In Memoriam

• Frank Perez
  – Passed away January 8, 2016
  – Joined A&M-Commerce staff in 1988
  – Retired as Director of Disability Services in 2007
  – Memorial service to be held January 16 at 2:30 p.m. at the Kingdom Hall of Jehovah’s Witnesses in Garland

• Conrad Bauschka
  – Passed away January 1, 2016
  – Joined A&M-Commerce faculty in 1964
  – Retired as Professor of Music in 2006
  – Memorial service to be held on January 23 at 11:00 a.m. at St. Joseph’s Catholic Church in Commerce
In Memoriam

• Joe Fred Cox
  – Passed away December 20, 2015
  – Joined A&M-Commerce faculty in 1967
  – Retired as Assistant Professor of History in 2000
  – Named Assistant Professor Emeritus shortly after retirement

• Robin Sullivan
  – Passed away November 18, 2015
  – First joined A&M-Commerce staff in 1973
  – Worked for Campus Recreation since 1984
In Memoriam

• Dorothy Ingram
  – Passed away November 11, 2015
  – Joined A&M-Commerce faculty 1959
  – Retired as Professor in the Department of Health & Human Performance in 1997
  – Inducted into the A&M-Commerce Athletics Hall of Fame for Meritorious Service in 2011

• Margaret Wheat
  – Passed away October 28, 2015
  – Joined A&M-Commerce faculty in 1948
  – Retired as Professor of Music in 1992
Dr. Betty Block

Formerly Interim Associate Provost

Education

- Bachelor of Science, Elementary Education—Physical Education Specialization, East Texas State University (1976)
- Master of Science, Physical Education, East Texas State University (1978)
Assistant Provost for Special Projects

- Dr. Madeline Justice
- Formerly Interim Assistant Provost
- Will also be serving as Faculty Ombudsperson (one-year pilot)
- Education
  - Bachelor of Arts, English & Government, Texas Woman’s University (1972)
  - Master of Arts, Government & History, Texas Woman’s University (1977)
  - Doctor of Education, Curriculum, Supervision & Instruction, East Texas State University (1989)
Executive Director for
Institutional Effectiveness & Research and
Director of the Quality Enhancement Plan (QEP)

- Dr. Shonda Gibson
- Formerly Director of the QEP
- Education
  - Bachelor of Applied Arts & Sciences, Texas A&M University-Commerce (2008)
  - Master of Business Administration, Management & Economics (2009)
  - Master of Science, Psychology, Texas A&M University-Commerce (2011)
  - Doctor of Philosophy, Educational Psychology, Texas A&M University-Commerce (2012)
• Dr. Tomás A. Aguirre
• Former Dean of Students, Associate Vice President of Student Affairs (University of New Mexico, Albuquerque)

• Education
  – Bachelor of Arts, Political Science & International Studies, University of Texas (1991)
  – Master of Science, Educational Psychology, University of Southern California (2000)
  – Doctor of Education, Educational Leadership & Higher Education Administration, University of Southern California (2012)
Executive Director
Institute for Competency-Based Education

• Dr. Judith A. Sebesta
• Former Director of Innovation (Texas Higher Education Coordinating Board, Austin)
• Education
  – Bachelor of Arts, Communication Arts, Austin College (1988)
  – Master of Science, Theatre, Florida State University (1991)
  – Doctor of Philosophy, Theatre History & Criticism, University of Texas at Austin (1997)
Acting Dean
College of Business

- Dr. John Humphreys
- Formerly Interim Dean
- Pending confirmation by the Board of Regents
- Education
  - Bachelor of Science, Psychology, University of Southern Mississippi (1988)
  - Master of Arts, Management, Webster University (1995)
  - Doctor of Business Administration, Management, Nova Southeastern University (2000)
Head Men’s and Women’s Golf Coach

• Mr. Tyler Schiffelbein
• Former Head Coach at Bethany College (Kansas)
• Education
  – Bachelor, Sports Management & Recreation, Fort Hays State University (2007)
  – Master, Sports Studies, Fort Hays State University (2011)
New Faculty & Staff

