



AGENDA

ACADEMIC AND STUDENT AFFAIRS COMMITTEE OF THE BOARD OF TRUSTEES

**October 1, 2025
1:30 PM**

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

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

HOUSTON COMMUNITY COLLEGE

October 1, 2025

Notice is hereby given that a Meeting of the Academic and Student Affairs Committee of the Board of Trustees of Houston Community College will be held on Wednesday, October 1, 2025 at 1:30 PM, or after, and from day to day as required, 3100 Main Street, 2nd Floor Auditorium, Houston, Texas 77002. The items listed in this Notice may be considered in any order at the discretion of the Committee Chair and items listed for closed session discussion may be discussed in open session and vice versa as permitted by law. Actions taken at this Meeting do not constitute final Board action and are only Committee recommendations to be considered by the Board at the next Regular Board meeting.

I. Call to Order

- A. Opportunity for Public Comments

II. Topics For Discussion and or Action

- A. Update on Leading Indicators of Student Success
- B. 2023-2024 Licensure Exam Pass Rates

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

A. Legal Matters

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

B. Personnel Matters

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

C. Real Estate Matters

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

IV. Additional Closed or Executive Session Authority

If, during the course of the meeting covered by this Notice, the Board should

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

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

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

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

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer, employee or board member to hear complaints or 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.

V. Reconvene in Open Meeting

VI. Adjournment

CERTIFICATE OF POSTING OR GIVING NOTICE

On this **26th day of September 2025**, this Notice was posted at a place convenient to the public and readily accessible at all times to the general public at the following locations: (1) the HCC Administration Building of the Houston Community College, 3100 Main, First Floor, Houston, Texas 77002 and (2) the Houston Community College's website: www.hccs.edu.

Posted By:

Sharon R. Wright
Director, Board Services

REPORT ITEM

Meeting Date: October 1, 2025

Topics For Discussion and or Action

ITEM #	ITEM TITLE	PRESENTER
A.	Update on Leading Indicators of Student Success	Dr. Margaret Ford Fisher Dr. Andrea BurrIDGE Dr. Norma Perez

DISCUSSION

Regular review of student success measures provides the Board of Trustees with a clear lens through which to evaluate the effectiveness and direction of college initiatives. These measures—such as retention, persistence, credit accumulation, and enrollment in credentials of value—offer timely insights into how well the institution is supporting students in achieving their academic and career goals.

This data-informed approach also plays a critical role in informing the budgeting process. Understanding where progress is being made and where additional support may be needed allows for more strategic allocation of resources. As the College continues to invest in student-centered programs and services, regular engagement with success metrics ensures that financial decisions are grounded in evidence and focused on maximizing impact.

COMPELLING REASON AND BACKGROUND

The College has committed to a data-informed approach to improving student outcomes and institutional effectiveness. Over recent years, initiatives aimed at enhancing retention, persistence, credit accumulation, and enrollment in credentials of value have been implemented across academic and student support services. These leading indicators serve as early signals of progress and help identify areas requiring strategic attention.

Regular review of student success measures enables the Board of Trustees to evaluate the trajectory of college initiatives and their alignment with institutional goals. These metrics not only reflect the effectiveness of current strategies but also inform resource allocation and budgeting decisions. By monitoring trends in student achievement, the Board ensures accountability, promotes continuous improvement, and supports the College's mission to foster equitable and meaningful educational outcomes.

It is recommended that the Board continue regular review of student success metrics as part of its strategic oversight and planning responsibilities. These measures provide essential insight into the effectiveness of institutional initiatives and should be integrated into future budget discussions to ensure resources are aligned with efforts that drive measurable improvement in student outcomes.

STRATEGIC ALIGNMENT

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

ATTACHMENTS:

Description	Upload Date	Type
Leading Indicators Presentation	9/21/2025	Attachment

This item is applicable to the following:

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



Leading Indicators of Student Success:

Fall 2025 Update

Margaret Ford Fisher, Ed.D.
Chancellor

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

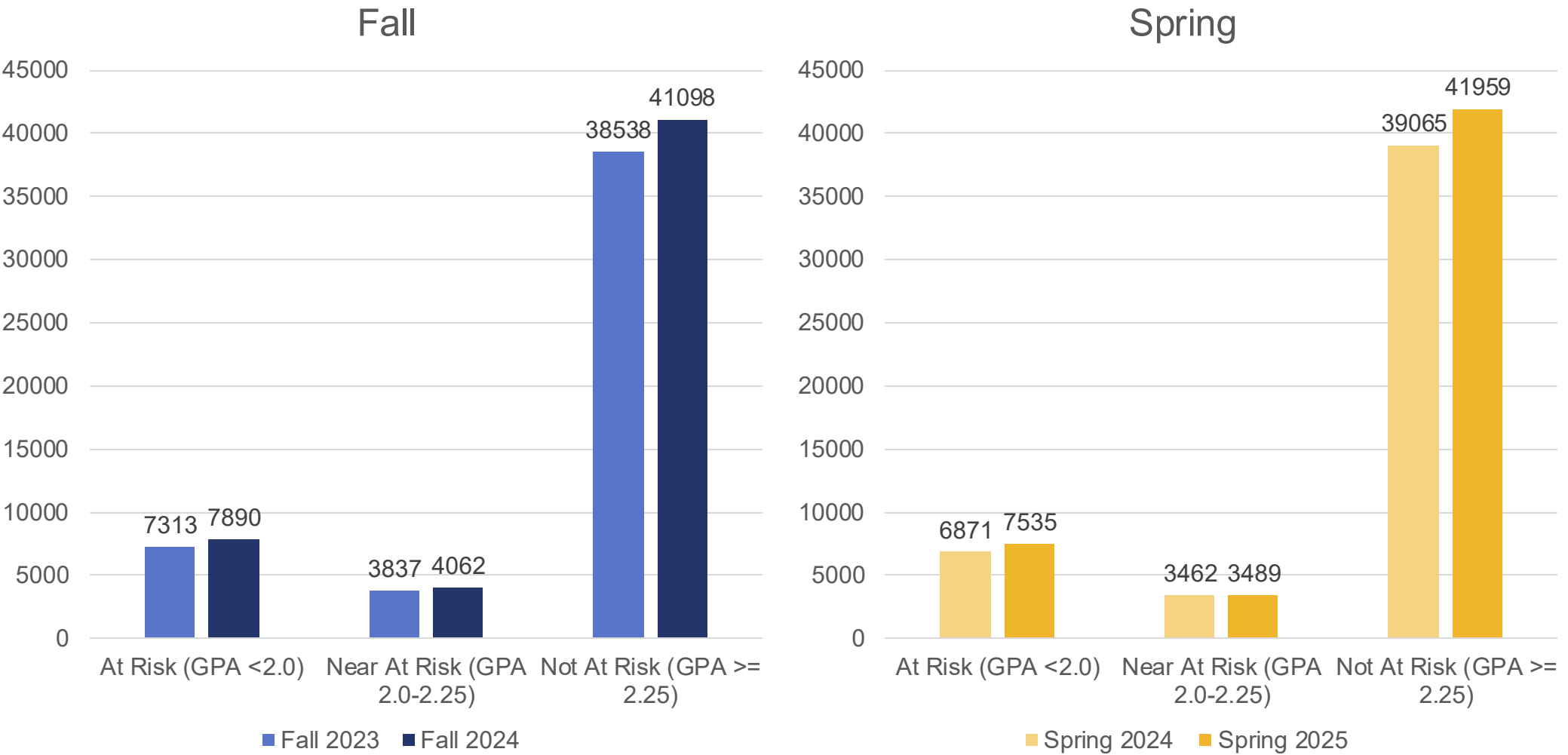
Norma Perez, Ph.D.
Senior Vice Chancellor for Instructional & Student Services & CAO

October 1, 2025

- It is widely recognized achieving greater success for students requires the whole-college reform.
- *Leading Indicators* are metrics that are used to formatively assess whether initiatives implemented now are likely to improve student outcomes several years in the future.
- This presentation updates leading indicators at the start of Fall 2025.

