

COM | College of the Mainland®

PRESIDENT'S REPORT

FY 19-20





HIGHLIGHTS



COVID-19 SPRING 2021 GUIDE



DECEMBER 8, 2020

SPRING 2021 RETURN TO CAMPUS PLAN

COVID-19 RESPONSE

- Created return to campus plans
- Transitioned all instruction online following the outbreak of the COVID-19 pandemic
- Fully implemented virtual student services model, allowing students to obtain all support services remotely



PIPELINES FOR STUDENT SUCCESS

GUIDED PATHWAYS AND META-MAJORS

Offer clearly defined and intentional educational avenues so that students can quickly and purposefully complete their academic journey

Meta-Majors:

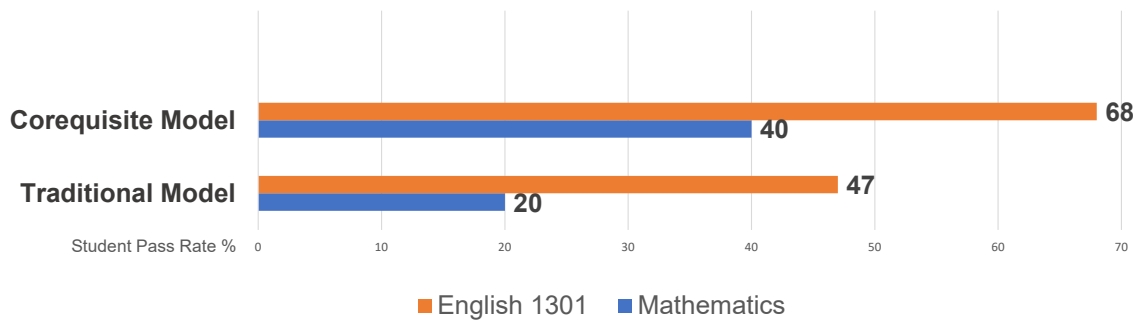
- Arts & Humanities
- Health, Human & Consumer Science, Public Safety
- Business & Industry
- Science, Technology, Engineering & Mathematics

PIPELINES FOR STUDENT SUCCESS

COREQUISITE (FINISH FASTER) INITIATIVE

Corequisite (Finish Faster) Initiative. Under the corequisite program, underprepared students take a developmental course and the corresponding college credit course in the same subject simultaneously. The developmental course serves as a supportive reinforcement for the college credit course.

Prior to the implementation of the corequisite model in Fall 2017, fewer than 20% of students who placed into developmental math

Comparison of Student Outcomes

completed a credit-level math class within one year. Comparatively, 40% of students in corequisite math pass the credit course.

For students who place into developmental reading and writing, 47% passed English 1301 in their first year under the traditional model, while 68% pass English 1301 with the corequisite model.

PIPELINES FOR STUDENT SUCCESS
OPENING DOORS PROMISE SCHOLARSHIP



Now serving the following communities:

- **Texas City: \$1 million total**
 - Texas City Economic Development Corp.
- **La Marque: \$90,000 total**
 - Anonymous donors
- **Hitchcock: \$40,000 total**
 - Associated Credit Union of Texas
 - Hitchcock Economic Development Corp.
 - Hitchcock I.S.D. Educational Foundation
- **Santa Fe: \$40,000 total**
 - The City of Santa Fe – \$30,000
 - KC Foundation – \$10,000



