



Dallas College

Innovation Report

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CHANCELLOR LETTER



Dallas College is guided by its mission “to transform lives and communities through higher education.” That commitment transcends our seven campuses and 13 community centers, enabling us to engage with community and industry partners to provide a clear path forward for generations of learners.

At Dallas College, we consider ourselves in the “barrier-busting business” – with an unwavering commitment to providing access to opportunity for all without the high costs associated with higher education. Our commitment to keeping tuition costs low is crucial to our students’ ability to receive a quality education from world-class faculty and stay engaged through completion of their credential without incurring significant debt.

Now the second largest community college in Texas and serving 120,992 students annually, since 1965 our institution has proudly assisted more than three million students throughout their educational journeys. Originally operating as a district of seven independently accredited colleges, in 2020, those

colleges united under a single name to provide our students a more streamlined, convenient experience. Dallas College offers a variety of flexible schedules for credit and noncredit courses available in-person and online to make higher education accessible to both parents and working students.

Realizing our students are also inundated with life challenges that can often force them to decide between pursuing an education and providing for their families, our innovative learner care approach and Student Care Network truly make a difference. These resources provide a holistic network of care to ensure basic needs are met, allowing students to be successful in their educational goals.

With an eye on innovation, we recently graduated our first cohort of 125 students in our Bachelor of Applied Science in Early Childhood Education and Teaching (BAS ECE) program – a first of its kind at any Texas community college. And, our student teacher residency program ensured they graduated with experience and without debt. On the horizon for summer 2024, we’re finalizing plans to launch a second bachelor’s degree in nursing. Our success in securing workforce-related grants provides additional opportunities for our students in high-demand, innovative fields of study. Dallas College is dedicated to improving student and community outcomes through its data driven decision

making. Its Labor Market Intelligence Center and Research Institute were launched to evaluate workforce needs and student outcomes and shape Dallas College to better serve its community.

Through the many initiatives detailed in this report, we are increasing opportunities for our students, while meeting the future workforce needs of North Texas. I am proud of the dedication of our employees who make this work possible and who are truly committed to our mission of transforming lives and their communities through higher education.

We look forward to exploring new avenues to support our students, their families and the entire Dallas County community.

Thank you,

A handwritten signature in black ink, appearing to read "J.H. Lonon". The signature is fluid and cursive.

Dr. Justin H. Lonon
Chancellor, Dallas College

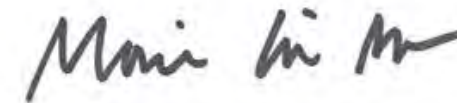
BOARD CHAIR LETTER

My fellow trustees comprise elected legal, business and community leaders dedicated to higher education and maintaining a teaching and learning environment that exceeds expectations and meets the needs of our community and employers. Each of them offers a unique perspective, contributing to the dialogue around strategy that shapes the trajectory of the work at Dallas College.

As a function of the board, we take great pride in supporting the chancellor as he steers the college and its employees to lead innovations in higher education and collaborative partnerships to serve North Texas now and in the future. I'd like to reaffirm our commitment to shared governance to ensure engagement of all stakeholders including students, employees and community members in the Board's decision-making process that shapes the direction and policies of Dallas College. We endeavor to make Dallas College a best place to work in the region by instituting new policies such

as FlexWork and improved parental leave that enhance employee support and quality of life as well as inspire creativity and innovation. Dallas College is the second largest community college in Texas and provides access to more than 300 academic and technical degrees to previously underserved populations in the Dallas-Fort Worth metroplex. With close to 120,000 students and 6,000 employees, Dallas College supports one of the largest economies in the world by providing access to more than 100 pathways to in-demand careers. Dallas College continues to surpass expectations and provide cutting-edge solutions to today's workforce needs, as we prepare our industries to face the challenges of tomorrow through our educational services. We look forward to strengthen accessibility to higher education for students from all backgrounds, including first time in college, dual credit, international, transfer, emeritus and adult learners, throughout the Dallas-Fort Worth area and seeing their impact on communities not only in

the immediate region but the state and nation as well. On behalf of the board, I extend my gratitude for your support and look forward to all we will achieve in the future.



Monica Lira Bravo
Chair, Dallas College Board of Trustees



BOARD OF TRUSTEES

Monica Lira Bravo | Chair

District #4
Elected 2016
Current term expires 2028

Cliff Boyd

District #5
Elected 2020
Current term expires 2026

Diana Flores

District #6
Elected 1996
Current term expires 2026

Catalina E. Garcia, M.D.

District #1
Elected 2022
Current term expires 2024



Board of Trustees (L to R, standing) Paul Mayer; Cliff Boyd, Philip J. Ritter, Dr. Justin H. Lonon;
(L to R, seated) Catalina E. Garcia M.D., Charletta Rogers Compton, Monica Lira Bravo, Diana Flores

Paul Mayer

District #3
Elected 2022
Current term expires 2028

Philip J. Ritter | Vice Chair

District #2
Elected 2016
Current term expires 2028

Charletta Rogers Compton

District #7
Elected 2000
Current term expires 2024

Dr. Justin H. Lonon

Chancellor
Board Secretary

STRATEGIC PRIORITIES



CAREER-CONNECTED LEARNER

Strengthen the career-connected learner network and implement the student-centric one college organization



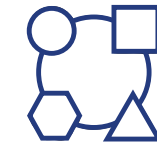
STREAMLINE & SUPPORT NAVIGATION

Streamline and support navigation to and through our college and beyond



IMPACT INCOME DISPARITY

Impact income disparity throughout our community



DIVERSITY, EQUITY, INCLUSION

Foster an equitable, diverse and inclusive environment for employees, students and suppliers



COLLEGE CULTURE

Create a high-performance work and learning culture that develops leaders at all levels



TALENT SUPPLY CHAIN

Serve as the primary provider in the talent supply chain throughout the region



BUILD FUTURE

Leverage college facilities, land, technology, programs and other capabilities to build our communities and workforce



OUR MISSION

The **Dallas College** mission is to transform lives and communities through higher education.





OUR VISION

Student Success - Provide instructional excellence in a supportive, inclusive and equitable environment for student learning success.

Employee Success - Develop leaders at every level of the organization to promote an equitable culture of diversity, inclusion and high performance.

Community Engagement - Leverage partnerships to strengthen communities through higher education, career-connected learning and talent supply chain.

Ensure Institutional Effectiveness - Continuously improve our student, employee, financial, technological, physical and other capabilities with a focus on effectiveness, efficiency, agility and quality.

OUR HISTORY



1965
The Dallas County Junior College District (DCJCD) is approved for creation by the Texas Higher Education Coordinating Board. The DCJCD is voted into existence by the residents of Dallas County.



1966
The flagship college, El Centro, welcomes students in the fall to the renovated Sanger Bros. Department Store building in downtown Dallas. The construction and opening of six more colleges follows over the next 13 years.



1968
El Centro holds its first graduation ceremony on May 29. This marks the first graduates of the newly established district.



1970
Eastfield opens and enrolls its first students in the fall.



Mountain View opens and enrolls its first students in the fall.



1972
Richland opens and enrolls its first students in the fall.



DCCCD establishes the Instructional Television Center for producing broadcast-quality telecourses under the direction of Vice Chancellor for Educational Affairs R. Jan LeCroy.



1973
The Aviation Technology program launches at Mountain View and continues to run through 2010. This unique program provides students with an affordable way to earn their pilot's license.



1973
R.L. Thornton Jr., the chair of the founding DCCCD Board of Trustees, creates the Foundation with Chancellor Bill J. Priest. After almost 50 years in existence, the Foundation has raised more than \$83 million in private donations and has distributed more than \$42 million in scholarships and grants.



1976
The Motley family cemetery on the Eastfield grounds is designated as a historical site by the Texas Historical Commission. Zachariah Motley, left Bowling Green, Kentucky, in 1853 to carve a new life for his family in the fertile soil and rich grasslands that are now home to Eastfield.



1977
Cedar Valley opens for the Summer I semester.



North Lake opens for the Summer I semester.



1978
Cedar Valley begins offering the campus-based Veterinary Technology program, and three students graduate in the college's first graduation ceremony in May.



Brookhaven opens in the spring, the final of the seven colleges in the district's master plan.



1989

The Bill J. Priest Institute for Economic Development opens south of downtown Dallas, emphasizing DCCCD's commitment to delivering workforce support to individuals and businesses.

The Construction Technology program at North Lake begins. It provides the practical skills and technical knowledge necessary to advance in the fields of residential or commercial construction and contracting.

1990

DCCCD's first TV spot, featuring students from a variety of academic areas, is shot at El Centro. The "Go To School" theme is composed and performed by Sherlock and group.

1996

DCCCD's first website is created.

2000

Richland hosts its first Intercultural Festival which was its largest spring event for many years.

As part of its 30th anniversary celebration, Mountain View creates an urban wildlife sanctuary, which becomes the first one certified on a college campus by the Humane Society of the U.S.

2001

The Ellison Miles Geotechnology Institute opens, honoring Texas wildcatter and DCCCD supporter Ellison Miles. Today it is housed primarily in the Miles Building, which was rededicated in 2013.

2004

Dallas County voters overwhelmingly approve a \$450 million bond package to provide new or upgraded facilities for all seven colleges and create five new community campuses designed to meet the needs of underserved or fast-growing areas of the county.

2005

Richland becomes the first community college to be recognized by the White House and the U.S. Department of Commerce as a recipient of the Malcolm Baldrige National Quality Award.

2008

North Lake is the national winner of the RecycleMania Waste Minimization competition. North Lake wins the national title again in 2009, 2010, 2011 and 2015.

El Centro's Center for Allied Health and Nursing opens in Dallas' historic West End.

2011

President Barack Obama visits Eastfield where he speaks about his jobs program and urges Congress to pass it.

2014

Cedar Valley's Alpha Zeta Omicron Chapter is named Phi Theta Kappa's 2014 Most Distinguished Chapter out of 1,300 international chapters.

2015

DCCCD celebrates its 50th anniversary at the Mesquite Convention Center with about 3,000 past and present employees in attendance.

2023

HISTORY IN THE MAKING 2024 & BEYOND

Launch of three additional bachelor's degree programs, starting with the Bachelor's Degree in Nursing.

Expanded child care facilities to serve all seven campuses.

New downtown Dallas El Centro Campus and Education and Innovation Hub.

Grow Dallas College endowment to become the largest of any community college in the country.

Dallas College Case Management Studio provides elite training for case managers.



2018

Dallas County Promise launches with 9,300 Promise seniors from 31 high schools. Now in its sixth cohort, it includes 69 high schools and 25,400 seniors.

2019

Dallas County voters approved the issuance of \$1.1 billion bonds to construct, improve, renovate and equip buildings to help meet the goals of 60x30TX – a statewide initiative to award a total of 3.4 million certificates or degrees by 2030.

2020

Dallas College responds to the COVID-19 pandemic by finding new ways to serve the community, using the campuses as testing and vaccine centers, and providing aid and technology to students to allow them to continue learning.

2021

The seven independently accredited colleges of DCCCD merge to become Dallas College, with seven campuses, to streamline student services and reduce barriers to graduation.

Dallas College is the first in the state's two-year community college system to offer a four-year bachelor's program, to graduate more teachers to work in North Texas schools.

2022

Dallas College launches Lancaster Workforce Development Center to bring long-term economic viability to this often-neglected part of southern Dallas County. The 7,000 square foot facility is dedicated to hands-on training programs in construction and robotics.

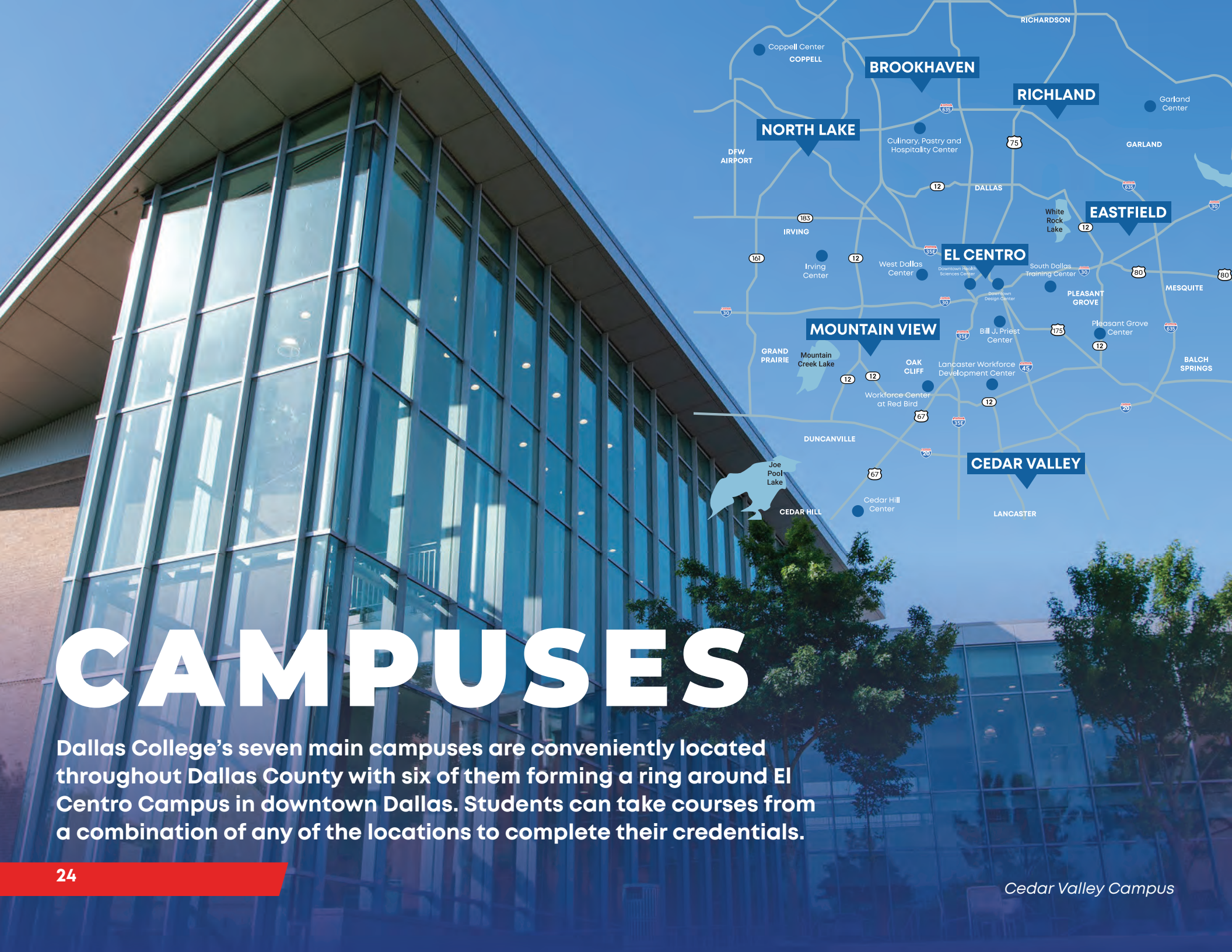
After providing executive and strategic leadership for faculty, staff and students for more than 16 years, Dr. Justin H. Lonon becomes the eighth chancellor.

2023

Dallas College lands historic \$8.8 billion U.S. Economic Development Administration grant to help underserved communities access living-wage jobs in biotechnology, a sector that is poised to grow exponentially with the need for additional highly skilled employees in North Texas.

Dallas College graduates its inaugural class of Early Childhood Education bachelor's degree students.

Dallas College launches a tuition-free, Montessori-inspired preschool at the Cedar Valley Campus, with a second scheduled to open at the Mountain View Campus in the fall.



CAMPUSES

Dallas College's seven main campuses are conveniently located throughout Dallas County with six of them forming a ring around El Centro Campus in downtown Dallas. Students can take courses from a combination of any of the locations to complete their credentials.



Cedar Valley Campus

EL CENTRO CAMPUS

The first campus to open its doors in 1966, its name reflects its location in the center of downtown Dallas.

EASTFIELD CAMPUS

Since 1970, the campus has provided excellence in teaching and learning to the residents of Mesquite, Garland, southeast Dallas County and surrounding communities.

MOUNTAIN VIEW CAMPUS

Serving Oak Cliff and southwestern Dallas County since 1970, it sits on both sides of a limestone canyon.

RICHLAND CAMPUS

Opened in 1972 and located in Richardson, the campus focuses on teaching, learning and community building throughout northeastern Dallas County and beyond.





CEDAR VALLEY CAMPUS

Opened in 1977, the campus is located in Lancaster and serves southern Dallas and northern Ellis Counties.

NORTH LAKE CAMPUS

Opened in Irving in 1977, the campus serves northern Dallas County and has its own DART light rail station.

BROOKHAVEN CAMPUS

Founded in 1978, the campus serves the Farmers Branch, Carrollton, Addison and North Dallas areas.



Brookhaven Campus



Mountain View Campus



North Lake Campus



Richland Campus

CENTERS

To better serve the surrounding communities, Dallas College has opened centers in places where the need for workforce training is greatest. These facilities allow Dallas College to serve people in the places where they already live and work.



BILL J. PRIEST INSTITUTE

Located in downtown Dallas and home to the Small Business Innovator Cultivator, it houses a wide range of business and entrepreneurial services.

CEDAR HILL CENTER

This Cedar Hill location serves as a satellite Small Business Development Center.

COPPELL CENTER

The center houses construction, logistics, skilled trades, and dual credit programs, and is home to the state-of-the-art Construction Sciences Building, opened in 2021.

CULINARY, PASTRY AND HOSPITALITY CENTER

Featuring 10 kitchens, a fully operational student-run restaurant, event space and six classrooms, it is a center for community culinary and hospitality workforce development.

DOWNTOWN DESIGN CENTER

The center houses architecture, continuing education, digital art, engineering, fashion design, fashion marketing and interior design classes.

DOWNTOWN HEALTH SCIENCES CENTER

The center houses 55 classrooms and laboratories that feature some of the most advanced equipment available to educate future health care professionals.



GARLAND CENTER

Through this partnership with the Garland Chamber of Commerce, area companies, organizations and individuals can obtain highly specialized corporate and workforce training.



IRVING CENTER

This 33,000-square-foot facility provides English as a second language, GED exam preparation, allied health and core classes to the Irving community.



PLEASANT GROVE CENTER

This community-centered facility provides workforce training programs, continuing education and freshman classes as well as English as a second language and GED courses.

LANCASTER WORKFORCE DEVELOPMENT CENTER

Located in southern Dallas county, the facility provides hands-on programming in construction trades, mechatronics, robotics as well as high school equivalency and adult literacy.