Students' use of services

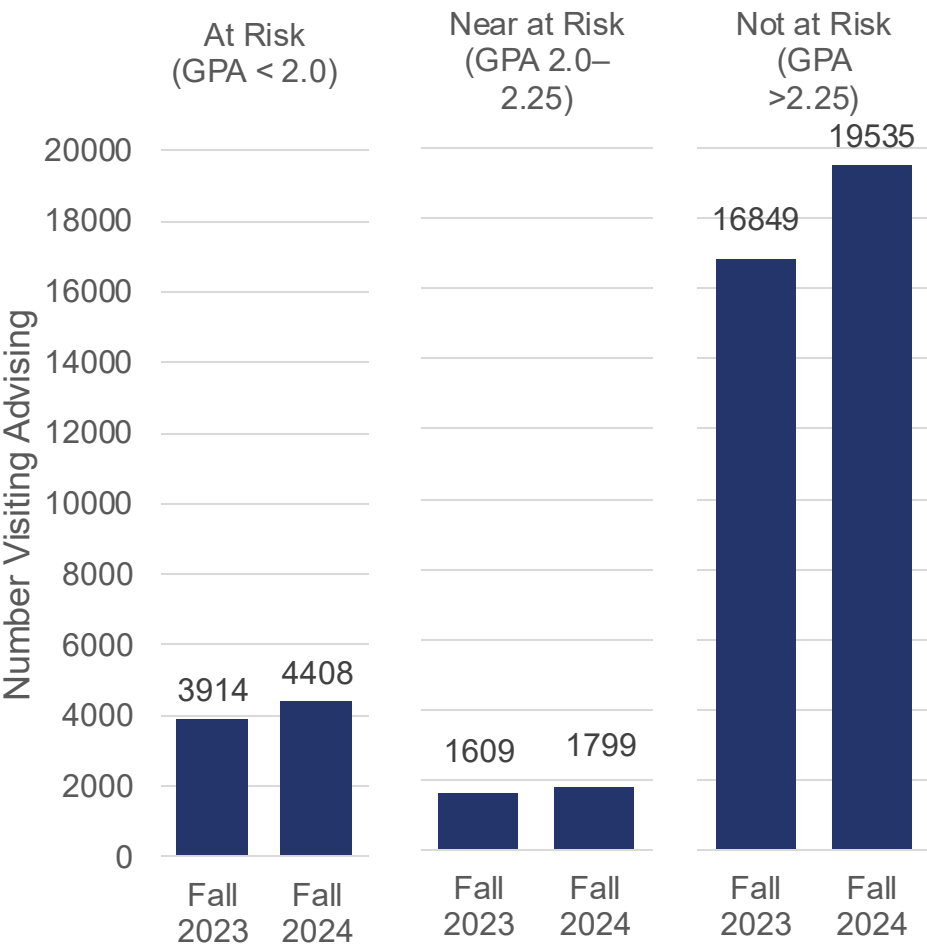
Enrollment by Risk Status



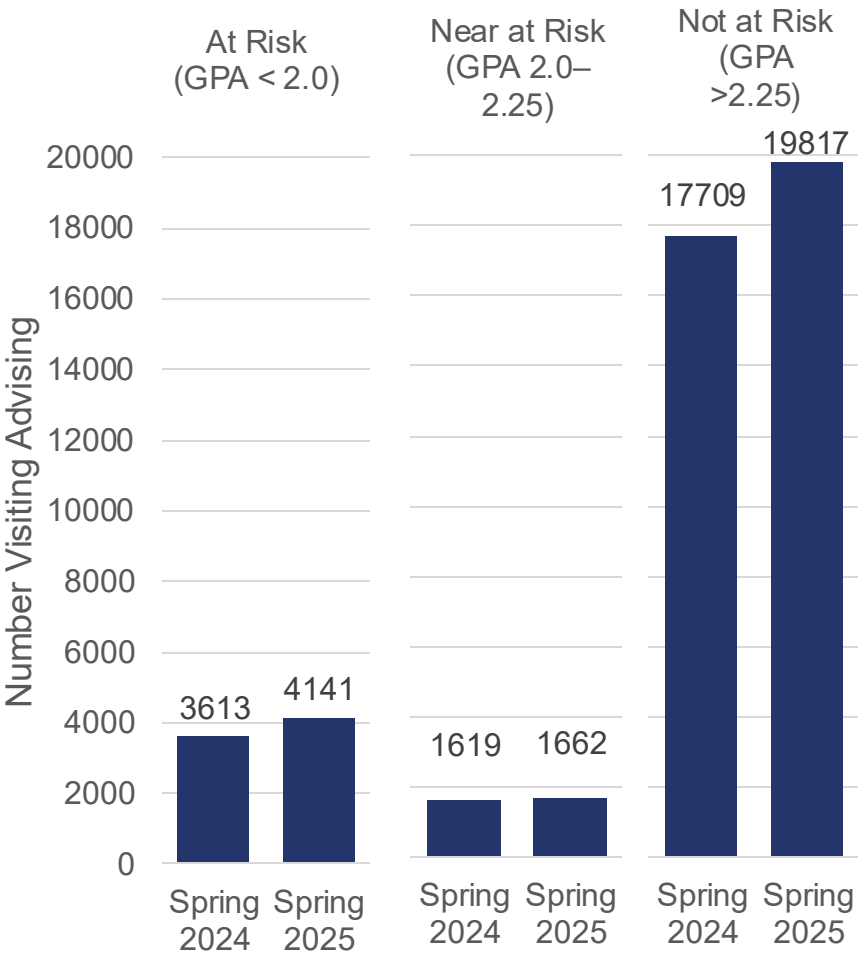
Note. Cumulative GPA from the specified term was used. Only includes students with attempted credits during the specified term. Cumulative GPAs change after the term ends if grades are replaced (e.g., retakes) or incompletes are resolved. Source: Campus Solutions (PS_STDNT_CAR_TERM) as of 9/17/2025

Use of Advising

Fall



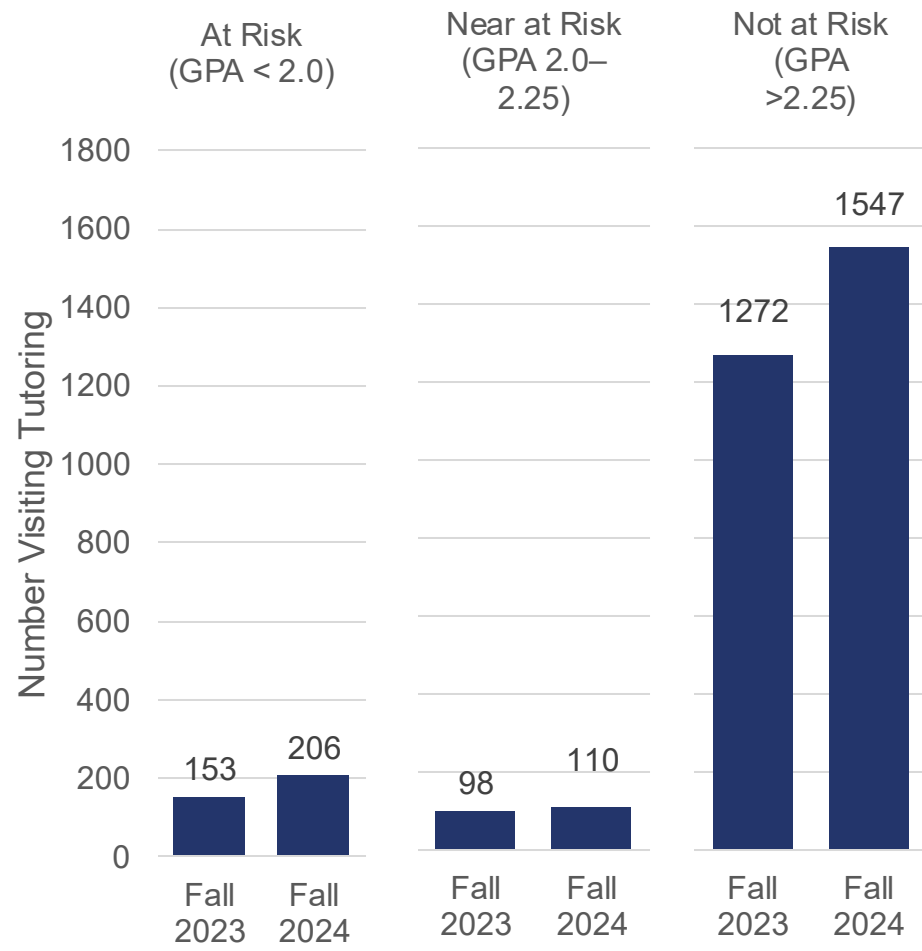
Spring



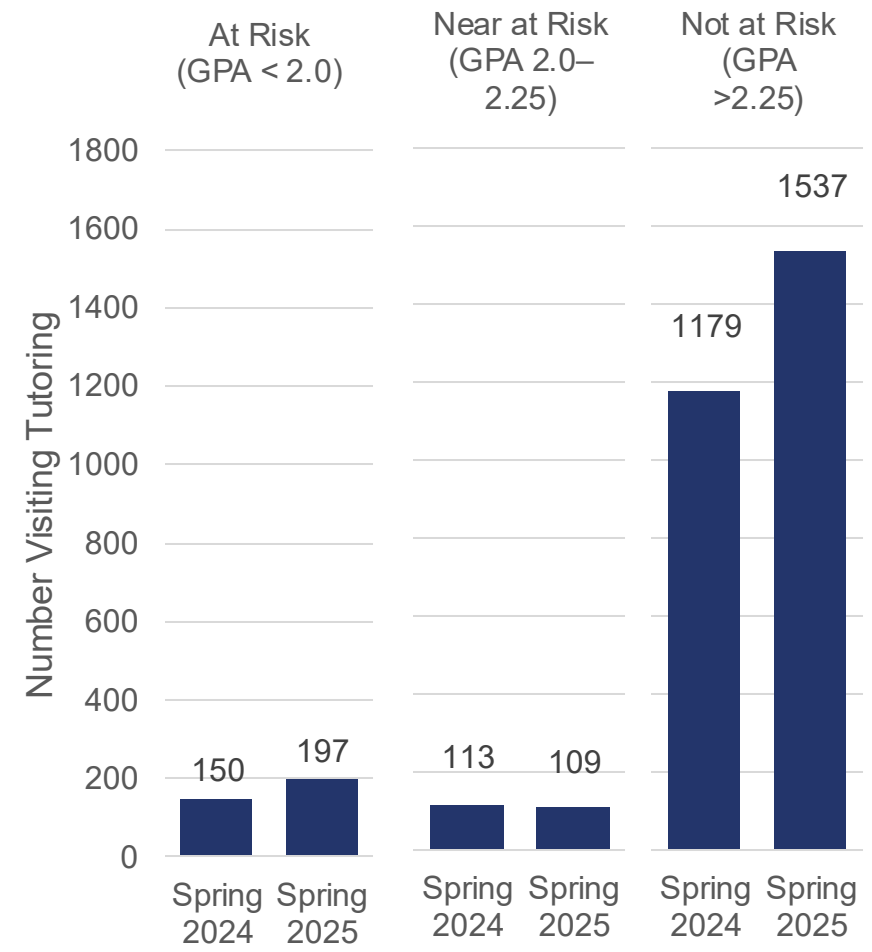
Note. Cumulative GPA from the specified term was used. Only includes students with attempted credits during the specified term. Cumulative GPAs change after the term ends if grades are replaced (e.g., retakes) or incompletes are resolved. Source: Campus Solutions (PS_STDNT_CAR_TERM) as of 9/17/2025 and AccuSQL tutoring database.