PIPELINES FOR STUDENT SUCCESS
**EXPANDING STUDENT
SUCCESS**

New Program Development

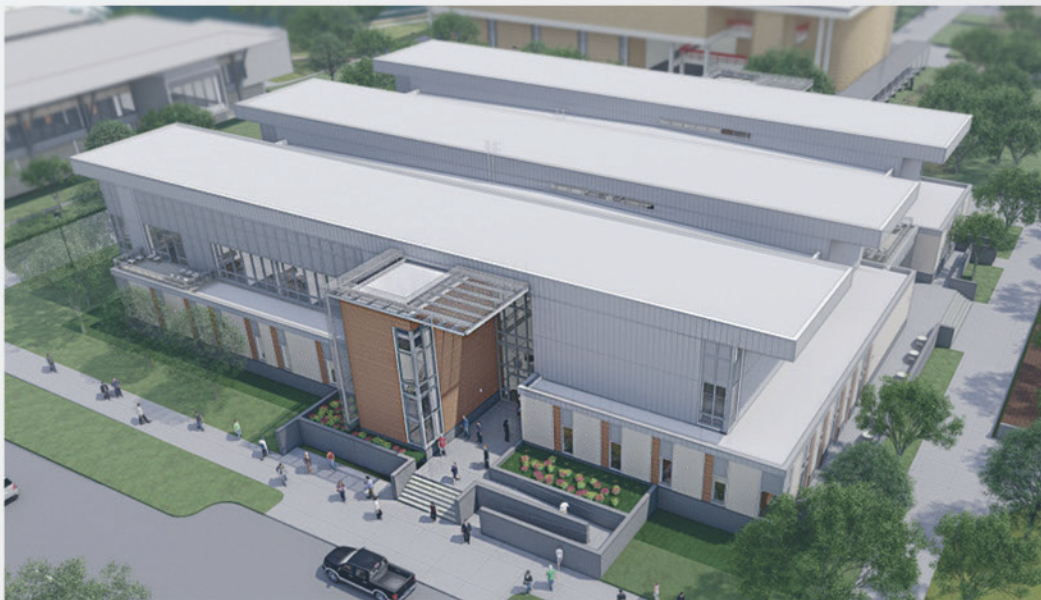
- Bachelor of Science in Nursing
- Associate of Science in Mechanical and Chemical Engineering
- Accelerated Associate of Arts (League City facility)
- Dental Hygiene
- Surgical Technician
- Radiological Technician
- Lab Assistant



Bachelor of Science in Nursing pending approval from Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

LAYING THE FOUNDATION FOR THE FUTURE

STEAM BUILDING – SPRING 2021



ADMIN BUILDING –
SPRING 2021

COM LEAGUE CITY –
FALL 2020





STRATEGIC GOALS

GOAL 1: STUDENT SUCCESS

Student Success is our top priority. College of the Mainland will be the college of choice for our community.

Strategy 1

Implement Guided Pathways to aid students in determining and completing their path to success.

Strategy 2

Offer corequisite developmental courses for all students who come in not ready for college-level english and math, expediently preparing them for successful completion of english and math courses.

Strategy 3

Create articulation agreements with four-year institutions for clear and efficient transfer opportunities for students.

Strategy 4

Develop a comprehensive academic master plan to improve existing programs and develop new successful programs.

KEY PERFORMANCE INDICATORS (KPIs)

- **KPI 1:** Achieve full-time equivalent enrollment will reach 4,000 by 2025
- **KPI 2:** Increase the number of degrees and certificates awarded to 1,300 per year by 2025
- **KPI 3:** The average time to complete a degree will decrease to four years by 2025
- **KPI 4:** The average number of credits earned per degree will decrease to 70 by 2025
- **KPI 5:** Number of new students
- **KPI 6:** Student retention, fall to spring
- **KPI 7:** Student retention, fall to fall
- **KPI 8:** Number of transfers
- **KPI 9:** Successful course completion rate in developmental courses
- **KPI 10:** Successful course completion rate in gateway ENGL 1301
- **KPI 11:** Successful course completion rate in gateway MATH pathways courses
- **KPI 12:** Successful course completion rates in distance education

