

**MINUTES OF THE REGULAR MEETING
DEL MAR COLLEGE DISTRICT**

June 10, 2025

The Regular Meeting of the Board of Regents of the Del Mar College District convened at 1:07 p.m., Tuesday, June 10, 2025, at the Center for Economic Development, 3209 S. Staples, Room 106, Corpus Christi, Texas with the following present:

From the Board:

Present:

Ms. Carol Scott, Dr. Nicholas Adame, Ms. Libby Averyt, Dr. Anantha Babbili, Mr. Carl Crull, Mr. Rudy Garza, Jr., Mr. Bill Kelly, and Mr. David Loeb.

Absent:

Dr. Laurie Turner.

From the College:

Dr. Mark Escamilla, President and CEO; Ms. Lenora Keas, Executive Vice President and COO; Mr. Raul Garcia, Vice President and CFO; Mr. Ali Kolahdouz, Vice President and Chief Information Officer; Dr. Jonda Halcomb, Vice President and Chief Academic Officer; Ms. Tammy McDonald, Vice President of Administration and Human Resources; Dr. Patricia Benavides-Dominguez, Vice President for Student Affairs; Mr. Augustin Rivera, Jr., General Counsel; Mr. John Strybos, Vice President and Chief Physical Facilities Officer; Mr. Matthew Busby, Vice President of Development and Donor Advising; Mr. Jeff Olsen, Chief of Staff and Vice President of Communication and Marketing; Ms. Delia Perez, Director of CEO Office and Board Relations, Mr. Conrado Garcia, Superintendent in Residence, and other staff and faculty.

CALL TO ORDER/QUORUM CALL

Chair Scott called the meeting to order with a quorum present. She requested a moment of silence followed by the Pledge of Allegiance and Del Mar College Vision Statement.

GENERAL PUBLIC COMMENTS – The public was given the opportunity to provide public comments (both general and specific to any agenda item).

There were no public comments.

RECOGNITIONS:

- The College's Small Business Development Center, under the direction of Ann Fierova, received the District Director's Eagle Award as the resource partner within the district that submits the most business nominations for national small business week...Ms. Lenora Keas (*I: Communicate, Goal 2: Connect beyond the College*)

Ms. Keas recognized Ms. Ann Fierova, Director for the Small Business Development Center (SBDC) and Mr. Dan Korus, Dean of Workforce Programs and Corporate Services.

Ms. Keas stated the College's Small Business Development Center is basically funded by the state of Texas and the Small Business Association through the University of Texas, San Antonio as well as the City of Corpus Christi. The SBDC, working with small businesses last year obtained over \$9.4 million in capital investment and created 39 new businesses and 208 new jobs. Also, the College added APEX Accelerator, which previously was known as Procurement Technical Assistant Program (PTAP), which assist businesses with bidding with governmental entities. They created over \$254 million in contracts with 3,986 contracts themselves. Under Ms. Fierova and Mr. Korus' leadership, the SBDC received District Director's Eagle Award.

Ms. Fierova introduced the team involved in the program and contributions to community businesses.

- The College has been approved for accreditation certification by the National Institute for ASE (Automotive Service Excellence) Dr. Jonda Halcomb (*II Elevate, Goal 1: Increase completion for all students*)

Ms. Lenora Keas recognized the College's automotive program for receiving the Automotive Service Excellence (ASE) program certification. She invited Mr. Creacy, Mr. Beadle, Mr. Wallace, Ms. Betz, and Mr. Griffin to the podium and stated the National Institute of Automotive Service serves in accreditation and certification of the program. This award impacts our students that graduate and leave the College with this certification that shows the quality of the education they received.

COLLEGE PRESIDENT'S REPORT.....Dr. Mark Escamilla

- May 21, 2025: TACC CEO Monthly Call
(*I: Communicate, Goal 2: Connect beyond the College*)

Dr. Escamilla participated in the monthly call with the Texas Association of Community Colleges.

- May 27, 2025: KEYS 1440 Sports Banquet Keynote
(I: *Communicate*, Goal 2: *Connect beyond the College*)

Dr. Escamilla attended and gave the keynote speech at the KEYS 1440 Sports banquet to celebrate local athletes.

- May 28, 2025: Incident Management Training
(I: *Communicate*, Goal 1: *Collaborate across the College*)

Dr. Escamilla participated in the Incident Management Training meeting and reviewed team roles and responsibilities in hurricane preparedness.

Ms. McDonald responded to questions from the Board of Regents.

