 7, 2025

Minutes

The Houston Community College Board of Trustees held a Committee of the Whole meeting on Wednesday, May 7, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Laolu Davies, Vice Chair
Sean Cheben, Secretary
Cynthia Lenton-Gary
Renee Patterson
Monica Richart (via Videoconference)
Pretta VanDible Stallworth
Dave Wilson

CHANCELLOR COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor for Student Services
Andrea BurrIDGE, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations
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Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College
Morgan Yette, Staff Senate President

Houston Community College
Committee of the Whole – May 7, 2025, Page 2

Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

OTHERS PRESENT

Melissa Mihalick, Board Counsel, Thompson and Horton, LLP

CALL TO ORDER

Trustee Laolu Davies, Vice Chair, called the meeting to order at 4:31 p.m. and declared the Board convened to consider matters of Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben, Davies, Lenton-Gary, Patterson, Richart, VanDible Stallworth, and Wilson)

HEARING OF THE CITIZENS

No citizens requested to speak before the Board.

TOPICS FOR DISCUSSION AND/OR ACTION

MONTHLY INVESTMENT REPORT, FINANCIAL STATEMENT AND BUDGET REVIEW FOR MARCH 2025

Motion – Dr. Cynthia Lenton-Gary motioned, and Trustee Sean Cheben seconded.

Dr. Ford Fisher noted that the item is presented to accept the monthly investment report, Financial Statement, and Budget Review and apprised that Dr. Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations would provide an overview and entertain any questions.

Trustee Cheben referenced the investment revenue and noted that it seems like a larger peak and requested data to support the increased amount.

Trustee Davies inquired about the number of days “cash on hand” regarding the Fund Balance. Dr. Hawn noted that the exact number of days could be provided.

Trustee Davies referenced revenue related to expenses and inquired about the amount. Dr. Hawn noted it would be around \$9 million.

Vote – The motion passed with a vote of 7-0 with Trustees Davies, Cheben, Lenton-Gary, Patterson, Richart, VanDible Stallworth, and Wilson in favor.

TUITION ASSISTANCE OPTIONS FOR FY26 OPERATING BUDGET

Motion – Trustee Sean Cheben motioned, and Dr. Cynthia Lenton-Gary seconded.

Houston Community College
Committee of the Whole – May 7, 2025, Page 3

Dr. Ford Fisher noted that after examining options regarding the Tuition Assistance program, the Administration is recommending approval of the Houston Reconnect. She apprised that Dr. Sherry Hawn would provide an overview.

Dr. Hawn noted that the Houston Reconnect program appears to be the most viable option. She advised that the program is designed for students who have dropped out, are 25 years of age or older, and have completed at least 30 semester credit hours (SCH) within the past five years. She noted that the program has the potential to generate revenue in the outer years.

Dr. Hawn also provided an overview of the Hope "Last Dollar" Scholarship and noted that it applies only to in-district student tuition. She advised that the program does not generate revenue.

Dr. Hawn provided an overview of the Out-of-District Tuition Rate Reduction, noting that tuition would be reduced by 32.5%, from \$121 to \$81.67. She noted that the program does not generate revenue.

Trustee Wilson noted that the college will not be able to accurately measure revenue impacts related to the tuition programs. He stated that he is uncertain about the potential effects of the voucher program on the ISDs. He noted that, while he does not want to take actions that could jeopardize the financial stability of the institution, he also does not want to remain idle and take no action.

Dr. VanDible Stallworth inquired whether the Pell Grant caveats were taken into consideration concerning the 31% financial aid figure. Dr. Hawn noted that they were not taken into consideration and apprised that the new Pell Grant rules require a minimum number of enrolled hours and now include short-term programs.

Dr. VanDible Stallworth noted that workforce demands would require students to take 15 credit hours instead of 12. She apprised that the applicable codes need to be reviewed because there may be a decline in enrollment due to penalties associated with Pell Grants. She noted that the college could be required to make restitution as a result. She apprised that the college must be aware of the possible loss of international students. Dr. Hawn noted that a 50% reduction in international student enrollment is already included in the budget scenario.

Trustee Wilson inquired if financial aid is our largest source of income. Dr. Hawn noted that property taxes represent the largest source of revenue.

Dr. Ford Fisher noted that the college was asked to review the tuition assistance program options. She apprised that, upon review, the Houston Reconnect program was determined to be the most viable option to pursue. She also noted that the administration would defer to the desire of the Board.

Trustee Davies requested that the Administration provide an update by November if the item is approved by the full Board.

Vote – The motion passed with a vote of 7-0 with Trustees Davies, Cheben, Lenton-Gary, Patterson, Richart, VanDible Stallworth, and Wilson in favor.

BUDGET WORKSHOP #5 - PRELIMINARY REVIEW

Dr. Ford Fisher noted that the item is presented as Budget Workshop #5 and apprised that Dr. Hawn would provide the overview.

Dr. Hawn referenced slide #5 and noted that the workshop discussion focuses on building block updates and a new scenario. She apprised that the estimated reduction in international students has been incorporated into the scenarios.

Dr. Hawn provided an overview of the following:

- Revenue
- Tuition & Fees Summary
- FAFSA Activity and Dollars (5-Year Lookback)
- State Appropriations – Performance Tier FY26
- State Appropriations – Trended Performance Tier, Special Funding, and Financial Aid for Swift Transfer (FAST)
- Tax Options Summary
 - Tax Options 1 & 2 - Tax options that will result in a revenue increase of 2% or 4%
 - Tax Option 3 - Tax option that will result in a revenue reduction of 1%, included in scenario 1 & 2
 - Tax Options 4 & 5 - Tax options that will result in a revenue increase of 4% or 6%
 - Tax Options 6 & 7 - Tax options that will result in a revenue increase of 5% or 8%
- Tax Options Summary
- Proposed Homestead Exemption Change - Comparison of Competitors Exemption Amounts and Tax Rates (Proposed tax rate in option 5 used in Scenario 3)
- Houston Peer Comparison of Annual Tax Payments - Impact to homeowner annual payments for \$5K or 20% of the appraised value (whichever is greater), plus \$135k for Over 65/Disabled

Trustee Davies noted that even with the proposed tax rate, the college's rate would remain below that of its peers. Dr. Hawn concurred.

Mr. Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer, provided an overview of the salary outlay to include:

- 2025 College and University Professionals Assoc. Survey Benchmark Job Summary
- TUCCA 8 Adjunct Rate (5-Year Lookback)
- TUCCA 8 Lowest Actual FT Faculty Salary
- HCC General Salary Increase and Salary Structure Increase History
- Personnel Counts - Out of the total number of positions available for hire (2,832), 89% are currently filled (# of FT EE's – 2,520)

Dr. Hawn continued with an overview to include:

- Operating Expense
 - Salary and Benefits (3.6% increase for Salary & Benefits and other salary structure adjustments)
 - Longevity Structure Changes
 - Non-Personnel (Non-Personnel detail by expense type for 6 budget scenarios)
 - IT/Network Infrastructure
 - Facilities (Deferred Maintenance)
 - Name Change

(Trustee Davies stepped out at 5:15 p.m.)

- Scenarios
 - Flat Budget Scenario 1 -

(Trustee Davies returned at 5:16 p.m.)

- Alternate Scenario 2
- Moderate Growth Scenario 3
- Growth Scenario 4
- Growth Scenario 5
- Growth Scenario 6

Dr. VanDible Stallworth inquired about the impact of the cancellation of the Minority Business Development Agency (MBDA) grant on small business services and recommended that the college adopt a more austere approach due to federal-level uncertainties. She also inquired about the number of positions affected by the removal of the MBDA grant. Mr. Nathan noted that two positions were impacted.

Dr. VanDible Stallworth noted that the best-case scenario is the most austere given the potential removal of the Pell Grant, and apprised that the college must take into consideration the implications of this scenario. She further noted that Reconnect Houston will be essential to enrollment growth and funding.

Dr. VanDible Stallworth recommended reviewing the Pell Grant, retirement, and deferred maintenance. She noted that the college needs to be prepared with a clear bottom line reflecting what will be required from an austere and conservative perspective.

Dr. Hawn noted concerns regarding safety if no funds are budgeted for deferred maintenance. Dr. VanDible Stallworth apprised that the college needs to be prepared in case the state and federal governments tighten funding.

Trustee Davies inquired about which categories would be affected by the Pell Grant scenario. Dr.

Hawn noted that tuition and fees would be impacted. She apprised that she would review the percentage of tuition and fees, which account for roughly 14% of the college's revenue.

Trustee Wilson complimented Dr. Hawn and the staff on the budget scenarios, noting that this is the clearest budget proposal he has seen in all his years on the Board.

Trustee Cheben recommended separating the budget in June and inquired about potential options for investment income. He requested that assumptions be clearly stated rather than presented as options. He also noted that there is still time before the tax rate is finalized.

Trustee Davies inquired about the austere scenario, specifically whether it involved zeroing out deferred maintenance or increasing revenue. Dr. Hawn noted that information could be provided. Trustee Davies also concurred with Trustee Cheben that it is no longer a matter of presenting options.

Trustee Cheben referenced salary increases and deferred maintenance. He noted that it would be helpful to understand the safety-critical issues and to know the associated costs.

Dr. Lenton-Gary expressed concern about the ongoing requests for budget scenarios and the increasing workload placed on the administration. She questioned what the outcome would be if such requests continued and stated when it would be appropriate to determine that enough scenarios have been provided. She noted that a proposed budget should be provided at the June meeting for consideration.

Dr. Hawn responded that it is difficult to define a concrete or consistent variable in the process.

Trustee Cheben concurred with Dr. Lenton-Gary that a proposed budget should be presented at the next meeting for consideration. He noted that the next review should focus on risk considerations and apprised that a single budget, including mitigation strategies, is needed.

Trustee Davies suggested that at least two to three scenarios, which range from austere to moderate, should be provided for consideration.

(Trustee Richart stepped out at 5:30 p.m.)

UPDATE ON THE STRATEGIC PLAN

Dr. Ford Fisher noted that the item is requesting the Board's approval to consider discussing the mission and vision at an upcoming retreat. She noted that Dr. Andrea BurrIDGE, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness, would provide the update.

Dr. BurrIDGE provided an overview of the following recommendations:

- Consider the mission of Houston Community College at the August Board retreat, with a recommendation to either affirm or revise it by September 2025.
- Within the same timeline, consider revising HCC's vision.

- Incorporate the guiding principles of Care – Connection – Quality as HCC moves forward with updating the Strategic Plan.

Dr. Burrridge clarified that the request at a future meeting would not be to approve a new Strategic Plan, but rather to either affirm the current plan or begin the revision process.

Trustee Davies recommended polling the Board to determine the most suitable date for the August retreat.

Trustee Wilson suggested that the Strategic Plan should be framed with simple and well-defined action.

Trustee Davies inquired about the frequency of Strategic Plan updates. Dr. Burrridge noted that such plans are typically updated every five years. She noted, however, that the current plan was developed as a 10-year plan, created before both the COVID-19 pandemic and the passage of House Bill 8.

Trustee Davies inquired whether recommendations would be provided for the Board to consider at the upcoming retreat and whether there was an agreement that it was time for a new Strategic Plan. Dr. Burrridge confirmed that there is support for a major revision to simplify the plan and include more actionable elements, such as peer-leading practices.

Motion – Trustees Laolu Davies motioned, and Trustee Sean Cheben seconded to approve holding a discussion on the Mission and the Vision at an upcoming retreat with the intent to either reaffirm these statements or begin the revision process.

Vote – The motion passed with a vote of 6-0 with Trustees Davies, Cheben, Lenton-Gary, Patterson, VanDible Stallworth, and Wilson in favor.

ADJOURNMENT

With no further business coming before the Board, the meeting adjourned at 6:01 p.m.

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved as Submitted: _____

**MEETING OF THE
EXTERNAL RELATIONS COMMITTEE
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 7, 2025

Minutes

The External Relations Committee of Houston Community College met on Wednesday, May 7, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Cynthia Lenton-Gary, Committee Chair
Sean Cheben, Committee Member
Laolu Davies, Committee Member
Dave Wilson

CHANCELLOR'S COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor, Student Services
Andrea Burrige, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations
Edmond "Butch" Herod, President, Central College
Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Interim Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College
Morgan Yette, Staff Senate President
Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

OTHERS PRESENT

Melissa Mihalick, Board Counsel, Thompson and Horton, LLP

CALLED TO ORDER

Dr. Cynthia Lenton-Gary, Committee Chair, called the meeting to order at 2:32 p.m. and declared the Board convened to consider matters of Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben, Davies, Lenton-Gary, and Wilson)

OPPORTUNITY FOR PUBLIC COMMENTS

No citizens signed up to speak before the Committee.

TOPICS FOR DISCUSSION AND/OR ACTION

REPORT ON EXTERNAL RELATIONS ACTIVITIES

Dr. Ford Fisher noted that the report provides an update regarding the legislative activities. She apprised that Dr. Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations would provide the overview.

Dr. Young reported on the following:

- Community Colleges Appropriations 2026-2027 Biennium
- Community College Supplemental Appropriation
- HCC Regional Response Emergency Training Center 2026-2027 Biennium
- Workforce Program Growth Initiative HCC Rider Requests
- Texas Grants Program Conference Committee on SB1 (Article III-Higher Education)
- Texas Transfer Grants Program Conference Committee on SB1 (Article III-Higher Education)
- Texas Education Opportunity Grant Conference Committee on SB1 (Article III-Higher Education)
- Senate Budget Conferees
- House Budget Conferees
- Key Bill Tracking
- HCC Legislative Timeline

Trustee Cheben referenced HB 210 concerning the Credentials of Value (COV) and homestead exemptions and inquired about the potential impact on next year's budget. Dr. Young noted that discussions have taken place regarding the implications for HCC and apprised that two of the bills under discussion appear to be advancing.

Trustee Davies inquired about the deadline for the second hearing of the bill. Dr. Young noted that the exact timing of the second hearing is not yet available but confirmed that any bill can be reviewed.

Trustee Davies also requested a report on HB 3923/SB 1041. Dr. Young noted that an update can be provided.

Houston Community College
External Relations Committee – May 7, 2025 – Page 3

Trustee Davies further referenced the Workforce Program and the stricken funding amount, inquiring whether the Senate version is reflected in the amendment. Dr. Young responded that the intent is to follow the House version, as the Senate version does not include the funding in question.

Trustee Wilson inquired about HB 5303/SB 2529 related to tax rates. Dr. Young apprised that the vote on this matter would be by plurality. He noted that the bills under consideration in the House and Senate do not yet reference one another. He apprised that the governing board referenced in the legislation would be HCC's Board. Dr. Young noted that he would provide an analysis of HB 5303/SB 2529.

ADJOURNMENT

With no further business coming before the Board, the meeting adjourned at 2:53 p.m.

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved: _____

**MEETING OF THE
MARKETING COMMITTEE
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 7, 2025

Minutes

The Marketing Committee of Houston Community College Board of Trustees held a meeting on Wednesday, May 7, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Dave Wilson, Committee Chair
Pretta VanDible Stallworth, Committee Member
Sean Cheben, Alternate Member
Laolu Davies
Eva Loredó

CHANCELLOR'S COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor, Student Services
Andrea BurrIDGE, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations
Edmond "Butch" Herod, President, Central College
Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College
Morgan Yette, Staff Senate President
Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

OTHERS PRESENT

Melissa Mihalick, Board Counsel, Thompson and Horton, LLP

CALL TO ORDER

Trustee Dave Wilson, Committee Chair, called the meeting to order at 3:01 p.m. and declared the Board convened to consider matters of Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben, Davies, VanDible Stallworth, and Wilson)

OPPORTUNITY FOR PUBLIC COMMENTS

No citizens signed up to speak before the Committee.

TOPICS FOR DISCUSSION AND/OR ACTION

SUMMER FALL 2025 MARKETING REPORT

Dr. Ford Fisher noted that the item provides an update on the 2025 Summer and Fall Marketing campaign. She apprised that Mr. Steve Lestarjette, Interim AVC, Communications and Marketing, would provide the overview.

Mr. Lestarjette reported on the following:

- Approach (Dates, Geography, Budget, and Audience)
- Current Measurable KPIs
- Advertising Strategy
- Current Measurable KPIs
- Website KPIs Year Over Year

Mr. Lestarjette acknowledged Mr. Ross Wingo with Carlberg Branding to provide an overview regarding media buys including summer and fall media mix.

- Summer & Fall Media Mix
- Summer & Fall Flighting
- Billboards
- Television Partners
- Radio Partners
- Digital Partners

Mr. Lestarjette continued with an overview of the following:

- A Shift to Program Advertising
- Program Selection
- Assets for a New Campaign

Houston Community College
Marketing Committee – May 7, 2025 – Page 3

Trustee Davies inquired about the specifics of media buys related to outdoor marketing. Mr. Lestarjette noted that the college currently maintains five billboards.

Trustee Davies inquired if any data indicates that the billboards effectively drive audience engagement and noted that the college's web address is not listed on the billboards. Mr. Lestarjette apprised that approximately 35 to 40 percent of traffic comes through media marketing and noted that the web address was removed due to an increase in inquiries via Google search.

Trustee Davies inquired about the ratings for billboards and noted that the cost is roughly \$90,000 per billboard annually. Mr. Lestarjette noted that a report on the expenses could be provided.

Trustee Davies noted that while it is mentioned individuals use Google for information, it may not be accurate to suggest that the majority rely on search engines. He further apprised that there is available space on the billboard to include the web address and noted that the salary information is printed too small to be easily read.

Trustee Davies asked how media channels are selected, and what matrix is used to determine which platforms are chosen for advertising and what data informs the decisions. Mr. Wingo advised that selections are based on audience pools and retargeting efforts derived from user interaction.

(Trustee Loredó joined at 3:29 p.m.)

Dr. VanDible Stallworth noted LinkedIn and Instagram are not included in the current strategy and noted that reaching the desired audience through video content remains a challenge.

Dr. VanDible Stallworth referenced the marketing campaign videos and noted that while the college highlights Houston as a diverse city, the videos appear to follow a narrow and uniform approach. She inquired whether the organization includes the Southern News Group, which provides a substantial amount of international news coverage. She also noted that The Jewish Voice and the Houston Defender are not included and advised that all communities need to be more clearly reflected in the marketing efforts.

Dr. VanDible Stallworth noted the absence of partnerships with the National Basketball Association (NBA), soccer organizations, and women's sports. She advised that several digital radio platforms may also be missing from the media mix. Dr. VanDible Stallworth noted that commercials should reflect the college's strengths, showcase the full diversity of its student body, and align with the demographics of its average student.

Dr. VanDible Stallworth inquired about the grant amount and noted that if the college adjusted its target, it could potentially capture a larger percentage. Dr. Ford Fisher apprised that she would provide the specific amount.

Houston Community College
Marketing Committee – May 7, 2025 – Page 4

Dr. VanDible Stallworth also requested digital-ready versions of the marketing campaign collateral. She noted that the Trustees already have an established audience and could share the material on their social media platforms. She requested to target the audience by region, age, and culture. Dr. Ford Fisher advised that a survey has been conducted regarding HCC's reach to students and the effectiveness of marketing campaigns. She noted that this information could be shared with the Board. She also mentioned that the PowerPoint presentation from last fall would be provided.

Trustee Wilson noted that the billboard layout should contain fewer words and that the name "HCC" should be displayed more prominently. He also advised that a slogan should be included to highlight key assets, such as the college's affordability.

With no further business coming before the Board, the meeting adjourned at 3:46 p.m.

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved as Submitted: _____

**SPECIAL MEETING
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 7, 2025

Minutes

The Board of Trustees of Houston Community College held a Special Meeting on May 7, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Eva Loreda, Chair (via Video Conference)
Laolu Davies, Vice Chair
Sean Cheben, Secretary
Cynthia Lenton-Gary
Renee Patterson
Monica Richart
Pretta VanDible Stallworth
David Wilson

CHANCELLOR COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor for Student Services
Andrea Burrridge, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration/Chief Finance and Building Operations
Edmond "Butch" Herod, President, Central College
Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College
Morgan Yette, Staff Senate President

Houston Community College
Special Meeting – May 7, 2025 - Page 2

Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

CALL TO ORDER

Trustee Laolu Davies, Vice Chair, called the meeting to order at 1:09 p.m. and declared the Board convened to consider matters of Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben, Davies, Lenton-Gary, Loredo, VanDible Stallworth, and Wilson)

HEARING OF THE CITIZENS

No citizens signed up to speak before the Committee.

TOPICS FOR DISCUSSION AND/OR ACTION

HVAC MECHANICAL SYSTEM REPLACEMENT PROJECT, SPRING BRANCH CAMPUS (PROJECT NO. IFB 25-27)

Motion – Trustee Sean Cheben motioned, and Dr. Cynthia Lenton-Gary seconded.

Dr. Ford Fisher noted that the item was recommended for approval to authorize the Chancellor to execute a contract regarding the HVAC Mechanical System Replacement Project for the Spring Branch Campus.

Trustee Loredo noted that the item was brought forward because the facility condition has an immediate effect on the students and faculty.

Vote – The motion passed with a vote of 6-0 with Trustees Loredo, Davies, Cheben, Lenton-Gary, VanDible Stallworth, and Wilson in favor.

ADJOURNED TO CLOSED SESSION

Trustee Eva Loredo adjourned the meeting to Executive Session at 3:51 p.m. notice having previously been given and reiterated per Sections 551.071, 551.072, and/or 551.074 of the Open Meetings Law. Trustee Eva Loredo stated that any final action, vote, or decision on any item discussed in Executive Session would be taken up in the Open Session or a subsequent Public Meeting.

Trustee Eva Loredo reconvened the meeting in Open Session at 4:30 p.m. and entertained any motions on pending matters.

(The following Trustees were present: Cheben, Davies, Lenton-Gary, Loredo, Patterson, Richart, and Wilson)

ADJOURNMENT

With no further business coming before the Board, the meeting adjourned at 4:31 p.m.

Houston Community College
Special Meeting – May 7, 2025 - Page 3

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved as Submitted: _____

DRAFT

**REGULAR MEETING
OF THE BOARD OF TRUSTEES
HOUSTON COMMUNITY COLLEGE**

May 21, 2025

Minutes

The Board of Trustees of Houston Community College held a Regular Meeting on Wednesday, May 21, 2025, at the HCC Administration Building, 3100 Main, Second Floor Auditorium, Houston, Texas.

MEMBERS PRESENT

Eva Loreda, Chair
Laolu Davies, Vice Chair
Sean Cheben, Secretary
Renee Patterson
Monica Richart
Adriana Tamez
Pretta VanDible Stallworth (via Videoconference)
Dave Wilson

CHANCELLOR COUNCIL

Margaret Ford Fisher, Chancellor
Rima Adil, Interim Vice Chancellor, Student Services
Nichole Boulette-Heiniluoma, Faculty Senate President
Andrea Burrridge, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness
Jerome Drain, President, Online College
Michael Edwards, Office of the Ombudsman
Betty Fortune, Interim President, Northeast College
Frances Villagran-Glover, President, Southeast College
Lutricia Harrison, President, Coleman College
Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations
Edmond "Butch" Herod, President, Central College
Zachary Hodges, President, Northwest College
Warren Hurd, Vice Chancellor, Administrative Services
James Jackson, Interim Chief Information Officer, Information Technology
Bob McCracken, Vice Chancellor, Administration and Operations
Nicole Montgomery, Interim General Counsel
Rodney Nathan, Interim Vice Chancellor for Talent Engagement and Chief Human Resource Officer
Norma Perez, Senior Vice Chancellor for Instructional Services and Chief Academic Officer
Miguel Ramos, Vice Chancellor, Instructional Services
Karen Schmidt, Executive Director, HCC Foundation
James Walker, Interim Chief Facilities Officer
Michael Webster, President, Southwest College

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Morgan Yette, Staff Senate President
Remmele Young, Vice Chancellor of External and Governmental Relations, Transfer and Alumni Relations

OTHERS PRESENT

Melissa Mihalick, Board Counsel, Thompson and Horton, LLP

CALL TO ORDER

Trustee Eva Loredó, Chair, called the meeting to order at 4:04 p.m. and declared the Board convened to consider matters of Houston Community College as listed on the duly posted Meeting Notice.

(The following Trustees were present: Cheben, Davies, Loredó, Tamez, VanDible Stallworth, and Wilson)

PRAYER AND PLEDGE OF ALLEGIANCE

Trustee Dave Wilson led in the prayer and pledges.

APPROVAL OF MINUTES FOR APRIL 2025

Motion – Trustee Laolu Davies motioned, and Dr. Tamez seconded.

Vote – The motion passed with a vote of 6-0 with Trustees Loredó, Davies, Cheben, Tamez, VanDible Stallworth, and Wilson.

AWARDS, PRESENTATIONS, AND RECOGNITIONS

The awards and recognition were as follows:

- Check Presentation by CenterPoint Energy

(Trustee Richart joined the meeting at 4:08 p.m.)

- Recognition of Cinco De Mayo
- Recognition of Asian American and Pacific Islander Heritage Month

(Trustee Richart stepped out at 4:11 p.m. and returned at 4:12 p.m.)

CHAIR'S REPORT

- **TRUSTEE DISTRICT REPORT**

District III – Dr. Tamez thanked the Chancellor and the entire HCC team for their continued dedication and daily efforts. She noted that she regularly asks young people about their future as a way to stay connected, and she expressed appreciation for the faculty, staff, and administration who help follow through on the referrals.

Houston Community College
Regular Meeting – May 21, 2025 - Page 3

(Trustee Patterson joined the meeting at 4:20 p.m.)

District IV – Trustee Davies noted his attendance at the Phi Theta Kappa induction ceremony held on April 26, 2025. He acknowledged HCC Coleman College for its May activities, including the pinning ceremony and the reception honoring the inaugural baccalaureate graduates. He also acknowledged Dr. Michele Brograte, Director of the Physical Therapist Assistant Program, for her diligent efforts. He noted that next month marks the celebration of Juneteenth and apprised that he plans to attend both the Emancipation Conservatory event and the Buffalo Soldiers recognition.

District II – Trustee Patterson noted that she has been extremely busy and expressed her appreciation to everyone for being helpful and accommodating. She advised that it is evident HCC is getting it right and noted that she attended all four of the graduation ceremonies. She thanked the Trustees for their availability, leadership, and guidance.

District V – Trustee Cheben noted that 45 students are participating in the HCC welding program in partnership with SpaceX, and approximately 15 of them interviewed for positions. He further noted that at least half of those interviewed were offered employment opportunities.

District VIII – Trustee Loredó noted that she attended all four graduation ceremonies and observed that the strong participation reflected the College's growth. She also attended the Senior Prom event held for individuals who had not been able to attend their prom and are now proud grandparents or great-grandparents. She expressed birthday wishes to Mr. Isidro Tamez, the father of Dr. Adriana Tamez, who celebrated his 95th birthday. Trustee Loredó also apprised that she attended the National Association of Latino Elected and Appointed Officials (NALEO) Policy Forum by invitation in California.

District IX – Dr. VanDible Stallworth thanked the presidents of HCC Central and Southwest Colleges for their diligence in engaging the community, including the community meeting hosted by Dr. "Butch" Herod, President of Central College. She also expressed appreciation to Dr. Herod for organizing the Shoe-A-Thon held at South Campus. Dr. VanDible Stallworth thanked Dr. Michael Webster, President of Southwest College, for attending PTO meetings in the Southwest area and for hosting the Artistic Challenge event. She apprised that both colleges also participated in the CodeFest. She thanked Dr. Villagran-Glover, President of Southeast College, for hosting the AI Robotics Competition. Additionally, she expressed appreciation to Ms. Debbie Allen for hosting the "Black Women Making a Difference" event, which included judges providing an overview of court processes.

- **BOARD MEETING SCHEDULED**

Trustee Loredó noted that the Committees/COTW meetings for June will be held on Wednesday, June 4, 2025, and the Regular meeting will be on Wednesday, June 18, 2025.

- **BIRTHDAY RECOGNITIONS**

Trustee Loreda expressed birthday wishes to Trustee Cheben who celebrated his birthday on May 8.

CHANCELLOR'S REPORT

Dr. Ford Fisher expressed appreciation to the faculty and staff for their efforts and provided the following report:

- HCC Total Enrollment Comparison: Summer 2024 vs. Summer 2025
- HCC Total Enrollment Comparison: Fall 2024 vs. Fall 2025
- General Commencement to include Inaugural Bachelor's degrees as well as 6 Honorary Degrees were awarded
- Recognized
- District-wide Campus Tour with Board of Trustees on April 25, 2025

(Dr. Tamez stepped out at 4:46 p.m.)

(Dr. Tamez returned at 4:47 p.m.)

- HCC Foundation Gala
- Center For Houston's Future
- Bilateral Chamber
- Signed MOU with Bilateral Chamber of Commerce
- HCC showcased at the Greater Houston Partnership
- SpaceX Recruitment
- HCCTV was Honored with two Bronze Telly Awards in the General Education Institution Category

UNITED STUDENT COUNCIL REPORT

Jonah Garcia, United Student Council President, provided a report on the following:

- Gift Card Distribution
- Final Spring General Assembly

FACULTY SENATE REPORT

Dr. Nichole Boutte-Heiniluoma, Faculty Senate President, commended Faculty for their commitment during AY 2024-25 and expressed appreciation to the Board for the

STAFF SENATE REPORT

Ms. Morgan Yette provided the Staff Senate Report on the following:

- HCC Graduation Ceremonies
- Dr. Sandra Johnson was named Employee of the Month for April 2025
- Staff Senate Meeting on May 1, 2025

Houston Community College
Regular Meeting – May 21, 2025 - Page 5

- Hosted Staff Senate town hall meeting on May 8, 2025, with 200 staff members in attendance
- Celebrated the longevity and accomplishments of staff members
- 2025 Staff Conference scheduled for June 27 at West Houston Institute
- Staff Newsletter to be distributed to all staff beginning Friday, May 23, 2025

CREDENTIALS OF VALUE (COV) MONTHLY HIGHLIGHT

Dr. Ford Fisher noted that the monthly highlight focuses on students' success and outcomes through Credentials of Value (COV). She noted that Dr. Lutricia Harrison, HCC Coleman College, would provide the highlight. Dr. Lutricia Harrison recognized Coleman's staff in attendance and introduced the COV highlighting Erica Gardner and Takia Atkins.

(Dr. VanDible Stallworth stepped out at 4:55 p.m.)

HEARING OF THE CITIZENS

The following appeared before the Board:

CONSENT AGENDA

Motion – Trustee Laolu Davies motioned, and Dr. Adriana Tamez seconded to approve the Consent Agenda except for Items #19 and #20.

Vote – The motion passed with a vote of 7-0 with Trustees Loreda, Davies, Cheben, Patterson, Richart, Tamez, and Wilson in favor.

The following items were approved:

- Acceptance of Donated Item by Siemens
- Acceptance of Donated Item by Qualcomm
- Acceptance of Donated Item by Prifina
- Acceptance of Donated Item by Nvidia
- Acceptance of Donated Item by Microsoft
- Acceptance of Donated Item by Dr. Helen Graham
- Acceptance of Donated Item by H-E-B
- Acceptance of Donated Item by Frito-Lay
- Acceptance of Donated Item by Eric Gruetzner
- Acceptance of Donated Item by Ace Frabricators, Inc.
- Acceptance of Donated Item by Primeway
- Acceptance of 2nd Donated Item by Dr. Helen Graham
- Acceptance of Donated Item by Cognitive Space
- Proposed Changes to Policy CAK (LOCAL) - APPROPRIATIONS AND REVENUE SOURCES: INVESTMENTS
- Proposed Changes to Policy CDE (LOCAL) - ACCOUNTING: FINANCIAL ETHICS
- Proposed Changes to DHB (LOCAL): EMPLOYEE STANDARDS OF CONDUCT: CHILD ABUSE AND NEGLECT REPORTING

- Proposed Changes to FAA (LOCAL) Policy: EQUAL EDUCATIONAL OPPORTUNITY: PREGNANT AND PARENTING STUDENTS
- Monthly Investment Report, Financial Statement and Budget Review for March 2025

(Dr. VanDible Stallworth returned at 5:10 p.m.)

TUITION ASSISTANCE OPTIONS FOR FY26 OPERATING BUDGET

Motion – Trustee Laolu Davies motioned, and Trustee Sean Cheben seconded.

Dr. Ford Fisher noted that the item is recommending approval of the Houston Reconnect tuition assistance option and apprised that Dr. Sherry Hawn, Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations would provide an overview.

Trustee Wilson apprised that he was unclear on how the item would impact the overall tuition and fees and how it relates to the budget. He inquired if it was a stand-alone item. Dr. Hawn noted that the agenda item reflects the original version addressing the 31% covered by the Pell Grant and apprised that approximately \$2.8 million was added to the costs the College would absorb. She noted that this would be an expense to the College and apprised that the initial investment would not yield a return immediately but is expected to do so in future years. She further noted that this is not a tuition and fees item but a scholarship item.

Vote – The motion passed with a vote of 8-0 with Trustees Loreda, Davies, Cheben, Patterson, Richart, Tamez, VanDible Stallworth, and Wilson in favor.

UPDATE ON THE STRATEGIC PLAN

Motion – Trustee Laolu Davies motioned, and Dr. Adriana Tamez seconded.

Dr. Ford Fisher noted that the item is recommending approval to hold a discussion of the institution's mission and vision at an upcoming retreat, to either reaffirm the current statements or begin the revision process. She apprised that Dr. Andrea Burrige, Vice Chancellor for Strategy, Planning, and Institutional Effectiveness, would respond to questions.

Trustee Wilson noted that he had thought the plan would be discussed later and expressed concerns that this vote might be interpreted as approval of the plan. Dr. Burrige apprised that the plan included in the agenda materials is the currently approved plan and noted that the vote is intended to initiate discussion regarding the strategic plan, not to approve the final plan.

Ms. Melissa Mihalick, Board Counsel, noted that the agenda item is to hold a retreat for discussion and confirmed that the strategic plan will be addressed at the upcoming retreat.

Trustee Wilson noted that he would like the plan to be updated before any vote on its approval.

Houston Community College
Regular Meeting – May 21, 2025 - Page 7

Amended Motion – Trustee Laolu Davies motioned, and Trustee Monica Richart seconded that the Board of Trustees discuss the Mission, Vision, and Strategic Plan at an upcoming retreat to reaffirm the statements or begin the revision process.

Trustee Richart inquired whether the Southern Association of Colleges and Schools (SACS) requires a review of the Strategic Plan and asked if the college would be out of compliance if the review is postponed. Dr. Burrridge noted that while the Board can accept the Mission Statement as it stands, she was under the impression that the Board might want to review the Mission Statement.

Dr. VanDible Stallworth inquired whether the strategy should have been provided as a document for the Trustees to review, along with an item agreeing to review the Mission and Vision Statements alongside a comprehensive strategy. She noted that because the statements are included in the strategy document, it could be misconstrued as an approval.

Dr. Tamez noted that the purpose of the retreat should be to review and discuss the plan and inquired as to why it is on the agenda for approval. Dr. Burrridge noted that a record in the minutes is needed to reflect that the Board discussed holding a meeting.

Trustee Wilson recommended postponing the item until the Board Retreat.

Trustee Richart inquired if there would be any compliance issues if the item was postponed.

Vote on Amendment – The motion passed with a vote of 7-0-1 with Trustees Loreda, Davies, Patterson, Richart, Tamez, VanDible Stallworth, and Wilson in favor; and Trustee Cheben abstaining.

Dr. Tamez requested that input be gathered from the Trustees before the retreat regarding the plan so the Board can be involved in the process. She noted that the Administration needs to develop a plan collaboratively, and the Board should have the opportunity to provide feedback.

Dr. Ford Fisher noted that the intention was to provide an update on what had been previously approved. She apprised that as the Strategic Plan process moves forward, the College wants to ensure the Board remains involved, potentially through additional workshops or retreats.

Trustee Richart noted that she is requesting at least a phone call to discuss the matter.

Dr. Ford Fisher noted that it is recommended to approve holding a discussion of the strategic plan at an upcoming retreat, rather than affirming or changing the plan at this time.

Vote on Motion as Amended – The motion passed with a vote of 8-0 with Trustees Loreda, Davies, Cheben, Patterson, Richart, Tamez, VanDible Stallworth, and Wilson in favor.

TOPICS FOR DISCUSSION AND/OR ACTION

HOUSTON DYNAMO FC SPONSORSHIP (SOLE SOURCE AWARD)

Motion – Dr. Adriana Tamez motioned, and Trustee Sean Cheben seconded.

Dr. Ford Fisher noted the item is to authorize the Chancellor to execute a Sole Source Local Sponsorship Agreement with Dynamo Soccer, LLC, and apprised Senior Vice Chancellor, Finance and Administration and Chief Finance and Building Operations, Dr. Dietrich von Biedenfeld, Interim Executive Director of Purchasing and Procurement Operations, and Mr. Steve Lestarjette, Interim AVC, Communications and Marketing, would response to questions.

Trustee Richart inquired about the contract and requested details regarding the terms to be negotiated, including provisions related to resources HCC will provide and obligations concerning other categories.

Mr. Lestarjette acknowledged James W. Cushnie, Director, Corporate Partnerships, at Houston Dynamo Football Club. Mr. Cushnie noted that it is an academy to allow continuing education for athletes to study.

Trustee Richart inquired whether the College provides educational services such as tutoring. Mr. Cushnie noted that there are opportunities for English as a Second Language (ESL) learning and stated that the proposed contract is available for review. He also noted that no associated dollar amount is being requested at this time.

Dr. Ford Fisher noted the local sponsorship agreement with Houston Dynamo FC will provide branding, student engagement, and business collaboration opportunities to Houston Community College (HCC). She apprised that under the agreement; HCC will receive the right to use the Houston Dynamo name and logo for promotional purposes within a 75-mile radius of Shell Energy Stadium. She noted that the sponsorship also includes various marketing assets such as in-stadium LED signage, concourse posters, video board commercials, digital advertising, and radio spots. Dr. Ford Fisher apprised that the partnership would create student opportunities, including scholarships, mentorship programs, gameday shadowing experiences, internships, and collaboration with the Dynamo FC social media team. She noted that HCC will also support Dynamo Academy athletes by providing academic resources such as tutoring, college prep, and ESL services.

Dr. Nicole Montgomery, Interim General Council, noted that the contract has not yet been negotiated and clarified that the approval is to authorize the Chancellor to proceed with contract negotiations.

Trustee Cheben noted that he shares Trustee Richart's concerns regarding the absence of the contract. He apprised that he would like to review the projected funding costs over the next three to four years.

Houston Community College
Regular Meeting – May 21, 2025 - Page 9

Dr. Tamez noted that the conversation should be held internally and apprised that the Board would like to see the dollar amount associated with the agreement.

Trustee Loredó noted that she is excited about the partnership and apprised that having the College's banner displayed at sporting events provides exposure and opportunity. She noted that she was not aware of the financial amount involved but was aware that the College had previously offered ESL classes.

Dr. VanDible Stallworth noted that clarification is needed on what is included and excluded in the proposed contract, specifically what is covered under the \$95,000. She apprised that if ESL services are included, they would fall under the scope of the proposed contract. She noted that listing the line items would help clarify the discussion.

Dr. Montgomery noted that the contract is negotiated after the framework is approved. She apprised that the contract will be reviewed by the Office of General Counsel (OGC) following favorable action of the Board. She further noted that detailed discussion of the contract should be limited during an open meeting.

Mr. Dietrich noted that negotiations with the Dynamo will begin if the item is approved, and the College will be in a favorable position moving forward.

Trustee Davies noted that the item is under \$100K, which is under the Chancellor's threshold. He apprised that the Trustees have voiced reasonable feedback and maybe the Chair could manage the process to ensure that the Board's concerns are taken into account regarding the contract.

Trustee Cheben noted that he is concerned about the Board giving a seal of approval and authorizing the Chancellor to negotiate the contract without first seeing the details. He apprised that the contract should be brought back to the Board for review once negotiations are complete.

Amended Motion – Trustee Davies motioned, and Trustee Cheben seconded to authorize the Chancellor to negotiate a Sole Source Local Sponsorship Agreement with Dynamo Soccer, LLC to provide promotional outreach and student engagement services, in support of the Communication and Marketing Department.

Trustee Wilson inquired about the effectiveness of the marketing dollars and inquired why the item was not included as part of the existing marketing budget. Mr. Lestarjette noted that the item supports a partnership with Dynamo that extends beyond the local level, including activities related to the World Cup. He apprised that co-branding with Dynamo is a valuable opportunity for the College.

Dr. Ford Fisher noted that the partnership is part of a broader district-wide effort to improve conversion rates, with data being captured and assessed across the colleges on a larger scale from the district level.

Vote on Amendment – The motion passed with a vote of 8-0 with Trustees Loredo, Davies, Cheben, Patterson, Richart, Tamez, VanDible Stallworth, and Wilson in favor.

Vote as Amended – The motion passed with a vote of 8-0 with Trustees Loredo, Davies, Cheben, Patterson, Richart, Tamez, VanDible Stallworth, and Wilson in favor.

PERSONNEL AGENDA (FACULTY)

Motion – Trustee Laolu Davies motioned, and Dr. Adriana Tamez seconded.

Trustee Wilson inquired about the number of positions allocated for internal audit. Mr. Terrance Corrigan, Director, Internal Auditor, noted that the department has a staff of seven, including himself.

Vote – The motion passed with a vote of 8-0 with Trustees Loredo, Davies, Cheben, Patterson, Richart, Tamez, VanDible Stallworth, and Wilson in favor.

ADJOURNED TO CLOSED SESSION

Trustee Eva Loredo adjourned the meeting to Executive Session at 6:14 p.m. notice having previously been given and reiterated per Sections 551.071, 551.072, and/or 551.074 of the Open Meetings Law. Trustee Eva Loredo stated that any final action, vote, or decision on any item discussed in Executive Session would be taken up in the Open Session or a subsequent Public Meeting.

Trustee Eva Loredo reconvened the meeting in Open Session at 7:04 p.m. and entertained any motions on pending matters.

(The following Trustees were present: Cheben, Davies, Loredo, Richart, VanDible Stallworth, and Wilson)

ADJOURNMENT

With no further business coming before the Board, the meeting adjourned at 7:05 p.m.

Minutes submitted by Sharon Wright, Director, Board Services

Minutes Approved as Submitted: _____

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
1.	Monthly Investment Report, Financial Statement and Budget Review for April 2025	Dr. Margaret Ford Fisher Dr. Sherry Hawn

RECOMMENDATION

Accept the Investment Report, Financial Statement and Budget Review for the month of April 2025.

COMPELLING REASON AND BACKGROUND

- The monthly investment report provides the Board with a status of the investment portfolio, including book and market values, and complies with the relevant statute. This report includes the unexpended proceeds of various bond issues.
 - The portfolio is liquid and secure with 58% of the assets invested in local government pools, money market funds and interest-bearing checking accounts.
 - All pools and money market funds are rated “AAA” by Standard & Poor’s, which is the highest level. All bank deposits are secured with U.S. Treasuries/Agencies. The balance of the portfolio is invested in U.S. Treasuries and government-sponsored entities/agencies with “AAA” credit ratings.
- The monthly financial statement and budget review provides the Board with a status of the finances of the college and information related to the various funds of the college, including fund balances, comparison to previous year and comparison to budget.
- Awareness and review of financial information throughout the year helps to inform decision making, and allows for mid-year adjustments, if needed.

FISCAL IMPACT

For April, the interest income earned for the month and fiscal year to date totaled \$1,598,433 and \$11,665,193, respectively. The weighted average interest rate (WAR) on April 30, 2025, was 4.22% compared to 4.24% last month and 5.19% a year ago.

Interest expense on outstanding debt was \$1,500,797 for the month of April 2025.

LEGAL REQUIREMENT

The investment report is required by the Public Funds Investment Act (Texas Government Code 2256.023) to be submitted to the governing body of Houston Community College no less than quarterly.

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Financial Report Presentation	5/13/2025	Presentation
Investment Report - April 2025	5/13/2025	Attachment
Financial Statement - April 2025	5/13/2025	Attachment

This item is applicable to the following: District



FY 2025

Summary of April 2025

Monthly Investment Report, Financial Statements, and Budget Review

Dr. Margaret Ford Fisher, Chancellor

Dr. Sherry Hawn, Senior Vice Chancellor, Finance &
Administration and CFO/CBO

June 4, 2025

Fund 1: Unrestricted Revenues

	Budget Comparison			Previous Fiscal Year Comparison			
	FY 2025 Adjusted Budget & Actuals						
	FY 2025 Adjusted Budget	Year-to-Date Actuals Thru April 30, 2025	Actuals as a % of Budget	Year-to-Date Actuals Thru April 30, 2025	Year-to-Date Actuals Thru April 30, 2024	Increase (Decrease) FY 2025 Compared to FY 2024	% Increase (Decrease)
REVENUES							
State Appropriations	\$ 68,243,000	\$ 53,724,309	78.7% A	\$ 53,724,309	\$ 50,718,970	\$ 3,005,339	5.9%
Ad Valorem Taxes	224,386,251	220,325,611	98.2% B	220,325,611	204,644,834	15,680,777	7.7%
Tuition & Fees, Net	126,237,802	123,530,655	97.9% C	123,530,655	108,972,612	14,558,042	13.4%
Other Local Income	22,736,208	12,247,983	53.9% D	12,247,983	15,064,881	(2,816,898)	-18.7%
Tuition & Fees, Net -- Extended Learning	7,885,993	6,964,413	88.3% E	6,964,413	6,203,461	760,952	12.3%
Grant Revenue - Indirect Cost	650,000	539,589	83.0% F	539,589	435,734	103,855	23.8%
Total Revenues	450,139,254	417,332,559	92.7%	417,332,559	386,040,493	31,292,066	8.1%
 Fund Balance Transfers In & Rolled POs	 17,809,983	 17,809,983	 100.0%	 17,809,983	 7,045,981	 10,764,002	 152.8%
 Total Revenues and Fund Balance Transfers	 \$ 467,949,237	 \$ 435,142,542	 93.0%	 \$ 435,142,542	 \$ 393,086,474	 \$ 42,056,068	 10.7%

Fund 1: Unrestricted Expenses

	Budget Comparison			Previous Fiscal Year Comparison			
	FY 2025 Adjusted Budget & Actuals						
EXPENSES							
Salaries	257,881,329	168,825,325	65.5%	168,825,325	149,855,167	18,970,158	12.7%
Employee Benefits	38,321,946	20,484,244	53.5% G	20,484,244	18,911,455	1,572,789	8.3%
Supplies & General Expense	6,693,366	3,424,282	51.2% H	3,424,282	2,764,470	659,812	23.9%
Travel	1,478,217	444,823	30.1% I	444,823	451,619	(6,797)	-1.5%
Marketing Costs	3,990,866	1,917,688	48.1% J	1,917,688	1,287,194	630,494	49.0%
Rentals & Leases	420,571	267,964	63.7%	267,964	183,979	83,985	45.6%
Insurance/Risk Mgmt.	9,365,467	8,175,411	87.3% K	8,175,411	7,651,552	523,860	6.8%
Contracted Services	39,314,237	20,174,667	51.3% L	20,174,667	17,002,848	3,171,819	18.7%
Utilities	11,337,406	6,205,007	54.7% M	6,205,007	5,911,611	293,396	5.0%
Other Departmental Expenses	5,053,532	1,602,727	31.7% N	1,602,727	1,601,100	1,627	0.1%
Instructional & Other Materials	11,192,512	5,810,643	51.9% O	5,810,643	7,742,937	(1,932,294)	-25.0%
Maintenance & Repair	3,159,555	1,835,963	58.1%	1,835,963	1,192,269	643,693	54.0%
Transfers\Debt	55,094,331	39,724,942	72.1%	39,724,942	34,333,593	5,391,349	15.7%
Contingency/Initiatives	2,320,522	-	0.0%	-	-	-	0.0%
Capital Outlay	21,455,380	11,452,856	53.4% P	11,452,856	2,399,137	9,053,720	377.4%
Amortization/Depreciation	-	-	0.0%	-	-	-	0.0%
Scholarship Distribution	870,000	-	0.0%	-	-	-	0.0%
Total Expenses	\$ 467,949,237	\$ 290,346,542	62.0%	\$ 290,346,542	\$ 251,288,929	\$ 39,057,612	15.5%
NET REVENUE/(EXPENSES)	\$ (0)	\$ 144,796,000		\$ 144,796,000	\$ 141,797,545	\$ 2,998,456	

Explanation of Variance Amounts

Variance Code	Notes
A	State Appropriations occur in October, February and June; this is expected to be within budget by year-end.
B	Ad Valorem Taxes are collected between December and March, leading to temporary fluctuations in monthly revenue.
C	Tuition and Fees reflect early Summer collections, classes begin in June most collections are done.
D	Other Local Income Includes Transfers-Out for Unrealized Gains and Losses and reflects the volatility of the financial market.
E	Tuition and Fees, Extended Learning collections fluctuate as course offerings fluctuate.
F	Grant Revenue - Indirect Cost do not occur equally by month; it is contingent on activity for the month.
G	Employee Benefits – Pension & OPEB expenses are recorded at year-end, creating a delay in reporting.
H	Supplies and General expenses are incurred as needed throughout the year, leading to periodic spending fluctuations.
I	Travel expenses are trending down following the travel ban in FY24; Travel will likely be under budget by FYE.
J	Marketing expenses occur based on timing of marketing campaigns.
K	Insurance Premiums are paid at irregular intervals, leading to inconsistent monthly costs.
L	Contracted Services is trending up but will be within budget by year-end
M	Utility expenses are lower this month due to spring break and limited utility use.
N	Other Departmental expenditures occur at irregular intervals but will be within budget by year-end.
O	Instructional & Other Material expenses are incurred at irregular intervals, resulting in fluctuations throughout the year.
P	Capital Outlays occur at irregular intervals based on construction schedules and needs.