KPI 1

FULL-TIME EQUIVALENT ENROLLMENT GROWTH

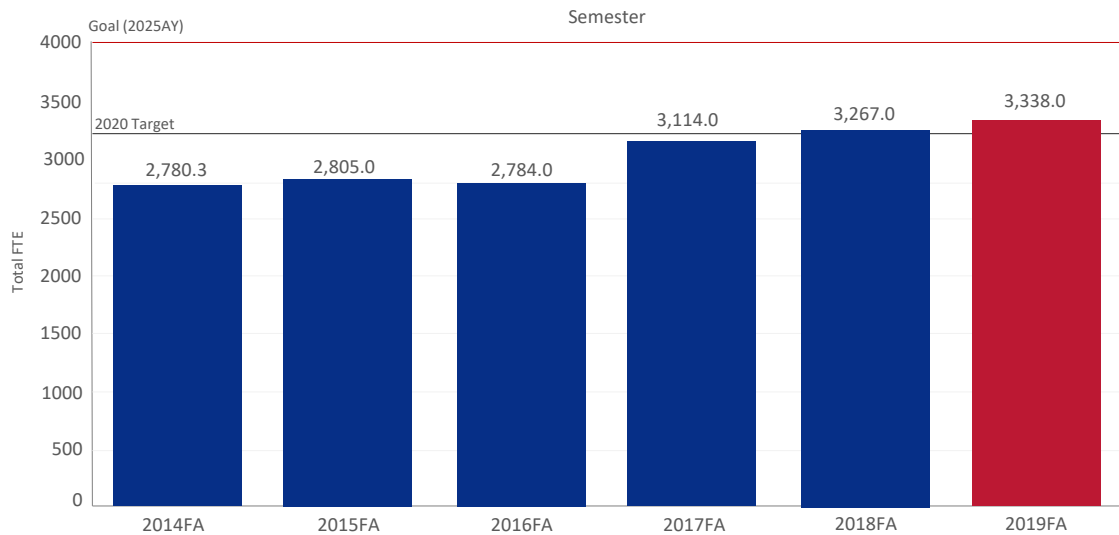
FTE progress: We're ahead by 4%

- 2025 goal is 4,000
- 2020 goal is 3,200
- Current is 3,338 (Spring 2019)



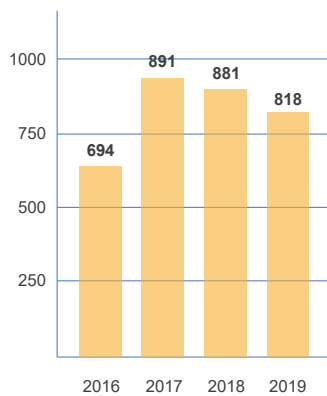
Scan to visit
Tableau

Full Time Equivalent (FTE) Enrollment in Fall Semesters



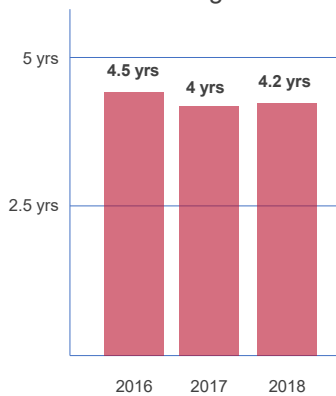
KPIs (Continued)

Degrees and Certificates Awarded



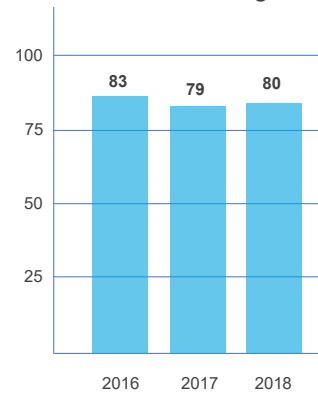
2025 Goal: 1,400

Average Time to Complete a Degree



2025 Goal: Four years

Average Number of Credits Earned Per Degree



2025 Goal: 70

Degrees and certificates awarded

- 818 degrees and certificates in 2019
- 881 in 2018
- 891 in 2017
- 694 in 2016
- 2025 Goal: 1,400

Average time to complete a degree

- 4.2 years in 2018
- 4.0 years in 2017
- 4.5 years in 2016
- 2025 Goal: Four years