Patience Bryant, Associate Director, Campus Life & Student Development
Dongmei Cheng, Assistant Professor, Literature & Languages
Tiffany Clark, Admissions Recruiter, Freshman Admissions
Aimee Dihle, Research & Sponsored Programs Administrator, Office of Research & Sponsored Programs
Kimberly Huffman, Security Guard, University Police
Mei Jiang, Statistics Advisor, College of Education & Human Services
Ashely Kimble, Success Coach, University College
Michelle Kizer, Administrative Assistant, Psychology, Counseling & Special Education
Donghwoon Kwon, Ad-Interim Assistant Professor, College of Science & Engineering
Kristin Lewis, Student Solutions Specialist, Registrar
Valerie Lutes, Research & Instruction Librarian, Library
Angela Martinez, Success Coach, University College
Timothy McMurray, Athletic Director, Athletics
Samantha Mendoza, Talent Acquisition Specialist, Human Resources
Tameca Minter, Counselor & Multicultural Specialist, Counseling Center
Shannon Moseley, Counselor, Counseling Center
Michael Opara, Assistant Professor, Accounting
Cheyenne Patterson, Administrative Assistant, College of Business Advising
Suzanne Perry, Assistant Professor, Accounting
Jared Pickens, Assistant Professional Track Faculty, Economics & Finance
George Pincock, Assistant Coach, Athletics
Rickey Porter, Manager, Mail Services
Mark Powell, International Student Advisor, International Student Services Office
Richard Reeder, Ad-Interim Assistant Professor, Educational Leadership
Michelle Roberts, Research & Sponsored Programs Administrator, Office of Research & Sponsored Programs
Kirsten Shaffer, Animal Care Supervisor, Office of Research & Sponsored Programs
Roger Skipper, Farm Manager, School of Agriculture
Rebecca Stevens, Graduate Student Services Coordinator, Graduate Studies & Research
Carolyn Stotts, Student Solutions Specialist, Financial Aid
Karen St. John, Ad-Interim Instructor, Marking & Business Analytics
Courtney Sutton, Ad-Interim Instructor, Agriculture
Re’Anna Waller, Administrative Assistant, Student Access & Success
Warren Thompson, Research & Compliance Manager, Office of Research & Sponsored Programs
Denelle Vaughn, Security Guard, University Police
Dai’Jah Williams, Student Solutions Specialist, University College
Exceptional Graduate Program Rankings

• A&M-Commerce programs highly ranked on GraduatePrograms.com
  – No. 2: Early Education (Top 25 Online Elementary Education Graduate Programs)
  – No. 6: School Librarian Certification (Top 25 Library Science Degree Online Graduate Programs)
  – No. 23: Counseling (Top 25 Best Education Graduate Programs)

• A&M-Commerce ranked No. 20: Best Overall Online Graduate Programs list
Branding and Marketing Initiatives
Steel Branding

• Website Overhaul
  – Started: August 2015
  – Estimated Completion: August 2016

• Branding & Messaging
  – Started: October 2015
  – Estimated Completion: January 2016

• Marketing & Media
  – Started: October 2015
  – Estimated Completion: March 2016
University Charter School Update

• Application sent to TEA in November to establish a University Charter School in Greenville
• Begin with grades K-6 and add one grade per year to grade 12
• To open Fall 2017
• Open admission would begin April 2017
• Location in Greenville TBD
• Received first round approval January 8
Frisco Project Update

• Exploring with City of Frisco leadership the development of a new off-site location in Frisco

• Meeting next month with representatives of industries, school district, economic development corporation, Collin College

• Goal: to identify specific academic programs that would best fit the needs of the Frisco community
College of Humanities, Social Sciences & Arts
Low-Cost Textbook Initiative