Use of Tutoring

Fall



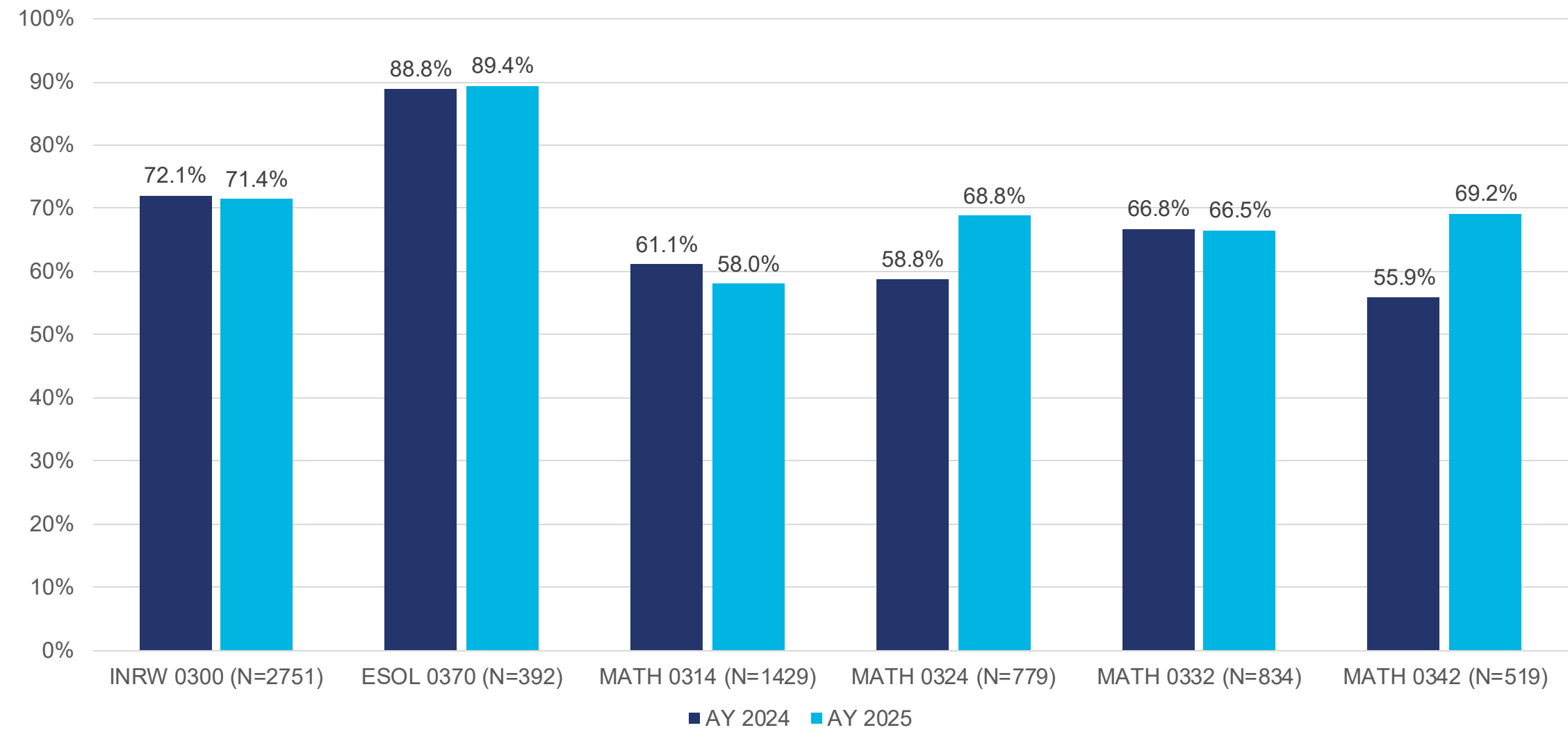
Spring



Note. Cumulative GPA from the specified term was used. Only includes students with attempted credits during the specified term. Cumulative GPAs change after the term ends if grades are replaced (e.g., retakes) or incompletes are resolved. Source: Campus Solutions (PS_STDNT_CAR_TERM) as of 9/17/2025 and AccuSQL tutoring database.