Thank You



HOUSTON COMMUNITY COLLEGE SYSTEM

MONTHLY INVESTMENT REPORT

For the Month of April 2025

**Prepared by
Finance & Administration Division**

The investment portfolio of the Houston Community College System is in compliance with the Public Funds Investment Act and the College's Investment Policy and Strategies.

/s/ Sherry Hawn

Sherry Hawn, JD, CPA

Senior Vice Chancellor, Finance & Administration and CFO/CBO

/s/ Dawn Stephens

Dawn Stephens

Interim Associate Vice Chancellor, Finance & Accounting

/s/ Victor Onwumere

Victor Onwumere

Executive Director, Finance & Treasury

HOUSTON COMMUNITY COLLEGE SYSTEM
INVESTMENT PORTFOLIO COMPOSITION
April 30, 2025

Beginning Book Value (April 1, 2025)	\$	593,556,757
Beginning Market Value (April 1, 2025)	\$	595,885,932
Additions/Subtractions (Book Value - Net)	\$	(45,619,360)
Change in Market Value	\$	(13,923,062)
Ending Book Value (April 30, 2025)	\$	547,937,398
Ending Market Value (April 30, 2025)	\$	550,977,313
Unrealized Gain/(Loss)	\$	3,039,915
WAM (58% of Portfolio's Weighted Average Maturity)		1 day
WAM (42% of Portfolio's Weighted Average Maturity - Securities Held To Maturity)		337

* Net amount provided/(for) operations	\$	4,380,739
* Net amount provided/(for) CIP/others		(99)
	\$	<u>4,380,640</u>

EXECUTIVE SUMMARY
INVENTORY HOLDINGS REPORT
April 30, 2025

	Ending Book Value	Ending Market Value	Unrealized Gain (Loss)
US Treasuries	\$ 181,713,627	\$ 184,018,613	\$ 2,304,987
US Agencies	44,398,052	45,132,981	734,928
Local Government Pools	147,099,035	147,099,035	-
Money Market Funds	124,604,658	124,604,658	-
Certificate of Deposit	50,000,000	50,000,000	-
Interest Bearing Checking	122,026	122,026	-
Total	<u>\$ 547,937,398</u>	<u>\$ 550,977,313</u>	<u>\$ 3,039,915</u>

WAR (Weighted Average Interest Rate)	<u>4.22%</u>
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INVESTMENTS
INVENTORY HOLDINGS REPORT (OPERATING AND OTHERS)
April 30, 2025

Description	Held At	Coupon Rate	Yield Rate	Purchase Date	Maturity Date	Par	Discount AMT	Beginning Mkt. Value	Beginning Book Value	Net Change	Ending Book Value	Ending Mkt. Value	Change in Mkt. Value	Unrealized Gain/(Loss)
Fannie Mae ARM Pool 708686	Bank of America	4.0690%	0.0000%	02/22/05	05/01/33	7,737	\$ (1,470)	\$ 7,917	\$ 9,207	\$ (57)	\$ 9,150	\$ 7,855	\$ (62)	\$ (1,295)
Fannie Mae ARM Pool 805454	Bank of America	4.6720%	0.0000%	12/23/04	12/01/34	8,663	(5,914)	8,887	14,578	(53)	14,525	8,844	(43)	(5,680)
Federal Home Loan Bank Global Unsecured	Bank of America	0.3800%	4.4730%	01/19/24	09/04/25	10,000,000	635,453	9,832,862	9,364,548	-	9,364,548	9,866,593	33,731	502,045
Federal Farm Credit Bank US Domestic Unsecured	Bank of America	4.2500%	4.3200%	02/12/25	01/28/28	10,000,000.00	19,430	10,075,556	9,980,570	-	9,980,570	10,146,259	70,703	165,689
U.S. Treasury Note US Govt Treasury	Bank of America	2.7500%	4.6460%	02/08/24	05/15/25	5,000,000	115,500	4,990,625	4,884,500	-	4,884,500	4,996,745	6,120	112,245
U.S. Treasury Note US Govt Treasury	Bank of America	2.6300%	4.6610%	02/08/24	04/15/25	15,000,000	348,047	14,989,667	14,651,953	(14,651,953)	-	-	(14,971,406)	-
U.S. Treasury Note US Govt Treasury	Bank of America	2.8800%	4.6080%	02/08/24	06/15/25	5,000,000	112,305	4,984,805	4,887,695	-	4,887,695	4,991,211	6,406	103,516
U.S. Treasury Note US Govt Treasury	Bank of America	3.5000%	4.7020%	03/05/24	09/15/25	5,000,000	87,500	4,984,453	4,912,500	-	4,912,500	4,987,109	2,656	74,609
U.S. Treasury Note US Govt Treasury	Bank of America	3.5000%	4.6970%	03/05/24	09/15/25	5,000,000	87,150	4,984,453	4,912,850	-	4,912,850	4,987,109	2,656	74,259
U.S. Treasury Note US Govt Treasury	Bank of America	0.2500%	4.7930%	03/20/24	09/30/25	10,000,000	661,500	9,806,250	9,338,500	-	9,338,500	9,837,305	31,055	498,805
U.S. Treasury Note US Govt Treasury	Bank of America	4.2500%	4.7300%	03/28/24	10/15/25	5,000,000	35,547	5,001,133	4,964,453	-	4,964,453	5,002,002	869	37,549
U.S. Treasury Note US Govt Treasury	Bank of America	4.2500%	4.7350%	03/28/24	10/15/25	5,000,000	35,938	5,001,133	4,964,063	-	4,964,063	5,002,002	869	37,939
U.S. Treasury Note US Govt Treasury	Bank of America	5.0000%	5.0300%	04/24/24	10/31/25	5,000,000	2,214	5,022,773	4,997,786	-	4,997,786	5,019,727	(3,047)	21,940
U.S. Treasury Note US Govt Treasury	Bank of America	4.0000%	5.0160%	04/11/24	12/15/25	10,000,000	162,109	9,992,109	9,837,891	-	9,837,891	9,996,615	4,505	158,724
U.S. Treasury Note US Govt Treasury	Bank of America	3.3800%	3.4940%	09/16/24	09/15/27	10,000,000	33,594	9,875,000	9,966,406	-	9,966,406	9,947,656	72,656	(18,750)
U.S. Treasury Note US Govt Treasury	Bank of America	2.7500%	4.0060%	10/25/24	07/31/27	15,000,000	15,000,000	14,611,523	14,510,850	-	14,510,850	14,716,406	104,883	205,556
U.S. Treasury Note US Govt Treasury	Bank of America	3.8800%	3.8800%	10/15/24	10/15/27	10,000,000	10,000,000	9,989,063	9,996,484	-	9,996,484	10,059,375	70,313	62,891
FARMER MAC DOMESTIC MTN UNSECURED	Bank of America	3.6300%	3.5600%	09/13/24	09/13/27	15,000,000	(27,510)	14,876,930	15,027,510	-	15,027,510	14,931,328	54,398	(96,182)
FARMER MAC DOMESTIC MTN UNSECURED	Bank of America	4.3500%	4.3430%	02/12/25	01/28/28	10,000,000	(1,750)	10,098,363	10,001,750	-	10,001,750	10,172,101	73,738	170,351
U.S. Treasury Note US Govt Treasury	Bank of America	3.7500%	4.1240%	12/5/2024	8/31/2026	10,000,000	10,000,000	9,966,797	9,937,500	-	9,937,500	9,993,750	26,953	56,250
U.S. Treasury Note US Govt Treasury	Bank of America	3.7500%	4.1640%	12/5/2024	8/31/2026	10,000,000	10,000,000	9,966,797	9,930,859	-	9,930,859	9,993,750	26,953	62,891
U.S. Treasury Note US Govt Treasury	Bank of America	0.8800%	4.1540%	12/5/2024	6/30/2026	10,000,000	10,000,000	9,621,094	9,506,250	-	9,506,250	9,663,281	42,187	157,031
U.S. Treasury Note US Govt Treasury	Bank of America	4.5000%	4.2080%	1/29/2025	3/31/2026	15,000,000	15,000,000	15,060,586	15,048,633	-	15,048,633	15,074,180	13,594	25,547
U.S. Treasury Note US Govt Treasury	Bank of America	3.5000%	4.0790%	2/26/2025	1/31/2028	30,000,000	30,000,000	29,666,016	29,524,219	-	29,524,219	29,906,250	240,234	382,031
U.S. Treasury Note US Govt Treasury	Bank of America	2.7500%	4.0810%	2/26/2025	2/15/2028	10,000,000	10,000,000	9,686,719	9,631,250	-	9,631,250	9,770,703	83,984	139,453
U.S. Treasury Note US Govt Treasury	Bank of America	3.8800%	4.0150%	3/19/2025	3/15/2028	10,000,000	10,000,000	9,991,406	9,960,938	-	9,960,938	10,073,438	82,031	112,500
Debt Service 2001A Bond Interest Checking	Bank of America		2.2500%				-	1,292	1,292	2	1,294	1,294	-	-
HCCS Merchant Service	Bank of America		0.8100%				-	26,466	26,466	(1,483)	24,983	24,983	-	-
LTD 2013 Tax Bond General Checking	Bank of America		2.2500%				-	186,291	186,291	(90,542)	95,749	95,749	-	-
Chase Certificate of Deposit	Chase		3.4200%					50,000,000	50,000,000	-	50,000,000	50,000,000	-	-
Merrill Lynch (Morgan Stanley Govt/Goldman Sachs)	Bank of America		4.2600%				-	152,940,277	152,940,277	(31,420,700)	121,519,577	121,519,577	-	-
Money Market 2006 Jr. Lien Debt Reserve	Bank of America		4.2600%				-	3,073,952	3,073,952	11,128	3,085,080	3,085,080	-	-
Lone Star (Corporate Overnight Fund)	State Street Bank		4.4320%				-	66,959,585	66,959,585	244,059	67,203,643	67,203,643	-	-
TexPool - General Funds	State Street Bank		4.3545%				-	12,509,828	12,509,828	303,983	12,813,811	12,813,811	-	-
Texpool - Prime	State Street Bank		4.4654%				-	67,095,324	67,095,324	(13,743)	67,081,580	67,081,580		
TOTAL								\$ 595,885,932	\$ 593,556,757	\$ (45,619,360)	\$ 547,937,398	\$ 550,977,313	\$ (13,923,062)	\$ 3,039,915



Summary Operating Statements

**For the Period
September 1, 2024 - April 30, 2025**

For the Meeting of the Board of Trustees - June 4, 2025

for

Houston Community College System



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For the Period September 1, 2023 - April 30, 2025

Houston Community College System

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Summary of Financial Statements As of April 30, 2025

On June 26, 2024, the Board of Trustees approved the FY 2025 operating budget totaling \$465.1 million. The FY 2025 budget included conservative revenue and expense estimates. Included in the FY 2025 budget is a fund balance transfer totaling \$15 million to continue addressing deferred maintenance. Other major operating expenses were also approved to address IT Network/Infrastructure, \$5M; Safety and Security, \$2.3M; Instructional Services Support, \$2.5M; and Dual Credit Support, \$1.1M.

The Board approved the FY 2025 Auxiliary budget, Restricted Funds budget, and the Capital and Technology Plan budget. The approved FY 2025 Auxiliary Services budget totals \$8.6 million. Overall, this is a 10% increase compared to the prior year, primarily due to increased scholarship funding for students, annual salary increases, and the rental of HCCS space for campus wide events. The Restricted budget totals \$144.6 million for grant activities, financial aid, and payments for employee benefits. Finally, the approved Capital and Technology Plan budget totals \$7.9 million, which is earmarked for the continuation of asset upgrades and replacement of information and instructional technology equipment.

The Unrestricted Fund as of April 30, 2025, total revenues, fund balance transfers and rolled purchase orders (POs) are \$435.1 million. This represents 93% of the budgeted total of \$467.9 million. Expenses total \$290.3 million to date, which is 62% of the total expense budget of \$467.9 million. Compared with the same period last year, revenues and transfers are higher by 10.7% and expenses are higher by 15.5%. Actual net revenue is \$144.8 million to date.

Ad Valorem Tax revenue for Maintenance & Operations (M&O) was estimated to increase by 5.7% for FY 2025, which is 2.3% less than the statutorily allowed maximum increase of 8%. Property tax valuations in the taxing district increased 1.2%. This increase is much lower than the average annual increase of 6% experienced over the last 10 years in the taxing district. Thus, Ad Valorem tax revenue is higher when compared to last year. Taxes are billed in October and collected during the periods of December through February. Tax revenue will normalize and fall within budget by year end.

State appropriations are slightly higher when compared to prior year due to \$4.7 million THECB funding adjustment. Appropriations are expected to be within budget by year-end.

Tuition and fees, net, which include revenues for semester credit hour (SCH) courses, are **13.4%** higher than last year at this time. Gross tuition and fee revenues are up 13.4% compared to last year due to increased enrollments and increased program offerings in high demand fields (see page 9). Total waivers and exemptions increased by 13.5% primarily due to Dual Credit waivers.

Other local income, which includes investment income, is lower by \$2.8 million due to the volatility of the finance market.

Continuing Education/Non-credit tuition and fees, net are 12.3% higher than last year at this time. Gross tuition and fees revenues are up by 12.3%.

Actual salaries for FY 2025 are 12.7% higher compared to FY 2024; this is due primarily to a Board approved salary increase of 7.5% for faculty, full-time employees, part-time hourly staff, and a 4% increase for executive staff. Employee benefits are higher by 8.3% for FY 2025 compared to FY 2024.

Transfers/Debt remain high due to continuing the budgeted transfers for Deferred Maintenance and technology fees.

Several line-item expenses (supplies, travel, marketing, insurance, contracted services, instructional and other material, etc.) have variances due to timing differences in recording transactions from year-to-year. Expenses are expected to be within budget by year-end.

Debt interest expense for the month totaled \$1,550,797 compared to this time in FY 2024 of \$1,513,491.

HOUSTON COMMUNITY COLLEGE SYSTEM
Statement of Revenues, Expenses and Fund Balances - All Funds
As of April 30, 2025

	Unrestricted	Restricted	Auxiliary	Loans	Scholarship	Unexpended Plant	Capital and Technology	Retirement of Debt	Investment in Plant	Total
Revenues	\$ 417,332,559	\$ 25,156,954	\$ 6,221,917	\$ -	\$ 120,919,015	\$ 1,271,381	\$ -	\$ 44,076,213	\$ 320,362	\$ 615,298,401
Expenses										
Salaries	168,825,325	3,938,483	593,521	-	2,113,251	-	-	-	-	175,470,580
Employee Benefits	20,484,244	13,541,555	111,232	-	-	-	-	-	-	34,137,030
Supplies & General Expense	3,424,282	262,163	462,430	-	-	114,549	230,543	-	-	4,493,967
Travel	444,823	38,474	30,953	-	-	-	-	-	-	514,250
Marketing Costs	1,917,688	55,432	270	-	-	-	-	-	-	1,973,389
Rentals & Leases	267,964	31	3,683	-	-	9,927	-	-	-	281,605
Insurance/Risk Mgmt.	8,175,411	1,846	1,953	-	-	-	-	-	-	8,179,210
Contracted Services	20,174,667	453,972	862,309	-	-	38,087	205,494	(29,225)	-	21,705,304
Utilities	6,205,007	-	285,378	-	-	-	-	-	-	6,490,385
Other Departmental Expenses	1,602,727	402,689	322,976	-	348,532	-	-	-	-	2,676,924
Instructional & Other Materials	5,810,643	383,930	4,803	-	-	24,877	76,073	-	-	6,300,325
Maintenance & Repair	1,835,963	-	1,203	-	-	-	(287)	-	-	1,836,880
Transfers (In)/Out ¹	39,710,642	-	-	-	(1,091,913)	(993,098)	(24,572,500)	(13,053,131)	-	-
Debt	14,300	-	-	-	-	-	-	50,892,292	-	50,906,592
Capital Outlay	11,452,856	448,046	141,298	-	-	4,152,986	10,435,614	-	-	26,630,800
Amortization/Depreciation	-	-	-	-	-	-	-	-	23,542,369	23,542,369
Scholarship Distribution	-	-	1,110,673	-	119,563,082	-	-	-	-	120,673,754
Total Expenses	290,346,542	19,526,620	3,932,682	-	120,932,951	3,347,328	(13,625,063)	37,809,936	23,542,369	485,813,364
Net Revenues/(Expenses)	126,986,018	5,630,334	2,289,235	-	(13,937)	(2,075,947)	13,625,063	6,266,278	(23,222,007)	129,485,038
Other Adjustments and Transfers										
Debt Principal Payments ²	(47,999,050)	-	-	-	-	-	-	-	90,674,785	42,675,735
Debt Refinancing	-	-	-	-	-	-	-	-	-	-
Capitalization of Assets & CIP ²	3,116,721	116,568	-	-	-	1,503,744	6,311,648	-	2,764,811	13,813,491
Transfers of Completed Projects/Assets	(3,116,721)	(116,568)	-	-	-	(773,254)	(745,071)	-	4,751,613	-
Transfers of Balances between Funds	-	-	-	-	-	-	-	-	-	-
Total Other Adjustments and Transfers	(47,999,050)	-	-	-	-	730,490	5,566,577	-	98,191,209	56,489,226
Beginning Fund Balances, Audited	68,450,207	1,058,425	22,536,108	238,698	3,181,945	85,619,954	28,679,244	18,825,701	505,730,743	734,321,025
Ending Fund Balances	\$ 147,437,175	\$ 6,688,759	\$ 24,825,344	\$ 238,698	3,168,008	\$ 84,274,497	\$ 47,870,883	\$ 25,091,979	\$ 580,699,945	\$ 920,295,287

¹Transfers include student revenue bond payment funds, scholarship matching funds, and transfers to Unexpended Plant and Capital and Technology Funds.

²Per government accounting practices, items included in the expenses category above are subsequently deducted from YTD expenses shown above and reclassified as increases or decreases to appropriate asset and liability line items on the balance sheet (page 8). Also, includes GASB 96 SBITA.

HOUSTON COMMUNITY COLLEGE SYSTEM
Unrestricted Revenues and Expenses
Comparison to Budget and Previous Fiscal Year
As of April 30, 2025
66.7% of Year

	Budget Comparison			Previous Fiscal Year Comparison			
	FY 2025 Adjusted Budget & Actuals						
	FY 2025 Adjusted Budget	Year-to-Date Actuals Thru April 30, 2025	Actuals as a % of Budget	Year-to-Date Actuals Thru April 30, 2025	Year-to-Date Actuals Thru April 30, 2024	Increase (Decrease) FY 2025 Compared to FY 2024	% Increase (Decrease)
REVENUES							
State Appropriations	\$ 68,243,000	\$ 53,724,309	78.7%	\$ 53,724,309	\$ 50,718,970	\$ 3,005,339	5.9%
Ad Valorem Taxes	224,386,251	220,325,611	98.2%	220,325,611	204,644,834	15,680,777	7.7%
Tuition & Fees, Net	126,237,802	123,530,655	97.9%	123,530,655	108,972,612	14,558,042	13.4%
Other Local Income	22,736,208	12,247,983	53.9%	12,247,983	15,064,881	(2,816,898)	-18.7%
Tuition & Fees, Net -- Extended Learning	7,885,993	6,964,413	88.3%	6,964,413	6,203,461	760,952	12.3%
Grant Revenue - Indirect Cost	650,000	539,589	83.0%	539,589	435,734	103,855	23.8%
Total Revenues	450,139,254	417,332,559	92.7%	417,332,559	386,040,493	31,292,066	8.1%
Fund Balance Transfers In & Rolled POs	17,809,983	17,809,983	100.0%	17,809,983	7,045,981	10,764,002	152.8%
Total Revenues and Fund Balance Transfers	\$ 467,949,237	\$ 435,142,542	93.0%	\$ 435,142,542	\$ 393,086,474	\$ 42,056,068	10.7%
EXPENSES							
Salaries	257,881,329	168,825,325	65.5%	168,825,325	149,855,167	18,970,158	12.7%
Employee Benefits	38,321,946	20,484,244	53.5%	20,484,244	18,911,455	1,572,789	8.3%
Supplies & General Expense	6,693,366	3,424,282	51.2%	3,424,282	2,764,470	659,812	23.9%
Travel	1,478,217	444,823	30.1%	444,823	451,619	(6,797)	-1.5%
Marketing Costs	3,990,866	1,917,688	48.1%	1,917,688	1,287,194	630,494	49.0%
Rentals & Leases	420,571	267,964	63.7%	267,964	183,979	83,985	45.6%
Insurance/Risk Mgmt.	9,365,467	8,175,411	87.3%	8,175,411	7,651,552	523,860	6.8%
Contracted Services	39,314,237	20,174,667	51.3%	20,174,667	17,002,848	3,171,819	18.7%
Utilities	11,337,406	6,205,007	54.7%	6,205,007	5,911,611	293,396	5.0%
Other Departmental Expenses	5,053,532	1,602,727	31.7%	1,602,727	1,601,100	1,627	0.1%
Instructional & Other Materials	11,192,512	5,810,643	51.9%	5,810,643	7,742,937	(1,932,294)	-25.0%
Maintenance & Repair	3,159,555	1,835,963	58.1%	1,835,963	1,192,269	643,693	54.0%
Transfers\Debt	55,094,331	39,724,942	72.1%	39,724,942	34,333,593	5,391,349	15.7%
Contingency/Initiatives	2,320,522	-	0.0%	-	-	-	0.0%
Capital Outlay	21,455,380	11,452,856	53.4%	11,452,856	2,399,137	9,053,720	377.4%
Amortization/Depreciation	-	-	0.0%	-	-	-	0.0%
Scholarship Distribution	870,000	-	0.0%	-	-	-	0.0%
Total Expenses	\$ 467,949,237	\$ 290,346,542	62.0%	\$ 290,346,542	\$ 251,288,929	\$ 39,057,612	15.5%
NET REVENUE/(EXPENSES)	\$ (0)	\$ 144,796,000		\$ 144,796,000	\$ 141,797,545	\$ 2,998,456	

HOUSTON COMMUNITY COLLEGE SYSTEM

Auxiliary Revenues and Expenses by Fund

As of April 30, 2025

Auxiliary Funds - Uncommitted Portion

	Main Leasing	Misc. Auxiliary *	Bookstore Commission	Scholarships	Subtotal Uncommitted
Revenues	\$ 3,581,620	\$ 179,017	\$ 751,462	\$ -	\$ 4,512,099
Expenses					
Salaries	210,375	69,216	-	47,354	326,945
Employee Benefits	49,983	8,735	-	425	59,142
Supplies & General Expense	18,431	76,778	-		95,209
Travel			-		-
Marketing Costs	270		-		270
Rentals & Leases			-		-
Insurance/Risk Mgmt.			-		-
Contracted Services	782,753	19,194	-		801,947
Utilities	285,378		-		285,378
Other Departmental Expenses	1,027	264,940	-		265,967
Instructional & Other Materials			-		-
Maintenance & Repair	5,931		-		5,931
Transfers/Debt			-		-
Capital Outlay	72,809	20,795	-		93,604
Scholarship Distribution		6,445	-	1,082,228	1,088,673
Total Expenses	1,426,957	466,102	-	1,130,007	3,023,067
Contribution to Fund Balance	\$ 2,154,662	\$ (287,086)	\$ 751,462	\$ (1,130,007)	1,489,032
Beginning Fund Balance, Audited					18,426,404
Ending Fund Balance					\$ 19,915,435

* Expenditures in this category include Government Relations, Mobile Go, etc.

HOUSTON COMMUNITY COLLEGE SYSTEM

Auxiliary Revenues and Expenses By Fund

As of April 30, 2025

Auxiliary Funds - International and Committed Portions

	International		Committed				Total
	Other International Initiatives	Subtotal International	Student Vending Commission	Student Activity Fee	Student Athletic Fee	Subtotal Committed	Total Auxiliary
Revenues	\$ -	\$ -	\$ -	\$ 957,227	\$ 752,592	\$ 1,709,819	\$ 6,221,917
Expenses							
Salaries	-	-	-	12,669	253,907	266,576	593,521
Employee Benefits	-	-	-	121	51,969	52,090	111,232
Supplies & General Expense	4,298	4,298	-	317,991	45,007	362,998	462,505
Travel	30	30	-	30,421	502	30,923	30,953
Marketing Costs		-	-			-	270
Rentals & Leases		-	-		3,683	3,683	3,683
Insurance/Risk Mgmt.		-	-	1,862	91	1,953	1,953
Contracted Services		-	-	38,128	22,234	60,362	862,309
Utilities		-	-			-	285,378
Other Departmental Expenses	143	143	-	43,770	13,096	56,867	322,976
Instructional & Other Materials		-	-			-	-
Maintenance & Repair		-	-			-	5,931
Transfers/Debt		-	-			-	-
Capital Outlay		-	-	22,059	25,635	47,694	141,298
Scholarship Distribution		-	-	22,000		22,000	1,110,673
Total Expenses	4,470	4,470	-	489,021	416,123	905,145	3,932,682
Contribution to Fund Balance	(4,470)	(4,470)	-	468,205	336,469	804,674	2,289,235
Beginning Fund Balance, Audited		1,559,228	(1,284,080)	1,957,474	1,877,082	2,550,476	22,536,108
Ending Fund Balance	\$ 1,554,758		\$ (1,284,080)	\$ 2,425,679	\$ 2,213,551	\$ 3,355,150	\$ 24,825,344

HOUSTON COMMUNITY COLLEGE SYSTEM
Unrestricted Adjusted Budgets and Actuals by Division - Summary Comparison
As of April 30, 2025
66.7% of Year

Division	FY 2025 Adjusted Budget	Actuals as of April 30, 2025	% Spent	FY 2024 Adjusted Budget	Actuals as of April 30, 2024	% Spent
Central College	\$ 15,690,896	\$ 10,138,408	64.6%	\$ 13,102,617	8,489,038	64.8%
Northwest College	19,202,812	11,818,972	61.5%	16,368,795	10,510,678	64.2%
Northeast College	17,571,727	11,517,727	65.5%	14,258,971	9,638,698	67.6%
Southwest College	16,596,157	11,375,470	68.5%	14,121,490	9,633,698	68.2%
Southeast College	18,234,578	12,739,890	69.9%	15,492,412	10,403,170	67.2%
Coleman College	22,378,312	14,412,314	64.4%	18,944,019	12,105,721	63.9%
Academic Instruction	83,594,122	58,531,984	70.0%	74,908,992	51,797,102	69.1%
Office of the Chancellor	17,850,258	10,163,276	56.9%	18,752,115	9,735,863	51.9%
Instructional Services	12,818,695	5,755,095	44.9%	10,465,742	4,908,657	46.9%
Online College	3,182,532	2,018,485	63.4%	2,641,937	1,532,263	58.0%
Student Services	11,696,893	5,344,800	45.7%	10,295,961	5,103,429	49.6%
Strategy, Planning & Institutional Effectiveness	5,237,472	2,795,214	53.4%	5,091,133	2,622,824	51.5%
External & Governmental Relations, Transfers and Alumni Relations	2,177,769	1,092,873	50.2%	1,543,278	217,716	14.1%
Legal & Compliance	17,278,798	12,164,752	70.4%	16,148,883	11,562,991	71.6%
Finance & Accounting	80,801,167	52,983,527	65.6%	68,873,813	43,439,264	63.1%
System	123,637,049	67,493,752	54.6%	97,234,728	59,587,817	61.3%
Grand Total	\$ 467,949,237	\$ 290,346,542	62.0%	\$ 398,244,885	\$ 251,288,929	63.1%

HOUSTON COMMUNITY COLLEGE SYSTEM

Balance Sheet by Fund

As of April 30, 2025

	CURRENT & LOAN FUNDS ¹	PLANT & BOND FUNDS ²	TOTAL ALL FUNDS	PRIOR YEAR TOTAL ALL FUNDS
ASSETS				
Current Assets:				
Cash & cash equivalents	\$ 187,062,467	\$ 112,922,147	\$ 299,984,614	\$ 258,745,698
Short-term Investments	-	-	-	24,276,204
Accounts receivable (net)	44,938,291	1,359,615	46,297,906	29,736,315
Deferred charges	53,429	-	53,429	9,295,791
Prepays	8,893,539	-	8,893,539	9,796,823
Total Current Assets	240,947,726	114,281,762	355,229,488	331,850,831
Non-current Assets:				
Restricted cash & cash equivalents	-	24,944,616	24,944,616	29,056,899
Long-term investments	229,134,895	-	229,134,895	143,424,474
Long-term lease receivable	18,254,115	-	18,254,115	24,286,112
Capital assets, net	7,753,105	1,128,204,349	1,135,957,454	1,144,265,340
Total Non-current Assets	255,142,115	1,153,148,965	1,408,291,080	1,341,032,825
Total Assets	\$ 496,089,841	\$ 1,267,430,727	\$ 1,763,520,568	\$ 1,672,883,656
Deferred Outflows of Resources:				
OPEB	9,794,624	-	9,794,624	9,794,624
Pension	37,434,988	-	37,434,988	37,434,988
Advance Funding Valuation	-	1,563,806	1,563,806	1,563,806
Total Deferred Outflows of Resources	\$ 47,229,612	\$ 1,563,806	\$ 48,793,418	\$ 48,793,418
Total Assets and Deferred Outflows of Resources	\$ 543,319,453	\$ 1,268,994,533	\$ 1,812,313,986	\$ 1,721,677,074
LIABILITIES				
Current Liabilities:				
Accounts payable	10,843,352	1,022,923	11,866,275	13,700,554
Accrued Interest- SBITA	276,218	-	276,218	276,218
Accrued liabilities	400,749	33,235	433,984	18,074,315
Compensated absences	4,955,308	-	4,955,308	4,955,308
Funds held for others	2,653,159	189,209	2,842,368	908,680
Deferred revenue	6,363,898	200,045	6,563,943	40,229,119
SBITA- Current portion	3,399,100	-	3,399,100	3,399,100
Net OPEB liability-current portion	3,565,628	-	3,565,628	3,565,628
Notes payable-current portion	-	361,299	361,299	720,798
Bonds payable-current portion	-	-	-	41,215,000
Total Current Liabilities	32,457,412	1,806,711	34,264,123	127,044,720
Non-current Liabilities:				
SBITA Liability	3,984,779	-	3,984,779	3,984,779
Net OPEB liability	123,908,453	-	123,908,453	123,908,453
Net pension liability	105,104,799	-	105,104,799	105,104,799
Notes payable	-	1,770,569	1,770,569	1,770,569
Bonds payable	-	517,639,133	517,639,133	517,639,133
Total Non-current Liabilities	232,998,031	519,409,702	752,407,733	752,407,733
Total Liabilities	\$ 265,455,443	\$ 521,216,413	\$ 786,671,856	\$ 879,452,453
Deferred Inflows of Resources:				
Leases	22,065,323	-	22,065,323	24,622,076
OPEB	60,962,942	-	60,962,942	60,962,942
Pension	12,477,761	-	12,477,761	12,477,761
Advance Funding Valuation	-	9,840,817	9,840,817	9,840,817
Total Deferred Inflows of Resources	\$ 95,506,026	\$ 9,840,817	\$ 105,346,843	\$ 107,903,596
Total Liabilities and Deferred Inflows of Resources	\$ 360,961,469	\$ 531,057,230	\$ 892,018,699	\$ 987,356,049
Beginning Fund Balances, Audited	95,465,383	638,855,642	734,321,025	655,881,162
Net Revenue/(Expenses)				
Unrestricted	81,276,203	-	81,276,203	22,698,096
Restricted	5,616,398	-	5,616,398	950,125
Net Investment in Plant	-	99,081,661	99,081,661	54,791,642
Ending Fund Balances	\$ 182,357,984	\$ 737,937,303	\$ 920,295,287	\$ 734,321,025
Total Liabilities & Fund Balances	\$ 543,319,453	\$ 1,268,994,533	\$ 1,812,313,986	\$ 1,721,677,074

¹ Includes Unrestricted, Restricted, Loan & Endowment, Scholarship, Agency and Auxiliary Funds.

² Includes Unexpended Plant, Retirement of Debt and Investment in Plant Funds.

HOUSTON COMMUNITY COLLEGE SYSTEM

Exemptions and Waivers Detail

As of April 30, 2025

	FY 2024		FY 2025	
	Prior Year Activity thru 8/31/2024	Year-to-Date Activity thru 04/30/2024	Year-to-Date Activity thru 04/30/2025	Actuals % Increase/ (Decrease)YTD vs. Prior YTD
Tuition & Fees				
Budget:				
Adjusted Budget, Annual*	\$ 106,400,157	\$ 101,709,073	\$ 126,237,802	24.1%
Revenues:				
Gross Tuition & Fees	134,172,076	127,229,762	144,256,369	13.4%
Waivers & Exemptions:				
Dual Credit & Early College HS	(16,567,432)	(15,875,418)	(17,905,561)	12.8%
Other	(2,786,646)	(2,381,732)	(2,820,153)	18.4%
Total Waivers & Exemptions	(19,354,078)	(18,257,150)	(20,725,714)	13.5%
Total Tuition & Fees Revenue, Net	\$ 114,817,998	\$ 108,972,612	\$ 123,530,655	13.4%

Tuition & Fees - Extended Learning (EL)				
Budget:				
Adjusted Budget, Annual*	\$ 4,862,714	\$ 5,758,835	\$ 7,885,993	36.9%
Revenues:				
Gross Tuition & Fees	7,665,722	6,203,461	6,964,413	12.3%
Waivers & Exemptions:				
Department of Corrections	-	-	-	0.0%
Total EL Tuition & Fees Revenue, Net	\$ 7,665,722	\$ 6,203,461	\$ 6,964,413	12.3%

	FY 2024		FY 2025	
	Prior Year Activity thru 8/31/2024	Year-to-Date Activity thru 04/30/2024	Year-to-Date Activity thru 04/30/2025	Actuals % Increase/ (Decrease)YTD vs. PriorYTD
Exemptions & Waivers				
Dept of Corrections	\$ -	\$ -	\$ -	0.0%
Dual Credit & Early College HS Waiver	16,567,432	15,875,418	17,905,561	12.8%
Other Exemptions:				
Employee Fee Exemptions	44,993	38,962	37,295	-4.3%
Firemen	29,460	26,794	36,348	35.7%
Hazelwood	1,145,051	986,607	1,116,051	13.1%
Deaf & Blind	150,320	141,030	126,819	-10.1%
High Ranking High School Grad	3,025	1,694	1,364	-19.5%
Good Neighbor Program	67,042	65,230	67,527	3.5%
Child of Disabled Vet	3,757	2,865	2,642	-7.8%
CHILDREN OF POW/PMA	-	-	397,808	100.0%
Employee of State College & University	3,164	3,990	4,275	7.1%
Non-resident Teach/Research Assistant	6,876	6,555	8,322	27.0%
Non-resident Competitive Scholarships	13,823	13,823	6,555	-52.6%
Senior Citizens	450,277	401,632	390,600	-2.7%
Misc Tuition/Fees Waivers	-	-	3,705	100.0%
Foster Children-Resident	272,473	246,674	264,204	7.1%
TX Tomorrow Waiver	-	-	280	100.0%
Surviving Spouse/Children	1,589	1,589	-	-100.0%
Peace Officer Exemption	8,202	5,313	11,583	118.0%
Adopted Student Waiver	351,710	323,674	320,046	-1.1%
FAST Book & OD Fees	234,884	115,300	24,729	-78.6%
Total Other Exemptions	2,786,646	2,381,732	2,820,153	18.4%
Grand Total Exemptions & Waivers	\$ 19,354,078	\$ 18,257,150	\$ 20,725,714	13.5%

*Amount net of exemptions & waivers.

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
2.	Approval of the Unrestricted (Operating) Budget for Fiscal Year 2025-2026	Dr. Margaret Ford Fisher Dr. Sherry Hawn

RECOMMENDATION

Approve the recommended Unrestricted (Operating) Budget for Fiscal Year 2025-2026 (FY 2026) in the amount of \$481M.

COMPELLING REASON AND BACKGROUND

- Several budget scenarios were developed and presented to the Board through annual workshops addressing projected revenue, expense, tuition and fee amounts, and exemptions and waivers with a goal of presenting combinations of key variables, encompassing various elements both certain and uncertain, that could potentially impact HCC operations in FY26.
- As a result of these discussions and Board feedback, we narrowed the budget choices from six to two based upon external State and Federal trends, pending legislation, and internal HCC needs: an austere view and a moderate view.
- With consideration of HCC's continuous enrollment increases, program growth, tuition assistance plan, and expanding infrastructure needs, we believe the moderate budget will provide the resources needed to reinforce our strengths in a highly competitive market and evolving industry.
- This budget will enable increased investment in deferred maintenance projects that lower costs for emergency repairs, keep facilities fully accessible, and ensure the safety of students, faculty, and staff across seven campuses.
- Moreover, this budget view provides very modest cost of living adjustments for full-time and part-time staff, excluding executives E30 and above. The recommended amounts are less than the 3.1% average planned increase statewide as reported by the city of Houston from a statewide COLA and Merit survey for FY26.
- The recommended FY26 budget includes \$24M of excess cash reserves for regular deferred maintenance and Houston Reconnect scholarships.

FISCAL IMPACT

The FY26 operating budget totals \$481M. This is \$16M more than the FY25 operating budget of \$465M. Both FY25 and FY26 budgets utilized some fund balance to address deferred maintenance projects.

LEGAL REQUIREMENT

Section 51.0051, Annual Operating Budgets, Texas Education Code, provides that "the governing board of each institution shall approve on or before September 1 of each year an itemized budget covering the operation of the institution for the fiscal year beginning on September 1 of each year."

STRATEGIC ALIGNMENT

1. Student Success, 2. Personalized Learning , 3. Academic Rigor , 4. Community Investment , 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Recommended FY2026 Budgets Presentation	5/28/2025	Presentation
Recommended FY2026 Unrestricted (Operating) Budget	5/22/2025	Attachment

This item is applicable to the following:

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



Recommended FY 26 Budgets

Dr. Margaret Ford Fisher, Chancellor

Dr. Sherry Hawn, Senior Vice Chancellor, Finance &
Administration and CFO/CBO

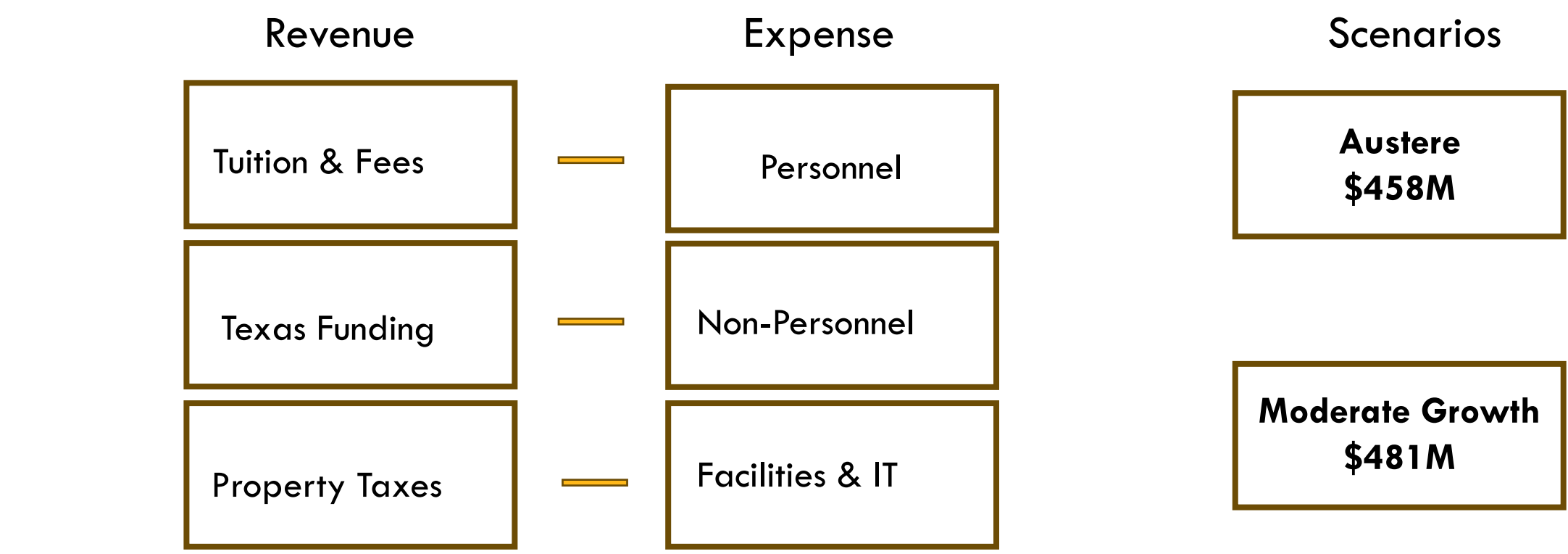
June 4, 2025

FY26 Budget Timeline

MONTH	DELIVERABLE
DECEMBER 2024	Budget process and timeline
JANUARY 2025	Revenue assumptions and projections Expense template distributed across the system
FEBRUARY 2025	Approve tuition and fees, dual credit, exemptions and waivers
MARCH 2025	Gather and compile expense request data Assess budget gap, if any Obtain additional data from select requests
APRIL 2025	Work to close the gap by reviewing select budget requests Present balanced draft to CEC for feedback Update draft budget
MAY 2025	Obtain Chancellor feedback and approval
JUNE 2025	Obtain Board feedback and approval
AUGUST 2025	Obtain approval for 2025 tax rate

Discussion Elements

This discussion focuses on building block updates and two scenarios



FY26 BUDGET UPDATES AND ASSUMPTIONS



Tuition Assistance Initiative - Houston Reconnect

(In Millions)

Ref Code	Descriptions				Projected Participation and Completion
A	Total Potential Students				24,704
B	Estimated Participation in Program (33% participation rate)				8,152
C	Estimated Students that will Complete (75% persistence rate)				6,114
D	Remaining Estimated Participation in Program that may complete				2,038
Tuition & Fee Revenue (est.)		Year 1	Year 2	Year 3	Year 4
E	Estimated Credit Hours	130,432	73,360	32,608	
	Tuition	\$ 4.30	\$ 2.42	\$ 1.08	
	Fees	\$ 7.50	\$ 4.22	\$ 1.88	
	Total Tuition and Fees	\$ 11.80	\$ 6.64	\$ 2.96	
F	Financial Aid (20% est.)	\$ (2.36)	\$ (1.33)	\$ (0.59)	
	Total Tuition and Fees Revenue (est.)	\$ 9.44	\$ 5.31	\$ 2.37	\$ -
State Appropriations Revenue (est.)		Year 1	Year 2	Year 3	Year 4
G	Completions	1,529	4,585	2,038	
H	State Appropriations	\$ -	\$ 5.66	\$ 16.97	\$ 7.54
I	50% Bonus for>25 years in age	\$ -	\$ 2.83	\$ 8.48	\$ 3.77
J	6% reduction possible COV changes	\$ -	\$ (0.51)	\$ (1.53)	\$ (0.68)
	Total State Appropriations (est.)	\$ -	\$ 7.98	\$ 23.92	\$ 10.63
K	Total Revenue	\$ 9.44	\$ 13.29	\$ 26.29	\$ 10.63
L	Scholarship Expense (est.)	\$ 9.44	\$ 5.31	\$ 2.37	\$ -
M	Net Revenue (est.)	\$ -	\$ 7.98	\$ 23.92	\$ 10.63

Source: PS_CAR_TERM_TBL, PS_PEOPLE_SRCH, PS_STDNT_ENRL, PS_ACAD_PLAN, DASH_CLEARING_HOUSE CSPRD/OIRD as of 1/14/2025. Student age>="25" with 30+ credits that did not earn an award.