Average number of credits earned per degree

- 80 in 2018
- 79 in 2017
- 83 in 2016
- 2025 Goal: 70

ADDITIONAL PROGRESS

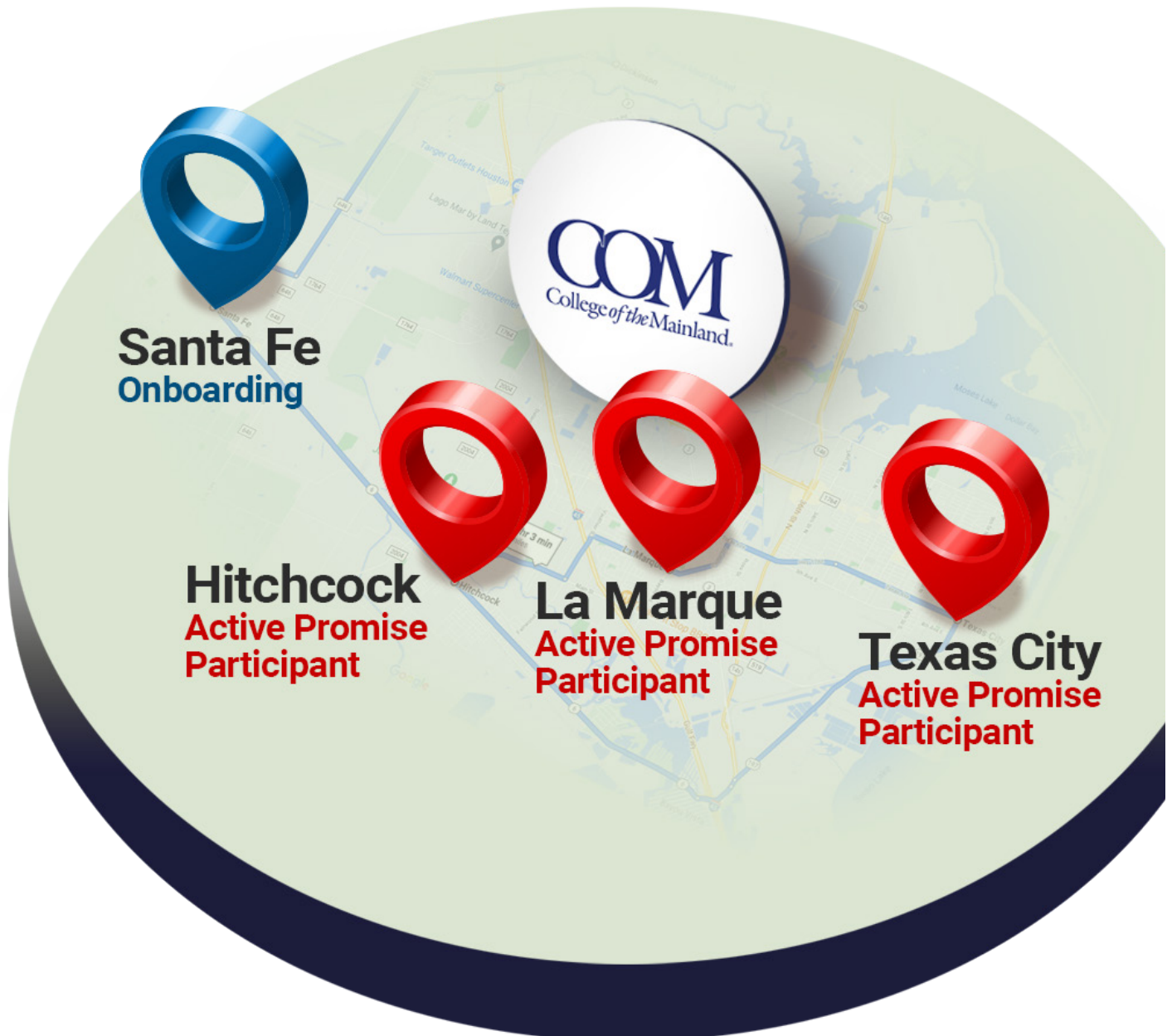
STUDENT SERVICES

- Launched fully implemented virtual student services model, allowing students to obtain all support services remotely
- Adopted and launched Navigate student success management system to improve communications and assists students staying on path, graduating with fewer hours
- Received \$3 million Title V grant funding dedicated to improving enrollment, retention and graduation rates of Hispanic and low-income students in Science, Technology, Engineering and Mathematics (STEM) programs (*See Appendix 1.1*)
- Received \$1.46 million TRiO Student Support Services grant to continue providing support services to low income, first generation and students with disabilities (*See Appendix 1.2 and 1.3*)
- COM was the first college in Texas to fully implement its corequisite courses, The Finish Faster Initiative.
- COM was one of two community colleges selected to participate in the inaugural national Excellence in Academic Advising program (EAA) through NACADA (international community of advisors) and the John Gardner Institute, which allowed COM to intensely assess academic advising processes and receive assistance from advising leaders in the country to adapt COM's processes to align with national best practices.
- Migrated to electronic document submission protocols for admissions and financial aid resulting in improved new student onboarding process

ADDITIONAL PROGRESS
INSTITUTIONAL ADVANCEMENT

Opening Doors Promise Program

Almost 150 students from Texas City, La Marque and Hitchcock have participated in the Opening Doors Promise Program and received almost \$260,000 in aid.



**INSTITUTIONAL ADVANCEMENT
(CONTINUED)**

- Foundation was awarded almost \$1 million in emergency aid through the CARES Act Fund for COVID-19 relief to students on campus
 - In the spring, summer and fall, 944 students received \$650,000 in aid
- Raised more than \$1.6 million in gifts from almost 200 community members
- Awarded and managed \$8.6 million in private, state and federal grants
- Foundation awarded 289 students almost \$290,000 in scholarships
- Focus on expanding Promise Program to other cities in our taxing district in the next year

INSTITUTIONAL ADVANCEMENT
(CONTINUED)

Scholarships

		Total Awarded	# of Scholarships Awarded	Unduplicated # of Students
