

*The*  
PRESIDENT'S  
REPORT  
*2018*



The College Moves  
Forward

OCTOBER 22, 2018



## A MESSAGE FROM OUR PRESIDENT

Greetings!

The comment I heard most from administrators last spring was: “Buckle your seatbelts; this is going to be a very busy semester.” It was both busy and productive.

Busy because COM moved forward with ambitious plans sure to change the face of the campus and help students succeed in record numbers.

Busy because we acted on multiple fronts simultaneously. We implemented ambitious academic goals, even as we worked to create an Academic Master Plan for the future and prepare for a bond referendum on November 6, 2018.

The community respect College of the Mainland enjoys is a well-deserved result of the hard work and good-spirited cooperation shown by each department and employee these past 12 months. Working together with the Board’s support and guidance, we implemented model programs, reshaped our public image, and have taken our place beside other great colleges and institutions in the region.

We are just getting started!

It has been my pleasure to be a part of the exciting transformation that is underway at College of the Mainland. My first two years as President have passed quickly. I’ve been busy telling a wonderful story of what good people can do for students—and a community—by staying focused, working hard, and going above and beyond previous expectations.

Though this document is a tool to measure the effectiveness of the COM President, it is truly a reflection of the outstanding efforts of COM’s many employees and community partners.

We make an unbeatable team!

Dr. Warren Nichols  
President



## GOAL 1: STUDENTS

Student success is our top priority. COM will be the college of choice for our community.

Measurable Outcomes:

- 1.1 College of the Mainland will increase Full-Time Equivalent (FTE) to 4,000 by 2025. (5% growth per year)
- 1.2 College of the Mainland will increase the number of degrees and certificates to 1,300 per year by 2025 (8% growth per year).
- 1.3 The average time to complete a degree will decrease from 5.01 years to 4.0 years by 2025
- 1.4 The average credit per degree will decrease from 101 semester credit hours (SCH) to 70 SCH by 2025.

Progress:

Student enrollment increased and students succeeded in greater numbers in 2018.

- COM engaged faculty, business, industry and civic leaders and the public to develop a comprehensive **Academic Master Plan**. The plan, which includes recommendations for new programs that will be phased in over the next few years, provided impetus for a November 6, 2018 Bond Referendum.
- COM exceeded the 2020 FTE goal of 3,000 by 6.5%.
- Awarded **809** degrees and certificates, a **16%** increase from 694 the previous year.
- COM decreased the time students needed to complete a degree to **4.5 years**, down from 5.01 last year. The average semester credit hours per degree decreased from 101 to 83. (Source: 2018 Texas Public Higher Education Almanac)
- COM is considered a **state and national leader** in the implementation of the Co-Requisite mandate.
- COM continued its practice, begun in 2017, of opening **new class sections** when a section became 90% full, allowing students to enroll in required classes when needed.
- COM is a leader in the implementation of **Guided Pathways** and has developed an aggressive and comprehensive plan that incorporates employees in every area of the College.
- COM moved away from traditional models that require College Algebra as the **default math**, allowing students to take alternative math classes which resulted in success for greater numbers of students.



- **COM Information Technology Services** adopted multiple software systems (EAB, Academic Scheduling) and joined Houston GPS to provide learning and research tools to help students succeed.
- COM Information Technology Services installed a new **access control and security camera management system** which more than doubled the number of cameras and **expanded coverage** for every building entrance and parking lot.
- COM was one of only two community colleges in the nation to be accepted into the **Excellence in Academic Advising** self-study program.
- COM purchased **Call Center** services from EdFinancial for Admissions, Advising and Financial Aid.
- COM Foundation awarded more scholarships to students in 2017-2018 than ever before, increasing from 276 scholarships to **299**. The increase allowed more students to take more credit hours, work less and avoid debt. COM's Harvey Relief Fund and RAK program assisted **177** students in 2017-2018, compared to 15 the previous year. RAK and emergency aid totaled **\$79,910**, a jump from \$5,026 in 2016-2017.
- COM's total grant funding this past year was a record breaking **\$3,242,148**.
- COM Foundation aided **476** students in 2017-2018, compared to 291 the previous year, and disbursed \$327,035, some \$89,579 more than 2016-2017. Institutional Advancement now oversees \$3.275 million in state and federal grants, providing an array of services that allow students to complete their degrees and certificates.