Ref Code	Impact Assumptions and Explanations
A	Students that have stopped out within the last 5 years, are 25 or older, and have completed at least 30 SCH
B	Based on a 33% participation rate which reflects our ability to contact students [24,704 (potential students) x 33%=8,152]
C	Based on a 75% persistence rate from Fall to Spring semesters [8,152 (est. participants) x 75%=6,114]
D	Remaining 25% estimated participants in the program that may complete [8,152 (est. participants) - 6,114 (est. participants to persist) = 2,038]
E	Estimated credit hours calculated at 16 SCH per student enrolled; 8,152 (Year 1), 4,585 (Year 2) and 2,038 (Year 3) [Ex. 8,152 x 16 SCH =130,432 credit hours]
F	Student Financial Aid estimate now included at 20% due to potential Pell limitations
G	Progress to completion based on the student average of 8 SCH per semester; of 6,114 participants that will persist, estimated 25% to complete (Year 1) 1,529, (Year 2) 75%, 4,585 & (Year 3) 2,038 remaining 25% estimate participants in program that may complete
H	Based on an 80/20 split between associate degree and associate degree high demand
I	All completions will qualify for the 50% bonus for >25 years in age
J	6% reduction for possible COV changes
K	Total revenue estimate equals total T&F revenue plus total State Appropriations
L	Scholarship expense estimate equal total annual T&F; net of financial aid estimate
M	Estimated net revenue equals total revenue less scholarship expense

Note: Student Success and Taxpayer Savings Plan federal budget recommendation H. Con. Res 14

Tax Options Summary

Tax options side-by-side tax rate percentage, exemptions, base property value and revenue changes

Options	Tax Rate	M&O	Debt	Exemptions	Base Property Value	%Rev	\$Rev	Scenario
Current	\$ 0.096182	\$ 0.081632	\$ 0.014551	Homestead greater of \$5K or 17% and	\$3.4B	+ 1.2%	\$224M	
1	No Change	↑	↓	No Change	↑	+ 4%	\$233M	Austere
2	↑	↑	↓	No Change	↑	+ 8%	\$242M	Moderate Growth

FY26 Operating (Unrestricted) Budget - Assumptions

Austere Budget Scenario		Moderate Growth Scenario
Revenue		
State Appropriations	FY24 Dynamic Adjustment (True-Up) Reduce \$4.7M for possible COV changes	FY24 Dynamic Adjustment (True-Up) Reduce \$4.7M for possible COV changes
Tuition & Fees	7% reduction in enrollment due to federal aid changes 75% reduction for international students	3.5% reduction in enrollment due to federal aid changes 50% reduction for international students
Ad Valorem Tax	No changes in exemptions No change in total tax rate	No changes in exemptions 3.5% increase in total tax rate
Other Local Income	Reduce 21% for market changes ¹	Reduce 17% for market changes
Expenses		
Salaries & Benefits	No COLA increases, 5% reduction PT faculty Includes \$1M longevity structure changes	1.5% COLA increase for FT faculty & staff and 1% PT faculty & staff Includes \$1M longevity structure changes
Non- Personnel	10% reduction Associate Degree Nursing and Branding initiatives	10% reduction Associate Degree Nursing and Branding initiatives
IT Network/Infrastructure	\$2.6M tool kits \$5M for IT Network/Infrastructure replacement plan	\$2.6M tool kits \$5M for IT Network/Infrastructure replacement plan
New Funding Request	\$4M for priority requests	\$11M for priority requests
Fund Balance Usage		
Deferred Maintenance	\$10M for Unfunded per facilities plan	\$15M for Unfunded per facilities plan
Houston Reconnect	\$9M, includes 20% financial aid	\$9M includes 20% for financial aid

¹Reduction to other local income due market uncertainties

FY26 OPERATING BUDGET SCENARIOS



FY26 Operating (Unrestricted) Budget – Austere Budget Scenario

(In Millions)

	FY25		FY26			
Revenues	Approved Budget	% of Total	Estimated Budget	% of Total	\$Chg	%Chg
State Appropriations	\$ 68	15%	\$ 73	17%	\$ 5	7%
Ad Valorem Taxes	224	50%	233	53%	9	4%
Tuition & Fees, Net	134	30%	114	26%	(20)	-15%
Other Local Income	24	5%	19	4%	(5)	-21%
Total Operating Revenue	\$ 450	100%	\$ 439	100%	\$ (11)	-2%

	FY25		FY26			
Expenses	Approved Budget	% of Total	Estimated Budget	% of Total	\$Chg	%Chg
Salaries	\$ 265	57%	\$ 266	61%	\$ 1	0%
Allowance for Vacancies	(5)	-1%	(10)	-2%	(5)	100%
Benefits	38	8%	38	9%	-	0%
Other (Non-Payroll)	111	24%	109	25%	(2)	-2%
Transfers	7	7%	6	1%	(1)	-14%
Debt Service	22	5%	17	4%	(5)	-23%
Scholarships	1	0%	1	0%	-	0%
IT Network/Infrastructure	11	0%	8	2%	(3)	-27%
New Funding Request	-	0%	4	1%	4	100%
Total Operating Expenses	\$ 450	100%	\$ 439	100%	\$ (11)	-2%

	FY25		FY26			
Fund Balance Usage	Approved Budget	% of Total	Estimated Budget	% of Total	\$Chg	%Chg
Deferred Maintenance	15	100%	10	53%	(5)	-33%
Houston Reconnect	-	0%	9	47%	9	100%
Total Fund Balance Usage	\$ 15	100%	\$ 19	100%	\$ 4	27%

Total Operating Budget plus Fund Balance Usage	\$ 465		\$ 458		\$ (7)	-2%
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Total Net Revenue/Expense	\$ -		\$ -			
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- 7% increase based on State Appropriation after dynamic adjustment; includes COV changes, Special Funding and FAST
- 4% tax revenue increase
 - No change to tax rate
 - Increase to M&O
 - Debt decrease per debt schedule
 - No change to exemptions
- T&F revenue decrease includes 7% decrease in enrollment due to federal aid changes; and a 75% decrease in enrollments for international students; overall decrease 15%
- Other Local Income reduced 21% due to the uncertainties of market changes
- Total operating revenue reduced by \$11M a 2% reduction compared to prior year
- Salaries and associated benefits no COLA for full-time & part-time faculty & staff; includes longevity structure changes and 5% reduction of part-time faculty to align with enrollment decrease
- Other (Non-Payroll) includes 10% decrease, known commitments, Associate Degree Nursing and Branding initiatives
- Transfers include grant matches (TPEG)
- Debt service reduced per debt payment schedule
- Nursing scholarship increased to reflect annual amount
- Fund Balance Usage, \$19M; includes \$10M for Deferred Maintenance and \$9M for Houston Reconnect

FY26 Operating (Unrestricted) Budget – Moderate Growth Scenario

(In Millions)

	FY25		FY26			
	Approved	% of	Estimated	% of		
Revenues	Budget	Total	Budget	Total	\$Chg	%Chg
State Appropriations	\$ 68	15%	\$ 73	16%	\$ 5	7%
Ad Valorem Taxes	224	50%	242	53%	18	8%
Tuition & Fees, Net	134	30%	122	27%	(12)	-9%
Other Local Income	24	5%	20	4%	(4)	-17%
Total Operating Revenue	\$ 450	100%	\$ 457	100%	\$ 7	2%

	FY25		FY26			
	Approved	% of	Estimated	% of		
Expenses	Budget	Total	Budget	Total	\$Chg	%Chg
Salaries	\$ 265	57%	\$ 272	60%	\$ 7	3%
Allowance for Vacancies	(5)	-1%	(7)	-2%	(2)	40%
Benefits	38	8%	39	9%	1	3%
Other (Non-Payroll)	111	24%	110	24%	(1)	-1%
Transfers	7	7%	6	1%	(1)	-14%
Debt Service	22	5%	17	4%	(5)	-23%
Scholarships	1	0%	1	0%	-	0%
IT Network/Infrastructure	11	0%	8	2%	(3)	-27%
New Funding Request	-	0%	11	2%	11	100%
Total Operating Expenses	\$ 450	100%	\$ 457	100%	\$ 7	2%

	FY25		FY26			
	Approved	% of	Estimated	% of		
Fund Balance Usage	Budget	Total	Budget	Total	\$Chg	%Chg
Deferred Maintenance	15	100%	15	63%	-	0%
Houston Reconnect	-	0%	9	38%	9	100%
Total Fund Balance Usage	\$ 15	100%	\$ 24	100%	\$ 9	60%

Total Operating Budget plus Fund Balance Usage	\$ 465		\$ 481		\$ 16	3%
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Total Net Revenue/Expense	\$ -		\$ -			
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- 7% increase based on State Appropriation after dynamic adjustment; includes COV changes, Special Funding and FAST
- 8% tax revenue increase
 - Total tax rate increased 3.5%
 - Increase to M&O
 - Debt decrease per debt schedule
 - No change exemptions
- T&F revenue decrease includes 3.5% decrease in enrollment, 2% reduction for federal aid changes; and a 50% decrease in enrollments for international students; overall decrease 9%
- Other Local Income reduced 17% due to uncertainties of market changes
- Total operating revenue increased by \$7M a 2% increase compared to prior year due to tax increase
- Salaries and associated benefits 1.5% full-time faculty, & staff; 1% part-time faculty & staff, structure changes to longevity and known commitments
- Other (Non-Payroll) includes 10% decrease, known commitments, Associate Degree Nursing and Branding initiatives
- Transfers include grants matches (TPEG)
- Debt service reduced per debt payment schedule
- Nursing scholarship increased to reflect annual amount
- Fund Balance Usage, \$24M; includes \$15M for Deferred Maintenance and \$9M for Houston Reconnect

FY26 Operating (Unrestricted) Budget - Revenue Summary

(In Millions)

Side-by-side view of all revenue budget scenarios and key benefits

	Operating Revenues						Total Revenue and Fund Balance Usage	Key Benefits
	State Appropriations	Ad Valorem Taxes	Tuition & Fees, Net	Other Local Income	Total Revenue	Fund Balance Usage		
FY25 Budget (Current Year)	\$ 68	\$ 224	\$ 134	\$ 23	\$ 450	\$ 15	\$ 465	
Austere Budget Scenario	73	233	114	19	439	19	458	\$10M Def Maintenance; \$9M Houston Reconnect
Moderate Growth Scenario	73	242	122	20	457	24	481	\$15M Def Maintenance; \$9M Houston Reconnect

FY26 Operating (Unrestricted) Budget - Expense Summary

(In Millions)

Side-by-side view of all expense budget scenarios and key benefits

	Operating Expenses								Fund Balance Usage				Key Benefits
	Salary & Benefits	Other (Non-Payroll)	Transfers	Debt Service	Scholarships	IT Network/Infrastructure	New Funding Requests	Total Operating Expenses	Houston Reconnect	Deferred Maintenance	Total Fund Balance Usage	Total Operating Expenses and Fund Balance Usage	
FY25 Budget (Current Year)	\$ 298	\$ 111	\$ 10	\$ 22	\$ 1	\$ 8	\$ -	\$ 450	\$ -	\$ 15	\$ 15	\$ 465	
Austere Budget Scenario	\$ 294	\$ 109	\$ 6	\$ 17	\$ 1	\$ 8	\$ 4	\$ 439	\$ 9	\$ 10	\$ 19	\$ 458	\$8M IT Network;\$10M Def Maintenance; \$9M Houston Reconnect
Moderate Growth Scenario	\$ 304	\$ 110	\$ 6	\$ 17	\$ 1	\$ 8	\$ 11	\$ 457	\$ 9	\$ 15	\$ 24	\$ 481	\$8M IT Network;\$15M Def Maintenance; \$9M Houston Reconnect

FY26 NON-OPERATING BUDGETS



FY26 Recommended Restricted Budget – Fund 2

(In Millions)

- Revenues:
- Federal - Decrease in federal funding due to end of \$1.4M 3-year HCC Resiliency Initiative Program grant, USDA Lawncare & MBDA Business Center grant funding stopped as both grants fall under DEI category
 - State - Decrease in State funding due to cancellation of nursing grants
 - City/Other - Increase in funding due to new private grants received from HCC Foundation
 - Student Financial Aid - change due to \$3M increase in Pell grants, increases in SEOG, FCWP and private scholarship funding, \$1.2M
 - State Funded Benefits - Increase forecasted in State funded benefits due to higher allocation in 2026-2027 biennium for group insurance

- Expenses:
- Student Services expense increase due to new State college readiness and success grant
 - Instruction/Workforce Development expense increase due to availability of Foundation funding
 - Student Aid expenses increase due to increases in Pell, SEOG,FCWP & private scholarships
 - Community Service expense decrease due to end of HCC Resiliency Initiative Program grant, City of Stafford contract and USDA Lawncare & MBDA grants
 - Staff Benefit expenses increase due to higher State allocation for group insurance in 2026-2027 biennium

	FY25	FY26	\$Chg	%Chg
Revenue:				
Federal	\$ 10.3	\$ 8.9	\$ (1.4)	-14%
State	0.6	0.5	(0.1)	-17%
City/Other	1.6	2.4	0.8	50%
Student Financial Aid ¹	112.5	116.7	4.2	4%
Total Grant Revenues	\$ 125.0	\$ 128.5	\$ 3.5	3%
Stated Funded Staff Benefits:				
Group Insurance State Contribution	15.1	18.0	2.9	19%
State Retirement	4.5	4.5	-	0%
Total Stated Funded Benefits	\$ 19.6	\$ 22.5	\$ 2.9	15%
Total Available Funding	\$ 144.6	\$ 151.0	\$ 6.4	4%
Expenses:				
Student Services	\$ 1.6	\$ 1.7	\$ 0.1	6%
Instruction/Workforce Development	4.3	4.9	0.6	14%
Student Aid	112.5	116.7	4.2	4%
Community Service	6.6	5.2	(1.4)	-21%
Staff Benefits	19.6	22.5	2.9	15%
Total Restricted Expenditures	\$ 144.6	\$ 151.0	\$ 6.4	4%
Net Revenue/(Expenses)	\$ -	\$ -	\$ -	

Note: The restricted budget will be updated as financial aid changes are finalized at the federal level.

¹Currently, there are no confirmed reductions in federal aid, only proposals. The Supplemental Education Opportunity Grant and Federal College Work-study Program amounts are based on the tentative funding awards received from the DOE for 2025-2026

FY26 Recommended Auxiliary Budget – Fund 3

(In Millions)

- Fees include Student Activity and Athletic Fees based on 7% decrease in enrollment to account for changes to the federal aid, and reduction in international students
- Leases & Rentals decrease due to changes in rates and square footage related to Harris Health-Mental Health and Mental Retardation Authority and Prairie View A&M rental leases
- Bookstore Commission increased due to 30% projected increase in Bookstore instructional items
- Other Local Income increase in rental activity for facilities usage
- Fund Balance Usage increased Athletic and Student services requests to purchase equipment
- Salaries and associated benefits increase includes 1.5% COLA for staff and 1% for PT Staff
- Non-Payroll increase in daily operating expenses due to increased facility rentals and the purchase of the athletic equipment

Description	FY25	FY26	\$Chg	%Chg
Fees	\$ 1.76	\$ 1.64	\$ (0.1)	-7%
Leases & Rentals	5.42	5.20	(0.22)	-4%
Bookstore Commission	1.00	1.30	0.30	30%
Other Local Income	0.26	0.29	0.03	12%
Fund Balance Use	0.20	1.39	1.19	595%
Total Auxiliary Revenues	\$ 8.64	\$ 9.82	\$ 1.18	14%
Salaries	\$ 1.23	\$ 1.34	\$ 0.11	9%
Employee Benefits	0.20	0.21	0.01	5%
Non-Payroll	5.40	6.46	1.06	20%
Scholarship Distribution	1.81	1.81	-	0%
Total Auxiliary Expenditures	\$ 8.64	\$ 9.82	\$ 1.18	14%
Net Revenue/(Expenses)	\$ -	\$ -		

FY26 Recommended Capital & Technology Plan Budget – Fund 7

(In Millions)

DESCRIPTION	Fund		FY25	FY26	\$Chg	%Chg
Upgrade/Replacement of IT Equipment	7180	\$	6.36	\$ 6.08	\$ (0.28)	-4.4%
Upgrade/Replacement of Security Technology	7181	\$	0.42	\$ 0.39	\$ (0.03)	-7.1%
Upgrade/Replacement of Instructional Equipment	7182	\$	1.11	\$ 1.03	\$ (0.08)	-7.2%
Total Capital and Technology Plan		\$	7.89	\$ 7.50	\$ (0.39)	-4.9%

- HCC IT Master Plan requests \$10.9M in FY26 total (see page 17)
- \$7.5M from operating funds, remaining \$3.4M from student tech fees
- We considered tech fee decreases due to estimated 5% decreased enrollment and 2% decreased federal aid changes
- Funding for the IT master plan is included both operating budget scenarios at the same funding level

FY26 Technology Plan

(In Millions)

\$1,147,025	Cisco 4500 & Nexus Switch Upgrades
\$1,485,584	Cisco True Up from 2025
\$906,400	Cisco Access Point Upgrade
\$295,000	Phone Devices
\$350,000	Super Cluster Upgrade
\$300,000	Server RAM and DASD Additions for Growth
\$150,000	IDF Room UPS Battery Replacements
\$5,643,985	Computer Replacement & Cybersecurity
\$515,550	Classroom Technology
\$125,000	Student Loaner Laptops
\$10,918,544	Total

CONTINGENCY PLAN – COST CONTAINMENT TACTICS



HCC Financial Contingency Plan - Guiding Principles

- Sustain the focus on students and our educational mission and support services
- Meet compliance, legal or accreditation standards and requirements
- Optimize, standardize or centralize business processes or shared services
- Reallocate resources and reduce non-payroll costs to the extent possible
- Use reserves for focused needs as one-time infusion

Contingency Plan Details

Contingency Plan in order of Priority	⋄(\$8M)	(\$8M)	(\$13M)	(\$23M)	≥(\$38M)
Manage resources within current budget	✓				
Reduce part-time staff		✓	✓	✓	
Delay hiring		✓	✓	✓	
Reduce Adjunct Faculty		✓	✓	✓	
Reduce non-payroll expenses ¹		✓	✓	✓	
Convert programs to revenue generation			✓	✓	✓
Amend Budget/Reallocate resources				✓	✓
Reduction in Force				✓	✓

¹Non-Payroll Expense are supplies, travel, contracted service, other departmental, instructional materials, & capital outlay

Note: A travel moratorium has already been implemented

Contingency for Unforeseen Revenue Loss - Contracts

Contract Area	Cost-Saving Strategy
Payment Terms	Negotiate longer payment terms (e.g., 60 or 90 days)
Scope of Work	De-scoping of non-essential project elements
Labor / Resource Rates	Renegotiate rates or substitute high-cost labor / resource for lower-cost alternatives
Contract Termination	Negotiate termination clauses to avoid long-term commitments
Consolidation of Vendor contracts	Consolidate prime contracts with fewer vendors to achieve cost efficiencies
Rebates / Volume Discounts	Negotiate rebate structures based on spend thresholds or volume commitments

Contingency for Unforeseen Revenue Loss - Facilities

Facilities Area	Cost Savings Strategy
Utilities	Modify temperature settings to reduce energy consumption
Utilities & Housekeeping	Close lightly utilized buildings & reduce building operation hours
Housekeeping	Reduce housekeeping in lightly utilized buildings
Capital Projects	Slow the pace of capital renewal projects
Non-Capital Campus Improvements	Slow the pace of minor enhancement projects

HCC Financial Contingency Plan – Revenue Loss Levels

In the event of additional unforeseen events, we will develop impact analyses and plans as the year unfolds.

**Thank You
for your guidance and
support!**

APPENDIX

FY26 Proposed Known Commitments Summary

(In Millions)

These must be funded due to law, existing contract, accreditation affiliations and/or prior ongoing initiatives

Division	Amount
Chancellor	\$ 0.81
Coleman College	0.07
Finance	1.66
Instruction	1.20
Instructional Services	1.29
Legal & Compliance	1.75
Northeast College	0.36
Northwest College	0.05
Online College	0.01
Public Info, Comms & Ext Affairs	0.11
Southeast College	0.37
Southwest College	0.00
Grand Total	7.68

Other Known Commitments	
Branding	1.10
Assoc Degree Nursing	1.20
Total Other Known Commitments	\$ 2.30

Grand Total Known Commitments \$ 9.98

Expense Type	Amount
Faculty Part-Time	\$ 1.04
Staff Part-Time	0.03
Supplies & General	0.53
Travel	0.02
Marketing Costs	0.25
Rentals & Leases	0.10
Contracted Services	3.16
Insurance	1.25
Other Departmental Expenses	0.71
Instructional and Other Materials	0.13
Maintenance and Repair	0.06
Capital Outlay	0.22
Scholarship	0.18
Grand Total	\$ 7.68

Other Known Commitments	
Branding	1.10
Assoc Degree Nursing	1.20
Total Other Known Commitments	\$ 2.30

Grand Total Known Commitments \$ 9.98

FY26 Proposed Known Commitments Details

(In Millions)

\$7.68

Sponsoring Division	Title	Description of Request	Total
Legal & Compliance	Institutional Insurance	Increase in expense necessary to provide required insurance coverage for HCC property, employees, and students.	1.25
Instructional Services	Embedded Dual Credit - Adjunct Faculty_4_SVC IS & SS	Embedded Dual Credit Faculty has a district-wide scope in alignment with the expansive impact of the dual credit program holistically.	1.20
Instruction	Adjunct Faculty_2_VCAS	Historically, funding for adjunct faculty was sufficient. However, with rising enrollment, increased adjunct rates, and more sections being taught by part-time faculty or through overload, the funds are no longer keeping pace with the costs. Consequently, these budgets are depleted before the end of the year.	1.00
Legal & Compliance	Institutional Election Costs	This is a one-time request for the College mandate to have elections and fill vacancies on the Board.	0.50
Administration and Operations	Facilities Contract Increases	Facilities contracts have built in price escalations that are activated on an annual basis. This funding will cover the contract increases.	0.39
Finance	Anaplan	This request is for Phase 2 of Anaplan implementation to develop forecasting, reporting and other financial needs and additional user licenses	0.55
Chancellor	District Wide Events	These expenses will be to cover the HCC District wide events such as State of the College, Convocations, and Employee Significance.	0.34
Finance	Spearhead/The Reserve	Requesting funding for contract workers essential in helping manage increasing procurement demands, maintaining compliance with state and college requirements, and improving service delivery to all clients.	0.34
Chancellor	Public Awareness- Dynamo	This is request to cover the Marketing Branding for HCC under the new Dynamo contract, which provides ongoing services over the next three years.	0.21
Instruction	Instructional Software_3_VCAS	Collective request for Instructional Software: IEBG (Institute for Evidence Based Change)/Caring Campus Faculty); Ovation (VRSpeaking, LLC); BrightIdea Innovation Platform (WHI); Ad Astra (Integrated Planning, etc.); EduNav (Ellucian); Reclaim Hosting; VMock	0.20
Finance	Nursing Scholarship	Additional funding for Nursing Scholarship	0.19
Northeast College	Equipment for EMS program (MOU)	This request will involve establishing logistics for equipment distribution, implementing a robust training management system, and developing quality assurance protocols. The request will support our continuous support Memorandum of Understanding (MOU) specifies that HCC will provide training for EMT Basics and Paramedics for the Houston Fire Department.	0.15

FY26 Proposed Known Commitments Details

(In Millions)

Sponsoring Division	Title	Description of Request	Total
Chancellor	HCC TV Items	This request is to provide funding for HCCTV to purchase new items this would include replacing and upgrading cameras, switchers, servers and other related equipment that is either out of date, not working or needing replacement.	0.15
Northeast College	Commercial Truck Driving Instructional Equipment replacement	This is a one-time request purchase of new truck that is up to industry standard, which would add to student success.	0.14
Finance	Concur Software Ongoing	This request is for Concur System contract increase. Concur is used to track procurement card and travel card purchases for all system employees who qualify for the use of these benefits	0.08
Northeast College	Equipment for ALERRT Training	This request is to provide additional funds for ALERRT training. The landscape of HCC's existing ALERRT training has evolved significantly, with a growing emphasis on rapid intervention and coordinated efforts among first responders. As communities face diverse threats, the ALERRT program serves as a critical resource for law enforcement agencies, providing them with evidence-based training that enhances their preparedness and ability to protect public safety.	0.07
Southeast College	Rentals & Licensing of Industrial Gas Cylinders and CNC Equipment	These funds will be used to pay for the industrial gas cylinder rentals and software licensing fees associated with the COE courses at HCC.	0.08
Talent Engagement	LinkedIn Recruiter	This request is for the annual contract, which enables HCC to advertise job opportunities and identify key talent.	0.07
Southeast College	Preventative Maintenance	The funds being requested will be used to develop preventative maintenance agreements with outside vendors to complete monthly, yearly, or quarterly maintenance, depending on the instructional equipment at six HCC locations.	0.06
Southeast College	Digital /Media /Print Advertising	Requesting funding for Digital Ads, Media Buy, and Advertisement - Social Media Platforms to promote campus locations, COE & CE programs	0.06
Finance	Forvis Mazars -External Audit Services	Requesting funding for external audit services contract increase	0.05
Instructional Services	Libraries - Databases	The request will allow the library budget to maintain access to collections impacted by cost-of-living increases of 5%. The request will allow the libraries to maintain current collections without cuts.	0.05

FY26 Proposed Known Commitments Details

(In Millions)

Sponsoring Division	Title	Description of Request	Total
Public Info, Comms & Ext Affairs	Alumni Affairs Marketing Funds	These funds will help increase the number of persons joining the HCC Alumni association, connecting to its activities and events, and fostering life-long connections to HCC. Other outcomes include elevating brand awareness, delivery of beneficial resources and services to students and the community.	0.05
Northwest College	ENGR Lab Equipment	This is a one-time request for new lab equipment. The Engineering COE updated its degree plan starting in the Fall 2024 semester, adding lab hours to Engineering Mechanics (Statics and Dynamics) and introducing Mechanics of Materials class. The increased lab contact hours will require new lab equipment to support a higher standard of instructional delivery, providing students with a more robust, industry-relevant, hands-on learning experience.	0.05
Coleman College	Harris Health Contract MA Training	Contractual agreement with Industry Partner-Harris Health to provide their employees with training needed to prepare for certification exam. This training provides industry needs and certification requirements. This contractual agreement will contribute to enrollment growth through a continued partnership with Harris Health, as well as attracting other healthcare partnerships. Requesting PT faculty and Instructional and other materials	0.04
Chancellor	HCC TV Items	This request is to provide funding for HCCTV for contracted Production Specialist	0.04
Public Info, Comms & Ext Affairs	Career & Transfer Services Simplicity Funding	These funds will ensure continuity in the district-wide services offered to students via Career & Transfer Services powered by Simplicity.	0.04
Finance	Financial Fraud Prevention software	Software to detect fraud for student accounts	\$0.04
Instructional Services	Boot Camps/Youth & Teen Symposium_3_SVC IS & SS	Requesting funding to provided supplies need for the TSIA2 Boot Camps and Youth and Teen Symposium, which will provide preparation for accurate dual credit course placement, progress tracking and increase community engagement for dual credit access	0.04
Finance	Financial Aid IT Consultant	Requesting funding to support consultant that consistently works on Oracle Development and Integration tools to ensure necessary patches and fixes to PS system.	0.04
Coleman College	PT Marketing Assistant	Request a marketing assistant, businesses can streamline operations, boost productivity, and drive growth related to marketing projects involving community events and enrollment projects. This is a cost effective way to help create a more efficient communications office and leverage time needed for strategic decision making.	0.03

FY26 Proposed Known Commitments Details

(In Millions)

Sponsoring Division	Title	Description of Request	Total
Southeast College	Graphic Artist / PT	Requesting for a PT instructor to teach SAP ERP software technology of enterprise resource planning system to do global supply chain management functions	0.03
Southeast College	Mail Outs / Public Relations / Communications Department	Requesting funding for grassroot marketing effort to promote all campus programs to the zip codes we serve	0.03
Southeast College	Collateral Materials/ Supplies/ Marketing promotional Giveaways	Requesting funding for Marketing Supplies - copies of flyers, posters, and other materials to promote Adult Ed., campus events, CE, etc. Giveaways for external promotion and outreach	0.03
Southeast College	Education Facility Development	This request is to secure a Design Consultant that will help the COE Logistics department design a state-of-of the-art interactive logistics and warehousing classrooms.	0.03
Southeast College	Student Credentialing	These funds will be used to continue efforts in maintaining student 3rd party credentialing. It is critical for academic rigor and student success in their respective manufacturing careers.	0.02
Public Info, Comms & Ext Affairs	Advance Government Relations Goals	Requesting funding for travel for the Government Relations office additional employee. This is a newly established commitment, and the corresponding increase begins upon approval of the requested funds.	0.02
Southeast College	Emergency Fund/ Other Expenses /Public Relations/ Communication Department	Requesting funding for memberships, subscriptions, professional development, mileage, travel, contracted services and marketing campaign	0.02
Southeast College	Campus Events/ Sponsorship Fund	These funds will be used to allow the communications department support with signage, sponsorship opportunities, and other marketing needs	0.02
Southeast College	Communications Department Copiers	Requesting funding for Communications Department required specialized plotter printer and a high-quality Sharp copier on lease to effectively fulfill its crucial role in promoting the college and supporting various institutional initiatives.	0.01
Southeast College	SAP License MOU	Requesting funding for SAP ERP for course simulation content and exercises for practicum for business logistics supply chain management	0.01
Online College	COE Academics, ENGL and COMM, professional development	Annual professional development supports completion and student success by providing strategies for faculty to build a sense of belonging in their classrooms--in person and online, for personalized learning, and for caring campus initiatives.	0.01

FY26 Proposed Known Commitments Details

(In Millions)

Sponsoring Division	Title	Description of Request	Total
Southwest College	SW Student Services Printers	Requesting funding for increase contract for two new Sharp Printer Stations were added to support Enrollment Services and Financial Aid.	0.005
Online College	COE Academics, ENGL and COMM	Requesting travel dollars to helps ensure enough sections at times and locations where students are able to take the course. We will be able to assign more full-time faculty to in person classes without take away from the amount of online sections that can be supported	0.004
Chancellor	HCC TV Items	This request is to provide funding for HCCTV for contracted Production Specialist, travel expense to attend the National Association of Broadcasters convention and purchasing new items this would include replacing and upgrading cameras, switchers, servers and other related equipment that is either out of date, not working or needing replacement.	0.002

			5	\$ 2.30	
Sponsoring Division	Title	Scope of Work	Position Count	Total	Priority
Chancellor	Communications Public Awareness - Branding	Requesting operating expenses for communication team to support the efforts for Branding Campaign for a name change. Brand Transition and Awareness Campaign \$700,000		0.70	1
Chancellor	Communications Public Awareness - Branding	Requesting operating expenses for communication team to support the efforts for Branding Campaign for a name change. Multicultural Campaign \$300,000, and \$75,000, Chancellor-Hosted Meetings \$20,000:		0.40	1
Coleman College	New Professional Nursing Program Resources- Operating Expenses	Requesting operating expense for the New Professional Nursing Program-Instructional Materials (Elsevier HESI, ShadowHealth), Supplies (Pocket Nurse, McKesson, Henry Schein, Tejas), Software (Kaplan, ExamSoft), LVN Program Resources (Elsevier, ATI)		0.79	1
Coleman College	New Professional Nursing Program Resources 4 Faculty Members	Requesting 4 FT Faculty for the New Professional Nursing Program is a comprehensive initiative that directly aligns with the institution's strategic priorities by advancing educational excellence, addressing critical workforce needs, and enhancing community health outcomes	4	0.31	Faculty
Coleman College	New Professional Nursing Program - Counselor	Requesting 1 FT Counselor will ensure that students facing academic challenges receive personalized support, fostering improved retention, graduation rates, and overall academic success.	1	0.11	5

FY26 Proposed New Funding Request by Scenario

(In Millions)

	Austere	Moderate
Priority Request	\$ 3.59	\$ 10.77
Staffing	\$ 1.93	\$ 2.53
Benefits	\$ 1.59	\$ 2.08
Transit Access	\$ 0.07	\$ 0.07
Other High Priority	\$ -	\$ 6.09

FY26 Proposed Funding Request Details – Moderate Growth Scenario

(In Millions)

			15 \$1.10		
Sponsoring Division	Title	Scope of Work	Position Count	Total	Priority
Southeast College	One FT Faculty to support program expansion for Material Science & Smart Manufacturing	Requesting 1 FT Faculty, Welding Instructors	1	0.14	Faculty
Central College	Expansion of the HVAC Program	Requesting FT Faculty to teach newly added course sections	1	0.10	Faculty
Coleman College	Medical Assistant Program Expansion - Midtown Coleman	Requesting FT Faculty for evening and weekend at the Midtown location	1	0.07	Faculty
Northwest College	ENGR Online Program	Requesting FT Faculty to support the Online Engineering Program Initiative	1	0.07	Faculty
Central College	COE, Architectural Design & Construction Instructional Needs	Requesting 2 FT Faculty for the interior design program	1	0.07	Faculty
Central College	Cosmetology Program Expansion, Cosmetology Alief Bissonnet, Barber Program Central College, Nail Tech NL Campus	Requesting FT Faculty for the Barber Program expansion	1	0.07	Faculty
Coleman College	Anesthesia Technology Program	Requesting FT Faculty to starting an Anesthesia Technology program.	1	0.06	Faculty
Coleman College	Public & Mental Health Faculty	Hire full-time faculty for new public health associate degree	1	0.10	Faculty
Online College	GIS Program Coordinator	Requesting 1 FT Faculty to facilitate the recruitment of new students, staffing of faculty	1	0.08	Faculty
Southeast College	New Ft Paralegal Instructor AY26	Requesting a FT Faculty for the Paralegal Program	1	0.05	Faculty
Southeast College	Instructor, Teacher Education	Requesting a FT Instructor for instruction of EDUC courses.	1	0.04	Faculty
Southeast College	Instructor, Child Development	Requesting a FT Faculty to instruction of CDEC courses.	1	0.04	Faculty
Coleman College	FT Bilingual CNA Faculty	Requesting 1 FT Faculty for the Pre-Certified Nurse Aide (CNA) course(s)	1	0.04	Faculty
Northeast College	Heavy Vehicle and Industrial Technology, AAS. - Heavy Equipment Specialization	1 FT Faculty Heavy Equipment Specialization degree	1	0.07	Faculty
Coleman College	HIS Pathway to HITT	Requesting 1 FT Faculty for the Health Information Systems Program at HCC Coleman College	1	0.07	Faculty

Note: Subject to change based need per the approval of the SVC of Instructional Services & CAO

FY26 Proposed Funding Request Details – Moderate Growth Scenario

(In Millions)

			33	\$ 6.09	
Sponsoring Division	Title	Scope of Work	Position Count	Total	Priority
Student Services	CRM Solution for Student Services_2_VCSS	The scope of work for implementing a Student Services CRM includes assessing current student engagement processes, selecting and customizing the CRM platform, integrating it with existing systems, and training staff across departments.		1.50	1
Southeast College	Information, Reception Desk Staff (PT/FT)	We are requesting consideration of \$551,309 annually to hire 8 FT Receptionists and 6 PT Receptionists to provide front desk coverage for 8 buildings (FF and ES campuses)	8	0.55	1
Northeast College	Aviation Maintenance Technician Program	This initiative will bring an Aviation Maintenance Program to the HCCS. Create labs, training environment to certify trainees to be FAA-certified technicians.		0.50	1
Administration and Operations	Cybersecurity Compliance	Requesting benefits and operating expenses for the cybersecurity team		0.39	1
Chancellor	Foundation- Development Directors #5 & 6	Requesting 2 FT Staff, Development Directors for HCC Foundation raises funds based on the fundraising priorities of HCC to support HCC Student Success.	2	0.35	1
Finance	Contract Management and Sourcing	This request is for 4 FT Staff for the sourcing, hiring, and onboarding of 1) Manager, Contract Administration, 2) Contract Analyst, and 3) Senior Buyer with IT-specific skill sets 4) Buyer	4	0.35	1
Southwest College	Table and Chairs for SW College Campuses	Requesting funding to upgraded furniture to improve student experience, help to maintain optimal learning environments and support retention and academic success.		0.35	1
Online College	Student Services Personnel Request	The 5 FT Staff positions requested are (1) Lead Counselor (ADA), (2) Pathway & Case Management Advisors, (2) Enrollment Services Associate, and (1) Associate Dean Student Engagement	5	0.32	1
Central College	Central College RealityCollab AR/VR	Requesting benefits, PT funding and operating expense for RealityCollab team		0.31	1
Instruction	Full-time Lab Assistants for the Digital Access Centers	We are requesting 5 Ft Staff, Lab Assistants to run the Digital Access Centers and to handle the quantity of processing new hire paperwork along with their other duties of managing up to 7 locations of staff members in addition to the Academic Success Centers	5	0.30	1
Central College	Central College RealityCollab AR/VR	Requesting 3 FT Staff a Director of the RealityCollab, Manager of the Reality Collab and Service Technician for RealityCollab, supports HCC AR/VR technology. This technology of increasing importance in all areas of instruction and employment.	3	0.25	1
Northwest College	ENGR Online Program	Requesting operating expenses for the Online Engineering Program Initiative		0.18	1
Administration and Operations	Facilities Project Manager III	Requesting 1 FT Staff, Project management professional that will serve as the internal representative of the Facilities department in the management of small to medium sized projects across the college system.	1	0.17	1

FY26 Proposed Funding Request Details – Moderate Growth Scenario

(In Millions)

Sponsoring Division	Title	Scope of Work	Position Count	Total	Priority
Strategy, Planning & Inst Effect	Director of Entrepreneurial Initiatives at NE and Central College	Request 1 FT Staff, Director of Entrepreneurial Initiatives contribute to enrollment growth through all the entrepreneurial programs that enroll business owners: small business success series, Mattress Mack School of Selling and HCC Annual Business Plan Competition, Goldman Sachs 10,000 Small Businesses, and many others.	1	0.11	1
Finance	Sponsored Trustee Events	Providing funding for Trustee sponsored events		0.10	1
Talent Engagement	Senior Specialist Talent Development	Requesting 1 FT Sr Specialist in Talent Engagement to design and deliver standard and complex training content geared toward specific areas of learning that may be part of a larger curriculum or educational project.	1	0.10	1
Instructional Services	Workforce Research and Development (Full-Time)_1_VCIS	Requesting 1 FT Staff a Accreditation and Licensure/Certification Manager (Grade 9), who assists with providing districtwide administrative support for all Workforce instruction and daily operations of third-party accreditations.	1	0.09	1
Northwest College	ENGR Online Program	Requesting 1 FT Staff to support the Online Engineering Program Initiative will ensure academic rigor through virtual labs, simulations, and interactive content that replicate hands-on learning. Faculty will receive training on digital tools and online	1	0.07	1
Chancellor	COMMUNICATIONS Items	This request is to provide funding for Communication department for Contractors that includes the Graphic Designer & Data Base Specialist, Social Media Management Tool (software) and Full Time Position for Senior Developer, Web.		0.04	1
Public Info, Comms & Ext Affairs	PT Staff to a FT Staff	Alumni Affair converting PT Staff to a FT Staff	1	0.04	1
Finance	Annual Financial Report-Reporting Solution by Forvis	Requesting funds for Reporting Solution (TRS) is a web-based platform that helps you dynamically build your entire Annual Comprehensive Financial Report (ACFR) using database-driven financial statements, an online word processor, and proprietary spreadsheet technology. Financial statement changes will update the report's narrative in real time.		0.01	1

FY26 Operating (Unrestricted) Budget – Moderate Growth Scenario

(In Millions)

	FY25		FY26			
	Approved	% of	Estimated	% of		
Revenues	Budget	Total	Budget	Total	\$Chg	%Chg
State Appropriations	\$ 68	15%	\$ 73	16%	\$ 5	7%
Ad Valorem Taxes	224	50%	242	53%	18	8%
Tuition & Fees, Net	134	30%	122	27%	(12)	-9%
Other Local Income	24	5%	20	4%	(4)	-17%
Total Operating Revenue	\$ 450	100%	\$ 457	100%	\$ 7	2%

	FY25		FY26			
	Approved	% of	Estimated	% of		
Expenses	Budget	Total	Budget	Total	\$Chg	%Chg
Salaries	\$ 265	57%	\$ 272	60%	\$ 7	3%
Allowance for Vacancies	(5)	-1%	(7)	-2%	(2)	40%
Benefits	38	8%	39	9%	1	3%
Other (Non-Payroll)	111	24%	110	24%	(1)	-1%
Transfers	7	7%	6	1%	(1)	-14%
Debt Service	22	5%	17	4%	(5)	-21%
Scholarships	1	0%	1	0%	(0.2)	-17%
IT Network/Infrastructure	11	0%	8	2%	(3)	-27%
New Funding Request	-	0%	11	2%	11	0%
Total Operating Expenses	\$ 450	100%	\$ 457	100%	\$ 7	2%

	FY25		FY26			
	Approved	% of	Estimated	% of		
Fund Balance Usage	Budget	Total	Budget	Total	\$Chg	%Chg
Deferred Maintenance	15	100%	15	63%	-	0%
Houston Reconnect	-	0%	9	38%	9	100%
Total Fund Balance Usage	\$ 15	100%	\$ 24	100%	\$ 9	60%

Total Operating Budget plus Fund Balance Usage	\$ 465		\$ 481		\$ 16	3%
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Total Net Revenue/Expense	\$ -		\$ -			
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- 7% increase based on State Appropriation after dynamic adjustment; includes COV changes, Special Funding and FAST
- 8% tax revenue increase
 - Total tax rate increased 3.5%
 - Increase to M&O
 - Debt decrease per debt schedule
 - No change exemptions
- T&F revenue decrease includes 3.5% decrease in enrollment, 2% reduction for federal aid changes; and a 50% decrease in enrollments for international students; overall decrease 9%
- Other Local Income reduced 17% due to uncertainties of market changes
- Total operating revenue increased by \$7M a 2% increase compared to prior year due to tax increase
- Salaries and associated benefits 1.5% full-time faculty, & staff; 1% part-time faculty & staff, structure changes to longevity and known commitments
- Other (Non-Payroll) includes 10% decrease, known commitments, Associate Degree Nursing and Branding initiatives
- Transfers include grants matches (TPEG)
- Debt service reduced per debt payment schedule
- Nursing scholarship increased to reflect annual amount
- Fund Balance Usage, \$24M; includes \$15M for Deferred Maintenance and \$9M for Houston Reconnect

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
3.	Approval of Restricted Budget for Fiscal Year 2025-2026	Dr. Margaret Ford Fisher Dr. Sherry Hawn

RECOMMENDATION

Approve the recommended Restricted Budget for Fiscal Year 2025-2026 (FY 2026) in the amount of \$151M and allow the Chancellor or her designee to increase the Restricted Budget amount as funding sources provide additional support for programs.

COMPELLING REASON AND BACKGROUND

- Restricted funds can be received from federal, state, and other sources. They are restricted because each grantor may specify how their grant can be used. These grants supplement HCC's other resources and typically enable us to increase program services. Examples of these include financial aid, employee benefits, and other restricted uses. In FY24 this accounted for 25% of total operating revenue.
- Under HCC's local policy (CAM) we can apply for grants and contracts that align with our mission and strategic plan by reaching out to governmental and non-governmental organizations.

FISCAL IMPACT

The recommended FY26 Restricted Budget includes total expenses of \$151M and may increase as additional grants are awarded to HCC. The restricted budget will be updated as financial aid changes are finalized at the federal level. Currently, there are no confirmed reductions in federal aid. The Supplemental Education Opportunity Grant and Federal College Work Study Program amounts are based on the tentative funding awards received from the DOE for 2025-2026.

LEGAL REQUIREMENT

Section 51.0051, Annual Operating Budgets, Texas Education Code, provides that "the governing board of each institution shall approve on or before September 1 of each year an itemized budget covering the operation of the institution for the fiscal year beginning on September 1 of each year."

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Recommended FY2026 Restricted Budget	5/28/2025	Presentation

This item is applicable to the following:

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

FY26 Recommended Restricted Budget – Fund 2

(In Millions)

- Revenues:
- Federal - Decrease in federal funding due to end of \$1.4M 3-year HCC Resiliency Initiative Program grant, USDA Lawncare & MBDA Business Center grant funding stopped as both grants fall under DEI category
 - State - Decrease in State funding due to cancellation of nursing grants
 - City/Other - Increase in funding due to new private grants received from HCC Foundation
 - Student Financial Aid - change due to \$3M increase in Pell grants, increases in SEOG, FCWP and private scholarship funding, \$1.2M
 - State Funded Benefits - Increase forecasted in State funded benefits due to higher allocation in 2026-2027 biennium for group insurance

- Expenses:
- Student Services expense increase due to new State college readiness and success grant
 - Instruction/Workforce Development expense increase due to availability of Foundation funding
 - Student Aid expenses increase due to increases in Pell, SEOG,FCWP & private scholarships
 - Community Service expense decrease due to end of HCC Resiliency Initiative Program grant, City of Stafford contract and USDA Lawncare & MBDA grants
 - Staff Benefit expenses increase due to higher State allocation for group insurance in 2026-2027 biennium

	FY25	FY26	\$Chg	%Chg
Revenue:				
Federal	\$ 10.3	\$ 8.9	\$ (1.4)	-14%
State	0.6	0.5	(0.1)	-17%
City/Other	1.6	2.4	0.8	50%
Student Financial Aid ¹	112.5	116.7	4.2	4%
Total Grant Revenues	\$ 125.0	\$ 128.5	\$ 3.5	3%
Stated Funded Staff Benefits:				
Group Insurance State Contribution	15.1	18.0	2.9	19%
State Retirement	4.5	4.5	-	0%
Total Stated Funded Benefits	\$ 19.6	\$ 22.5	\$ 2.9	15%
Total Available Funding	\$ 144.6	\$ 151.0	\$ 6.4	4%
Expenses:				
Student Services	\$ 1.6	\$ 1.7	\$ 0.1	6%
Instruction/Workforce Development	4.3	4.9	0.6	14%
Student Aid	112.5	116.7	4.2	4%
Community Service	6.6	5.2	(1.4)	-21%
Staff Benefits	19.6	22.5	2.9	15%
Total Restricted Expenditures	\$ 144.6	\$ 151.0	\$ 6.4	4%
Net Revenue/(Expenses)	\$ -	\$ -	\$ -	

Note: The restricted budget will be updated as financial aid changes are finalized at the federal level.

¹Currently, there are no confirmed reductions in federal aid, only proposals. The Supplemental Education Opportunity Grant and Federal College Work-study Program amounts are based on the tentative funding awards received from the DOE for 2025-2026

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
4.	Approval of the Auxiliary Budget for Fiscal Year 2025-2026	Dr. Margaret Ford Fisher Dr. Sherry Hawn

RECOMMENDATION

Approve the recommended Auxiliary Budget for Fiscal Year 2025-2026 (FY 2026) in the amount of \$9.8M.

COMPELLING REASON AND BACKGROUND

- Auxiliary revenue refers to revenue generated by non-academic departments for goods and services provided to students, faculty, or staff. Common higher education examples of auxiliary revenue sources include athletics, residence halls, dining services, and bookstore operations.
- The recommended FY26 HCC Auxiliary Budget revenue encompasses student activity and athletic fees, leases and rentals, bookstore commission, and other local income supplemented by fund surplus dollars that, when taken together, provide for student scholarships, and student services requests for athletic equipment, plus personnel costs.

FISCAL IMPACT

The recommended FY26 Auxiliary Expense Budget of \$9.8M is dependent upon receipt of auxiliary revenues. Fees and leases/rental revenues have projected decreases due to potential enrollment changes and lease rates. However, commission, other local income and fund balance use all have estimated increases as described in the attached.