Fall 2019	\$	80,933.34	190	183
Spring 2020	\$	75,214.76	187	178
Summer 2020	\$	13,942.61	33	33
Totals	\$	170,090.71	410	394

ADDITIONAL PROGRESS

INSTRUCTION

Response to COVID-19

- Transitioned all instruction online in spring 2020
- Continued offering all instruction possible online during summer and fall sessions. Supported student success through virtual tutoring and librarian support.
- Additional virtual and simulated software added to support labs, skills and clinical education
- Acquired and created additional resources to support faculty instruction through our Educational Technology department
- Supported student success through virtual tutoring and librarian support

GOAL 2: EMPLOYEE SUCCESS

College of the Mainland will create an environment that retains and attracts administrators, faculty and staff committed to serving our students.

Strategy 1

Implement a campus-wide program dedicated to facilitating the education and training of employees to improve job performance and service to students

Strategy 2

Attract, select and retain high-performing and diverse talent

KEY PERFORMANCE INDICATORS

- **KPI 1:** Ensure that employee compensation and benefits are and remain competitive with peer Texas community colleges and the surrounding Houston business community by 2018
- **KPI 2:** Support of employee continuing education and professional development in order to achieve and maintain a high-performing, highly engaged workforce. Seventy-five percent of employees will participate in a minimum of 16 hours of professional development per year by 2020
- Increase community-wide engagement among administrators, faculty, staff and trustees
- Provide workshops, seminars and coursework promoting effective teaching, learning and assessment practices

KPI 1

EMPLOYEE COMPENSATION REMAINS COMPETITIVE

By 2018, ensure that employee compensation and benefits are, and remain competitive with peer Texas community colleges and Houston surrounding Houston business community. (See Appendix 1.4)



75%
EMPLOYEES

KPI 2

SUPPORT EMPLOYEE CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

By 2020, 75% of employees will participate in a minimum of 16 hours of professional development per year. We have instituted a week-long conference style convocation, and have established a year-round professional development calendar for each of the employee classification groups.