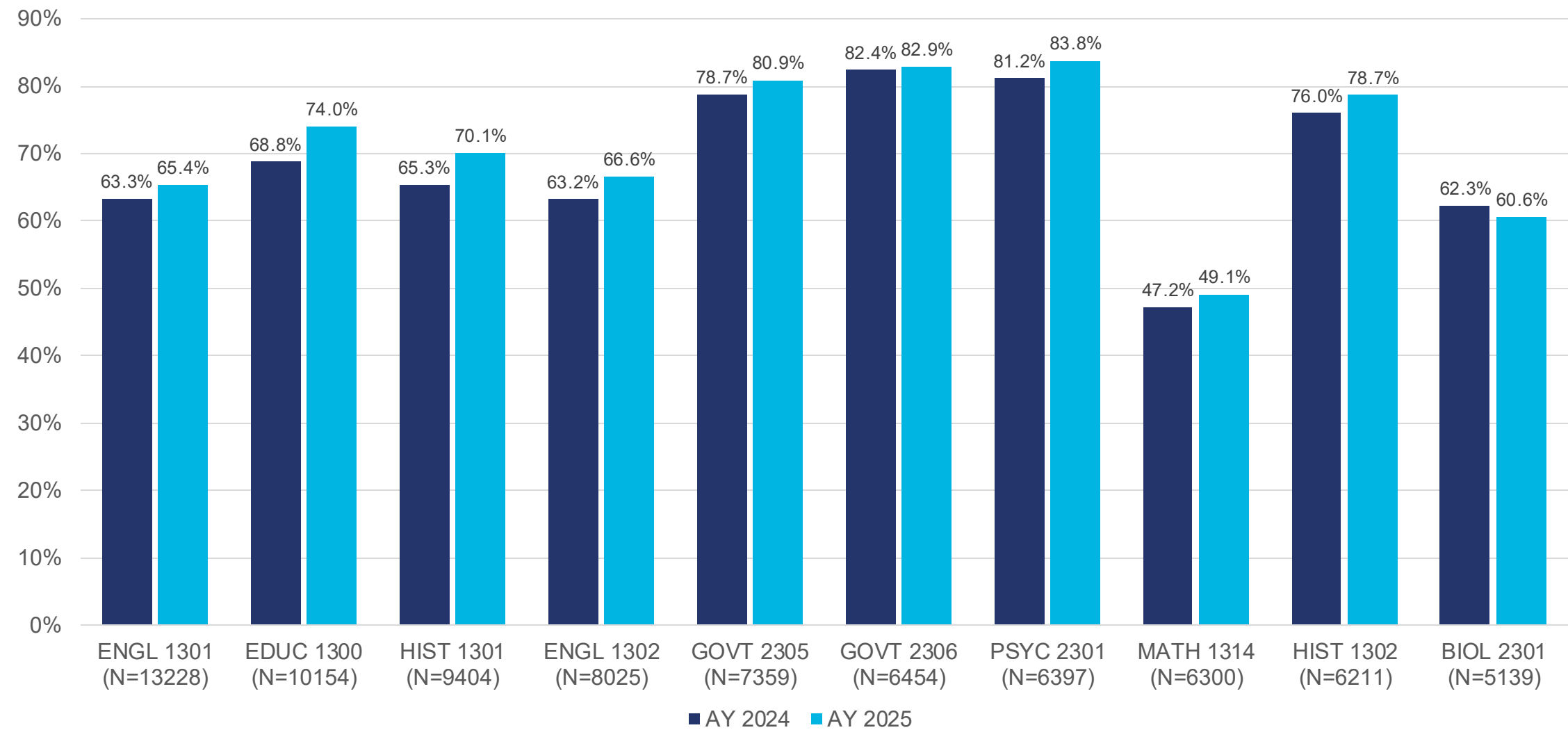
Course Success

Course Success in Developmental Coursework, AY 2024 vs. AY 2025



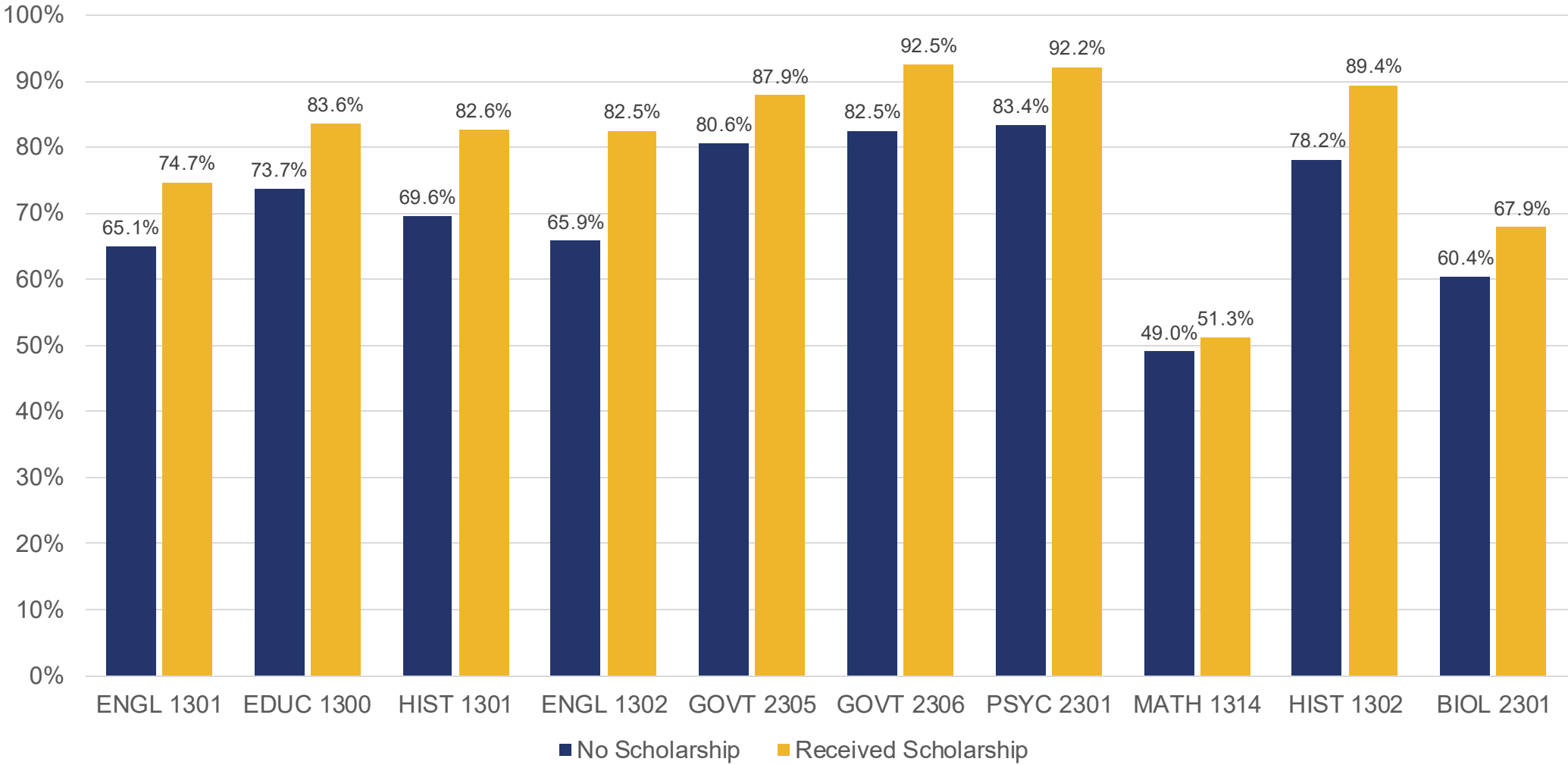
Source: Program Review Dashboard, 9/15/2025
Fall and Spring terms included.
Dual credit (DL1 and DL2) sessions excluded

Course Success in Highest Enrollment Courses, AY 2024 vs. AY 2025



Source: Program Review Dashboard, 9/15/2025
Fall and Spring terms included.
Dual credit (DL1 and DL2) sessions excluded

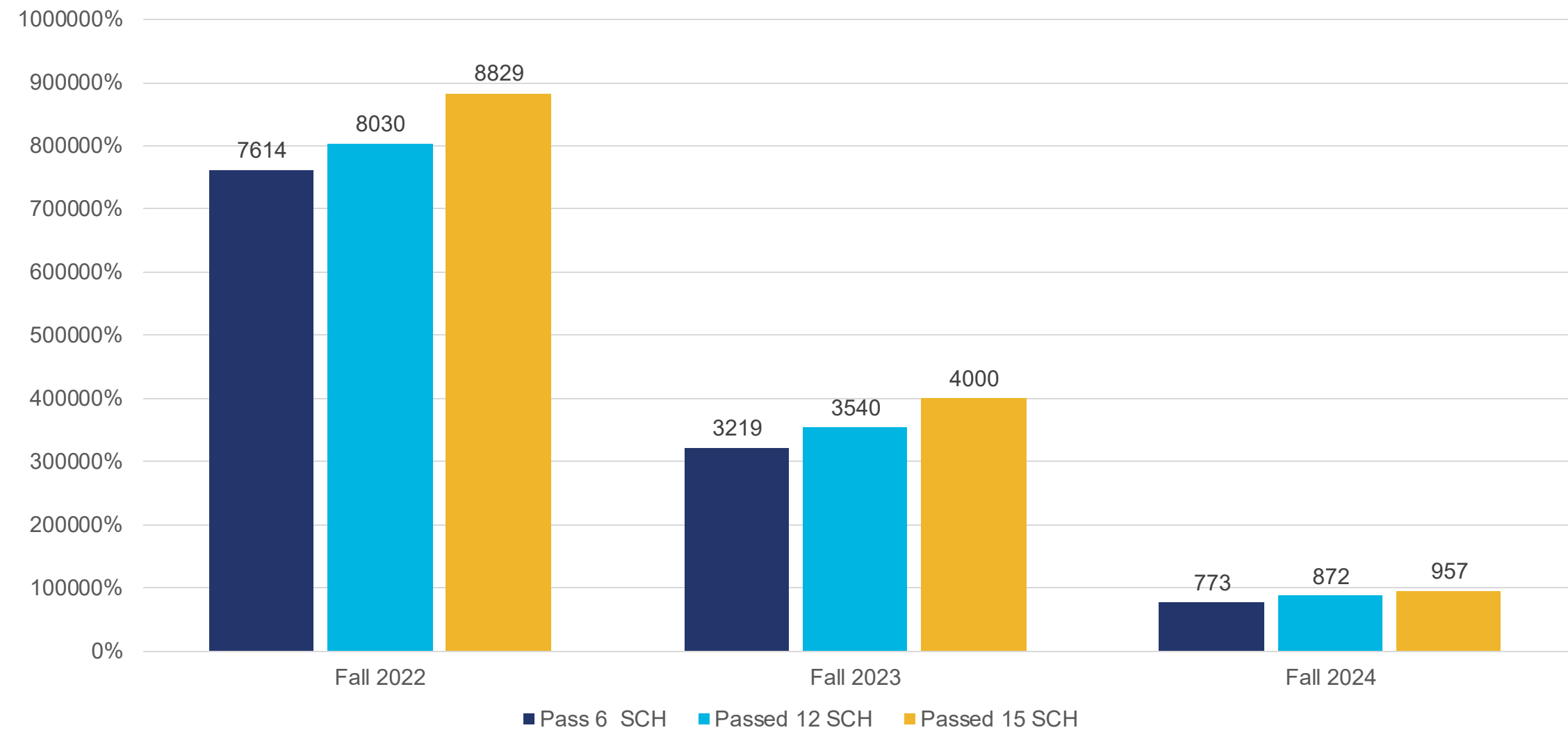
Success Rate by Scholarship for AY 2025



Scholarship includes HCC, Foundation, and Other Scholarships Source: PS_DASH_ENROLLMENT_CURR and OIR_FA_OPERATIONAL accessed 9/19/2025. SCH only. Fall and Spring terms included. Dual credit (DL1 and DL2) sessions excluded.