LEGAL REQUIREMENT

Section 51.0051, Annual Operating Budgets, Texas Education Code, provides that "the governing board of each institution shall approve on or before September 1 of each year an itemized budget covering the operation of the institution for the fiscal year beginning on September 1 of each year."

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Recommended FY2026 Auxiliary Budget	5/22/2025	Presentation

This item is applicable to the following:

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

FY26 Recommended Auxiliary Budget – Fund 3

(In Millions)

- Fees include Student Activity and Athletic Fees based on 7% decrease in enrollment to account for changes to the federal aid, and reduction in international students
- Leases & Rentals decrease due to changes in rates and square footage related to Harris Health-Mental Health and Mental Retardation Authority and Prairie View A&M rental leases
- Bookstore Commission increased due to 30% projected increase in Bookstore instructional items
- Other Local Income increase in rental activity for facilities usage
- Fund Balance Usage increased Athletic and Student services requests to purchase equipment
- Salaries and associated benefits increase includes 1.5% COLA for staff and 1% for PT Staff
- Non-Payroll increase in daily operating expenses due to increased facility rentals and the purchase of the athletic equipment

Description	FY25	FY26	\$Chg	%Chg
Fees	\$ 1.76	\$ 1.64	\$ (0.1)	-7%
Leases & Rentals	5.42	5.20	(0.22)	-4%
Bookstore Commission	1.00	1.30	0.30	30%
Other Local Income	0.26	0.29	0.03	12%
Fund Balance Use	0.20	1.39	1.19	595%
Total Auxiliary Revenues	\$ 8.64	\$ 9.82	\$ 1.18	14%
Salaries	\$ 1.23	\$ 1.34	\$ 0.11	9%
Employee Benefits	0.20	0.21	0.01	5%
Non-Payroll	5.40	6.46	1.06	20%
Scholarship Distribution	1.81	1.81	-	0%
Total Auxiliary Expenditures	\$ 8.64	\$ 9.82	\$ 1.18	14%
Net Revenue/(Expenses)	\$ -	\$ -		

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
5.	Approval of Capital and Technology Plan Budget for Fiscal Year 2025-2026	Dr. Margaret Ford Fisher Dr. Sherry Hawn

RECOMMENDATION

Approve the proposed Capital and Technology Plan Budget for Fiscal Year 2025-2026 (FY 2026) in the amount of \$7.5M.

COMPELLING REASON AND BACKGROUND

IT plays a vital role in supporting effective operations and keeping HCC competitive. IT impacts the following areas, although this list is not exhaustive:

- Enhances **teaching & learning** – LMS, hybrid-remote classes, digital libraries
- Improves **administrative efficiency** – Student information systems, finance & human resource management, scheduling assignments/rooms/courses
- Boosts **communication & collaboration** – Email, SharePoint
- Bolsters **security** – Protects from breaches, fraud; manages building access, emergency responses
- Supports **student success** – Academic advising, mobile apps, portals
- Enables **data-driven decisions** – Strategic planning, resource allocation, budgeting

FISCAL IMPACT

- The estimated total cost for capital and technology in FY26 is \$10.9M
- This is funded in part by student technology fees; approval for these fees is not requested in this document. This fee contributes to approximately one third of the cost for maintenance and replacement of end-of-life administrative and academic information technology (IT) equipment. We estimate this fee portion to be \$3.4M in FY26, contingent upon enrollment.
- The additional \$7.5M needed for FY26 comes from operating revenues; \$2.6M (35%) comes from ongoing Board-approved support, and \$4.9M (65%) is requested for FY26 as part of the operating budget request (Fund 1). We seek approval for this portion, valued at \$7.5M. If approved, \$7.5M in Fund 1 will be transferred to Fund 7 (capital projects) for use by HCC's information technology departments.

LEGAL REQUIREMENT

Section 51.0051, Annual Operating Budgets, Texas Education Code, provides that "the governing board of each institution shall approve on or before September 1 of each year an itemized budget covering the operation of the institution for the fiscal year beginning on September 1 of each year."

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Recommended FY2026 Capital and Technology Budget	5/22/2025	Presentation

This item is applicable to the following:

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

FY26 Recommended Capital & Technology Plan Budget – Fund 7

(In Millions)

DESCRIPTION	Fund		FY25	FY26	\$Chg	%Chg
Upgrade/Replacement of IT Equipment	7180	\$	6.36	\$ 6.08	\$ (0.28)	-4.45%
Upgrade/Replacement of Security Technology	7181	\$	0.42	\$ 0.39	\$ (0.03)	-8.02%
Upgrade/Replacement of Instructional Equipment	7182	\$	1.11	\$ 1.03	\$ (0.08)	-7.46%
Total Capital and Technology Plan		\$	7.90	\$ 7.50	\$ (0.40)	-5.06%

- HCC IT Master Plan requests \$10.9M in FY26 total (see page 17)
- \$7.5M from operating funds, remaining \$3.4M from student tech fees
- We considered tech fee decreases due to estimated 5% decreased enrollment and 2% decreased federal aid changes
- Funding for the IT master plan is included both operating budget scenarios at the same funding level

FY26 Technology Plan

(In Millions)

\$1,147,025	Cisco 4500 & Nexus Switch Upgrades
\$1,485,584	Cisco True Up from 2025
\$906,400	Cisco Access Point Upgrade
\$295,000	Phone Devices
\$350,000	Super Cluster Upgrade
\$300,000	Server RAM and DASD Additions for Growth
\$150,000	IDF Room UPS Battery Replacements
\$5,643,985	Computer Replacement & Cybersecurity
\$515,550	Classroom Technology
\$125,000	Student Loaner Laptops
\$10,918,544	Total

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
6.	Approval of FY 2025 Budget Amendment #1 (Deferred Maintenance)	Dr. Margaret Ford Fisher Dr. Sherry Hawn

RECOMMENDATION

Approve the request to amend the FY25 budget and reallocate \$11.1M for the following HCC needs:

- \$10M to Deferred Maintenance:
 - Conveyances, \$0.3M
 - Electrical, \$0.4M
 - Exterior Maintenance, \$1.9M
 - Fire and Life Safety, \$1.7M
 - Mechanical Systems, \$3.7M
 - Roofing, \$0.1M
 - Contingency, \$1.9
- \$1.1M for equipment, supplies, and building improvements:
 - Instructional labs and renovations, \$0.8M
 - Campus Security vehicles (2), \$0.1M
 - Supplies and Equipment, \$0.2M

COMPELLING REASON AND BACKGROUND

- Our expense projection as of April 30, 2025 indicates that we will have a year-end budget surplus of approximately \$10M -15M.
- We respectfully request \$11.1M of this surplus for items presented during the FY26 budget planning process that are one-time in nature. By approving this reallocation HCC can accelerate important facilities and security improvement projects and provide needed program support and materials throughout the system. Seen together, these items enhance the student learning experience and add to HCC's stature as a growing institution that offers four-year degrees in addition to a full portfolio of certificate programs and our legacy two-year degrees.
- Details of our planned use of these funds are attached for your review.

FISCAL IMPACT

For FY 2025, transfer \$11.1M of operating funds to deferred maintenance and building improvements; and reallocate funds for equipment and instructional supplies.

LEGAL REQUIREMENT

None.

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
FY2025 Budget Amendment Listings	5/22/2025	Presentation

This item is applicable to the following:

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

FY25 Budget Amendment - Equipment, Supplies, Building Improvements List

Sponsoring Division	Title	Description of Request	Capital Outlay	Supplies	Contracted Services	Instructional Materials	Total Cost	
2a. Instructional Labs and Renovations								
Northeast College	Aviation Maintenance Technician Program	This initiative will bring an Aviation Maintenance Program to the HCCS. Create labs, training environment to certify trainees to be FAA-certified technicians.	\$ 500,000				\$ 500,000	
Coleman College	Replace all Suite Blinds to Shades at 1900 Pressler (blinds are tattered and over 26 years old)--ONE TIME COST	Office suite blinds are over 26 years old, in poor condition making the working environment less than professional.	\$ 75,000				\$ 75,000	
Central College	Expansion of the HVAC Program	Requesting operating cost and equipment for the HVAC expansion will necessitate a buildout to accommodate electrical work, gas lines, plumbing, ventilation, and computer ports.	\$ 29,000	\$ 5,000	\$ 175,000	\$ 10,000	\$ 219,000	
Total Instructional Labs and Renovations							\$ 794,000	
2b. Campus Security Vehicles								
Finance	Campus Security- 2 Vehicles	Purchase two vehicles for Campus Security	\$ 124,000				\$ 124,000	
Total Campus Security Vehicles							\$ 124,000	
2b. Supplies and Equipment								
Coleman College	Dental Chairs for Dental Assisting and Dental Hygiene use	The program has 4 dental chairs that were installed when the Coleman campus opened 25 years ago. They are starting to have maintenance issues and the program must have fully functioning chairs to meet standards. The program has grown from one cohort to 3, therefore the need to have fully functioning chairs is very important.	\$ 89,781				\$ 89,781	
Chancellor	HCC TV Items	HCCTV for contracted Production Specialist, travel expense to attend the National Association of Broadcasters convention and purchasing new items this would include replacing and upgrading cameras, switchers, servers and other related equipment that is either out of date, not working or needing replacement.	\$ 90,000	\$ 60,000	\$ 40,829		\$ 190,829	
Central College	COE, Architectural Design & Construction Instructional Needs			\$ 12,850	\$ -	\$ 153,570	\$ 166,420	
Total Supplies and Equipment							\$ 166,420	
Grand Total							\$ 1,084,420	

FY25 Budget Amendment - Deferred Maintenance Listing

System	Estimated Cost
Conveyances	\$ 301,325
Elevator Cab Requires Replacement	\$ 301,325
Electrical	\$ 413,155
Emergency Exit Signage Requires Repair	\$ 2,804
Lightning Protection System Is Required	\$ 24,710
Switch Gear Requires Repair	\$ 27,763
Switchgear Is Needed Or Requires Replacement	\$ 354,830
The Distribution Panel Requires Repair	\$ 2,867
The Electrical Transformer Requires Repair	\$ 182
Exterior	\$ 1,852,464
The Aluminum Storefront Exterior Door Requires Replacement	\$ 114,316
The Overhead Door Requires Replacement	\$ 24,820
The Storefront / Curtain Wall Requires Repair	\$ 1,713,328
Fire and Life Safety	\$ 1,733,889
Emergency Exit Signage Is Missing And Needed	\$ 1,999
Emergency Lighting Is Inadequate Or Not Present And Should be Installed	\$ 48,570
Emergency Lighting System Requires Replacement	\$ 15,381
Fire Alarm is Inadequate	\$ 638,384
Fire Alarm Smoke Detector Requires Repair	\$ 872
Fire Alarm Strobe Is Required	\$ 30,733
Install Fire Sprinklers	\$ 916,794
Replace Kitchen Exhaust Hood	\$ 81,155
Mechanical	\$ 3,650,306
Door operator belts are worn and loose.	\$ 2,304
Ductless Split System AC Requires Replacement	\$ 19,737
Ductwork Requires Replacement (SF Basis)	\$ 900,510
Elevator cables need to be replaced	\$ 14,999
Elevator maintenance	\$ 1,646
Elevator need to be inspected	\$ 1,321
Penetrations in hoistway are not sealed.	\$ 5,839
Testing And Balancing Required	\$ 604,656
The Air Cooled Condenser Requires Replacement	\$ 338,704
The Air Handler HVAC Component Requires Replacement	\$ 811,103
The Cast Iron Water Boiler Requires Replacement	\$ 113,532
The Chiller HVAC Component Requires Replacement	\$ 572,397
The Exterior Chiller Requires Replacement	\$ 263,558
Roofing	\$ 197,669
Gutter Joints Require Repair	\$ 164
The Metal Roof Architectural Roof Covering Requires Replacement	\$ 197,505
Grand Total	\$ 8,148,808
Contingency	\$ 1,851,192
Grand Total	\$ 10,000,000

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
7.	Approval of FY 2025 Budget Amendment #1 (Equipment, Supplies, and Building Improvements)	Dr. Margaret Ford Fisher Dr. Sherry Hawn

RECOMMENDATION

Approve the request to amend the FY25 budget and reallocate \$11.1M for the following HCC needs:

- \$10M to Deferred Maintenance:
 - Conveyances, \$0.3M
 - Electrical, \$0.4M
 - Exterior Maintenance, \$1.9M
 - Fire and Life Safety, \$1.7M
 - Mechanical Systems, \$3.7M
 - Roofing, \$0.1M
 - Contingency, \$1.9
- \$1.1M for equipment, supplies, and building improvements:
 - Instructional labs and renovations, \$0.8M
 - Campus Security vehicles (2), \$0.1M
 - Supplies and Equipment, \$0.2M

COMPELLING REASON AND BACKGROUND

- Our expense projection as of April 30, 2025 indicates that we will have a year-end budget surplus of approximately \$10M -15M.
- We respectfully request \$11.1M of this surplus for items presented during the FY26 budget planning process that are one-time in nature. By approving this reallocation HCC can accelerate important facilities and security improvement projects and provide needed program support and materials throughout the system. Seen together, these items enhance the student learning experience and add to HCC's stature as a growing institution that offers four-year degrees in addition to a full portfolio of certificate programs and our legacy two-year degrees.
- Details of our planned use of these funds are attached for your review.

FISCAL IMPACT

For FY 2025, transfer \$11.1M of operating funds to deferred maintenance and building improvements; and reallocate funds for equipment and instructional supplies.

LEGAL REQUIREMENT

None.

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
FY2025 Budget Amendment Listings	5/22/2025	Presentation

This item is applicable to the following:

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

FY25 Budget Amendment - Equipment, Supplies, Building Improvements List

Sponsoring Division	Title	Description of Request	Capital Outlay	Supplies	Contracted Services	Instructional Materials	Total Cost	
2a. Instructional Labs and Renovations								
Northeast College	Aviation Maintenance Technician Program	This initiative will bring an Aviation Maintenance Program to the HCCS. Create labs, training environment to certify trainees to be FAA-certified technicians.	\$ 500,000				\$ 500,000	
Coleman College	Replace all Suite Blinds to Shades at 1900 Pressler (blinds are tattered and over 26 years old)--ONE TIME COST	Office suite blinds are over 26 years old, in poor condition making the working environment less than professional.	\$ 75,000				\$ 75,000	
Central College	Expansion of the HVAC Program	Requesting operating cost and equipment for the HVAC expansion will necessitate a buildout to accommodate electrical work, gas lines, plumbing, ventilation, and computer ports.	\$ 29,000	\$ 5,000	\$ 175,000	\$ 10,000	\$ 219,000	
Total Instructional Labs and Renovations							\$ 794,000	
2b. Campus Security Vehicles								
Finance	Campus Security- 2 Vehicles	Purchase two vehicles for Campus Security	\$ 124,000				\$ 124,000	
Total Campus Security Vehicles							\$ 124,000	
2b. Supplies and Equipment								
Coleman College	Dental Chairs for Dental Assisting and Dental Hygiene use	The program has 4 dental chairs that were installed when the Coleman campus opened 25 years ago. They are starting to have maintenance issues and the program must have fully functioning chairs to meet standards. The program has grown from one cohort to 3, therefore the need to have fully functioning chairs is very important.	\$ 89,781				\$ 89,781	
Chancellor	HCC TV Items	HCCTV for contracted Production Specialist, travel expense to attend the National Association of Broadcasters convention and purchasing new items this would include replacing and upgrading cameras, switchers, servers and other related equipment that is either out of date, not working or needing replacement.	\$ 90,000	\$ 60,000	\$ 40,829		\$ 190,829	
Central College	COE, Architectural Design & Construction Instructional Needs			\$ 12,850	\$ -	\$ 153,570	\$ 166,420	
Total Supplies and Equipment							\$ 166,420	
Grand Total							\$ 1,084,420	

FY25 Budget Amendment - Deferred Maintenance Listing

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The Metal Roof Architectural Roof Covering Requires Replacement	\$ 197,505
Grand Total	\$ 8,148,808
Contingency	\$ 1,851,192
Grand Total	\$ 10,000,000

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
8.	Tuition and Fees for Continuing Education Units (CEU) and Non-Credit (NCR) Classes	Dr. Margaret Ford Fisher Dr. Norma Perez Dr. Miguel A. Ramos

RECOMMENDATION

Approve tuition and fees as presented in the attached schedule to be offered at HCC during the 2025-2026 academic year and authorize the Chancellor, or her designee, to establish tuition and fees for any new CEU or NCR courses that may be offered in the 2025-2026 academic year based on the then current market rate.

COMPELLING REASON AND BACKGROUND

- The Texas Education Code (TEC Section 130.084) requires that each community college annually present to their board tuition and fees for approval. The Houston Community College Board of Trustees approves continuing education courses tuition and fees annually. Based on Guidelines for Instructional Programs in Workforce Education (GIPWE), an Institution's governing body must approve or ratify changes in tuition rates at least annually. It further states that the board "may delegate interim authority for establishment of tuition and fees."
- Attached is a comprehensive list of all CEU and NCR Courses currently offered at HCC with the corresponding tuition and fees. There are no tuition fees increases being requested for 2025-2026. The list reflects courses that were approved the prior year and new additions.
- Annually the Board of Trustees approves HCC's Tuition and Fees including the Schedule of Continuing Education Units and Non-Credit Tuition and Fees.
- In pricing these programs, the Centers of Excellence consider all of the following for each CEU course:
 - all direct costs, indirect costs, and expected enrollments;
 - industry market-based pricing; and
 - pricing is benchmarked against the cost of our competitors
- CEU and NCR rates remain competitive among our local community college peers.
- New Tuition and Fees for newly created courses during the course of the year will be set at the market rate. Any new CEU and NCR courses will be ratified by the Board of Trustees during the next annual CEU/NCR Tuition and Fees review.

FISCAL IMPACT

None. Tuition and fees will remain the same as the previous year.

STRATEGIC ALIGNMENT

1. Student Success, 4. Community Investment

ATTACHMENTS:

Description	Upload Date	Type
CEU AY25-26	5/13/2025	Attachment
NCR AY25-26	5/13/2025	Attachment

This item is applicable to the following:

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

Continuing Education Course Pricing Proposal (CEU)
Academic Year 2025-2026
7261, 7262, 7263, 7264

Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
ATCP - Teacher Certification	ATCP	1070	Cognitive Development, Literacy Strategies and Special Education	Cognitive Development, Literacy Strategies and Special Education	48	\$422		\$422
ATCP - Teacher Certification	ATCP	1071	Pre-service Field Observation	Pre-service Field Observation	32	\$422		\$422
ATCP - Teacher Certification	ATCP	1072	Content Preparation	Content Preparation	48	\$422		\$422
ATCP - Teacher Certification	ATCP	1073	Pedagogy for Curriculum and Instruction	Pedagogy for Curriculum and Instruction	48	\$422		\$422
ATCP - Teacher Certification	ATCP	2070	Science of Teaching Reading	Science of Teaching Reading	48	\$422		\$422
ATCP - Teacher Certification	ATCP	2071	Managing Culturally Diverse Classrooms	Managing Culturally Diverse Classrooms	48	\$422		\$422
ATCP - Teacher Certification	ATCP	2072	Professional Practices in an Educational Environment	Professional Practices in an Educational Environment	48	\$422		\$422
ATCP - Teacher Certification	ATCP	2073	Teaching Second Language Learners	Teaching Second Language Learners	48	\$422		\$422
ATCP - Teacher Certification	ATCP	2074	Foundations of Reading	Foundations of Reading	24	\$422		\$422
ATCP - Teacher Certification	ATCP	2076	Internship I	Internship I	48	\$422		\$422
ATCP - Teacher Certification	ATCP	2078	Internship II	Internship II	48	\$422		\$422
Automotive	AUMT	1005	Introduction to Automotive Technology	Introduction to Automotive Technology	64	\$395		\$395
Business	ACNT	1003	Introduction to Accounting	Introduction to Accounting I	48	\$209		\$209
Business	ACNT	1013	QuickBooks	Computerized Accounting Applications	48	\$595		\$595
Business	BMGT	1009	Project Management Basic	Information & Project Management	48	\$499		\$499
Business	BMGT	1013	Principles of Purchasing	Principles of Purchasing	48	\$275		\$275
RROC -Business	BMGT	1021	Introduction to Project Management for Crisis-Ready Professionals -RCOE	Information & Project Management	48	\$499		\$499
Business	BMGT	1070	Introduction to HR/PeopleSoft Applications	Introduction to HR/PeopleSoft Applications	80	\$275		\$275
Business	BMGT	1071	Intermediate HR/PeopleSoft Applications	Intermediate HR/PeopleSoft Applications	80	\$275		\$275
Business	BMGT	1077	Lean Six Sigma Green Belt	Lean Six Sigma Green Belt	48	\$1,525		\$1,525
Business	BMGT	1078	Retail Industry Fundamentals	Retail Industry Fundamentals	10	\$99		\$99
Business	BMGT	1079	Business of Retail	Business of Retail	16	\$135		\$135
Business	BMGT	1094	PeopleSoft Applications, Intermediate Human Resources	Special Topics in Office Supply & Mgmt.	80	\$259		\$259
Business	BMGT	1095	PeopleSoft Applications, Operations Management	Special Topics in Operational Mgmt. & Supervision	80	\$259		\$259
Business	BMGT	2005	Advanced Communications in Management/PeopleSoft Applications	Advanced Communications in Management	64	\$275		\$275
Business	BMGT	2006	Project Management Professional (PMP) Exam Prep	General Business & Leadership	35	\$995		\$995
Business	BMGT	2031	PeopleSoft Applications, Total Quality Management	Prin. of Quality Management	80	\$258		\$258
Business	BUSG	1001	Introduction to Business	Introduction to Business	48	\$275		\$275
Business	BUSG	1008	Small Business Management	Small Business Management	20	\$145		\$145
Business	BUSG	1091	Mental Health First Aid Training for Business Professionals (AKA Partnership)	Special Topics in Business, General	8	\$50		\$50
Business	CNSE	1003	Forklift Technician	Forklift Operator Certification	7	\$85		\$85
Business	EDTC	1041	Technology for Translation & Interpretation	Instructional Technology and Computer Applications	48	\$275		\$275
Business	EDTC	1021	Terminology Management & Research	Bilingual Education	48	\$275		\$275
RROC Business	HMSY	2028	Maximize Resilience with Business Continuity Planning -(RCOE)	Emergency Management Continuity	40	\$499		\$499
Business	HRPO	1000	Understanding the Human Resources Function	Understanding the Human Resources Function	8	\$189		\$189
Business	HRPO	1071	Employee Compensation Packages	Employee Compensation Packages	8	\$189		\$189
Business	HRPO	1072	Relationships Between Organizations and its People	Relationships Between Organizations and its People	8	\$189		\$189
Business	HRPO	1073	Developing and Strengthening Organizations	Developing and Strengthening Organizations	8	\$189		\$189
Business	HRPO	1074	Personnel Recruiting and Management	Personnel Recruiting and Management	8	\$189		\$189
Business	HRPO	2030	PHR/SPHR Exam Prep	PHR/SPHR Exam Prep	32	\$515		\$515
Business	INSR	1001	Commercial Insurance	Commercial Insurance	48	\$275		\$275
Business	INSR	1005	Personal Insurance	Personal Insurance	24	\$275		\$275
Business	INSR	1009	Principles of Insurance	Principles of Insurance	24	\$275		\$275
Business	INSR	1010	Pre-Licensing Training for Insurance Agents Prep Exam	Pre-Licensing Training for Insurance Agents	16	\$375		\$375
Business	INSR	1017	Insurance Customer Service Representative	Insurance Customer Service Representative	24	\$375		\$375
Business	INSR	1091	Special Topics in Insurance	Special Topics in Insurance	16	\$119		\$119
Business	INSR	1092	Sales Marketing	Special Topics in Insurance	24	\$275		\$275
Business	INSR	2002	Ethics Consumer Protection	Ethics Consumer Protection	2	\$375		\$375
Business	ITSC	1012	Basic Computer Concepts	Beginning Computers	20	\$145		\$145
Business	ITSW	1030	Intro to Email & Calendaring Software	Email & Calendaring Software	12	\$79		\$79
Business	LGLA	1005	Mediation	Mediation	40	\$749		\$749
Business	LGLA	1045	Civil Litigation	Civil Litigation	48	\$275		\$275
Business	LGLA	1051	Contracts	Contracts	48	\$275		\$275
Business	LGLA	1055	Family Law	Family Law	48	\$275		\$275
Business	LGLA	2003	Torts & Personal Injury Law	Torts & Personal Injury Law	48	\$275		\$275
Business	LGLA	2013	Criminal Laq & Procedures	Criminal Law & Procedures	48	\$275		\$275
Business	LGLA	2071	United States Law	United States Law	16	\$155		\$155
Business	LGLA	2072	Legal Studies I	Legal Studies I	16	\$155		\$155
Business	LGLA	2073	Legal Studies II	Legal Studies II	16	\$155		\$155
Business	LGLA	2074	Legal Studies III	Legal Studies III	16	\$155		\$155
Business	LGLA	2075	Paralegal Composition	Paralegal Composition	16	\$155		\$155
Business	LGLA	2076	Intro to Texas Law	Intro to Texas Law	16	\$155		\$155

Continuing Education Course Pricing Proposal (CEU) Academic Year 2025-2026 7261, 7262, 7263, 7264								
Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
Business	LGLA	2077	Intermediate Texas Law	Intermediate Texas Law	16	\$155		\$155
Business	LGLA	2078	Advanced Texas Law	Advanced Texas Law	16	\$155		\$155
Business	LMGT	1005	Introduction to Business Logistics	Basics of Inventory Management	24	\$399		\$399
Business	LMGT	1019	Introduction to Business Logistics	Introduction to Business Logistics	48	\$399		\$399
Business	LMGT	1021	Logistics CLA and CLT	Introduction to Materials Handling	48	\$555		\$555
Business	LMGT	1021	Introduction to Materials Handling (Mirror SCH)	Introduction to Materials Handling	48	\$259		\$259
Business	LMGT	1025	Warehouse and Distribution Center Management	Warehouse and Distribution Center Management	48	\$399		\$399
Business	LMGT	1070	Certified Logistics Associate	Certified Logistics Associate	48	\$399		\$399
Business	LMGT	1071	Certified Logistics Technician	Certified Logistics Technician	48	\$399		\$399
Business	LMGT	1072	Warehouse and Distribution Center Management	Warehouse and Distribution Center Management	24	\$399		\$399
Business	MRKG	1000	Customer Service and Sales	Customer Service	20	\$155		\$155
Business	MRKG	1000	Customer Service and Sales	Customer Service	48	\$209		\$209
Business	NAUT	1005	Introduction to Ships & Shipping	Introduction to Ships and Shipping	48	\$275		\$275
Business	POFI	1001	Computer Applications I	Computer Applications I	80	\$275		\$275
Business	POFI	1004	Computer Fundamentals	Computer Fundamentals	48	\$309		\$309
Business	POFT	1012	Business Writing	Business Writing	36	\$275		\$275
Business	POFT	1025	Business Math Using Technology	Business Math Using Technology	48	\$275		\$275
Business	POFT	1049	Administrative Office Procedures	Administrative Office Procedures	48	\$309		\$309
Business	POFT	1070	Introduction of Office Technology	Introduction to Office Technology	48	\$275		\$275
Business	RELE	1000	Promulgated Contract Forms: Texas	Contract Forms and Addenda	30	\$179		\$179
Business	RELE	1001	Principles of Real Estate I	Principles of Real Estate I	32	\$199		\$199
Business	RELE	1002	Principles of Real Estate I: Texas	Principles of Real Estate I (Texas specific)	30	\$179		\$179
Business	RELE	1011	Law of Contracts	Law of Contracts	32	\$179		\$179
Business	RELE	1012	Law of Contracts: Texas	Law of Contracts (Texas specific)	30	\$179		\$179
Business	RELE	1019	Real Estate Finance	Real Estate Finance	32	\$179		\$179
Business	RELE	1020	Real Estate Finance: Texas	Real Estate Finance (Texas specific)	30	\$179		\$179
Business	RELE	1038	Principles of Real Estate II	Principles of Real Estate II	32	\$199		\$199
Business	RELE	1039	Principles of Real Estate II: Texas	Principles of Real Estate II (Texas specific)	30	\$179		\$179
Business	RELE	1071	Real Estate Exam Preparation	Real Estate Exam Preparation	16	\$125		\$125
Business	RELE	1070	Promulgated Contract Forms	Promulgated Contract Forms	30	\$179		\$179
Business	RELE	2001	Law of Agency	Law of Agency	32	\$179		\$179
Business	RELE	2002	Law of Agency: Texas	Law of Agency (Texas specific)	30	\$179		\$179
Business	TRAI	1071	Technology for Translation and Interpretation	Technology for Translation and Interpretation	48	\$275		\$275
Business	TRAI	1071	Fundamentals of Theory & Practice of Translation & Interpretation	Fundamentals of Theory & Practice of Translation & Interpretation	48	\$275		\$275
Business	TRAI	1072	Writing, Editing & Revising for Translation	Writing, Editing & Revising for Translation	48	\$275		\$275
Business	TRAI	1072	Terminology Management & Research	Terminology Management & Research	48	\$275		\$275
Business	TRAI	2072	Introduction to Interpreting II Medical (mirror)	Introduction to Interpreting II Medical	48	\$275		\$275
Business	TRAI	2073	Introduction to Interpreting III (Simultaneous) (mirror)	Introduction to Interpreting III (Simultaneous)	48	\$275		\$275
Business	TRAI	2079	Introduction to Interpreting I (Legal) (mirror)	Introduction to Interpreting I (Legal)	48	\$275		\$275
Community Education	LEAD	2000	IDEAS Academy	Corporate & Community Development w/ Critical Thinking	16	\$69		\$69
Commercial Truck Driving	AUMT	2039	Autonomous/ Hybrid/Electric Vehicle Safety and Systems	Automotive Electrical/Electronic System Update	8	\$195		\$195
Commercial Truck Driving	CVOP	1011	Class B Driving Skills	Driving Skills for Transporting Passengers	80	\$1,700		\$17
Commercial Truck Driving	CVOP	1013	Professional Truck Driver I	Professional Truck Driver I	126	\$1,575		\$1,575
Commercial Truck Driving	CVOP	1040	Professional Truck Driver II	Professional Truck Driver II	160	\$2,425	\$350	\$2,775
Commercial Truck Driving	CVOP	1091	Commercial Vehicle Class B Written Skills	Special Topics in Truck, Bus and Other Commercial Vehicle Operator	40	\$450		\$450
Computers	ACNT	1092	SAP FICO Financial Training	ST/Accounting Technician	48	\$1,899		\$1,899
Computers	AERM	1001	Unmanned Aircraft System Report Pilot In Command (Drone Tech)	Introduction to Aviation	32	\$399		\$399
Computers	AERM	1043	Drone Maintenance	Instruments and Navigation Communication	64	\$695		\$695
Computers	AIRP	1041	Unmanned Aircraft System UAS Technology	Advanced Air Navigation	128	\$1,899		\$1,899
Computers	AIRP	1045	Drone Safety and Flight	Aviation Safety	48	\$525		\$525
Computers	AIRP	1071	Drone Applied Project	Drone Applied Project	64	\$695		\$695
Computers	ARTC	1002	Google UX Design Certificate - Part I	Digital Imaging I	80	\$12		\$12
Computers	ARTC	2005	Google UX Design Certificate - Part II	Digital Imaging II	80	\$12		\$12
Computers	BMGT	1091	SAP End User Applications	Special Topics in Business Admin. & Mgmt. Gen.	48	\$1,899		\$1,899
Computers	BMGT	1092	SAP Sales and Distribution	Special Topics in Purchase Procurement & Contracts Mgmt.	48	\$1,899		\$1,899
Computers	CPMT	1045	Google IT Support Certificate - Part I	Computer Systems Maintenance	72	\$12		\$12
Computers	CPMT	1049	Network+ Fundamentals	Computer Networking Technology	64	\$695		\$695
Computers	CPMT	1049	Network+ Certification contract	Computer Networking Technology	128	\$928		\$928
Computers	CPMT	1049	(Cyber Security Boot Camp) Network+ Fundamentals	Computer Networking Technology	64	\$1,299		\$1,299
Computers	DFTG	1091	PDMS Basic and Functions	Special Topics/Drafting	16	\$525		\$525

Continuing Education Course Pricing Proposal (CEU)

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Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
Computers	DFTG	1091	PDMS Drawing Production, Advanced	Special Topics/Drafting	16	\$525		\$525
Computers	DFTG	1091	PDMS Drawing Production, Basic	Special Topics/Drafting	24	\$749		\$749
Computers	DFTG	1091	PDMS Equipment	Special Topics/Drafting	24	\$749		\$749
Computers	DFTG	1091	PDMS Piping	Special Topics/Drafting	24	\$749		\$749
Computers	DFTG	1091	PDMS Structural, Advanced	Special Topics/Drafting	16	\$525		\$525
Computers	DFTG	1091	PDMS Structural, Basic	Special Topics/Drafting	24	\$749		\$749
Computers	GISC	1002	ARC GIS Pro	Understanding Geographic Information Systems	64	\$795		\$795
Computers	GISC	1011	Introduction to GIS	GIS Applications	64	\$795		\$795
Computers	HRPO	2005	SAP Human Capital Management (HCM)	Human Resources Information	48	\$1,899		\$1,899
Computers	ITAI	1070	Artificial Intelligence (A.I.) History, Theory, and Platforms	Artificial Intelligence (A.I.) History, Theory, and Platforms	96	\$279		\$279
Computers	ITAI	1071	AI Essentials: Navigating the Future of Business	Artificial Intelligence (A.I.)	48	\$359		\$359
Computers	ITAI	1072	Enhancing Productivity: Real-World AI Applications	Enhancing Productivity with Microsoft CoPilot Essentials	48	\$359		\$359
Computers	ITAI	1073	AI Fundamentals: Foundational Concepts	CompTIA AI Essentials	48	\$449		\$449
Computers	ITAI	1074	Introduction to AI: Basics of AI and Prompt Engineering	Google AI Essentials	48	\$359		\$359
Computers	ITAI	2077	Introduction to Data Science	Introduction to Data Science	64	\$695		\$695
Computers	ITCC	1014	Cisco CCNA 1: Introduction to Networks	CCNA 1: Introduction to Networks	96	\$845		\$845
Computers	ITCC	1044	Cisco CCNA 2: Switching, Routing, and Wireless Essential	CCNA 2: Switching, Routing, and Wireless Essential	96	\$845		\$845
Computers	ITCC	2020	Cisco CCNA 3: Enterprise Networking, Security, and Automation	CCNA 3: Enterprise Networking, Security, and Automation	96	\$845		\$845
Computers	ITCC	2041	CCNA Security	CCNA Security	64	\$805		\$805
Computers	ITCC	2043	Network Security (CompTIA Security X Certification Training)	Network Security	64	\$695		\$695
Computers	ITCC	2054	CCNP-Route Implementing IP Routing	CCNP-Route Implementing IP Routing	112	\$1,169		\$1,169
Computers	ITDF	1090	How to Make a Home Security System	Special Topics in Comp & Info Systems Security Info Assurance	64	\$645		\$645
Computers	ITNW	1009	AWS Cloud Foundations	Fundamental of Cloud Computing	48	\$695		\$695
Computers	ITNW	1009	CompTia Cloud Essentials + Certification Training	Fundamentals of Cloud Computing	64	\$695		\$695
Computers	ITNW	1009	AWS Cloud Practitioner	Fundamentals of Cloud Computing	96	\$696		\$696
Computers	ITNW	1013	Cloud + Certification	Computer Virtualization	112	\$928		\$928
Computers	ITNW	1013	Cloud+ Comp Virtualization	Computer Virtualization	64	\$615		\$615
Computers	ITNW	1013	Cloud+ Comp Virtualization (Mirror SCH)	Computer Virtualization	96	\$279		\$279
Computers	ITNW	1016	Google Cyber Security Part 1	Introduction to Network Administration	85	\$12		\$12
Computers	ITNW	1025	Network+ Fundamentals (Mirror SCH)	Fundamentals of Networking	96	\$279		\$279
Computers	ITNW	1036	AWS Cloud Practitioner	Cloud Deployment & Infrastructure Management	64	\$695		\$695
Computers	ITNW	1053	Installing and Configuring Windows Server 2016	Install & Configure Window	64	\$805		\$805
Computers	ITNW	1054	Administering Windows for Server 2016	Administering Windows for Server	64	\$805		\$805
Computers	ITNW	1092	Configuring Advanced Windows Server 2016 Services	Special Topics in Computer Syst Network & Telecom	64	\$805		\$805
Computers	ITNW	1092	Build an IoT Smart Raspberry PI Robot	Special Topics in Computer Syst Network & Telecom	8	\$105		\$105
Computers	ITNW	2027	Advanced Cloud Concepts (CompTia Cloud+Training)	Advanced Cloud Concepts	64	\$695		\$695
Computers	ITSC	1003	C++ Programming, Introduction	Computer Control Language	40	\$559		\$559
computers	ITSC	1003	Applied Data Science	Computer Control Language	48	\$549		\$549
Computers	ITSC	1006	Microsoft Windows, Introduction	Introduction to Computer O.S.	24	\$185		\$185
Computers	ITSC	1007	Linux Fundamentals (Mirror SCH)	Unix Operating System 1	96	\$279		\$279
Computers	ITSC	1008	MS Office Suite, Professionals	Integrated Software App I	64	\$515		\$515
Computers	ITSC	1009	MS Office Suite, Professionals	Integrated Software App I	48	\$359		\$359
Computers	ITSC	1009	Microsoft Word 2019 Core	Integrated Software App I	48	\$359		\$359
Computers	ITSC	1009	Microsoft Excel 2019 Core	Integrated Software App I	48	\$359		\$359
Computers	ITSC	1009	Microsoft PowerPoint 2019 Core	Integrated Software App I	48	\$359		\$359
Computers	ITSC	1009	Microsoft Access 2019 Core	Integrated Software App I	48	\$359		\$359
Computers	ITSC	1009	Microsoft Office Fundamentals	Integrated Software Application I	48	\$359		\$359
Computers	ITSC	1010	STRATA-Introduction to Hardware and Software	Intro Hardware Software Select App	24	\$245		\$245
RROC - Informaiton Technology	ITSC	1015	Resilient Information Technology (IT) Project Management - (RCOE)	Information & Project Management	64	\$695		\$695
Computers	ITSC	1015	IT Project+ Fundamentals	Project Management Software	64	\$695		\$695
Computers	ITSC	1016	(Cyber Security Boot Camp) Linux + Certification	Linux Installation & Configuration	64	\$1,299		\$1,299
Computers	ITSC	1016	Linux + Certification contract	Linux Installation & Configuration	128	\$928		\$928
Computers	ITSC	1025	A+ Certification (Mirror SCH)	Personal Computer Hardware	96	\$279		\$279
Computers	ITSC	1091	Introduction to Artificial Intelligence	Special Topics in Computer and Information Science	64	\$695		\$695
Computers	ITSC	1091	Build a Sneaker Bot Using Raspberry PI	Special Topics in Computer Info. Science	8	\$99		\$99
Computers	ITSC	1091	C#, Advanced	Special Topics in Computer Info. Science	24	\$435		\$435
Computers	ITSC	1092	Image Reviewer	Image Reviewer	72	\$795		\$795
Computers	ITSC	2031	Microsoft Office Suite Professional, Advanced	Integrated Software Application	48	\$515		\$515
Computers	ITSC	2040	A+ Hardware & Software (CE Certificate)	Hardware and/or Software Selection and Application	72	\$695		\$695
Computers	ITSC	2040	A+ Hardware & Software	Hardware and/or Software Selection and Application	96	\$695		\$695
Computers	ITSC	2040	A+ Hardware & Software	Hardware and/or Software Selection and Application	64	\$695		\$695
Computers	ITSC	2040	(Cyber Security Boot Camp) A+ Certification	Hardware & Software Application	64	\$1,299		\$1,299
Computers	ITSC	2040	A+ Certification contract	Hardware & Software Application	96	\$696		\$696
Computers	ITSC	2041	PC Building 3D Simulation	Hardware & Software Application	36	\$345		\$345

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Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
Computers	ITSE	1002	Python Programming	Computer Programming	64	\$695		\$695
Computers	ITSE	1002	Python Programming (Mirror SCH)	Computer Programming	96	\$279		\$279
Computers	ITSE	1003	C#, Introduction	Special Topics in Computer Info. Science	24	\$435		\$435
Computers	ITSE	1004	Python For Data Science	Programming Languages	48	\$549		\$549
Computers	ITSE	1011	JavaScript Programming	Beginning Web Programming	64	\$645		\$645
Computers -	ITSE	1033	Apple Swift Programming	Mobile Applications Development	64	\$695		\$695
Computers	ITSE	1042	C#, Intermediate	Special Topics in Computer Info. Science	24	\$435		\$435
Computers	ITSE	1091	SAP Logistics with Materials Management & Production Planning	Special Topics in Computer Programming	48	\$1,899		\$1,899
Computers	ITSE	1091	Swift App Development Certificate Prep 1	Special Topics in Computer Programming	90	\$575		\$575
Computers	ITSE	1092	Swift App Development Certificate Prep 2	Special Topics in Computer Programming	90	\$575		\$575
Computers	ITSE	1092	Applied Machining Learning	Special Topics in Computer Programming	64	\$695		\$695
computers	ITSE	2043	Advanced Mobile Programming (mirror)	Advanced Mobile Programming	96	\$279		\$279
Computers	ITSE	2059	Python Programming Advanced (Mirror)	Advanced Computer Programming	96	\$279		\$279
Computers	ITSW	1054	Google Data Analytics Certification - Part I	Database File Management	90	\$12		\$12
Computers	ITSW	2037	Google Data Analytics Certification - Part II	Advanced Database	90	\$12		\$12
Computers	ITSY	1000	(Cyber Security Boot Camp) Security+ Certification	Fundamentals of Information Security	64	\$1,299		\$1,299
Computers	ITSY	1000	Security+ Certification	Fundamentals of Information Security	48	\$735		\$735
Computers	ITSY	1000	Security+ Certification	Fundamentals of Information Security	64	\$695		\$695
Computers	ITSY	1000	Fundamentals of Information Security (CompTIA Security+ Certification Training)	Fundamentals of Information Security	64	\$695		\$695
Computers	ITSY	1042	Information Technology Security (Mirror SCH)	Information Technology Security	96	\$279		\$279
Computers	ITSY	1091	Introduction to Blockchain Technology	Special Topics in Information Technology/Security	64	\$635		\$635
Computers	ITSY	1091	Introduction to Blockchain Technology (Mirror SCH)	Special Topics in Information Technology/Security	96	\$279		\$279
Computers	ITSY	1091	SAP Security	SAP Security	48	\$1,899		\$1,899
Computers	ITSY	2000	Google IT Support Certificate	Operating Systems Security	72	\$12		\$12
Computers	ITSY	2001	PenTest+ Certification	Firewalls and Network security Design	64	\$695		\$695
Computers	ITSY	2030	Cyber Security Analyst (CompTia CySA+)	Intrusion Detection	64	\$695		\$695
Computers	ITSY	2030	Intrusion Detection (CompTIA CySA+ Certification Training)	Intrusion Detection	64	\$695		\$695
Computers	ITSY	2042	Google Cyber Security Part 2	Incident Response and Handling	85	\$12		\$12
Computers	ITSY	2043	Cyber Security Analyst (CYSA)	Computer System Forensics	64	\$799		\$799
Computers	ITSY	2043	Cyber Security Analyst CYSA+ Certification	Computer System Forensics	96	\$799		\$799
Computers	POFI	1004	Computers for Seniors	Computer Fundamentals	30	\$209		\$209
Computers	POFI	1004	Computer Fundamentals (CompTIA Tech+Certification)	Computer Fundamentals	48	\$359		\$359
Computers	POFT	1010	Keyboarding, Basic	Basic Keyboarding	12	\$95		\$95
Computers	POFT	1010	Keyboarding, Basic	Basic Keyboarding	24	\$185		\$185
Computers	POFT	1029	Beginning Keyboarding	Beginning Keyboarding	48	\$359		\$359
Computers	RBTC	1043	Build an IoT Smart Raspberry PI Robot	Robotics	64	\$639		\$639
Computers	RBTC	1005	Sneaker BOT Basic Raspberry PI Robotics 101	Robotics Fundamentals	64	\$639		\$639
Computers	RBTC	1047	Make a UAV Robot Using Machine Learning and Open CV	Electro-Mechanical Devices	64	\$639		\$639
Computers	RBTC	2045	Retail Floor Cleaning Robot to Work in BUC-EES Store	Robot Application, Set Up and Testing	64	\$639		\$639
Computers	SRVY	2009	Drone Mapping	Computer Aided Mapping	64	\$695		\$695
Construction Trades	CBFM	1007	Stationary Engineering-2nd Grade License Review	Boiler Operation	80	\$545		\$545
Construction Trades	CBFM	1012	Basic Interior Finish	Basic Interior Finish	64	\$600		\$600
Construction Trades	CNBT	1001	Introduction to Construction Industry	Introduction to Construction Industry	72	\$615		\$615
Construction Trades	CNBT	1001	Introduction to Construction Industry (Residential Construction Cert)	Introduction to Construction Industry	64	\$615		\$615
Construction Trades	CNBT	1009	Basic Construction Management	Basic Construction Management	48	\$699		\$699
Construction Trades	CNBT	1011	Construction Methods and Materials I	Construction Methods and Materials I	48	\$499		\$499
Construction Trades	CNBT	1016	Construction Technology I	Construction Technology I	64	\$649		\$649
Construction Trades	CNBT	1050	Construction Technology II	Construction Technology II	64	\$649		\$649
Construction Trades	CNBT	1091	Application of VR/AR in Construction Industry	Special Topics in Construction/Building Technology	80	\$459		\$459
Construction Trades	CNBT	2044	Construction Management II	Construction Management II	48	\$699		\$699
Construction Trades	CRPT	1045	Stairs and Interior Finish Systems	Interior Finish Systems	65	\$555		\$555
Construction Trades	CRPT	1041	Exterior Finish Systems	Exterior Finish Systems	48	\$415		\$415
Construction Trades	CRPT	1011	Roof and Ceiling Systems	Roof Systems	72	\$615		\$615
Construction Trades	CRPT	1001	Basic Framing	Basic Framing	48	\$629		\$629
Construction Trades	CRPT	1029	Introduction to Carpentry	Introduction to Carpentry	96	\$899		\$899
Construction Trades	CRPT	1000	Dry Wall Install and Repair Technician	Carpentry Maintenance Skills	16	\$199		\$199
Construction Trades	DFTG	1014	CAD I	Intro to Computer Assisted Drafting and Design	32	\$525		\$525
Construction Trades	DFTG	1040	AutoCAD I	Intro. to Computer Aid Draft	48	\$589		\$589
Construction Trades	DFTG	2011	CAD II	Specialized (CAD) Package	32	\$525		\$525
Construction Trades	DFTG	2004	CAD III	Computer Assisted Drafting and Design II	32	\$525		\$525
Construction Trades	ELMT	1002	Solar Photovoltaic Systems	Solar Photovoltaic Systems	80	\$1,149		\$1,149
Construction Trades	ELMT	1011	Solar Fundamentals	Solar Fundamentals	60	\$499		\$499
Construction Trades	ELPT	1011	Electrical Technician I	Basic Electrical Theory	80	\$599		\$599

