



REACH MAGAZINE

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REACH Magazine is produced semi-annually for the friends, faculty and staff of TCC by the District office of Communications, Public Relations & Marketing.

For comments or address changes, please email [tcc.reach@tccd.edu](mailto:tcc.reach@tccd.edu).

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Editor-In-Chief

**Suzanne Cottraux**  
*Executive Director of Communications, PR & Marketing*

Managing Editor & Designer

**Sara Tucker**  
*District Manager of Marketing Communications*

Contributors

*Staff Writers & Editors*  
**Kendra Prince, Connie Wiebe**  
**Rita Parson, Reggie Lewis**

*Guest Faculty Writer*  
**Andrew Rhinefort**

*Freelance Writers*  
**Alexis Patterson, Brian Melton**  
**Claire Olson, Jennifer Sicking**

Photography

**DeeDra Parrish,**  
**Brandon Tucker**

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CHANCELLOR'S CORNER

As we begin the Spring semester of our 51st year, as we approach the end of this first month of 2016 and, certainly, as we stand in a period of transition at TCC, I am reminded of how the word “January” originated. The Romans named the first month of the year after Janus, the god of gateways. Interestingly, Janus possessed two heads: one to look back and the other to look forward. And so it is with us today.

We look forward with great enthusiasm to all of the exciting work we have underway to benefit our students, our faculty and our staff. This year, TCC will introduce our new strategic plan, which will reinforce our commitments to institutional excellence, community impact and, of course, student success. We will continue our work on WIGs – that is, “Wildly Important Goals” (see the story on page 12). We will strengthen our commitment to the community, reinforce the programs we have in place to foster a college-going culture among the region’s young people and continue identifying new programs the College can introduce that will support the region’s workforce needs.

We will expand our efforts to do more to help our first-time-in-college students effectively navigate the registration and enrollment process so that they’re confidently on their way to successful completion and graduation. In response to that need, TCC has seated an Enrollment and Registration Task Force consisting of more than 30 accomplished and talented senior leaders from throughout the District. Their charge was to conduct a comprehensive review of the College’s enrollment and registration processes, procedures and practices for credit and non-credit courses and then identify opportunities for increasing effectiveness and efficiency. There are six separate sub-committees within this Task Force working on everything from a comprehensive review of the Texas and National Career Pathways Framework, to technology improvements that would support a more seamless student experience, to professional development programs that will support the new processes once they have been developed. This work is challenging, yet very critical and very exciting for our College and the students we serve. You can expect to hear quite a bit more in the coming months as their work continues.

It’s so important that we help students get on the right path early so that we can help them stay on that path toward graduation, then the next stage of their lives. There’s a saying that “all who wander are not really lost.” While that’s a lovely thought, it simply isn’t true for our students; if they wander too long, they will get lost, and they will give up. That’s why our Student Learning and Student Success Council is spending a great deal of time evaluating a Career Pathway focus to student enrollment and ongoing advisement. Many other colleges around the country have used this approach to help students determine the work they want to do, based on their desire and their aptitude, and then plot their academic paths accordingly.

You can learn more about how TCC will employ the Career Pathways model on page 18.

On behalf of the entire leadership team at TCC, we are grateful for your continued support, confidence and trust. Rest assured that our commitments to student success, institutional excellence and community impact are only strengthened by our day to day work and now reside as a part of TCC’s fundamental DNA. We look forward to sharing our progress as the year continues.



Angela Robinson

Angela Robinson  
Chancellor

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# TCC Says 'Farewell' to Erma Johnson Hadley, Transformational Leader

by Bill Lace, TCC vice chancellor emeritus

Upon hearing of Winston Churchill's death, American statesman Adlai Stevenson said, "There is a lonesome place against the sky."

Since the death of Chancellor Erma Johnson Hadley, that same sense of loss pervades TCC. It is difficult to imagine the College without her. She was so much, and for so long, an integral part of our fabric. Not only the fabric of TCC, but also of Fort Worth and Tarrant County, the African-American community, her church and home, the community college world – anywhere with wrongs to be righted, and people to be helped and uplifted.

"She was a transformational leader," said longtime friend and TCC Trustee Gwen Morrison. "She lived a transformational life."

Hadley's life at TCC began when she came to Northeast Campus in 1968, 26 years old and the ink hardly dry on her master's degree. Discovering she was one of only four African-Americans on the faculty, she confronted President Jan LeCroy, but in a gentle – for her – way.

"You're discriminating against me," she told LeCroy, explaining that he would be able to tell at a glance at a faculty meeting if any of the four were absent. "I can't play hooky!"

LeCroy laughed, but got her point. "Find more like you," he replied, "and I'll hire them." She took him at his word, and before long, such people as Daisy Dubose, Liz Branch and Patsy Gray joined the then Tarrant County Junior College family.

Hadley moved to a larger stage, reluctantly leaving the classroom to eventually become director of personnel and then vice chancellor for human resources. She wrote TCJC's first Affirmative Action Plan in 1973 and made sure it was not just words on paper, working to ensure that every qualified applicant got a fair shake. When it came to equity and diversity, she was TCJC's conscience.

Hadley's canvas expanded when she became chancellor, and she zeroed in on student success. She took a hard look at performance data, did not like what she saw and set about dragging the College out of its comfort zone. She led the charge into Achieving the Dream, mandated common textbooks for every course and initiated the expansion of non-traditional teaching modes – dual credit, e-learning and Weekend College.



Such sweeping initiatives were not always popular. "I realize the faculty hasn't always been pleased with the way I lead the College because I am absolutely focused on student success," Hadley once said. "And when I look at all of our data, I know that we must change something. We must. I either lead with boldness ... or I wait for everybody else to say, 'Let's do this.'"

Hadley's dealings with faculty leadership, though sometimes contentious, were always conducted in an atmosphere of mutual respect. And she was, as ever, a teacher.

"Chancellor Hadley taught me an awful lot about the essence of being a true leader," former Joint Consultation Committee Chair Stephen Brown said. "She told me early in my tenure, 'Stephen, after this year of service as the chairperson concludes, you will be a much different person than when you started.' I can now look back and discover so many different ways in which I did grow as a leader and as a person, and so much of it is due to the ways in which she taught me and challenged me."

In addition to creating programs for student success, she was not at all shy about seeking funding for them. Once, a developer who had received a tax break said he just didn't know how to thank the College. "Well, I do," Hadley piped up. "Someone from our foundation will contact you tomorrow."

But it was also in quieter and private, though passionate, conversations that she pleaded TCC's case. One such talk with Pete Geren, president of the Sid W. Richardson Foundation, led to a \$250,000 grant for the Academic Enrichment Program, also known as Boot Camp.

"Erma's passion for her mission was palpable and irresistible," Geren said. "My board members were pleased to provide support for her life-changing work. What an inspiring servant leader she was!"

She worked for student success not only from the mountaintop, but also on a personal level, establishing the

Chancellor's Emerging Leadership Program. Graduate Velvet Trotter met Hadley at the group's luncheon last May. "Here was this beautiful lady in a fabulous suit, with striking eyes and a big smile," she said.

As the party broke up, Trotter lingered for a chance to speak with Hadley one-on-one. "I grabbed her hand, looked her in the eye and said, 'Thank you. Because of your program I am able to be something, to feel something.' We both started crying, and she said, 'Come here, you poor baby,' and put my head on her shoulder."

Hadley's heart was big enough to take in the world outside TCC. She was a tireless worker in Fort Worth's African-American community, said Devoyd Jennings, president of the Fort Worth Metropolitan Black Chamber of Commerce, which Hadley helped found. "She created paths forward for not only being the first in many endeavors in our community, but she also was making sure that we as a community had a voice that was being heard," he said.

Hadley also was a dedicated ambassador for the wider community, taking its messages worldwide. Fort Worth Mayor Betsy Price was with her on a trip to China in September 2014. "She was the star of the show," Price said. "No matter who else was in the room, wherever Erma was, that's where the action was."

She impacted many groups, but always had time for individuals. "Not only was Erma my business partner at RSH Concessions and my son's godmother," said Norma Roby. "More importantly, she was my trusted, faithful, supportive, loyal friend for over 30 years. She brought the same level of dedication and commitment to our friendship as she did to everything else she touched."

So, choose your description – warrior, dynamo, trailblazer or megastar. All were offered in online tributes by people who now hope she will rest in peace.

Rest? Erma???

Scoot over, Gabriel. There's a new angel in town.







# The Building That's a Classroom

by Bill Lace, TCC vice chancellor emeritus

When Cody Wilson first entered South Campus' new Center of Excellence for Energy Technology (CEET), he offered a succinct critique – “WOW!” “It’s amazing,” the Heating, Air Conditioning and Refrigeration Technology (HART) student said. “It’s just so impressive the way they have everything laid out so you can see how everything in the building works.”

Ducts and pipes crisscross the corridor ceilings, colored and labeled as to what is being carried where and why. The low-pressure return ducts are orange, those for medium pressure are purple, the natural gas pipes are yellow and on and on – right down to the brown ducts for toilet exhaust.

The show and tell continues with the mechanical rooms, not tucked away in a basement, but sitting proudly on the ground floor, their workings visible through soundproof glass walls. In case the viewer has no clue as to what these workings are, signs

outside explain, for instance, that the air-conditioning equipment in Room 2205A-X is rated at 23 tons with an air-handling unit capable of transferring 262,000 cooling BTUs (British Thermal Units) per hour. And the electrical equipment in 1201A-X has transformers of 500, 300 and 225 kVA (kilowatt volt amperes).

But wait, there is more! Three large, touch-screen monitors provide real-time data on the CEET's energy consumption, show a time-lapse video of its construction and give information on exactly what went into it. If anyone wants to know how many gallons of paint were used (3,200) or sheetrock screws (84,000), it is all there.