- Will begin Spring 2016 with 11 core courses in the College of Humanities, Social Sciences & Arts (CHSSA)
- Voluntary, not mandatory, participation by faculty
- Will not impede academic freedom—faculty members will choose their own course material
- To include guidelines on copyright provided by CHSSA to participating faculty members
- A small incentive provided by the CHSSA dean’s office to the faculty who participate
- Students may request that specific courses be added by emailing CHSSA@tamuc.edu
African American Studies

- Taskforce – January 2016
- Minor in African American Studies – by Spring 2016
- Major in African American Studies – by AY 2016-17
- Endowed Chair/Professorship – by AY 2017-18
• Has created specific sessions to help prepare students for various Texas Education Agency (TEA) exams they must pass to become certified

• Continues to provide support to doctoral students
  – Collaborate with Graduate School
  – Reviewed approximately 120 dissertations last year
  – Conduct dissertation workshops for students and faculty
• University Physics courses transformed into a Studio Physics format
• Courses modified by Drs. Lock, Newton, and Montgomery
• Integrates lecture and laboratory for a more hands-on and participatory learning environment
• Research indicates that the Studio format has a positive impact on attitudes, performance, and retention
College of Business
Distinction in Professional Development

• Will help students develop a balanced portfolio
• Interactive, professional learning experience
• Students learn how to
  – Deliver an effective speech or presentation
  – Create a professional resume and cover letter
  – Utilize social media for job searching activities
  – Create their E-Portfolio
  – Properly network with businesses
  – Give elevator pitches
  – Conduct a professional interview
School of Agriculture

- **Maggie Salem** hired as Academic Advisor
- All faculty upgraded to faculty advisors
- Developed advising guidelines specific to SoA
- Worked with Career Development to increase private sector participation in the Ag Networking Night
- Acquired plant science research farm in Greenville to expand student research and experiential learning opportunities
- Expanded the number of AG 100 sections offered to decrease maximum class size to 25
- Agribusiness major now offered both face-to-face and online
Call for Proposals
Inter/Cross-Disciplinary, Team-Taught Courses

• Must be 3 SCH undergraduate courses offered face-to-face on the main campus Fall 2016
• Must fit into students’ degree plans (can be an elective under the rubric of Special Topic)
• Must require significant active engagement by students
• Minimum enrollment of 15 students
• Must be taught by 3 or 4 full-time faculty members representing different disciplines
• If taught as overload, pay will be split among faculty teaching the course
• Participating faculty will receive a modest stipend for their professional travel
Revision of Procedure

Academic Freedom, Tenure, Promotion, and Post-Tenure Review

• Divided into multiple procedures:
  – Academic Freedom
  – Implementation of Tenure and Promotion
  – Full-Time Non-Tenure Track Faculty
  – Post-Tenure Review

• Currently incorporating feedback from Department Heads, Faculty Senate, Deans, and Faculty at large into Implementation of Tenure and Promotion procedure

• Committee of Professional Track faculty to review draft of Full-Time Non-Tenure Track Faculty procedure

• Committee of tenured faculty to review draft of Post-Tenure Review procedure
Global Fellows
Recipients

- Kathryn V. Dixon
- Mary Anne Doty
- Felicity C. Grandjean
- Bo Han
- Lauren K. Krznarich
- William Scott Lancaster
- Debra Ann Lee
- Tami Butler Morton
- Bukuo Ni
- Mildred Golden Pryor
- Sonia Taneja
- Kai Sai Un
- Pamela Sue Webster
Global Fellows
Internal Support Funding

• QEP awarded the first round of internal support funding for Global Fellows
• A total of $25,900 for use in the 2016 calendar year
• All faculty and staff who have earned status as a Global Fellow are eligible to apply
• Applications must clearly describe how students will be directly involved
• Recipients must submit a final report and present an overview of the funded project
Global Fellows
Internal Support Funding Recipients

- Quynh Dao Dang
- John Humphreys
- Kriss Kemp-Graham
- Maria Fernandez Lamarque
- Shiyou Li
- Jacqueline Riley
- Robert George Rodriguez
- Leslie Toombs
Dr. David Brown selected to join the Chancellor’s Academy of Teacher Educators in 2016