ADDITIONAL PROGRESS

HUMAN RESOURCES

- Steadfast commitment and accountability toward advancing diversity, equity and inclusion within our institution
 - Providing educational and training experiences to expand awareness, knowledge and cultural competencies that aid in the understanding and management of institutional diversity
- During COVID-19, Human Resources was able to transition to electronic HR forms to facilitate and expedite the workflow process
- The college's administration progress into year two of the implementation of the college's compensation study. All employees are now above the minimum on the salary schedule.
- COM obtained bond ratings from both Moody's and S&P Global. Both of these agencies rated COM's bonds as high investment grade
- During the year, COM's accounting department received a clean audit, an audit without any findings
- Continuing to implement the established compensation plan
- Streamlining performance evaluation process
- The Human Resources department simplified and reengineered the onboarding process for new employees
- Continuing to incorporate innovative technology and implement a position management reporting system that will track vacant positions within departments of the institution



GOAL 3: FACILITIES IMPROVEMENT

Provide a safe, aesthetic environment conducive to learning, while addressing the workforce needs of local business and industry.

Strategy 1

Completion of maintenance tax note projects

Strategy 2

Plan and build new college facilities supported by the bond

Strategy 3

Upgrade technology to support student success

KEY PERFORMANCE INDICATORS (KPIs)

- **KPI 1:** Master facilities plan
- **KPI 2:** Bond referendum
- **KPI 3:** Exemplary teaching-learning environment

KPI 1

MASTER FACILITIES PLAN

- By 2027, 75% of the first two phases of the master facilities plan will be completed

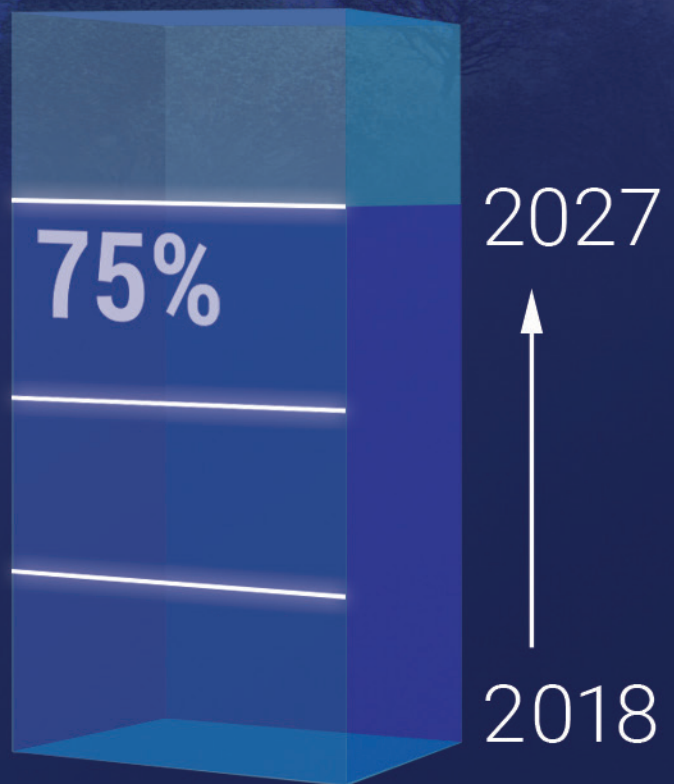
✓ **Phase 1 – STEAM / Allied Health and Infrastructure – Complete**