That is just the inside. Outside, ramps leading to the entrances cross small canyons planted with native grass, shrubs and cacti to hold in place the specially designed soil mix that captures runoff from pavement and roofs, filtering out pollutants and allowing the earth below to soak up cleaner water. The accompanying sign

for these bioswales encourages the viewer to think of them as giant sponges.

Up the ramp, the trellis separating the two halves of the H-shaped facility features 416 solar panels that, at maximum capacity, deliver 138 110-volt kilowatts to the building. A wind turbine soon will appear to make its contribution.

All these “wow” moments do much more than satisfy idle curiosity. They provide real-world, real-time examples to students in the programs now housed in the Center – HART; Construction Management; Oil and Gas Technology and Renewable Energy – as well as those on the drawing board, such as Plumbing, Electrical, Hydraulic Systems and Building Automation.

Most TCC buildings *contain* classrooms; this one *is* a classroom.

.....  
"Students go to a lecture, then they walk out of that classroom and see exactly what they just talked about. What better learning element can you ask for? The building is one of the instructors...literally."

..... President Peter Jordan

“There’s not another building like this in the country,” said Thomas Ford, interim dean of the South Campus Business and Technology Division.

Ford’s assessment gets no argument from Allen McCree, project manager for Freese and Nichols, the Fort Worth firm that designed the complex. “That’s a fair statement,” he said. “It’s a pretty unique facility in that it’s a teaching tool and not just a place to teach.”

With all the eye-popping aspects of the Center as a teaching instrument, it is easy to forget that the actual classrooms and labs have their “wows,” too, including:

- a 2x4-framed, 900-square-foot house that can be drywalled by construction students, equipped with air-conditioning by students from that program and, eventually, wired by prospective electricians
- a two-room refrigeration lab with a geothermal heat pump that can remove heat from one side and pump it as hot water down five 300-foot wells where it goes through a heat-transfer process to come back up as cold water that can be used either to heat or cool, as required
- general purpose classrooms with shades that close automatically to the proper dimness when a visual presentation is being made with lectern computers that can transfer what an instructor writes with a stylus to a large screen.







Not to be overlooked is the largest room in the 87,000-square-foot, \$42 million facility. It's labeled the Multipurpose Room, but Jordan would like that rather ho-hum designation changed to Fusion Auditorium to signal one of its primary functions.

"What we want to do is make connections with industry here," said Jeff Rector, building technology department chair. "If I bring Lennox (the HVAC firm) in here to do some training, we can do it rent-free and I can sign it up as a Community and Industry Education course. We also win when they walk across the threshold because they're going to tell somebody and that's going to bring someone else. We want to get those people involved in what we're doing."

That dovetails nicely with what Jordan calls his "vision trifecta" – educating students for current and future careers, providing a forum for business and industry to train employees and showcase products and providing a resource for the community at large – including the students in South's new early college high school – to learn about energy consumption and how to use it wisely and economically.

The CEET also, in Jordan's view, is one sign of a renaissance at South Campus. "I like the term 'renaissance' and don't think a renaissance is necessarily preceded by a dark age," he said. "But the fact is that when the campus lost the Nursing Program, which really was a huge part of our identity, there was a period, and it may still exist to some extent, where we were trying to reclaim that identity. And so the whole area of industrial technology and energy technology allows us to refocus the curriculum, the culture and the academic and educational focus."

"'Renaissance' is a good word to describe what's happening on South Campus. I think that for our technological faculty and all our faculty teaching in academic areas, this building has been an inspiration."



..... • President Peter Jordan



@TarrantCountyCollege: The ribbon is cut at the Center of Excellence for Energy Technology! #TCCSouth



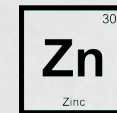
## Construction Facts



93 new trees



425 solar panels



5,810 square feet of zinc



4,373 new plants



3,280 gallons of paint



16,510 cubic yards of dirt excavated



22,266 square feet of glass



840 tons of steel



305,000 cinder blocks



29,565,000 pounds of concrete



84,000 sheetrock screws



6,707 linear feet of foundation piers

To view a time-lapse video of the CEET building construction, visit [www.tccd.edu/magazine/energy](http://www.tccd.edu/magazine/energy)





# A DIFFERENT HIGH SCHOOL JOURNEY

by Jennifer Sicking



Our students are being challenged every day. If you felt like you weren't being challenged before, that's about to end," said Lisa Castillo, principal of TCC South/Fort Worth ISD Collegiate High School, as she spoke to potential students prior to the school opening for the 2015-2016 school year.

Ana Hernandez, one of the students in the audience, listened and worried. She struggled and was bullied in middle school. Her mother, Adriana, who works in Academic Operations, learned about the new high school two days before the deadline and encouraged Ana to apply. She did, but as she learned more about the school and what would be required, she doubted herself. "I didn't have hope that I was smart enough to be in it," she said.

Fellow student Alex Hamilton knew it would be challenging, but he was excited about the possibilities. "I knew that I just had to manage my time and recognize my priorities," he said.

David Trevino had some concerns but also determination. "There's no way I can't do it," he said. "I would just have to put more effort toward it."

All three students overcame their fears and began a different kind of high school journey. Every class is honors level or dual credit for high school and college classes. After four years, the students have the potential to graduate with an associate degree or 60 hours of college credit on top of a high school education.

Early college high school differs from the more well-known

dual credit classes. Traditional high school students do not start taking dual credit classes until their junior or senior years. Early college high school students, with their way paid by the school district and college, start taking college classes in ninth grade.

It is an idea whose time has come. As of the 2015-2016 school year, 151 early college high schools were available in Texas, including six at TCC.

Currently, 102 students are enrolled at the TCC South/Fort Worth ISD Collegiate High School. And those students want to attend college. They want to be challenged. "We don't look at test scores," Castillo said. "Instead, can the student articulate to us that they can meet the high expectations, they are motivated and that they want to get right on their degree?"

Studies have shown that the majority of these students do go on to finish their degrees. A 2014 report by the American Institutes for Research found that 81 percent of early college high school students enrolled in college compared with 72 percent of traditional high school graduates. And one year past graduation, 25 percent of early college students had earned a degree, typically an associate degree, compared to five percent of other students.

A Brookings Institution and Princeton University study found that students from low-income families face a major barrier to a college education in that they are often poorly prepared to do college work. Castillo said high schools like hers ready those students to succeed in college.

"We are ultimately preparing them for college by putting them in college," she said. "They are used to college-level courses and having college professors."

Study after study has shown that education provides the path out of poverty. Advocates of early college high schools say they open the gate to that path.

"She doesn't see her potential, but she has a lot," said Hernandez of her daughter, Ana. "I'm so thankful for this program. It's not easy for them to finish high school, but she'll not only finish high school, she'll have an associate degree."

That degree is something that also drew Christine Dixon, Alex Hamilton's mother, to the early college high school. "The less money I can spend on college, the better," the elementary school teacher said with a laugh.

For Hernandez, an immigrant from Mexico who is pursuing her own college dreams, she wants to push her children to succeed. In her husband's family no one has graduated from college. She wants Ana to be the first. "They have all the tools to succeed," she said of her children.

While there are some clubs for students at the early college high school, students must forego some typical high school activities. There is no choir, no Friday night football or cheerleading and no band.

"They don't realistically have an opportunity to do that," Castillo said. "They can't miss school to go to tournaments."

Ana, who plays forward and midfield in a city soccer league, agrees that she will forego some of the opportunities, like prom, of a traditional high school. But she knows what she's gaining. "I will miss all of that, but then it's better because you'll have more education than everybody at the end," she said.

Hamilton and Trevino agree.

"It's worth it because when we're done we'll have a diploma and an associate degree," Hamilton said.

Students attending the early college high school choose one path from math, chemistry, literature or kinesiology to prepare for their futures. The school has what Castillo calls a STEAM focus: Science, Technology, Engineering, Arts and Math.

.....

"Students going here want to be pre-med, teachers and coaches. You name it, we've got them!"



..... Principal Lisa Castillo

Trevino said in the classes, daily homework is a given and it must be completed. "You have to be willing to constantly do the work," he said. "You can't play around and be immature."

At Castillo's school, which was built on the campus of Tarrant County College South, some of the professors are hired by Fort Worth ISD but are qualified to teach college-level classes. TCC professors also teach at the school.

"I always get a great understanding of what they go over in class," Hamilton said. "Since it's a small environment there are not a lot of distractions. You're able to focus."

Ana Hernandez finds the work challenging, but she's also found support from her teachers and professors. She gets tutoring and words of encouragement when she needs it. She's also discovered belief in herself.

"It makes me feel better about myself. It shows me that I'm smarter than I think I am," she said. "Whatever I'm facing now, it is preparing me for the future."





# Meet Sean Madison

## TRINITY RIVER CAMPUS PRESIDENT

Sean Madison, an accomplished administrator, teacher and leader for the past 22 years, joined Tarrant County College in August 2015 as the second president of the Trinity River Campus in historic downtown Fort Worth. He replaced founding Trinity River Campus President Tahita Fulkerson, who retired in August after more than 34 years at TCC.

“We are lucky to have a man who has experience as a community college president. I’ve learned that his Florida colleagues are still grieving at his departure.”

..... Founding President Tahita Fulkerson

Prior to joining TCC, Madison served as the president of Broward College’s Judson A. Samuel South Campus in Pembroke Pines, Fla. He provided leadership for more than 18,000 students enrolled in the campus’ signature programs, which included supply chain management, nursing and aviation administration.

Madison also served at Miami Dade College, where he held several key positions including associate professor of English (tenured), chair for English and college preparatory studies, dean for academic and student affairs and district-wide director of learning outcomes assessment. As dean, Madison’s creativity and leadership helped secure a \$2.25 million Title V grant for the institution. Issued in 2005, the grant provided access to quality education through strategic high school outreach, community partnerships and learner-centered initiatives that promoted retention and success among first-year college students.

