

## ***Achieving the Dream: Community Colleges Count***

### **Houston Community College (HCC) July 15, 2004**

**Work Plan, Part A:** Description of Functions for HCC Teams and Task Forces and Proposed Leaders and Membership for Teams & Task Forces

**Core Team:** The HCC **core team** (including the Chancellor, chief academic officer, chief student services officer, institutional research/institutional effectiveness (IR/IE) director, faculty leaders, and others) will identify existing values, assumptions, structures and systems at the college that nurture and impede student success. The team will consider leverage points to improve student outcomes. It will lead a process for setting institutional priorities, goals and strategies.

Aided by the data team, the core team will engage students, faculty, community members and others in dialogue about the analysis and proposed goals and strategies. To promote sustainability, the team will ensure that strategies are aligned with the college budget and strategic plan. It will provide leadership to spread a culture of inquiry, reflection, and commitment to student success throughout the college.

**Core Team:**

Charles Cook, Leader

**Members:**

Bruce Leslie, Chancellor  
Sue Cox, President, HCC-SW  
Irene Porcarello, VC, Institutional Development  
Fena Garza, AVC, Student Services  
Charles Hebert, AVC, Workforce Development  
Gloria Walker, VC Finance and Administration  
Linda Gibbs, IR/IE Director  
Connie Stone, HR, Staff Development  
Maria Straus, Director of Learning College Initiatives  
Juan Carlos Reina, Title V Director (NW)  
Neal Tannahill, Academic Dean (SW)  
Cheryl Peters, Academic Dean (Central)  
Joanne Lin, Academic Dean (SE)  
Johnella Bradford, Workforce Dean (SE)  
Ken Hernandez, Workforce Dean (NE)  
Beverly Walker-Griffiea, Student Services Dean (Central)  
Jose Salazar, Student Support (Central)  
Mike Edwards, FAC President (NE)  
Michael Golden, Past FAC Presidents (Central)  
Judy Cantwell, Library Chair (SE)  
Pat Ugwu, Counseling Chair (Central)  
Tim Sever, Math Dept. Chair (Central), Math Discipline Chair  
Kay Lynn Moran, GUST Department Chair (NE), GUST Discipline Chair  
Alan Ainsworth, English Dept Chair (Central), Dev English Discipline Chair  
Damon Alejandro, President of the HCCS United Student Council  
Ruth Kuo, President of the HCCS Chapter of Phi Theta Kappa  
(Bruce Austin, Board Chair, Academics, ex officio member)  
(Abel Davila, Board Chair, Student Success, ex officio member)

**Data Team:** The HCC **data team** (including the IR/IE director, faculty, staff and others) will develop a candid analysis of the college's performance with respect to student outcomes, with a special focus on low-income students and students of color. It will examine quantitative data and present findings in a clear and compelling way that shows where the college is doing well and where it needs to improve.

Qualitative data is also an essential part of the diagnosis. The data team and/or core team will seek input from students and faculty to identify strengths and weaknesses of current college policies, structures and services. In effect, the college will conduct an audit of existing programs and practices to determine how well they serve low-income students and students of color.

**Data Team:**

Linda Gibbs, Leader

**Members:**

Margaret Drain, IR  
Ray Golitko, IR  
Becky Giot, Finance  
Brian Garner, IT  
Vickie Flores, IT  
Dan Richards, Psychology Chair (NE)  
Marina Nathan, Accounting Chair (SW)  
Julian Fisher, Acting COO (SE)

The Core Team will have the following sub-committees, each led by a member of the Core Team: Student Involvement, Faculty Involvement, Community Involvement, and Communication. The names of these subcommittees reveal the nature of their tasks – *involvement* by the HCC constituent groups – students, faculty, and community – and *communication* – conducted internally and externally to ensure awareness, understanding, buy-in, and support. Involvement includes presentation of the problems faced by students of color and students of low-income in higher education, why we all have a stake in seeking successful solutions to these problems, and solicitation of help and support in applying solutions to the problems.

**Student Involvement Subcommittee:**

Fena Garza, Leader

**Members:**

Diana Castillo, Interim President, HCC-Southeast  
Jose Salazar, Student Services Grant (Central)  
Ken Holden, Student Services Dean (NE)  
Benny Ables, PTK Lead Sponsor (NW)  
Jackie Gascon, PTK and Math Liaison, Title V (SE)  
Troy Jefferson, Student Life Coordinator (NW)  
Gloria Yampey-Jorg, Honors Director (Central)  
Grisel Cano, Mexican-American/Latino Studies (SE)  
Larry Gonzalez, Service Learning (SW)  
Pat Jensvold, Dept Chair, Counseling (SW)  
Donna Price, Student ADA Advisor

**Faculty Involvement Subcommittee:**

Neal Tannahill, Leader

**Members:**

Juan Carlos Reina, Title V Grant Director  
Cheryl Peters, Academic Dean (Central)  
Ken Hernandez, WF Dean (NE)

Johnella Bradford, WF Dean (SE)  
Joe McDade, Dept Chair, English (NE), Discipline Chair, English  
Mike Edwards, FAC President (NE)  
Michael Golden, Past FAC Presidents (Central)  
Stephen Levey, Distance Education  
Doris Rousey, CIC (NW)  
Andy Montez, Grants Director