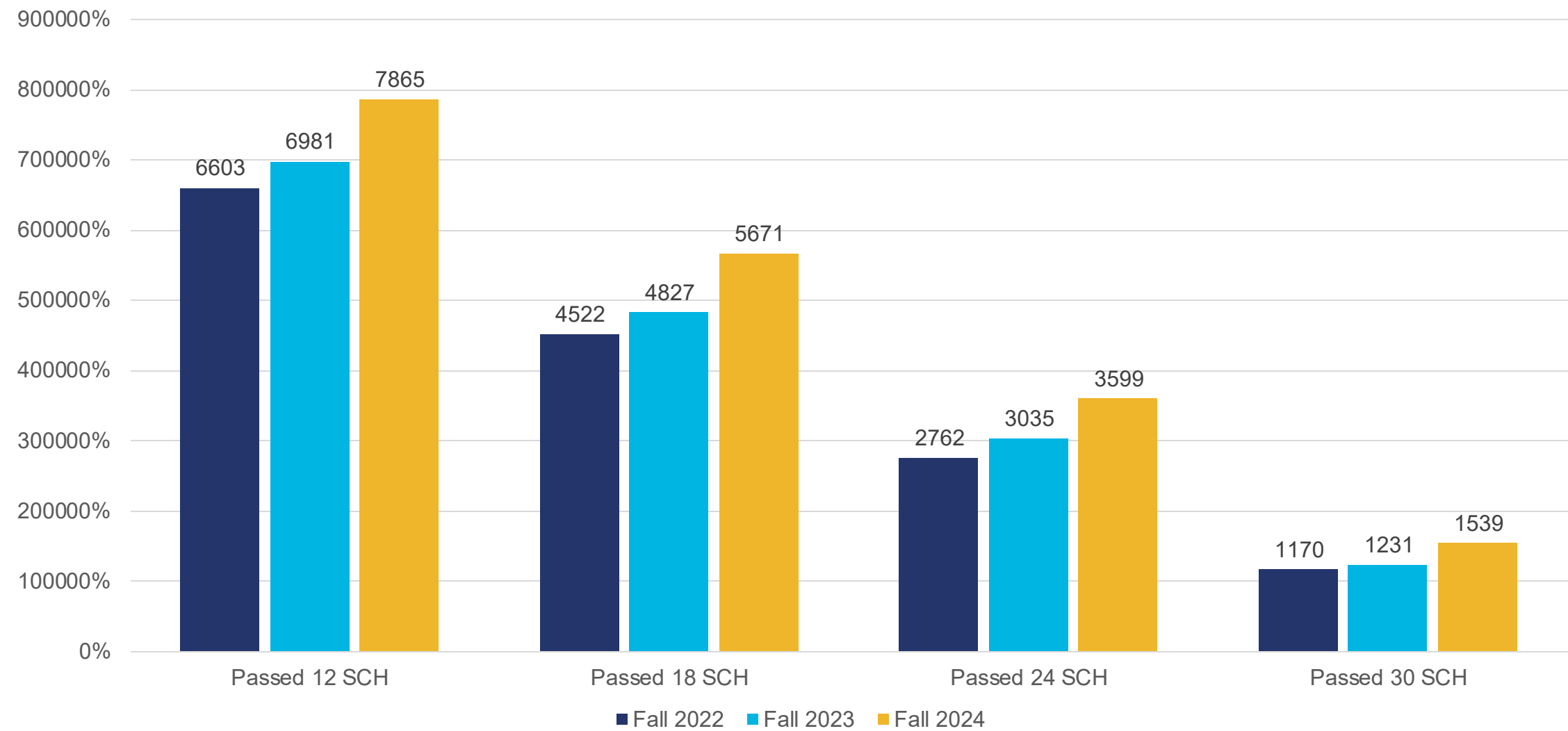
Building Academic Momentum

Credit completion in the first term: Students are completing more credits in their first term, leading to faster progression to degree



Source: PS_DASH_ENROLLMENT CURR, 9/15/2025
ATD Cohort; A-D grades, Dev Ed Included

Credit completion in the first year: This increased momentum toward degree extends to the first year.

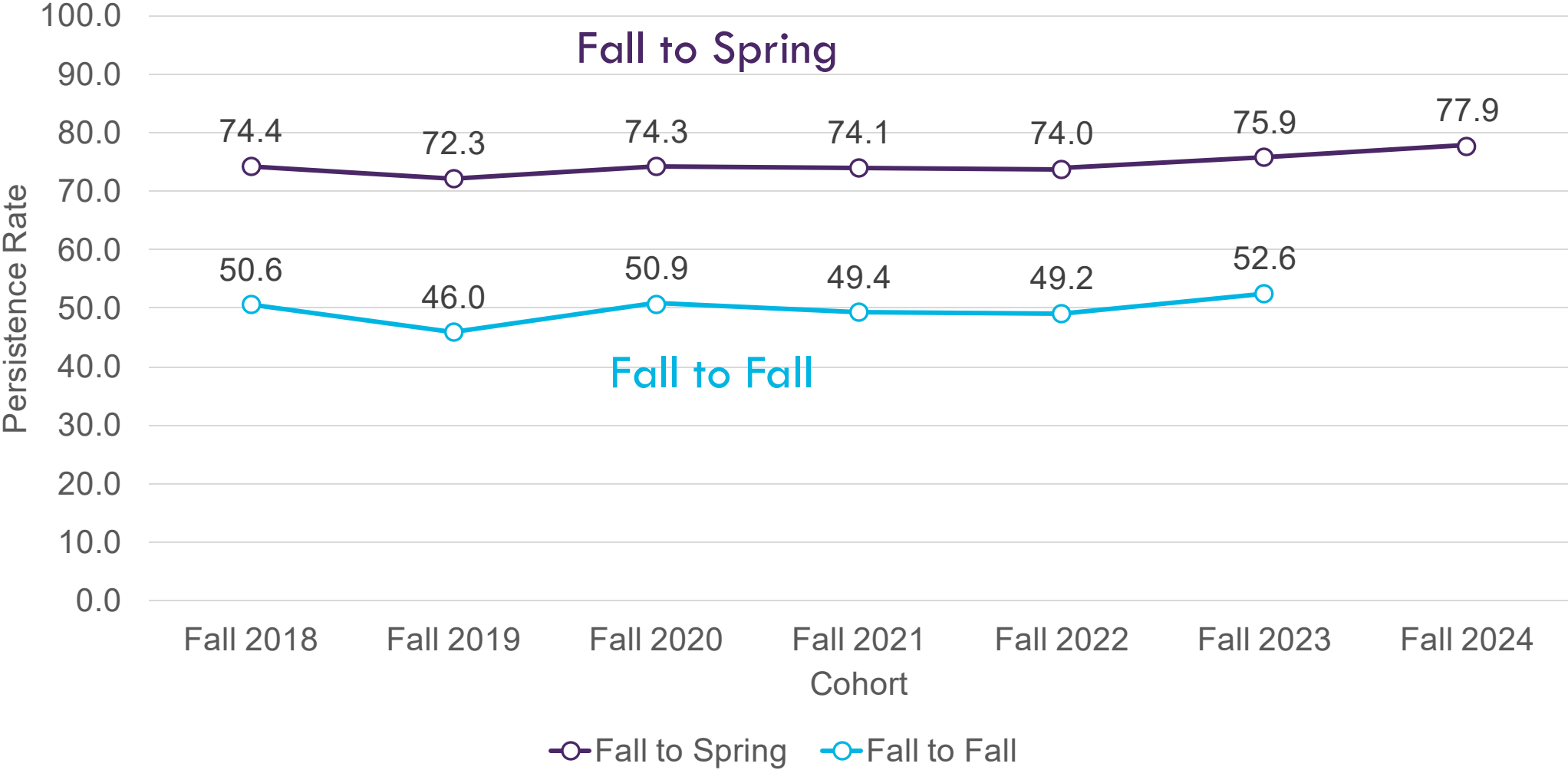


Source: PS_DASH_ENROLLMENT CURR, 9/15/2025
ATD Cohort; A-D grades, Dev Ed Included

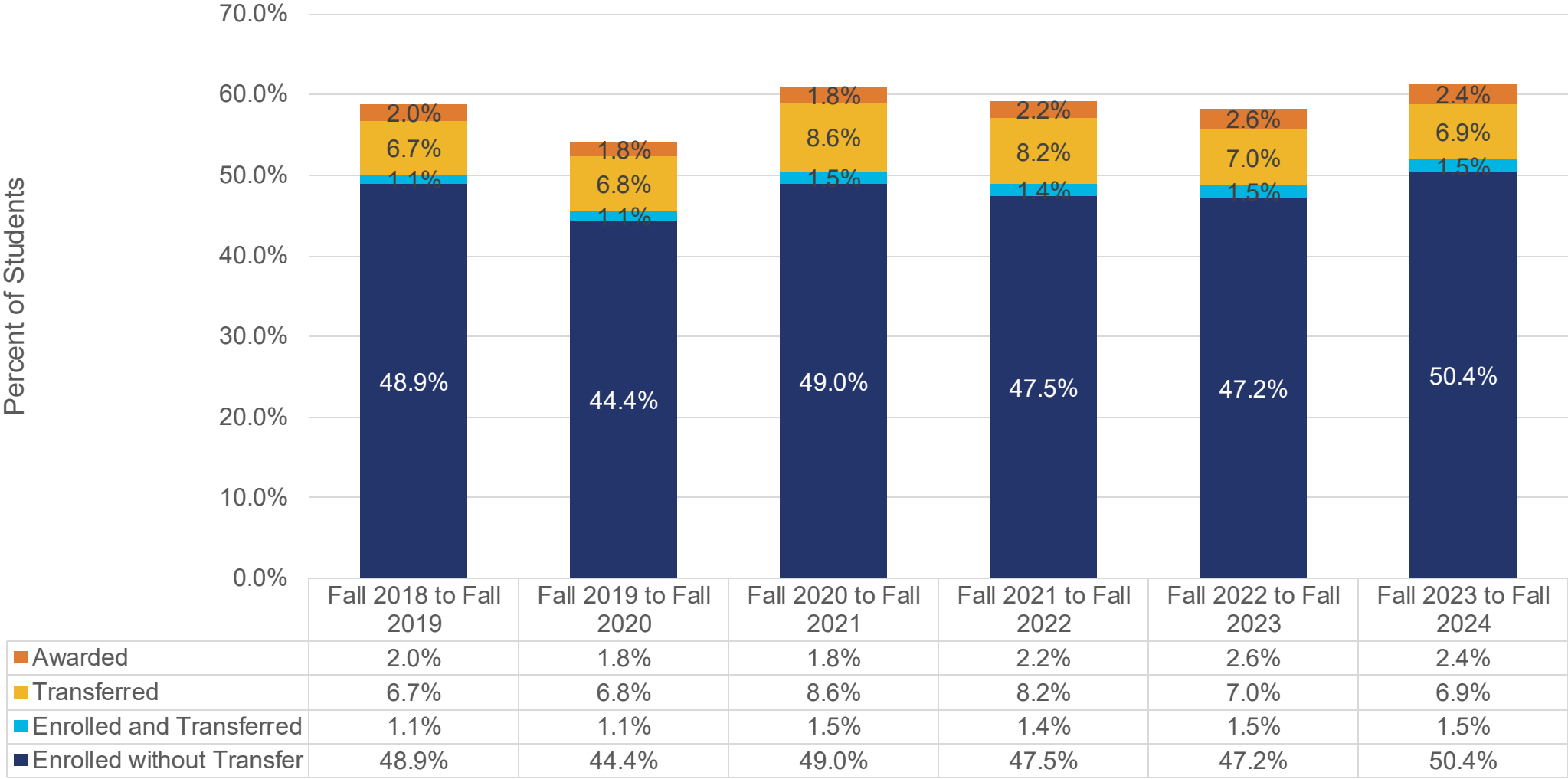
Retention and Positive Outcomes

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

Retention



Fall to Fall Positive Outcomes



Current Trends:

Outcomes	Students entering Fall 2023	Students entering Fall 2024*
Enrolled the subsequent Fall	6,162	6,636
Awarded	289	378
Transferred	820	?