Throughout his professional career, Madison’s unwavering commitment to the mission of community colleges and to helping every student achieve his or her dream has been a top priority.

After being named campus president last summer, Madison was ready to continue the College’s tradition of academic excellence. “I look forward to building upon the great work that has been done so that we may advance and expand opportunities for student success.”

Madison possesses considerable expertise in strategic planning, strategic enrollment planning and implementing high impact student success initiatives to support the completion agenda.

Recently, Madison was appointed to the American Association of Community College’s (AACC) Commission on Research, Technology and Emerging Trends. He earned his bachelor’s degree in literature and English from Morehouse College. His graduate degrees include a master’s degree in Teaching and English from Boston University and a doctorate in Higher Education Administration from the Florida International University.



# ASSESSING WHERE WE STAND

by Kendra Prince

Albert Einstein once said, “Any fool can know. The point is to understand.” To ensure that its students have not only mastered the material they are learning in class, but have deepened core skills that will enhance their life-long learning potential, Tarrant County College is initiating an ongoing assessment process focused on improving instructional quality in six core competencies: Critical Thinking, Communication, Empirical and Quantitative Reasoning, Teamwork, Social Responsibility and Personal Responsibility. A seventh competency, Computer Literacy, is now included in the Assessment Plan Framework draft, which is currently under review by the Academic Curriculum Teams.

“We are answering the question, ‘What do we want our students to know when they leave here?’” said Nancy Curé, associate vice chancellor of academic affairs.

According to Marlon Mote, director of instructional assessment, assessment supports the mission and strategic goals of TCC by providing evidence of improved student learning outcomes and institutional effectiveness.

Mote believes assessment leads to improved instructional quality. “Informed decision making through assessment efforts is created through student learning outcome goals, collection of information on student efforts to accomplish these goals and closing-the-loop actions to improve learning outcomes and student success,” he said.

After Curé and Mote joined TCC in 2015, they conducted an assessment tour, visiting with representatives from each campus and staff from Institutional Intelligence and Research, Institutional Effectiveness and the Quality Enhancement Plan and Instructional and International Initiatives.

From those discussions, common themes emerged that underscored the need for assessment efforts to: support faculty, facilitate effective communication, assess support areas and Community & Industry Education, leverage work of others, develop realistic timelines and deadlines and effectively use technology and innovation.

According to Mote, assessment is not intended to measure individual

faculty performance or impede classroom instruction. “The purpose of assessment is not to infringe on faculty academic freedom,” he said.

.....  
“Assessment provides faculty members data for informed decisions about instructional changes, which will improve student learning and better performance in the classroom.”

..... Director Marlon Mote

Kim Jackson, chair of visual and performing arts and associate professor of humanities and dance at the Northwest Campus, has been involved with assessment since she started at TCC in 2008 and says faculty are essential to the assessment process. “As a faculty member, I feel it is my duty to actively participate in conversations about assessment,” she said. “I want people to see the work I do in the classroom as valid and credible. Assessment provides ways for that to happen.”

Fellow assessment team member Lee Snaples, professor of history at the South Campus, agrees. “As professionals, we are constantly self-evaluating and this is a tremendous tool to assist in that process,” he said. “The current plan will allow faculty to retain our academic freedom and creativity while still allowing the College to obtain the information it needs.”

According to Jackson, the current assessment team wants to allow each discipline to identify how each core competency manifests in the classroom. “The hope is to put faculty at the center of the conversation and allow them to lead the charge in measuring and learning,” she said.

Jackson feels it is also important to establish integrity. “By making our assessment processes accessible and transparent, we create a culture of evidence to support the wonderful work we do here at TCC,” she said. “We want the students to be proud of their degrees and for employers to see our students as marketable because they have the skills to succeed.”







# Leaders Establish Bold Goals

by Jennifer Sicking

Exploring new ways to help students achieve success, Tarrant County College leaders decided to go wild. “We were fueled by Chancellor Hadley, who said, ‘Let’s be bold,’” said Joy Gates Black, vice chancellor for academic affairs and student success. “We’ve changed the way we look at things. We want to create a sincere culture shift in the institution.”

TCC leaders set three Wildly Important Goals for the 2015-2016 school year with an aim to raise each by 20 percentage points:

- To take course completion for full-time incoming students from 62 percent to 82 percent
- To increase course completion for students on academic probation (those with a GPA below 2.0) from 30 percent to 50 percent
- To grow fall-to-fall retention rates of full-time incoming students from 50 percent to 70 percent

“We always say that we have high expectations of our students, but I think we need to have high expectations of ourselves,” Gates Black said. “If we do this, we will be successful at a higher rate.”

The late Chancellor Erma Johnson Hadley had said that as an Achieving the Dream Leader College, TCC must demonstrate an ongoing commitment to improving success and closing achievement gaps.

“The articulation of our Wildly Important Goals is an

important tool for us as we continue to set forward-reaching goals to improve student success,” she said.

Tarrant County College leaders previously found a change in practice led to a 29 percent increase in students completion rates: advisors and counselors began to coach students, cheering them on to finish by closely examining degree plans and class completions.

“They may not realize how close they are or that they’ve satisfied requirements for a degree,” Gates Black said.

With that success, the College’s leaders began to dream wild dreams. What if they could make major changes in a year? What if they could get 20 percent increases in a year? With those daring dreams, they set their WIGs. But instead of using a top-down approach of how each goal would be accomplished, they decided to go a different way. Each department at each campus and each person in each department examines what he or she can do to help students succeed within his or her role.

“The WIGs will impact students most significantly in a positive way. Faculty and staff will be even more laser-focused on how we can help students increase course completion and retention rates,” Hadley said. “Students, both in and out of the classroom, will directly benefit from the work being done to advance these goals.”

William Coppola, president of the Southeast Campus, said the more engaged students have a better chance of being retained semester to semester. On his campus, groups are examining their practices, understanding that a small part will contribute to a major impact on the overall district goals.

“What is important is that we are not asking teams or individuals to do anything different than what they already are doing to support students, but to just select the one thing in their whirlwind that they feel will make the biggest impact on achieving the campus WIG,” Coppola said.

Elva LeBlanc, president of the Northwest Campus, said they are focusing on opportunities while collaborating and supporting people to impact the students.

“I am optimistic that the results and student outcomes will improve, because the experts on our campus are doing what they do best – supporting and fostering student success,” LeBlanc said.

“At the end of the day, everyone comes out a winner – the students and graduates who obtain excellent jobs or continue their education at a four-year institution, local industries who gain a skilled workforce and the communities that gain a stronger tax base. When the students are successful, we are successful.”

.....President Elva LeBlanc

Officials have found one key that unlocks success: relationships. Students who have mentors or connections with professors or others on campus, succeed.

“It’s really about connecting with students and encouraging them,” Gates Black said.

Men of Color has found success through connections. In that organization, mentoring led to a 49 percent increase in retention. Students also achieved an 89 percent success rate versus a 71 percent success rate of those not in the group.

Billy Lyons, who graduated from TCC in 2014, now attends Texas Christian University, where he is pursuing a degree in political science with plans to attend law school. Through Men of Color he gained a mentor’s encouragement and attended programs that helped him to navigate college life and to manage his finances. He found people to push and encourage him toward completing his associate degree.

That support has continued to aid him when grades fell as he weathered the death of two family members in the past year and struggled to find food to eat.

“I really wanted to give up,” he said. “I thought maybe God is trying to tell me something or that my dream is not for me.”

Instead, he called on lessons learned from Men of Color. He asked his mentor for help and learned where to look for resources. He learned to persevere. The most important lesson he learned, Lyons said, was to ask for help.

“Being a black male, in our culture, the pressure is to bear the load on ourselves. We don’t like to rely on other people,” he said.

TCC leaders want to create more success stories like Lyons as they take on their WIGs.

“This is going to be an exciting year for us,” said Gates Black.

## WIGS PROGRESS

How each campus is supporting TCC’s Wildly Important Goals

### Northeast Campus

- Produced a video highlighting strategies and tactics
- Created steering/task teams around Needs, Goals, Barriers and Solutions Survey to increase employee engagement
- Designed the TCC Cowbell Award to recognize employees who have done something significant to improve student success
- Highlights one of the four steering teams each week in a video-based WIGs Report

### Northwest Campus

- Maintains several scoreboards highlighting WIGs-related activities on campus
- Faculty and staff meet monthly on “Faculty Fridays” to share department WIGs status and best practices
- Shares weekly progress reports to create accountability campuswide
- Promotes Academic Boot Camp to help increase success in the classroom

### South Campus

- Offers Academic Boot Camp to eligible students
- Offers earlier pre-registration during spring semester with later payment options for returning students
- Gives students success folders during registration and share benefits of learning communities, academic programs and student clubs
- Departments contact absent students

### Southeast Campus

- Partners with business community on WIGs initiative
- Math and Physical Sciences instructors contact students in danger of failing or missing more than one class
- Takes classes to the Reading & Writing Center orientation
- Identified four advisors suited to serve first time in college students
- Advisors send customized videos to each WIGs student to encourage completion

### Trinity River Campus

- Weekly report highlighting achievement on subject tests and attendance
- Expanding audiences at re-connection events by including students enrolled in Transition to College Success course and friends of New Student Orientation attendees
- Students complete weekly surveys to reflect academic habits and commitments
- CIE advisor aims to contact 100 percent of students who have not attended Adult Basic Education classes by third day

### TCC Connect Campus

- Students are strongly encouraged to complete a series of online orientation modules including time management, self-discipline and communication strategies
- Meeting with faculty who have historically low student performance and/or completion rates to discuss strategies to improve student performance
- Implemented a web-based student evaluation system to obtain feedback from 100 percent of TCC Connect sections



# TUITION-FREE COMMUNITY COLLEGE:

## *visionary proposal or empty promise?*

By Alexis Patterson

It's one year down and one to go as President Obama seeks to make free community college part of his legacy.

