



## Memorandum

August 1, 2008



Dear St. Philip's College Family;

As we anticipate a great Fall 2008 semester, I want to share key decisions and accomplishments toward reaching our goals over the last several months. Since the Spring semester we have made progress toward bringing consistency to faculty teaching loads, increasing average class size targets, articulating Good to Great quality improvement opportunities, hiring three new deans and many new faculty, and as a District, implementing a plan to bring staff salaries in line with market base. In addition we are on target for the completion of our Learning Resource Center and Health Sciences building. I want to thank everyone for the great efforts made in moving us toward greatness.

### **15 Credit Hour Teaching Load**

Though work still needs to be done to finalize the 15 credit hour faculty teaching load, the college now has almost all faculty functioning within this parameter. My goal is for us to have adjustments for all faculty in place for the Fall 2008.

### **Increased Class Size**

Through your diligent efforts, the College has managed to increase average class size targets to 23. The State Comptroller recommended an increase in class size as part of the Texas State Performance Review (TSPR). The auditors reviewed class size of our Texas peer institutions and found that the district size of approximately 18 was well below the 25 of our peers. District analysis has shown that for each one student increase in class size, the district can save \$1 million. There is little evidence that an increase of this small amount has a detrimental impact on student learning and the savings will help offset the increasing cost of instruction and allow the district to remain competitive in its efforts to recruit and retain quality faculty.

### **Good to Great Quality Improvement Opportunities**

The summer Good to Great Retreat, with over 80 SPC employees participating, resulted in the articulation of quality improvement opportunities that we are now weaving into our strategic plan.

### **New Leadership, New Faculty**

The College is strengthening its human capital with the hiring of over 22 new and replacement faculty members and filling three open dean positions. New SPC Deans include:

Dr. Christopher Pate    Dean of Health Sciences  
Dr. Dreand Johnson    Dean of Arts and Sciences  
Dr. Michael Chavez    Dean of Educational Support Services

### **Salary Compression**

In order to ensure our staff salaries are market based and fair across the District, the Board has approved implementation of the staff compensation and compression studies, with a cost of about \$7 million as well as stipends for certain high-demand positions. Additional studies will be completed for the faculty and administration.

### **Reminders**

It is important that we honor the confidentiality of all student and personnel matters. There are legal and ethical issues related to confidentiality that each of us must consider before engaging in conversations or emails or any other kind of communication relating to student and personnel privacy.

As we continue on our path toward greatness, we need to prepare ourselves for continual change and we need to learn how to embrace that change. I encourage you to think creatively and to work within your area to make continuous quality improvements in processes and outcomes. Remember, it takes conscious choice and discipline to achieve greatness.

Regards,



Adena Williams Loston, Ph.D.  
President



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*Greatness is not a function of circumstance.  
Greatness, it turns out, is largely a matter of conscious choice, and discipline.*  
Collins, 2005