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Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
Construction Trades	ELPT	1021	Introduction to Electrical Safety and Tools	Introduction to Electrical Safety and Tools	96	\$799		\$799
Construction Trades	ELPT	1025	National Electrical Code I	National Electrical Code I	40	\$329		\$329
Construction Trades	ELPT	1029	Electrical Technician II	Residential Wiring	80	\$599		\$599
Construction Trades	ELPT	1041	Motor Control	Motor Control	80	\$564		\$564
Construction Trades	ELPT	1045	Commercial Wiring	Commercial Wiring	120	\$999		\$999
Construction Trades	ELPT	1091	Intro to Electrical Safety & Tools	Special Topics in Electrical and Power Transmission Installer, General	40	\$50		\$50
Construction Trades	ELPT	2019	Programmable Logic Controllers I	Programmable Logic Controllers I	80	\$775		\$775
Construction Trades	HART	1005	Air Conditioning II	Air Conditioning II	80	\$564		\$564
Construction Trades	HART	1038	Air Conditioning I	Air Conditioning I	80	\$564		\$564
Construction Trades	HART	1041	Air Conditioning, Bilingual	Residential Air Conditioning	160	\$1,128		\$1,128
Construction Trades	PFPB	1013	Introduction to Plumbing	Plumbing Technician I	80	\$599		\$599
Construction Trades	PFPB	1013	Plumbing 2A	Intro. to the Plumbing Trade	72	\$325		\$325
Construction Trades	PFPB	1019	Plumbing 2B	Commercial Plumbing I	72	\$325		\$325
Construction Trades	PFPB	1021	Plumbing 1B	Plumbing Maintenance & Repair	72	\$325		\$325
Construction Trades	PFPB	1025	Plumbing 1A	Mechanics of Plumbing	72	\$325		\$325
Construction Trades	PFPB	1047	Plumbing 3A	Backflow Prevention	72	\$325		\$325
Construction Trades	PFPB	1053	Plumbing 3B	Commercial Plumbing II	72	\$325		\$325
Construction Trades	PFPB	2008	Piping Standards and Materials	Plumbing Technician II	80	\$599		\$599
Construction Trades	PFPB	2036	Plumbing 4A	Comm. Const. & Fixture	72	\$325		\$325
Construction Trades	PFPB	2039	Plumbing 4B	Comm. & Indust. Sys. Start-up	72	\$325		\$325
Consumer Arts and Sciences	CHEF	1091	Professional Cooking Part I	S/T in Culinary Arts Chef Training	30	\$225		\$225
Consumer Arts and Sciences	PSTR	1001	Fundamentals of Baking	Fundamentals of Baking	64	\$259		\$259
Education	CDEC	1017	Child Development Associate Training I	Child Development Associate Training I	48	\$345		\$345
Education	CDEC	2022	Child Development Associate Training II	Child Development Associate Training II	48	\$345		\$345
Education	CDEC	2024	Child Development Associate Training III	Child Development Associate Training III	48	\$345		\$345
Engineering	HALT	1071	Texas Certified Landscape Associate	Texas Certified Landscape Associate	36	\$735		\$735
Health Professional Institute	CHLT	1091	CHW Cert Prep Advocacy Skill	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Cert Prep Organization Skills	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Cert Prep: Communication Skills	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Cert. Prep. Capacity Building Skills	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Cert. Prep. Interpersonal Relations Skills	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Cert. Prep. Knowledge Base on Specific Health Issues.	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Cert. Prep. Service Coordination Skills	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Instr. Cert. Prep: Teaching Skills	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Instructor Cert. Prep Interpersonal Relation Skill	ST Community Health Liaison	20	\$125		\$125
Health Professional Institute	CHLT	1091	CHW Instructor Certification Prep: Organization Skills	ST Community Health Liaison	20	\$125		\$125
Health	CVTT	1060	Electrocardiography (EKG) Clinical	Clinical-Cardiovascular Tech.	120	\$534	\$12	\$546
Health	CVTT	2000	Phlebotomy Update I	EKG Update	8	\$65		\$65
Health Professional Institute	DHYG	1002	Nitrous Oxide Sedation	Nitrous Oxide Sedation Monitoring	8	\$225		\$225
Health Professional Institute	DHYG	2000	Assessment & Application of Soft-Tissue Laser	Professional Development: Dental Hygiene/Hygienist	12	\$395		\$395
Health Professional Institute	DNTA	2000	Comprehensive Assessment & Application of Pit and Fissure Sealants	Professional Development: Dental Assisting Assistant	9	\$300		\$300
Health Professional Institute	DNTA	2000	Comprehensive Assessment & Application of Coronal Polishing	Professional Development: Dental Assisting Assistant	9	\$300		\$300
Health Professional Institute	DNTA	2000	Registered Dental Asst Course and Exam	Professional Development: Dental Assisting Assistant	8	\$60		\$60
Health Professional Institute	DMSO	1001	Techniques of Medical Sonography	Techniques of Medical Sonography	64	\$625		\$625
Health	ECRD	1011	Electrocardiography (EKG)	Electrocardiography	64	\$626		\$626
Health	ECRD	1071	ECG Rhythm Strip Analysis for the Healthcare Professional	ECG Rhythm Strip Analysis for the Healthcare Professional	32	\$263		\$263
Health	ECRD	1072	ECG 12-Lead Fundamentals	ECG 12-Lead Fundamentals	32	\$362		\$362
Health	ECRD	1073	Diagnostic Electrocardiography	Diagnostic Electrocardiography	24	\$172		\$172
Health	EMSP	1050	ECG 12-Lead Interpretation	Intro. 12-Lead Interpretation	24	\$172		\$172
Health	EMSP	1019	Basic Life Support CPR	Basic Life Support CPR	7	\$40		\$40
Health	HITT	1003	Medical Terminology II	Medical Terminology II	48	\$258		\$258
Health Professional Institute	HITT	1005	Medical Terminology I	Medical Terminology I	48	\$300		\$300
Health	HITT	1005	Medical Terminology	Medical Terminology I	32	\$225		\$225
Health	HITT	1011	Health Information Systems	Health Information Systems	48	\$325		\$325
Health	HITT	1013	Basic Medical Coding	Insurance Coding	48	\$325		\$325
Health Professional Institute	HITT	1091	ICD-10 Coding for Coders and Billers	ST Health Info. Technology	28	\$400		\$400
Health Professional Institute	HITT	1091	Working with Health IT Systems	S/T Health Info. Technology	45	\$127		\$127
Health	HITT	2000	HIPAA Compliance	Prof. Development: Med Records Tech	8	\$125		\$125
Health Professional Institute	HITT	2011	Configuring EHRs	Configuring EHRs	64	\$400		\$400
Health Professional Institute	HITT	2021	EHR Training Methods	EHR Training Methods	32	\$200		\$200

Continuing Education Course Pricing Proposal (CEU) Academic Year 2025-2026 7261, 7262, 7263, 7264								
Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
Health	HITT	2046	Advanced Medical Coding	Advanced Medical Coding	48	\$325		\$325
Health Professional Institute	HPRS	1091	Healthcare Interpreter Training	Special Topics in Health Pro & Related Sciences	50	\$400		\$400
Health	MDCA	1052	Phlebotomy Skills Laboratory	Medical Assistant Laboratory	64	\$365		\$365
Health Professional Institute	MDCA	1054	Medical Assisting Credentialing Exam Review	Medical Assisting Credentialing	48	\$260		\$260
Health Professional Institute	MAMT	2037	Mammography Certification Training	Mammography	48	\$995		\$995
Health Professional Institute	MAMT	2064	Mammography Practicum	Mammography Practicum	160	\$595		\$595
Health	MLAB	2032	Seminar in Medical Lab Technology	Seminar in Medical Lab Technology	48	\$159		\$159
Health	MLAB	2038	Advanced Topics in Medical Lab Technician	Advanced Topics in Medical Lab Technician	48	\$159		\$159
Health	NURA	1001	Certified Nurse Aide	Nurse Aide for Health Care	108	\$883	\$12	\$895
Health Professional Institute	NURA	1091	Hospice Certif. Prep Course for the Hospice Aid	Nursing Assistant/Aide	60	\$310		\$310
Health	NURA	2005	Certified Nurse Aide Review	Nurse Aide Skills	32	\$185		\$185
Health	PLAB	1023	Phlebotomy	Phlebotomy	96	\$955		\$955
Health	PLAB	1060	Phlebotomy Clinical	Phlebotomy Clinical	120	\$543	\$12	\$555
Health	PLAB	1091	Phlebotomy for the Healthcare Professional	ST Phlebotomy/Phlebotomist	40	\$395		\$395
Health	PLAB	2000	Phlebotomy Update I	Phlebotomy Update I	8	\$65		\$65
Health Professional Institute	PHRA	1070	Pharmacy IV Admixture Training	Pharmacy IV Admixture Training	22	\$335		\$335
Health Professional Institute	PHRA	1091	Pharmacy IV admixture - CphT	Pharmacy Tech Assistant	22	\$430		\$430
Health	POFM	1017	Medical Administrative Support	Medical Administrative Support	48	\$325		\$325
Health	POFM	1027	Medical Billing	Medical Insurance	48	\$325		\$325
Health	POFM	2010	Intermediate Medical Coding	Intermediate Medical Coding	48	\$325		\$325
Health	RNSG	1003	Intravenous Therapy	Intravenous Therapy	24	\$295		\$295
Health Professional Institute	RNSG	1093	Hospice Certif. Prep. for the Registered Nurse	ST/Nursing-Reg. Nurse Training	112	\$310		\$310
Health Professional Institute	SCWK	1091	Child Adv. 1- Persp on Child Maltreat & Child Abuse	ST/Social Work	48	\$200		\$200
Health Professional Institute	SCWK	1091	Child Advocacy 2 - Global Child Advocacy Issues.	ST/Social Work	48	\$200		\$200
Health Professional Institute	SCWK	1091	Introduction to Child Advocacy	ST/Social Work	12	\$155		\$155
Health Professional Institute	SRGT	1091	Professional Readiness	Surgical/Operating Room Tech	32	\$100		\$100
Health Professional Institute	SRGT	2030	Professional Readiness	Professional Readiness	16	\$109		\$109
Health Professional Institute	VNSG	1091	Hospice Certif. Prep. Course for the LVN/LPN	S/Special Topics in Practical Nurse	92	\$310		\$310
Industrial Technology	CBFM	1021	Industrial Scaffolding	Industrial Scaffolding and Rigging	80	\$885		\$885
RROC -Industrial Technology	EMAP	2055	The Ultimate Guide to Safety & Compliance in Disaster Recovery (RCOE)	Disaster Recovery	48	\$405		\$405
Industrial Technology	ENER	1030	Basic Mechanical Skills for Energy	Basic Mechanical Skills for Energy	64	\$1,369		\$1,369
Industrial Technology	ENER	1040	Employee Success in Energy	Employee Success in Energy	64	\$705		\$705
Industrial Technology	EPCT	1015	Basic Water Works Operation	Basic Water Works Operation	20	\$349		\$349
Industrial Technology	EPCT	1025	Basic Wastewater Operations	Bastic Wastewater Operations	20	\$349		\$349
Industrial Technology	EPCT	1053	Hazwoper 40 Hour	Hazardous Materials Technician	40	\$475		\$475
Industrial Technology	PTAC	1008	Safety, Health, and Environment I	Safety, Health, and Environment I	48	\$395		\$395
Industrial Technology	PTRT	1003	Drilling	Drilling	64	\$1,305		\$1,305
Industrial Technology	PTRT	1071	Industrial Leadership	Industrial Leadership	48	\$395		\$395
Industrial Technology	OSHT	1005	Field Safety	OSHA Regulations-Construction Industry	50	\$409		\$409
Industrial Technology	OSHT	1007	OSHA 30 for Construction	Construction Site Safety and Health	32	\$315		\$315
Industrial Technology	OSHT	1013	OSHA 30 for General Industry	Accident Prevention, Inspection, and Investigation	32	\$315		\$315
Industrial Technology	OSHT	1015	OSHA 10 for Construction	Safety and Accident Prevention	10	\$105		\$105
Industrial Technology	OSHT	1015	OSHA 10 for General Industry	Safety and Accident Prevention	10	\$105		\$105
Industrial Technology	OSHT	1071	NCCER Core Introductory Craft Skills	NCCER Core Introductory Craft Skills	75	\$629		\$629
Industrial Technology	OSHT	2009	Safety Technology	Safety Program Management	50	\$409		\$409
Languages	COMG	1000	Basic English Language Skills	Basic English Language Skills	60	\$260		\$260
Languages	COMG	1001	English Language Skills 1	English Language Skills 1	60	\$260		\$260
Languages	COMG	1004	English Language Skills 2	English Language Skills 2	60	\$260		\$260
Languages	COMG	1005	English Language Skills 3	English Language Skills 3	60	\$260		\$260
Languages	COMG	1007	English Language Skills 4	English Language Skills 4	60	\$260		\$260
Languages	COMG	1008	English Language Skills 5	English Language Skills 5	60	\$260		\$260
Languages	COMG	1070	Practical Language Application Basic	LN/Communications, General	20	\$87		\$87
Languages	COMG	1071	Practical Language Application 1	LN/Communications, General	20	\$87		\$87
Languages	COMG	1072	Practical Language Application 2	LN/Communications, General	20	\$87		\$87
Languages	COMG	1073	Practical Language Application 3	LN/Communications, General	20	\$87		\$87
Languages	COMG	1074	Practical Language Application 4	LN/Communications, General	20	\$87		\$87
Languages	COMG	1075	Listening & Speaking Skills, Foundation	LN/Communications, General	60	\$260		\$260
Languages	COMG	1076	Reading & Writing Skills, Foundation	LN/Communications, General	60	\$260		\$260
Languages	COMG	1077	Listening and Speaking Skills-Introductory	LN/Communications, General	70	\$275		\$275
Languages	COMG	1078	Reading and Writing Skills-Introductory	LN/Communications, General	70	\$275		\$275
Languages	COMG	2070	Listening and Speaking Skills-Intermediate	LN/Communications, General	70	\$275		\$275
Languages	COMG	2071	Reading and Writing Skills-Intermediate	LN/Communications, General	70	\$275		\$275

Continuing Education Course Pricing Proposal (CEU) Academic Year 2025-2026 7261, 7262, 7263, 7264								
Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
Languages	COMG	2072	Pronunciation Skills-Intermediate	LN/Communications, General	48	\$250		\$250
Languages	COMG	2073	Grammar Skills Workshop 1	LN/Communications, General	48	\$250		\$250
Languages	COMG	2074	Grammar Skills Workshop 2	LN/Communications, General	48	\$250		\$250
Languages	COMG	2075	Pronunciation Skills-Advanced	LN/Communications, General	48	\$250		\$250
Languages	COMG	2076	Listening and Speaking Skills-Advanced Level 1	LN/Communications, General	60	\$260		\$260
Languages	INLG	1070	Beginning English Communication Skills for the Workplace	Beginning English Communication Skills	112	\$485		\$485
Languages	INLG	1071	Beginning Reading and Writing Skills for the Workplace	Beginning Reading and Writing Skills for the Workplace	112	\$485		\$485
Languages	INLG	1072	Building English Communication Skills for the Workplace	Building English Communication for Workplace	112	\$485		\$485
Languages	INLG	1073	Building Reading and Writing Skills for the Workplace	Building Reading and Writing Skills for the Workplace	112	\$485		\$485
Material Science	CETT	1007	Applied Electronics	Fundamentals of Electronics	90	\$775		\$775
Material Science	MCHN	1001	Sheetmetal I	Sheetmetal I	64	\$575		\$575
Material Science	MCHN	1049	Sheetmetal II	Sheetmetal II	64	\$575		\$575
Material Science	MCHN	1053	Sheetmetal III	Sheetmetal III	64	\$615		\$615
Material Science	MCHN	2030	Sheetmetal IV	Sheetmetal IV	64	\$615		\$615
Material Science	MCHN	2044	Introduction to CNC Machine Controls	Computerized Numerical Control Programming	90	\$895		\$895
Material Science	NDTE	1010	Liquid Penetrant/Magnetic Particle Testing	Liquid Penetrant/ Magnetic Particle Testing	64	\$619		\$619
Material Science	NDTE	2011	Preparation for Certified Welding Inspector Exam	Preparation for Certified Welding Inspector Exam	48	\$499		\$499
Material Science	NDTE	1005	Introduction to Ultrasonics	Introduction to Ultrasonics	96	\$885		\$885
Material Science	PFPB	1008	Basic Pipefitting Skills	Basic Pipefitting Skills	96	\$685		\$685
Material Science	PFPB	1050	Plumbing and Pipefitting Equipment Safety	Plumbing and Pipefitting Equipment and Safety	80	\$569		\$569
Material Science	PFPB	1050	Plumbing & Pipefitting Equipment and Safety	Plumbing & Pipefitting Equipment and Safety	96	\$685		\$685
Material Science	PFPB	2007	Pipe Fabrication and Installation I	Pipe Fabrication and Installation I	96	\$685		\$685
Material Science	PFPB	2008	Pipefitting Standards and Materials	Pipefitting Standards and Materials	64	\$565		\$565
Material Science	PFPB	2010	Intermediate Blueprint Reading for Pipefitters	Intermediate Blueprint Reading for Pipefitters	64	\$565		\$565
Material Science	PFPB	2032	Advance Pipefitting Standards, Specifications, and Installation	Advance Pipefitting Standards, Specifications, and Installation	96	\$685		\$685
Material Science	PFPB	2041	Pipe Fabrication and Installation II	Pipe Fabrication and Installation II	96	\$685		\$685
Material Science	QCTC	1046	Testing and Inspections - Robotic Welding	Testing and Inspections Systems	96	\$895		\$895
Material Science	QCTC	2031	Welding Codes and Standards	Standards	48	\$499		\$499
Material Science	WLDG	1007	Welding Using Multiple Processes, Introduction (including Bilingual)	Introduction to Welding	160	\$1,919		\$1,919
Material Science	WLDG	1013	Introduction to Blueprint Reading for Welders	Introduction to Blueprint Reading for Welders	64	\$565		\$565
Material Science	WLDG	1015	Maintenance Welding	Maintenance Welding	40	\$575		\$575
Material Science	WLDG	1021	Introduction to Welding Fundamentals	Welding Fundamentals	90	\$895		\$895
Material Science	WLDG	1030	Introduction to Gas Metal ARC Welding - Robotics	Introduction to Gas Metal Arc Welding	96	\$895		\$895
Material Science	WLDG	1034	TIG Welding	Welding, TIG	96	\$789		\$789
Material Science	WLDG	1035	Pipe Welding, Introduction	Introduction to Pipe Welding	96	\$789		\$789
Material Science	WLDG	1091	Welder Certification/Qualification	S/T in Welding Technologist	10	\$69		\$69
Material Science	WLDG	2032	Welding Automation - Robotics Welding	Welding Automation	96	\$895		\$895
Material Science	WLDG	2053	Advance Pipe Welding	Advance Pipe Welding	96	\$685		\$685
MS & Smart Manufacturing	ARTV	1091	Laser Cutting Ornaments	Special Topics in Visual and Performing Arts	8	\$85		\$85
MS & Smart Manufacturing	ARTV	1091	AutoCad with 3D	Special Topics in Visual and Performing Arts	24	\$415		\$415
MS & Smart Manufacturing	ARTV	1091	SolidWorks with 3D	Special Topics in Visual and Performing Arts	24	\$459		\$459
MS & Smart Manufacturing	ARTV	1091	Introduction to 3D Printing	Special Topics in Visual and Performing Arts	16	\$165		\$165
MS & Smart Manufacturing	ARTV	1091	Advanced 3D Printing	Special Topics in Visual and Performing Arts	24	\$249		\$249
MS & Smart Manufacturing	ARTV	1091	Drawing with Fusion 360 and 3D	Special Topics in Visual and Performing Arts	24	\$265		\$265
MS & Smart Manufacturing	ARTC	1000	CorelDraw w/ Lazer Engraving	Specialized Graphic Application	24	\$199		\$199
MS & Smart Manufacturing	DFTG	1000	Introduction to Solid Works	Specialized Computer-Aided Drafting (CAD)	24	\$359		\$359
MS & Smart Manufacturing	EDTC	1090	Special Topics in Education, General	CPT 4.0/CPT+Instructor Training (MSSC Contract)	24	\$1,250		\$1,250
MS & Smart Manufacturing	EDTC	2000	Professional Development: Education, General	CPT+ Instructor Training (MSSC Contract)	16	\$875		\$875
MS & Smart Manufacturing	EPCT	1051	Introduction to Lean Six Sigma in Manufacturing	Quality Assurance and Quality Control	32	\$295		\$295
MS & Smart Manufacturing	INMT	1005	Introduction to Industrial Maintenance	Introduction to Industrial Maintenance	48	\$555		\$555
MS & Smart Manufacturing	INMT	1011	3D Modeling with 3D Printing	Computer Integrated Manufacturing	48	\$575		\$575
MS & Smart Manufacturing	INMT	1043	Computer Aided Design/Computer Aided Manufacturing	Computer Aided Design/Computer Aided Manufacturing	48	\$575		\$575
MS & Smart Manufacturing	INMT	1045	Computer Numerical Controls	Computer Numerical Controls	48	\$249		\$249
MS & Smart Manufacturing	INMT	1091	Special Topics in Manufacturing Technology	Smart Manufacturing Camp (MSSC Contract)	30	\$59		\$59
MS & Smart Manufacturing	MCHN	1026	Introduction to Computer-Aided Manufacturing (CAM)	Introduction to Computer-Aided Manufacturing (CAM)	96	\$895		\$895
MS & Smart Manufacturing	MCHN	1038	Fundamentals of Machine Shop	Basic Machine Shop I	128	\$1,165		\$1,165
MS & Smart Manufacturing	MCHN	1041	Fundamentals of Machine Shop II	Basic Machine Shop II	128	\$1,165		\$1,165
MS & Smart Manufacturing	MCHN	2003	Fundamentals of CNC Machine Controls	Fundamentals of CNC Machine Controls	96	\$895		\$895
MS & Smart Manufacturing	MCHN	2031	Operation of CNC Turning Centers	Operation of CNC Turning Centers	96	\$895		\$895
MS & Smart Manufacturing	MCHN	2034	Operation of CNC Machining Centers	Operation of CNC Machining Centers	96	\$895		\$895
MS & Smart Manufacturing	MCHN	2038	Advanced Computer-Aided Manufacturing (CAM)	Advanced Computer-Aided Manufacturing (CAM)	64	\$895		\$895
MS & Smart Manufacturing	MFGT	1091	Manufacturing Project Management of Production Process	Special Topics in Manufacturing Technology/Technician	48	\$429		\$429

Continuing Education Course Pricing Proposal (CEU) Academic Year 2025-2026 7261, 7262, 7263, 7264								
Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
Public Safety: Law Enforcement	CJLE	1006	Basic Peace Officer I	Basic Peace Officer I	174	\$365		\$365
Public Safety: Law Enforcement	CJLE	1012	Basic Peace Officer II	Basic Peace Officer II	174	\$365		\$365
Public Safety: Law Enforcement	CJLE	1018	Basic Peace Officer III	Basic Peace Officer III	174	\$365		\$365
Public Safety: Law Enforcement	CJLE	1022	Basic Telecommunicator, 911 Dispatcher	Basic Telecommunicator	56	\$229		\$229
Public Safety: Law Enforcement	CJLE	1024	Basic Peace Officer IV	Basic Peace Officer IV	174	\$365		\$365
Public Safety: Law Enforcement	CJLE	1029	Basic Peace Officer V	Basic Peace Officer V	80	\$169		\$169
Public Safety: Law Enforcement	CJLE	1039	Crisis Intervention Training	Crisis Intervention Training	40	\$159		\$159
Public Safety: Law Enforcement	CJLE	1045	Intermediate Crime Scene Investigation	Intermediate Crime Scene Investigation	40	\$299		\$299
Public Safety: Law Enforcement	CJLE	2005	Intermediate Dispatcher, 911 Dispatcher	Intermediate Dispatcher, Communication Officer	24	\$149		\$149
Public Safety: Law Enforcement	CJLE	2025	Crisis Communication, 911 Dispatcher	Crisis Intervention Training	24	\$149		\$149
Public Safety: Law Enforcement	CJLE	2038	Firearms Instructor	Firearms Instructor Course	40	\$279		\$279
Public Safety: Law Enforcement	CJLE	2049	Basic Instructor	Basic Instructor	40	\$299		\$299
Public Safety: Law Enforcement	CJSA	1006	Basic Civil Process Course	Civil Process Course	20	\$99		\$99
RRCC - Public Safety: Fire	EMAP	2001	Team Building & Communication: Your Crisis-Proof Toolkit - (RCOE)	Leadership and Effective Communication	48	\$595		\$595
Public Safety: Health/EMSP	EMSP	1019	BLS Health Care Provider	CPR Basic Life Support	7.5	\$45		\$45
Public Safety: Health/EMSP	EMSP	1091	S/T in Emergency Medical Technology	S/T in Emergency Medical Technology	10	\$189		\$189
Public Safety: Health/EMSP	EMSP	2000	Methods of Teaching-EMS	Methods of Teaching-EMS	48	\$125		\$125
Public Safety: Fire Science	FIRS	1001	Firefighter Certification I	Firefighter Certification I	96	\$285		\$285
Public Safety: Fire Science	FIRS	1003	Firefighter Agility & Fitness	Firefighter Agility & Fitness	32	\$285		\$285
Public Safety: Fire Science	FIRS	1007	Firefighter Certification II	Firefighter Certification II	112	\$285		\$285
Public Safety: Fire Science	FIRS	1013	Firefighter Certification III	Firefighter Certification III	80	\$285		\$285
Public Safety: Fire Science	FIRS	1019	Firefighter Certification IV	Firefighter Certification IV	64	\$285		\$285
Public Safety: Fire Science	FIRS	1023	Firefighter Certification V	Firefighter Certification V	96	\$285		\$285
Public Safety: Fire Science	FIRS	1029	Firefighter Certification VI	Firefighter Certification VI	80	\$285		\$285
Public Safety: Fire Science	FIRS	1033	Firefighter Certification VII	Firefighter Certification VII	112	\$285		\$285
Public Safety: Fire Science	FIRS	1091	Grade Level Live Fire Training	Special Topics in Fire Science/Firefighting	8	\$125		\$125
Public Safety: Fire Science	FIRS	1091	Above Grade Level Live Fire Training	Special Topics in Fire Science/Firefighting	8	\$125		\$125
Public Safety: Fire Science	FIRS	1091	Below Grade Level Live Fire Training	Special Topics in Fire Science/Firefighting	8	\$125		\$125
Public Safety: Fire Science	FIRS	1091	Vehicle Extrication	Special Topics in Fire Science/Firefighting	8	\$79		\$79
Public Safety: Fire Science	FIRS	1071	Public Safety Telecommunicator: EMD	Emergency Medical Dispatcher	57	\$169		\$169
Public Safety: Fire Science	FIRS	2050	Hazardadous Material Technician	Hazardadous Material Technician	80	\$469		\$469
Public Safety: Fire Science	FIRS	2071	Unmanned Aerial System for Public Safety	Unmanned Aerial System for Public Safety	20	\$389		\$389
Public Safety: Fire Science	FIRS	2072	Unmanned Aerial System Capstone	Unmanned Aerial System Capstone	40	\$779		\$779
Public Safety: Fire Science	FIRT	1002	Plans Examiner I	Plans Examiner I	32	\$169		\$169
Public Safety: Fire Tech	FIRT	1042	Fire Officer I	Fire Officer I	128	\$349		\$349
Public Safety: Fire Tech	FIRT	1043	Fire Officer II	Fire Officer II	128	\$349		\$349
Public Safety: Fire Science	FIRT	1070	Public Safety Telecommunicator: Fire Service: 911 Emer. Dispatcher	Fire Service Communication	57	\$169		\$169
Public Safety: Fire Tech	FIRT	2005	Fire Instructor I	Fire Instructor I	112	\$299		\$299
Public Safety: Fire Tech	FIRT	2007	Fire Instructor II	Fire Instructor II	112	\$299		\$299
Public Safety: Fire Tech	FIRT	2051	Company Fire Officer	Company Fire Officer	96	\$249		\$249
Public Safety: Fire Tech	FIRT	2056	Fire Officer III	Fire Officer III	128	\$349		\$349
Public Safety: Fire Tech	FIRT	2057	Fire Officer IV	Fire Officer IV	128	\$349		\$349
Public Safety: Fire Tech	FIRT	2059	Fire Instructor III	Fire Instructor III	128	\$349		\$349
VAST	ARTC	1051	Digital Creative Art	Graphic Design Media Techniques	39	\$259		\$259
VAST	ARTC	1051	Digital Creative Art (Summer Camp)	Graphic Design Media Techniques	7.5	\$85		\$85
VAST	BMGT	1004	Workplace Critical Thinking & Problem Solving	Workplace Critical Thinking & Problem Solving	39	\$259		\$259
VAST	BMGT	1096	Retail Training	Special Topics in Retailing Operations	15	\$259		\$259
VAST	BUSG	1005	Intro to Customer Service	Introduction to Customer Service	15	\$259		\$259
VAST	BUSG	1012	Professionalism in the Workplace	Professionalism in the Workplace	39	\$259		\$259
VAST	BUSG	1024	How to Start A Business	How to Start A Business	39	\$259		\$259
VAST	COMG	1003	Communication Skills for the Workplace	Communication Skills for the Workplace	39	\$259		\$259
VAST	COMG	1040	Enhancing Workplace Communication	Enhancing Workplace Communication	39	\$259		\$259
VAST	FLMC	1002	Event Video Making	Event Videography	39	\$259		\$259
VAST	FLMC	1002	Event Video Making (Summer Camp)	Event Videography	7.5	\$85		\$85
VAST	HPRS	1007	Health and Wellness	Health and Wellness Overview	39	\$259		\$259
VAST	HPRS	1007	Health and Wellness (Summer Camp)	Health and Wellness Overview	7.5	\$85		\$85
VAST	IMED	1002	Web Design	Web Site Creation I	15	\$259		\$259
VAST	ITNW	1007	Internet Basics	Internet, Basic	15	\$259		\$259
VAST	ITSW	1058	Specialized Computer Applications	Specialized Computer Applications	39	\$259		\$259
VAST	PHTC	1004	Digital Photography	Introductory Professional Photography	15	\$259		\$259
VAST	POFI	1024	Word Processing Applications	Word Processing Applications I	39	\$259		\$259
VAST	POFT	1004	Business Writing	Business Writing	15	\$259		\$259

Continuing Education Course Pricing Proposal (CEU)

Academic Year 2025-2026

7261, 7262, 7263, 7264

Area	Subject	Catalog	HCC Course Title	WECM title	Contact Hours	Tuition	Fees for 3rd Party Expenses	Total Course Cost
VAST	POFT	1006	Job Search & Employment Skills	Job Search & Employment Skills	39	\$259		\$259
VAST	POFT	1012	Communication Skills for Business & Industry	Communication Skills for Business & Industry	39	\$259		\$259
VAST	POFT	1020	Job Search Skills	Job Search Skills	39	\$259		\$259
VAST	POFT	1071	Career Exploration	Career Exploration for CTP	39	\$259		\$259
VAST	TECM	1013	Occupational Math I	Occupational Math	39	\$259		\$259
VAST	TECM	1013	Occupational Math II	Occupational Math	39	\$259		\$259
Visual & Performing Arts	ARTC	1091	Digital Imaging I (AISD)	Digital Imaging I	16	\$115		\$115
Visual & Performing Arts	RTVB	1091	Film & Video Editing (AISD)	S/T in Radio & Television Broadcasting	16	\$79		\$79

New courses since last Board Approval 04/17/2024

Includes new courses and course changes added after 4/17/2024.

2025-2026 Continuing Education Tuition and Fees Schedule (NCR)

Continuing Education Course Pricing Proposal (NCR) Academic Year 2025 - 2026 6261, 6262, 6263					
Area	Subject	Catalog	HCC Course Title	Contact Hours	Total Course Cost
Automotive	CEC	1067	Auto Fuel Systems Service	16	\$129
Automotive	CEC	1068	Auto Power Steering Systems Service	16	\$129
Automotive	CEC	1069	Auto Cooling Systems Service	16	\$129
Automotive	CEC	1070	Auto Engine Systems & Oil Service	16	\$129
Automotive	CEC	1071	Auto Trans-axles Transmission Systems Service	16	\$129
Automotive	CEC	1072	Auto Brake Systems Service	16	\$129
MS & Smart Manufacturing	CEC	7158	3D Dimensional Love	4	\$75
MS & Smart Manufacturing	CEC	7159	Introduction to Fabrication Lab	open lab	\$75
Community Learning	CEC	0901	Adult Country & Western Dancing	6	\$139
Community Learning	CEC	0902	Adult Tap	14	\$139
Community Learning	CEC	0903	Adult Jazz	14	\$139
Community Learning	CEC	0904	Middle Eastern Belly Dancing I	17	\$139
Community Learning	CEC	0905	Teen Tap	14	\$139
Community Learning	CEC	0906	Middle Eastern Belly Dancing II	17	\$139
Community Learning	CEC	0907	Teen Ballet	14	\$139
Community Learning	CEC	0908	Scrapbooking Workshop	2	\$25
Community Learning	CEC	0909	Strong People Strong Bodies Workshop	21	\$25
Community Learning	CEC	0910	Youth Strength and Technique Conditioning Workshop 12+	8	\$89
Community Learning	CEC	0966	Adult Ballroom Dancing	6	\$139
Community Learning	CEC	1146	Learning the Basics of Sewing Workshop	9	\$50
Community Learning	CEC	1284	Creating a Personal Budget in an Excel Spreadsheet	9	\$45
Community Learning	CEC	1294	Teen/Adult Line Dancing Workshop	3	\$50
Community Learning	CEC	1295	Teen Tap Workshop	8	\$89
Community Learning	CEC	1389	Ableton Live	8	\$99
Community Learning	CEC	1417	Zumba	17	\$139
Community Learning	CEC	1417	Zumba for Kids (5 - 9 y.o.)	9	\$89
Community Learning	CEC	1778	Kids Summer Camp Ecology	35	\$79
Community Learning	CEC	1779	Kids Summer Camp Space Challenge	35	\$79
Community Learning	CEC	2215	U.S. Citizenship Prep Class	24	\$25
Community Learning	CEC	2402	Youth Zumba Workshop	4	\$45
Community Learning	CEC	2403	Youth Musical Theater Dance Camp	15	\$89
Community Learning	CEC	2404	Adult Beginner Salsa Dance Workshop	6	\$89
Community Learning	CEC	2433	Art Class	2	\$25
Community Learning	CEC	2438	Cricut Maker & Beyond Workshop	2	\$25
Community Learning	CEC	2449	Youth Ballet	14	\$139
Community Learning	CEC	2451	Middle Eastern Belly Dancing II Workshop	8	\$89
Community Learning	CEC	2452	Middle Eastern Belly Dancing I Workshop	8	\$89
Community Learning	CEC	2453	Adult Tap Dance Workshop	8	\$89
Community Learning	CEC	2455	Adult Ballet for Exercise Workshop	8	\$89
Community Learning	CEC	2515	Yoga	17	\$139
Community Learning	CEC	2577	Basic Conversational Spanish II	6	\$29
Community Learning	CEC	6011	Mat Pilates	14	\$89
Community Learning	CEC	7083	Sports Officiating	24	\$79
Community Learning	CEC	7086	Agriculture Youth Camp	20	\$25
Community Learning	CEC	7087	Youth Jazz	14	\$139
Community Learning	CEC	8042	Floral Design Workshop	3	\$25
Community Learning	CEC	8060	Youth Ballet 5-7 Years Old	17	\$139
Community Learning	CEC	8061	Youth Ballet 8-11 Years Old	17	\$139
Community Learning	CEC	8062	Flamenco Dance	17	\$139
Community Learning	CEC	8063	Adult Ballet for Exercise	14	\$139
Community Learning	CEC	8064	Youth Strength and Technique Class	20	\$139
Community Learning	CEC	8065	Fundraising for the Indie Film Workshop	16	\$99

2025-2026 Continuing Education Tuition and Fees Schedule (NCR)

Continuing Education Course Pricing Proposal (NCR) Academic Year 2025 - 2026 6261, 6262, 6263					
Area	Subject	Catalog	HCC Course Title	Contact Hours	Total Course Cost
Community Learning	CEC	8066	Acting for Film	12	\$99
Community Learning	CEC	9071	Entrepreneurship Global Learning Experience	64	\$100
Community Learning	CEC	9092	Sewing Essentials	4	\$25
Commercial Truck Driving	CEC	9121	Freight Broker Training	8	\$50
Construction Trades	CEC	7093	Fundamentals of Carpentry	40	\$599
Construction Trades	CEC	7094	Fundamentals of Electrical Wiring	40	\$599
Construction Trades	CEC	7095	Fundamentals of HVAC	40	\$599
Construction Trades	CEC	7096	Fundamentals of Plumbing	40	\$599
Consumer Arts & Sciences	CEC	1149	Pastry & Culinary	2	\$39
Consumer Arts & Sciences	CEC	1149	Pastry & Culinary	3	\$49
Consumer Arts & Sciences	CEC	1149	Pastry & Culinary	4	\$59
Engineering	CEC	1130	Texas Certified Landscaping Associate	36	\$734
Health	CEC	1073	Basic Health Indicators Vital Signs	2	\$15
Health Professional Institute	CEC	1160	Nitrous Oxide Sedation Monitoring	8	\$85
Health Professional Institute	CEC	1177	Dental Assistance Course Review and Re-Test	2	\$30
Health Professional Institute	CEC	1196	Study Skills for Student Success	10	\$125
Health Professional Institute	CEC	1197	Successful Test Taking	8	\$100
Health Professional Institute	CEC	1198	Critical Thinking for Standardized Tests	24	\$100
Health Professional Institute	CEC	1204	HESI TEAS Prep: Anatomy & Physiology	8	\$40
Health	CEC	1422	Test for Essential Academic Skills Prep Course	16	\$95
Health	CEC	1430	CPR	4	\$60
Health	CEC	4033	Successful Study Skills and Test Taking	18	\$125
Health Professional Institute	CEC	7068	Differential Diagnosis of Body Systems for Physical Therapist	16	\$159
Health Professional Institute	CEC	7069	Regional Differential Diagnosis for Physical Therapists	15	\$159
Health Professional Institute	CEC	7085	Pharmacy IV Admixture Re-exam	2	\$120
Health Professional Institute	CEC	7098	Spanish Healthcare Interpreter Assessment	5	\$50
Health Professional Institute	CEC	7099	Spanish Healthcare Interpreter Training	50	\$199
Health Professional Institute	CEC	7516	RDA Test and Exam	8	\$60
Health Professional Institute	CEC	8005	Evidence-Based Nursing Practice	3	\$40
Health Professional Institute	CEC	8006	Participatory Action Research	5	\$50
Health Professional Institute	CEC	8007	Nursing for Aging Population-1	3.5	\$50
Health Professional Institute	CEC	8008	Nursing for Aging Population-2	3.5	\$50
Health Professional Institute	CEC	8009	Raising Literacy for CHWs	5	\$50
Health Professional Institute	CEC	8010	Healthcare Interpreter Assess	5	\$60
Health Professional Institute	CEC	8012	Assessing Individual Readiness	5	\$50
Health Professional Institute	CEC	8023	Developing Guidelines for CHW	1	\$10
Health Professional Institute	CEC	8027	CHW-An Emerging Workforce	1	\$10
Health Professional Institute	CEC	8052	Fund. Of Billing, Collecting & Credentialing for Behavioral Health	6	\$85
Health Professional Institute	CEC	8053	Claims Denials-Behavioral Health	6	\$85
Health Professional Institute	CEC	8054	Credentialing-Behavioral Health	8	\$85
Health Professional Institute	CEC	8055	Billing and Credentialing for Substance use Services Billing and Credentialing for Substance use Services	4	\$55
Health Professional Institute	CEC	8056	ICD-10 Behavioral Health	4	\$55
Health Professional Institute - CHP	CEC	9010	Pharmaceutical GMP Professional Training	20	\$139
Languages	CEC	4016	English Language Skills for Professionals I	64	\$389
Languages	CEC	4017	English Language Skills for Professionals II	64	\$389
Material Science	CEC	1034	NCCER Prep	48	\$335
Material Science	CEC	9712	Manufacturing Summer Camp	30	\$59

2025-2026 Continuing Education Tuition and Fees Schedule (NCR)

Continuing Education Course Pricing Proposal (NCR)					
Academic Year 2025 - 2026					
6261, 6262, 6263					
Area	Subject	Catalog	HCC Course Title	Contact Hours	Total Course Cost
Information Technology	CEC	1088	Basic Operating Systems	6	\$39
Information Technology	CEC	1089	Online Identity Theft Protection	3	\$19
Smart Manufacturing/ Material Science	CEC	1034	NCCER Prep	48	\$335
Smart Manufacturing/ Material Science	CEC	9712	Manufacturing Summer Camp	30	\$59
Smart Manufacturing/ Material Science	CEC	1353	Fundamentals of Welding & Fabrication (#2659)	8	\$39
Smart Manufacturing/ Material Science	CEC	1353	Welding Machine Selection & Demonstration (# 2660)	8	\$39
VAST	CEC	1811	College Fundamentals	39	\$259
VAST	CEC	1813	Strategies for College Readers	39	\$259
VAST	CEC	9708	Internship (Field Work)	15	\$259

New courses since last Board Approval 04/17/2024

Includes new courses and course changes added after 4/17/2024.

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
9.	Adopt Board Self-Assessment Instrument for 2024-2025	Trustee Eva Loredó

RECOMMENDATION

Adopt the Board Self-Assessment instrument for 2024-2025.

COMPELLING REASON AND BACKGROUND

In accordance with Policy BCG (Local) and Board Bylaws Article H, the Board shall plan and conduct, at least annually, a thorough self-evaluation. This evaluation may be conducted in a regular meeting, a special meeting, or in a workshop setting.

FISCAL IMPACT

The Board Self-Assessment is a budgeted expense for FY 2025.

LEGAL REQUIREMENT

In accordance to Policy BCG (Local) and Board Bylaws Article H.

STRATEGIC ALIGNMENT

1. Student Success, 2. Personalized Learning , 3. Academic Rigor , 4. Community Investment , 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Draft Board Self-Assessment Instrument for 2024-2025	5/27/2025	Attachment

This item is applicable to the following: District



Houston Community College 2025 Board Self-Assessment DRAFT 05232025

OVERVIEW

The [Association of Community College Trustees](#) (ACCT) is coordinating the 2025 Houston Community College Board of Trustees self-assessment process. Please complete the assessment by **11:59 PM by July 25, 2025**. If you are unable to complete the assessment in one sitting, please use the same computer to complete it.

Please rate the board's performance on a scale of 1 to 5 with 1 being the lowest rating and 5 being the highest. The scale reads left to right. Please provide comments as appropriate and for any item rated 1 or 2. Your responses are confidential.

Thank you for taking the time to complete the assessment. Your input is very important.

If you have any questions, you can contact Colleen Allen, Director, Retreat and Evaluation Services, at 202-558-8682 or callen@acct.org.



BOARD ORGANIZATION

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Board Organization

	1	2	3	4	5	Don't Know
1. Board members are given timely and adequate information on agenda items.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Board meetings are conducted in an orderly, efficient manner that allows for open and sufficient discussion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Confidentiality regarding executive session items is maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Policy Role & Direction

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Policy Role & Direction

	1	2	3	4	5	Don't Know
4. The board spends sufficient time discussing the future direction of the System and the strategic plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The Board focuses on policy in Board discussions, not administrative matters.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. The Board has clarified the difference between its policy role and the roles of the Chancellor and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Board-Chancellor Relations

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Board-Chancellor Relations

	1	2	3	4	5	Don't Know
7. The Board clearly delegates the administration of the System to the Chancellor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. The Board is adequately informed about the important issues facing the System.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. The Board is satisfied with the current Chancellor evaluation process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. The Board is sensitive to the concerns of students and employees while maintaining impartiality and support for the Chancellor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Community Relations

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Community Relations

	1	2	3	4	5	Don't Know
11. The Board is knowledgeable about community and regional needs and expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. The Board supports the Chancellor's initiatives to develop educational partnerships with K-12 school districts, colleges/universities, community agencies, business and local government, where appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Standards for College Operations

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Standards for College Operations

	1	2	3	4	5	Don't Know
13. The Board is knowledgeable about the System's educational programs/services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. The Board assures that the budget reflects college priorities in the mission and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. The Board provides sufficient oversight to assure proper execution of capital projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. The Board provides proper oversight for projects included in the Bond.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. The Board is aware of the System's funding structure and budget.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Board Leadership

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Board Leadership

	1	2	3	4	5	Don't Know
18. The Board understands and adheres to its roles and responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. The Board is willing to take a stand for what it believes is right for students and the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Through its behavior, the Board has set a positive example for the Chancellor and other employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Board members treat one another with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. There is a climate of mutual trust between Board members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Once a decision is made, Board members uphold the decision of the Board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Advocating for the College

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Advocating for the College

	1	2	3	4	5	Don't Know
24. The Board helps educate the local community about the System's needs and issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. The Board advocates the System's interests to state and national agencies and legislators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. The Board actively supports the System's Foundation and fundraising efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Board Education

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Board Education

	1	2	3	4	5	Don't Know
27. Requests by individual trustees do not place an undue burden on staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Board members are engaged in a continuous process of training and development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. New Board members receive an orientation to the Board and the institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Institutional Readiness for Student Success

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Institutional Readiness for Student Success

	1	2	3	4	5
30. The Board expects, and the Chancellor provides, regular reports on disaggregated student outcomes and uses the results to modify policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Decisions about budget allocations are directly linked to increasing rates of student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. The System has established a strategic planning process that relies on data to set goals for student success and to measure goal attainment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Houston Community College 2025 Board Self-Assessment DRAFT 05232025

Individual Trustee Self-Assessment

Please rate the Board in key functional areas using the following scale:

1=strongly disagree; 2=somewhat disagree; 3=somewhat agree; 4=agree; 5=strongly agree; You may also select Don't Know

Please provide comments or suggestions. If no comment please indicate.

Individual Trustee Self-Assessment

	1	2	3	4	5	Don't Know
33. Board Organization: I have read materials in advance and am prepared adequately to participate in board discussions and meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Policy Role & Direction: I understand my role as a trustee and address policy matters rather than management issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. System and Student Relations: As a trustee, I defer to the Chancellor regarding issues or concerns related to students or employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Community Relations: I use my influence and relationships to develop partnerships with local and statewide constituents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Standards for Institutional Operations: I have an understanding of the System's funding structure and am able to make informed decisions about System operations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Board Leadership: I am comfortable expressing my own opinions during Board meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Board Leadership: Once a vote is taken, I support the decision of the Board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Advocating for the System: I advocate for the System at the local, state and national level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/suggestions



Open Ended Questions

Please provide comments or suggestions. If no comment please indicate.

What are the major accomplishments of the Board in the past year?