First introduced by the president in his January 2015 State of the Union address, the proposed America's College Promise Act would provide two years of taxpayer-funded tuition waivers to qualifying students. It comes with an estimated price tag of \$80 billion over a decade; three quarters of the funding would come from the federal government with participating states covering the remainder of the cost.

While several states or communities have implemented similar programs, America's College Promise failed to get a foothold in the Republican-controlled Congress over the past year. Critics balked at the idea of another federal program and pointed out its high cost in the face of an \$18 trillion national debt. Others say it is an opportunity the United States can't afford to pass up.

"College is fundamental to an increasing number of jobs, but even with the reasonable tuition offered at community colleges, higher education is out of reach financially for many people," said Reginald Gates, TCC's vice chancellor for communications and external affairs.

**"America's College Promise is a tool that would allow us to open our doors even wider to meet the educational needs of our communities."**

**..... Vice Chancellor Reginald Gates**

If the proposal were passed by Congress, the average savings to students across the country would be \$3,800 per year. At TCC, two full-time semesters – 15 hours each, or 30 hours total -- is \$1,485 for students who reside in Tarrant County.

The White House projects that by 2020, 30 percent of all job openings will require some college experience or an associate degree, while 35 percent of positions will require at least a bachelor's degree.

"One of the biggest problems our nation faces is the fact that we have approximately 3 million unfilled jobs but a workforce that does not possess the necessary skills to fill them," said U.S. Rep. Marc Veasey, a Democrat whose district includes portions of Tarrant County.

**"I am a strong supporter of the president's proposal. Helping to pave the way for our students' future is a critical part of any long-term economic plan."**

**..... U.S. Rep. Marc Veasey**

To be eligible for the program, students would be required to attend school at least half time, have a 2.5 GPA and make ongoing academic progress. The tuition waivers would apply to community college programs that fully transfer to universities or that are in demand by employers, and colleges must adopt certain reforms aimed at improving student outcomes.

One of the many issues the proposal raises is how colleges would handle the influx of students that free tuition would bring, with the White House estimating that 9 million students would take advantage of the program if all states participate. Gates says colleges would need to put renewed emphasis on completion to keep students moving through the education pipeline and into the workforce.

"Community colleges have to create pathways that give students the ability to excel—pathways that will guide students to take courses sequentially and take courses only in their degree plan, so they can reach their goals in the fastest possible time," noted Gates.

Haley Baker, a Trinity River Campus student majoring in English, sees both sides of the issue.

"I think the proposal has great intentions to help many people who thought they did not have a chance to go to college," Baker said. "But why should we put an even heavier burden on taxpayers?"



**"Would students be motivated to do well in school if they are able to go for free? Those kinds of questions raise red flags in my mind."**

**..... TCC Student Haley Baker**

For lawmakers who oppose the proposal, those aren't just red flags – they're concrete reasons to say no to America's College Promise.

Regarding the America's College Promise Act, U.S. Rep. Michael Burgess, who also represents portions of Tarrant County, said, "Making anything free, including education, sounds great until you realize that someone has to pay for it. President Obama can tout free education all he wants but the massive infusion of federal dollars has never lowered the cost of anything."

With the proposal facing significant opposition in Congress, President Obama took his message on the road early last fall to try to gain public support. He also announced the creation of an advisory board co-led by Jill Biden, second lady of the United States and a community college instructor. But some political watchers say those efforts won't get America's College Promise passed.

"It was dead on arrival at Congress," said Paul Benson, professor and chair of the government department at the Northwest Campus.

Whatever the proposal's true intent, it has the backing of some presidential candidates. Democrats Hillary Clinton and Bernie Sanders have both advocated for debt-free college plans, but the presidential race isn't expected to give America's College Promise greater traction.

"It might get mentioned in one of the debates, but I don't think this is an issue with any real legs," maintained Benson. "It seems more important to us in higher education than it does to the average voter. Of all the concerns, this is pretty far down on the list."

**"I do not think it was a serious policy proposal; I think it was a political proposal that was never intended to become law. Its purpose was to make Republicans look bad in the process."**

**..... Professor Paul Benson**

With no immediate sign of the support needed for the proposal's approval, student Haley Baker offers other advice to those struggling with the cost of college.

"I would encourage students to research the many options that already exist for paying for college," she said. "Visit a financial aid office, talk to an advisor and apply for scholarships. Help is out there."





# preparing to launch

by Kendra Prince

Opportunities for academic and personal growth abound for students in the Cornerstone Honors Program, which began at TCC in 1989 with a grant from the National Endowment for the Humanities. As of fall 2012, the program is being offered on five campuses. What started as an interdisciplinary program is now offered as an Associate of Arts degree with seven honors courses.

Currently, more than 200 TCC students are enrolled in the Cornerstone Honors Program. To participate, students must qualify by meeting one of the following criteria:

- Top 10 percent high school graduate
- Cumulative high school GPA of 3.5 or higher on a four-point scale
- ACT composite score of 25 or higher or SAT combined verbal and math score of 1100 or higher
- Cumulative TCC GPA of 3.5 or higher, with a minimum of 12 credit hours, excluding remedial courses
- Evidence of outstanding leadership ability and/or community service

The benefits of participation include honors courses with advanced content, honors distinction on one's diploma and at graduation and Cornerstone scholarships, which provide \$500 per year for up to 30 students per campus. But other benefits are available to participants as well.

"Transfer schools want TCC students," according to Lynn Preston, biology professor and co-director of the Cornerstone Program at the Northwest Campus. "Honors students qualify for more scholarships at four-year schools and save money by doing their first two years at TCC."

Thanks to articulation agreements, which facilitate transfers to four-year colleges/universities, the Cornerstone Honors Program maintains strong relationships with a number of local schools. Guy Litton, director of the Texas Woman's University honors program, sings TCC's praises. "Some of the very finest students we've brought into the TWU Honors Scholar Program have been from the Cornerstone Program at TCC," he said. "Our relationship with that program goes back 15 years and in that time, we have brought in more than 30 Cornerstone students."

Universities are not the only schools interested in the Cornerstone Program. Jim Chadwell, superintendent of the Eagle Mountain-Saginaw ISD, also sees the program's value. "Cornerstone students have a strong future ahead, social comradery, community service and strength and confidence," he said. The EMS ISD values the program so much they give three of their high school students who are accepted into the Cornerstone Program a \$4,500 scholarship to cover tuition, textbooks and other costs at TCC – a significant benefit for students who might not be able to attend due to financial hardships.

So what sets the Cornerstone Honors Program apart? "When the program was developed, we modeled it after four-year-college honors degrees," said Preston. Other community colleges have modeled their programs after the one at TCC.

Honors students are able attend and speak at conferences such as the one hosted by the Great Plains Honors Council, regional chapter of the National Collegiate Honors Council.

Preston says another benefit for honors students is the opportunity to serve in leadership roles at campus with the Student Government

Association, Phi Theta Kappa, New Student Orientation or as student ambassadors. "Once you prove your leadership skills at TCC, it becomes easier to continue to step into leadership roles at a four-year college," he said.

Students participating in the Cornerstone Program see many of these benefits as well. "It builds maturity," Northwest Campus Cornerstone Club President Eliza Calvo said.

Calvo's classmate, Kolyn Lowe, agrees, saying she experienced a huge jump in maturity from her first year in the program to her second. "Teachers have high expectations and you are challenged morally to understand yourself and others around you. It puts your mind in gear," Lowe, who heads to the University of Mississippi in January 2016, will attend with a \$14,000 scholarship thanks, in part, to her work in the honors program. She also won a \$10,000 scholarship from Phi Theta Kappa.

Moving through the program as a cohort is important to the honors students because of the comradery. "You're spurred on by your classmates," said Izhar Ochoa, who plans to transfer to Dallas Baptist University or Texas Christian University. "You keep focused mentally."

Ariana Rojas, Cornerstone president at the South Campus, appreciates the program for a number of reasons. "I wouldn't be as involved on campus if I wasn't in the program," she said. "I know I wouldn't be working as hard as I am to get into and get scholarships for a four-year university." Rojas also enjoys being part of a cohort. "It really helps when studying to already know everyone's strengths and weaknesses in class. This gives everyone an opportunity to be helpful and you don't get that in other classes."

Cornerstone Honors Program alumni also see the advantages of participating. Southeast Campus alumna, Arvinna Stallmann, recommends the program not only for the scholarships, but also strengthening critical thinking. With regard to her Cornerstone classes, Stallmann said, "I felt free to voice my opinions openly and to participate in class. Those experiences increased my self-confidence, which was the first step in developing better leadership skills." Stallmann, who is currently studying Nutrition at Texas Woman's University, won the Terry Scholarship, which pays all of her tuition with money for additional expenses. She credits Cornerstone with strengthening her résumé, which ultimately helped her win a larger scholarship when she transferred to TWU.

Northwest Campus alumna, Lauren Devoll, also benefited from her time in the Cornerstone Program. "The 2008-2009 recession derailed my college plans," she said.

.....”  
“When I wanted to continue a vigorous education, but wasn't sure how to justify the financial cost, the Cornerstone Program entered as a triumphant hero.”

..... TCC Alumna Lauren Devoll

Devoll, who now works in Washington, D.C. for the National Republican Congressional Committee, attended The University of Texas at Arlington on a full scholarship, thanks to her involvement in Phi Theta Kappa and her leadership experience and studies with the Cornerstone Program. "The work ethic one learns in a collegiate honors program launches a lifestyle that sets one up for excellence, no matter what."