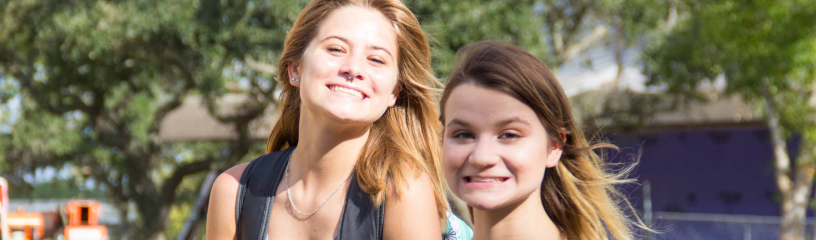
## GOAL 2: STAFF, FACULTY, ADMINISTRATION

Create an environment that retains and attracts administrators, faculty, and staff committed to serving our students

Measurable Outcomes:

2.1 Ensure that employee compensation and benefits are and remain competitive with peer Texas community colleges and the surrounding Houston business community by 2018.

2.2 Support of employee continuing education and professional development in order to achieve and maintain a high-performing, highly engaged workforce.



By 2020, 75% of employees will participate in 40 hours of professional development per year. (Use Gallup 12 to measure employee engagement)

2.3 Increase community wide engagement among administrators, faculty, staff and trustees. Metric: participation rates in local chambers, Lions Clubs, campus event attendance and committee assignments

2.4 Deliver workshops, seminars and course work promoting effective teaching, learning and assessment practices. Metric: satisfaction rating of participants

2.5 Create a collaborative environment for faculty and staff that promotes thoughtful discussion on the pedagogical aspects of teaching and learning by 2019

Progress:

The President is taking bold steps to help the College build a culture of trust and an environment that attracts and retains outstanding employees, as evidenced by these recent initiatives:

- At the President's direction, the College now offers **multi-year contracts** to new full-time faculty.
- The President's Cabinet **added representatives** from the faculty, administrative and professional staff, aiding transparency, communication, cooperation and the benefit of additional perspectives.
- COM has fully implemented a **compensation study** conducted by F&H Solutions Group to ensure the College remains competitive with peer Texas community colleges and the area job market.
- The President actively participates in **community-wide engagement** by serving on several Chamber of Commerce Boards, engaging in town hall meetings, and local events. The President has encouraged COM employees to attend and participate in community events, as well.
- COM employees are encouraged to actively attend and participate in **local, regional and national organizations**.
- The President upgraded the College's **marketing and communications functions** by elevating key leadership positions within the Marketing and Public Affairs Office. Today, an experienced and capable **Executive Director** and **Communications Officer** help keep COM achievements and opportunities "in the news," which encourage public confidence and support. The College benefits from a quality and consistent presence through informative publications, targeted advertisements, and cinema and cable television commercials which help residents and students understand the College's mission.



- The President oversaw the development of a **comprehensive handbook** for the BOT.
- The President authorized the creation of the **Threat Assessment Task Force** to develop COM policies and procedures to promote proactive measures to ensure the safety of campus community.

## GOAL 3: FACILITIES

Measurable Outcomes:

- 3.1 By 2027 75% of the first two phases of the master facilities plan will be completed.
- 3.2 Secure passage of Bond Referendum by November 2018
- 3.3 Establish an exemplary teaching-learning environment that best serves our faculty and students as evidenced by completion rates, surveys, course evaluations and other data.
- 3.4 Maintain a secure, accessible and welcoming environment as evidenced by student and staff satisfaction surveys

Alternative recommendation:

- 3.3 Establish a contemporary teaching-learning environment that best serves our faculty and students as evidenced by completion rates, surveys, course evaluations and other data.

Progress:

- COM conducted a **Community Assessment Survey** of residents within its taxing district to ascertain the public's perception of the College prior to a possible bond referendum. Results showed the College had **strong support** among its community partners, especially among senior citizens.
- COM ended its relationship with **Odyssey Center** and moved dual credit student instruction to Clear Creek ISD locations.
- With the Board's approval, COM implemented a **\$16.2 million maintenance bond** for work recommended by the **Master Facilities Plan**. A new **Conference Center** opened October 22 in space once utilized as a pool. Renovations were made to infrastructure, the **Student Center**, the **Physical Education Building**, a **chemistry lab**, and the **Fine Arts Building** roof.
- The President developed and implemented a comprehensive **marketing** and **communication plan** designed to improve the College's image, reputation and awareness to help communicate the College's needs and achievements prior to a November 2018 Bond Referendum.



- COM's proposed **\$162.5 million Bond Referendum**, if approved by voters, will provide **310,000 square feet** of classroom and laboratory space for a growing enrollment through the construction of three new buildings.
- With the President serving as the College's "voice," the November 6 Bond Referendum has garnered the **endorsement** of all taxing district **chambers of commerce** and **local media**.
- The BOT approved preliminary work by PBK Architects to develop plans for the **proposed STEAM Building**.



1200 Amburn Rd.  
Texas City, TX 77591