* Enrollment and awarding of credentials ongoing
Source: HCC CPI 2025, Dash_Retention, Dash_Enrollment_Curr, PRD Award, National Student Clearinghouse as of 9/15/25

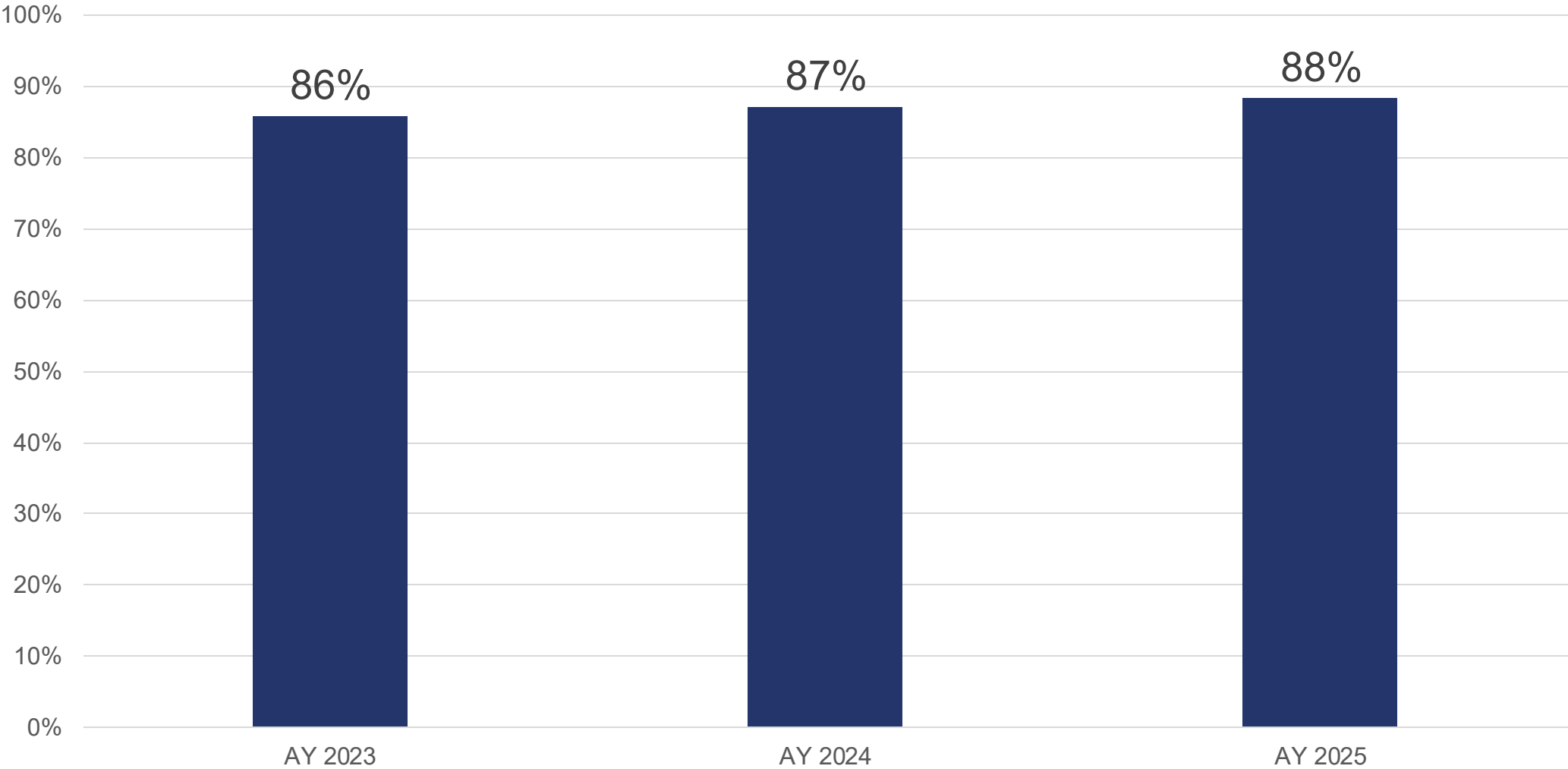
Dual Credit

Dual Credit Students by Age Group

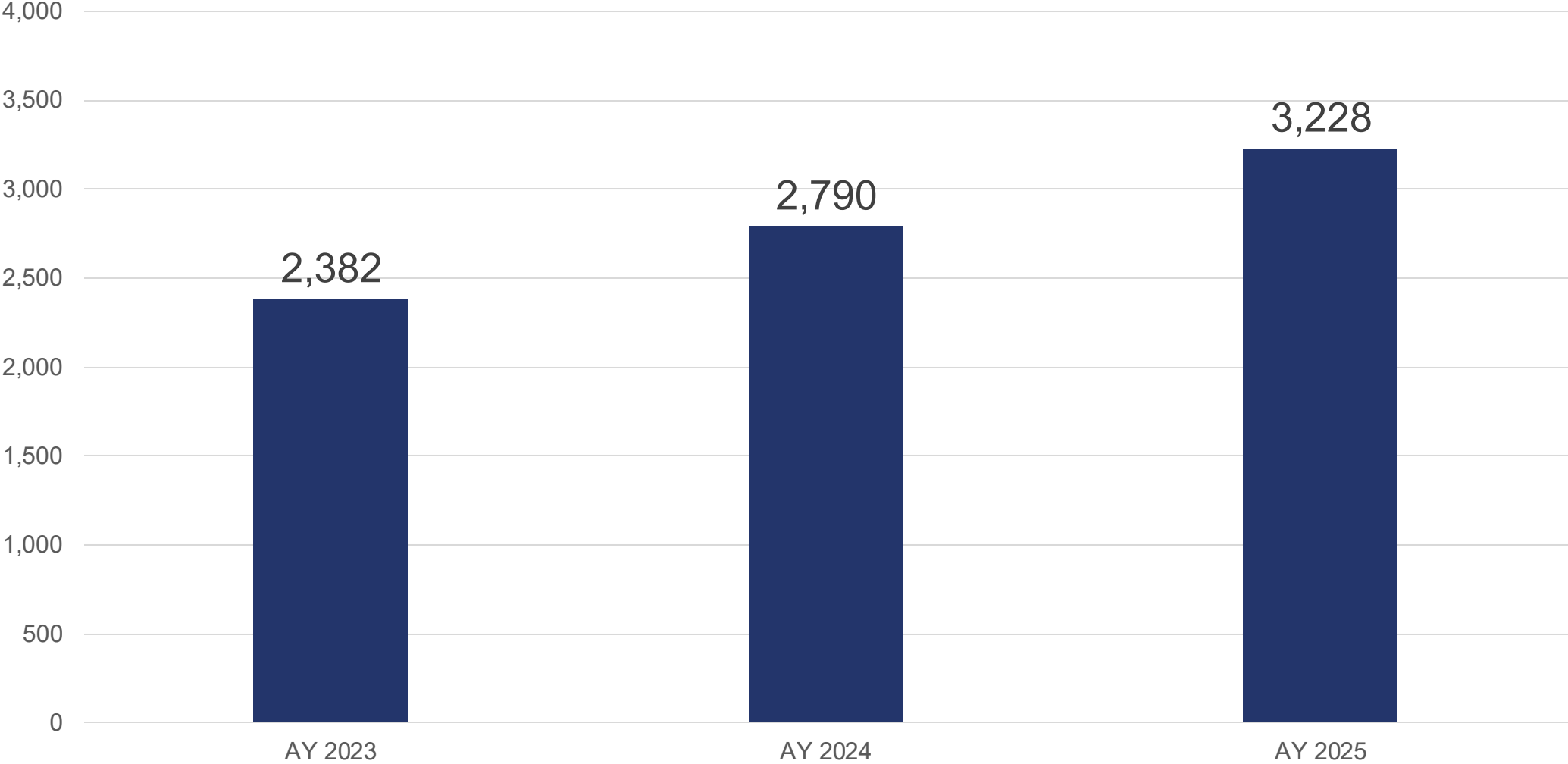
	Fall 2023		Fall 2024		Fall 2025	
Age	Count	Percent	Count	Percent	Count	Percent
14 (9 th grade)	424	3.6%	432	3.4%	470	2.9%
15	1,177	10.1%	1,239	9.9%	1,644	10.3%
16	3,180	27.2%	3,431	27.3%	4,242	26.5%
17	4,879	41.8%	5,245	41.7%	6,106	38.2%
18 and up (12 th grade)	2,012	17.2%	2,231	17.7%	3,524	22.0%
TOTAL	11,672	100%	12,578	100%	15,986	100%

Source: PS_DASH_ENROLLMENT CURR, PS_DASH_DUAL
9/15/2025.