# DESTINATION: SUCCESS

by Alexis Patterson

**W**hen Celia Mwakutuya came to North Texas from Zimbabwe, she did not intend to go to college. She did not even have a high school education. However, she wanted her teenage son to earn a degree – and when he would not enroll, Mwakutuya did the one thing she knew would motivate him: she became a student herself. She began with college readiness testing at Tarrant County College's Northeast Campus in 2012.

"Two weeks later, my son said, 'Mom, I need to challenge you. I'm going to school too,'" Mwakutuya remembered.

Mwakutuya initially planned to drop out once her son enrolled.

"I thought I would be overwhelmed by all the choices and wouldn't know what to do," Mwakutuya said. "TCC helped me, though, and I kept going."

A new approach to education at TCC is making it easier for students like Mwakutuya to find their path to success. The College is implementing a guided pathways model, also known as career pathways, part of a nationwide movement to reshape the college experience.

"Community colleges have historically been very good at giving students access to higher education," remarked Allen Goben, president of the Northeast Campus. "We could provide classes and college credits extremely well. But it takes a focus on the bigger picture to boost student success on a grand scale."

The guided pathways model provides that bigger picture. The idea is to help students visualize their professional goals from the outset and then provide a clear roadmap and tangible resources to get there in the most efficient way. Before the current approach, students navigated college in a somewhat fragmented way, piecing together classes and attempting to forge their own way forward. Now TCC and other forward-thinking colleges are creating defined, flexible pathways that take students from their initial contact with the institution to graduation and beyond.

For Mwakutuya, her pathway began in the Chancellor's Emerging Leaders Program, designed for students who do not meet college readiness standards in reading, writing and math. The program builds academic skills as well as leadership qualities to help students become successful in college and in their careers.

"Emerging Leaders gave me the foundation for college and helped me overcome challenges. The program connected me to a mentor who encouraged me to think about how all of this would make a difference in my future," Mwakutuya said.





The Chancellor's Emerging Leaders Program is a reflection of TCC's guided pathways philosophy, says Magdalena de la Teja, vice president for student development services at the Northeast Campus.

"Students meet community leaders, shadow professionals in the business sector and have other hands-on career experiences while developing college competencies," de la Teja explained. "They come out of the program able to visualize a successful future with the support of College faculty, staff and resources. That's the pathways premise at work."

It is an approach that is gaining momentum across the country. While the trend toward outcome-based education began a quarter century ago, it got a major boost through the American Association of Community Colleges' 21st Century Initiative. The organization's 21st Century Commission issued a report in 2012 that evaluated challenges and opportunities for this fast-growing sector of higher education.

"We have to create the kinds of institutions that support long-term success," said Goben, a member of the 21st Century Commission.

**"Passing this class or that class is important, and we help students do that. But even more critically, we want to guide them from their starting point – whether they've been in high school, a job or out of the workforce – all the way to career success. It should be a seamless process. To make that happen, community colleges must refocus our mission, restructure our institutions and reconsider what we want our students to get out of their time with us."**

..... President Allen Goben

A paradigm shift of this magnitude is not an easy process. It requires both cultural and institutional change of major proportions. TCC began taking steps to create a more fluid experience – implementing programs to help students connect their courses, programs, skills, credentials and professional goals. Instead of academic and technical departments existing separately, the College recently adopted career clusters from the national career pathways model. Also used by the State of Texas, the clusters bring together programs in similar fields, making it easier for students to find degrees and certificates that match their career interests.

"Students who come to a community college are career seekers," said Sheryl Harris, TCC's executive director for instructional and international initiatives.



..... **"Most students arrive on campus without a full understanding of which path they should follow. We introduced a new model that would serve as an expressway to their goals."**

..... Executive Director Sheryl Harris

The College invested in technology to assist students in finding the pathway that suits them. All participants in new student group advising are now asked to take a career exploration assessment through web-based software called Career Coach. Students – and the general public – can get job suggestions, degree options as well as wage and employment information with just a few clicks on the TCC website.

Additionally, as of fall 2015, all first-time college students are required to complete the MyPlan assessment before registering for the next semester. The software delves deeper into personality type, strengths and professional interests. TCC students also are encouraged to declare a major from the start.

"Even if students end up changing course, they have a goal," noted Harris. "That's half the battle."

The guided pathways approach continues with advising and counseling. In addition to general advisors, in 2012 the College began offering students access to special career technical education advisors whose role is to assist students in their cluster with course selection and program completion. Last year, TCC also brought career success coaches on campus to ensure students are on the right path for their professional goals. Advisors work with students to develop a personal roadmap to their career and help them steer clear of unnecessary courses – which slow their time to completion and, if they pursue a bachelor's degree, count against the 120-hour limit before higher tuition rates are assessed.

Student Tori Moore initially began visiting advisors because it was a requirement of a scholarship she received. It turned out to be key to her success in college.

"When I decided to switch my major from science to business, I was nervous and thought I would lose a lot of the credits I'd earned," said Moore, a student at Northeast Campus. "But my advisor printed out a degree audit and showed me how to get where I am today."

Since that time, Moore has visited an advisor every semester to make certain she is effectively and efficiently working toward her goal of achieving an associate degree and transferring to the University of Texas at Arlington for a bachelor's degree.

"I strongly encourage students to talk to advisors. They not only help you with your class and career choices, but they also help you feel connected to the College. You know that the staff cares about you," Moore reflected.

..... **"Students shouldn't try to do college completely on their own."**

..... Student Tori Moore



Moore is far from the only student with multiple credentials in her future. As part of its focus on guided pathways, TCC is promoting the concept of stackable credentials – sequences of degrees and certificates students can earn over time, leading to increased marketability for employment and higher wages. As part of that process, the College is creating a greater sense of connection between its credit and noncredit offerings, according to Fred Schmidt, the College’s manager of Community & Industry Education program development.

“There may be an institutional distinction between credit and noncredit programs, but students can go back and forth between those areas and benefit from both,” said Schmidt.

For example, a student might begin with a noncredit technology certification and enter the workforce, then return to TCC for an associate degree in computer programming. The student might go on to a university to get bachelor’s and master’s degrees; he or she could even return to TCC at that point for an advanced noncredit certificate for résumé enhancement.

“People enter their pathway at various stages of readiness,” said Judy McDonald, executive director of Workforce Solutions for Tarrant County. “Students gain skills, enter the workforce, come back to education for skill upgrades and move progressively upward in their careers.

.....

**"The career pathways approach recognizes the 21st century reality that lifelong skill upgrades are necessary to remain competitive in our global economy."**

..... **Executive Director Judy McDonald**

At whatever level students enter TCC, the guided pathways system will work for them.

“This approach is intended for all career interests and all levels of academic achievement,” said Goben. “It’s a way of personalizing higher education for each student.”

The implementation of the guided pathways model at TCC is not happening in a vacuum. The College works closely with other education institutions, including school districts and universities, as well as with workforce partners such as local companies and Workforce Solutions for Tarrant County. In some cases, Workforce Solutions even helps offset the cost of students’ training.

As part of Community & Industry Education, Schmidt is tasked with aligning curriculum and credentials with the needs of area employers.

..... **“We work with business and industry on an ongoing basis. They help us shape programs on the front end, and we also follow up after students are hired to find out how we can refine our training. It’s a continuous process to ensure the College’s pathways correlate to what students will experience in the workforce.”**

..... **Manager Fred Schmidt**

All of these factors work together to extend TCC’s mission beyond just access to encompass retention, success, completion and support for professional accomplishments.

“Access to college is important, but it’s not enough,” said Goben, “If students don’t have a tangible plan, they may give up on their education when life happens. If you have a plan, life still happens, but you have a roadmap through it.”

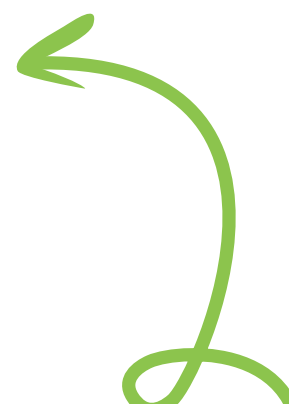
While students are already benefiting from this approach, TCC continues to flesh out the guided pathways model. Future work will focus on continued development of curriculum and programs to even more closely align with employment needs as well as enhancing communication with all stakeholders – with an ultimate goal of meeting all new students where they are and putting them on a path to academic and professional accomplishments.

Celia Mwakutuya’s pathway took her from developmental education to success as a college student. Like her son, she will soon graduate with an associate degree. Mwakutuya then plans to transfer to Texas Woman’s University and earn a bachelor’s degree in social work.

“From almost the very beginning of my time in college, I was confident that I would be successful,” she recalled. “And that’s because TCC helped me find my way.”



# CAREER PATHWAYS



## AGRICULTURE, FOOD & NATURAL RESOURCES



Professionals in Agriculture, Food & Natural Resources have varied occupations that share an appreciation for the natural world. TCC students in this pathway receive hands-on training to prepare them for careers as landscape architects, pet care workers, floral designers, water and wastewater treatment system operators and more. Tarrant County is expected to have increased demand for many professionals in this area in the coming years.

## ARCHITECTURE & CONSTRUCTION



The Dallas/Fort Worth Metroplex is the largest metropolitan region in the southern United States. Projections call for continued local population growth, meaning there will be continued demand for skilled architecture and construction technology professionals. TCC offers a number of Architecture & Construction programs, with graduates going on to work in architecture technology, construction management, computer-aided drafting and design, interior decorating and related occupations.

## ARTS, AUDIO/VISUAL TECHNOLOGY & COMMUNICATIONS



The Arts, Audio/Visual Technology & Communications pathway brings together creativity, expression and technology. The College’s programs in this area span a wide range of fields including dance, drama, graphic design, music, photography, visual arts, English, foreign languages, English for speakers of other languages, journalism, radio-television-film, sign language interpreting, speech, voice acting and web design. Students are given the resources to turn their passions into professions, with growth projected in Tarrant County for many occupations in this sector.