What are the Board's greatest strengths?

What are areas in which the Board could improve?

I recommend that the Board have the following priorities or goals for the coming year.



Houston Community College 2025 Board Self-Assessment DRAFT 05232025

2025 Houston Community College BSA

Thank you for taking the time to complete and return your candid responses for this assessment. All responses will remain anonymous and the confidential final report is for board use only. Please click "Done" to submit your responses.

ACTION ITEM

Meeting Date: June 18, 2025

Consent Agenda

ITEM #	ITEM TITLE	PRESENTER
10.	Adopt Chancellor's Performance Evaluation Instrument for 2024-2025	Trustee Eva Loredro Dr. Margaret Ford Fisher

RECOMMENDATION

Adopt the Chancellor's Performance Evaluation instrument for 2024-2025.

COMPELLING REASON AND BACKGROUND

In accordance with Policy BFE (Local), the Board shall prepare a written evaluation of the Chancellor at annual or more frequent intervals. The written evaluation instrument shall be based on the job description of the Chancellor and performance goals and shall be adopted by the Board.

FISCAL IMPACT

The Chancellor's evaluation is a budgeted expense for FY 2025.

LEGAL REQUIREMENT

In accordance with Policy BFE (Local)

STRATEGIC ALIGNMENT

1. Student Success, 2. Personalized Learning , 3. Academic Rigor , 4. Community Investment , 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Draft Chancellor Performance Evaluation Instrument for 2024-2025 (Revised)	6/4/2025	Attachment
Draft Chancellor Performance Evaluation Instrument for 2024-2025	5/27/2025	Attachment

This item is applicable to the following:

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



Houston Community College Chancellor Evaluation 2025 DRAFT 05232025

OVERVIEW

The [Association of Community College Trustees](#) (ACCT) is assisting the Houston Community College Board of Trustees with its 2024 Chancellor's Evaluation Process. All trustees should complete the evaluation survey by **11:59 PM on July 25, 2025**. Your participation is very important.

ACCT will collect your responses and prepare a summary report for the Board of Trustees to review on or about August 7, 2025. Your responses are anonymous and will not be shared with anyone other than the Houston Community College Board of Trustees.

This survey asks you to evaluate the Chancellor's performance on typical leadership competencies. Please rate the performance of the Chancellor on the following scale: 1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations; 4 = exceeds expectations; 5 = significantly exceeds expectations; and DK = Don't Know. **The scale reads left to right, with 1 being the lowest rating and 5 being the highest rating.**

If you cannot complete the evaluation in one sitting, please use the same computer to reopen the survey and complete the evaluation.

If you have any problems with the online survey, please contact Colleen Allen, Director, Retreats and Evaluations, ACCT, callen@acct.org or 202-558-8682.



Institutional Performance

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Institutional Performance

	1	2	3	4	5	Don't Know
1. Provides effective leadership in establishing and maintaining excellent student services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Provides effective leadership for maintenance and upgrade of the physical plant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Is creative and innovative in solving problems and dealing with crisis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Stays current with trends, information, legislation, and other movements pertinent to the System's future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Handles public and media relations appropriately and constructively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Develops and executes sound personnel policies and procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Gives recognition due to staff, faculty, and administrators for accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Programs are relevant, and accountability measures are presented to ensure excellence and quality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Technology is continuously upgraded and used as a tool to promote greater student access, learning options, service, efficiencies and productivity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



Committed Leadership focused on Student Success

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Committed Leadership Focused on Student Success

	1	2	3	4	5	DK
10. Chancellor actively supports efforts to improve student learning and completion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Chancellor provides board regular reports on student outcomes and the impact of efforts to improve student success rates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Chancellor demonstrates willingness to support changes in policy, procedures and resource allocation to improve student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Chancellor establishes urgency for improvement and motivates entire college to accelerate the pace of improving student outcomes via events, budget priorities, planning documents, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



Organizational Strategy

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Organizational Strategy

	1	2	3	4	5	DK
14. Strategically plans for the college based on data and measured student success goal attainment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Strategically leads inclusive planning processes that result in focused, concrete system-wide plans to significantly improve student access and success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Ensures alignment and extensive collaboration among colleges and departments (college leadership, instruction, student services, finance, human resources, facilities, etc.) to improve student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Develops a culture of inquiry and evidence to support a results-oriented approach across the Institution (i.e. implementation of routine assessment of progress, and continuous data-informed improvement).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



Institutional Leadership

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

DRAFT

Institutional Leadership

	1	2	3	4	5	Don't Know
18. Is informed about developments in education, and particularly community colleges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Provides leadership for the professional development of staff, and maintains her own professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Implements System operations pursuant to policy, statutes, regulations, and policy governance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Possesses a vision, assists the board in establishing goals, and provides leadership for others to progress toward vision and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Identifies and analyzes problems and issues confronting the system and recommends and implements appropriate changes and directions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Maintains and supports the value of excellence and quality within the institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Develops the technology resources of the System to promote greater efficiencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Relates the budget priorities to the HCCS mission, goals, and long range planning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Creates an atmosphere which contributes to positive morale.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Develops leadership team focused on improving student access and success goal attainment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Takes data-informed strategic risks (reallocating resources, making changes, etc.) to advance commitment to advance student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Achieves significantly improved results in student outcomes by implementing well-designed institutional changes at scale and ensuring they are sustained over the long term.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



External Relations

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

External Relations

	1	2	3	4	5	Don't Know
30. Works to develop positive relationships with the news media and other public relations vehicles within the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Encourages involvement from and respects all constituencies and gives their issues fair consideration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Presents a positive image for HCCS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Develops useful strategies for building community partners and forms new partnerships as a result	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Understands state and federal trends and decisions and keeps others informed of their impact on the HCCS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Is visible at and takes part in campus and community activities and functions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Secures input from both internal and external stakeholders to identify causes of achievement gaps and informs the development of strategies for improving student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Build effective relationships with HCC Foundation and prospective donors to maximize support for student goal attainment and resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



Houston Community College Chancellor Evaluation 2025 DRAFT 05232025

Communication

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Communication

	1	2	3	4	5	Don't Know
38. Articulates a strong, broad strategic vision for the college and its students throughout the institution and the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Communicates effectively by listening in ways that foster strong relationships, develop shared priorities and inspire trust and action.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Assures institutional communications emphasize a student success agenda, including website, news releases, public meetings, advertisements, social media, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



Budgetary/Fiscal Management

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Budgetary/Fiscal Management

	1	2	3	4	5	Don't Know
41. Provides sound fiscal management, including the ability address budgetary matters in a way that achieves more efficient and effective use of resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Possesses a good understanding of the HCCS' financial needs and communicates them clearly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Ensures the fiscal strength and sound operation of the college by securing sufficient resources to fund operations, providing adequate controls to prevent fiscal mismanagement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Delivers a sound budget and ensures budget compliance throughout the institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Aligns expenditures institution-wide with strategies to improve student access and success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Links college operations and resource allocation to improving student success outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Raises substantial resources from multiple sources and allocates resources in ways aligned to student access and success goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment



Houston Community College Chancellor Evaluation 2025 DRAFT 05232025

Personal Qualities

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Personal Qualities

	1	2	3	4	5	Don't Know
48. Exercises good judgment in dealing with sensitive issues between people and groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Is well-organized and efficient in accomplishment of objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. Is willing to re-evaluate and remake decisions, if necessary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. Encourages the development of and exhibits respect for all groups in the decision-making process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. Confronts and manages conflict with ease.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. Maintains high standards for ethics, honesty and integrity in all personal and professional matters .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. Presents a professional demeanor in all situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55. Undertakes tasks with enthusiasm and sees them through to completion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. Is creative and innovative in solving problems and dealing with crisis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

Relations with the Governing Board

[illegible]

requirements.

69. Works to ensure that the culture of the college is built around continuous improvement in learning and the completion of valuable credentials for all students.

☐

☐

☐

☐

☐

☐

70. Works and communicates with the Board in ways that ensure shared goals, an understanding of strategic objectives, and common understanding of the college's progress toward achieving student access and success objectives.

☐

☐

☐

☐

☐

☐

71. Develops and maintains effective relationship and partnership with the board.

☐

☐

☐

☐

☐

☐

Comments

DRAFT



Part 2-Progress on Goals

Please rate the chancellor on her progress on the FY2025 Goals using the following scale: 1=No progress made; 2=Some progress made; 3=Progress made/meeting expectations; 4=Progress made/exceeding expectations; 5=Goal completed

DK=Don't Know

Please provide comments as appropriate or for any rating below 3. Please keep that in mind that many goals are multi-year, as you consider your rating.

FY25 GOALS

	1	2	3	4	5	Don't Know
A. GOAL 1: Increase a Minimum of 7 New External Collaborative Partnerships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. GOAL 2: Increase Student Persistence from 58% to 59%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. GOAL 3: Help More Students Matriculate Through Their Developmental Sequence By 5%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. GOAL 4: 3: Help More Students Matriculate Through Their Developmental Sequence By 5%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. GOAL 5: Increase the Number of Students Who Are Persisting To a Baccalaureate Degree and Grow Enrollment By 5%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. GOAL 6: Update HCC's technology infrastructure by installing software and hardware updates, and develop a technology Master Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. GOAL 7: To Comply with the Campus and Safety Plan, Room Safety Door Locks Will Be Installed in All Facilities By July 2025	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. GOAL 8: Create an HCC Program/Facilities						

Master Plan with
Deferred
Maintenance
Included that
Prioritizes Campus
Needs By July 2025

☐☐☐☐☐☐

I. GOAL 9: Relaunch
ADN Nursing
program at
Coleman College by
working with the
Board of Nurse
Examiners and the
Texas Higer
Education Board

☐☐☐☐☐☐

Other (please specify)

DRAFT



Open-Ended Question

Open-Ended Question

What initiatives/projects should the Chancellor focus on over the next year?

DRAFT



Houston Community College Chancellor Evaluation 2025 DRAFT
05232025

HCCS Chancellor Evaluation

Thank you for taking the time to complete and return your candid responses for this evaluation. All survey response information will remain anonymous and the confidential final report is for board use only. Please click "Done" to submit your responses.

DRAFT



OVERVIEW

The [Association of Community College Trustees](#) (ACCT) is assisting the Houston Community College Board of Trustees with its 2024 Chancellor's Evaluation Process. All trustees should complete the evaluation survey by **11:59 PM on July 25, 2025**. Your participation is very important.

ACCT will collect your responses and prepare a summary report for the Board of Trustees to review on or about August 7, 2025. Your responses are anonymous and will not be shared with anyone other than the Houston Community College Board of Trustees.

This survey asks you to evaluate the Chancellor's performance on typical leadership competencies. Please rate the performance of the Chancellor on the following scale: 1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations; 4 = exceeds expectations; 5 = significantly exceeds expectations; and DK = Don't Know. **The scale reads left to right, with 1 being the lowest rating and 5 being the highest rating.**

If you cannot complete the evaluation in one sitting, please use the same computer to reopen the survey and complete the evaluation.

If you have any problems with the online survey, please contact Colleen Allen, Director, Retreats and Evaluations, ACCT, callen@acct.org or 202-558-8682.



Institutional Performance

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Institutional Performance

	1	2	3	4	5	Don't Know
1. Provides effective leadership in establishing and maintaining excellent student services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Provides effective leadership for maintenance and upgrade of the physical plant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Is creative and innovative in solving problems and dealing with crisis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Stays current with trends, information, legislation, and other movements pertinent to the System's future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Handles public and media relations appropriately and constructively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Develops and executes sound personnel policies and procedures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Gives recognition due to staff, faculty, and administrators for accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Programs are relevant, and accountability measures are presented to ensure excellence and quality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Technology is continuously upgraded and used as a tool to promote greater student access, learning options, service, efficiencies and productivity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



Committed Leadership focused on Student Success

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Committed Leadership Focused on Student Success

	1	2	3	4	5	DK
10. Chancellor actively supports efforts to improve student learning and completion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Chancellor provides board regular reports on student outcomes and the impact of efforts to improve student success rates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Chancellor demonstrates willingness to support changes in policy, procedures and resource allocation to improve student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Chancellor establishes urgency for improvement and motivates entire college to accelerate the pace of improving student outcomes via events, budget priorities, planning documents, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



Organizational Strategy

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Organizational Strategy

	1	2	3	4	5	DK
14. Strategically plans for the college based on data and measured student success goal attainment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Strategically leads inclusive planning processes that result in focused, concrete system-wide plans to significantly improve student access and success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Ensures alignment and extensive collaboration among colleges and departments (college leadership, instruction, student services, finance, human resources, facilities, etc.) to improve student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Develops a culture of inquiry and evidence to support a results-oriented approach across the Institution (i.e. implementation of routine assessment of progress, and continuous data-informed improvement).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



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Institutional Leadership

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18. Is informed about developments in education, and particularly community colleges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Provides leadership for the professional development of staff, and maintains her own professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Comments



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Comments



Communication

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Comments



Budgetary/Fiscal Management

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Budgetary/Fiscal Management

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41. Provides sound fiscal management, including the ability address budgetary matters in a way that achieves more efficient and effective use of resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Possesses a good understanding of the HCCS' financial needs and communicates them clearly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Ensures the fiscal strength and sound operation of the college by securing sufficient resources to fund operations, providing adequate controls to prevent fiscal mismanagement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Delivers a sound budget and ensures budget compliance throughout the institution.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Aligns expenditures institution-wide with strategies to improve student access and success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Links college operations and resource allocation to improving student success outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Raises substantial resources from multiple sources and allocates resources in ways aligned to student access and success goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment



Personal Qualities

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

Personal Qualities

	1	2	3	4	5	Don't Know
48. Exercises good judgment in dealing with sensitive issues between people and groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Is well-organized and efficient in accomplishment of objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. Is willing to re-evaluate and remake decisions, if necessary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. Encourages the development of and exhibits respect for all groups in the decision-making process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. Confronts and manages conflict with ease.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. Maintains high standards for ethics, honesty and integrity in all personal and professional matters .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. Presents a professional demeanor in all situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55. Undertakes tasks with enthusiasm and sees them through to completion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. Is creative and innovative in solving problems and dealing with crisis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

Instructions: Please rate the Chancellor's performance using the following scale: 5=Significantly exceeds expectations; 4=Exceeds expectations; 3=Meets expectations; 2=Meets some expectations; 1=Does not meet expectations; You may also select Don't Know if you do not have enough information to respond. Please provide comments or suggestions.

[illegible]

requirements.

69. Works to ensure that the culture of the college is built around continuous improvement in learning and the completion of valuable credentials for all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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70. Works and communicates with the Board in ways that ensure shared goals, an understanding of strategic objectives, and common understanding of the college's progress toward achieving student access and success objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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71. Develops and maintains effective relationship and partnership with the board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Comments



Open-Ended Question

Open-Ended Question

What initiatives/projects should the Chancellor focus on over the next year?



HCCS Chancellor Evaluation

Thank you for taking the time to complete and return your candid responses for this evaluation. All survey response information will remain anonymous and the confidential final report is for board use only. Please click "Done" to submit your responses.

ACTION ITEM

Meeting Date: June 18, 2025

Topics for Discussion and/or Action

ITEM #	ITEM TITLE	PRESENTER
A.	Houston Community College Rebranding Proposal and Possible Name Change	Dr. Margaret Ford Fisher Dr. Andrea BurrIDGE

RECOMMENDATION

Approve a rebranding of Houston Community College (HCC), name change, and authorize the chancellor to take all action necessary to implement the proposed plan as presented to create long-term sustainability for HCC in a highly competitive environment, to promote growth and market competitiveness to better serve students and communities to achieve success.

COMPELLING REASON AND BACKGROUND

- Houston Community College has grown significantly since 1971 as a small college that began at the Houston Technical Institute on the campus of the San Jacinto High School with 5,711 students enrolled in occupational and technical education. Today, HCC educates and trains over 90,000 students enrolled in occupational, technical, and academic classes within the nine geographic districts, surrounding communities, as well as in the state of Texas, nationally, and abroad.
- HCC has expanded its footprint and prominence in many ways. The administration believes the rebranding will allow the College to achieve multiple goals to include continuing a community-driven focus and preserve HCC's legacy, while allowing the institution to evolve to meet the complex needs of today's students and workforce and position the College for the future.
- As a Level 2 designation by SACSCOC to offer baccalaureate degrees in workforce fields, the administration reviewed strategic considerations for the institutional effectiveness of the College with a focus on market competitiveness and providing additional opportunities to students that accomplish the following:
 1. addresses the increased demand for workforce credentials beyond the associate degrees that are sought by industry and not offered at 4-year institutions,
 2. creates advancement opportunities for students who earn applied baccalaureate degrees for their professional progression,
 3. increases the earning potential for students who earn their applied credentials beyond the associate degrees, and
 4. improves student marketability upon graduation by aligning the institution's name with its expanded workforce offerings, thereby signaling a higher level of educational attainment to employers and transfer institutions.

- The rebranding allows the College to reaffirm its commitment to the communities of greater Houston region to include services, affordability, and open-access policies, while embracing a name that fosters long-term growth and strengthens its position as a destination location for students.

FISCAL IMPACT

Anticipated using allocated funding in the FY25 and FY26 approved budgets.

LEGAL REQUIREMENT

Texas Education Code, Section 130.0051

STRATEGIC ALIGNMENT

1. Student Success, 2. Personalized Learning , 3. Academic Rigor , 4. Community Investment , 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
HCC Rebranding Presentation	6/11/2025	Presentation

This item is applicable to the following:

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



Houston Community College Rebranding Proposal

Margaret Ford Fisher, Ed.D.
Chancellor

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

June 18, 2025

A Strategic and Institutional Effectiveness Perspective

Renaming the institution is about aligning the institution's identity with its strategic vision and aspirations for the future. It is a transformative process that can unlock new opportunities for growth and impact.

Strategic Considerations

- Enhance market competitiveness
 - Attracts a broader range of students
- Reflects the academic evolution of the institution
 - Supports strategic alignment with academic and workforce innovation
 - Strengthens institutional branding
- Improve workforce pathways
 - Employers may perceive students as better prepared
- Future-proofs the brand
 - Positions the college for future expansion



Name Changes Are Not Uncommon



Many successful institutions have evolved their names to better reflect their mission and scope.



These transitions strengthened their market position without losing established identity.



SACSCOC references over 750 name changes.



Over 40 community colleges in Texas have changed their name.

SACSCOC Name Change Cross Reference List

FORMERLY

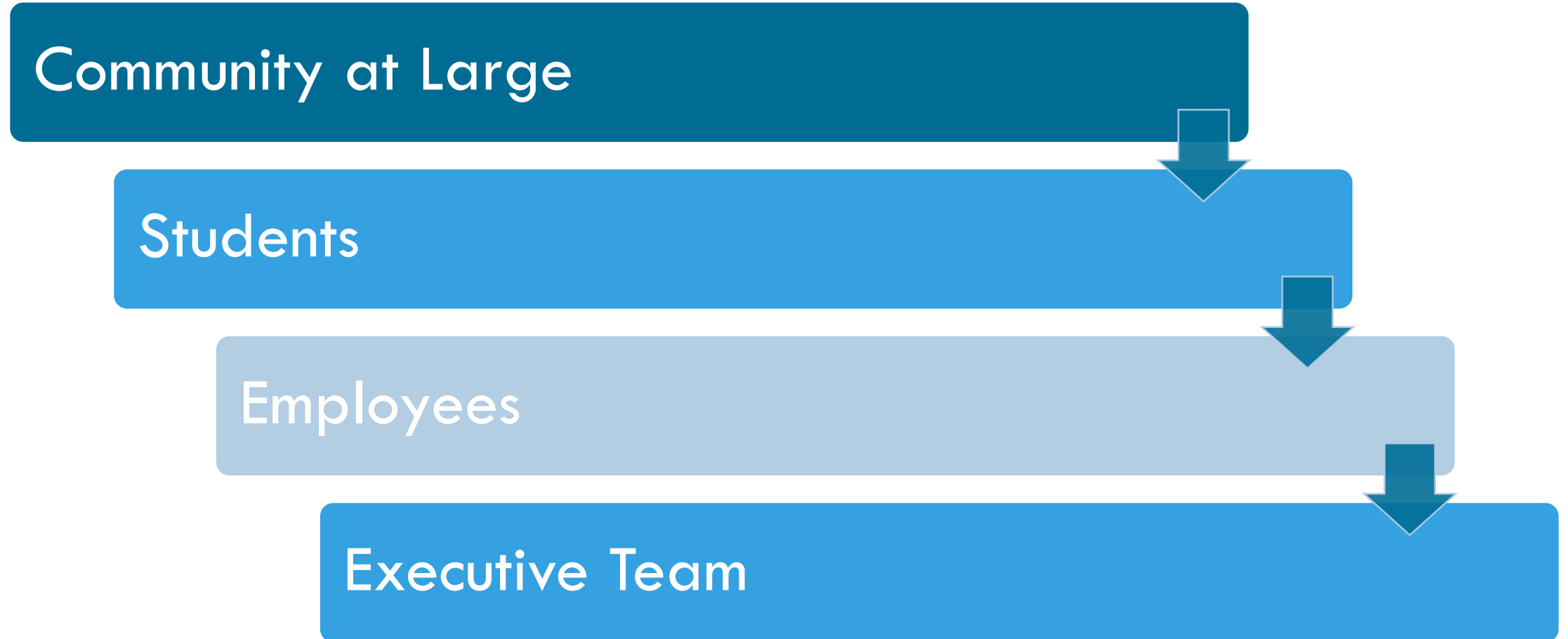
Blinn College
Blue Mountain College
Blue Ridge Technical College, NC
Blue Ridge Technical Institute, NC
Bluefield College
Bowling Green Technical College
Brazosport Junior College
Brenau College
Brescia College
Brevard Community College
Brevard Engineering College
Brevard Junior College
Brewer State Junior College
Brookhaven College
Broward Community College
Brownsville Junior College
Brunswick College (1964 – 1968)
Brunswick College (1988 – 1995)
Brunswick Junior College
Brunswick Technical College
Bryan College
CBN (Christian Broadcasting Network) University
Cabarrus Memorial Hospital School of Medicine
Caldwell Technical Institute
Campbell College
Campbellsville College
Caney Junior College

CHANGED TO

Blinn College District
Blue Mountain Christian University
Blue Ridge Community College NC
Blue Ridge Technical College NC
Bluefield University
Southcentral Kentucky Community and Technical College
Brazosport College
Brenau University
Brescia University
Eastern Florida State College
Florida Institute of Technology
Brevard Community College
Bevill State Community College
Dallas College
Broward College
Texas Southmost College
Brunswick Junior College
Coastal Georgia Community College
Brunswick College
Brunswick Community College
William Jennings Bryan College
Regent University
Louise Harkey School of Nursing-Cabarrus Memorial Hospital
Caldwell Community College and Technical Institute
Campbell University
Campbellsville University
Alice Loyd College



Stakeholder Consensus



Community-Validated Names

Option 1

- Houston City Colleges

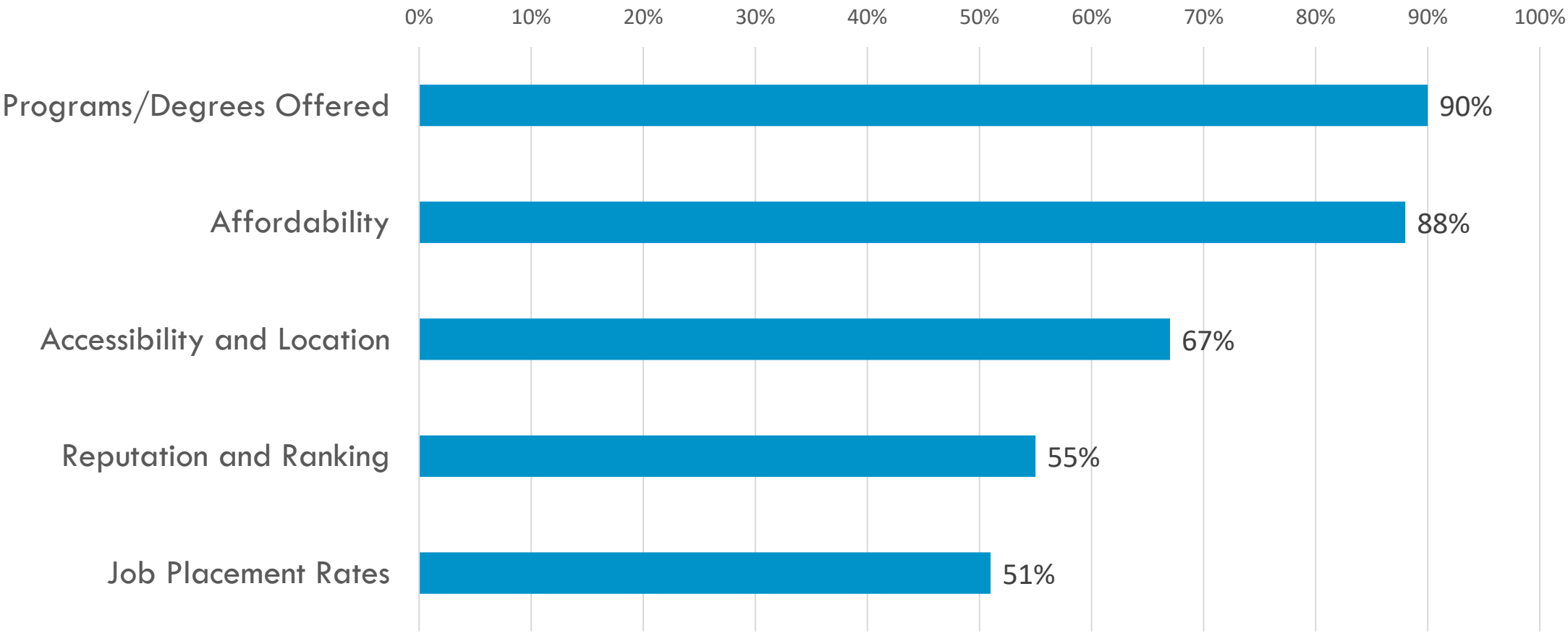
Option 2

- Greater Houston College

Option 3

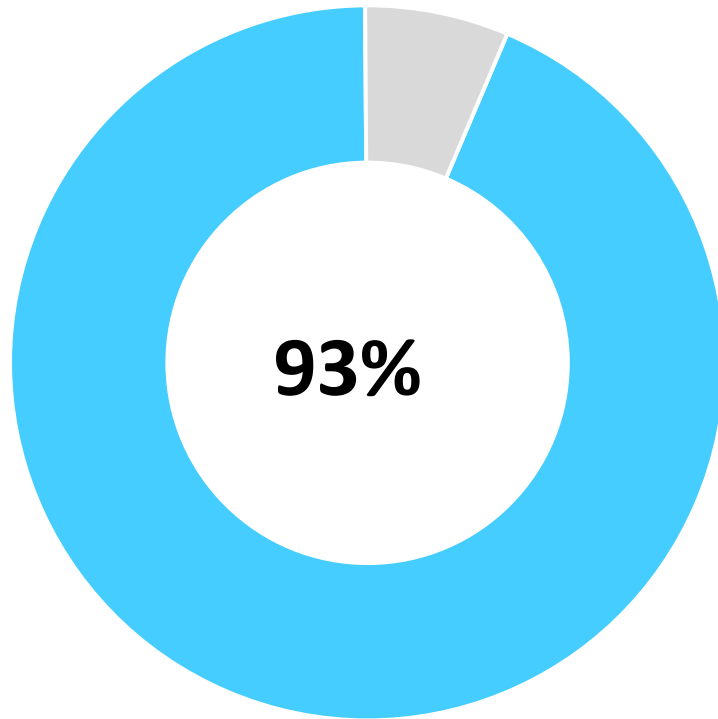
- Houston College

Top 5 factors in HCC students' college or university choice

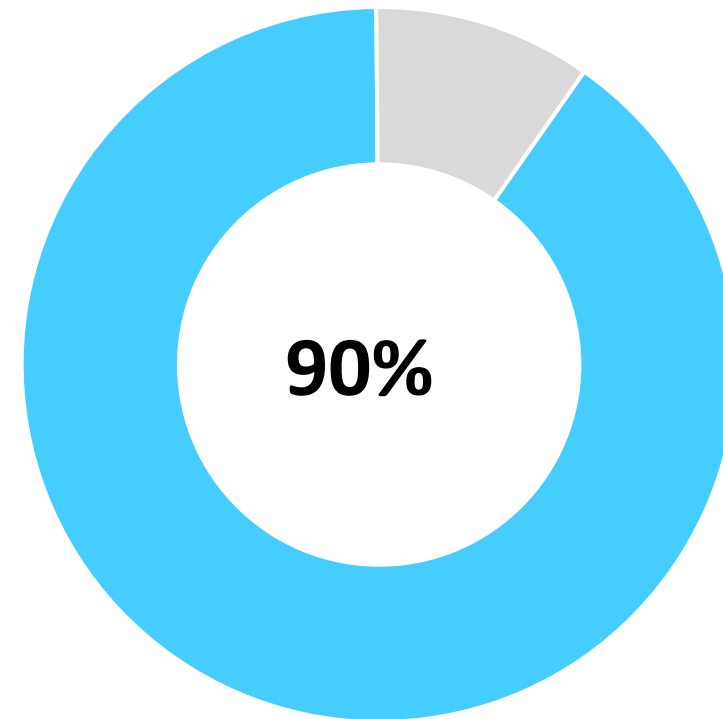


Student Perspectives

How important is it for HCC to have a name and brand that reflect the high quality of education and the wide range of programs?

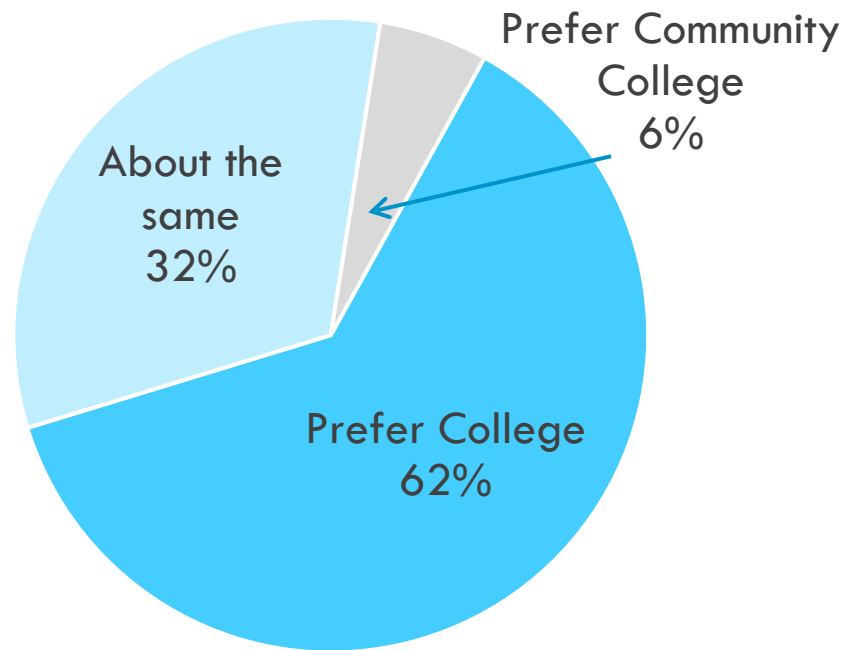


Do you think a brand update would help better communicate HCC's high quality of education and diverse offerings?

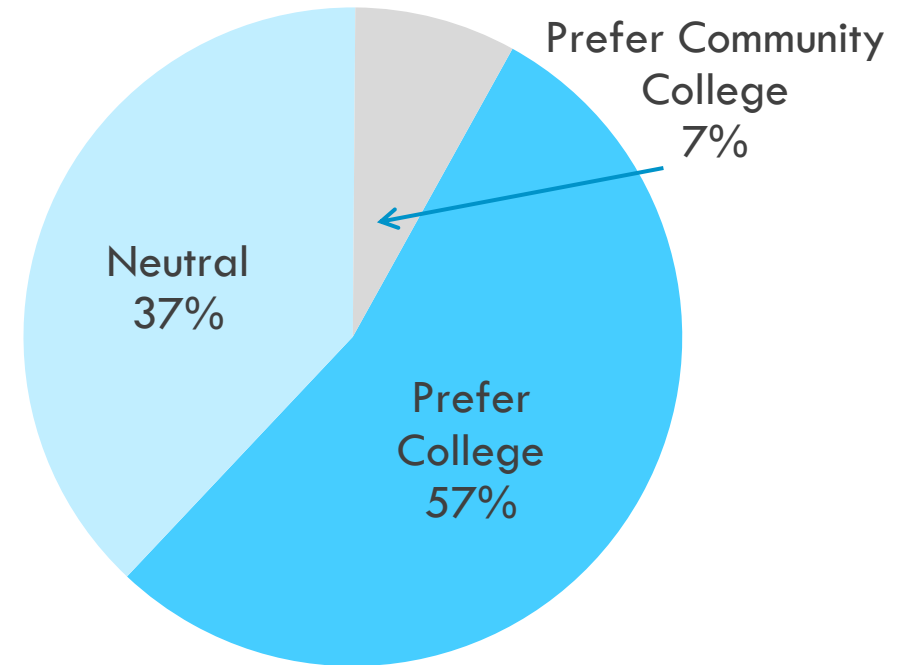


Employer Perspectives

Comparison of the quality of a credential:
Perception of "community college" vs. "college"

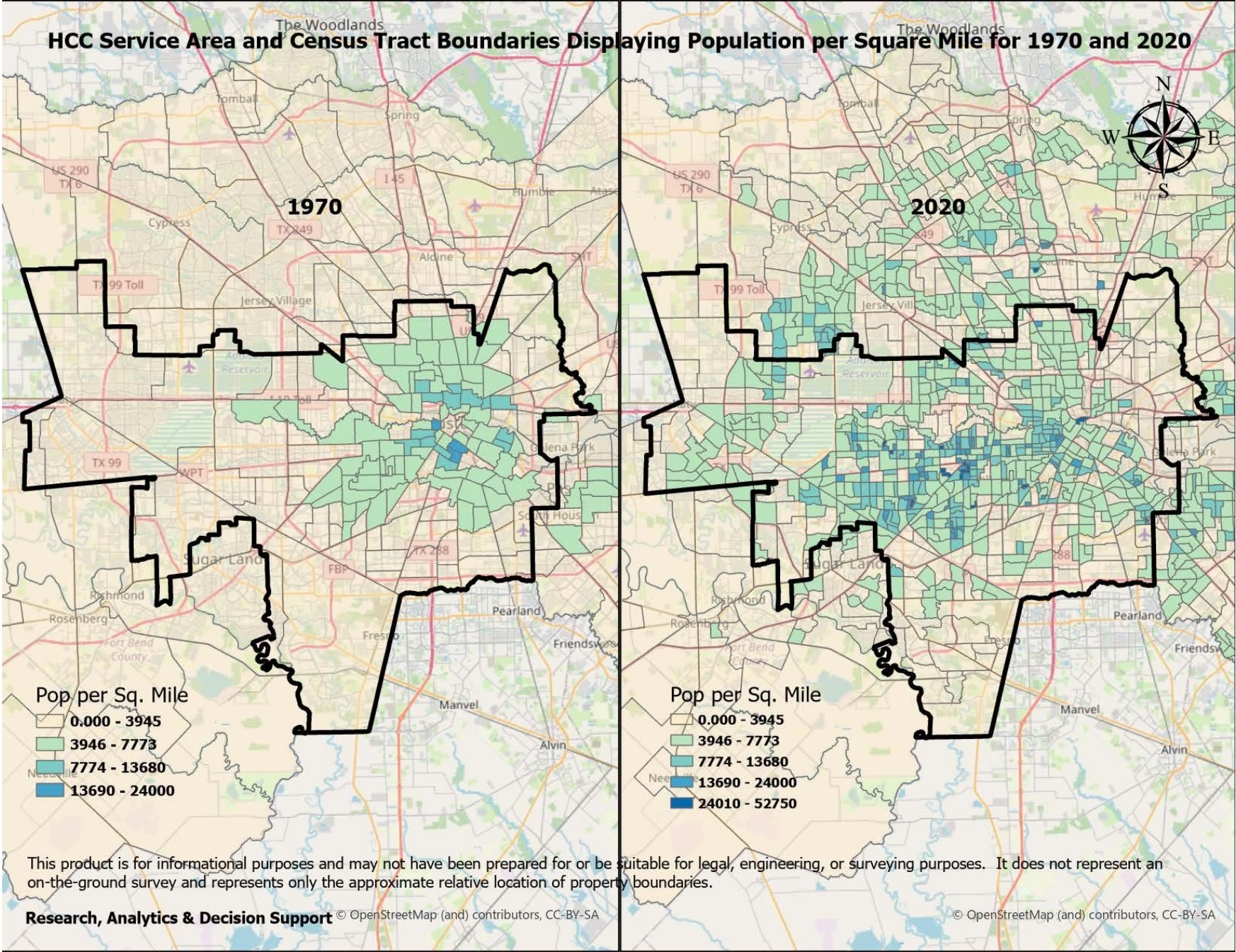


Would you prefer to hire a graduate from a college or a community college?



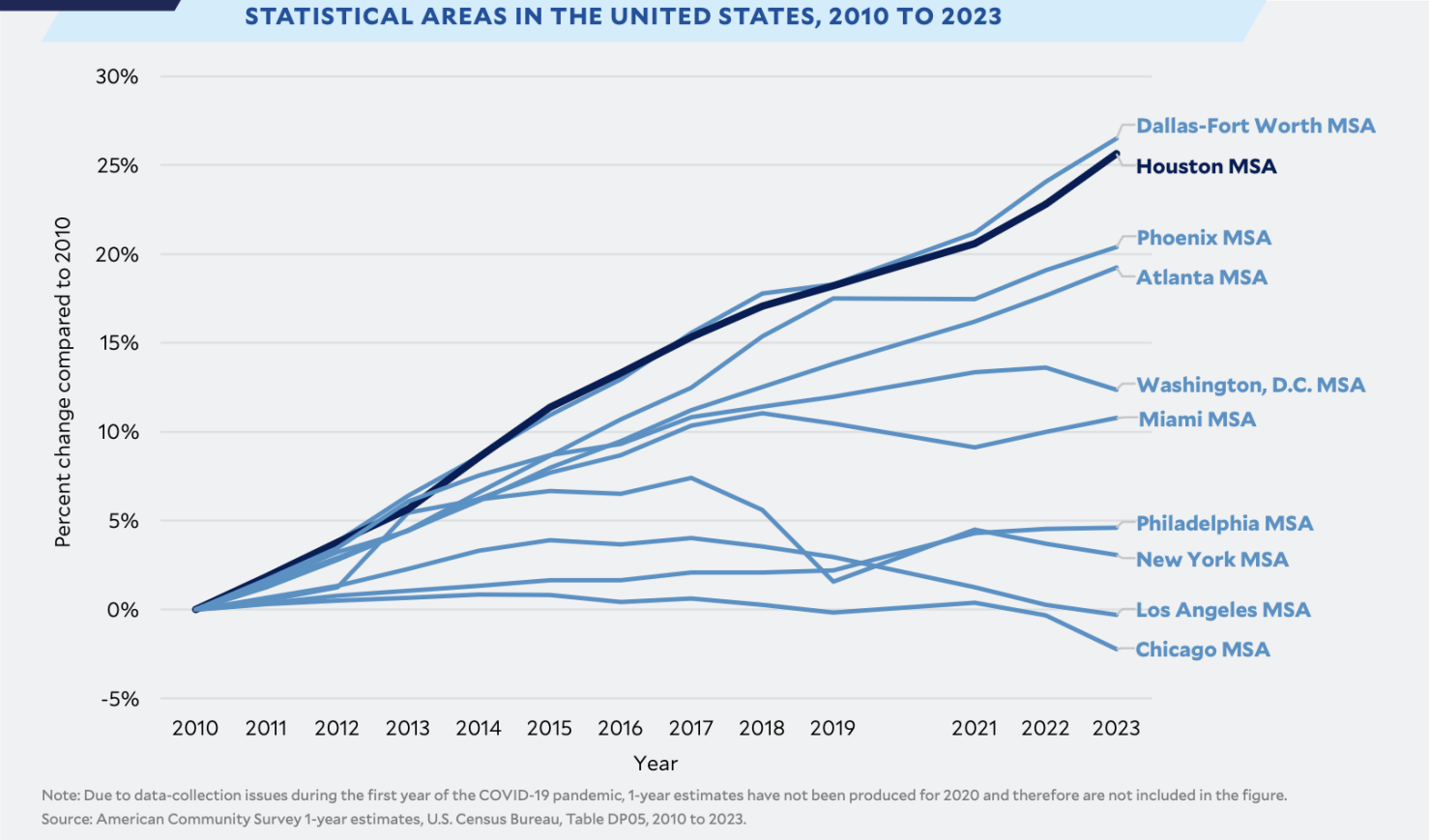
Growth in the Houston Region: 1970 to 2020

Data and Census Tract Boundaries from Steven Manson, Jonathan Schroeder, David Van Riper, Katherine Knowles, Tracy Kugler, Finn Roberts, and Steven Ruggles. IPUMS National Historical Geographic Information System: Version 19.0 [dataset]. Minneapolis, MN: IPUMS. 2024. <http://doi.org/10.18128/D050.V19.0>



The Houston Region is one of the Fastest Growing Regions in the Country

FIGURE 1 PERCENT CHANGE IN POPULATION OF TOP 10 LARGEST METROPOLITAN STATISTICAL AREAS IN THE UNITED STATES, 2010 TO 2023



- 53% of HCC students have been familiar with HCC for 3 years or less
- 68% of HCC students have been familiar with HCC for 6 years or less

Strategic Considerations

Why Rebrand?

As Houston Community College expands its capacities through baccalaureate degrees and increased technological offerings, a rebranding of its name and identity can highlight the college's new stature and future, aligning with the growth of the expanded nine geographical districts, which now encompass the urban and surrounding areas including Houston, Katy, Missouri City, Ft. Bend, Stafford, Alief, and Spring Branch.

The rebranding will align the college's new identity with its expanding role in shaping the region's future, strengthening local and regional partnerships, and offering students greater opportunities for success. By reflecting the growth of the region, the college will position itself as a forward-thinking institution, ready to meet the needs of a dynamic and evolving area.



Who We Serve

4th

Largest US City

Houston's population deserves a flagship city college.

2.3M

City Population

A vibrant metropolitan community.

7M+

Metro Area

Serving one of America's largest metro regions.

145+

Languages

Among the most diverse cities in the nation.

Why Hometown Identity Matters

Local Identity

Connects our institution directly to Houston's rich heritage and the surrounding community's future.

National Recognition

Creates immediate geographic context for our college nationwide.

Institutional Clarity

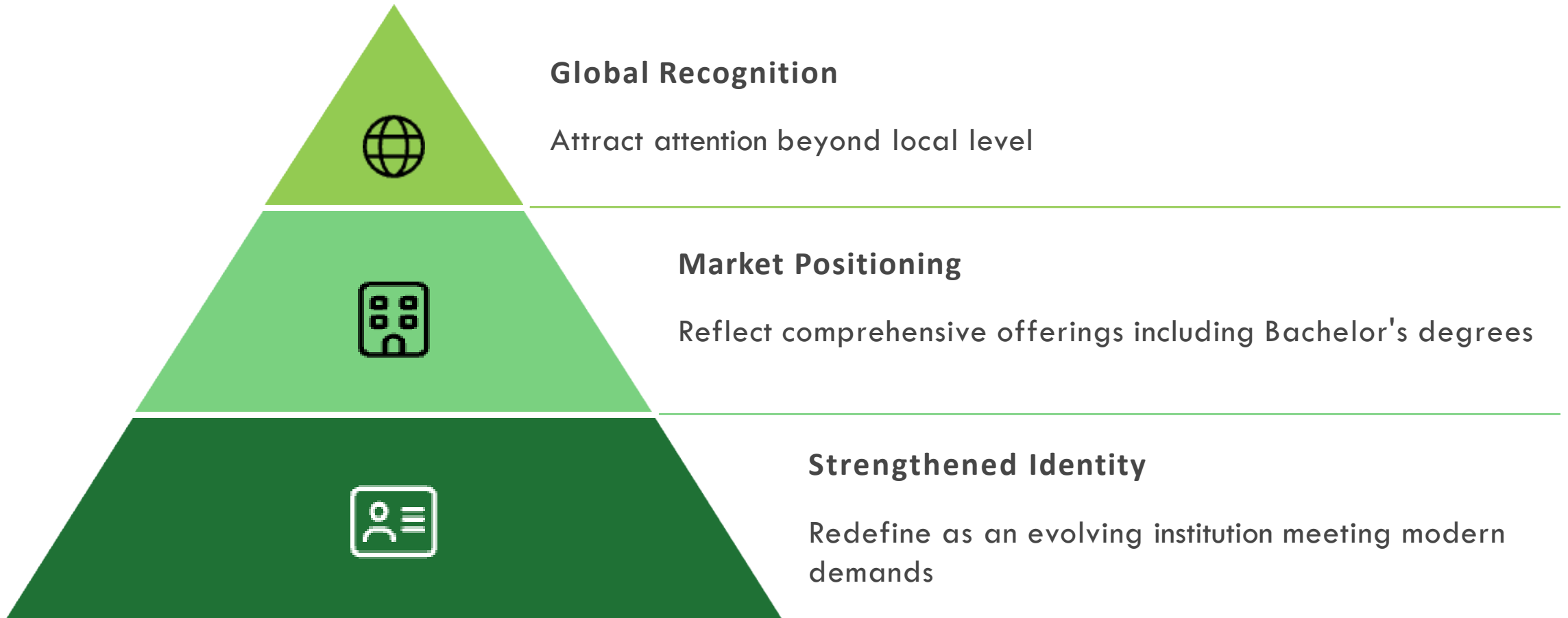
Clearly communicates our mission and commitment.

Metropolitan Standing

Positions us among major city colleges across America.



Enhance Reputation





Increase Enrollment



Attract New Students

A fresh, modern brand resonates with potential students seeking a progressive educational hub.



Dual Credit & Adult Learners

New branding highlights flexibility, affordability, new degree offerings, and lifelong learning.



Expanded Target Markets

Position as more than just a steppingstone, but a destination for complete education.

Workforce Development Alignment

Meeting Industry Demands

Offering degrees in high-demand fields like AI and Healthcare Science responds to evolving employer needs.

Rebranding signals commitment to providing highly-skilled graduates aligned with workforce requirements.

Community & Industry Partnerships

New positioning strengthens partnerships with local businesses, government entities, and healthcare systems.

Alignment with key industries increases internship opportunities and job placements for students.