SOUTH DALLAS TRAINING CENTER

The center focuses on short-term career training based on employer needs and labor trends. For those eligible, all training and materials are grant funded.

WORKFORCE CENTER AT REDBIRD

Located in a former shopping mall in the Oak Cliff area of Southern Dallas, this 53,000-square-foot center is a conduit to industry-recognized credentials, living-wage jobs and career pathways at Dallas College campuses. It is designed with flexibility to meet the changing needs of employers and learners.



WEST DALLAS CENTER

This satellite education center provides the West Dallas community and businesses with pathways to higher education through beginning coursework.

LEADERSHIP

Dr. Shawnda Floyd | Provost

Dr. Robert DeHaas | Vice Provost, School of Education

Dr. Terry Di Paolo | Vice Provost, E-Learning

Dr. Raghunatha Kanakala | Vice Provost, School of Engineering, Technology, Math and Science

Dr. Tiffany Kirksey | Vice Provost, Educational Partnerships

Dr. Greg Morris | Senior Vice Provost, Academic Services

Ahava Silkey-Jones | Vice Provost, School of Creative Arts, Entertainment and Design

Dr. Veronique Tran | Vice Provost, School of Manufacturing and Industrial Technology

Dr. Tetsuya Umebayashi | Vice Provost, School of Health Sciences

Diana Urrutia | Associate Vice Provost, Office of International

Engagement and Global Competitiveness

Dr. Michael D. Walker | Vice Provost, School of Business, Hospitality and Global

Trade and Interim Vice Provost, School of Law and Public Service

Sophia Rose Wilson | Associate Vice Provost, Academic Affairs

Dr. Beatriz Joseph | Vice Chancellor, Student Success | Interim President, Mountain View Campus

Dr. Carlos Cruz | Associate Vice Chancellor, Well-Being and Social Support

Dr. Stephanie Hill | Associate Vice Chancellor, Student Life and Engagement

Sadiaa Jones | Athletic Director

Dr. David Mahan | Executive Director, Research Institute

Dr. Marisa Pierce | Associate Vice Chancellor, Enrollment Management

Dr. Manju Shah | Associate Vice Chancellor, Strategic Analytics

Dr. Karen Stills | Senior Associate Vice Chancellor, Student Success

Dr. Pyeper Wilkins | Vice Chancellor, Workforce and Advancement

Justin Cunningham | Associate Vice Chancellor, Innovation and Business Strategy

Dr. Iris Freemon | Associate Vice Chancellor, Advancement and Development

Mark Langford | Regional Director, North Texas Small Business Development Center

Josh Skolnick | Executive Director, Dallas College Foundation

Gloria Smith | Associate Vice Chancellor, Career Connected Learning

Dr. Bradford Williams | Vice Chancellor, Operations | Interim President, El Centro Campus

Dr. Mary Brumbach | Chief Strategy Officer

Louis Burrell | Acting Chief Human Resource Officer

Dr. Sharon Davis | Chief Continuity Officer

Dorothy Jones | Chief Marketing Officer

Dr. Pamela Lockett | Chief Digital Engagement Officer

Jim Parker | Chief Information Officer

Dr. Lenora Reece | Interim Deputy Chief of Operations

John Robertson | Chief Financial Officer

Dr. Danielle Valle | Chief of Institutional Effectiveness

Robert Wendland, Juris Doctor | General Counsel

Dr. Kathryn Eggleston | President, Richland Campus

Dr. Joe Seabrooks | President, Cedar Valley Campus

Dr. Christa Slejko | President, North Lake Campus | Interim President, Brookhaven Campus

Dr. Eddie Tealer | President, Eastfield Campus

In fall 2022, Dallas College's leadership team developed an agreement to affirm their shared understanding of how they would interact and work together. The eight declarations of the Leadership Accord set the foundation for empowerment, collaboration and innovation.

Leadership Team Accord

August 10, 2022

I will be trustworthy, set my ego aside, and assume positive intent in the actions of others.

We will work collaboratively to achieve our Strategic Priorities and Strategic Goals to address the problems we should solve without delay, with respect, compassion and understanding to fulfill the college's mission to transform lives and communities.

We will invest the time to create empowered and effective teams to sustain the work of Dallas College.

We will build a resilient foundation of sound college practices and policies to be responsive to the changing landscape of needs and new possibilities.

We will trust and incorporate the expertise of others and work together across Dallas College, anchored by cross-functional collaboration, experimentation and innovation.

We will communicate effectively, openly, respectfully, across organizational functions, keeping our focus on our mission to students, community and employers.

We will honor our colleagues' need to know and understand decisions, developments and changes that impact our work.

We will meet the future with courage, empowering our teams to do the same as agents of change, taking strategic risks within a supportive, equitable and inclusive environment.

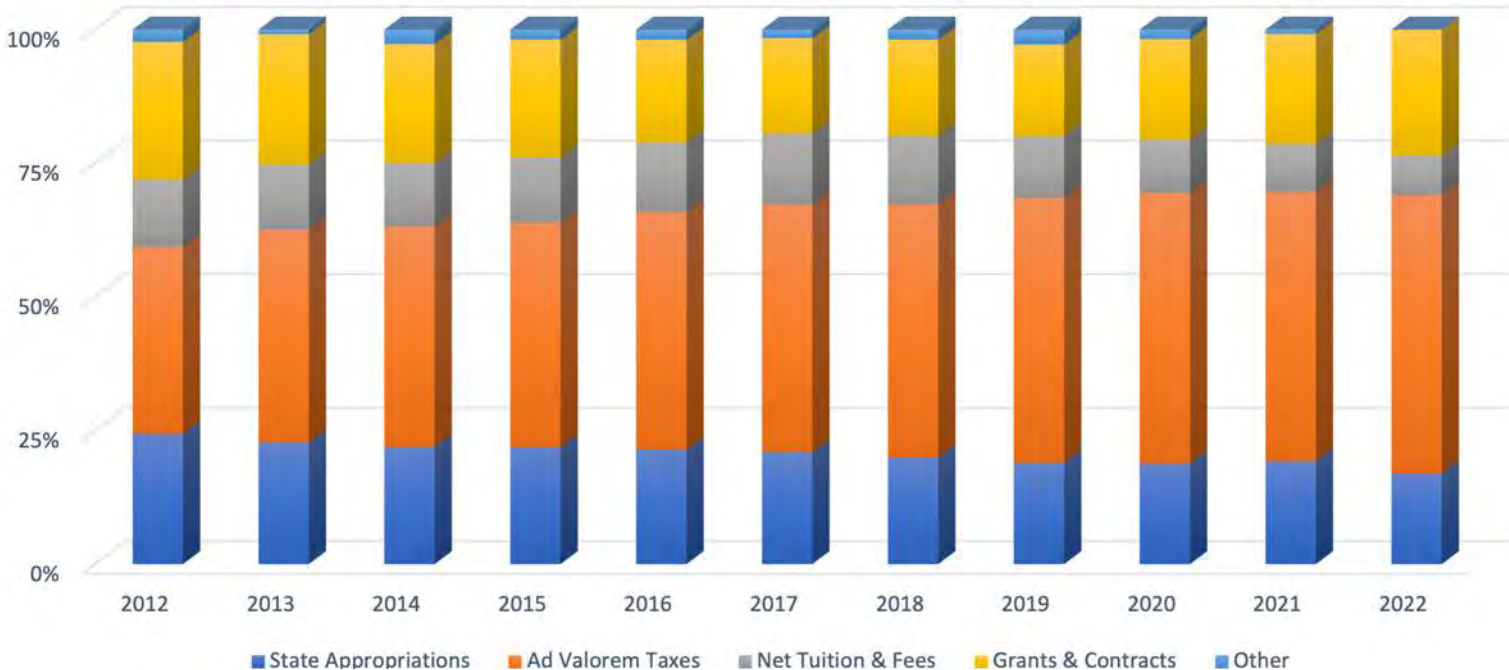


FISCAL STABILITY

Dallas College has sufficient financial resources to support and deliver all of its educational programs. Over the past decades, the college has not only maintained the financial stability necessary for a community college of its size but has also provided the resources needed to develop and sustain innovative programs, activities and facilities.

The college’s revenue has grown significantly during the last few years. The total operating budget (including personnel, recurring expenses, and capital outlay) went from **\$487.1 million** in fiscal year 2020 to an adopted operating budget of **\$532.1 million**, in fiscal year 2023.

Historical Composition of Recurring Operating Revenues



The operating funds for Dallas College are derived from three main sources:

- **State appropriations**
- **Student tuition (Dallas College does not charge fees)**
- **Ad valorem tax revenue**

Approximately 50% of the college’s total recurring budget has come from property taxes over the last several years, while 20% of the college’s annual recurring budget is derived from other sources such as interest, indirect cost recovery, and contracts. The remaining revenue is split between state appropriations and student tuition. The first increase in student tuition since the late 1970s occurred in 2013. With small incremental adjustments between 2013 and 2015, the largest tuition increase occurred in 2020 when the college began providing all learning materials to students under the IncludED single-tuition model. This innovative approach improves student success by providing access to learning materials on the first day of class.

In the recent legislative session, changes in House Bill 8 have affected the funding opportunities at Dallas College and other Texas community colleges whereby funding is now largely driven on performance instead of enrollment. The college will concentrate on delivering student outcomes consistent with metrics assigned by the state for meeting the needs of students with academic and economic disadvantages and those over the age of 25. Dallas College will focus on delivering credentials in critical and high-demand fields of study.

ANNUAL COMMUNITY COLLEGE TUITION COSTS

Dallas College



Texas Average



National Average



*Source: Community College Review

\$79

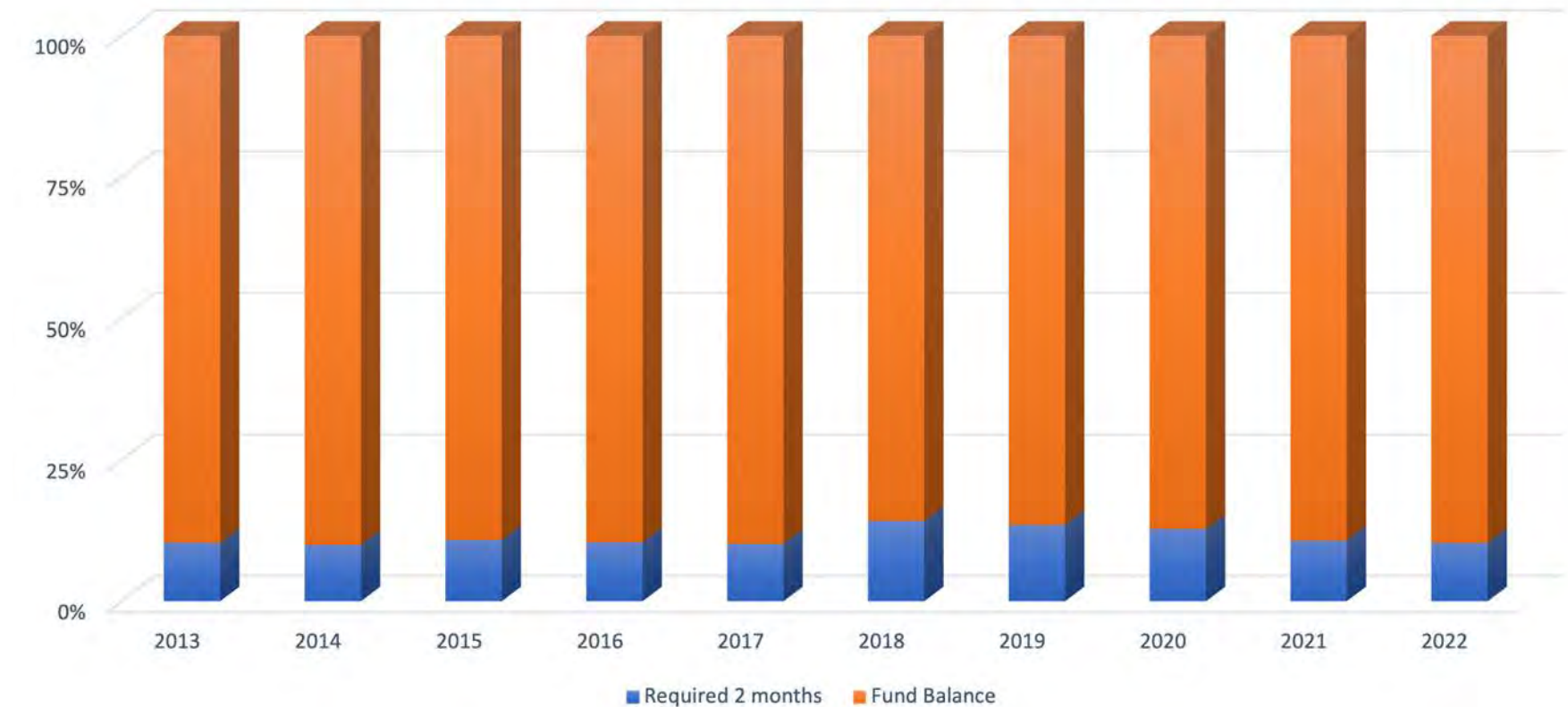
per credit hour

*includes learning materials

Dallas College's financial reports demonstrate the college's ability to manage existing programs while maintaining a healthy fund balance. The operating fund balance has grown from **\$553.7 million**, in fiscal year 2020, to **\$715.4 million**, in fiscal year 2022. The college has continuously maintained a level of financial stability at 16% of anticipated revenues as required by Board policy to ensure that at least two months of expenditures are always held in reserve. Dallas College's capital outlay and discretionary fund balance have enabled it to invest in significant innovative infrastructure and deferred maintenance projects over the last two decades.

In 2019, the taxpayers of Dallas County overwhelmingly supported the issuance of \$1.1 billion of general obligations bonds. The bonds are being issued over the next six years and will maintain the same debt service tax rate. The proceeds are being used to construct, improve, renovate and equip instructional buildings across campuses and centers. The college will also develop a new downtown master planned education and innovation district to support the needs of Dallas area businesses and entrepreneurs.

Historical Fund Balance



DEMOGRAPHICS & ENROLLMENT

WHO WE ARE

Since 1965, Dallas College has served and educated more than **3 million students**. As one of the largest colleges in Texas, we work to transform lives and communities through higher education in a rapidly changing local, national and world community. We provide:



Two-year and four-year degree programs, plus workforce-ready certificates.



More than 100 high-demand career programs.



Enrichment and certification classes for a lifetime of learning.



Faculty who are dedicated to student success, not a research grant.



Unparalleled quality at a tuition our students can afford.

ECONOMIC IMPACT



A study of the economic contribution of Texas community colleges has found that the college's contribution to the Dallas County economy is about **\$204.1 million** in net added income each year through payroll and operations spending.

ENROLLMENT



Dallas College served more than **101,000 credit** and **20,000 continuing education** students during the Fall and Spring semesters.

CREDENTIALS AWARDED

2021-2022

7,598



ASSOCIATE DEGREES

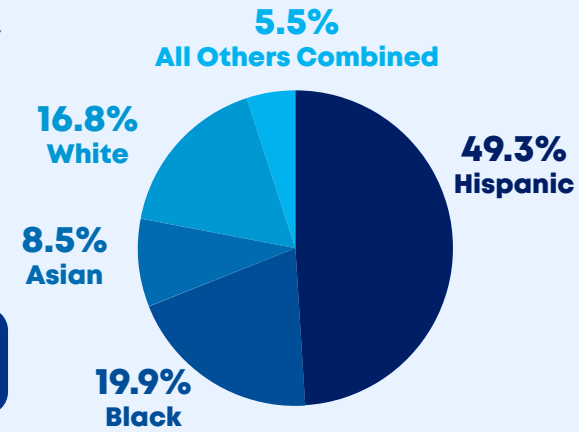
3,970



CERTIFICATES

COMMUNITY DIVERSITY

Our diverse student population mirrors the faces of the Dallas County community.



We also encourage diversity among our vendors through our Business Diversity Program.

EDUCATION FOR ALL

63,727 **40,079** **14,553** **2,401** **232**



GEN Z



GEN Y/MILLENNIALS



GEN X



BABY BOOMERS



MATURE



28,925 Pell eligible



2,932 Veterans

EARLY COLLEGE PATHWAYS



29,500 dual credit students, nearly **one-third of all** Dallas College credit enrollments.



2,100 credentials awarded to dual credit, early college high school and P-TECH students in 2022.



80% academic success rate of dual credit, early college high school and P-TECH students earning A, B or C in courses.



235,081 credit hours earned by dual credit, early college high school and P-TECH students.

2016-2022 success rate of early college high school and dual credit program led to rapid expansion to quickly impact more students.

STUDENT DEMOGRAPHICS

54,231 **44.8%**

HISPANIC

24,967 **20.6%**

BLACK

21,858 **18.1%**

WHITE

10,377 **8.6%**

ASIAN

9,559 **7.9%**

OTHERS

120,992 students enrolled 2021-2022





Incoming students for the Texas Federation for Advanced Manufacturing Education (FAME) program

2 TRANSFORMING HIGHER EDUCATION

BECOMING ONE INNOVATIVE INSTITUTION

In 2020, the Dallas College Board of Trustees approved the consolidation of seven separate colleges—Brookhaven, Cedar Valley, Eastfield, El Centro, Mountain View, North Lake and Richland—under Dallas County Community College District to become one Dallas College. Becoming one college has created a more student-centric institution, allowing for improvements in both completion and retention rates and shortening the time to earn a degree or certificate.

Prior to the consolidation, students faced barriers resulting from a structure that allowed separate processes and administrative systems at each of the seven colleges. Students enrolled at more than one college were often delayed in completing their degrees. More than 1,300 students were unable to receive their degrees because they had not earned enough credits at any one college. Students can now graduate without having to worry how accumulating credits at several campuses might affect their degrees.

In June 2020, when Dallas College applied and received approval for the consolidation from its accrediting agency—the Southern Association of Colleges and Schools of Commission on Colleges (SACSCOC)—it also applied for a level change to allow it to offer bachelor's degrees. Dallas College launched a Bachelor of Applied Science in Early Childhood Education and Teaching program in 2020 and will soon launch a bachelor's in nursing.

BARRIER-BUSTING AT DALLAS COLLEGE

Dallas College Chancellor Justin H. Lonon often says that the college is in the barrier-busting business. Following the transformation into one college, you can see this idea demonstrated across the institution, which is firmly focused on transforming lives and communities through higher education.