## BUSINESS, MANAGEMENT & ADMINISTRATION



Business, Management & Administrative workers are needed in every type of industry. Professionals in this area may have expertise in finance, accounting, auditing, purchasing, marketing, human resources, administrative assistance, office management or another specialty. Employment opportunities increase with advanced education and relevant experience. Many of TCC’s Business, Management & Administration programs offer stackable credentials—awards that students can earn over time, leading to increased marketability for employment and higher wages.

## EDUCATION & TRAINING



Education & Training is regarded as a strong career pathway, with an ongoing need for professional educators. TCC’s Education & Training programs provide the knowledge and skills for graduates to teach young children, adult learners and all students in between. Career options include childcare workers, preschool teachers, K-12 teachers, teacher assistants, school and childcare center administrators, librarians, library technicians and corporate trainers.



## GOVERNMENT & PUBLIC ADMINISTRATION



The College's Government & Public Administration programs educate students for occupations in the public sector. Graduates may work in the court system, municipalities or government agencies. TCC gives students a solid foundation for their careers through programs such as government, history, economics, sociology and Spanish-language court interpretation/translation. The public sector is generally a stable employment field.

## HEALTH CARE PROFESSIONS



The Health Care Professions sector includes a wide range of specializations and offers both frontline, patient-centered careers as well as jobs that support medical providers from behind the scenes. Jobs in the health care field are among the fastest-growing occupations in Tarrant County, and TCC has a dozen credit programs (with more in development) and 11 noncredit programs to meet the area's health care needs. Students receive clinical training in their field of choice and are well prepared for required certification exams.

## HOSPITALITY & TOURISM



The Dallas/Fort Worth region is the top tourist destination in the state, with an abundance of restaurant, hotels, convention centers and other amenities. This creates extensive opportunities for Hospitality & Tourism professionals. TCC offers programs in hospitality management, culinary arts, restaurant management and wedding/event planning, preparing students for careers in the Metroplex and beyond. Students train in the industry's preferred technology and business practices, gain customer service skills and network with leaders in Hospitality & Tourism professions.

## HUMAN SERVICES



The Human Services pathway encompasses a range of professions that center on working with individuals or families and empowering them to lead better, healthier lives. Graduates of TCC's Human Services programs enjoy careers as childcare workers, sign language interpreters, dieticians, fitness trainers, counselors, social workers, community health workers and more. Tarrant County is expected to need more professionals in this sector in the years to come.

## INFORMATION TECHNOLOGY



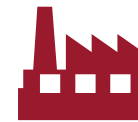
Information Technology is one of the nation's biggest and most rapidly growing employment areas. TCC's Information Technology programs train students in a variety of specialties, such as network support, game programming, web/Internet services, security, convergence technologies and cloud technology. Students benefit from high-tech facilities equipped with the latest computer equipment and software. This pathway also includes different kinds of information-based fields, such as library technology and geographic information systems.

## LAW, PUBLIC SAFETY, CORRECTIONS & SECURITY



Law, Public Safety, Corrections & Security is a robust field of employment, with trained professionals needed in every community. The College's programs in this pathway provide real-world training for future police officers, firefighters, emergency medical professionals, occupational health and safety specialists, paralegals and others. TCC partners with law and public safety agencies to enhance its curriculum and offer continuing education for working professionals. The Police Academy and Fire Academy boast 100 percent pass rates for state certification exams.

## MANUFACTURING



The Manufacturing sector covers a broad spectrum of fields involved in the processing of raw materials into products. Students in this pathway learn how to build goods and machines, with emphasis on both technological and by-hand manufacturing techniques. Areas of focus include production, process development, maintenance, quality assurance, logistics, manufacturing safety and more. Many of this sector's occupations are in demand, and TCC offers several courses of study—such as welding technology, computer-aided drafting and design, electronics technology and furniture, automotive and boat upholstery—that give students the educational background for manufacturing-related careers.

## MARKETING, SALES & SERVICE



Marketing, Sales & Service professionals connect businesses and products to customers. TCC programs in this sector include marketing, real estate, call center agent and customer service representative. Students learn the fundamentals of retail and sales, working with clients, market research and advertising. There is a healthy outlook in Tarrant County for many jobs in this pathway. As long as there are goods and services, there will be a need for Marketing, Sales & Service occupations.

## SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS



The Science, Technology, Engineering & Math pathway, also known as STEM, is critically important to the U.S. economy. The White House has called on the nation to produce 100,000 new STEM teachers and an additional 1 million STEM college graduates over a decade. Jobs often have strong wages, and skilled professionals are in demand. TCC's programs prepare students for a wide variety of STEM careers and give them a foundation for a bachelor's degree and beyond.

## TRANSPORTATION, DISTRIBUTION & LOGISTICS



The Transportation, Distribution & Logistics career pathway keeps people and products on the go. Professionals in this area range from drivers and pilots to maintenance specialists and the logisticians who ensure efficient, effective transportation of cargo. TCC trains students for careers in logistics and supply chain management, automotive technology, aircraft maintenance, professional piloting, flight instruction and railroad dispatching. Careers in this sector pay well, and the need for Transportation, Distribution & Logistics professionals is expected to grow.



# STUDENTS HELPING STUDENTS = BETTER OUTCOMES

By Rita L.B. Parson

Ryan Collier did what hundreds of college students do every semester. He registered for one of his required classes: College Algebra. Not necessarily his strongest subject, he was determined to give it his best shot. And, like hundreds of students, Collier found dealing with those Xs and Ys to be “very difficult.”

When the next semester rolled around, Collier contracted with a tutoring company for additional support and was set to give it another try. During the semester, however, he discovered a free resource that would change his life.

“I was very fortunate to have picked a class that had an SI program,” Collier said. “I had no idea about SI and was never told anything about the program.”

SI, short for “Supplemental Instruction,” is one of the latest student success initiatives launched at Tarrant County College and offers students like Collier help from classmates, known as SI leaders. The SI leaders are students who have mastered the courses previously and return to help instruct their peers. The specially trained SI leaders attend all classes, model how to take good notes and lead out-of-class review sessions.

It didn’t take Collier long to realize the benefits of his hard work.

“I made a 95 on my first exam and realized if I continue to attend the meetings and work problems out with my SI instructor, I could do math,” Collier said. “Math can be very difficult at times. It was nice having someone to break things down and to answer questions.”

Collier, a recent TCC graduate, finished the course with a 97 average and is continuing his education at Texas Wesleyan University, where he is pursuing a four-year degree in psychology.

Ashley Anyasi, who is majoring in nursing, experienced similar success. Following her chemistry teacher’s recommendation, Anyasi started attending SI sessions.

“After going regularly, I noticed an increase in my ability to recall information,” she said. “The first result I noticed was getting a 100 on my first exam in chemistry. After that, I knew I (had) made the right choice to decide to go to SI regularly.”

TCC has the fourth-largest SI program in the country. SI began in 1973 at the University of Missouri-Kansas City to improve student retention and success. The peer-assisted study sessions were created for courses that are deemed historically difficult. To ease some of the stigma associated with the need for academic assistance, SI targets courses rather than students.

“Our students, especially in an upper-level science course like I teach, come into the class often times underprepared for the amount of work that it will be (and without) fully developed study skills,” said Northwest Campus SI Anatomy and Physiology instructor, Amy Mullen.

“It has been proven time and again that if you have regular attendance with SI then you can get up to, on average, a letter grade higher in the course.”

Associate Professor Amy Mullen

Students often seem more comfortable bringing their questions to a peer.

“We can sit in our office all day long. Sometimes, I think the students are afraid that we’re going to bite or something like that and they won’t come talk to us,” said South Campus SI Assistant Professor of Biology, Jerry Barton. “But, they’ll go to the SI session and they’ll ask questions. If they don’t know the answer, the SI leader will come down to my office and ask me the question.”

Christopher Darville, director of student learning and success, credits much of the success that the students achieve to their improvement in one key area.

“Probably the most beneficial aspect of Supplemental Instruction to a student who is struggling is organizational skills,” Darville said.

“Every hour that you spend studying in Supplemental Instruction equates to two and a half hours studying in isolation.”

Director Christopher Darville

“Participants in SI programs have consistently demonstrated higher re-enrollment and graduation rates, while consistently receiving higher final courses grades and lower withdrawal rates than non-SI participants,” said Joy Gates Black, TCC vice chancellor for academic affairs and student success.

“For spring 2015, TCC students who visited SI sessions achieved 15 percent more A, B and C grades than those students who did not take advantage of the SI program,” Black said.

Additionally, students who participated in the SI program had 15 percent lower D, fail, incomplete and withdrawal rates than those who did not participate in the program. Data show that students who attended 10 or more sessions achieved an impressive 90 percent success rate.

Black has long known the benefits of SI and is excited by the early results at TCC. “SI is a vehicle for increasing student success and student confidence and we look forward to continuing to grow the program.”

Now, even more TCC students can take advantage of the educational resource because the District has hired all but two of the possible 100 supplementary instructors, up 17 from spring 2015, according to Darville.

The expansion has allowed TCC to cover a larger percentage of courses in the Science, Technology, Engineering and Mathematics (STEM) realm. “Data from the spring 2015 semester show that SI was more effective, based on student attendance and successful course completion,” Darville said.

Growth is not limited to students taking SI classes. The program also benefits SI leaders. “Being an SI leader revealed how much I love helping others learn,” said SI leader Raymond Ruffin, who works with high school students attending TCC’s early college high school at Southeast Campus in Arlington. “I learned the importance of group work. Working with others will always get you higher than you can get yourself.”

Ruffin, who has worked with younger learners as a volunteer at an area middle school, said he finds working with high school students better than he had expected.

“The students at the early college high school have so much energy. This makes my SI sessions easy because we play a lot of review games,” Ruffin said. “They are very competitive, like me, so they want to win the game, which can only be done if they study.”