- Recognizes individuals who have made significant contributions to the field of teacher education

- Academy members receive:
  - $1,000 stipend
  - Commemorative medallion
  - Certificate

- 10 new inductees to be officially recognized at the Chancellor’s Century Council annual meeting in March 2016
Mane Spring Classic

- Post 125th anniversary celebration of community
- 125 km (78 mi) team non-competitive bicycle ride
- Saturday, April 30, 2016 in Commerce, Texas
- Teams of 4 members
  - Each member rides approximately 31 km (about 19.5 mi)
  - Helmets required
  - $100 minimum donation per team
  - Awards for most creative team names
- Proceeds to fund scholarships and a local charity
- More information to follow
- Start recruiting your teams and preparing for this Mane Spring Classic!
Dr. Srinivas Nippani, of the Department of Economics & Finance, awarded the Regents Professor Award by the Texas A&M University System

- First director of the Master of Science in Finance program
- Chairs the Faculty Committee in the College of Business
- Academic Convocation: March 29, 2016
Regents Scholars

- Junior Marketing major Rachael Hildebrandt
  - Paid internship with St. Jude Hospital
  - Will be working full-time in Memphis, Tennessee this Spring
  - Coordinating volunteer events

- Sophomore Finance major Aaron Williford
  - Paid internship with the Congressional Black Caucus
  - Will be living in Washington, D.C. next spring
  - Working directly with local members of Congress
Rodeo Team

The rodeo team at the College National Finals Rodeo in Casper, Wyoming

Winning the Steer Wrestling and Team Roping at Texas A&M University (College Station)

A new recruit signing a letter of intent to Rodeo for A&M-Commerce
Lion Athletics

• Student-Athlete Advisory Committee won the LSC SAAC Cup for overall performance and community service

• Lion Athletics had 27 December graduates
• 85% of all student-athletes were above a 2.0 institutional GPA
• 47% of all student-athletes achieve a 3.0 GPA or better
• Team Highlights (percentage of students who earned a 3.0 GPA or better)
  – Softball: 79%
  – Volleyball: 79%
  – Women’s Golf: 71%
  – Soccer: 70%
  – Men’s Basketball: 69%
Football

- Won back-to-back Lone Star Conference (LSC) Championships for the first time in four decades
- First NCAA playoff berth since 1995
Soccer

- Won back-to-back LSC Championships
- NCAA first round
Campus Concealed Carry Taskforce

- Alicia Currin, Co-Chair
- Sharon Johnson, Co-Chair
- Tina Boitnott
- Blake Cooper
- Barbara Corvey
- Robert Dotson
- Josh Hardman
- Kyle Lowe
- Louis Lufkin
- Glen McCull
- Brian McGinley
- Andrea Miller
- Noah Nelson
- Derryle Peace
- Derek Preas

- Charles Robnett
- Robert Rodriguez
- Judy Sackfield
- John Smith
- Donna Spinato
- Michael Stark
- Tammi Thompson
- James Vanbebber
- Bryan Vaughn
- Lincoln Andre
- Jackson Dailey
- Khie Johnson
- Dustin Lawson
- Payton Moreland
Campus Concealed Carry Timeline

• December 1, 2015 – February 1, 2016
  – Prepare a rule for CEO approval

• February 1, 2016
  – Submit campus concealed carry rule to System Policy Office

• May 2016 – July 31, 2016
  – Make necessary implementation preparations

• August 1, 2016
  – Adopt the rule
P-3 Residence Hall

• What is a P-3?
  – A private developer takes on the risk to build a facility, and the university pays to use it
• Approximately 500 beds
• Timeline
  – Currently in planning phase
  – Actual construction will begin in June
  – Tennis courts to be relocated
  – Occupancy by Fall 2017
Nursing & Health Sciences

• SmithGroupJJR approved by the Chancellor to provide architect/engineer professional services

• Timeline
  – Currently in planning phase
  – Design kick-off meeting in mid-January
  – Construction to begin May 2017
  – Occupancy by May 2019
Fundraising Growth