STAFF REPORTS:

- 2019-2024 Strategic Plan (Final Report).....Dr. Natalie Villarreal
(All Goals – 1 through 6)

Dr. Villarreal provided a review of Del Mar College's Strategic Plan, "Aspire, Engage, and Achieve," which ran from 2019 to 2024. The presentation highlighted the accomplishments, areas for improvement, and the methodology used.

The plan was based on the SCUP model, focusing on landscape assessment, roadmap planning, plan creation, and outcome evaluation. The plan heavily emphasizes data analysis to track Key Performance Indicators (KPIs).

The key accomplishments include: Goal 1 (Completion): The College saw an increase in overall student completion rates, specifically among Hispanic, economically disadvantaged, and first-time-in-college (FTIC) students. A significant achievement was a decrease in time-to-completion from 5.1 to 4.8 years for an associate's degree. This was seen as a major accomplishment, especially considering the disruptions caused by the COVID-19 pandemic.

Goal 2 (Recruitment and Persistence): The rates for FTIC students (returning the following fall) increased over the five-year period. One-year persistence rates for FTIC students enrolled in at least 12 semester credit hours in the fall 2019-2020 was 54.7% and fall 2023-2024 rose to 58.7%.

Goal 3 (Academic Preparedness and Student Learning) Students requiring developmental education showed improved preparedness in math, reading, and writing, allowing them to progress to credit courses more quickly due to efforts from a dedicated committee.

Goal 4 (Learning Environments): The College maintained compensation rates in the top quartile of the state averages for community colleges. Del Mar College ranks 8th in Texas for full-time faculty pay. Data related to Clery Act and Violence Against Women Act show a productive learning environment with a positive forward trend.

Goal 5 (Workforce Development, Community Partnerships, and Advocacy): Post-graduation workforce placement numbers consistently exceeded those of peer institutions showing students have continued their education or moved into the workforce post-graduation within one year.

Goal 6 (Financial Effectiveness and Affordability): The College has maintained reasonable and affordable tuition and fees compared to regional and peer institutions.

Dr. Villarreal reviewed the Implemented Strategies initiated by the College including increased advising, redesign of short credential programs, focused academic preparedness, and increased ISD engagements are just a few implemented strategies.

Dr. Villarreal concluded by thanking Sushil Pallemmoni, Dr. Sydney Saumby, and the data team for their ongoing strategic work.

Dr. Villarreal and Dr. Escamilla responded to questions from the Board of Regents.

- Freedom to Dream Tuition Waiver Update
..... Dr. Patricia Benavides-Dominguez, Ali Kolahdouz, and Sushil Pallemmoni
(II Elevate, Goal 1: Increase completion for all students)

Mr. Ali Kolahdouz recognized and gave credit to the team that assisted in preparing the Freedom to Dream (F2D) update.

Mr. Kolahdouz provided an overview of how students are moved through the Freedom to Dream program from beginning to graduation. Through the Customer Relationship Management system (CRM), students apply for entry to the program, express their interest and are processed as incoming students. College Relations and IT process this information and assist them with registration and they assign an advisor.

As of June 6, 2025, there were 3,189 requests for information submissions, and 178 students enrolled for fall 2025. Every day the College adds 10 to 20 students, and it increases as time gets closer to summer.

Dr. Patricia Benavides-Dominguez reviewed the student majors for the F2D cohort with nursing, industrial technology, and liberal arts being the top trending majors. Those students interested in pursuing a transfer degree is 62% with the remaining 38% pursuing a short-term program of study and or graduate and more likely go out into the workforce.

Dr. Benavides-Dominguez, Mr. Kolahdouz, and Dr. Escamilla responded to questions from the Board of Regents.

- Professional Contract Review.....Ms. Tammy McDonald
(II: Elevate, Goal 2: Maximize resources entrusted to the College)

Ms. McDonald provided an update of changes to the College's contracts for the last six months. The College added two Board approved contracts under legal services, for Polsinelli Law Firm and Bickerstaff Heath Delgado Acosta LLP.

Also, we have Board approved contracts with SpawGlass for the construction on the Workforce Development Center in Aransas County, and Higginbotham for the College's property insurance.

Ms. McDonald and Dr. Escamilla responded to questions from the Board of Regents.

- Texas Higher Education Coordinating Board (THECB) Opportunity High School Diploma Program.....Dr. Leonard Rivera
(II: Elevate, Goal 1: Increase completion for all students)

Dr. Rivera provided an overview of the THECB Texas Opportunity High School Diploma Program Grant. The Grant was procured spring of 2025, and the College was one in five community colleges in Texas to receive the Grant. The Grant targets adults 18 years and older enrolled in Career and Technical Education (CTE) programs at Del Mar College.