Ruffin enjoys being a male role model for his students and relishes what he does so much that he often forgets that it is a job, although he recognizes it is helping him prepare for a better future.

“There are definitely benefits I am receiving through this program that are helping me such as the development of leadership, communication, study and teaching skills. The list goes on,” Ruffin said. “Who would have thought this program would be so rewarding for not only the students, but for me.”







# 25 years strong

## LEADING THE RDA RESTORATION

by Sara Tucker

**T**arrant County College recently celebrated the 25th anniversary of the Registered Dental Assistant (RDA) program at the Northwest Campus.

Laurie Semple (pictured left) simultaneously celebrated her 25th anniversary as program coordinator, having been with the RDA program since its rebirth in 1990.

The program, which prepares students to work as registered dental assistants in just six months, closed as a credit program in the mid-1980s due to lack of enrollment. Not long after, the lack of qualified dental assistants in Tarrant County became evident and very few proprietary schools were available at the time to step in.

Locals turned to Tarrant County Junior College to fill the void. In 1987, the Fort Worth District Dental Society officially requested the TCJC program start back up due to the dry pool of applicants and difficulty recruiting.

Edward Hahn, local dentist and member of the Fort Worth District Dental Society, advocated the need for dental assistants to Ardis Bell, then board vice president for TCJC.

“We were in desperate need of qualified dental assistants,” said Hahn. “I reached out to Bell in hopes that he could escalate the discussion. Thank goodness he did; we were relying on TCJC.”

Bell and Chancellor Joe Rushing reviewed the request, sending Hahn a letter confirming conditions had changed and the need for dental assistant program was clear. Discussions began between TCJC and professional dental organizations in 1988.

The need for a comprehensive program became even more dire that year when legislation mandated dental assistants be registered, making qualified assistants even harder to find. Very few assistants met these requirements.

Julie White was one who could not. “I had been a dental assistant in the ‘80s before state registration was required. Back then, you were trained on the job,” she explained. “When I decided to go back into the dental field, everything had changed.”

She later enrolled in TCJC’s RDA program.

In November 1988, the Auxiliary Education Committee of the Fort Worth District Dental Society joined efforts with TCJC and formed the first committee, which vowed to increase both the quality and retention of applicants. Dental instructors were not available, so members of the Fort Worth District Dental Society volunteered to help make it work. Laurie Semple was recruited to lead the program.

“I was approached and hired immediately as the only program coordinator since 1990,” Semple said. “I first became interested in dental work during a work-study program in high school. Dental assisting is my life.”

Semple came from Michigan with experience in developing a dental assisting program. Her multiple certifications combined with an associate in applied science, a bachelor’s in allied health and a master’s in educational leadership, made her passion for dental assisting and education evident to TCJC.

Semple, along with periodontal assistant Vicki Turner, rewrote the entire RDA program. Turner and Sandy Jones, general chairside assistant, brought the clinical experience. Semple provided the educational component, writing course curriculum and objectives, and designing lab setups.

As a former dental office manager and member of the Dental Assistant Advisory Committee that developed state certifications, Semple brought certification knowledge with her, allowing TCJC to offer the Registered Dental Assistant Certification and Nitrous



Oxide Monitoring Certification. The RDA program reopened under Continuing Education, now Community & Industry Education (CIE), in fall 1990 as a 16-week course that included both didactic and clinical instruction with lecture, lab and clinical sites.

“I don’t see how she did it all,” said White, now an adjunct professor herself. “She still puts in so much time and energy to make sure the students have the knowledge they need to succeed.

.....”

**"Laurie considers each student a reflection of herself and the program -- it's not just a job to her."**

..... **Adjunct Professor Julie White**

TCJC graduates became eligible to take the TSBDE RDA and Nitrous Oxide Monitoring certifications upon completion of the RDA program. TCJC students graduate with 22 weeks of extensive training, state certifications, all immunizations and comprehensive experience, entering the workforce at a higher level and as attractive potential candidates.

“We were a leading dental assisting program, on the forefront of industry standards since the beginning,” Semple said.

In 2009 the program expanded even more due to legislative updates. Semple did a technical program review that year, pulling info and data to bring in more upgrades and technology to meet industry standards.

“Under Laurie’s guidance, we continually update and expand our program to meet the ever-changing advancements in dentistry,” said Seena Ferguson, TCC dental assisting instructor.

Today, the program offers two 20-member classes in the fall and spring semesters. The 22-week program includes a six-week clinical where students go out to clinical sites within Tarrant County.

“The expectation is to integrate students as a member of the clinical site team,” Semple explained. “The pairing needs to be a

win for the clinical site and a win for the student. We have a good retention rate.”

Karen Medina, adjunct instructor of dental assisting, agrees, “I graduated from the program in spring 2013. I chose TCC’s RDA program because it had a good placement rate for dental assistants and offered the most for my money.”

In spring 2015, TCC had seven new clinical sites, six of which hired TCC graduates that year. Semple’s goal is to acquire five new clinical sites per year.

“Dentists want our students,” Semple said.

Farah Tashakori, one of the first graduates of TCJC’s revised RDA program, was hired into her clinical site.

“My clinical was with Dr. Roger Bohannon, who hired me right after graduating in 1990,” Tashakori said. “He and my manager were so patient while I worked to improve my English--they treated me like family. Dr. Bohannon lives by the same values we were taught at TCJC, treating his patients as he would his family.”

Tashakori has continued to work for Bohannon Dentistry for 25 years and still feels that dental assisting is the perfect career for her.

Preparing students for the workforce in six months has a positive impact on the local community and business sectors. The program creates economic growth through increased workforce in the allied health field and through partnerships with clinical sites, advisory boards and community organizations.

Knowing the impact her students and staff have on the workforce community, Semple encourages them to operate on a level of excellence and professionalism that prepares them for the field.

“Laurie treats students like adults and instills the professionalism that is a part of her work ethic in them,” Medina said. “I think this is what makes a TCC dental assistant graduate stand out from the rest.”

Service learning is important to the program as well. In addition to volunteering at area high schools and Districtwide health fairs, RDA students volunteer for rotations at Dental Health for Arlington, providing dental assistance to the underprivileged.

The program also collaborates internally through ongoing partnerships with Child Development, Dental Hygiene, EMS and Pathways on the Northeast Campus.

“Dental assisting is all about people--you have to be a people person,” Semple said. “In addition to technical skills, we teach soft skills...like communication and teamwork.”

.....”  
**"We learned to look at the patient as a member of the family. The TCC instructors taught us to work with our hearts, not just for money."**  
..... **Alumna Farah Tashakori**

Several RDA instructors were former RDA students themselves. “Having former students on our staff enhances the program--they’ve been in the students’ shoes,” Semple said.

Ferguson explained, “My favorite part of the job is watching students grow throughout the semester. In the beginning, students have a ‘deer in the headlights’ look, but by the end of the semester, they are confident in their abilities and ready to take on the dental world.”

The RDA staff, currently a group of six, has a great deal of clinical experience and formal training.

“Laurie has brought together a group with diverse backgrounds. We all love dentistry, but each have strengths in specific areas of our field,” Ferguson said. “We continually grow in knowledge about our particular classes, but diligently work to blend our strengths to provide an exception educational and hands-on training experience for our students.”

Semple and her staff encourage students to affiliate with local dentists by joining professional dental organizations. Semple is working to start a student chapter of the American Dental Assistants Association. She will be the advisor, and students will be encouraged to get involved.

Semple, in partnership with TCC’s Dental Hygiene program, was awarded approval to offer Pit and Fissure Sealant and Coronal Polishing Certification courses, in addition to the program’s two existing certifications, through the Texas State Board of Dental Examiners.

“This is huge!” Semple claimed. “North Texas is very limited in these courses.”

The 25th anniversary of the RDA program is a monumental moment for Semple, whose driving force represents a level of excellence that, according to Hahn, her staff and students, she has achieved.

“Laurie is a true champion of the dental assisting program,” said Medina. “She made the program what it is today. She is well known and respected in the field and does not expect anything more of you than she would of herself.”

Tashakori agreed, “Whenever I mention Laurie I still cannot explain how wonderful she was. Coming from Iran, I struggled with my English and understanding the program, but she was so patient and will always have a special place in my heart.”

After 25 years, Semple has not stopped serving and learning. She completed the TCC Leadership Program and now sits on the eLearning advisory committee as the CIE representative.

“These 25 years have been so rewarding,” Semple said. “I’m truly blessed to live out my passion every day.”





# A ROAD TO SUCCESS



Share your student success story with us! [tcc.successtories@tccd.edu](mailto:tcc.successtories@tccd.edu)

**I**mmediately following my high school graduation, I went straight to work at Target. I was hopeful, feeling that everything was going to look different in my life from here on out.

While I was grateful for a job to help me get ready for college, I noticed, too, that the employee who trained me was 20 to 30 years older than me. At the time, I wondered if I could see myself stocking shelves for that many years.

That's when I committed to go to college and I registered to attend TCC the following fall. I was reminded daily that college would be my solution to a better life.

I eventually started working as a security officer for Northeast Mall and was excited for the opportunity. I was earning more and passing in my classes. My life was progressing but also full of change.

That summer, my father was laid off from his job and my grandfather passed away. In spite of the tragedy, I knew we would be okay. My father saw me attending TCC and decided to enroll as well. So good things came out of this situation, opening paths to success.

I was encouraged by mall employees to look into becoming a police officer. I never really considered that career choice but when I spoke with an officer from Hurst, he told me it was "awesome" and encouraged me to do a ride out.

During my ride out with a Fort Worth police officer, I saw a lot of frightening things that night, including gang-related incidents and people who are dealing with a lot of mistakes. It strengthened my resolve to keep going to college, no matter how long it took. I decided to study industrial engineering and possibly work for the Fort Worth Police Department.