Today, Dallas College provides students a more equitable and streamlined experience, considering its diverse population that includes adult, working-age students, student parents and first-generation students, many of whom come from underserved areas of Dallas County. Ranked second in the Hispanic Outlook's list of top 100 colleges for Hispanic/Latinx enrollment, the Dallas College student population is 44.8% Hispanic, 20.6% Black, 8.6% Asian, 18.1% white and 7.9% other races.

Realizing the many barriers these students face, often having to choose between education and basic family needs, Dallas College has put safety nets in place to help them stay on their educational paths toward a successful future. The college invested in a system of success coaches and brought the student-to-coach ratio down from 1,200 students per advisor (under the old system) to 350 students per coach. These specialists are trained, not only to advise students academically, but to point them to resources—food, shelter, free public transportation and child care—available through its Student Care Network, as well as technology to ensure their success.

The college has developed deep relationships with community partners to grow internship programs allowing students to work and learn at the same time. Stackable certificates allow busy professionals to steadily advance in their careers. Support services and courses are offered at hours that make them more accessible to busy working students. Where possible, programs are available in 100% online or hybrid online/in-person formats, tailored to meet student lifestyles, so they can learn when and where it works best for them.

Many students are eligible for grants and scholarships, and great efforts are made to educate students about financial aid. Tuition is kept low. Dallas County residents pay \$237 per three-hour class (\$79 per credit hour) or



School of Education Bachelor Degree graduates

\$948 as a full-time 12-credit-hour student. Out-of-county residents pay \$135 per credit hour while out-of-state residents pay \$200 per credit hour. All learning materials are included in the price of tuition, plus full-time students are eligible to receive a free DART transit pass.

Dallas College has doubled down on its efforts to make college more accessible to almost 30,000 high school students. Its early college and dual credit programs now include partnerships with 88 independent school districts (ISDs), 45 charter schools and 41 private schools. Many of these students graduate high school with an associate degree or credential and/or saved money on college by earning transferable credits. This year more than 2,500 high school students graduated high school with a credential or associate degree.

Dallas College Foundation and Dallas County Promise cover the cost of Dallas College tuition for up to three years, or associate degree completion, for high school seniors who sign a promise “pledge.” Beginning in 2024, this program will be expanded to students from 80 high schools in Dallas County. Many of these students are from underserved areas and households that may not otherwise be able to afford college.

The culture of busting barriers is now reflected across the entire Dallas College structure. Every campus has a food pantry and clothing closet open to all students, as well as the community. Faculty members, success coaches and administrators are focused on serving students holistically and pointing them to a Student Care Network designed to ensure their success.



DACA Solidarity Day



03 INFRASTRUCTURE OF THE NEW DALLAS COLLEGE

Eastfield groundbreaking

2019 BOND TO PREPARE FOR INNOVATIVE FUTURE

2019 BOND TO PREPARE FOR INNOVATIVE FUTURE

While the average contribution by taxpayers to Dallas College is less than 5% of their total tax bill, the district's impact on Dallas County is large, with seven major campuses serving more than 100,000 students and providing \$30 million per year in tuition scholarships. Its tuition rate of \$79 per credit hour (in-county) and \$135 out-of-county is the second lowest among Texas' 50 community colleges.

To help the state meet its 60X30TX goals, more Dallas College resources and facilities are needed. The statewide initiative for 60% of Texans aged 25-34 to have a degree or certificate by 2030 will require the awarding of 3.4 million certificates and degrees.

In 2019, 71% of Dallas County voted to approve the issuance of \$1.1 billion bonds and notes to construct, improve, renovate and equip buildings for Dallas College. Bond program dollars are distributed in three main categories:

\$235

million for industry-aligned workforce projects and programs

\$332

million for student-related instruction and success programs

\$535

million for all new El Centro Campus and Innovation Hub

INNOVATIVE AND UPDATED NEW FACILITIES

Many of the Phase 1 projects authorized under the \$1.1 billion bond are either underway or completed.



Construction Sciences building at Coppell Center

PHASE 1

Brookhaven Campus

- A \$31.1 million, 43,000-square-foot early college center is under construction and scheduled for completion in October 2023. An additional 23,700 feet of expansions to other buildings adds classrooms, lab space, food service facilities, clinics and administrative space.

Cedar Valley Campus

- A 12,900-square-foot commercial HVAC training area was completed in 2021. It comprises five classrooms, an HVAC lab, a conference room, a tool room and new equipment.
- A \$29.3 million, 50,700-square-foot early college and academic building is under renovation and scheduled for completion in December 2023. It includes classrooms, lab space, food service facilities and administrative space.
- A 30,000-square-foot renovation to create a one-stop service facility, budgeted at \$6.4 million, is underway and scheduled for completion August 2023. It includes space for training, computer labs, testing, cashiers, conference rooms, admissions, financial aid, advising, recruitment as well as veteran and disability services.

Eastfield Campus

- A 115,923-square-foot student success and academic building, budgeted at \$62.4 million, is under construction with scheduled completion in late 2023. It also has space for a clinic, classrooms and labs.



Richland groundbreaking

Mountain View Campus

- A \$28.5 million, 33,000-square-foot nursing building will include classrooms, simulation and support labs, study rooms and administration areas.
- A 47,200-square-foot early college center should be ready for students in September 2024. The \$29.2 million facility includes classrooms, labs, a food service area and administrative space.
- A \$20 million, 13,300-square-foot welcome center building will include a community center, multipurpose room, conference rooms, a help desk, food pantry, lounges and a resource center.

North Lake Campus

- A \$50 million, 97,000-square-foot Construction Sciences Building was completed in July 2021, and held its grand opening that fall. It is a state-of-the-art training facility for the construction trades and includes labs and classrooms.

Richland

- A 108,270-square-foot, \$51.5 million early college center and School of Business is under construction with projected completion in November 2023. It will house classrooms, teaching labs, conference rooms, student support and clinic space, a food service area and a Bloomberg Lab.

West Dallas Center

- A 9,400-square-foot, \$5.4 million early college center addition was completed in August 2021. It adds conference rooms, a multi-purpose room, general seating areas, a food pantry, storage, restrooms and HVAC equipment.

Collegewide

- Intermediate distribution frame (IDF) upgrades, budgeted at \$44 million, have been completed at all seven main campuses.



\$535

million Education and Innovation Hub to be built in downtown Dallas. It includes an all-new consolidated downtown El Centro campus and administrative offices.



PHASE 2

- As Phase 1 projects move toward completion, the Bond Program enters Phase 2, which centers on the \$535 million Education and Innovation Hub to be built in downtown Dallas. It includes an all-new consolidated downtown El Centro Campus and administrative offices. It will also house technology, innovation and business training centers to help grow businesses and entrepreneurship. The physical spaces will serve to cluster entrepreneurs, institutions, start-ups and academia to encourage collaboration, networking and innovation in Dallas County.
- Dallas College is currently in the request for information (RFI) stage for this project. It envisions the development of academic, administrative, research and student services buildings, within a mixed-use development of office, retail, entertainment/recreational, affordable and market rate housing, utilities and infrastructure, outdoor recreation areas, open space areas and parking.
- The economic impact of expenditures on Dallas College’s ongoing construction projects is \$37.1 million in added income or 489 supported jobs. All the while, Dallas College has focused on developing, maintaining and enhancing participation with small businesses and diverse suppliers by providing equal access to its business opportunities. This includes a comprehensive baseline study of suppliers and the development of supplier outreach training programs.

INNOVATION IN ENTERPRISE RESOURCE PLANNING

Key to Dallas College’s new structure has been the implementation of the enterprise resource planning (ERP) system Workday. New human resources, payroll and finance information systems went live in early 2023.

Investing \$84 million in Workday implementation over 10 years, aligns with Dallas College strategic priorities to invest in technology and software to support its consolidation to one institution. The ERP optimizes operations, improves the user experience, automates processes and provides data to support Dallas College planning and goals.

Workday brings Dallas College together and leads to greater effectiveness by:

- **Delivering a single source of truth for data accuracy**
- **Providing a modern, robust, secure system**
- **Streamlining processes for doing business**
- **Providing our employees an intuitive, self-service and secure digital environment that allows on-demand access**
- **Increasing the reporting capability that results in more comprehensive and accurate analytics**

A Workday Student system launches in fall 2025 and will enhance student experience and provide employees with additional resources to improve efficiencies. As a modern cloud solution, Workday will be continuously

upgraded and enhanced as part of a subscription, unlike Dallas College’s previous platform, which was built on old stagnant technology that had become obsolete.

IT INFRASTRUCTURE UPGRADES ENHANCE STUDENT EQUITY

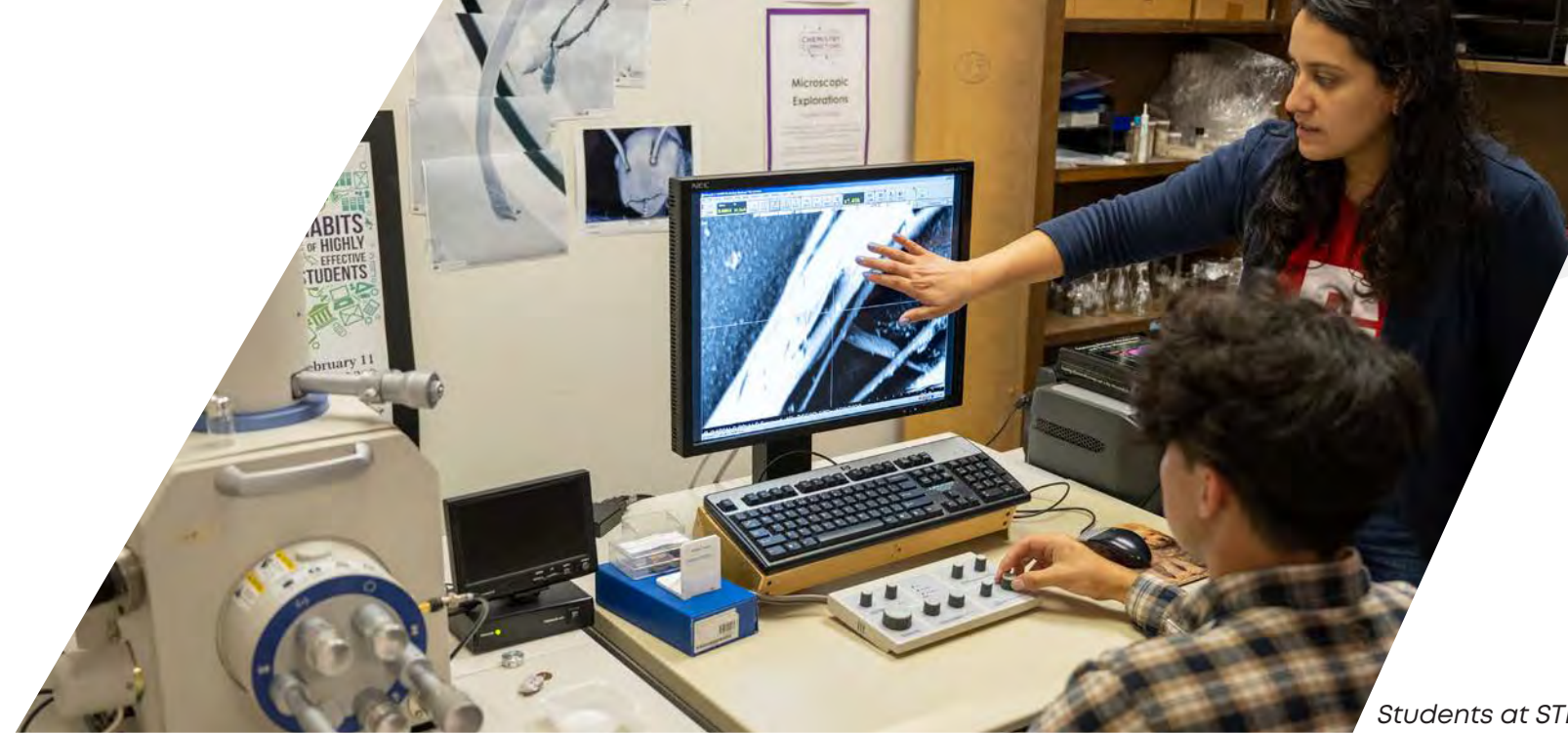
This spring, Dallas College completed the implementation of Azure Virtual Desktop for all students. Because the “compute” component is now virtualized in the cloud, this innovation establishes technical parity and affordability. A student using a \$300 laptop can operate equitably with a student using a \$1,500 laptop.

In spring 2023, the board approved funding to implement a 100-gigabyte redundant ring at its main campuses and administrative offices, providing a tenfold increase in broadband internet across all Dallas College main campuses. The college is also refreshing and expanding its Wi-Fi capabilities across all locations. Azure Virtual Desktop, coupled with broadband internet and Wi-Fi initiatives, enable the college to teach students from any location, on any device that has a browser and internet access, establishing digital equity for all students.



4 PROGRAMMING FOR THE FUTURE: 1,000 DAYS OF ACADEMIC ADVANCEMENT

Dallas College/TAMU Engineering students



Students at STEM Fest

Being one college in June 2020 was a massive undertaking for Dallas College academic programs, which were aligned and merged to bring consistency to courses and programming taught across seven campuses.

Now organized under seven distinct academic schools, numerous changes and innovations have been implemented since the first full semester as Dallas College in fall 2020. Among the advancements are more programs tied to apprenticeships and other work, learning opportunities and stackable certificates that can be used on their own or applied toward a degree.

Administrators and faculty have carefully studied workforce needs and new technologies to align programs to the most in-demand and updated training. Following, some of these enhancements are summarized for each of Dallas College's seven schools.



Coppell Center construction lab



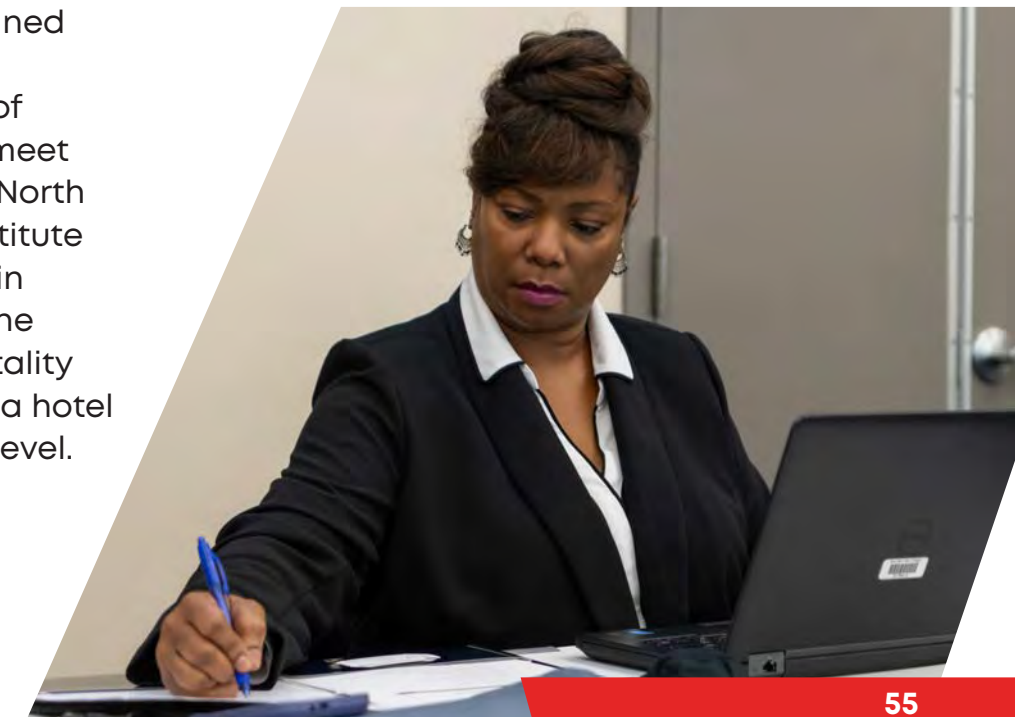
SCHOOL OF BUSINESS, HOSPITALITY AND GLOBAL TRADE



El Centro Culinary students

The school's culinary and hospitality programs were redesigned for fall 2023 to provide distinct pathways between credit and continuing education programs as well as a new system of stackable credentials. The new courses are better aligned to meet the needs of the fast-growing hospitality industry throughout North Texas. Programs at Dallas College Culinary and Hospitality Institute provide students with culinary skills that enable them to work in the kitchens of restaurants, in service activities as well as on the business operations side of restaurants. Students in the hospitality program are trained to be employed in all functional areas of a hotel and learn management skills to take their careers to the next level.

The school's accounting division has expanded to offer its certified public accountant (CPA) program at additional campuses. Four new CPA exam review courses now support student success. New stackable HR certificates and a Human Resources Management AAS were developed through a partnership with DallasHR and offered to its 7,000 members.



BankWorks alumna



SCHOOL OF CREATIVE ARTS, ENTERTAINMENT AND DESIGN



Mountain View Dance students

The School of Creative Arts, Entertainment and Design nurtures innovation, fosters creativity and teaches global competencies, preparing students for the workforce of the future. Students curate professional portfolios, gain practical experience from industry experts in both academic and practical settings, and tackle real-world challenges.

A new Gallery, Theater and Live Event Operations Department was created to streamline and organize Dallas College's nine performance spaces and 11 art galleries that provide students, employees and communities with a wide variety of visual and performing art experiences. A new Experience Design/User Interface (UX/UI) AAS degree program and five sought after credentials were developed for the consolidated design program. Through partnerships with community-based organizations, businesses and other institutions, Dallas College expanded both its English to speakers of other languages and Spanish course offerings.



Brookhaven Studio Arts student



SCHOOL OF EDUCATION

Brookhaven School of Education student

Dallas College is working to dramatically alter the trajectory of the North Texas region by transforming this area's regional approach to early childhood education. The development of the new School of Education and the bachelor's degree program in Early Childhood Education and Teaching serve as catalysts for this transformation. The creation of this four-year degree directly addresses the region's critical workforce needs – which is necessary for a community to thrive.

In Spring 2023, Dallas College celebrated its first cohort of 125 graduates from its Bachelor of Science in Early Childhood Education and Teaching program, 100% of whom have already secured employment. This program directly addresses the region's critical workforce needs and is transforming the area's approach to early childhood education. The school also launched the first U.S. Department of Labor teacher apprenticeship program in Texas, which provided 150 students with paid learning experiences and access to more than \$250,000 for tuition. Through a partnership with the Bezos Foundation, two Bezos Academy preschools opened on Dallas College campuses.