Dr. Rivera reviewed the diploma requirements and the five core competencies targeted which include civics, communication skills, quantitative reasoning, scientific reasoning, and workplace success skills. The Texas Education Code establishes that the Opportunity High School Diploma is equivalent to a high school diploma conferred by a public school district and the program is fundable by House Bill 8 funding.

Dr. Rivera reviewed the implementation timeline and credited Dean Rachel Benavides for being instrumental in securing the Grant. He also recognized the faculty members that participated in the curriculum development process as well as Dr. Escamilla's and the Board's advocacy which assisted in obtaining the Grant.

The Grant award is \$333,000 and will be disbursed over a 24-month period and will serve 50 high school students. This program is free to students and will cover the curriculum development, part-time instructor wages, career navigator, student support, instructional software, training materials, market and outreach, and staff travel. Dr. Rivera stated the primary goal is to determine if this model can be utilized statewide.

Ms. Benavides, Dr. Rivera and Dr. Escamilla responded to questions from the Board of Regents.

- Instructional 2024 Program Review Status Report.....Dr. Jonda Halcomb
(II: Elevate, Goal 1: Increase completion for all students)

Dr. Sydney Saumby provided an overview of the program review defined as a collaborative and systematic method of analyzing instructional programs with the goal of improving their quality. The review is faculty-led with administrative support and complies with standards set by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The process operates on a five-year cycle, where programs are continuously either preparing for or completing their reviews.

The process steps include (1) create an Instructional Program Review Committee roster with stakeholders including faculty members, former students, and industry partners; (2) attend orientation, receive support, and guidance from the Office of Institutional Effectiveness and Academics; (3) receive and analyze data resources from the Office of Institutional Research and Analytics; (4) write report with analysis of program and action plans, then submit to Department Chairs and Division Deans; (5) collect and implement feedback and final recommendation from Chief Academic Officer; and (6) achieve continuous improvement for program and repeat the cycle.

Dr. Saumby reviewed the core criteria needed for the program review.

After the review process, one of four outcomes is assigned: Positive-the most common outcome. The program schedules its next five-year review and provides a two-year report on progress towards achieving its goals; Conditional-indicates areas needing extra focus. A one-year follow-up report is required; Probationary-a rare outcome indicating an intent to terminate the program. The program has one year to improve; and Termination-occurs after conditional or probationary status when issues are not resolved. Termination can occur for various reasons, such as declining job opportunities or decreased program interest, and isn't necessarily a reflection of faculty or student performance.

Dr. Saumby, Ms. Keas, and Dr. Escamilla responded to questions from the Board of Regents.

PENDING BUSINESS:

Status Report on Requested Information

CONSENT AGENDA

Notice to the Public

The following items are of a routine or administrative nature. The Board of Regents has been furnished with background and support material on each item, and/or it has been discussed at a previous meeting. All items will be acted upon by one vote without being discussed separately unless requested by a Board member or a citizen, in which event the item(s) will immediately be withdrawn for individual consideration in their normal sequence after the items not requiring separate discussion have been acted upon. The remaining items will be adopted by one vote.

CONSENT MOTIONS:

(At this point the Board will vote on all motions not removed for individual consideration.)

ITEMS FOR DISCUSSION AND POSSIBLE ACTION:

1. Approval of Minutes:
Regular Board Meeting, May 13, 2025
(I: Communicate, Goal 2: Connect beyond the College)
2. Acceptance of Investment Report for May 2025
(II: Elevate, Goal 2: Maximize resources entrusted to the College)
3. Acceptance of Quarterly Financial Report for April 2025
(II: Elevate, Goal 2: Maximize resources entrusted to the College)

Regent Crull made a motion to adopt the Consent Agenda. Regent Babbili seconded the motion. There was no further discussion from the Board. There were no public comments. A vote was taken by show of hands, and the motion carried unanimously 8-0, amongst Regents present, with Regents Scott, Adame, Averyt, Babbili, Crull, Garza, Kelly, and Loeb in favor.

REGULAR AGENDA

4. Discussion and possible action related to the College's Information Technology Acceptable Use Policy (AUP).....Ms. Tammy McDonald
(I: Communicate, Goal 1: Collaborate across the College)

Mr. Kolahdouz presented information to the Board of Regents regarding the College's Information Technology Acceptable use Policy (AUP). The revision is to align the policy with updated requirements and best practices, particularly those mandated by the Texas Administrative Code Chapter 202, stemming from the Texas Governor's Office, and guidelines from the Department of Information Resources (DIR).