**Community Involvement Subcommittee:**

Irene Porcarello, Leader

**Members:**

Margaret Forde, President, HCC-Northeast  
Charles Hebert, AVC Workforce  
John Ramsey, Director, HCC Foundation  
Maya Durnovo, WF Dean (NW)  
Arnold Goldberg, WF Dean (SW)  
Mary Alice Wills, Dual Credit Liaison (NW)  
Rey Garay, Counselor (SE)  
Elda Cisneros, Director, Upward Bound (Central)  
Vincente Meir, Adult Education  
Parvian Bagherpour, Counselor (SW)  
Lynn Herrera, Recruiter, (SW)  
Gigi Do, International Initiatives  
Marshall McGhee, CT/CE Director (Central)

**Communication Subcommittee:**

Maria Straus, Leader

**Members:**

Rosie Barrera, AVC Communications  
Claudine Illg, Electronic Publications  
Connie Stone, HR, Staff Development  
Vince Hamilton, HCC-TV  
Napoleon Johnson, HCC Egalitarian  
Mark Tengler, HCC Articulation and Transfer  
Freddie Wade, WF Initiatives  
Lorah Gough, IMC Interim Director  
Blanche Garcia, Public Relations (NW)  
Luis Trevino, Counselor (Central)  
Crystal Bonner, COPA President

Additionally, the Core Team will also rely upon the work of five **strategic task forces** that will explore and develop strategies in particular areas, such as math or English content areas, instructional techniques, financial aid, advising, orientation, mentoring, learning communities, tutoring, supplemental instruction, professional development for faculty, student degree/progress audit, early warning intervention, etc. Our strategic task forces will be organized around the five goals that will be measured over the course of the grant implementation:

1. Developmental Education – how do we increase the percentage of low-income students and students of color who successfully complete developmental courses and progress to credit-bearing courses?
2. “Gatekeeper” Courses – how do we increase the percentage of low-income students and students of color who enroll in and successfully complete gatekeeper courses (e.g., ENGL 1301, MATH 1314, HIST 1301, etc.)?

3. Course completion - how do we increase the percentage of low-income students and students of color who complete the courses they take, with a grade of C or higher?
4. Retention - how do we increase the percentage of low-income students and students of color who re-enroll from one semester to the next?
5. Goal completion - how do we increase the percentage of low-income students and students of color who earn certificates and degrees?

Each **Strategic Task Force** will be led by a member of the Core Team and asked to research the literature concerning best practices; work with the sub-committees above to communicate and conduct information gathering from HCC students, faculty, and community members; and develop strategies for implementation.

### **(1) Developmental Education**

Kay Lynn Moran, Leader

#### **Members:**

David Housel, GUST (SW)  
 Bill Echols, Dev Math (NW), Discipline Chair, Dev Math  
 Robert Castillo, Testing  
 David Joost, Adult Education (NE)  
 David Ross, Intensive English (SW)  
 Fausto Vergara, Project GRAD (SE)  
 Alan Ainsworth, Dept Chair (Central), Discipline Chair, Dev English  
 Peggy Porter, Dept Chair, Dev Ed (NW)

### **(2) “Gatekeeper Courses”**

Joanne Lin, Leader

#### **Members:**

Tim Sever, Dept Chair, Math (Central), Discipline Chair, Math  
 Mike McCormick, Dept Chair, History (SW)  
 Beverly Perry, Dept Chair, Sciences (NE)  
 Rich Rosing, Dept Chair, Human Services Tech (SE)  
 Mahmoud Shagroni, Dept Chair, Math (SW)  
 Genevieve Coogan, Dept Chair, English (NW)  
 Nasrin Mehrinfar, Counseling Chair (NW)

### **(3) Course Completion**

Beverly Walker-Griffa, Leader

#### **Members:**

Weldon Elbert, Assistant Dean, Student Services (NW)  
 Anne McClellan, Early College HS (SW)  
 Deborah Hardwicke, (SW) AESL Discipline Chair  
 Paul Quinn, GUST Chair (Central)  
 Beverly Hixon, GUST Chair (SE)  
 Al Barringer, Criminal Justice/Law Enforcement (NE)  
 Mike Lowery, Dept Chair, Math (NW)  
 Mike Garcia, Counselor (SW)

**(4) Retention**

Sue Cox, Leader

**Members:**

Alex Prince, Financial Aid

Mark Picus, Enrollment Management

Angela Foote, Distance Education Counselor

Scott Gehman, Dept Chair, Audio/Video Technology, (NW)

Karen Saenz, Dept Chair, Social Sciences (SE)

Kay King, Dept Chair, Fashion Design (Central)

Linda Cook, Sociology, Global Studies (SW)

Betty Fortune, Dept Chair, GUST (SW)

Madeline Wright, Dept Chair, Psychology (Central)

Michael Bohn, Dept Chair, Math (SE)

Rudy Soliz, Dept Chair, Business (NE)

**(5) Completion of certificates and degrees**

Larry Markey, Leader

**Members:**

Mary Lemburg, Registrar

Jeanette Holub, Graduation Specialist

Deshaunta Steward, WF Compliance

Mark Tiller, Academic Dean (NW)

Norma Perez, Workforce Dean, Health Sciences

Craig Follins, CT/CE