Dallas College School of Education continues to push the envelope in the higher education space. It has quickly established itself as a national model with its focus on regional workforce development, assurance of high-quality early childhood teacher preparation, and a continuous lens on providing post-secondary access to those populations often underserved and overlooked by traditional institutions of higher education. In every sense of the definition, the School of Education is innovative and non-traditional, yet a direct solution to meet the early child education and training needs North Texas currently faces.



School of Education bachelor degree graduates



Dallas College employees at Bezos Academy at Cedar Valley Campus



SCHOOL OF HEALTH SCIENCES

Mountain View Nursing graduates



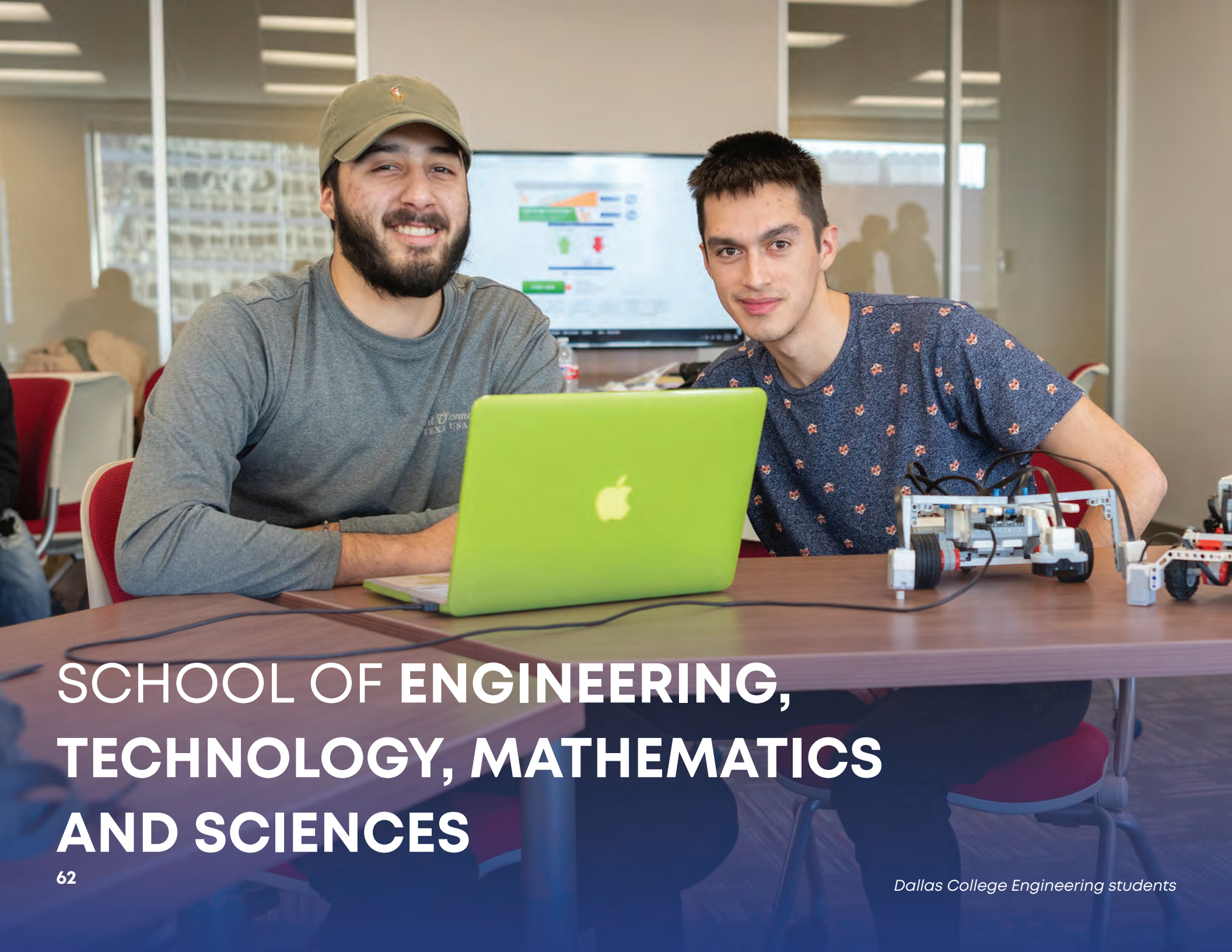
El Centro Dental Hygiene student

Dallas College launched a shorter medical assisting program—one of only a few medical assisting programs for college credit in North Texas. The School of Health Sciences has expanded its apprenticeship offerings for health occupation programs—certified nurse aide, patient care technician, phlebotomy and sterile processing.

To provide consistency across campuses, three varied nursing associate degrees were merged into one program, while two radiological sciences programs were merged. To help ease the nursing shortage in Dallas County and nationwide, Dallas College is working to establish a registered nurse bachelor of science in nursing (RN-BSN) program starting in 2024. The program will provide a quality, accessible and affordable pathway for nurses, while also helping to increase the diversity of the nursing workforce.



El Centro Telehealth student



SCHOOL OF ENGINEERING, TECHNOLOGY, MATHEMATICS AND SCIENCES



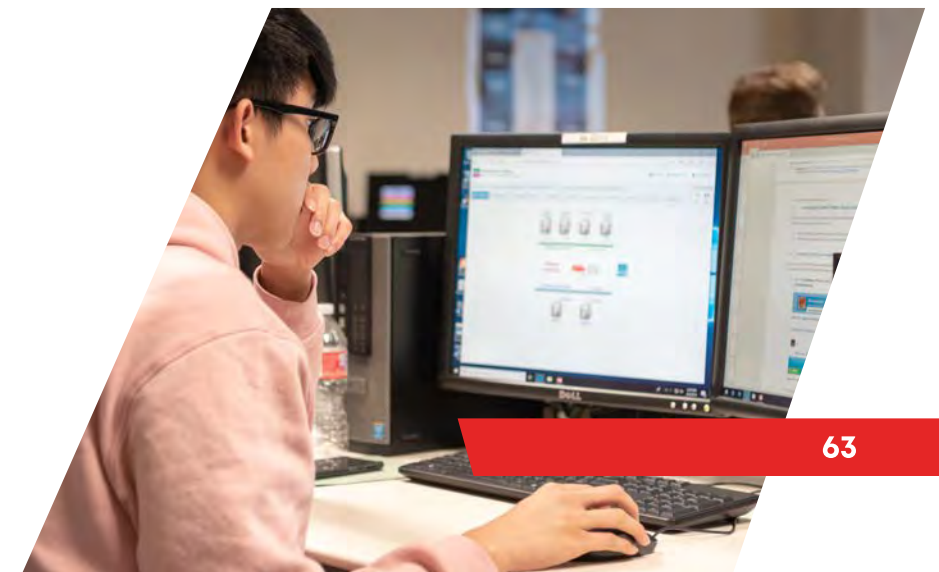
To provide additional completion opportunities for students, new level one certificates were developed for interactive simulation (gaming), cybersecurity, cloud computing and other information technology (IT) programs. The school is introducing more than 10 new occupational skills awards and all IT programs have been reviewed and updated to meet current industry needs. In fall 2023, the school will launch a Blockchain and Cryptocurrency Advanced Technical certificate. A bitcoin mining machine has been installed at the Richland Campus to highlight the implementation of the technology.

Student activities are a vital focus for Engineering, Technology, Mathematics and Sciences (ETMS) students. Students participate in the SkillsUSA state and national competitions. In 2023 students achieved a gold medal, taking first place in Interactive Simulation and Game Technology. The school is establishing a student chapter of the American Society of Mechanical Engineers (ASME), which is uncommon for a two-year institution. Dallas College students won first place in the 2023 ASME Engineering Challenge. Additionally, more than 200 students have participated in the school's undergraduate research program. The STEM resource center provides additional resources to



Students at STEM Fest

students that they can access outside the classroom. High demand programs include cyber security, software programming and cloud computing. With increased reliance on technology and the rise of cyber threats, cyber security experts are vital to protect information and digital assets. Skilled software developers and programmers remain essential to design, build and maintain quality applications. As businesses transition to the cloud for their IT infrastructure, cloud and networking skills are highly sought after.



Hoblitzelle Auditorium



SCHOOL OF LAW AND PUBLIC SERVICE

The School of Law and Public Service is being reimagined with the creation of two new academies. Taking advantage of the success of Dallas College's current paralegal and social work programs, the college has launched Social Work and Paralegal academies. Both are designed to offer Dallas College students an opportunity to quickly join the workforce by emphasizing job preparation and job placement. The academies will function alongside the existing Police Academy to ensure that Dallas College is responsive to new concepts of law enforcement that consider community service and the role of mental health in policing.

The school integrated two separate police academies into a single Dallas College Law Enforcement Academy and began expansion to create a new training facility at El Centro West and an additional site at one of its northern campuses. To increase student retention and engagement, student clubs focused on areas such as anthropology and history were launched.

The School of Law and Public Service endeavors to bring its government and history programs to life for its students. Several campuses and centers serve as polling locations during elections. The Student Government Association is active at all campuses. This year, Dallas College was the biggest participant for Community College Day at the state capitol in Austin with students bringing their concerns directly to their representatives. Each February, student representatives participate in the Community College National Legislative Summit in Washington, DC.

In 2022, two Dallas College students participated on the Texas Community College Advisory Council, alongside

10 students from other Texas community colleges. The students were actively engaged in the work of the Texas Commission on Community College Finance and subsequent legislative activity.

Each spring, a group of more than 100 students and advisors participate in Dallas College's popular Civil Rights Tour, retracing the steps of the Civil Rights Movement and making stops at historic sites throughout Mississippi and Alabama.



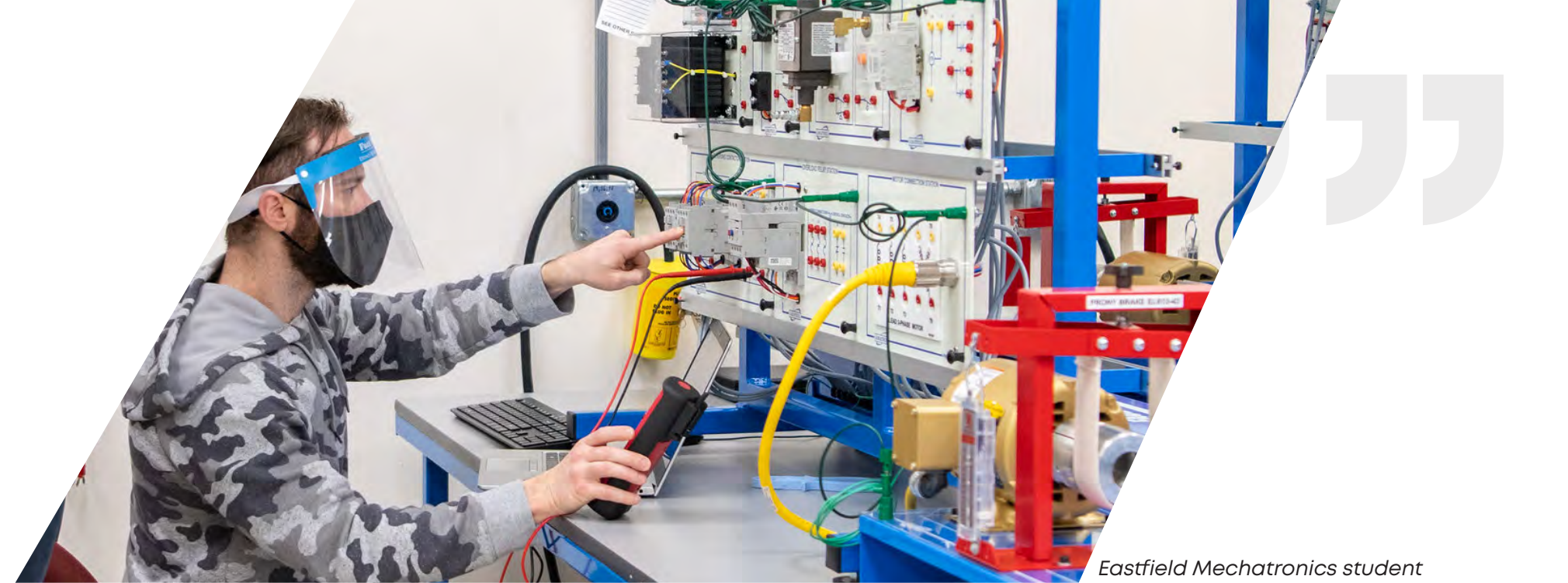
Civil Rights Tour



Community College Day in Austin

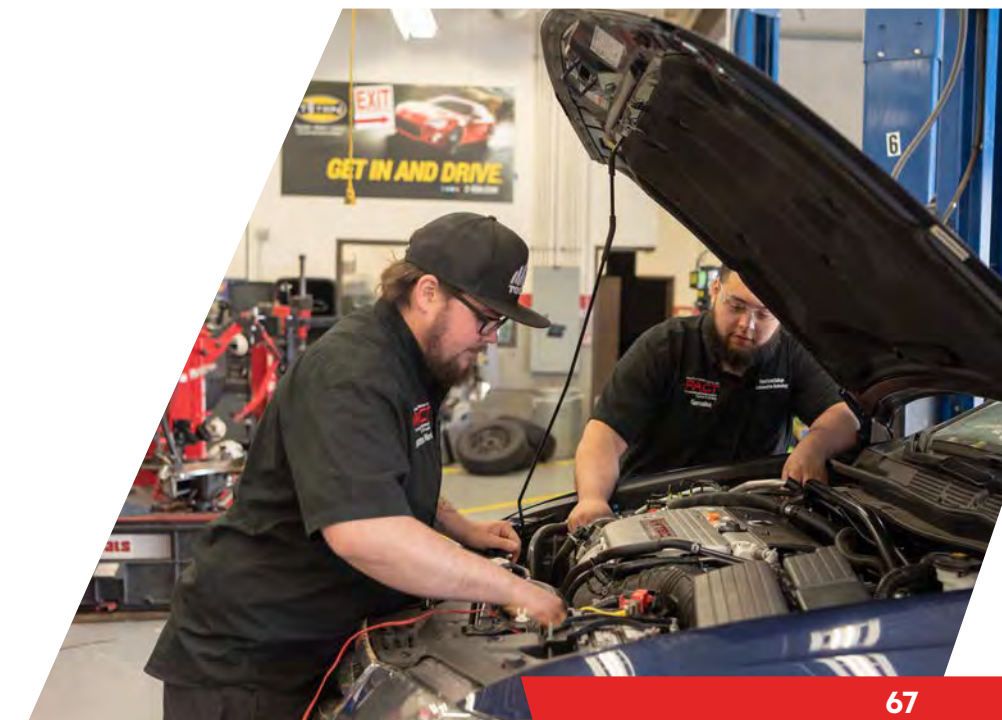
SCHOOL OF MANUFACTURING AND INDUSTRIAL TECHNOLOGY

Advanced Manufacturing student



Eastfield Mechatronics student

The school has developed new earn and learn programs. Over 500 Amazon mechatronics and robotics apprentices have been trained, and a Federation of Advanced Manufacturing Education (FAME) AAS program in robotics and industrial automation was launched. Texas Reskilling and Upskilling Through Education pathways have been created for electrical, HVAC, plumbing, welding, land surveying, mechatronics, electronics, automation, machining, logistics, computer aided design and drafting (CADD), and geographic information systems (GIS). Dallas College automotive labs have been updated to teach emerging technologies like advanced driver assistance as well as hybrid and electric vehicles. A 97,000-square-foot state-of-the-art Construction Sciences building with high tech classrooms and labs opened in fall 2021 to teach construction trades.



Auto Tech students



E-Learning



Dallas College Faculty Panel Discussion

Dallas College's E-Learning Department works to improve the digital learning experience across all schools and campuses. E-Learning has developed new consistent teaching standards and certification for online instruction as well as worked with the various schools to expand online programs. Demand for online instruction increased greatly following the pandemic. In the fall of 2019, 46% of students were taking at least one online course with Dallas College; in contrast, post-pandemic, 67% of students in fall of 2022 took at least one online course with Dallas College.

Studio and technology space at Dallas College's LeCroy Center has been revitalized. To provide a cleaner and more user-friendly student and instructor experience, eLearning is in the process of modernizing Dallas College's learning management system to Brightspace for fall 2023.



5 HIGH SCHOOL PARTNERSHIPS

High school students at Cedar Valley event

DUAL CREDIT AT DALLAS COLLEGE

Dual credit enrollees now comprise 30% of Dallas College’s student body. Participation in dual credit courses and programs encourage students to pursue credentials leading to livable wages. Nearly 200 schools in 18 area independent school districts (ISDs), as well as multiple charter and private schools, have active agreements with Dallas College to offer dual credit in multiple subject areas, making college accessible to 30,000 high school students. At Dallas College, Early College High School (ECHS) and Pathways to Technology Early College High School (P-TECH) first launched in 2014 with just five schools.



Now one of the largest such programs in the country, Dallas College partners provide college and career readiness school models through **28 ECHSs**, **41 P-TECHs** and **15 T-STEMs**. Dual credit partnerships have extended to 88 ISD high schools, 45 charter schools and 41 private schools.



Types of dual credit programs offered in partnership with Dallas College:

- **Traditional dual credit**—Students take introductory courses to earn college credits toward a degree.
- **Early college high school (ECHS)**—Open-enrollment institutions where students can receive both a high school diploma and an associate degree (or 60+ hours toward their bachelor’s degree).
- **Pathways in Technology Early College High School (P-TECH)**—This is a Work-based, open-enrollment programs where students can receive both a high school diploma and a credential and/or associate degree.

Five ECHS programs are housed on Dallas College campuses:

- **Richland Collegiate High School**
- **ECHS at Brookhaven (Carrollton-Farmers Branch ISD)**
- **Trinidad Garza ECHS at Mountain View (Dallas ISD)**
- **North Lake ECHS (Dallas ISD)**
- **Dr. Wright L. Lassiter Jr. ECHS at El Centro (Dallas ISD)**

Both ECHS and P-TECH programs focus on providing underserved student populations with access to higher education. In the 2021-2022 school year, 1,635 associate degrees and 508 college certificates were awarded to dual credit students. Dallas College tuition waiver scholarships totaling \$16.3 million funded 235,081 college credit hours.

Dallas College is committed to serving the community by offering this unique pathway to education for students. As a national leader in Early College High School and P-TECH programming, Dallas College is positioned to continue growing pathways that open doors to economic mobility for dual credit students.