The key sections Mr. Kolahdouz reviewed include roles and responsibilities for information resource owners and users. Those are folks that are safeguarding student data on our SIS or in our learning management system. There is clarification on guidance on how we monitor our network to look at activity. Provisions added include data classification, which is now a state requirement, prohibited technology, which is also a state requirement. Also, artificial intelligence tools and guidelines for their usage on campus. He stated they included an explicit exceptions clause based on risk in

concordance with the various governing councils that give him, or ultimately, Dr. Escamilla, when it comes to prohibited technologies, the ability to grant an exception from something that is prescriptively prohibited inside of the policy.

Mr. Kolahdouz and Dr. Escamilla responded to questions from the Board of Regents.

Regent Loeb made a motion to adopt the B policy on technology as presented. Regent Babbili seconded the motion. Chair Scott thanked Mr. Kolahdouz for his and his team's hard work. There were no public comments. A vote was taken by show of hands, and the motion carried unanimously 8-0, amongst Regents present, with Regents Scott, Adame, Averyt, Babbili, Crull, Garza, Kelly, and Loeb in favor.

5. Discussion and possible action related to Master Interlocal Agreement for Energy Services with the Texas A&M Engineering Experiment Station.....Mr. John Strybos
(II: Elevate, Goal 2: Maximize resources entrusted to the College)

Mr. Strybos stated the College has been approved for a low interest State Energy Conservation Office (SECO) loan. To be compliant with SECO reporting requirements, Administration is recommending approval of a master agreement with Texas A&M Engineering Experiment Station for energy services. He also provided background information regarding the SECO loan and its financial requirements and work orders. The agreement has no initial obligation of funds and specific projects will be addressed through separate work orders.

Mr. Strybos responded to questions from the Board of Regents.

Regent Kelly made a motion to approve the master and local agreement for energy services Texas A&M Engineering Experiment Station as presented. Regent Crull seconded the motion. There was no further discussion from the Board. There were no public comments. A vote was taken by show of hands, and the motion carried unanimously 8-0, amongst Regents present, with Regents Scott, Adame, Averyt, Babbili, Crull, Garza, Kelly, and Loeb in favor.

At 2:29 p.m., the Chair announced that the Board was going into Closed Session pursuant to:

6. CLOSED SESSION pursuant to:

A. **TEX. GOV'T CODE § 551.071**: (Consultation with legal counsel), regarding pending or contemplated litigation, or a settlement offer, with possible discussion and action in open session; and/or the seeking of legal advice from counsel on pending legal or contemplated matters or claims, with possible discussion and action in open session; and,

B. **TEX. GOV'T CODE § 551.087**: (Deliberation Regarding Economic Development), regarding discussion or deliberation of information received from a business prospect with which the College is conducting economic development negotiations and/or the deliberation of an offer of a financial or other incentive to a business prospect, with possible discussion and action in open session; and,

C. **TEX. GOV'T CODE § 551.074(a)(1)**: (Personnel matters), regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; including, 1.) Evaluation of College President and College President's Contract, and 2.) Board Self-Evaluation, with possible discussion and action in open session.

Regent Garza left the meeting at 3:30 p.m.

The Board of Regents reconvened in Open Session at 3:34 p.m. Chair Scott stated that Dr. Escamilla's performance evaluation was conducted, and the Board continues to be grateful for his leadership and not only for his steady hand at the helm but for his forward thinking and the work he has done on behalf of the State and community colleges throughout the nation. The Board of Regents provided words of appreciation to Dr. Escamilla as well as his faculty and staff.

Dr. Escamilla provided words of gratitude to the Board of Regents.

Regent Kelly made a motion that stated, based on our evaluation of the College President, the Board issues a positive annual evaluation for Dr. Escamilla for fiscal year 2025, and proceed with payment of a performance bonus as previously approved by the Board. Regent Babbili seconded the motion. There was no further discussion from the Board. There were no public comments. A vote was taken by show of hands, and the motion carried unanimously 7-0, amongst Regents present, with Regents

Scott, Adame, Averyt, Babbili, Crull, Kelly, and Loeb in favor.

CALENDAR: Discussion and possible action related to calendaring dates.

ADJOURNMENT: The meeting was adjourned at 3:44 p.m.

MINUTES REVIEWED BY GC: /s/ARjr