Fundraising total for FY 16 so far: $642,174
Endowment Growth

Number of Established Endowments

FY 11: 6
FY 12: 12
FY 13: 15
FY 14: 14
FY 15: 16
FY 16: 5
Bridge Builders

- Participation is up by 30%
- Challenges will begin in February
- Bridge Builders Breakfast will be in April (details to come)
- Total participation in FY 15 was 41%
- The goal for FY 16 is 45%
- For more information, contact Stephanie Fiorisi
Learning, Living, and Working Climate Survey

- *Learning, Living, and Working Survey* completed
- Currently seeking IRB approval
- Survey to launch week of February 23, 2016
- All faculty, staff, and students will be asked to take the survey
- General climate information available on webpage: [www.tamuc.edu/learninglivingworking](http://www.tamuc.edu/learninglivingworking)

- Questions: Dr. Edward W. Romero
  - Chief Diversity Officer
  - Edward.Romero@tamuc.edu
  - 903-886-5004
Safe Learning Environments

• Letter from former Secretary of Education Arne Duncan and acting Secretary of Education John King sent December 31, 2015

• Outlined steps for institutions to take to encourage safe learning environments free from harassment and discrimination

• Letter will be available in its entirety on the website

• Steps included
  – Encouraging the valuing of diverse backgrounds of all students
  – Promoting respectful discourse
  – Creating opportunities for students to experience other cultures and faiths
We Are Not Alone

Five-Year Total Enrollment*

*Includes Graduate and Undergraduate Certified Headcount
Enrollment

Five-Year Undergraduate Enrollment

<table>
<thead>
<tr>
<th>Year</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2011</td>
<td>6,601</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>6,768</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>6,890</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>7,148</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>7,642</td>
</tr>
</tbody>
</table>
Undergraduate Enrollment

• Spring 2016
  – 27% increase in Freshmen who have enrolled
  – 5% increase in transfer students who have enrolled
  – 25% increase in Veterans/Military Personnel who have enrolled
  – 20% increase in Hispanics

• Fall 2016
  – Freshmen admitted up 38.99%
  – Transfer students admitted up 29.59%
Graduate Enrollment

• **Spring 2016**
  – 15% increase in new graduate student admissions
  – 66.6% of all new admitted domestic students have enrolled
  – 8.1% of all new admitted international students have enrolled (will increase due to check-in and orientation taking place this week)

• **Fall 2016**
  – 49% increase in new graduate student admissions
Five Year Undergraduate Student Enrollment Trends
White, African American, and Hispanic

<table>
<thead>
<tr>
<th></th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>62.75%</td>
<td>57.76%</td>
<td>54.91%</td>
<td>51.48%</td>
<td>49.58%</td>
</tr>
<tr>
<td>African American</td>
<td>19.28%</td>
<td>19.34%</td>
<td>21.10%</td>
<td>22.83%</td>
<td>21.57%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>12.18%</td>
<td>14.10%</td>
<td>14.34%</td>
<td>16.07%</td>
<td>17.64%</td>
</tr>
</tbody>
</table>
Retention Rates

Five-Year Undergraduate Retention Rates Trends
White, African American, and Hispanic

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>African American</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2011</td>
<td>70.02%</td>
<td>66.09%</td>
<td>73.33%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>65.21%</td>
<td>69.14%</td>
<td>74.47%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>66.22%</td>
<td>69.96%</td>
<td>70.14%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>67.71%</td>
<td>69.10%</td>
<td>70.68%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>68.38%</td>
<td>76.18%</td>
<td>69.52%</td>
</tr>
</tbody>
</table>
Graduation Rates