06

INSPIRING INNOVATION THROUGHOUT THE COMMUNITY

Dallas College Foundation at Food Pantry drive-thru event

Through its work with various business and community leaders, chambers of commerce and small business development centers, Dallas College can provide a wide range of resources and facilities to community members.

SECTOR STRATEGY

Dallas College has initiated a sector strategy approach to address the shared workforce and broader competitive needs of target industries. Campus presidents are leading this effort to develop industry partnerships with business leaders who, together with community partners, design education and training to support each sector. Dallas College serves as the anchor institution across the various industry sectors, creating a long-term and sustainable economic development ecosystem in Dallas County.

BRINGING FACILITIES TO NEIGHBORHOODS

Dallas College's efforts to serve its community have led to opening training facilities in places where the need for workforce training is greatest. The idea is to prepare the workforce on a local level and serve people no matter where they live.

LANCASTER WORKFORCE DEVELOPMENT CENTER

In 2021, Dallas College launched the Lancaster Workforce Development Center to provide training, job readiness and financial literacy to an often neglected part of southern Dallas County. The 7,000-square-foot space is dedicated to hands-on training in construction and robotics.



MOBILE TRAINING LAB

A mobile training lab, also launched in 2021, now provides high school equivalency education and job training at the neighborhood level.

DALLAS COLLEGE WORKFORCE CENTER AT REDBIRD

Located in a former shopping mall in the southwest Oak Cliff area of Dallas, the 53,000-square-foot Dallas College Workforce Center at RedBird opened in 2023 to serve residents through a staff of instructors and workforce placement specialists. This center is a conduit to industry-recognized credentials and living-wage jobs in the Southern Dallas community, and career pathways at other Dallas College campuses.

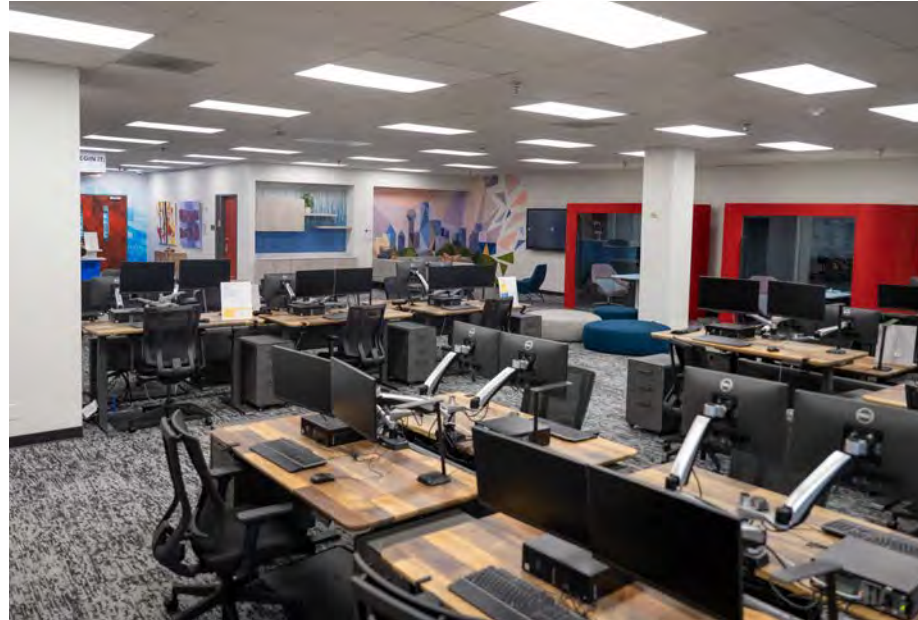
The facility is designed for flexibility to meet the changing needs of employers and learners. In its initial configuration, it will train pharmacy lab technicians, forklift operators, logistics associates and technicians, call center agents, aviation technicians and industrial maintenance mechanics.

The flexibility of the space, though, will allow Dallas College to quickly pivot to meet the needs of employers in the community.

The Workforce Center at RedBird serves as a model for other Dallas College community campuses going forward. The Workforce and Advancement team works closely with the Research Institute to survey each community near a Dallas College Workforce Center to determine how to best meet the workforce and lifelong learning needs of that local population. Through Workforce Centers situated, by design, in high-need regions of the County, where intergenerational households are common, Dallas College strives to address the changing needs of the population across the lifespan. As a result, these centers offer a mix of youth programs, high school equivalency and ESL classes, technical training that leads to high-wage local jobs in high-demand occupations, and senior programming for both workforce re-entry and lifelong learning. Programs also articulate to degree pathways on Dallas College main campuses.

RESOURCES FOR SMALL BUSINESSES AND ENTREPRENEURS

Dallas College provides resources and support to small businesses and encourage entrepreneurship in the community.



VENTURE CLUB

Housed in the Bill J. Priest Center, two miles south of downtown, Dallas College Venture Club is a coworking lab designed for both students and community members who are starting or running their own business. It also is a great venue for networking and collaborating with fellow entrepreneurs. The shared office space, which held its official opening in January 2023, provides access to:

- **Technology** - computers, video conferencing, smart boards and high-speed internet
- **Workspaces** - conference rooms, learning and event spaces, webinar booths and podcast rooms
- **Training and networking** - programs, virtual and in-person events, classes, online resources

This coworking lab was funded by JP Morgan Chase & Co. through its Partnership for Raising Opportunity in Neighborhoods. The initiative was led by TREC Community Investors who formed the Dallas Collaborative of Equitable Development and partnered with Dallas College and LiftFund. The goal is to create momentum toward equitable development for affordable housing, small business lending and capacity building that will have a lasting impact on communities in southern Dallas.



GOLDMAN SACHS 10,000 SMALL BUSINESSES

Goldman Sachs 10,000 Small Businesses is a 14-week program for entrepreneurs and small businesses that links learning to action. Through the program, participants gain practical skills in topics such as negotiation, marketing and employee management that can be immediately put into action. In addition, participants receive tools and professional support to develop a strategic and customized growth plan that will take their businesses to the next level. Located at Dallas College's Bill J. Priest Center, the program serves North Texas small businesses located within a two-hour drive.

The program launched in Dallas in 2014 and now has over 700 North Texas alumni who have completed the program. The most recent Dallas College cohort included 47 students. Participants in the program commit to work 10-20 hours per week and are paid \$20 per hour. Learning opportunities include experience with marketing plans, business strategy, inventory and finance. Participants create networks and meet business leaders. This year's fellows took part in a roundtable discussion with U.S. Rep. Colin Allred and Goldman Sachs Foundation President & Global Head of Corporate Engagement Asahi Pompey. **75**



Richland Campus Cybersecurity student

WORKREADYU

Dallas College WorkReadyU is a comprehensive education program that has been providing no-cost training to residents in the Dallas community for over a decade, offering English as a second language (ESL) to prepare students for college or career advancement as well as high school equivalency (HSE) classes to prepare students for exams. It also provides job training for in-demand fields such as health care, manufacturing, technology and education, among others.

The program is a hub for partnerships among various organizations, companies, industry-specific associations and Dallas College, aiming to provide educational opportunities and support for individuals and their families. Its structure has been instrumental in fostering partnerships to create a network of support to ensure education is accessible to all. WorkReadyU offers a wide range of classes and certification programs tailored to the needs of students, providing both mass education and individualized attention for successful program completion and transition into the workforce.

One notable achievement is reaching underserved, underemployed, and ill-equipped audiences. By considering the specific needs of individuals, the program fills gaps that traditional college settings may overlook. This commitment to inclusivity has contributed to WorkReadyU's longstanding presence and positive impact in the Dallas community. As part of the Adult Education & Literacy (AEL) Dallas consortium, Dallas College WorkReadyU has been at the forefront of the Texas Workforce Commission's goal to provide opportunities for high school equivalency attainment, English language proficiency and industry-specific job skills for individuals 16 and older. WorkReadyU's services are highly relevant in the community because they address both college or career readiness and job skills training. The program opens doors for individuals who may have never believed their educational goals were within reach.

The transition of Dallas County Community College District to Dallas College brought about the implementation of the Career-Connected Learning model. The WorkReadyU program seamlessly aligns with this model, making it the ideal starting point for nontraditional and workforce-driven students to evaluate and choose their educational paths. In the past 12 months, the program has served 4,718 students, with 3,081 achieving full participant status. Additionally, 556 students have enrolled in industry-specific workforce training programs, and 894 enrollments have demonstrated measurable skill gains. These numbers are particularly significant as they represent post-pandemic achievements within a short one-year period.

OTHER COMMUNITY CONNECTIONS

In addition to inspiring and assisting entrepreneurs and improving the lives of community members through higher education, Dallas College supports and connects with North Texas communities in other meaningful ways, allowing access to its libraries and meeting rooms, providing community-centered programs, assistance and events and collaboration with service agencies.

EMERITUS PROGRAM FOR SENIORS

While older adults can enroll in any of Dallas College's 11,000 courses, the Emeritus Program was designed to promote the lifelong learning of the 55+ community through a range of specific academic and personal enrichment courses that are customized just for older adults. All Dallas County residents who are 65 or older are eligible for a tuition exemption to take up to six college credits per semester for free.

SUMMER YOUTH PROGRAMS

During the summer, Dallas College offers several programs for youth under 18 years of age. These programs are designed to foster collaboration and build community among young people. They also serve to create a sense of familiarity with campuses and college environs to help support communities with a high proportion of first-generation students. Course subject areas include music lessons, sports (swimming, tennis and gymnastics), dance, reading and writing improvement, Spanish, American Sign Language, mathematics and test preparation (SAT and TAKS).

DENTAL HYGIENE CLINIC

Dental hygiene students gain their clinical experience in an on-site, state-of-the-art dental clinic located at the Dallas College Health Sciences Center in downtown Dallas. It provides dental hygiene services at no charge to the public. The clinic has the latest technology in the dental field such as digital X-rays, intraoral cameras, digital scanners, dental lasers and fully integrated electronic records. Clinics are held during each semester (August to December and January to May) as well as during June.

The clinic provides a range of dental services that include:

- Periodontal debridement (deep cleaning) and prophylaxis (cleaning teeth)
- Topical fluoride application
- Polish amalgam restorations (when indicated)
- Pit and fissure sealant application
- Application of desensitizing agents
- Radiographs (X-rays)
- Placement of controlled release antimicrobials
- Smoking cessation assistance
- Teeth whitening

All services, except for teeth whitening, are free of charge.



COMMUNITY AND DRIVE-THRU PANTRY DAYS

Through its partnership with the North Texas Food Bank, Dallas College provides community members with access to free food on campus by hosting Community Pantry and Drive-Thru Pantry days.

- Community Pantry Days are certain days when food pantries, available on all seven campuses, are open to everyone (not just students) to shop for free.
- Drive-Thru Pantry Days allow community members to drive through campus and pick up free groceries, including fresh produce and milk.

Food is available on a first come, first serve basis and no registration or proof of need is required.

WEEKLY CULINARY LUNCHES

During the spring and fall semesters, the college offers weekly lunch service at both its Culinary and Hospitality Center and El Centro Campus. Each week, students plan the theme, menu and decorations, developing their skills in international cuisine, while gaining valuable live restaurant operations

experience. Popular with both Dallas College staff and community members, reservations for the low-cost gourmet meals typically sell out. All proceeds go toward culinary workforce programs.

COOKING AND CULINARY CULTURE AT DALLAS ARBORETUM

Every Monday, at 11 a.m., there's a Dallas College Cooks demonstration at the Dallas Arboretum. The weekly events connect the community to the college's culinary programs, while teaching them how to prepare healthy seasonal recipes for their families. In addition, the Arboretum is the venue for the Dallas College Culinary and Hospitality Institute's annual fundraising event, Bits and Bites. Serving over 17,000 plates to hungry attendees, the spring event features top Dallas chefs (some of whom are Dallas College alumni), working together with Dallas College students, exemplifying how the institution connects students to careers in the culinary and hospitality industry. The event raised more than \$115,000 in 2023.





07

INNOVATIVE LEARNER CARE APPROACH

ENROLLMENT CHALLENGES AND STRATEGIES

During the past three years, Dallas College has faced enrollment challenges similar to those of other higher education institutions across the state and country. For spring 2022, while enrollment was down 6% statewide and 7.8% nationally (according to National Student Clearinghouse), Dallas College enrollment was down only 4.7%. Dallas College 2021-2022 enrollment was 120,992 (101,000 credit and 20,000 noncredit students). During 2020 and 2021, enrollment declines were aggravated by COVID-19. This was particularly acute for adult learners, aged 25 and over. Many were primary caregivers to young children and/or aging parents, had limited resources and lived in zip codes most affected by the pandemic.

Beginning in Fall 2021, Dallas College conducted special enrollment events—Register Ready sessions at partner school districts and Super Saturday registration—to make registration more accessible. The college removed financial barriers through federal funding and conducted an Empathy Calling Campaign. College marketing campaigns used geofencing to target zip codes with recurring low enrollment.

Enrollment in the five zip codes with the worst declining numbers was improved. Registration drives, workshops and events resulted in 3,898 additional enrolled students. A HEERF funded Fresh Start program cleared the balances of 13,780 students owing money from the previous academic year, resulting in 3,504 enrollments. An empathy campaign targeting declining female

enrollment comprised 200 phone calls and 37,143 text messages and resulted in 5,735 re-enrollments. During spring 2022, enrollment declines remained stable among first time, returning and transfer students. Dallas College took note and focused on face-to-face and holistic student services, employing an evening team reachable through midnight, calling campaigns as well as programmed texts and automated calls. The team studied social media and geofencing platforms to better understand and engage with students through the internet.

Dallas College's transformation from student advising to success coaching, targeted engagement of male students through Achievement Programming, implementation of the Student Care Network, increased multicultural programming to support international students, and targeted digital marketing efforts all helped to reinforce enrollment strategies. Other enrollment innovations include earlier registration dates and new student orientation as well as offering classes at more accessible times, days and locations.

Fall 2022 enrollment campaigns focused on students who did not return from summer or spring 2022 as well as students who had dropped courses.

Targeted campaigns focused on students close to completion or graduation, awareness of payment and programming options and supporting enrollment by program. Dallas College also took a deep look at removing barriers by examining the validity of student holds, resulting in the removal of 3,663 holds.

Dallas College Student Care Network has been instrumental in ensuring students are able to receive support to meet their basic needs—food, shelter, child care, health care, emergency aid—to help them stay in college and successfully complete their goals. Most recently, Dallas College is seeing promising trends in its persistence rates, from 49% fall 2020-2021 to 56% fall 2021-2022. Fall to spring persistence has increased from 72% (fall 2021 to spring 2022) to 73.5% (fall 2022 to spring 2023). Also, international student enrollment was up 120% from fall 2021 to fall 2022.

STUDENT CARE NETWORK

Dallas College's Student Care Network is a holistic system of care with services and resources committed to helping students break down barriers to success that go beyond academic needs. Students are referred to services by success coaches, administration or faculty, or may be self-referred. They simply submit a Student Care Form describing their needs and a student care coordinator will reach out within two business days to set up a video, phone or campus consultation. The coordinator then puts them in touch with financial, food, medical, mental health, transportation, child care, housing or other resources, to help the student fulfill their basic needs and remain successful in college. Each of the seven main campuses has counseling and health services, clothing closets and food pantries, plus a broad network of community partners. Dallas College

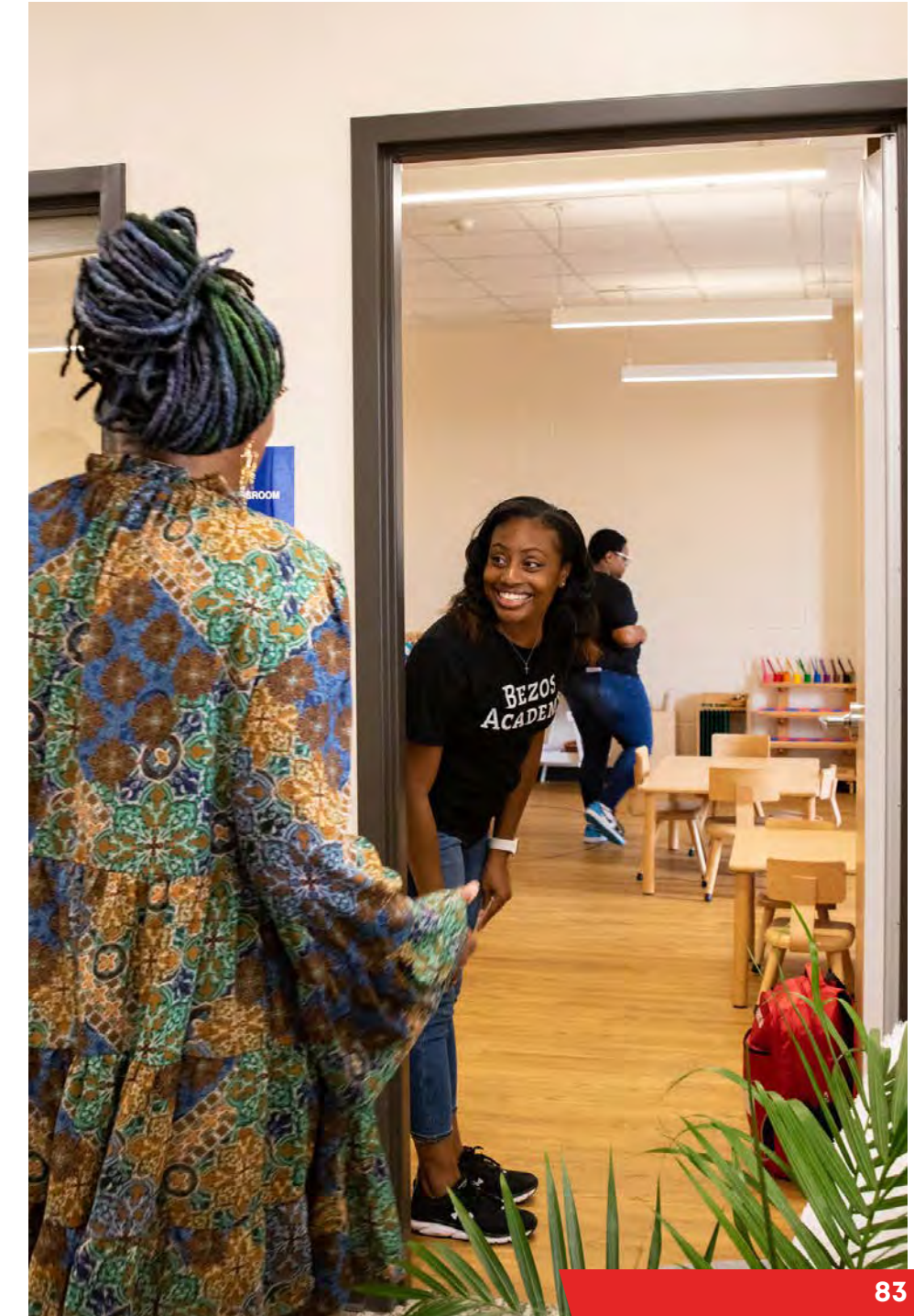
has doubled the number of licensed professional counselors and nurses available at each campus. The goal of the Student Care Network is to empower students to reach self-actualization, breaking the cycle of generational poverty through a strong network of support. While typical spring to fall persistence is around 56%, of the students who utilized Dallas College Student Care Network in Spring 2022, 82% re-enrolled in fall 2022. Dallas College takes its support one step further, opening its food pantries and clothing closets to the community as well.