Alumni Engagement & Donations

Reinvigorated Pride

Rebrand fosters renewed connection among alumni



Increased Support

Alumni feel connected to expanded offerings



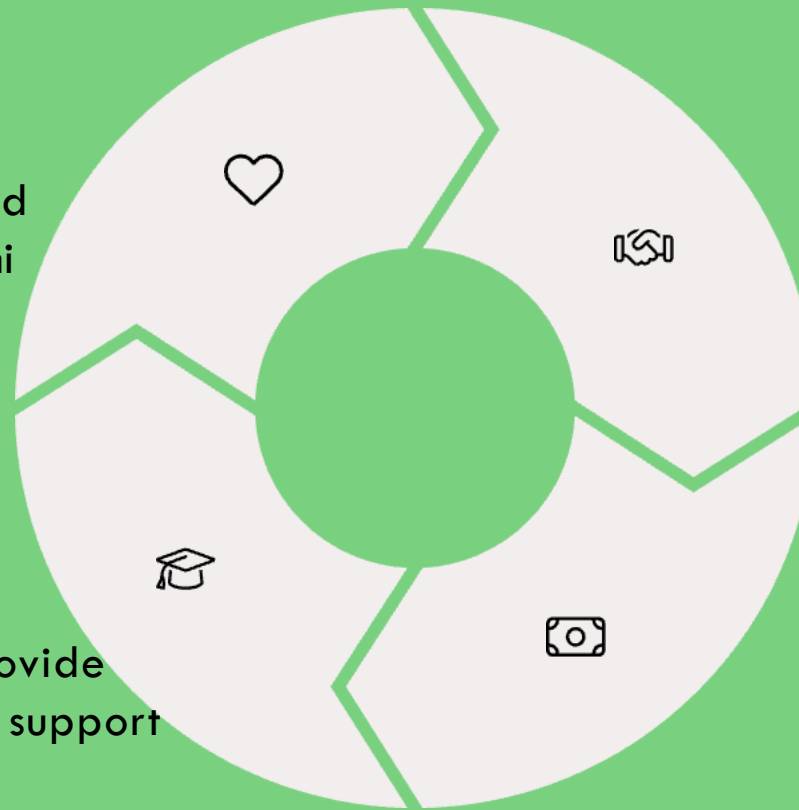
Future Investment

Bachelor's programs provide compelling reason to support



New Fundraising

Opens doors for donation opportunities





Improve Student Experience



Clearer Pathways

Communicate expanded educational opportunities and seamless transitions.



Higher Retention

Strong brand identity improves student engagement and persistence.



Stronger Support

Updated services align with diverse student population needs.

Competitive Advantage



Focus on the Future of the College

Shift from perceptions of the past to opportunities for the future



University Collaboration

Enhance opportunities while working alongside universities



Elevated Reputation

Bachelor's degrees increase standing in educational ecosystem and Gulf Coast workforce

Community & Regional Impact



Addressing Local Needs

Serving underrepresented groups and individuals seeking to reskill for new careers.



Community Engagement

Increased civic partnerships and broader community involvement.



Economic Development

Supporting regional workforce development through targeted education.



Summary: Key Benefits of Rebranding



Enrollment

Attract new student demographics



Outcomes

Improved student success rates



Reputation

Enhanced institutional credibility



Support

Increased alumni and donor engagement

Appendix

Rebranding/Name Change Estimated Costs

Proposal: Use \$2.8 Million balance from the 2019 CIP

- Year 1: Temporary signage and new building signage \$1.15 M
 - 51 large pylon, monument, building top signs will require covers
 - Additional new signs
- Year 2: Replace temporary signage with permanent signs \$1.65 M
- Years 3 – 7: Expenses taken from existing budgets for ongoing consumable expenses for promotional items

Examples:

Entity	What Changed	Rationale	Result
University of Illinois Urbana-Champaign	2017 – Redesigned logo with clean, bold look	Enhanced digital usability	Created cohesive identity across departments
Georgia State	2010's – Merged with Georgia Perimeter College	To reflect identity as largest university in Georgia & national model for success	Refreshed visuals, mission language, outreach campaigns showcasing upward mobility
Purdue University Global	2017 - Kaplan became Purdue after acquisition	Aimed at adult learners and online education	Purdue provided prestigious reputation, image
The New School	2015 – Change to bold typographic identity designed by Pentagram	Modular design reflected progressive, interdisciplinary core values	Appealed to creative types & socially conscious students
London Metropolitan University	2012 – Added colorful geometric pattern	Change from dated, bureaucratic image	More focused on urban energy, inclusiveness
Arizona State University	Early 2000's – Rebranded as The New American University	New focus on innovation, accessibility, research	Transformed from party school to respected innovation leader

Examples (continued)

Entity	What Changed	Rationale	Result
Lone Star College	Name change [North Harris Montgomery Community College]	Better reflects geographic identity and expand recognition	Improved marketability and conveyed a more professional, polished brand
Ivy Tech Community College	Rebranded in 2010's – cleaner logo, messaging	To enhance identity as workforce-focused, opportunity driven	Emphasized affordability, flexibility, career development options
CUNY Community Colleges	Name change – focused on student success stories, pathways to 4-year degrees	Consistently used success stories to tell each campus story	Use of story-telling in digital campaigns attracted new growth
Harper College	2015 – Updated logo and color palette	New branding emphasized student support, innovation, workforce alignment	“Start Smart. Finish Strong” attracted traditional and adult enrollment.
Wake Tech Community College	Redesigned logo and messaging	Focused on technology, career readiness, regional impact	Increased engagement with local businesses and high school graduates

THANK YOU

ACTION ITEM

Meeting Date: June 18, 2025

Topics for Discussion and/or Action

ITEM #	ITEM TITLE	PRESENTER
B.	Student Financial Collection Services (Project No. RFP 25-29)	Dr. Margaret Ford Fisher Dr. Sherry Hawn Robert McCracken

RECOMMENDATION

Authorize the Chancellor to execute a contract with Williams & Fudge, Inc, as the result of a two-step RFP process as noted in the attached Summary Composite Score Sheet, to provide Student Financial Collection Services, in support of the Finance Department and in accordance with RFP 25-29.

COMPELLING REASON AND BACKGROUND

- Houston Community College (HCC) seeks to engage a qualified vendor to provide financial collection services for past-due student accounts with a minimum balance of Three Hundred Dollars (\$300.00). These services will encompass the recovery of delinquent tuition, fees, installment payment plans, Not Sufficient Funds (NSF) checks, and other outstanding receivables.
- All collection activities must adhere to applicable federal and state laws and regulations, including but not limited to the Fair Debt Collection Practices Act, the Gramm-Leach-Bliley Act, the Higher Education Act (Title IV), and relevant Texas statutes. The selected vendor must conduct all activities with professionalism and integrity, without the use of threats, harassment, or misrepresentation, and must ensure the confidentiality and security of all personal and financial data received.

FISCAL IMPACT

The fee schedule has been negotiated by the Procurement Department in cooperation with the Financial Services Department prior to contract award.

LEGAL REQUIREMENT

The recommendation to the Board of Trustees is being made to the highest ranked firm offering the best value in accordance with Chapter 44.031(a) of the Texas Education Code and pursuant to the published RFP 25-29.

STRATEGIC ALIGNMENT

1. Student Success

ATTACHMENTS:

Description	Upload Date	Type
Summary of Procurement - RFP 25-29	6/6/2025	Attachment

This item is applicable to the following: District

SUMMARY OF PROCUREMENT BOARD ACTION ITEM

PROJECT TITLE: RFP 25-29 Student Financial Collection Services

PROCUREMENT METHOD: Request for Proposal (Overall Best Value)

PROJECT DEPARTMENT: Financial Services Department

NAME OF BUYER: Sara El Kharif, Senior Buyer

PURPOSE:

Houston Community College issued a request for proposal to provide Student Financial Collection Services.

The scope of services includes, but is not limited to:

1. Collection services of all accounts as referred by HCC with the minimum principal amount due of Three Hundred Dollars **(\$300.00)**.
2. The student financial collections will include, delinquent installment payment plans, delinquent student tuition and fee balances including NSF (Not Sufficient Funds) checks on behalf of Houston Community College System and other outstanding receivables.

The recommended firm is familiar with the Student Financial Collection Services that it will be required to deliver and agrees to perform all necessary and required work to deliver the services consistent with industry best practices and in accordance with all applicable governmental laws, rules, licensing, regulations, and professional standards.

RECOMMENDED VENDOR: Williams & Fudge, Inc.

PROPOSED SUB-CONTRACTOR:

Not Applicable.

PRIOR VENDOR: Continental Service Group, Inc. d/b/a ConServe

PRIOR CONTRACT: Expired Contract

LEGAL REQUIREMENTS: This recommendation to the Board of Trustees is being made to the highest ranked firms offering the overall best value in accordance with chapter 44.031 of the Texas Education Code and pursuant to the published RFP 25-29 document.

The evaluation committee is recommending a contract award to one offeror on the basis of demonstrated competence, and qualifications and based on the published selection criteria as evidenced in the final evaluation ranking.

LOCATION INFORMATION: In performing the work under RFP 25-29, the recommended firm Williams & Fudge, Inc. will be working from its Rock Hill, South Carolina location.

PROJECTED VALUE: The fee schedule has been negotiated by the Procurement Department in cooperation with the Financial Services Department prior to contract award.

PRIOR YEAR'S SPEND: Not Applicable.

CONTRACT TERM: It is anticipated that the contract term resulting from this solicitation, if any, will be Three (3) years with the option to renew it for Two (2) additional one-year terms.

PROCUREMENT ADVERTISEMENT & NOTICE:

This procurement was advertised, and a notice of procurement was distributed as follows:

- HCC Procurement Operations Website on February 14, 2025
- Texas State Procurement Website on February 14, 2025
- Notice to HCC Board of Trustees on February 18, 2025
- The Daily Court Review on February 19, 2025, and February 26, 2025

SOLICITATION INFORMATION:

RFP 25-29 was issued on February 14, 2025, and the solicitation document was distributed electronically in addition to being published in the local newspaper. Notice of advertisement was provided and the solicitation was duly posted on the Electronic State Business Daily (ESBD) website. A virtual pre-proposal meeting was held on February 24, 2025, and a question-and-answer period was allowed through March 3, 2025. Seven (7) proposals were received by the solicitation due date of March 17, 2025 at 2:00 p.m. Seven (7) proposals were evaluated in accordance with RFP 25-29.

COMPETITIVE: Yes.

PROPOSAL EVALUATION: This award recommendation is the result of a two-step RFP process. In Step 1, the Evaluation Committee evaluated all technical proposals in accordance with the published criteria. During Step 2, all proposers scoring a minimum of 80 points were re-ranked in the order of lowest price to highest price, giving price a weight of 100% at this phase for all qualifying proposers. All remaining proposers who did not receive the minimum points in Step 1 remained in their same ranking position resulting from Step 1, and their price proposals had no weight in Step 2.

Responses were evaluated by the Evaluation Committee which consisted of HCC representatives with relevant subject matter understanding who evaluated and scored proposals in accordance with the published evaluation criteria noted below.

Evaluation Criteria	Available Points
Firm's qualification and experience Demonstrated qualifications of personnel and team	30
Proposed approach and methodology	35
Past performance & references	30
<u>Small business practices</u>	<u>5</u>
Total	100

EVALUATION COMMITTEE QUALIFICATIONS:

Evaluator 1 – Represents the Department of Student Finance Services, Bursar's Office; is business owner who will have overall responsibility for the work effort following contract award and has in-depth understanding of the service requirements.

Evaluator 2 – Represents the Department of Student Finance Services, Bursar's Office, and has in-depth understanding of the service requirements.

Evaluator 3 – Represents the Cash Investments & Debt, Business Affairs Department and has in-depth understanding of the service requirements.

Evaluator 4 – Represents the Internal Audit Department and has in-depth understanding of the service requirements.

Evaluator 5 – Represents Enterprise business Application Department and has in-depth understanding of the service requirements.

PRIOR HCC EXPERIENCE: No

REFERENCES: Evaluated and found to be favorable.

HIGHER EDUCATION EXPERIENCE:

The recommended supplier has experience with more than 1,400 colleges and universities, such as: Sam Houston State University Huntsville, Southern Methodist University Dallas, Texas A&M University College Station, Texas Medical Association Austin, Texas Woman's University Denton, University of Houston, Marshall University Huntington, WV, University of Wisconsin -Parkside Kenosha, WI, University of Washington Seattle, WA, Vermont State University Johnson, VT, Utah State University Logan, UT, Christian Brothers University Memphis, TN, South Dakota State University Brookings, SD, Brown University Providence, RI, Lewis & Clark College Portland, OR, The University of Mount Union Alliance, OH.

VALUE ADDED: As an added value, Williams & Fudge, Inc. will collaborate with HCC internal staff to review current policies and procedures related to delinquent accounts and share best practices and provide educational resources tailored to the unique challenges of debt collection in higher education.

SMALL BUSINESS GOAL: In accordance with the Houston Community College - Small Business Development Program, for this solicitation, HCC advertised as 5% – Small Business participation goal.

Williams & Fudge, Inc. is not certified SBE and will self-perform the work under the resulting contract.

RFP 25-29 - Student Financial Collection Services

Summary Composite Score Sheet

Firm	Evaluation Criteria - Step 1				Total
	Firm's Qualification and Experience & Demonstrated Qualifications of Personnel and Team	Proposed Approach and Methodology	Past Performance & References	Small Business Practices	
Available Points	30	35	30	5	100
Williams & Fudge, Inc.	27.60	31.50	28.80	0.00	87.90
National Credit Management	27.00	29.40	26.40	0.00	82.80
S & S Recovery, Inc.	24.60	26.60	26.40	0.00	77.60
Virtuoso Sourcing Group, LLC.	24.60	29.40	22.80	0.00	76.80
General Revenue Corporation	25.80	27.30	22.80	0.00	75.90
Universal Fidelity LP	22.80	27.30	21.00	0.00	71.10
Cedar Holdings International Inc	22.20	25.90	19.80	0.00	67.90

Firm	Proposed Collection Fee Percentage - Step 2	
	First Placement	Second Placement
Williams & Fudge, Inc.	18%	18%
National Credit Management	18%	18%

ACTION ITEM

Meeting Date: June 18, 2025

Topics for Discussion and/or Action

ITEM #	ITEM TITLE	PRESENTER
C.	Landscaping, Grounds, and Irrigation Maintenance Services (Project No. RFP 25-31)	Dr. Margaret Ford Fisher Dr. Sherry Hawn Robert McCracken

RECOMMENDATION

Authorize the Chancellor to execute a contract with Smartscaping, to provide landscaping and grounds maintenance services in accordance with RFP 25-31.

COMPELLING REASON AND BACKGROUND

The College issued a Request for Proposal to provide landscaping, grounds, and irrigation maintenance services. Work to be performed comprises of general grounds keeping, horticultural maintenance, irrigation and cleanup of landscape areas as designated in each service area and the list of locations and, when necessary, repairs to vandalism, irrigation systems and replacement of plant materials. Services to be rendered include but are not limited to the following:

1. Maintenance of turf and groundcover areas, mowing and edging.
2. Removal of litter and debris from turf, planter beds, fence lines and street curbs.
3. Pruning of trees and shrubs.
4. Application of chemical agents for control of weeds, plant disease and insects that are harmful to plant growth and/or pedestrians.
5. Monthly inspection and maintenance of irrigation systems by a licensed irrigator.
6. Replacement of plant material; and
7. Other work as defined in the scope of services.
8. Maintain the health and appearance of existing landscape plants, trees, shrubs, groundcovers, and lawn area.
9. Ensure that each facility site is free of debris, weeds, insect infestation.
10. Replace plants or dead ground cover that died under the Contractor's care and not due to vandalism or circumstances beyond Contractor's control.

FISCAL IMPACT

Based on the current scope of services, the cost of all services under the resulting contract shall not exceed One Million, One Hundred and Seventy-Four Thousand, Six Hundred and Sixty Dollars and No Cents (\$1,174,660.00) annually. The funding source shall be the Facilities Departmental Operating Budget.

LEGAL REQUIREMENT

This recommendation to the Board of Trustees is in accordance with Chapter 44.031 (a) of the Texas Education Code and pursuant to the published RFP 25-31.

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Summary of Procurement - RFP 25-31	6/6/2025	Attachment
Summary of Composite Scores - RFP 25-31	6/6/2025	Attachment

This item is applicable to the following: District

**SUMMARY OF PROCUREMENT
BOARD ACTION ITEM**

PROJECT TITLE: RFP 25-31 Landscaping, Grounds and Irrigation Maintenance Services

PROCUREMENT METHOD: Request for Proposal (Overall Best Value)

PROJECT DEPARTMENT: Facilities Department

NAME OF BUYER: Art Lopez, Senior Buyer

PURPOSE: The College solicited proposals from qualified firms to provide system-wide Landscape, Grounds and Irrigation Maintenance Services. Work to be performed comprises general grounds keeping, horticultural maintenance, irrigation maintenance and repairs and cleanup of landscape across the college system as needed and when necessary.

Services to be rendered include, but are not limited to, the following:

- a) Maintenance of turf and groundcover areas, mowing and edging.
- b) Removal of litter and debris from turf, planter beds, fence lines and street curbs.
- c) Pruning of trees and shrubs.
- d) Application of chemical agents for control of weeds, plant disease and insects that are harmful to plant growth and/or pedestrians.
- e) Monthly inspection and maintenance of irrigation systems by a licensed irrigator.
- f) Replacement of plant material; and
- g) Other work as defined in the scope of services.

The recommended firm shall also be required to include the following:

- a) Maintain the health and appearance of existing landscape plants, trees, shrubs, groundcovers and lawn area.
- b) Ensure that each facility site is free of debris, weeds, insect infestation.
- c) Replace plants or dead ground cover that died under the Contractor's care and not due to vandalism or circumstances beyond Contractor's control.
- d) Reduce mowing frequency if a drought period is determined to exist and approved in advance by the HCC Director of Maintenance and provide a revised mowing schedule to the HCC Director of Maintenance for approval prior to implementing the schedule change.
- e) Inspect existing irrigations systems at all locations by a licensed irrigator and provide the following:
 - Maintain and repair existing irrigation systems to support functional operations and ensure plant life receives sufficient levels of watering for a healthy appearance. Report deficiencies and repairs made to HCC Director of Maintenance or Designee.
- f) Make adjustments and set to automatic controllers on a monthly basis to maintain healthy lawn growth.

- g) Report in writing and provide illustrations of any conditions that are not conducive for thriving plant growth to HCC on a monthly basis.
- h) Provide an option to subcontract with a certified tree pruning and tree removal company for any major tree removal/pruning work that is outside the scope of the landscaping maintenance contract. Subcontractor must be approved, in writing, by HCC prior to work.
- i) Respond to all emergencies within 4 hours of notification within specified hours and days of operation.
- j) Establish and announce at the beginning of the Contract a specific day of the week each facility will be maintained.
- k) Perform all work in a professional skillful manner using quality equipment and materials.
- l) Have a full-time staff employee that is State licensed to operate and apply chemicals in all categories and provide evidence of such licensure.
- m) Secure any gated or doored areas that require landscaping services after services are completed.
- n) Report large trash/debris and illegal dumping to HCC representative upon discovery include photographic evidence and specify the location of the items.

RECOMMENDED VENDOR: Smartscaping

PRIOR VENDOR: Yellowstone Landscape - Central, Inc.

PROPOSED SUBCONTRACTORS:

- 1. Tuf Industrial, Inc., certified arborist.
- 2. Lane Staffing, Inc., recruitment and staffing services.
- 3. University Lawn Mower Center, equipment parts, services and sales.
- 4. Raha, LLC., provide construction services.

LEGAL REQUIREMENTS: This recommendation to the Board of Trustees is being made to the highest ranked proposal offering the best value in accordance with Chapter 44.031 (a) of the Texas Education Code.

Pursuant to the published RFP 25-31 document and in accordance with Chapter 44.031 (a) of the Texas Education Code, the proposal offering the best value is being recommended for award.

LOCATION INFORMATION: In performing the work under RFP 25-31, the recommended firm will be working from its Houston, Texas office.

PROJECTED VALUE: The estimated annual cost of services under the resulting contract is projected to be Nine Hundred and Twenty-Four Thousand, Six Hundred and Sixty Dollars and No Cents **(\$924,660.00)**.

An additional Two Hundred and Fifty Thousand Dollars and No Cents **(\$250,000.00)** annually is requested for ancillary services outside of the scheduled scope of work on an as needed basis. The total projected annual cost is One Million, One Hundred and Seventy-Four Thousand, Six Hundred and Sixty Dollars and No Cents **(\$1,174,660.00)**.

Total Contract Value is five million, eight hundred and seventy-three thousand, three hundred dollars and no cents **(\$5,873,300.00)**.

The funding source shall be the Facilities Departmental Operating Budget.

PRIOR YEAR'S SPEND: One Million, One Hundred Thousand Dollars with No Cents. **(\$1,100,000.00)**.

CONTRACT TERM: It is anticipated that the contract term resulting from this solicitation, if any, will be two (2) years with the option to renew it for three (3) additional one-year terms. Further, HCC reserves the right to extend the contract on a month-to-month basis, not to exceed three (3) months upon the expiration of the initial term and any successive renewal term.

PROCUREMENT ADVERTISEMENT & NOTICE:

This procurement was advertised, and a notice of procurement was distributed as follows:

- HCC Procurement Operations Website on March 7, 2025
- Texas State Procurement Website on March 7, 2025
- The Daily Court Review on March 7, 2025, and March 14, 2025
- Notice to HCC Board of Trustees on March 17, 2025

SOLICITATION INFORMATION:

RFP 25-31 was issued on March 7, 2025, and the solicitation document was distributed electronically in addition to being published in the local newspaper. Notice of advertisement was provided, and the solicitation was duly posted on the Electronic State Business Daily (ESBD) website. A pre-proposal meeting was held on March 20, 2025, and a question-and-answer period was allowed through March 27, 2025. Fourteen (14) proposals were received by the solicitation due date of April 9, 2025, at 2:00 p.m. Fourteen (14) proposals were evaluated in accordance with RFP 25-31.

COMPETITIVE: Yes

PROPOSAL EVALUATION: Responses were evaluated by the Evaluation Committee which consisted of HCC representatives with relevant subject matter understanding who evaluated and scored proposals in accordance with the published evaluation criteria noted below.

Evaluation Criteria	Available Points
Firm's qualifications and experience and, demonstrated qualifications of personnel and team	20
Proposed approach and methodology	20
Past performance & references	10
Price Proposal	35
<u>Small business practices</u>	<u>15</u>
Total 100	

EVALUATION COMMITTEE QUALIFICATIONS:

Evaluator 1 – Represents the Facilities Department; is business owner who will manage the work effort following contract award and has in-depth understanding of the commodity and service requirements.

Evaluator 2 – Represents the NE, Northline Campus Management Department; and has in-depth understanding of the commodity and service requirements.

Evaluator 3 – Represents the NE, Codwell Campus Management Department and has in-depth understanding of the commodity and service requirements.

Evaluator 4 – Represents the Coleman College Operations and has in-depth understanding of the commodity and service requirements.

Evaluator 5 – Represents the SE, Eastside Campus Management Department and has in-depth understanding of the commodity and service requirements.

PRIOR HCC EXPERIENCE: No

REFERENCES: Evaluated and found to be favorable.

HIGHER EDUCATION EXPERIENCE:

The recommended firm has landscaping services experience with the following institutions:

- City of Houston Solid Waste Department
- Houston Land Bank
- Five Corners Improvements District, Houston, TX

VALUE ADDED: Student Internship - The recommended firm has committed to employing student interns in delivering the scope of work as shown below:

Smartscaping Accelerated Internship Program: Allows the students to work in all the different facets of the company to learn how we operate from A-Z in hopes to develop and inspire how their organizations will look in the future. Smartscaping will also pay them 1 hour a day to work on their businesses while at its internship program.

SMALL BUSINESS GOAL: In accordance with the Houston Community College - Small Business Development Program, for this solicitation, HCC advertised a 25% – Small Business Participation Goal. The recommended firm is certified with the City of Houston and will be performing sixty-five percent (65%) of all work.

In addition, the recommended firm will be subcontracting 35% of the contract to certified and non-certified subcontractors, see the list below:

1. Tuf Industrial, Inc., certified SBE, City of Houston, 8.75%.
2. Lane Staffing, Inc., certified MBE, City of Houston, 8.75%.
3. Raha, LLC., certified MBE, City of Houston, 8.75%.
4. University Lawnmower, non-certified, 8.75%.

RFP 25-31 Landscaping, Grounds, and Irrigation Maintenance Services

Summary Composite Score Sheet

Firms	Evaluation Criteria					Total
	Firm's Qualification and Experience & Demonstrated Qualifications of Personnel and Team	Proposed Approach and Methodology	Past Performance & References	Price Proposal	Small Business Practices	
<i>Available Points</i>	20	20	10	35	15	100
Smartscaping	13.20	12.80	6.20	35.00	15.00	82.20
Yellowstone - Central, Inc.	17.20	15.20	7.60	24.29	10.00	74.29
ABM Education Services, LLC	16.40	16.00	8.60	22.42	10.00	73.42
Rotolo Consultants, Inc.	17.60	16.40	8.60	25.49	0.00	68.09
Hands On Development	13.20	14.80	6.60	32.34	0.00	66.94
Landcare USA LLC	16.40	16.40	6.80	26.22	0.00	65.82
Westco Grounds Maintenance, LLC	13.60	12.40	5.40	22.93	10.00	64.33
Sungrow Houston, LLC	15.60	16.00	6.60	23.92	0.00	62.12
Texscape Services	11.20	10.80	6.20	23.57	0.00	51.77
Paige Management, LLC	4.40	4.40	2.20	21.28	15.00	47.28
Maldonado Nursery & Landscaping	14.40	15.20	6.60	9.36	0.00	45.56
Von Younger Landscaping	1.20	1.20	0.60	22.05	15.00	40.05
SV Multi-Services, LLC	2.00	2.00	1.00	22.63	10.00	37.63
ABC Home & Commercial Services	7.20	7.60	4.60	12.25	0.00	31.65

ACTION ITEM

Meeting Date: June 18, 2025

Topics for Discussion and/or Action

ITEM #	ITEM TITLE	PRESENTER
D.	Roof Replacement Project, North Forest Campus (Project No. IFB 25-33)	Dr. Margaret Ford Fisher Dr. Sherry Hawn Robert McCracken

RECOMMENDATION

Authorize the Chancellor to execute a contract with Sphere Superior Services, LLC, the lowest responsible bidder meeting specifications, to provide Roof Replacement Project, North Forest Campus, in accordance with IFB 25-33.

COMPELLING REASON AND BACKGROUND

- Houston Community College issued an Invitation for Bid for Roof Replacement, for its North Forest Campus, Building A, that was built in 1964 and is located at 6010 Little York, Houston, TX 77016. The project will affect 15,920 sq. ft. of building roof top. The scope of work requires the Contractor to complete the roof replacement as outlined in the plans, drawings, specifications and to furnish all labor, materials, tools, equipment, transportation, insurance, bonds, permits, and all applicable taxes required to complete the roof replacement.
- The roofing project improves the longevity of the roofing system at HCC's North Forest Campus Building A. It ensures roof integrity and aesthetic restoration, enhancing the overall campus environment and experience for students and staff.
- The selected firm shall provide a minimum of one-year warranty on all materials, labor, and workmanship. The purchased equipment will be in accordance with the manufacturer's warranty. The contractor's project duration shall have sixty (60) calendar days to complete all work listed on this project upon receipt of the notice to proceed.

FISCAL IMPACT

The total bid price received from the lowest responsible bidder shall not exceed eight hundred and ten thousand, six hundred and two dollars and no cents, \$810,602. This project is funded through the FY25 Facilities Deferred Maintenance Budget.

LEGAL REQUIREMENT

This recommendation to the Board of Trustees is in accordance with section 2269.101 of the Texas Government Code and pursuant to the published IFB 25-33.

STRATEGIC ALIGNMENT

1. Student Success, 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Summary of Procurement - IFB 25-33	6/6/2025	Attachment
Bid Tally - IFB 25-33	6/6/2025	Attachment

This item is applicable to the following: Northeast, District

SUMMARY OF PROCUREMENT BOARD ACTION ITEM

PROJECT TITLE: IFB 25-33 Roof Replacement Project, North Forest Center

PROCUREMENT METHOD: Invitation for Bid (Lowest Responsible Bidder)

PROJECT DEPARTMENT: Facilities Department

NAME OF BUYER: Art Lopez, Senior Buyer

PURPOSE: Houston Community College issued an Invitation for Bid for Roof Replacement, for its North Forest Campus, Building A, that was built in 1964 and is located at 6010 Little York, Houston, TX 77016. The project will affect 15,920 sq. ft. of building roof top. The scope of work requires the Contractor to complete the roof replacement as outlined in the plans, drawings, specifications and to furnish all labor, materials, tools, equipment, transportation, insurance, bonds, permits, and all applicable taxes required to complete the roof replacement.

The roofing project improves the longevity of the roofing system at HCC's North Forest Campus Building A. It ensures roof integrity and aesthetic restoration, enhancing the overall campus environment and experience for students and staff.

The recommended Contractor is required to provide the complete roof replacement which included, but is not limited to the following work:

- Complete removal of existing retrofitted sloped metal roof assembly.
- Complete removal of existing retrofitted sloped metal roof framing system, eaves and ridges down to the original buildup roof. This should include relocating and re-supporting as necessary, and include any mechanical, electrical and plumbing (MEP) necessary to do so permanently and temporarily during construction.
- Replacement with new batt insulation and sloped standing seam metal roof panel system including the attachments, eaves and ridges.
- Install and make all necessary a complete lightning protection system as specified herein.
- The lightning protection system shall be installed by a firm presently engaged in installations of master labeled or LPI certified lightning protection systems.
- Adjacent to demolition items and in renovation areas shall be patched, repaired, replaced if damaged and painted match existing conditions.
- Replace all flashing, install or replace all missing, rusted, counterflashing, roof vents, vent caps, and metal edging with all new materials.
- Complete removal of existing mechanical equipment. (Contractor to trace back the existing mechanical, plumbing, electrical lines, and any other service lines prior to capping and demolishing them.
- Replace all existing gutters and downspouts with new factory finished matching the roof panels, metal gutters and downspouts.
- Complete removal of existing gutters and downspouts.
- Existing roof vents, exhaust fans and any other type of roof penetrations to remain (protect during new roof upgrade work).

- New metal fascia, color to match new roof panels.

The selected firm shall also provide a minimum one-year warranty on all its materials, labor and workmanship. The purchased equipment will be in accordance with the manufacturer's warranty. The vendor's project duration shall have sixty (60) calendar days to complete all work listed on this project upon receipt of the notice to proceed.

RECOMMENDED VENDOR: Sphere Superior Services, LLC

LEGAL REQUIREMENTS: This recommendation is being made to the lowest responsible bidder in accordance with Chapter 2269.101 of the Texas Government Code titled Subchapter C - Competitive Bidding Method.

LOCATION INFORMATION: In performing the work under IFB 25-33, the recommended firm will be working from their Houston, TX office.

PROJECTED VALUE: The resulting PO Contract for the lowest responsible bid received has a total base bid in the amount of Five Hundred and Ninety-Eight Thousand, Seven Hundred and Eleven Dollars (**\$598,711**).

To include additional, Add-Alternate No.2, Eleven Thousand, Eight Hundred and Ninety-One Dollars (**\$11,891**) to Install one layer of 1-inch polystyrene insulation board on top of drainage panel.

With contingencies (10% engineer's estimate) of Two Hundred Thousand Dollars (**\$200,000**) for a total amount not to exceed Eight Hundred and Ten Thousand, Six Hundred and Two Dollars (**\$810,602**).

This project contract award supports the Facilities Department Deferred Maintenance Program that improves the College's overall facilities conditions. The project is funded through the FY25 Facilities Deferred Maintenance Budget.

ENGINEER'S ESTIMATE: The Architect/Engineer's estimate, Two Million Dollars (**\$2,000,000**).

CONTRACT TERM: The contract term will be through the successful project completion, including individual project closeout and warranty period.

PROCUREMENT ADVERTISEMENT & NOTICE:

This procurement was advertised, and a notice of procurement was distributed as follows:

- HCC Procurement Operations Website on March 12, 2025
- State of Texas Procurement Website on March 12, 2025
- The Daily Court Review on March 14, and March 21, 2025
- Notice to HCC Board of Trustees on March 24, 2025

SOLICITATION INFORMATION:

The Invitation for Bid was published on March 12, 2025, and the solicitation document was distributed electronically in addition to being published in the local

newspaper. Notice of advertisement was provided, and the solicitation was duly posted on the Electronic State Business Daily (ESBD) website. A pre-bid conference was held on March 28, 2025, and a question-and-answer period was allowed through April 7, 2025. Five (5) bids were received by the due date of April 22, 2025, by 2:00 p.m. All bids received were evaluated in accordance with IFB 25-33.

COMPETITIVE: Yes

BID EVALUATION: The lowest responsible bid has been reviewed by the Facilities Department who confirmed the bid as meeting the specifications and requirements of IFB 25-33.

PRIOR HCC EXPERIENCE: Yes

ROOFING EXPERIENCE: The recommended firm has roofing replacement experience with the following institutions:

- Roof Replacement, Blakemore Apartments
810 Dunson Glen Dr Houston, TX 77090
- Tile Roof Installation, Simply Salon Suites
2743 Smith Ranch Rd Pearland, TX 77584
- Metal Roof Installation, Space City Environmental
54 Sugar Creek Center Blvd Sugarland, TX 77478

REFERENCES: Evaluated and found to be favorable.

SMALL BUSINESS GOAL: In accordance with the Houston Community College - Small Business Development Program, for this solicitation, Houston Community College advertised thirty-five (35%) percent – Small Business participation goal.

The recommended Contractor is a certified SBE with the City of Houston and will self-perform all work.

IFB 25-33 Roof Replacement Project, North Forest Campus

Bid Tally

Firm	Bid Response				
	Proposed Award Base Bid	Add Alternate No. 2	Contingency Amount (10% Engineers Estimate)	Total Award Price	Project Duration (in calendar days)
Sphere Superior Services, LLC	\$598,711.00	\$11,891.00	\$200,000.00	\$810,602.00	60 Days
RJ Builders	\$692,743.00	\$11,846.00	\$200,000.00	\$904,589.00	90 Days
Roofing Solutions	\$1,073,000.00	\$8,300.00	\$200,000.00	\$1,281,300.00	240 Days
Vogler Sheet Metal	\$1,426,000.00	\$0.00	\$200,000.00	\$1,626,000.00	185 Days
UMD	\$1,863,360.00	\$72,000.00	\$200,000.00	\$2,135,360.00	90 Days

ACTION ITEM

Meeting Date: June 18, 2025

Topics for Discussion and/or Action

ITEM #	ITEM TITLE	PRESENTER
E.	Advising Technology Platform and Implementation Services (Project No. RFP 25-30)	Dr. Margaret Ford Fisher Dr. Sherry Hawn Dr. Norma Perez Dr. Andrea BurrIDGE

RECOMMENDATION

Authorize the Chancellor to execute a contract with EAB Global Inc. to provide an advising technology platform and implementation services, in support of HCC and in accordance with RFP 25-30.

COMPELLING REASON AND BACKGROUND

- The Houston Community College issued a Request for Proposal for a cloud based Advising Technology platform and Implementation Services required to optimize and enhance its advising function.
- The goal of implementing an Advising Technology Platform is to streamline communication, track student progress, enhance retention efforts, and provide data-informed insights to improve student success outcomes. The system will also improve departmental collaboration and support the strategic goals of the institution.
- The advising technology functionalities include but not limited to:
 - Academic Degree Planning and Registration Support
 - Milestone Tracking
 - Advising Appointments
 - Advising Case Notes
 - Resource Referrals / Coordinated Care Network
 - Student Walk-In Support
 - Resource Repository
 - Communications: 2-Way Texting and Email Messaging Between HCC and Students
 - Interface with PeopleSoft Campus Solutions 9.2 Image 28, Canvas LMS, Laserfiche, and Other Platforms
 - Reporting and Analytics
 - Security and Access Management
 - ADA Compliance and Accessibility
- Navigate 360, the advising software provided by EAB Global Inc, is widely used to enhance student success by offering predictive analytics and coordinated care networks that connect faculty, staff, and students. It allows institutions to proactively engage with students, ensuring

they receive the necessary support throughout their academic journey.

FISCAL IMPACT

The cost of all goods and/or services under the resulting PO contract is for a collective amount of Two Million Four Hundred Fourteen Thousand Nine Hundred Thirty-One Dollars (\$2,414,931.00) over a five-year period, reduced from the initial proposal price of Two Million Six Hundred Thousand Two Hundred Sixty-Five Dollars (\$2,600,265.00) through negotiation, resulting in a savings of approximately 7.12%. This project will be funded through the HCC Advising budget.

LEGAL REQUIREMENT

The recommendation to the Board of Trustees is being made to the highest ranked firms offering the best value in accordance with Chapter 44.031(a) of the Texas Education Code and pursuant to the published RFP 25-30.

STRATEGIC ALIGNMENT

1. Student Success, 2. Personalized Learning , 3. Academic Rigor , 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Summary of Procurement - RFP 25-30	6/6/2025	Attachment
Summary of Composite Scores - RFP 25-30	6/6/2025	Attachment

This item is applicable to the following: District

SUMMARY OF PROCUREMENT BOARD ACTION ITEM

PROJECT TITLE: Advising Technology Platform and Implementation Services

PROCUREMENT METHOD: Request for Proposal (Over-all best value)

PROJECT DEPARTMENT: Student Services

NAME OF BUYER: Sara El Kharif, Senior Buyer

PURPOSE:

The College solicited proposals from qualified firms to provide an Advising Technology Platform and implementation services.

The goal of implementing an Advising Technology Platform is to streamline communication, track student progress, enhance retention efforts, and provide data-informed insights to improve student success outcomes. The system will also improve departmental collaboration and support the strategic goals of the institution.

The advising technology functionalities include but not limited to:

- Academic Degree Planning and Registration Support
- Milestone Tracking
- Advising Appointments
- Advising Case Notes
- Resource Referrals / Coordinated Care Network
- Student Walk-In Support
- Resource Repository
- Communications: 2-Way Texting and Email Messaging Between HCC and Students
- Interface with PeopleSoft Campus Solutions 9.2 Image 28, Canvas LMS, Laserfiche, and Other Platforms
- Reporting and Analytics
- Security and Access Management
- ADA Compliance and Accessibility

Navigate 360, the advising software provided by EAB Global Inc, is widely used to enhance student success by offering predictive analytics and coordinated care networks that connect faculty, staff, and students. It allows institutions to proactively engage with students, ensuring they receive the necessary support throughout their academic journey.

RECOMMENDED VENDOR: EAB Global Inc.

PRIOR VENDOR: Not Applicable – New Solicitation

LEGAL REQUIREMENTS:	This recommendation to the Board of Trustees is being made to the highest ranked firms offering the overall best value in accordance with chapter 44.031 of the Texas Education Code and pursuant to the published RFP 25-30 document.
LOCATION INFORMATION:	In performing the work under RFP 25-30, the recommended firm EAB Global Inc. will be working from its Northwest, Washington D.C. location.
PROJECTED VALUE:	<p>The cost of all services under the resulting contract is Two Million Four Hundred Fourteen Thousand Nine Hundred Thirty-One Dollars (\$2,414,931.00), reduced from the initial proposal price of Two Million Six Hundred Thousand Two Hundred Sixty-Five Dollars (\$2,600,265.00) through negotiation, resulting in a savings of approximately 7.12%. This total amount will be distributed over the five-year contract term as follows:</p> <ul style="list-style-type: none"> • Year 1: Five Hundred Fifty-Six Thousand Nine Hundred Fifty-One Dollars (\$556,951.00) • Year 2: Four Hundred Fifty Thousand Seven Hundred Ninety Dollars (\$450,790.00) • Year 3: Four Hundred Fifty-Nine Thousand Eight Hundred Six Dollars (\$459,806.00) • Year 4 (Optional): Four Hundred Sixty-Nine Thousand Two Dollars (\$469,002.00) • Year 5 (Optional): Four Hundred Seventy-Eight Thousand Three Hundred Eighty-Two Dollars (\$478,382.00) <p>The funding source shall be the Advising budget.</p>
PRIOR YEAR'S SPEND:	Not Applicable
CONTRACT TERM:	It is anticipated that the contract term resulting from this solicitation, if any, will be Three (3) years with the option to renew it for Two (2) additional one-year terms. Further, HCC reserves the right to extend the contract on a month-to-month basis, not to exceed three (3) months upon the expiration of the initial term and any successive renewal term.
PROCUREMENT ADVERTISEMENT & NOTICE:	<p>This procurement was advertised, and a notice of procurement was distributed as follows:</p> <ul style="list-style-type: none"> • HCC Procurement Operations Website on February 18, 2025 • Texas State Procurement Website on February 20, 2025 • Notice to HCC Board of Trustees on February 24, 2025 • The Daily Court Review on February 20, 2025, and February 27, 2025.
SOLICITATION INFORMATION:	RFP 25-30 was issued on February 18, 2025, and the solicitation document was distributed electronically in addition to being published in the local newspaper. Notice of advertisement was provided and the solicitation was duly posted on the Electronic State Business Daily (ESBD) website. A virtual pre-proposal meeting was held on February 27, 2025, and a question-and-answer period was allowed through March 5, 2025. Eight (8) proposals were received by the solicitation due date of

March 26, 2025, at 2:00 p.m. Eight (8) proposals were evaluated in accordance with RFP 25-30.

COMPETITIVE:

Yes.

PROPOSAL EVALUATION:

Responses were evaluated by the Evaluation Committee using a two-phase evaluation process which consisted of nine (9) HCC representatives with relevant subject matter understanding who evaluated and scored proposals in accordance with the published evaluation criteria noted below.

Evaluation Criteria	Available Points
Phase 1 -Evaluations	
Firm's qualification and experience	35
Demonstrated qualifications of personnel and team	
Proposed approach and methodology	50
Past performance & references	15
Phase 2 -Evaluations	
Interviews	30
Demonstrations	40
Small business practices	10
Pricing	20
<u>Technical Security Questions</u>	<u>Pass or Fail</u>
	Total 200

EVALUATION COMMITTEE QUALIFICATIONS:

Evaluator 1 – Represents the Student Engagement and Success Department; is business owner who will have overall responsibility for the work effort following contract award and has in-depth understanding of the service requirements.

Evaluator 2 – Vice president of Inst & Students Services, represents Coleman College and has in-depth understanding of the service requirements

Evaluator 3 – Director of Research Assessment and Evaluation, represents the Institutional Research Department and has in-depth understanding of the service requirements.

Evaluator 4 – Manager of Pathways Advising, represents the Counseling Department and has in-depth understanding of the service requirements.

Evaluator 5 – Manager of Application Development, represents Enterprise Business Application Department and has in-depth understanding of the service requirements.

Evaluator 6 – Dean, Student Success, represents HCC Online and has in-depth understanding of the service requirements.

Evaluator 7 – President of faculty Senate represents the Faculty Senates and has in-depth understanding of the service requirements.

Evaluator 8 – Advisor of pathways and Case Management, represents the counseling Department and has in-depth understanding of the service requirements.

Evaluator 9 – Associate Dean of Student Engagement & Success represents Student Development Department and has in-depth understanding of the service requirements.

PRIOR HCC EXPERIENCE: No

REFERENCES: Evaluated and found to be favorable.

HIGHER EDUCATION EXPERIENCE:

The recommended supplier has experience with more than 100 colleges and universities. Institutions such Texas A&M- College Station, Baylor University, University of Texas at Austin, Alamo Community College, Seminole State College of Florida, and the Ohio state university, are just a few of their prior clients. Numerous successful work assignments with Community Colleges.

SMALL BUSINESS GOAL: In accordance with the Houston Community College - Small Business Development Program, for this solicitation, HCC advertised as 25% – Small Business participation goal.

EAB Global Inc., is not certified SBE and will self-perform the work under the resulting contract.

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RFP 25-30 - Advising Technology Platform and implementation Services

Summary Composite Score Sheet

Firm	Evaluation Criteria - Phase 1			Total
	Firm's Qualification and Experience & Demonstrated Qualifications of Personnel and Team	Proposed Approach and Methodology	Past Performance & References	
Available Points	35	50	15	100
EAB Global, Inc.	33.06	46.67	13.50	93.23
Civitas Learning	30.72	42.78	12.83	86.33
Cranium Cafe dba ConexED	28.39	35.00	12.50	75.89
HighPoint Technology Solutions	24.89	36.11	11.17	72.17
ClouDen Technologies, LLC	20.22	29.44	8.33	57.99
Excelsoft Technologies Inc	18.28	30.56	7.50	56.34
DLT Solutions LLC	20.22	23.33	7.50	51.05
Saejo	13.61	22.78	5.00	41.39

Firm	Evaluation Criteria - Phase 2						Total
	Phase 1 Score	Price Proposal (Tab 5)	Small Business Practices (Tab 6)	Interviews	Demonstrations	Technical Security Questions	
Available Points	100	20	10	30	40	Pass/Fail	100
EAB Global, Inc.	93.23	15.65	0.00	26.33	36.00	Pass	171.21
Civitas Learning	86.33	20.00	0.00	23.67	33.33	Pass	163.33

ACTION ITEM

Meeting Date: June 18, 2025

Topics for Discussion and/or Action

ITEM #	ITEM TITLE	PRESENTER
F.	Full-Time Faculty Academic Year Contract Renewals	Dr. Margaret Ford Fisher Rodney Nathan

RECOMMENDATION

Approval of the renewal of the Full-Time Faculty Contracts for Academic Year 2025-26.

COMPELLING REASON AND BACKGROUND

Full-Time contracted faculty are employed under academic year term employment contracts on an annual basis as outlined under DCA (LEGAL): Employment Practices Term Contracts.

Each academic year full-time contracted faculty receive a new employment contract for the upcoming academic year. Contract types consist of 9-month, 10.5-month and 12-month term lengths.

FISCAL IMPACT

Funds for full-time faculty contract renewals are included in the in the approved Fiscal Year 2025-26 Unrestricted Budget.