AY 11-15 Four-Year Graduation Rates Trends
White and African American

<table>
<thead>
<tr>
<th></th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>22.84%</td>
<td>22.16%</td>
<td>21.09%</td>
<td>26.42%</td>
<td>25.00%</td>
</tr>
<tr>
<td>African American</td>
<td>10.53%</td>
<td>13.82%</td>
<td>7.84%</td>
<td>11.69%</td>
<td>7.69%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>21.21%</td>
<td>21.67%</td>
<td>18.92%</td>
<td>20.00%</td>
<td>18.64%</td>
</tr>
</tbody>
</table>
**AY 11-15 Six-Year Graduation Rates Trends**
*White, African American, and Hispanic*

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>African American</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2011</td>
<td>37.84%</td>
<td>29.13%</td>
<td>33.33%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>37.84%</td>
<td>22.35%</td>
<td>29.31%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>46.17%</td>
<td>33.74%</td>
<td>43.08%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>41.25%</td>
<td>42.22%</td>
<td>44.26%</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>44.68%</td>
<td>25.65%</td>
<td>36.49%</td>
</tr>
</tbody>
</table>
## Enrollment

### Semester Credit Hours Over 120

<table>
<thead>
<tr>
<th>College</th>
<th>Students Above 120 SCH</th>
<th>Percent of Students Above 120 SCH</th>
<th>Average Hours Completed</th>
<th>Average Institutional Hours Completed</th>
<th>Average Attempted Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Agriculture</td>
<td>36</td>
<td>2%</td>
<td>140</td>
<td>83</td>
<td>13.75</td>
</tr>
<tr>
<td>College of Business</td>
<td>251</td>
<td>16%</td>
<td>140</td>
<td>64</td>
<td>11.37</td>
</tr>
<tr>
<td>College of Education &amp; Human Services</td>
<td>643</td>
<td>41%</td>
<td>140</td>
<td>63</td>
<td>11.89</td>
</tr>
<tr>
<td>College of Humanities, Social Sciences &amp; Arts</td>
<td>250</td>
<td>16%</td>
<td>138</td>
<td>81</td>
<td>11.54</td>
</tr>
<tr>
<td>College of Science &amp; Engineering</td>
<td>396</td>
<td>25%</td>
<td>141</td>
<td>58</td>
<td>10.74</td>
</tr>
</tbody>
</table>

Total Students: 1,580
20% undergraduate students have more than 120 SCH

*Includes students who graduated Fall 2015*
"Ah, Pogo, the beauty of the forest primeval gets me in the heart.

It gets me in the feet, Porkypine.

It is hard walkin' on this stuff.

Yep, son, we have met the enemy and he is us."
Chancellor’s Cup
Outcomes-Based Competition

• Proposed System Initiative
• Includes competition among system members that would provide a cash award to the institution that makes the best progress in improving student success
• Measure student success in a way that allows institutions to benchmark against themselves
• Competition would be based on improvement, not on comparisons to one another
Chancellor’s Cup Metrics

- Percent Black or African American enrollment
- Percent Hispanic enrollment
- First year persistence
- Four-year graduation rate
- Six-year graduation rate
- Transfer persistence rate
- Transfer four-year graduation rate
- Percent accumulating 30 hours or graduating in 1\textsuperscript{st} year
- Percent accumulating 60 hours or graduating in 2\textsuperscript{nd} year
- Percent accumulating 90 hours or graduating in 3\textsuperscript{rd} year
- Total STEM degrees conferred
- Undergraduate degrees awarded to at-risk students
- Undergraduate degrees awarded per 100 FTSE
- Graduate degrees awarded per 100 FTSE
The Completion Culture Challenge

• Prioritize student success
  – Clear goals
  – Sense of shared responsibility for student success with faculty and staff
  – Remove structural barriers (registration, financial aid, etc.)

• Eliminate gaps
  – Provide targeted academic supports
  – Early warning systems for advising needs
  – Increased student engagement with faculty and staff

• Coordinate support systems across campus and the community
  – Target students who most need services
  – Timely, continuous support from entry through graduation

• Use data
  – Identify at-risk students’ specific loss points along the degree pathway
  – Identify effective intervention programs

*Taken from The Institute for Higher Education Policy (www.ihep.org)
By 2030, at least 60 percent of Texans ages 25-34 will have a certificate or degree.