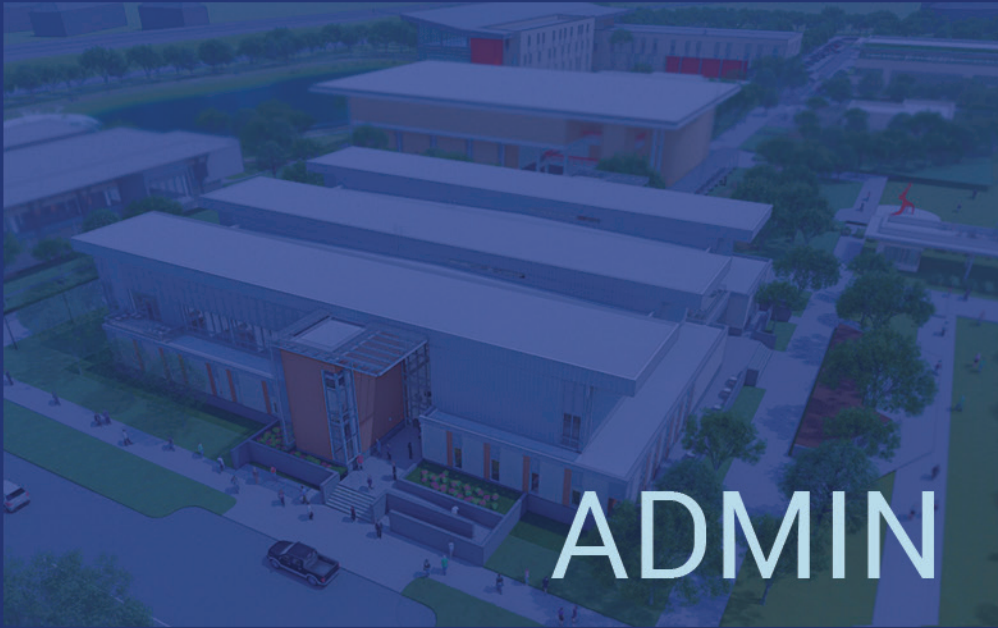
- Admin Building
- STEAM / Allied Health Building
- Physical Education renovation
- Campus MEP infrastructure
- Math / Science renovation
- Campus parking projects
- Campus demolitions

✓ **Phase 2 – Workforce and Fine Arts – In Progress (Funded and designs complete)**

- Industrial Careers Building
- Industrial Education renovation
- Welding renovation
- Fine Arts addition
- Police station

First 2 Phases
Master Facilities Plan





STEAM 2021

PROGRESS

MASTER FACILITIES PLAN

The STEAM and Admin buildings open spring 2021 on time and on budget.

KPI 2

BOND REFERENDUM

- In November 2018, 67% of the public voted for the sale of \$162.5 million in bonds to fund new construction
- Contractors completed projects funded by the maintenance tax notes

PASSED



KPI 3

EXEMPLARY TEACHING-LEARNING ENVIRONMENT

- Transitioned all Tutoring Center tutorials online within days (March 2020); Expanded online tutorials to include science, Process Technology, basic computer assistance (MS, Blackboard and other online platforms) and computer programming
- Initiated mass student outreach (April 2020) through the creation of multiple handouts and videos, making students aware of available tutoring services and how to access those services; Phone calls and emails were attempted to all students enrolled at COM during the beginning and mid-point of every semester since the beginning of the COVID-19 pandemic
- Transitioned nursing instruction to virtual environment including clinical work (Shadow Health & Swift River), exam proctoring and faculty-led simulations
- Provided college-issued laptops to students in need (87 distributed since March 2020)
- Expanded Microsoft Teams, Blackboard and VPN access to fully support online faculty instruction

ADDITIONAL PROGRESS

INFORMATION TECHNOLOGY

- Implemented a network vulnerability detection system
- Employed a new server backup system with two local storage locations and one inland colocation site
- Enabled multifactor authentication (MFA) to improve user account integrity
- Expanded the College's online utilization for remote learning and workforce
- Created an environment to give students remote access to a virtual Windows 10 desktop





APPENDIX

APPENDIX TABLE OF CONTENTS



1.1 TITLE V 2020 ANNUAL PERFORMANCE REPORT

https://www.com.edu/docs/apr/2021/Title_V_2020_APR.pdf



1.2 TRIO SSS ANNUAL PERFORMANCE REPORT

https://www.com.edu/docs/apr/2021/TRIO_SSS_APR_2019-20.pdf



1.3 TRIO UPWARD BOUND 2019-20 ANNUAL PERFORMANCE REPORT

https://www.com.edu/docs/apr/2021/P047A170441_2019-20_final_Upward_Bound.pdf



1.4 SALARY REPORT OF: OTHER COLLEGE BENCHMARK JOBS

https://www.com.edu/docs/apr/2021/TASB_Salary_benchmarks.pdf