STRATEGIC ALIGNMENT

1. Student Success, 2. Personalized Learning , 3. Academic Rigor , 4. Community Investment , 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
Faculty Agreement Renewal List 25-26	6/6/2025	Attachment

This item is applicable to the following:

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

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Abanda	Peter	Faculty 10.5 Months
Abercia	Lisa	Faculty 10.5 Months
Abernathy	Carlton	Faculty 10.5 Months
Ables	Gisela	Faculty 10.5 Months
Abraham	Lesley	Faculty 12 Months
Abraham	Reni	Faculty 10.5 Months
Abt	Ryan	Faculty 10.5 Months
Ackelmire	Corey	Faculty 10.5 Months
Adams	Walter	Faculty 10.5 Months
Adedoyin-Tuyo	Harriet	Faculty 10.5 Months
Adegoke	Anuoluwa	Faculty 10.5 Months
Adjei	Gideon	Faculty 10.5 Months
Afaneh	Mohammad	Faculty 9 Months
Aguilar	Aurelio	Faculty 12 Months
Ahmed-Zaid	Abdelnour	Faculty 10.5 Months
Ahn	Seong	Faculty 10.5 Months
Ahosseini	Azita	Faculty 10.5 Months
Ainsworth	Joseph	Faculty 9 Months
Akbay	Kubra	Faculty 10.5 Months
Akheituame	Lisa	Faculty 10.5 Months
Akpanumoh	Edem	Faculty 10.5 Months
Alexander	Marion	Faculty 9 Months
Alexander	Nicol	Faculty 9 Months
Allen	Dwight	Faculty 12 Months
Almansor	Khansaa	Faculty 9 Months
Almestica	Alexandra	Faculty 12 Months
Alonge	Oluwaseun	Faculty 10.5 Months
Alvanipour	Sarah	Faculty 10.5 Months
Amaku	Veronica	Faculty 10.5 Months
Ameri Sianaki	Javad	Faculty 10.5 Months
Ames	Steven	Faculty 10.5 Months
Ammar	Nadiah	Faculty 10.5 Months
Anderson	Angela	Faculty 10.5 Months
Anderson	Kristin	Faculty 10.5 Months
Anderson	Treva	Faculty 12 Months
Anoka	Cyril	Faculty 12 Months
Ansell	Bennie	Faculty 9 Months
Anthis	Douglas	Faculty 10.5 Months
Antoine	Malcolm	Faculty 10.5 Months
Argo	Daniel	Faculty 12 Months
Ariole	Williams	Faculty 10.5 Months
Ariyaratna	Rajamanthri	Faculty 9 Months
Askari	Hosseini	Faculty 10.5 Months
Assink	Jessica	Faculty 10.5 Months
Ayala	Giselle	Faculty 12 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Ayers	Laura	Faculty 12 Months
Ayers	Michael	Faculty 10.5 Months
Azzopardi	Alexa	Faculty 12 Months
Bachan	Jennifer	Faculty 10.5 Months
Baggett	Antrece	Faculty 10.5 Months
Bailey	Jonelle	Faculty 10.5 Months
Bailey	Kevin	Faculty 10.5 Months
Bailey	Lisa	Faculty 10.5 Months
Ballard	Sheryl	Faculty 10.5 Months
Ban	Hyunju	Faculty 10.5 Months
Banks	Latona	Faculty 12 Months
Barchas	Joseph	Faculty 10.5 Months
Barolini Lawrence	Darla	Faculty 10.5 Months
Barrera-Coffman	Roxann	Faculty 10.5 Months
Barry	Jackie	Faculty 10.5 Months
Barry	John	Faculty 10.5 Months
Bashlor	Richard	Faculty 10.5 Months
Basye	Timothy	Faculty 10.5 Months
Bata	Julie	Faculty 10.5 Months
Batamo	Shuhsien	Faculty 10.5 Months
Batiste	Fredrick	Faculty 10.5 Months
Bauhs	Bryan	Faculty 9 Months
Bazargan	Mohammad	Faculty 10.5 Months
Beard	Levi	Faculty 12 Months
Beckett	Vivienne	Faculty 12 Months
Beckett	William	Faculty 12 Months
Bee	Paulette	Faculty 12 Months
Belz	Sabrena	Faculty 10.5 Months
Benjamin-Curry	Mishe	Faculty 10.5 Months
Bennett	Kristin	Faculty 12 Months
Berhe	Okubamichael	Faculty 10.5 Months
Berrached	Ali	Faculty 10.5 Months
Betton	Farrish	Faculty 10.5 Months
Beveridge	Shasta	Faculty 10.5 Months
Bibian	Adolfo	Faculty 10.5 Months
Billingsley	Dauphine	Faculty 12 Months
Bilton-Beard	Pamela	Faculty 12 Months
Blackmon	Terronica	Faculty 10.5 Months
Boland	Nicholas	Faculty 9 Months
Bolet	Linda	Faculty 9 Months
Bollampally	Malathi	Faculty 10.5 Months
Bond	Donald	Faculty 10.5 Months
Bonner	Andrea	Faculty 12 Months
Bonnor	Cecilia	Faculty 10.5 Months
Bordeaux	Vedron	Faculty 12 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Bose	Rumela	Faculty 12 Months
Boutte-Heiniluoma	Nichole	Faculty 12 Months
Bouwens	Mark	Faculty 10.5 Months
Boyd	Denise	Faculty 10.5 Months
Boyd	Jerelean	Faculty 10.5 Months
Boyd	Richard	Faculty 10.5 Months
Bracamonte	Margarita	Faculty 10.5 Months
Bradford	Johnell	Faculty 10.5 Months
Bradley	Mashira	Faculty 10.5 Months
Bradshaw	Loris	Faculty 10.5 Months
Braziel	Lemetra	Faculty 12 Months
Briggs	Octavia	Faculty 10.5 Months
Brooks	Jessica	Faculty 12 Months
Broussard	Camisha	Faculty 10.5 Months
Brown	G	Faculty 10.5 Months
Brown	Jessica	Faculty 10.5 Months
Brown	Marjorie	Faculty 12 Months
Brown	Ronald	Faculty 12 Months
Bruton	Katherine	Faculty 10.5 Months
Bruton	Melissa	Faculty 12 Months
Bukhari	Khalid	Faculty 10.5 Months
Bullard	Molly	Faculty 12 Months
Buller	Mark	Faculty 10.5 Months
Bumgardner	Roger	Faculty 12 Months
Bump	Wren	Faculty 10.5 Months
Bunton	Sanya	Faculty 12 Months
Burris	Darryl E	Faculty 12 Months
Cade	Kimberly	Faculty 10.5 Months
Cagle	Cynthia	Faculty 12 Months
Caldwell	Christopher	Faculty 12 Months
Campbell	James	Faculty 12 Months
Carey	Lorraine	Faculty 9 Months
Carmean	Irl	Faculty 10.5 Months
Carney	Christopher	Faculty 10.5 Months
Carothers	William Scott	Faculty 9 Months
Carpenter	Crystal	Faculty 12 Months
Carra	Claudio	Faculty 10.5 Months
Carrillo	Bernardo	Faculty 10.5 Months
Carter	Shari	Faculty 12 Months
Cary	Paulina	Faculty 10.5 Months
Castaneda	Adam	Faculty 10.5 Months
Castillo	Lucy	Faculty 10.5 Months
Cazares	Leonard	Faculty 12 Months
Chaidez	Rosa	Faculty 10.5 Months
Chaisson	Lisa	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Chalk	Fred	Faculty 10.5 Months
Chambers	Fred	Faculty 12 Months
Chami	Mayyada	Faculty 10.5 Months
Champagne	Brent	Faculty 9 Months
Chapman	Alexander	Faculty 10.5 Months
Cherif	Abdallah	Faculty 9 Months
Chirinos	Katherine	Faculty 9 Months
Chopra	Vimlarani	Faculty 10.5 Months
Chreim	Zeyad	Faculty 10.5 Months
Chu	Kam	Faculty 10.5 Months
Churchman	Frederic	Faculty 10.5 Months
Clark	Sharonda	Faculty 10.5 Months
Clarkson	Mary	Faculty 10.5 Months
Clay	Cathy	Faculty 10.5 Months
Clemens	Paul	Faculty 10.5 Months
Clement	Kevin	Faculty 12 Months
Cleveland	Michael	Faculty 12 Months
Coarfa	Violeta	Faculty 10.5 Months
Cole	Amanda	Faculty 10.5 Months
Comello	Harold	Faculty 10.5 Months
Comfort	Leslie	Faculty 10.5 Months
Conkling	Parish	Faculty 10.5 Months
Cook	Amy	Faculty 10.5 Months
Cote	Julia	Faculty 10.5 Months
Cox	Nicholas	Faculty 12 Months
Crain	Elizabeth	Faculty 12 Months
Crane	Jamey	Faculty 12 Months
Crasto	Darren	Faculty 9 Months
Crawford	Jamarc	Faculty 10.5 Months
Crawford	Juan	Faculty 12 Months
Crispin	Jennifer	Faculty 12 Months
Cristiano	Richard	Faculty 10.5 Months
Crosby	Nathaniel	Faculty 10.5 Months
Cross	Carolyn	Faculty 12 Months
Crotser	Jeremiah	Faculty 10.5 Months
Crowe	Tracey	Faculty 10.5 Months
Curtin	Christina	Faculty 12 Months
Curtsinger	Kenneth	Faculty 10.5 Months
Daily	Elizabeth	Faculty 9 Months
Dancer	Melody	Faculty 10.5 Months
Daneshvar	Mohammad	Faculty 10.5 Months
Davenport	Raven	Faculty 10.5 Months
Davis	Gizelle	Faculty 12 Months
Davis	Patricia	Faculty 12 Months
Davis	Russell	Faculty 9 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Davis	Scott	Faculty 10.5 Months
Davis	Syble	Faculty 10.5 Months
Davis-Littleton	Vikki	Faculty 12 Months
Dayoub	Ali	Faculty 10.5 Months
Daza	Christopher	Faculty 12 Months
De Bary	Narges	Faculty 10.5 Months
De Garcia	Silvia Garza	Faculty 9 Months
De Jongh	Alissa	Faculty 9 Months
De Leon	Blanca	Faculty 10.5 Months
De Magalhaes	Jussara	Faculty 10.5 Months
Decker	Jennifer	Faculty 10.5 Months
DeHerrera	Noemi	Faculty 10.5 Months
Delaquis-Baidoo	Esther	Faculty 10.5 Months
Denham	Elizabeth	Faculty 10.5 Months
Deolu-Sobogun	Suziat	Faculty 10.5 Months
Derakhshandeh	Jamshid	Faculty 10.5 Months
Diehl	Elisa	Faculty 10.5 Months
Dikeocha	Ndu	Faculty 10.5 Months
Dillon	Kathleen	Faculty 12 Months
Diouf	Shani	Faculty 10.5 Months
Dodson	Caprice	Faculty 10.5 Months
Donahue	Raquel	Faculty 12 Months
Dopierala	Amy	Faculty 10.5 Months
Douglas	Geoffrey	Faculty 10.5 Months
Downey	Carlton	Faculty 10.5 Months
Driver	William	Faculty 10.5 Months
Drummond	Paul	Faculty 10.5 Months
Dube	Nathan	Faculty 10.5 Months
Dunn	Christopher	Faculty 10.5 Months
Dunn	Roderick	Faculty 12 Months
Dunn	Ruth	Faculty 10.5 Months
Duru	Enrico	Faculty 10.5 Months
Dusek	Jeremy	Faculty 10.5 Months
Duvall	James	Faculty 10.5 Months
Dybala	Marie	Faculty 9 Months
Eaton	Velda	Faculty 10.5 Months
Edwards	Renee	Faculty 10.5 Months
Ekwere	Ebong	Faculty 12 Months
El Metwally	Dalia	Faculty 9 Months
Elhadj	Hanan	Faculty 10.5 Months
Elkhatib	Mohamad	Faculty 10.5 Months
Elliott	Ken	Faculty 12 Months
Elliott-Reed	Lakaesha	Faculty 12 Months
Esposito	Ronald	Faculty 10.5 Months
Esteban	Nicole	Faculty 12 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Estillore	Abigail	Faculty 9 Months
Evans	Bryant	Faculty 10.5 Months
Ewer	Audrey	Faculty 10.5 Months
Faegh	Ali	Faculty 10.5 Months
Fajuyigbe	Festus	Faculty 10.5 Months
Falahat	Ali	Faculty 10.5 Months
Fan	Biwun	Faculty 10.5 Months
Fax	Joanna	Faculty 10.5 Months
Feighny	Edward	Faculty 10.5 Months
Ferchichi	Jamel	Faculty 9 Months
Ferry	James	Faculty 10.5 Months
Fife	Susan	Faculty 12 Months
Firat	Ibrahim	Faculty 9 Months
Flores	Alberto	Faculty 10.5 Months
Flores	Carlos	Faculty 10.5 Months
Flores	Daniel	Faculty 10.5 Months
Flores	Luis	Faculty 10.5 Months
Flowers	Selena	Faculty 10.5 Months
Foldi	Beatrix	Faculty 10.5 Months
Fondren	Kimberly	Faculty 10.5 Months
Fonge	Michael	Faculty 10.5 Months
Ford	Shantae	Faculty 10.5 Months
Fortune	Carla	Faculty 10.5 Months
Foster	Marion	Faculty 10.5 Months
Francis	Shawna	Faculty 12 Months
Frederick	Robert	Faculty 10.5 Months
Freeman	Ernest	Faculty 10.5 Months
Frias Rangel	Heriberto	Faculty 10.5 Months
Gabi	Charles	Faculty 10.5 Months
Galaktionov	Konstantin	Faculty 10.5 Months
Gallego	Ilija	Faculty 10.5 Months
Galloway	Howard	Faculty 12 Months
Gamboa Muller	Carlos	Faculty 12 Months
Garcia	Cheri	Faculty 12 Months
Garcia	Gerardo	Faculty 10.5 Months
Garcia	Jessica	Faculty 10.5 Months
Garcia	Pablo	Faculty 10.5 Months
Garcia	Pablo	Faculty 10.5 Months
Garcia Rivera	Yaritza	Faculty 10.5 Months
Gardiner	Simone	Faculty 12 Months
Gardner	Catheryn	Faculty 12 Months
Garg	Nupur	Faculty 10.5 Months
Garza	Cynthia	Faculty 10.5 Months
Garza	Natalie	Faculty 10.5 Months
Gatlin	Nicholas	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Gedeon	Yokabet	Faculty 10.5 Months
Genanaw	Mesfin	Faculty 10.5 Months
George	Ola	Faculty 10.5 Months
Giles	Jacqueline	Faculty 10.5 Months
Giles	John	Faculty 10.5 Months
Giles	Michele	Faculty 10.5 Months
Gomez	Gerardo	Faculty 10.5 Months
Gomez	Pete	Faculty 10.5 Months
Gomez Rodriguez	Cesar	Faculty 10.5 Months
Gonzalez	Ovidio	Faculty 10.5 Months
Gordon	Donna	Faculty 9 Months
Gosselin	Richard	Faculty 10.5 Months
Graham	Linda	Faculty 10.5 Months
Grau	Marina	Faculty 12 Months
Gray	Ella	Faculty 10.5 Months
Greco	Janice	Faculty 10.5 Months
Green	Anthony	Faculty 10.5 Months
Green	Hilary	Faculty 10.5 Months
Green	Tiffany	Faculty 12 Months
Grisales	Joseph	Faculty 10.5 Months
Grissom	Charles	Faculty 12 Months
Guerrero	Hilda	Faculty 12 Months
Gumeel	Dalia	Faculty 10.5 Months
Gunturk	Kamil	Faculty 10.5 Months
Guo	Aqiang	Faculty 10.5 Months
Haci	Sophie	Faculty 10.5 Months
Hackley	Karen	Faculty 10.5 Months
Hackner	Charles	Faculty 10.5 Months
Hadley	Lakisha	Faculty 12 Months
Haight	Christopher	Faculty 10.5 Months
Hajjari	Tayebeh	Faculty 10.5 Months
Hale	David	Faculty 10.5 Months
Hansbro	Kevin	Faculty 10.5 Months
Hardy	Hildreth	Faculty 10.5 Months
Harris	Tamara	Faculty 10.5 Months
Harris	Vinette	Faculty 10.5 Months
Harrison	Diana	Faculty 9 Months
Hart	Karen	Faculty 10.5 Months
Hatton	Jack	Faculty 9 Months
Hayes	Nancy	Faculty 10.5 Months
Hays	Everett	Faculty 10.5 Months
He	Min	Faculty 12 Months
Hebel	Nazanin	Faculty 10.5 Months
Henderson	Gwen	Faculty 12 Months
Henderson	Jackie	Faculty 12 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Henry	Margaret	Faculty 10.5 Months
Henry	Stephen	Faculty 10.5 Months
Herman Garcia	Bethany	Faculty 12 Months
Hermann	Andre	Faculty 10.5 Months
Hernandez	Cleto	Faculty 12 Months
Hernandez	Hector	Faculty 10.5 Months
Hernandez	Kenneth	Faculty 10.5 Months
Hernandez	Victor	Faculty 10.5 Months
Hetrick	Crystal	Faculty 10.5 Months
Hickman	Lynn	Faculty 10.5 Months
Higdon	Stacey	Faculty 12 Months
Hines	Susan	Faculty 10.5 Months
Hipp	Lisa	Faculty 10.5 Months
Hirani	Karsan	Faculty 9 Months
Hixon	Beverly	Faculty 10.5 Months
Ho	Elizabeth	Faculty 12 Months
Hoag	Clara	Faculty 10.5 Months
Hoang	Henry	Faculty 9 Months
Hogsette	Samuel	Faculty 10.5 Months
Holder	Angela	Faculty 10.5 Months
Holland	Toni	Faculty 12 Months
Hope	Lorena	Faculty 10.5 Months
Howard	Diane	Faculty 10.5 Months
Hsieh	Juurong	Faculty 9 Months
Hua	Vi	Faculty 9 Months
Hubbard	Cheryl	Faculty 10.5 Months
Huber	Johannes	Faculty 10.5 Months
Humphrey	Beverly	Faculty 10.5 Months
Huntington	John	Faculty 10.5 Months
Hyrapiet	Shireen	Faculty 10.5 Months
Idlebird	Joe	Faculty 9 Months
Imo	Charles	Faculty 10.5 Months
Iranpour	Mahzad	Faculty 10.5 Months
Iyer	Sumithra	Faculty 10.5 Months
Jach	Theresa	Faculty 9 Months
Jackson	Herbert	Faculty 12 Months
Jackson	Rodney	Faculty 12 Months
Jacobs	Crescida	Faculty 10.5 Months
Jain	Renu	Faculty 12 Months
Jakubowski	Laura	Faculty 9 Months
Jalilian Tehrani	Mohammad	Faculty 10.5 Months
Jannise	Justin	Faculty 10.5 Months
Jeffers-Goodwine	Cathryn	Faculty 10.5 Months
Jeffries	Donald	Faculty 10.5 Months
Jenson	Cinnamon	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Jenson	Jason	Faculty 10.5 Months
Jiang	Zhiqin	Faculty 9 Months
Jimenez	Charlsey	Faculty 12 Months
Joaquin	Daniel	Faculty 10.5 Months
John	Sofia	Faculty 12 Months
Johnson	Genell	Faculty 10.5 Months
Johnson	Kelsie	Faculty 10.5 Months
Johnson	Kristin	Faculty 10.5 Months
Johnson	Machuria	Faculty 9 Months
Johnson	Michelle	Faculty 10.5 Months
Johnson-Burgess	Linda	Faculty 10.5 Months
Jones	Arlandis	Faculty 12 Months
Jones	Linda	Faculty 10.5 Months
Jones	Philip	Faculty 10.5 Months
Jones	Walter	Faculty 10.5 Months
Jones-Milton	Kimberly	Faculty 10.5 Months
Joseph	Jolly	Faculty 12 Months
Joseph	Neethu	Faculty 10.5 Months
Joseph	Raj	Faculty 10.5 Months
Jrad	Lazhar	Faculty 10.5 Months
Juengel	Christopher	Faculty 10.5 Months
Jukes	Kay	Faculty 12 Months
Kahler	Elyse	Faculty 10.5 Months
Kallarackal	Eunice	Faculty 10.5 Months
Kaminski	Stanley	Faculty 10.5 Months
Kamm	Jeffrey	Faculty 10.5 Months
Karo	Marlinda	Faculty 12 Months
Kaushik	Kimber	Faculty 10.5 Months
Keller	June	Faculty 10.5 Months
Keller	Raymond	Faculty 10.5 Months
Kerr-Heraly	Lauran	Faculty 9 Months
Keys	Daphene	Faculty 12 Months
Khansari	Alihossein	Faculty 10.5 Months
Khuong	Christopher	Faculty 10.5 Months
Kinfe	Biniam	Faculty 10.5 Months
Kirkpatrick	Michelle	Faculty 12 Months
Kishell	Jason	Faculty 10.5 Months
Kline-Cherry	Statha	Faculty 10.5 Months
Klotz	Emily	Faculty 10.5 Months
Koledoye	Kimberly	Faculty 10.5 Months
Konicek	Dale	Faculty 10.5 Months
Koshy	Anna	Faculty 10.5 Months
Kotrla	Tina	Faculty 10.5 Months
Kovalchuk	Sergius	Faculty 10.5 Months
Kowai-Bell	Neneh	Faculty 9 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Kreutter	Jessica	Faculty 10.5 Months
Krieg	Elaine	Faculty 9 Months
Krishnaswamy	Ammani	Faculty 9 Months
Krummel	Rachael	Faculty 10.5 Months
Ku	Show-Hwa	Faculty 10.5 Months
LaBorde	Harold	Faculty 12 Months
Lackey	Linda	Faculty 12 Months
Lacroix	Laurel	Faculty 10.5 Months
Lafond	Lise	Faculty 10.5 Months
Landers	Jimmy	Faculty 10.5 Months
Landry	Terese	Faculty 10.5 Months
Langston	James	Faculty 10.5 Months
Larotta	Alex	Faculty 10.5 Months
Lashari	Samee	Faculty 10.5 Months
Lasher	Megan	Faculty 10.5 Months
Laszczynski	Melinda	Faculty 10.5 Months
Lawson	Mary	Faculty 12 Months
Leathers	Reginald	Faculty 9 Months
Lee	Michael	Faculty 10.5 Months
Lee	Yoojin	Faculty 10.5 Months
Lehtola	Lori	Faculty 10.5 Months
Leveston	Donny	Faculty 9 Months
Lewin	Edna	Faculty 12 Months
Lewis	Charles	Faculty 10.5 Months
Lewis	Nicole	Faculty 12 Months
Liakos	David	Faculty 10.5 Months
Ling	Jason	Faculty 10.5 Months
Litong	Domingo	Faculty 10.5 Months
Liu	Hairong	Faculty 10.5 Months
Liu	Sherry	Faculty 10.5 Months
Lo	Liene	Faculty 12 Months
Lobrin	Maria	Faculty 12 Months
Locascio	Joseph	Faculty 9 Months
Loeb	Victoria	Faculty 9 Months
Loesch	William	Faculty 12 Months
Lopez	Maria	Faculty 10.5 Months
Lopez	Victor	Faculty 10.5 Months
Loubser	Ileana	Faculty 10.5 Months
Louis	Mary	Faculty 12 Months
Lozada	Ramon	Faculty 10.5 Months
Lu	Dongning	Faculty 9 Months
Lundgren	Cynthia	Faculty 12 Months
Lynch	Jill	Faculty 12 Months
Lytton	Frances	Faculty 10.5 Months
Macadam-Somer	Karen	Faculty 12 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Maceo Bibler	Andrea	Faculty 10.5 Months
Maharaj	Deepika	Faculty 10.5 Months
Mahon	Brian	Faculty 10.5 Months
Major	Penni	Faculty 10.5 Months
Malveaux	Jerry	Faculty 10.5 Months
Manavalan Varghese	Shyla	Faculty 10.5 Months
Mann	Hugh	Faculty 10.5 Months
Mansoor	Elvedina	Faculty 10.5 Months
Manzoni	Alexander	Faculty 10.5 Months
Marek	John	Faculty 10.5 Months
Marks	Aaron	Faculty 10.5 Months
Marshall	Joy	Faculty 10.5 Months
Martin	Byran	Faculty 10.5 Months
Martin	Charmaine	Faculty 12 Months
Martinez	Betty	Faculty 10.5 Months
Martinez	Lindsey	Faculty 12 Months
Mathew	Mini	Faculty 10.5 Months
Mattos Do Nascimento	Maria Clara	Faculty 10.5 Months
May	Vicki	Faculty 12 Months
Mayer	Jeryn	Faculty 10.5 Months
Mayorga	Adelaida	Faculty 12 Months
Mays	Melvin	Faculty 12 Months
Mc Bane	Roderick	Faculty 9 Months
Mccaffrey	Charles	Faculty 9 Months
McCain	Devin	Faculty 10.5 Months
Mccartney	Danna	Faculty 12 Months
Mccleskey	Jamie	Faculty 10.5 Months
Mccrary	Katrina	Faculty 12 Months
Mcdade	Joseph	Faculty 10.5 Months
Mcdonald	Travis	Faculty 10.5 Months
McFaden	William	Faculty 10.5 Months
McGaughy	Joseph	Faculty 10.5 Months
McKnight	Laura	Faculty 10.5 Months
Mcneill	Paul	Faculty 9 Months
Mcqueary	Glenn	Faculty 9 Months
McWhinney	Dalton	Faculty 10.5 Months
Mears	Matthew	Faculty 12 Months
Medina	Gisele	Faculty 9 Months
Mehta	Rashmi	Faculty 10.5 Months
Mejia	Melinda	Faculty 12 Months
Menon	Shailaja	Faculty 10.5 Months
Menon Chembottil	Sarath	Faculty 10.5 Months
Merritt	Richard	Faculty 9 Months
Messahli	Leila	Faculty 10.5 Months
Miller	Anne	Faculty 12 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Miller	Roger	Faculty 10.5 Months
Millette	Andrea	Faculty 10.5 Months
Mills	Jacob	Faculty 10.5 Months
Mittal	Chandra	Faculty 10.5 Months
Moghadassian	Mohammad	Faculty 10.5 Months
Mohanraj	Remya	Faculty 10.5 Months
Mondal	Sujit	Faculty 10.5 Months
Monroe	Lakessa	Faculty 12 Months
Moon	Joe	Faculty 9 Months
Moore	Anthony	Faculty 10.5 Months
Moore	Christiane	Faculty 10.5 Months
Moore	Linda	Faculty 9 Months
Moore	Micah	Faculty 12 Months
Moore	William	Faculty 10.5 Months
Morecook	Robert	Faculty 9 Months
Moretta	John	Faculty 10.5 Months
Morris	Edmund	Faculty 10.5 Months
Morrison	Penelope	Faculty 9 Months
Mouton	Steve	Faculty 10.5 Months
Muhammad	Dorothy	Faculty 12 Months
Mullins	Irina	Faculty 10.5 Months
Muniz	Gilbert	Faculty 10.5 Months
Murphy	Randall	Faculty 10.5 Months
Murrill	Mark	Faculty 10.5 Months
Murzyn	Kristin	Faculty 10.5 Months
Nagelhout	Gary	Faculty 12 Months
Najafi	Kathy	Faculty 10.5 Months
Nall	Bryant	Faculty 10.5 Months
Nantz	William	Faculty 10.5 Months
Nayar	Madhavi	Faculty 10.5 Months
Nealy	Robin	Faculty 12 Months
Newton	Charles	Faculty 10.5 Months
Ngang	Fidelis	Faculty 9 Months
Nguyen	Giang	Faculty 10.5 Months
Nguyen	Hien	Faculty 12 Months
Nguyen	Nam	Faculty 12 Months
Nikzad	Ali	Faculty 9 Months
Nindra	Ameet	Faculty 10.5 Months
Nioupin	Auguste	Faculty 10.5 Months
Nishi	Irin	Faculty 12 Months
Nitzberg	Aric	Faculty 10.5 Months
Njemanze	Harold	Faculty 10.5 Months
Noland	Natalia	Faculty 10.5 Months
Nolen	William	Faculty 10.5 Months
Nwachukwu	Ernest	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Nwaguru	Israel	Faculty 10.5 Months
Nwaneri	Collins	Faculty 9 Months
Ochoa	Tomas	Faculty 12 Months
Ochoa Contreras	David	Faculty 10.5 Months
Odion	Charles	Faculty 10.5 Months
Odion	Gretchen	Faculty 10.5 Months
Ofoegbu	Lilian	Faculty 12 Months
Olaniyan	Emilade	Faculty 10.5 Months
Olivares	Jaime	Faculty 10.5 Months
Olowe	Abiodun	Faculty 9 Months
Oloyede	Bolaji	Faculty 9 Months
O'Neil	Jennifer	Faculty 10.5 Months
Ononye	Ambrose	Faculty 10.5 Months
Opara	Chukwuemeka	Faculty 12 Months
Osborn	Paul	Faculty 12 Months
Osifodunrin	Solomon	Faculty 12 Months
Oslund	Susan	Faculty 10.5 Months
Ospina	Luis	Faculty 12 Months
Oudonesom	Viengvilay	Faculty 10.5 Months
Owen	Steve	Faculty 10.5 Months
Owie	Orobosa	Faculty 9 Months
Oyinlola	Adetoun	Faculty 10.5 Months
Padilla	Gisette	Faculty 10.5 Months
Palacios	Gilbert	Faculty 12 Months
Palmer	Mandy	Faculty 9 Months
Paluka	April	Faculty 10.5 Months
Park	Alan	Faculty 9 Months
Parker	Donald	Faculty 12 Months
Parker	George	Faculty 10.5 Months
Parr	Janet	Faculty 10.5 Months
Pasha	Nausheen	Faculty 12 Months
Patke	Christopher	Faculty 10.5 Months
Patterson	Pamela	Faculty 12 Months
Paye	Lawrence	Faculty 10.5 Months
Pena	Claudia	Faculty 10.5 Months
Pena	Janet	Faculty 12 Months
Pena	Marlen	Faculty 12 Months
Penaloza	Orlando	Faculty 10.5 Months
Percival	Hannah	Faculty 10.5 Months
Pereira	Patricia	Faculty 12 Months
Perry Guillory	Aketa	Faculty 10.5 Months
Pfeiffer	Timothy	Faculty 10.5 Months
Pham	Minh	Faculty 10.5 Months
Pham	Paul	Faculty 12 Months
Phanse	Shilpa	Faculty 9 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Phillips	Micheal	Faculty 10.5 Months
Phinazee	Nicole	Faculty 12 Months
Pleasant	Cheryl	Faculty 10.5 Months
Poage	Nathan	Faculty 10.5 Months
Pollard	Bernadette	Faculty 12 Months
Pope	Tonia	Faculty 10.5 Months
Porter	Peggy	Faculty 10.5 Months
Prather	Richard	Faculty 10.5 Months
Proctor	Betty	Faculty 10.5 Months
Pryor	Melvin	Faculty 10.5 Months
Puder	Nichelle Renee	Faculty 10.5 Months
Punch Lagard	Rita	Faculty 10.5 Months
Pyrog	Sergii	Faculty 10.5 Months
Quinn	Lucy	Faculty 12 Months
Rachapudi	Annapurna	Faculty 10.5 Months
Rahighi	Mohammad	Faculty 9 Months
Ramanoudjame	Gomathi	Faculty 10.5 Months
Ramey	Michael	Faculty 10.5 Months
Ramharack	Sukhlal	Faculty 12 Months
Ramirez	Barry	Faculty 10.5 Months
Rangel	Katherine	Faculty 12 Months
Rangel	Nicolas	Faculty 12 Months
Rangel	Ricardo	Faculty 10.5 Months
Rao	Suma	Faculty 10.5 Months
Reagler	Robin	Faculty 12 Months
Reina	Juan	Faculty 10.5 Months
Ren	Meredith	Faculty 10.5 Months
Reno	Jeffery	Faculty 10.5 Months
Revelle	Clyde	Faculty 10.5 Months
Revelle	William	Faculty 10.5 Months
Reyna	Rolando	Faculty 10.5 Months
Rice	Richard	Faculty 12 Months
Richards	Bennie	Faculty 10.5 Months
Rivas	Karla	Faculty 10.5 Months
Rix	Deanna	Faculty 12 Months
Robbins	Wendy	Faculty 10.5 Months
Roberts	John	Faculty 10.5 Months
Robinson	Carla	Faculty 9 Months
Robinson	Joella	Faculty 10.5 Months
Robinson	Nathan	Faculty 10.5 Months
Rocha	Jessica	Faculty 10.5 Months
Roddy	Meghan	Faculty 9 Months
Rodgers	Lamont	Faculty 10.5 Months
Rodriguez	Carlos	Faculty 10.5 Months
Rodriguez	Samantha	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Romero-Borja	Fernando	Faculty 10.5 Months
Rosborough	Carol	Faculty 10.5 Months
Rose	Britni	Faculty 10.5 Months
Ross	Gabrielle	Faculty 10.5 Months
Ross-Nazzal	James	Faculty 12 Months
Ruelas	Stephanie	Faculty 12 Months
Russell	Jack	Faculty 10.5 Months
Russell	Jada	Faculty 12 Months
Saeed	Sairah	Faculty 9 Months
Said	Adnan	Faculty 9 Months
Salazar	Denisse	Faculty 12 Months
Salehibakhsh	Fatemeh	Faculty 9 Months
Salim	Reem	Faculty 10.5 Months
Salisbury	Ruth	Faculty 10.5 Months
Sandstrom	Debra	Faculty 10.5 Months
Sanregret	Michael	Faculty 10.5 Months
Sapolucia	Togba	Faculty 10.5 Months
Sardesai	Swati	Faculty 10.5 Months
Sarkar	Baijayanti	Faculty 10.5 Months
Sarkisov	Sergey	Faculty 10.5 Months
Sarmiento	Andres	Faculty 10.5 Months
Savant	Smita	Faculty 10.5 Months
Sawant	Leena	Faculty 10.5 Months
Schaet	Catherine	Faculty 12 Months
Schbat	Manhal	Faculty 10.5 Months
Schultz	Debra	Faculty 10.5 Months
Scott	Harold	Faculty 12 Months
Scott	Mariah	Faculty 12 Months
Scott	Tonya	Faculty 10.5 Months
Sen	Partha	Faculty 10.5 Months
Sen	Pramila	Faculty 9 Months
Sera	Wendy	Faculty 10.5 Months
Sever	Jana	Faculty 10.5 Months
Shah	Ancelin	Faculty 12 Months
Shah	Nimish	Faculty 10.5 Months
Shanehsaz	Ray	Faculty 10.5 Months
Sharafi	Alireza	Faculty 10.5 Months
Sharma	Chandeshwar	Faculty 10.5 Months
Sharma	Meenu	Faculty 10.5 Months
Sharma	Roxann	Faculty 10.5 Months
Shepherd	Angela	Faculty 12 Months
Shin	Juanna	Faculty 12 Months
Shippy	James	Faculty 10.5 Months
Shuttlesworth	Michael	Faculty 10.5 Months
Silberman	Amanda	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Silva	Eva	Faculty 9 Months
Simon	Delane	Faculty 10.5 Months
Simpson	Nelson	Faculty 10.5 Months
Singleterry	Laura	Faculty 12 Months
Singleterry	Tovia	Faculty 12 Months
Sinmaz	Ercan	Faculty 9 Months
Slowik	Jeffrey	Faculty 10.5 Months
Smarr	Pastor	Faculty 10.5 Months
Smith	Anima	Faculty 12 Months
Smith	Courtney	Faculty 9 Months
Smith	Edgar	Faculty 9 Months
Smith	Karlien	Faculty 12 Months
Smith	Kisha	Faculty 10.5 Months
Smith	Louis	Faculty 10.5 Months
Smith	Michael	Faculty 10.5 Months
Smith	Nathan	Faculty 12 Months
Smith	Newton	Faculty 12 Months
Smith	Yadira	Faculty 12 Months
Smith Whigham	Gwendolyn	Faculty 10.5 Months
Snelson	Michele	Faculty 10.5 Months
Sofranko	Michael	Faculty 9 Months
Soltani	Seyed Shahin	Faculty 10.5 Months
Songue	Yvan	Faculty 10.5 Months
Spann	Larry	Faculty 12 Months
Speer	John	Faculty 10.5 Months
Stagg	Danielle	Faculty 12 Months
Stariha	Carolyn	Faculty 12 Months
Stern	Jennifer	Faculty 10.5 Months
Stevens	Erica	Faculty 10.5 Months
Stevens	Genevieve	Faculty 12 Months
Stidham	Jennifer	Faculty 12 Months
Sun	Jing	Faculty 10.5 Months
Suraokar	Milind	Faculty 10.5 Months
Sutton	Samuel	Faculty 10.5 Months
Swearingen	John	Faculty 12 Months
Swoope	Amecia	Faculty 9 Months
Sykes	Christy	Faculty 12 Months
Tafa	Kumela	Faculty 12 Months
Tahvilian	Hosein	Faculty 9 Months
Tam	Karman	Faculty 10.5 Months
Tan	Carolyn	Faculty 9 Months
Tang	Klairon	Faculty 12 Months
Tannahill	R Neal	Faculty 10.5 Months
Tapp	Jennifer	Faculty 12 Months
Taylor	Jean	Faculty 12 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Taylor	Mia	Faculty 12 Months
Teas	Andrew	Faculty 10.5 Months
Tefera	Getaneh	Faculty 10.5 Months
Tesh	Geneva	Faculty 10.5 Months
Thirtle	Valerie	Faculty 10.5 Months
Thomas	James	Faculty 10.5 Months
Thompson	Jungnam	Faculty 10.5 Months
Tien	Lifang	Faculty 10.5 Months
Tinnermon	Portia	Faculty 10.5 Months
Tomy	Valsamma	Faculty 10.5 Months
Torbica	Dalibor	Faculty 10.5 Months
Torki-Saberi	Mohammad	Faculty 10.5 Months
Toropu	Cristina	Faculty 10.5 Months
Tovar	Teodoro	Faculty 12 Months
Tran	Steven	Faculty 12 Months
Tran	Tuan	Faculty 10.5 Months
Trevino	Robert	Faculty 10.5 Months
Trotter-Washington	Victoria	Faculty 10.5 Months
Trumbo	Shawn	Faculty 10.5 Months
Turaga	Prabhavathi	Faculty 10.5 Months
Turner Moore	Scholastica	Faculty 10.5 Months
Tussing	Phillip	Faculty 10.5 Months
Tyson	Carla	Faculty 12 Months
Tyson	Velva	Faculty 10.5 Months
Ulhaque	Adnan	Faculty 12 Months
Usen	Emmanuel	Faculty 10.5 Months
Vacca	Jennifer	Faculty 12 Months
Valdez	Juanita	Faculty 10.5 Months
Van Damme	Eddy	Faculty 12 Months
Vanderzyden	William	Faculty 10.5 Months
Vargas	Evelyn	Faculty 10.5 Months
Varghese	Ranjana	Faculty 9 Months
Varner	Justin	Faculty 10.5 Months
Villamil	Melissa	Faculty 9 Months
Villanueva	Armando	Faculty 10.5 Months
Villarreal	Rodolfo	Faculty 10.5 Months
Villarreal	Rolando	Faculty 12 Months
Villines	Jeffrey	Faculty 10.5 Months
Virgilio	James	Faculty 10.5 Months
Voight	Michele	Faculty 12 Months
Waldo	Jennifer	Faculty 10.5 Months
Walton	Carmen	Faculty 12 Months
Walton	Jeffrey	Faculty 10.5 Months
Ward	Pauline	Faculty 10.5 Months
Warren	Gaye	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Warthling	Daniel	Faculty 9 Months
Washington	Brenda	Faculty 10.5 Months
Washington	Mira	Faculty 12 Months
Waters	Stephen	Faculty 9 Months
Watson	Carol	Faculty 12 Months
Watson	Penny	Faculty 10.5 Months
Watson	Randall	Faculty 10.5 Months
Wattuhewa	Garvin	Faculty 9 Months
Wazdrag	Erika	Faculty 12 Months
Webster	Matthew	Faculty 10.5 Months
Wessner	Travis	Faculty 10.5 Months
Weycker	Adam	Faculty 12 Months
Whitaker	Cheryl	Faculty 10.5 Months
White	Brandon	Faculty 10.5 Months
White	David	Faculty 10.5 Months
White	Monique	Faculty 10.5 Months
White	Shuna	Faculty 10.5 Months
White	Stephen	Faculty 10.5 Months
Whitney	Linda	Faculty 9 Months
Wigle	Jennifer	Faculty 12 Months
Wihlborg	Shannon	Faculty 12 Months
Wildermuth	Lisa	Faculty 12 Months
Wilequet	Jeanne	Faculty 10.5 Months
Williams	Brandon	Faculty 10.5 Months
Williams	Christopher	Faculty 10.5 Months
Williams	Cynthia	Faculty 10.5 Months
Williams	Joel	Faculty 10.5 Months
Williams	Sara	Faculty 10.5 Months
Williams	Shawna	Faculty 12 Months
Willis	Staci	Faculty 10.5 Months
Wilson	Brigid	Faculty 10.5 Months
Wilson-Everett	Mercedes	Faculty 10.5 Months
Witt	Woodrow	Faculty 9 Months
Woest	June	Faculty 10.5 Months
Wooten	Theresa	Faculty 12 Months
Wright	James	Faculty 10.5 Months
Xu	Yuandi	Faculty 10.5 Months
Yampey-Jorg	Gloria	Faculty 10.5 Months
Yates	Dock	Faculty 12 Months
Yip	Karen	Faculty 10.5 Months
Zamanian	Ramin	Faculty 12 Months
Zambrano	Maria	Faculty 10.5 Months
Zapata	Todd	Faculty 10.5 Months
Zaza	Nicole	Faculty 10.5 Months
Zewde	Solomon	Faculty 10.5 Months

Last Name	First Name	2025-26 Faculty Agreement Renewal Contract Type
Zhang	Shuo	Faculty 9 Months
Zhu	Ying	Faculty 10.5 Months
Zinebi	Savannah	Faculty 10.5 Months
Zoch	Stephen	Faculty 10.5 Months
Zoorob	Grace	Faculty 12 Months

ACTION ITEM

Meeting Date: June 18, 2025

Topics for Discussion and/or Action

ITEM #	ITEM TITLE	PRESENTER
G.	Personnel Agenda - Faculty	Dr. Margaret Ford Fisher Rodney Nathan

RECOMMENDATION

Approval of the renewal of the Full-Time Faculty Contracts for Academic Year 2025-26.

COMPELLING REASON AND BACKGROUND

Full-Time contracted faculty are employed under academic year term employment contracts on an annual basis as outlined under DCA (LEGAL): Employment Practices Term Contracts.

Each academic year full-time contracted faculty receive a new employment contract for the upcoming academic year. Contract types consist of 9-month, 10.5-month and 12-month term lengths.

FISCAL IMPACT

Funds for these faculty positions are provided for in the FY 2025 Unrestricted Budget.

STRATEGIC ALIGNMENT

1. Student Success, 2. Personalized Learning , 3. Academic Rigor , 4. Community Investment , 5. College of Choice

ATTACHMENTS:

Description	Upload Date	Type
June 2025 Personnel Agenda - Faculty	6/6/2025	Attachment

This item is applicable to the following:

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

APPENDIX

(Board Action Required)

Personnel Agenda - Faculty

**Board Meeting
June 11, 2025**

**INFORMATION ITEMS - BOARD ACTION REQUIRED
FACULTY (REGULAR)**

Name	Previous Organization or HCCS Job Title	Proposed New Job Title	Contract Type/ Grade	Employment Action Reason	Annual Salary	Effective Date
1. Vogt, Paul	City Ambulance Services	F/T Emergency Medical Services Instructor	12 months Grade: 8	New Hire	\$ 80,245	06-02-2025

Adjournment

ITEM #	ITEM TITLE	PRESENTER
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XIV.

Appendix - No Action
Required

STRATEGIC ALIGNMENT

ATTACHMENTS:

Description	Upload Date	Type
June 2025 Personnel Agenda - Staff	6/11/2025	Attachment

This item is applicable to the following:

APPENDIX

(No Board Action Required)

Personnel Agenda - Staff

**Board Meeting
June 11, 2025**

INFORMATION ITEMS - NO BOARD ACTION REQUIRED**ADMINISTRATOR/ADMINISTRATIVE/CLERICAL/PROFESSIONAL TECHNICAL – STAFF (REGULAR)****INTERNAL HIRES**

Name	Previous HCCS Job Title	New Job Title	College	FLSA/ Grade	Annual Salary	Effective Date
1. Gamboa, Luis	P/T Student Accounts Representative	F/T Student Accounts Representative	Southwest	Non-Exempt Grade: 3	\$ 47,000	06-01-2025
2. Mccollum, Christopher	P/T Reception Assistant	F/T Campus Service Technician	Northwest	Non-Exempt Grade: 2	\$ 40,400	05-16-2025
3. Ranjbarcheshmehsorkhi, Mandana	P/T Art Instructor	F/T Lab Assistant Sr.	Southwest	Non-Exempt Grade: 3	\$ 50,500	06-02-2025

INFORMATION ITEMS - NO BOARD ACTION REQUIRED**ADMINISTRATOR/ADMINISTRATIVE/CLERICAL/PROFESSIONAL TECHNICAL – STAFF (REGULAR)****INTERNAL HIRES**

Name	Previous HCCS Job Title	New Job Title	College	FLSA/ Grade	Annual Salary	Effective Date
4. Blake, Rene'	F/T Office Manager	F/T Executive Assistant	System	Non-Exempt Grade: 6	\$ 62,000	06-02-2025
5. Bustamante, Carlo	F/T Analyst, Programmer II	F/T Sr. Analyst, Programmer	System	Exempt Grade: 12	\$ 117,000	06-02-2025
6. Duncan, Karen	F/T Analyst ,Talent Engagement	F/T Manager, Talent Analytics & Data Mangement	System	Exempt Grade: 10	\$ 108,000	06-02-2025
7. Escobar- Rodriguez, Patricia	F/T Financial Aid Assistant	F/T Office Manager	Northwest	Non-Exempt Grade: 5	\$ 58,000	06-02-2025
8. Arevalo Posada, Adriana	F/T Advisor, Pathways & Case Management	F/T Coordinator, Training & Development Academy	System	Exempt Grade: 7	\$ 65,319	06-02-2025
9. Battle, Christine	F/T Advisor, Pathways & Case Management	F/T Coordinator, Transfer Services	System	Exempt Grade: 7	\$ 68,168	06-02-2025

**INFORMATION ITEMS - NO BOARD ACTION REQUIRED ADMINISTRATOR/ADMINISTRATIVE/CLERICAL/PROFESSIONAL
TECHNICAL – STAFF (REGULAR)**

INTERNAL HIRES

Name	Previous HCCS Job Title	New Job Title	College	FLSA/ Grade	Annual Salary	Effective Date
10. Ok, Jonathan	F/T Data Analyst, Career & Technical Education	F/T Analyst Sr., Institutional Research	System	Exempt Grade: 10	\$ 84,000	06-16-2025
11. Scott, Shaniqwa	F/T Office Assistant	F/T Administrative Assistant	Southeast	Non-Exempt Grade: 3	\$ 44,000	06-02-2025
12. Vasquez, Jessica	F/T Program Coordinator	F/T Administrative t Assistant Sr.	Northwest	Non-Exempt Grade: 5	\$ 54,500	06-02-2025

INFORMATION ITEMS - NO BOARD ACTION REQUIRED
SALARY CHANGES DUE TO AN ADDITION TO OR CHANGE IN THE EMPLOYEE’S JOB ASSIGNMENT OR DUTIES, OR WHEN AN ADJUSTMENT IN THE MARKET VALUE OF THE JOB WARRANTS ADDITIONAL COMPENSATION

Name	Job Title	FLSA/Grade	Salary	Effective Date
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No data to report

**INFORMATION ITEMS - NO BOARD ACTION REQUIRED ADMINISTRATOR/ADMINISTRATIVE/CLERICAL/PROFESSIONAL
TECHNICAL – STAFF (REGULAR)**

SEPARATIONS OF EMPLOYMENT

- | | |
|------------------------|--|
| 1. Castleberry, Roy | Representative, Distribution Services, System, effective May 18, 2025. |
| 2. Cirillo, Jane Marie | Psychology Instructor, Southeast Campus, effective April 28, 2025. |
| 3. Cooper, Donnell | Campus Manager, Northeast Campus, effective May 22, 2025. |
| 4. Johnson, Kameron | Campus Service Technician, Northwest, effective April 28, 2025. |