INNOVATIVE CHILD CARE RESOURCES

To lessen the expense of child care as a barrier to parents attending college and meeting their educational goals, Dallas College has increased options on its campuses. As of fall 2023, child care is available on five campuses: Brookhaven, Cedar Valley, Eastfield, El Centro and Mountain View. Through the Student Care Network, other community resources are available as well as child care vouchers for qualified students.

A Bezos Academy Montessori-inspired preschool opened April 2023 on the Cedar Valley campus, and a second one will open on the Mountain View campus in fall 2023. The facilities provide a tuition-free, year-round child care option for both students and community. Children attending the facilities also receive free breakfast, lunch as well as an optional packed dinner. At the El Centro Campus, Dallas College launched its Young Scholars Program, in partnership with the YMCA. It provides currently enrolled students with drop-in child care for children aged 3-12. A \$100,000 grant from Dallas Foundation provided seed funding to launch Young Scholars in spring 2023. The ChildCareGroup operates an Early Head Start and Head Start Childhood center on Eastfield Campus. The facility provides age-appropriate education for income-eligible families. Children are fed breakfast, lunch and healthy snacks, and extended care is available. Dallas ISD operates an Early Head Start and Head Start on the Brookhaven Campus.





FAMILY CARE INITIATIVE

The Dallas College Family Care Initiative provides support to current students in good standing who are also parents (or expectant parents) by offering free child care supplies, services and parenting support. Parents approved for Family Care are provided with a support team of caring Dallas College staff, including a student care coordinator, success coach, professional licensed counselor and academic tutor. The dedicated staff works together to provide each parent with individualized Family Care and support services. Among the supplies available to student parents are car seats, high chairs, booster seats, playpens, safety gates, formula, diapers, hygiene items, bicycle helmets, fire alarms and CO2 detectors. Dallas College can purchase other items for approved Family Care participants upon request.

INNOVATIVE STUDENT SUPPORT

Dallas College invested more than \$20 million to implement a learner care approach to student support, founded on the principles of equity and belonging. About \$10 million of that was invested to transform Dallas College's system of academic advisors into success coaches. The current student-to-coach ratio averages one coach per 350 students. Under the old system, each advisor was responsible for up to 1,200 students. Acting as "case managers," the coaches support the holistic needs of students, connecting them to resources to help them break down all types of barriers to success in higher education.

Beginning in 2020, Dallas College took measures to ensure its large population of nontraditional students, living complex and busy lives, also had access to support. They implemented a time saving QLess virtual line that sends a text to students when coaches, counselors or admissions and financial aid specialists are ready to meet. Virtual evening hours were added, allowing students to get help from 10 a.m. to midnight, Monday-Friday, in addition to in-person hours that stretch to 7 p.m. The result has been a dramatic increase in student persistence.



Students who meet with a success coach twice or more have a **30% higher** persistence rate than students who do not. Steps are now being taken to increase the number of coach-student connections.



Future planned innovations include the implementation of a WorkDay student module in 2025 and the creation of a Case Management Studio to train Dallas College success coaches, along with case managers from other organizations throughout the community.



As a first-generation student whose family didn't see the value in a degree, Daisy Donjuan, 25, felt lost and alone as she began looking into enrolling at Dallas College. Through the help of the college's success coaches, she's been able to navigate school and take advantage of different resources. (Elias Valverde II / Staff Photographer)



08 DALLAS COLLEGE FOUNDATION— INNOVATIVE FUNDING

Career Technical Education Signing Day at Cedar Valley Campus

Celebrating its 50th anniversary this year, Dallas College Foundation is an independent 501(c)3 whose mission is to advance economic mobility for students in our community by channeling the power of philanthropy to lift Dallas College to new heights of innovation, excellence and equity. The Foundation has raised more than \$83 million in private donations and distributed more than \$42 million in scholarships and grants to support thousands of students at Dallas College.

EMPLOYEE GIVING CAMPAIGN

Each year, Dallas College employees and faculty give generously to the Employee Giving Campaign to help support student success through the Emergency Aid Fund, scholarships and program funding. Last year's fundraising set a campaign record, raising \$198,890.

EMERGENCY AID FUND

Dallas College Foundation believes that no student should have to choose between paying for their education or necessities. The Emergency Aid Fund offers financial relief to students dealing with:

- **Food insecurity**
- **Child care fees**
- **Housing assistance**
- **Transportation fees**
- **Medical bills**
- **Utilities**

DALLAS COUNTY PROMISE

Dallas County Promise is designed to reduce financial barriers and support students to succeed in college, careers and life with a commitment to securing a rewarding job in their career pathway. Seniors in 69 Promise high schools, across 11 Dallas County districts, may become Promise Bound and obtain a last-dollar scholarship to attend Dallas College tuition-free for up to three years, or the completion of an associate degree. After completing an associate degree, eligible students meeting income and GPA requirements may continue their education by transferring to a Dallas County Promise partner four-year institution. Promise was first launched in 2018 with 9,300 Promise seniors from 31 high schools. Now in its sixth cohort, it includes 69 high schools and 25,400 seniors of which 97% are Promise Pledge eligible. Starting with fall 2024, Dallas County Promise will expand to 80 high schools in Dallas County.

CASE MANAGEMENT STUDIO

Looking toward the future, Dallas College Foundation has already raised \$400,000 toward the launch of a Case Management Studio to provide elite training for the college's success coaches. Eventually, the studio will become a community-wide asset to train case managers for organizations across Dallas County.

2023 DALLAS COLLEGE FOUNDATION BOARD

At the heart of the Foundation and Dallas College leadership stand experienced and influential individuals. These senior executives play critical and key roles in the fundraising and support of the strategic priorities of Dallas College Foundation and Dallas College.



Dallas College Foundation delivers check to Balch Springs community following fire.

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Clint McDonnough

2023-2025

Secretary
Lynn McBee

2020-2023

Treasurer
Brian Olson

2020-2023

Executive Director
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THE LEARN AND EARN MODEL

Dallas College recognizes that apprenticeships, pre-apprenticeships and co-op programs are proven ways to build a pipeline into high-quality jobs that address the nation and region's workforce challenges. The college plays a crucial role in Dallas County, working with industry organizations to pair industry apprenticeships with workforce needs. This talent pipeline serves as an appealing alternative for nontraditional students who can earn while they learn. It also solves worker shortages and skills gaps for employers. Following are the highlights of just a few of the many innovative learn and earn programs at Dallas College.

STUDENT TEACHER RESIDENCY PROGRAM

In 2022, Dallas College received Department of Labor approval to launch Texas' first registered apprenticeship in teaching. Teacher shortages, which only worsened during the pandemic, left Texas schools facing an immediate challenge in recruiting teachers for hard-to-fill positions. The teacher apprenticeship program will provide a steady pipeline of well-trained teachers and put those teachers in more classrooms across the state, sooner rather than later. Under the apprenticeship model, trainees gain real-world experience and earn a salary while completing their degree or credential. The first cohort, beginning in fall 2022, earned \$30,000 through yearlong residencies, serving in classrooms three days per week and subbing or tutoring one day per week, while receiving deep coaching from Dallas College faculty members.

The first of 125 student teacher residents graduated in spring 2023 and were recipients of the first bachelor's degree awarded at Dallas College. All

the students received job offers and have a pathway to doubling their salary to \$60,000 as first-year teachers across Dallas County. To launch the innovative residency program, Dallas College School of Education received \$1 million in federal funding—\$500,000 from the Department of Labor and a \$500,000 grant from the Department of Education.

WORKFORCE SCHOLARS PROGRAM

Dallas College was the only Texas higher education institution to receive a portion of the Department of Labor's Apprenticeship Building America grant. The \$5 million award was used to strengthen Dallas College's Workforce Scholars program, which serves to rectify employment gaps by creating a youth apprenticeship program to develop talent pipelines.

Under the program, launched as a spring 2022 pilot program, high school juniors and seniors work 30 hours a week during the summer and 10-16 hours per week during the school year to gain hands-on experience and mentorship that aligns with their program of study. Dallas College leverages partner industry trade groups, community organizations and employers to provide high-quality paid work experiences. Through the program, high school students graduate with associate degrees and/or industry training, plus real-life work experience that prepares them to compete for jobs and enter the workforce.

HEALTH CARE APPRENTICESHIP PROGRAMS

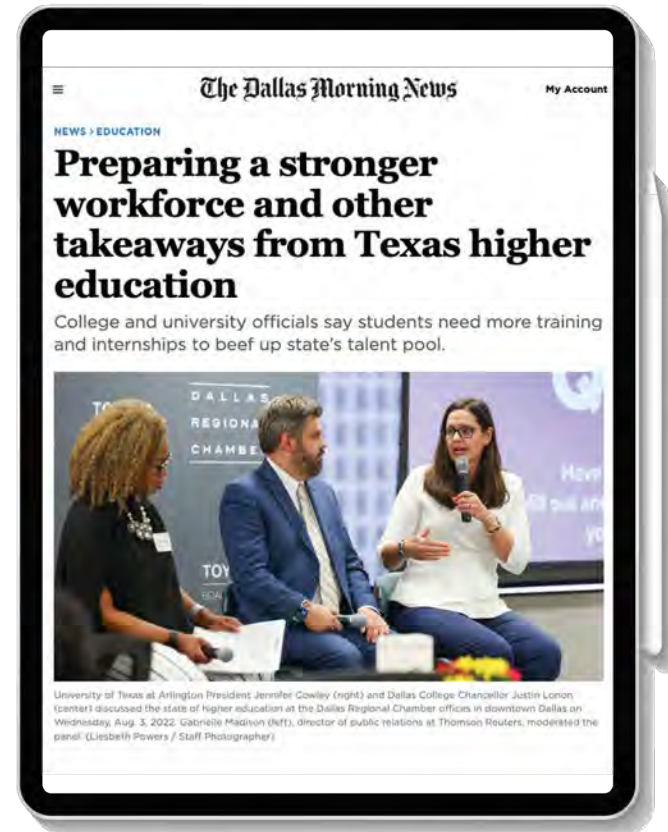
In 2019, Dallas College received a \$12 million apprenticeship grant from the Department of Labor to develop and train 7,500 apprentices in approximately 50 critical health care occupations. Among those occupations, the need for patient care technicians (PCTs) is at an all-time high. Dallas College launched a competency-based apprenticeship with hospital providers Medical Cities, UTSW and Parkland. Currently, 220 apprentices are enrolled in the program. The average wage for those completing the program is \$17.76 per hour. Other apprenticeships launched under the same grant include medical office assistant, clinical informaticist, biomedical equipment technician, registered nurse residency, patient care technician, certified medical office assistant, sterile processing technician and MRI technologist.

CHEF APPRENTICESHIP PROGRAM

Following the pandemic, Dallas area restaurants have suffered from severe workforce shortages. The Culinary Youth Apprenticeship program provides no-cost earn and learn training for apprentices aged 16 to 23. Students work in top North Texas culinary venues such as hotels, restaurants, country clubs and hospitals to hone their skills. Classes bolstering those skills are scheduled around the apprentice's work schedule. All student expenses, including knives, baking tools, uniforms and work shoes are paid for through a partnership with the American Culinary Federation.

ELECTRICAL PRE-APPRENTICESHIP PROGRAM

Through a partnership with the Independent Electrical Contractors (IEC) national trade association Dallas chapter, students have the opportunity to train for a career in electrical technology. The IEC provides sponsors and contract opportunities for program participants.





10 RESEARCH LEADS TO REAL COMMUNITY IMPACT

Eastfield Campus Welding student

As a leading institution in Dallas-Fort Worth, Dallas College supports and drives workforce and economic development through programs, services, research and relationships that align with the community and its industries and businesses. According to Dallas College’s Labor Market Intelligence Center (LMIC), between 2023 and 2033, 48% of all U.S. job openings will be middle-skill jobs, requiring training above a high school diploma, but less than a bachelor’s degree. In Texas, middle-skill job openings account for 50% of the labor market.

Dallas College is focused on providing training for in-demand jobs that match local workforce needs, while improving the lives of community members through education and training. Important to succeeding in this mission are the work of its LMIC and Research Institute in providing data related to workforce needs and student outcomes. Dallas College is unique in its approach to using two research units, independent of its institutional research area, to more holistically understand the needs of its students. It is the only two-year institution in the state with its own labor market intelligence center.

LABOR MARKET INTELLIGENCE CENTER

The Dallas College LMIC aspires to be the leading source of regional workforce information and was established to cultivate a healthy workforce ecosystem in the Dallas-Fort Worth metroplex. The team conducts research around the local labor market, program alignment, and socioeconomic barriers that impact Dallas College students and the

local community. To keep Dallas County competitive in the regional marketplace, it is critical that the college understand the economic drivers of the region and how these drivers affect workforce development. Dallas College has continuous access to data and decision support through the LMIC to ensure that its programs produce workers with the skills that are relevant to Dallas County businesses.

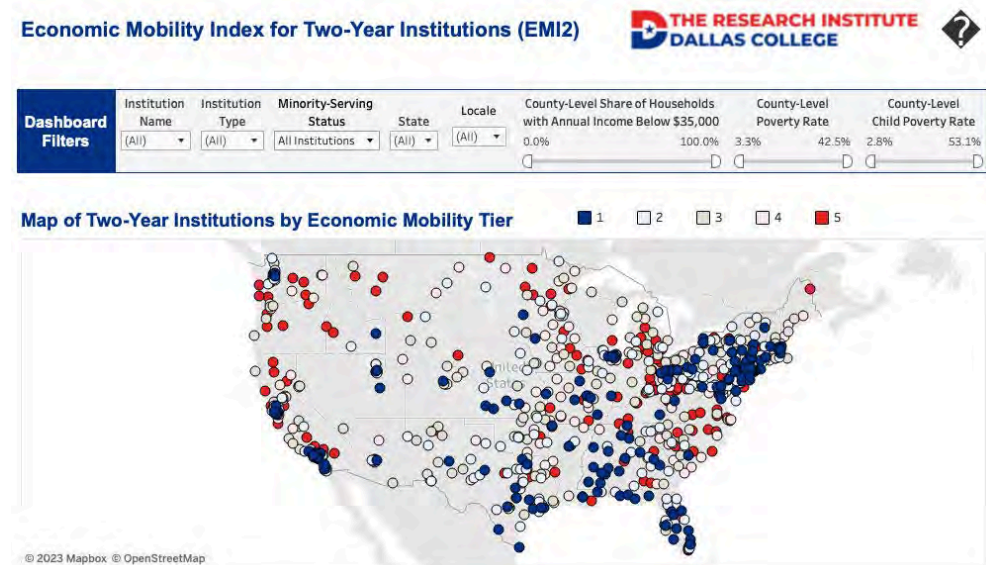
The LMIC accomplishes this through geospatial analysis, industry and occupational data, forward-thinking analysis in the form of “threat casting” and internal and external collaboration. LMIC works with local and regional stakeholders to:

- **Identify opportunities and trends in high growth, emerging and economically critical industries and occupations.**
- **Estimate the gap between labor market demand, available training and existing or future workers.**
- **Pinpoint socioeconomic barriers that may hinder student success.**
- **Help Dallas College respond to workforce needs by providing quality decision making information to provosts, department chairs, faculty and students.**

LMIC EVICTION STUDY

In addition to the LMIC's work analyzing Dallas County workforce needs, in 2022, the LMIC worked with the Child Poverty Action Lab to study how evictions affect Dallas College students. Though the true number is likely higher, they found that 4,000 evictions were filed against Dallas College students from 2017 to 2022. Of those students, only 4% went on to earn a credential. Black students, students with children, female students and American Indian/Alaskan Native students were overrepresented among students with an eviction filing. Future lost earnings among students with an eviction filing who did not complete a credential is estimated at more than \$63 million. The sum of the rent owed by all of the students at the time of eviction was just \$490,000.

To overcome the barriers that evictions pose to securing higher education opportunities, Dallas College delivers support at multiple points during students' chronological journeys. Dallas College Student Care Network connects students with resources to help them stay in their homes or find housing. The Dallas College Foundation Emergency Aid Fund provides stipends to students facing housing and other financial insecurity. Dallas College continues to look for additional ways to help housing insecure students.



RESEARCH INSTITUTE

The mission of the Research Institute at Dallas College is to produce actionable research that informs and supports the postsecondary education needs of the Dallas College community. Through an innovative, robust and equity-driven agenda, it explores the social and economic value of a college education for Dallas College students and their community. With goals similar to the Community College Research Center at Teachers College, Columbia University, the Research Institute was founded in 2021 to engage in projects that focus on the role of community colleges in creating a more equitable education system that promotes access and success for all North Texans. The Research Institute produces impactful results that inform student-centered decision-making, using a social

science approach to analyze long-term student outcomes and lead Dallas College to positively impact and help North Texas reach the goals of the Texas Higher Education Coordinating Board's Building a Talent Strong Texas plan.

Unlike other research groups focused on community colleges, the Research Institute is embedded directly in the Student Success division of Dallas College. As a result, direct access to robust, student-level data and to institutional leaders means that analyses can be focused on specific needs, conducted efficiently and turned into tailored, actionable findings quickly and efficiently.

Among the Research Institute's impactful work on workforce outcomes:

- The Research Institute has created and launched tools to better understand and compare the economic value of colleges. The tools, freely available via interactive dashboards, help education leaders as well as prospective students and parents to better understand the value of specific colleges and universities. These tools are unique in considering demographic factors that focus on equity:
 - An interactive Value of College dashboard allows users to explore the financial returns of a college education based on selected variables, including institution and field of study.
 - The EMI2: Economic Mobility Index for Two-Year Colleges captures the most salient factors for the sector dedicated to advancing the career and economic prospects of local students.
 - Debt-to-earnings analyses and an interactive dashboard provide context for the long-term financial impact of student funding and career choices.