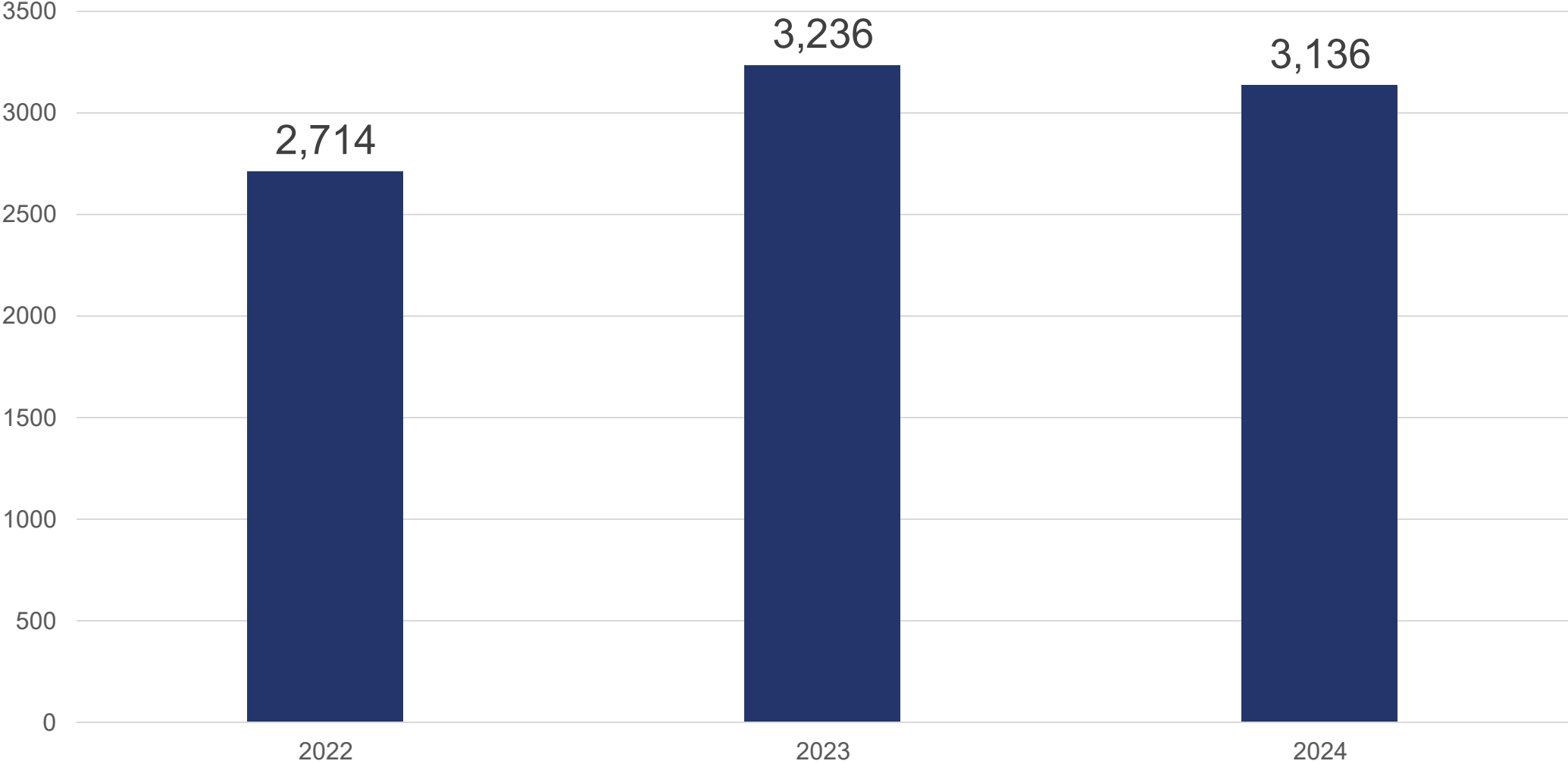
Dual Credit Success Rates



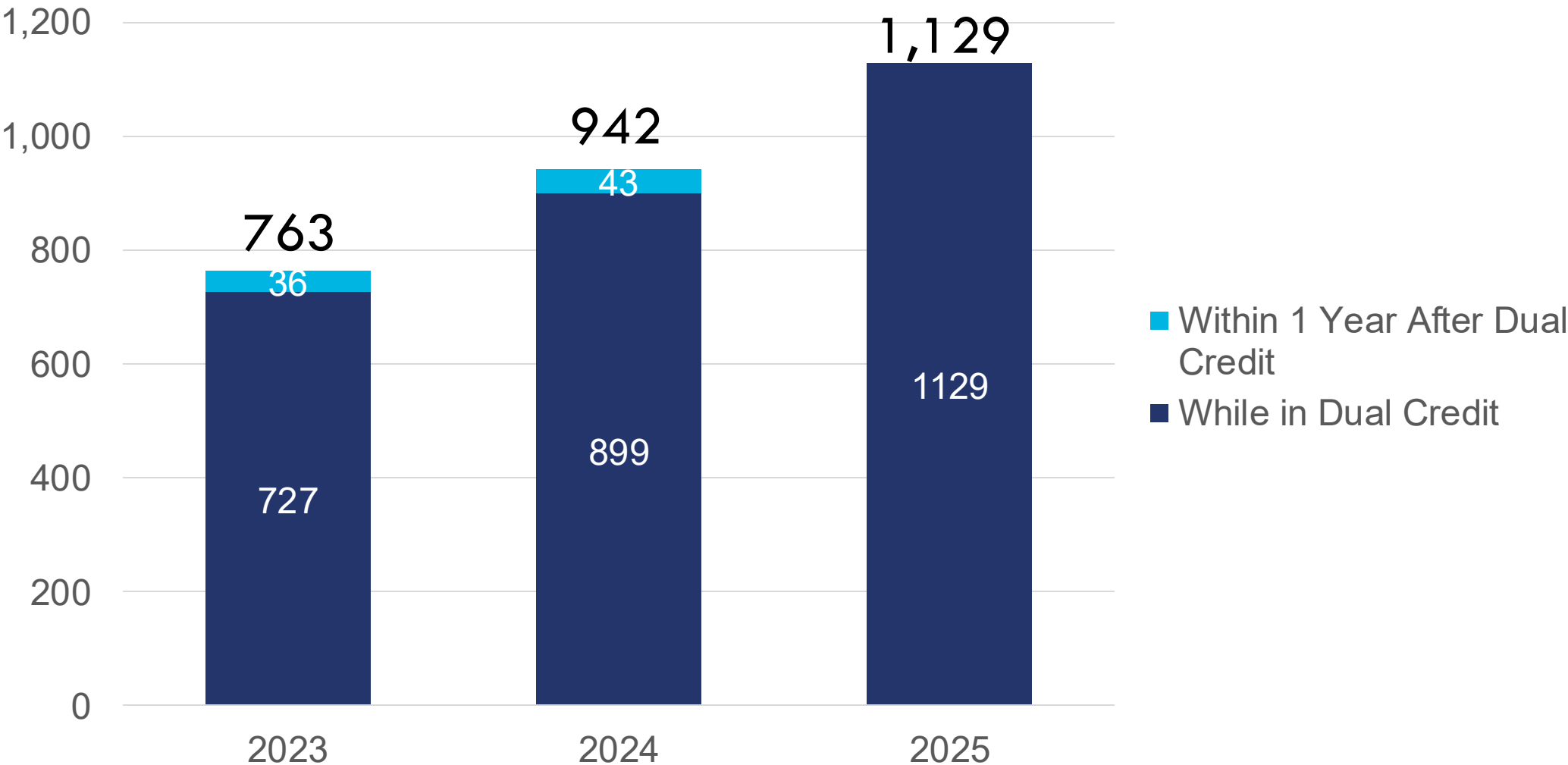
Dual Credit Students Earning 15 Hours for the First Time



Dual Credit Transfer within 1 Year



Dual Credit Completers





Discussion

- Both enrollment and progression are showing positive trends.
 - This is true for both dual credit and traditional enrollment
- Numbers suggest that strategic initiatives targeting advising, course success, and progression to completion and transfer resulting will result in improved student outcomes

Thank You

REPORT ITEM

Meeting Date: October 1, 2025

Topics For Discussion and or Action

ITEM #	ITEM TITLE	PRESENTER
B.	2023-2024 Licensure Exam Pass Rates	Dr. Margaret Ford Fisher Dr. Norma Perez Dr. Miguel A. Ramos

DISCUSSION

Provide a report on licensure exam pass rates for HCC graduates taking licensing exams in Academic Year 2023-2024.

COMPELLING REASON AND BACKGROUND

- Licensure exams performance reflects HCC student preparedness for industry workforce standards.
- Licensure exam performance validates the rigor of the program curriculum.
- Licensure exam performance strengthens the credibility of the programs.