- Working with the University of Texas at Dallas' Texas Schools Project, the Research Institute studied student education-to-workforce pathways and how institutions can best support equitable, high returns on investment in college education. The results will help inform strategic decisions for two-year and four-year institutions across the state.
- In spring 2023, the Research Institute released the results of a fall 2022 pilot alumni survey conducted in conjunction with Strada Education Network. More than 1,500 Dallas College alumni responded about their career and wage outcomes and how they feel their education at Dallas College contributed to their success. The results were positive:
 - 57% of the alumni (70% of associate degree earners) strongly agreed that their Dallas College education was worth it.
 - A majority (51%) strongly agreed that their Dallas College education helped them achieve their goals.



11 GRANT SUCCESS

Advanced Manufacturing class at Richland

Dallas College has seen a significant increase in grant awards since becoming one college. Grant funding has tripled since 2020, when the college had \$40 million in total grant funds. As of March 2023, Dallas College has been managing \$189 million in grant funding. During the pandemic (2020-2021), funding was even greater (\$300 million) due to additional state and federal pandemic support. However, most of the \$189 million in grant funding awarded in 2021 thru 2023 is for non-COVID-related projects.

The increase in grant awards is a testament to Dallas College's commitment to providing high-quality education and workforce development opportunities to the community. The college's consolidated structure has allowed it to compete for more grant opportunities and more effectively manage grant funding.

Dallas College's consolidation has led to greater success in grant management and oversight in several ways.

- **Improved collaboration and communication with internal and external stakeholders.** It is now easier to identify and secure grant funding, as well as to ensure that grant projects are aligned with the college's strategic goals.
- **Robust training and support program for all employees involved in grant management and compliance.** This program has helped to ensure that employees have the skills and knowledge they need to effectively manage grant projects.
- **Systematic grant processes, procedures and accountability.** The grant management team has established expectations to promote grant success, consistent procedures to mitigate risks and reinforce internal controls, and measures to determine grant

distribution and performance. This process has helped to ensure that grant projects are managed consistently and efficiently.

As a result of these changes, Dallas College has been able to increase its grant awards by more than 57%. This has enabled the college to expand its programs and services, reach more students and make a greater impact on the community.

\$10 MILLION US DEPARTMENT OF LABOR WORKFORCE DEVELOPMENT FUNDS

A \$10 million U.S. Department of Labor grant in 2021 awarded workforce development funds to Dallas College, which was one of only five higher education institutions selected to participate. Dallas College's project, "Innovative Strategies—One Workforce," provides training in key sectors of the economy, including cybersecurity, information technology, advanced manufacturing, robotics and transportation. This grant will help train up to 4,000 people in skills to embark on high-tech careers central to the new economy. Dallas College is working with Workforce Solutions Greater Dallas to connect students with industry partners. The grant will also allow Dallas College to further develop its competency-driven, work-based learning opportunities to train underemployed workers. To that end, it will drive a culture shift with employers to hire people with untapped potential, while calibrating employer job criteria around valuable experience and competency-based skill sets.

\$2.5 MILLION TRUE GRANT

Dallas College received a \$2.5 million Texas Reskilling and Upskilling through Education (TRUE) grant from the state in 2022. The purpose of TRUE grants is to build a talent-strong Texas through the creation, expansion and redesign of workforce education and training credential programs in high-demand. For example, TRUE grants can be used to train personnel for the more than 600 openings with Dallas Police Department or more than 2,300 available IT jobs in the Dallas-Fort Worth region.

DOL APPRENTICESHIP BUILDING AMERICA

The \$5 million Building America grant creates youth apprenticeships and pre-apprenticeships. This work builds on the strong foundation Dallas College has established in Registered Apprenticeship Programs and will extend that pipeline of opportunities to youth as young as 16. The program offers an earn-while-you-learn model with living wages, ensuring that youth can have financial security, while also pursuing educational pathways that will support their lifetime career success.

ECONOMIC DEVELOPMENT ADMINISTRATION GOOD JOBS CHALLENGE

The \$8.8 million grant creates regional career pathways in biotechnology, biomanufacturing and bioinformatics. This project represents

a historical level of collaboration with five sub-recipients and over 25 organizations offering services to support the success of the program. At least 800 individuals will receive training and support preparing them for successful careers in biotechnology.

U.S. HEALTH RESOURCES AND SERVICES ADMINISTRATION

The \$1 million grant will increase the number of student nurses from underrepresented populations. The grant will provide scholarships and robust support services to increase the pipeline of nurses in the region.



\$100,000 GRANT FROM DALLAS FOUNDATION

A \$100,000 grant from the Dallas Foundation to Dallas College Foundation allowed Dallas College to launch its Young Scholars Program, providing free drop-in child care for enrolled students. In spring 2023, the program launched at the El Centro Campus. In collaboration with the YMCA, Dallas College now provides quality child care, lessening this barrier to student parents' meeting their educational goals.

\$2.7 MILLION FROM TEXAS WORKFORCE COMMISSION

In spring 2023, the Texas Workforce Commission (TWC) awarded \$2.7 million to Dallas College to support its Early Childhood Education Pipeline Project. Texas is facing an early childhood education workforce crisis. Dallas College is developing an online, competency-based Texas core curriculum geared toward designing postsecondary credentials for the early childhood workforce. Through the project, an additional 500 early childhood educators will be employed at Texas Rising Star-rated child care centers by fall 2024. The funding will also help Dallas College develop a comprehensive early childhood workforce data system for North Texas.

U.S. NATIONAL SCIENCE FOUNDATION ENGINES DEVELOPMENT AWARD

In May 2023, Dallas College was part of a network of 26 regional organizations awarded \$1 million from the U.S. National Science Foundation (NSF) Regional Innovation Engines program. The consortium, called

the Texoma Innovation Engine, was among more than 40 teams from across the nation selected to receive one of the first-ever NSF Engines Development Awards. Dallas College will work with the University of North Texas to advance the logistics industry as an economic driver in the Texoma Region through research, logistics innovation and expediting laboratory-to-market technology transfer. The awards will help the organizations to create connections and develop local innovation ecosystems to prepare strong proposals for becoming future NSF Engines, with the opportunity to receive up to \$160 million.



In May 2023, Dallas College was part of a network of 26 regional organizations awarded **\$1 million** from the U.S. National Science Foundation (NSF) Regional Innovation Engines program.





12

TALENT MAXIMIZATION

EMPLOYEE PRIORITIES

Dallas College full-time employees include approximately 843 faculty, 2,167 staff and 346 administrators. In addition, approximately 1,693 part-time faculty, 833 part-time staff and two part-time administrators serve Dallas College. One of the institution's stated priorities is employee success through the development of leaders at every level of the organization to promote an equitable culture of diversity, inclusion and high performance. In short, Dallas College hopes to become a best place to work in North Texas. To that end, Dallas College improved its parental leave policy this year. Now, employees who have been full-time for at least one year can take up to eight full weeks in the first year following the birth or adoption of a child.

During 2022, Dallas College conducted a PACE survey through the Belk Center for Community College Leadership and Research. A total of 1,697 faculty, administration and staff took the time to give their input. The goal was to measure four climate factors: institutional structure, supervisory relationships, teamwork and student focus, and use the results to inform its goals moving into 2023.

Positive themes included Dallas College's student focus and commitment to student success and service to students as well as the institutional structure in terms of direction, vision, mission, reorganization and positive impacts to employees. Challenges identified were institutional structure in terms of communication, decision making and administrative processes, as well as staff shortages, organization and procedures related to how we serve our students.

Major Dallas College priorities identified for 2023 are:

- **Employee success**
- **Student success**
- **Community and workforce engagement**
- **Operational and institutional effectiveness**

Overall, among the expected outcomes is an improvement in the Dallas College student and employee experience by determining and addressing gaps with interpersonal interaction as well as adopting more efficient and appropriate communication practices.

WORDS THAT MATTER—WORLD CAFÉ SESSIONS

Dallas College employees were invited to 18 World Café sessions held at seven different locations as well as online during February 2023. A total of 443 employees gathered to build a Dallas College values statement by selecting value words that matter to them in their work and describing how those values are demonstrated in action.

Each table blended groups of faculty, staff, and administrators across the college. Joy, excitement, sincerity and a sense of belonging brought the groups together to share ideas. Using markers and crayons to jot words and drawings on paper, employees shared their thoughts for how each of the values selected are or should be demonstrated. A total of 4,213 ideas from 509 posters were transcribed and collected for each top value word. These were reviewed and clustered in themes to inform the writing of a values statement.

WORDS THAT MATTER RESULTS

The values statement was accepted by Dallas College leadership and presented to Dallas College Board of Trustees on May 2, 2023.

DALLAS COLLEGE VALUES STATEMENT

Mission: To transform lives and communities through higher education.

Overall purpose:

- To ensure Dallas County is vibrant, growing and economically viable for current and future generations.
- To provide a teaching and learning environment that exceeds learner expectations and meets the needs of our students, employees, communities and employers.

Dallas College committed to fulfilling its mission and purposes through these core values that shape the culture of the college.

- **Integrity:** We communicate openly, honestly, effectively and transparently, follow through with intention and lead by example, taking ownership of and responsibility for our actions.
- **Respect:** We acknowledge and value our employees and their right to be seen and heard, assume positive intent in each other, and will be understanding and mindful of everyone's time, talents and contributions, with empathy and appreciation.

- **Opportunity:** We ensure equitable access to an environment of continuous learning, support professional and personal growth to create pathways for upward mobility, and provide space for responsible risk-taking to explore new possibilities for our students, employees, community and employers to, through and beyond Dallas College.
- **Accountability:** We model personal and organizational responsibility, proactively address problems with solutions, reliably follow through on commitments, and never lose sight of our purpose.
- **Collaborating:** We break down silos by connecting across departments with clear communication, sharing talents, skills, ideas and resources, asking meaningful questions and building consensus around common goals.
- **Inclusion and diversity:** We provide a welcoming, respectful working and learning environment where we embrace, appreciate, value and celebrate our differences and similarities, encouraging employees to participate in open conversations where everyone has a chance to be heard, acknowledged and welcomed.

SEAT AT THE TABLE

The Employee Engagement Survey and Words That Matter sessions allowed Dallas College employees to give voice to their experiences and values at work. As a next step, A Seat at the Table was launched in summer 2023 with four initial sessions. While all employees were invited to sign up, to keep the sessions manageable and allow interaction, sessions were limited to 30 participants.

An additional 20 fall sessions will follow to give voice to any employee who would like to participate. The goal of A Seat at the Table is to help bring ideas forward to create solutions for challenges and discuss themes identified in the employee survey. At each of the challenge-oriented sessions, employees will gather in small groups to bring ideas to the table. Through the sessions, ideas gathered from across locations and a variety of employee viewpoints, will be discussed, collected and brought together. They will eventually be grouped and posted on the Action '23 SharePoint site and accessible to all employees. Leadership will review the sessions and updates will reflect specific ideas taken into action.

LAUNCH OF FLEXWORK

Following COVID-19 and the sudden essential move to work from home, Dallas College leadership saw the possibility to improve the employee experience and attract and retain top talent by instituting a FlexWork policy. Dallas College hopes that FlexWork leads to greater work-life balance and higher employee satisfaction. Alternative work arrangements, depending on business needs and collaboration between the supervisor and the employee, could include the following:

- **Remote**—A work schedule that permits an eligible employee to perform all job functions and/or duties remotely, from an alternate workplace.
- **Hybrid**—A work schedule that permits eligible employees to work from an alternate workplace one or more days per week.
- **Compressed schedule**—Permits employees to

compress a full-time workload into fewer than five days per week to complete all job responsibilities without altering the total hours worked.

- **Flextime schedule**—Permits employees to vary their workday start and end times without altering the total number of hours worked in a work week.

NEXT GENERATION PERFORMANCE MANAGEMENT AND INCENTIVE COMPENSATION PILOT

A new performance management process at the executive level recognizes high performing employees through achievement of established goals and leadership behaviors. This framework will foster a culture of accountability and performance that links to establishing Dallas College as a best place to work. The advanced compensation and analytics functionality of Workday will allow the effective management of this process. The incentive-based pay concept will be introduced during 2023-2024. Expected benefits include the following:

- Alignment with the chancellor's strategic initiatives.
- Link strategic priorities to individual goals and accountability.
- Assess leadership behaviors and individual performance.
- Create a system of accountability that rewards employees based on performance.
- Encourage teamwork through collaboration and shared goals.
- Foster an environment of innovation and continuous improvement.
- Establish clear priorities to manage employee burnout.



Each year Dallas College students and staff receive local, state and national recognition. Here are a few of those honors from the past three years.

INSTITUTIONAL AND STAFF NATIONAL AWARDS AND RECOGNITION

May 2023

Dallas College was recognized with a 2022-2023 Innovation of the Year Award by the League for Innovation in the Community College for having the first teacher apprenticeship program in Texas to address teacher shortages.

May 2023

Dallas College received a Community College of Excellence Award from the National Association for Community College Entrepreneurship (NACCE) for exemplary service and support—a testament to the outstanding support our staff provides to veterans who enroll at our college and those who seek help in starting a business.

April 2023

Dr. Karen Stills, associate vice chancellor of student success at Dallas College, has been selected to participate in the 2023-2024 class of the Aspen Rising Presidents Fellowship.

April 2023

Dr. Justin H. Lonon, Dallas College chancellor, was recognized with a Paragon President Award from Phi Theta Kappa Honor Society (PTK) for outstanding support of student success and providing high-quality learning environments. It comes directly from Dallas College students.

October 2022

Two Dallas College leaders, Dr. Pamela Luckett, chief digital engagement officer, and Dr. Nikki Ceaser-Small, senior director of campus administration at Cedar Valley, were accepted into the Thomas Lakin Institute for Mentored Leadership.

August 2022

Dr. Marisa Pierce, Dallas College associate vice chancellor of enrollment management, was selected to participate in the Aspen Rising Presidents Fellowship program.

August 2022

Dr. Kathaleen Acosta, Dallas College senior director for workforce advancement and development, and Dr. Carlos Cruz, dean of Dallas College's Student Care Network, were selected to the fourth cohort of the Hispanic Association of Colleges and Universities (HACU) Leadership Academy.



Phi Theta Kappa Students
and Chancellor Lonon

May 2022

Dallas College administrators Dr. Maria V. Boccalandro, dean of special academic programs; Larisa Ortiz, dean of multicultural affairs, and Roberto Reyes, associate dean of success coaching, were named fellows for the National Community College Hispanic Council (NCCHC) Leadership Development Program.

April 2022

Dallas College received the prestigious STARS “Silver” rating from the Association for the Advancement of Sustainability in Higher Education. The international rating recognizes the college for its institution-wide effort to operate more sustainably amid increased social and environmental challenges.

March 2022

Dallas College was recognized by the U.S. Department of Labor as having the first teacher apprenticeship program in Texas providing students with free tuition.

March 2022

Dallas College recognized with a bronze designation for being a Military Friendly School as measured by its commitment, effort and success in creating sustainable and meaningful benefits and services for the military community.

February 2022

Dr. Linda Braddy, president of Dallas College Brookhaven Campus, was among the 2022 recipients of the Phi Theta Kappa (PTK) Paragon President Awards.

September 2021

Two Dallas College administrators—Esteban Sosa, dean of e-learning program development, and Dr. Maya Fernandez, director of the Employer Resource Center—were named to the third cohort of the Hispanic Association of Colleges and Universities (HACU) Leadership Academy.

September 2021

National Wildlife Federation honored Dallas College with a 2021 Campus Race to Zero award for getting creative with its waste-minimizing practices and promotion during the pandemic.

August 2021

Dallas College’s Dr. Shawnda Floyd, provost, and Dr. Iris Freemon, associate vice chancellor of advancement and development, were selected to join the 2021-2022 Aspen Rising Presidents Fellowship program.

June 2021

Two Dallas College administrators—Dr. Catherine Olivarez, managing director of Guided Pathways to Success, and Dr. Dina Sosa-Hegarty, dean of Thriving Learning Communities—were selected as fellows for the National Community College Hispanic Council (NCCHC) 2021 Leadership Development Program.



Phi Theta Kappa students and Board of Trustees

April 2021

Richland Campus Honors Program Coordinator Kathleen Stephens was honored as a Phi Theta Kappa (PTK) Distinguished College Administrator.

March 2021

Dallas College joined nearly 40 institutions to launch the Taskforce on Higher Education and Opportunity focused on providing greater opportunity for students and communities, ensuring student success and partnering with local communities to reimagine how higher education is delivered.

March 2021

Darcel Webb, Dallas College district manager for business diversity, was inducted into the Women’s Business Enterprise Hall of Fame.

January 2021

Dallas College was selected as part of the initial group of institutions to participate in the launch of the NBCU Academy—an innovative, multiplatform journalism training and development program to provide tools, resources and platforms for young, underrepresented voices in journalism.

January 2021

Mayor Eric Johnson named Dallas College Board Trustee Diana Flores to his 15-member Task Force on Innovation and Entrepreneurship, dedicated to strengthening Dallas as a hub for entrepreneurs.

January 2021

Michael Bailey, teacher at the Dallas College Brookhaven Campus, was awarded an honorable mention in the McGraw Hill 2020 ALEKS All-Star Educator awards.

August 2020

Dallas College administrators Dr. Marisa Pierce, vice president of student services and enrollment management, and Cynthia Aguilar, dean of student resources, were chosen for the second cohort of the Hispanic Association of Colleges and Universities (HACU) Presidential Leadership Academy. Multiple Dallas College early college high schools annually receive recognition as National Blue Ribbon Schools and College Success Awards for their track records of preparing students for college.

COMMUNITY AWARDS AND RECOGNITION

May 2023

Dallas College Brookhaven Campus was selected as Large Business of the Year by the Farmers Branch Chamber of Commerce for its dedication to equipping the area's workforce and next generation of leaders.

May 2023

Dr. Pamela Lockett-Smith, chief digital engagement officer for Dallas College, was honored by the Dallas Business Journal with a Women in Technology Award, recognizing trailblazers in technology and innovation in Dallas-Fort Worth.

November 2022

Dallas College Eastfield Campus was selected by Dallas Morning News readers as a gold winner in the Best in DFW Education category.

October 2022

Dr. Beatrice Joseph, vice chancellor of student success was honored by the Greater Dallas Hispanic Chamber of Commerce with an LA CIMA Latina Leadership Award for her significant and positive contributions to the community, while also advocating for Hispanics across the Metroplex.

July 2022

Dallas College Chief of Staff Juan Carlos Garcia was honored by the Dallas Business Journal with a 40 Under 40 Award, recognizing North Texas men and women who are making their mark in business and in the community under the age of 40.

May 2022

Dallas College was announced as a finalist in the D CEO Nonprofit and Corporate Citizenship Awards, recognized for its Sustainability Leadership.

April 2022

Dallas College Board of Trustees was honored as part of the Dallas Business Journal's Outstanding Directors Awards for its complicated and successful work in unifying seven separate college systems under a new Dallas College.

March 2022

Dallas College received the Jan Pruitt Legacy Award as part of the North Texas Food Bank Partner Agency Network, which provides access to food at hundreds of locations across a 13-county service area.

February 2022

Suzette Vaquera, a college recruitment and outreach coordinator at Dallas College Brookhaven, was honored with a Lifetime Achievement Award from the Dallas Independent School District Parent Teacher Association.

November 2021

Dr. Justin H. Lonon, who was then executive vice chancellor and chancellor-elect of Dallas College, was recognized by D Magazine's D CEO 2022 Dallas 500 as one of the most influential leaders in North Texas.

August 2021

Dallas College North Lake government faculty member James Duran was recognized with the Irving Mayor with a Keep Irving Beautiful Educator Award.

November 2020

Dallas College honored with Community Conscious Award from the Regional Black Contractors Association (RBCA).

January 2020

Dallas College Board Trustee Monica Lira Bravo (now board chair) was named to the Dallas Business Journal's "40 under 40" list. The honor acquaints the Dallas business community with "rising stars" of the North Texas business community.

STUDENT AWARDS AND RECOGNITION

SPORTS—NATIONAL CHAMPIONSHIPS

Since the reorganization of Dallas College as one institution, its sports teams have continued to excel, garnering several National Junior College Athletic Association Division III National Championships since 2020.

2023

- Esports FIFA Spring Open: Mountain View

2022

- Men's Basketball: North Lake Campus
- Men's Soccer: Richland Campus
- Women's Soccer: Brookhaven Campus
- Esports NBA 2K Fall Open: Cedar Valley

2021

- Men's Soccer: Richland
- Women's Soccer: Brookhaven

2020

- Men's Soccer: Richland



Esports winner at Cedar Valley Campus

JOURNALISM AWARDS

Dallas College students manage four successful student publications and websites—The Brookhaven Courier, The Et Cetera (Eastfield), News-Register (North Lake) and Richland Chronical/Richland Student Media. The Richland campus also has a web radio and television station. Each year the young journalists, editors, photographers and artists bring home numerous awards from both national and state competitions. Some of those national awards are listed here.

Associated Collegiate Press Awards

2022

- Pacemaker Newspaper: The Et Cetera, Editor: Harriet Ramos, Adviser: Lori Dann
- Digital Advertisement Second Place: Mattheau Faught, The Et Cetera, “Writers needed”
- Graphic Designer Honorable Mention: Mattheau Faught, The Et Cetera
- Cartoon Fifth Place: Jerry Weiss, Richland Chronicle, “Stop teasing your sister!”
- Design Newspaper Front Page First Place: Desiree Gutierrez, The Brookhaven Courier
- Design Newspaper Page/Spread Fifth Place: Mattheau Faught, The Et Cetera, “A forgotten genre: Five essential giallo classics”
- Reporter of the Year Honorable Mention: Carmen Guzman, The Et Cetera
- Photo Environmental Portrait Honorable Mention: Brandon Donner, The Brookhaven Courier, “Delta-8 – Malen Blackmon”
- Best of Show Newspaper/Newsmagazine Fourth Place: The Et Cetera; Sixth Place: The Brookhaven Courier; Tenth Place: Richland Chronicle
- Best of Show Website Third Place: The Et Cetera October 2022

2021

- Pacemaker 100 Newspaper: The Et Cetera, Eastfield College
- Pacemaker Newspaper finalist: The Et Cetera, Editor: Harriet Ramos, Advisers: Elizabeth Langton, Lori Dann, Sarah Sheldon
- Pacemaker Online: The Et Cetera, Dallas College Eastfield Campus, Editors: Mattheau Faught, Chantilette Franklin, Jordan Lackey, Harriet Ramos; Advisers: Sarah Sheldon, Lori Dann, Elizabeth Langton
- Print Advertisement Honorable Mention: “Join The Et Cetera Staff,” Mattheau Faught, The Et Cetera
- Online Advertisement Honorable Mention: “Make a plan to vote,” Barbara Gandica Martinez, RichlandStudentMedia.com
- Comic Strip/Panel Honorable Mention: “Can’t come in without a mask,” Jerry Weiss, Richland Chronicle

- Design Newspaper Page/Spread First Place: “Black Songs Matter,” Mattheau Faught, The Et Cetera
- Reporter of the Year Honorable Mentions: Harriet Ramos, The Et Cetera; Desiree Guetierrez, The Brookhaven Courier
- COVID-19 Coverage Broadcast News or Features Honorable Mention: “Three students, three COVID stories,” Dara Jones, KDUX WebRadio

2020

- Newspaper Pacemaker Winner: The Et Cetera, Eastfield College, Editor: Skye Seipp, Advisers: Lori Dann, Elizabeth Langton, Sarah Sheldon
- Online Pacemaker Winner: The Et Cetera, eastfieldnews.com
- Print Advertisement Honorable Mention: “Motley Wants You,” Erik Krouskop, The Et Cetera
- Online Advertisement Honorable Mention: “Poetry Slam,” Anthony Lazon, Jessica Martinez, The Et Cetera
- Newspaper Special Section/Advertising Fourth Place: Eastfield Experience, Ariel Evans, Gabriella Evans, Erik Krouskop, Anthony Lazon, Skye Seipp, The Et Cetera
- Audio Advisement Second Place: “Voter Registration Awareness,” Mike Sokolski, KDUX WebRadio;
- Audio Advisement Fourth Place: “Voter Registration Awareness (Spanish),” Barbara Gandica Martinez, KDUX WebRadio
- Editorial Cartoon, Fifth Place: “Trump Art Gallery,” Eriana Ruiz, The Brookhaven Courier
- Comic Panel/Strip Third Place: “Motley – Athletics,” Ariel Evans, Gabriella Evans, The Et Cetera
- Newspaper Front Page Honorable Mention: Anthony Lazon, The Et Cetera
- Multimedia Story of the Year Honorable Mention: “Alumnus knocks out UFC debut,” Ivan Avila, Jacob Vaughn, Marissa Zamora, The Brookhaven Courier
- Reporter of the Year Honorable Mention: Mykel Hilliard, The Brookhaven Courier
- Sports Feature Story Honorable Mention: Brianna Harmon, The Et Cetera
- Ernie Pyle Human-Interest Profile Honorable Mention: Skye Seip, The Et Cetera
- COVID-19 Coverage Broadcast News or Feature Story Honorable Mention: Muslims celebrate Ramadan from home, Skye Seipp, The Et Cetera; Staff ChronicleTV News Quarantine Edition
- Best of Show Newspaper Fifth Place: The Et Cetera
- Best of Show Website Sixth Place: The Et Cetera
- Individual Recognition COVID-19 Reporting Eighth Place: Chantilette Franklin, Jordan Lackey “COVID-19 nurse, Eastfield student, gives back to community,” The Et Cetera

Pinnacle Awards

2022

- Newspaper of the Year Honorable Mention: The Et Cetera
- Best Advertisement First Place: Alex Ortuno, Richland Chronicle

2021

- Radio Station of the Year First Place: KDUX WebRadio
- TV Station of the Year Honorable Mention: ChronicleTV
- Website of the Year Third Place: The Et Cetera
- Newspaper of the Year Honorable Mentions: Richland Chronicle; The Et Cetera
- Best Editorial Illustration Third Place: The ET Cetera

2020

- Best College Media Outlet of the Year Honorable Mention: The Et Cetera
- TV Station of the Year Second Place: ChronicleTV
- Website of the Year Third Place: Richland Student Media
- Website of the Year Honorable Mention: The Et Cetera
- Best Ad Supplement/Special Section Honorable Mention: The Et Cetera
- Best Advertisement Second Place: The Et Cetera
- Best Comic Strip Second Place: The Et Cetera
- Best Newspaper Nameplate First Place: The Et Cetera
- Best Online Main Page Honorable Mention: The Et Cetera
- Best Social Media Presence Third Place: The Et Cetera



SkillsUSA and Board of Trustees

SKILLSUSA

Each year Dallas College students compete in SkillsUSA competitions in a broad variety of categories. SkillsUSA, like Dallas College, is committed to ensuring a skilled future workforce. Programming covers 130 trade, technical and skilled service occupations and the organization serves 340,000 students and instructors in middle and high schools, as well as colleges and postsecondary institutions from every U.S. state. Students earning medals in the state competition are invited to participate in the national competition. National award winners are listed here:

National SkillsUSA 2023

- Gold Medalists: Jesse Serrano and Shaina Albert in Interactive Application and Video Game Development
- Silver Medalist: Brycen McLaurin in Masonry
- Bronze Medalists: Meshack Mashua, Orlando Silva, and Tabitha Tudor in Community Service; Frida Hutchinson in Culinary Arts; Tairan Lockett in Extemporaneous Speaking; Omar Vazquez in Power Equipment Technology

National Skills USA 2022

- Silver Medalists: Robert McKibben in Masonry; Juan Rey, Restaurant Service

TEXAS JUNIOR COLLEGE STUDENT GOVERNMENT ASSOCIATION

2023

- Poetry: Tony Ramirez Amendarez, Richland, first place, “A Student’s Mind”
- Best Essay: Mountain View, second place; Cedar Valley, third place
- Best Event: North Lake, third place, UNO Reverse Panel; Richland, honorable mention, World Culture and Peace Day Celebration
- Best Video: Brookhaven, third place
- Community Service Event: Richland, first place, “Giving Globally”; Mountain View, third place, “Rebuilding Our Community”
- Best Scrapbook: Richland, first place
- Chapter of the Year: Richland, third place.
- Student of the Year: Celia Hall, Richland, SGA President
- Texas Legend Award: Richland, Louise Rogers Kiem

2022

- Student of the Year: Daniel Juarez, Richland
- Community Service: Richland
- Texas Advisor Legend Award: Miyoshi Holmes, Cedar Valley
- Distinguished Campus Award: Richland

2021

- Student of the Year: Ferdinando Castro Gonzalez, Richland
- Joel Franke Memorial Advisor of the Year: Kelly Sonnanstine, Richland
- Community Service: Brookhaven
- Best Event: Brookhaven
- Poetry: Brookhaven

2020

- Student of the Year: Mhakeda Shillingford, North Lake
- Community Service: Brookhaven

- Best Essay: North Lake
- Best Event: North Lake
- Poetry: Cedar Valley
- Sweepstakes: North Lake

OTHER STUDENT RECOGNITION AND AWARDS

June 2023

Tonatiuh Perez received an honorable mention for his piece “Heliotropism” in the Annual League for Innovation International Art Competition.

May 2023

The Richland Campus theater program won three national Kennedy Center American College Theater Festival awards for its production of “Self-Injurious Behavior.” The honors included the Kennedy Center Citizen Artist Award and Distinguished Achievement in the Facilitation of a Brave Rehearsal Space. Student Ava Stipe was recognized for Distinguished Achievement in Stage Management.

May 2023

Prabin Dhakal was named a finalist in the Texas Cup Pitch Competition and was selected to make a business pitch for his MindCraft Academy app to 500 potential investors at the GSV Mission Summit at Southern Methodist University.

March 2022

Culinary student Preston Nguyen won two cooking competitions, beating longtime professional chefs, to become the youngest person ever to win the World Food Championship and take home a \$100,000 prize.

December 2021

Heajung Jina Lee’s submission “Be Happy” won the Catholic Foundation’s 16th annual Art on the Plaza competition, earning Lee a \$2,500 stipend and a high-visibility exhibition opportunity.

April 2021

Tristan Scott was first runner up for the Jack Stone Award for New Music for his tune “Rhythm Song.” The Jack Stone Award for New Music is the only national music competition open solely to community college students.



El Centro Culinary student



While the surrounding Dallas County communities continue to outpace the nation in job growth—11.1% (427,845 jobs) over the last five years, compared to 3.4% nationally—Dallas College is driven toward cultivating a culture of innovation that yields a tangible impact on student success, workforce development and economic growth.

COMMITMENT TO INNOVATION

Dallas College's approach to innovation has been redefined to include:

- The introduction and implementation of new ideas, methods and technologies that bring positive changes in the way community colleges operate, educate and serve their students and communities.
- The development and integration of new curriculum, programs, teaching methods, learning technologies, student support services and community and industry partnerships that enhance the quality and relevance of education and training.
- The use of data-driven approaches to improve student outcomes, increase access to education and address the diverse needs and challenges of students from different backgrounds and communities.

By 2030, Dallas College predicts it will have awarded more than 100,000 credentials and likely will have an enrollment of around 179,000 students. Some of the areas where it will grow and innovate to meet future industry and community needs are:

- Additional and more efficient pathways to key jobs in health care, logistics, technology and business, while expanding and creating programs in high-demand areas such as airframe maintenance technician, cryptography and cybersecurity
- Launching up to five four-year programs in high-demand industries, including its current Bachelor of Science in Early Childhood Education and Teaching, a Registered Nurse-Bachelor of Science in Nursing and a bachelor's in Applied Technology
- Expansion of online education offerings that serve a wider audience
- A larger entrepreneur and innovation center and resources
- Additional international programming
- Child care at every campus
- Growth and expansion of campus nexus centers as gathering places for information, collaboration, academic research and special academic programs
- Innovation in the recognition of alternative prior learning credentials for both military service and civilian workforce experience
- Having the largest endowment for a community college in the country
- Increased private funding through the Dallas College Foundation, leading to expanded student resources and a Case Management Studio
- Creating additional workforce partnerships to increase student opportunities and ensure Dallas College programs continue to meet future industry needs



Dallas College has plans to re-engage and reinforce stakeholders and partners in every community where it has a presence. This will allow for the development of programming that meets the needs of unique communities and provides opportunities for underserved populations.

Programs will be geared to meet not only workforce needs but also provide robust, high-value learning for school-age children, adult learners and retired individuals. Campus presidents will lead efforts to develop a Sector Strategy, bringing together business leaders and public partners from economic development, workforce development, education and training as well as community organizations. Dallas College will act as an anchor institution promoting and sustaining partnerships in this economic development ecosystem.

By forming rapid response teams, Dallas College will be able to quickly respond to community needs and offer a comprehensive schedule of continuing education programs and courses during evening and weekend hours.

The long-term goal is to create a bridge to innovation by:

- Empowering employees to create new and exciting opportunities to serve students
- Becoming less reactive to the community and more strategic in partnerships
- Building an innovation ecosystem to generate revenue to self-sustain, grow and expand
- Creating an innovation hub to support entrepreneurship, creativity and collaboration within the college and surrounding community
- Growing partnerships with chambers and nonprofits to connect to resources
- Hosting quarterly convenings with business leaders to ensure we meet future trends



Chancellor Lonon's Conference Day speech



Conference Day 2022 registration table



Trustee Flores and employees

VISIONARY LEADERSHIP

A passionate advocate for equity in U.S. higher education and a champion of community college as a pathway to upward mobility, Dr. Justin H. Lonon assumed the office of Dallas College chancellor in March 2022, replacing Dr. Joe May.

Under a leadership transition plan approved by the Dallas College Board of Trustees in 2021, Dr. Lonon became the eighth chancellor of one of the largest community colleges in the country. Prior to becoming chancellor, Dr. Lonon had been providing executive and strategic leadership for Dallas College faculty, staff and students for over 16 years. He helped guide the institution through its historic consolidation. In a career dedicated to the mission of transforming lives and communities through higher education, Dr. Lonon has provided direction and vision for nearly every functional area across Dallas College, while maintaining focus on serving the needs of students, employees and the community.

As steward of a \$1.1 billion bond, he is charged with overseeing innovations and new facilities to support Dallas College's priorities as well as the state's 60x30TX goal of at least 60% of Texans aged 25-34 having a degree or certificate by 2030. Several new buildings housing early college centers, academic and lab space as well as student services are scheduled to open in the next two years. An Innovation Hub in downtown Dallas will follow.

In the past year, he has overseen the installation of updated IT infrastructure that includes a new Workday enterprise resource planning system, Azure Virtual Desktops and expanded broadband and Wi-Fi capabilities across all campuses. The modernized learning management system Brightspace will be launched in fall 2023. Beyond these upgrades, Dr. Lonon is dedicated to ensuring student success by busting barriers to higher education through innovative student support. Implementation of the learner care model, with its Student Care Network and transition from advisors to success coaches, has already led to greater student retention.

It's been a busy first year for Dr. Lonon, who oversaw the graduation of Dallas College's first bachelor's degree in Early Childhood Education and Teaching and the launch of an innovative student-teacher residency program that allows Dallas County to grow its own well-trained teachers. Through innovative work and learn initiatives, students in a wide variety of fields gain real-world experience, earn a salary while completing their education and help to solve local workforce shortages.

As a thought leader, Dr. Lonon works with business executives, community partners and elected officials to address labor challenges and provide students with a pathway to in-demand jobs. Under his watch, Dallas College has increased its grant awards by more than 57%. Support for small businesses and entrepreneurship has led Dallas College to create collaborative and supportive spaces for entrepreneurs. Dr. Lonon's deep belief in the dedication and ingenuity of his colleagues at Dallas College has led him to rethink

workforce development. New initiatives allow employees to enjoy a greater quality of life and share their ideas to improve processes and better serve students. Through incentive-based pay concepts and other initiatives, he is preparing Dallas College to be a best place to work in North Texas.

Under Dr. Lonon's leadership, Dallas College is committed to cultivating a culture of innovation that will support current and future students, while addressing the region's most pressing workforce needs.



Chancellor Lonon at Conference Day





Dallas College Military Family Fun Day



Dallas College students at Dallas Pride parade



Dia De Los Muertos Celebration



The Spirit of El Centro event



Juneteenth Celebration



New Student Orientation Day



Dallas College Career Fair



Bits and Bites



Dallas College Nurse graduates



Dallas College ESL graduates



Occupational Therapy class



Dallas College Alum Judge Vonda Bailey



Dallas College Foundation Pantry Drive



Tutoring session



Arbor Day Celebration



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