STRATEGIC ALIGNMENT

Strategic Priority: 1- Student Success, Strategic Priority: 4 - Community Investment

ATTACHMENTS:

Description	Upload Date	Type
2023-2024 Licensure Exam Pass Rates	9/18/2025	Presentation

This item is applicable to the following:

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



2023-2024 Licensure Exam Pass Rates

Margaret Ford Fisher, Ed.D.
Chancellor

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

Miguel A. Ramos, Ph.D.
Vice Chancellor, Instructional Services

October 1, 2025

Points to Consider

- THECB Licensure Report summarizes passing rates for students taking exams in 2023-2024
- Passing rates include both first-time and multiple-time test takers
- The THECB uses the Licensure Report to assess effectiveness of programs at Texas community and technical colleges

Consumer Arts & Sciences COE

Licensure Exam Pass Rates by Award, 2023-24

Program Award (Licensing Agency)	Taken	Passed	Pass %
Cosmetology Operator AAS (Cosmetologist Operator License Examination – Texas Department of Licensing & Regulation)	35	29	83%
Facial Specialist C1 (Esthetician License Examination – Texas Department of Licensing & Regulation)	19	19	100%
Lash C1 (Specialty License in Eyelash Extension Application– Texas Department of Licensing & Regulation)	4	4	100%

Consumer Arts & Sciences COE Licensure Exam Pass Rate Trends

Program Award	19-20	20-21	21-22	22-23	23-24
Cosmetology Operator AAS	97%	100%	100%	91%	83%
Facial Specialist C1	100%	100%	100%	100%	100%
Lash C1	no test takers prior to 2021	100%	100%	86%	100%

Education Professions COE & English & Communications Division, Licensure Exam Pass Rates by Award, 2023-24

Program Award (Licensing Agency)	Taken	Passed	Pass %
Education Professions - Alternative Teacher Certification Program (Texas Education Agency)	11	11	100%

Education Professions COE & English & Communications Division, Licensure Exam Pass Trends

Program Award	19-20	20-21	21-22	22-23	23-24
Education Professions - Alternative Teacher Certification Program (Texas Education Agency)	88%*	76%*	100%	100%	100%

*data from Texas Education Agency

Health Sciences COE

Licensure Exam Pass Rates by Award, 2023-24

Program Award (Licensing Agency)	Taken	Passed	Pass %
Dental Assisting C1 (Dental Assisting - Texas State Board of Dental Examiners)	30	30	100%
Dental Hygiene AAS (Dental Hygiene - Joint Commission on National Dental Examinations / Central Regional Dental Testing Services, Inc.)	13	13	100%
Diagnostic Medical Sonography ATC (Diagnostic Medical Sonography - American Registry for Diagnostic Medical Sonographers)	60	53	88%
Health Information Technology AAS (Registered Health Information Technician - American Health Information Management Association)*	11	8	73%
Histological Technician AAS (Histologic Technician - American Society of Clinical Pathologists)	9	9	100%
Licensed Vocational Nursing C1 (National Council Licensure Examination – Texas Board of Nursing)	56	51	91%
Medical Assistant -Specialization C2 (Medical Assistant – American Medical Technologists)*	83	66	80%
Medical Laboratory Technician AAS (Medical Laboratory Technician -American Society of Clinical Pathologists)	11	11	100%

*Certification not needed for employment

Health Sciences COE

Licensure Exam Pass Rates by Award, 2023-24

Program Award (Licensing Agency)	Taken	Passed	Pass %
Nuclear Medicine Technology AAS (Nuclear Medicine Technology – American Registry of Radiologic Technologists / Nuclear Medicine - Nuclear Medicine Technology Certification Board)	43	42	98%
Nursing AAS / Transition to Registered Nursing AAS (National Council Licensure Examination – Texas Board of Nursing)	130	123	95%
Occupational Therapy Assistant AAS (National Board for Certification in Occupational Therapy)	23	18	78%
Pharmacy Technician C2 (Pharmacy Technician - Pharmacy Technician Certification Board)	27	27	100%
Physical Therapist Assistant AAS (National Physical Therapy Examination - Federation of State Boards of Physical Therapy)	32	32	100%
Radiography AAS (Radiography Examination - The American Registry of Radiologic Technologists/Radiology Technologist Certification - ARRT)	63	63	100%
Respiratory Therapist AAS (Therapist Multiple-Choice Examination - The National Board for Respiratory Care)	9	8	89%
Surgical Technology C2 (Certified Surgical Technologist Examination - The National Board of Surgical Technology and Surgical Assisting)	10	10	100%

Health Sciences COE

Licensure Exam Pass Rates Trends

Program Award	19-20	20-21	21-22	22-23	23-24
Dental Assisting C1	100%	100%	100%	100%	100%
Dental Hygiene AAS	100%	100%	93%	100%	100%
Diagnostic Medical Sonography ATC	97%	98%	88%	93%	88%
Health Information Technology AAS	NA*	100%	60%**	100%	73%
Histological Technician AAS	100%	71%	100%	86%	100%
Licensed Vocational Nursing C1	100%	91%	98%	100%	91%
Medical Assistant -Specialization C2	88%	95%	93%	87%	80%
Medical Laboratory Technician AAS	100%	100%	100%	100%	100%
Nuclear Medicine Technology AAS	95%	91%	86%	89%	98%
Nursing AAS / Transition to Registered Nursing AAS	98%	79%	87%	97%	95%
Occupational Therapy Assistant AAS	90%	100%	94%	82%	78%
Pharmacy Technician C2	100%	100%	100%	100%	100%
Physical Therapist Assistant AAS	100%	97%	100%	96%	100%
Radiography AAS	97%	94%	100%	100%	100%
Respiratory Therapist AAS	100%	100%	100%	100%	89%
Surgical Technology C2	85%	87%	20%	83%	100%

*The licensing agency did not release individual-level data required to identify appropriate passing rate in 19-20.

** Candidates that did not provide test data were excluded from this report.

Public Safety COE

Licensure Exam Pass Rates by Award, 2023-24

Program Award (Licensing Agency)	Taken	Passed	Pass %
Basic Firefighter - C1 (Texas Commission on Fire Protection)	28	20	71%
Criminal Justice - Law Enforcement AAS / Criminal Justice - Basic Peace Officer Licensing C1 (Basic Officer Certification – Texas Commission on Law Enforcement)	1197	1197	100%
EMS Basic Certification (Basic Emergency Medical Technician Certification Exam – National Registry of Emergency Medical Technicians)	141	138	98%
EMS Advanced Technician C1 (Advanced Emergency Medical Technician Certification Exam – National Registry of Emergency Medical Technicians)	25	21	84%
EMS Paramedic C1 (Emergency Medical Technician – Paramedic - National Registry of Emergency Medical Technicians)	13	13	100%

Public Safety COE

Licensure Exam Pass Rates Trends

Program Award	19-20	20-21	21-22	22-23	23-24
Basic Firefighter C1	80%	50%	74%	89%	71%
Criminal Justice - Law Enforcement AAS / Criminal Justice - Basic Peace Officer Licensing C1	98%	83%	96%	100%	100%
EMS Basic Certification	89%	94%	94%	99%	98%
EMS Advanced Technician C1	73%	89%	93%	57%	84%
EMS Paramedic C1	100%	96%	93%	100%	100%

Licensure Exam Pass Rates by Award and COE, 2023-24

COE	Program Award (Licensing Agency)	Taken	Passed	Pass %
Architectural Design & Construction COE	Heating, Air Conditioning & Refrigeration, A.A.S., Heating, Air Conditioning & Refrigeration - Basic, C1, Heating, Air Conditioning & Refrigeration, - Advanced, C1 (EPA 608 Certification)	172	172	100%
Architectural Design & Construction COE	Heating, Air Conditioning & Refrigeration, A.A.S., Heating, Air Conditioning & Refrigeration - Basic, C1, Heating, Air Conditioning & Refrigeration, - Advanced, C1 (OSHA 10 HVAC Certification Exam)	77	77	100%
Business COE	Business Technology – General Office Administration AAS, C1 & Human Resources PeopleSoft Specialization C1 (Microsoft Office Specialist Exam)	1	1	100%
Business COE	Real Estate AAS & Real Estate - Residential C1 (Texas Real Estate Commission Licensing Exam)	25	25	100%
Health Sciences COE	Certified Nurse Aid CE Certificate (National Nurse Aid Assessment Program)	206	183	88%
Logistics COE	Logistics & Global Supply Chain Management A.A.S. & Logistics & Global Supply Chain Management - Specialist C1 (Manufacturing Skills Standards Council Certified Logistics Assessment)	47	39	83%
Material Science & Smart Manufacturing COE	Welding Technology AAS/Combination Pipe Welding C1/Structural Welding C1/Welding Automation C1 (National Center for Construction Education & Research)	152	152	100%
Transportation COE	Truck Driving CE Certificate (Texas Department of Public Safety)	525	525	100%

Licensure Exam Pass Rates by Award and COE, 2023-24*

COE	Program Award (Licensing Agency)	22-23	23-24
Architectural Design & Construction COE	Heating, Air Conditioning & Refrigeration, A.A.S., Heating, Air Conditioning & Refrigeration - Basic, C1, Heating, Air Conditioning & Refrigeration, - Advanced, C1 (EPA 608 Certification)	86%	100%
Architectural Design & Construction COE	Heating, Air Conditioning & Refrigeration, A.A.S., Heating, Air Conditioning & Refrigeration - Basic, C1, Heating, Air Conditioning & Refrigeration, - Advanced, C1 (OSHA 10 HVAC Certification Exam)	100%	100%
Business COE	Business Technology – General Office Administration AAS, C1 & Human Resources PeopleSoft Specialization C1 (Microsoft Office Specialist Exam)	73%	100%
Business COE	Real Estate AAS & Real Estate - Residential C1 (Texas Real Estate Commission Licensing Exam)	100%	100%
Health Sciences COE	Certified Nurse Aid CE Certificate (National Nurse Aid Assessment Program)	90%	88%
Logistics COE	Logistics & Global Supply Chain Management A.A.S. & Logistics & Global Supply Chain Management - Specialist C1 (Manufacturing Skills Standards Council Certified Logistics Assessment)	63%	83%
Material Science & Smart Manufacturing COE	Welding Technology AAS/Combination Pipe Welding C1/Structural Welding C1/Welding Automation C1 (National Center for Construction Education & Research)	100%	100%
Transportation COE	Truck Driving CE Certificate (Texas Department of Public Safety)	100%	100%

*Reported for the first time for 2022-2023

Conclusion

- Overall, THECB Licensure Report passing rates are positive
- For exams with passing rates below HCC or agency standard, programs use results to identify areas of improvement

Thank You