I faced challenges with my studies. I never dreamed I would get this far with math and education in general. My confidence jumped and I looked forward to taking Calculus, until I did! It was hard and harder still to eventually drop my class.

As 2015 approached, I had to make a choice to push forward. I looked at everything I had accomplished to that point and reminded myself that there is always time to succeed, to pick back up. I went back to school. If I didn't do well on an exam, I would practice harder for the next one and pass it. I continued to push hard. I studied with classmates and completed Chemistry and Spanish. I am proud to say I have successfully mastered core completion with TCC!

For fall 2015, I drew upon better learning habits. When I go to the Math Emporium now and see students taking remedial math as I once did, I share with them that I struggled with difficult classes. But they are not alone and will eventually realize that what they have accomplished is not so difficult after all. If I had let go, I would not be here today to share my story and desire for success.

Following my graduation from TCC, I plan to pursue a bachelor's degree in industrial engineering at The University of Texas at Arlington. I will continue doing whatever it takes to achieve my true dream!

— AHMED FAYAS

**A** low battery warning pops up on my cellphone screen, and, for a moment, I consider waiting until the morning to warn my best friend, Christina, of the inevitable. I have to tell her, I think to myself; I decide that if God is going to crush my best friend's heart into several billion pieces, I'm going to be the one to explain to her why we should both convert to a godless religion as soon as possible. I press the green call button.

It rings four times before I get her voicemail. "She didn't answer," I say to God, hoping that He will somehow find a way to comfort me. Beep!

Now I have to leave a voicemail. Should I even leave one?? Is this something that you can tell someone over voicemail?

"Hey Christina, girl, how are you? Still alive, I hope," I pull my knees to my chest; my heart is pounding against my left kneecap, "How's your trip going?" My vocal cords start playing a deadly game of tug-of-war with each other, "Same-old, same-old, nothing happening over here. Ha ha," I laugh nervously.

"I was just calling to check up on you, because, that's what best friends do, right? How was my doctor's appointment, today? Well, it's kind of a funny story," I continue hesitantly.

Suddenly, as a dim, reddish-orange ray of sunlight gently peeks through the polka-dot curtains and rests on my hands, an overwhelming sense of courage consumes me. "Um, so, as you know, I've been sick for a while, missing a lot of school and social gatherings and we've been going to all kinds of specialists and no one has been able to pin down what wrong with me until tod—"

I am cut short by the whooshing sound my cellphone makes when it is powering off. My phone is dead, and now I have to face this life-altering journey of cancer alone.

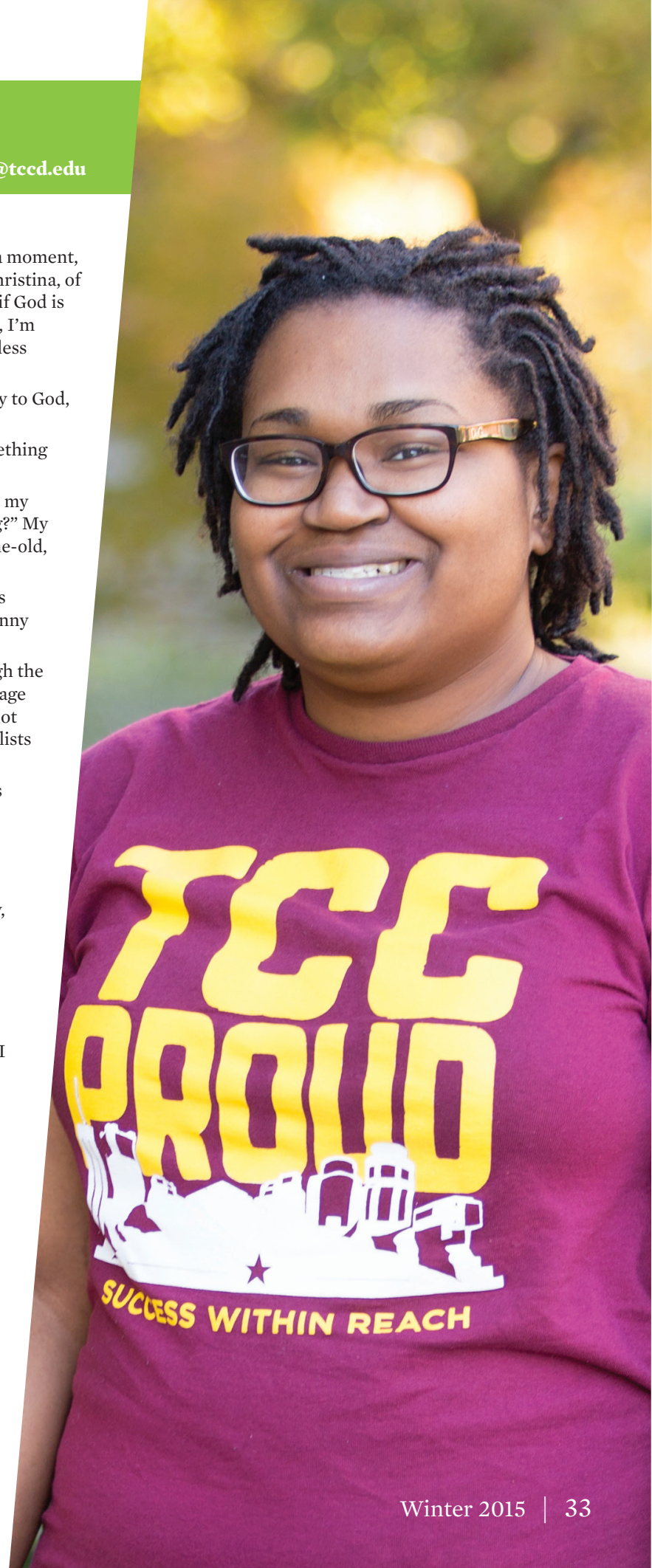
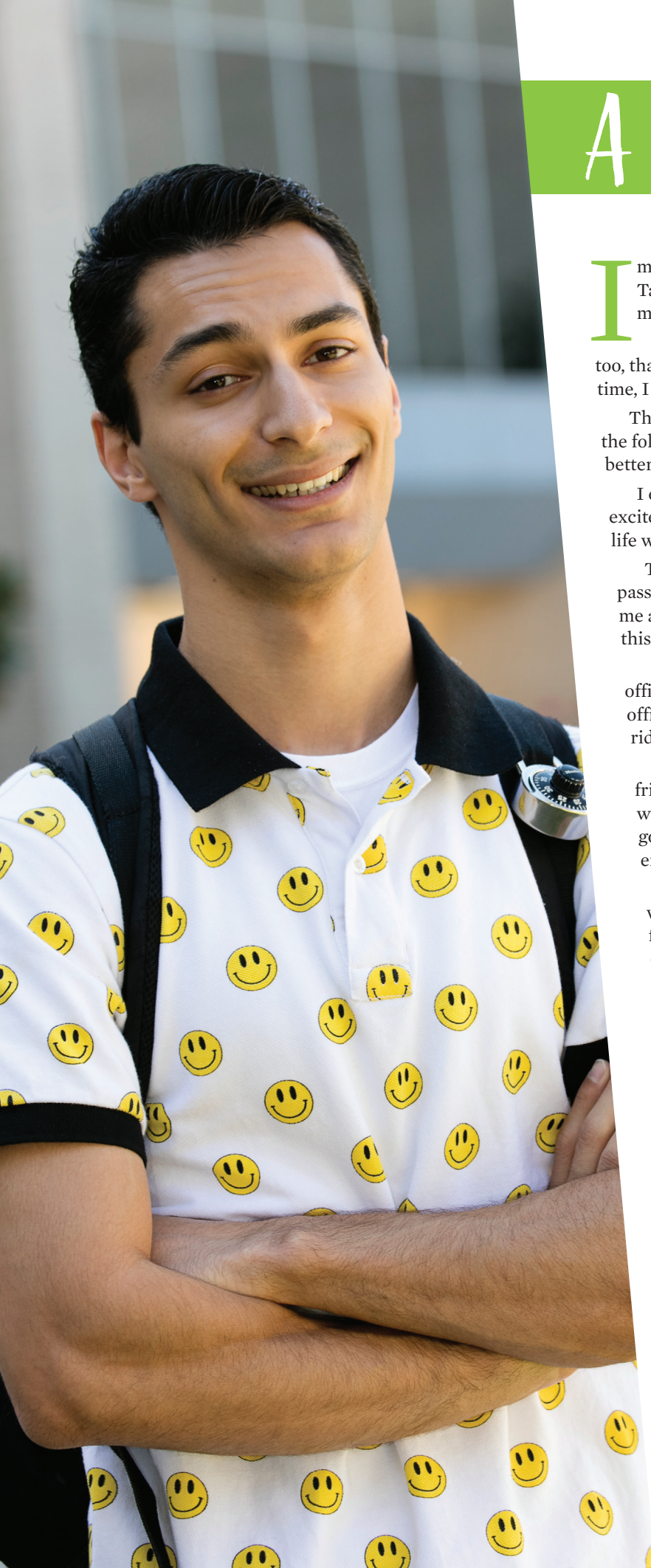
After months of being injected with myriad drugs and a much-needed survivor's party, I returned to school towards the end of my junior year in hopes of graduating with my class. Though I was not behind academically, I felt behind. My peers knew where they wanted to attend college and exactly what their life was going to be like after high school, while I was trying to make it to senior year in one piece!

My journey at Tarrant County College began at the Trinity River Campus after I graduated high school. Thanks to my high school, Texas Academy of Biomedical Sciences, and taking dual-credit classes via TCC, I will complete my AA degree in spring 2016.

In retrospect, TCC made the most sense economically – we still have more than \$500,000 worth of hospital bills and paying \$30,000+ for me to continue school would have put us in an even deeper financial hole. It made the most sense with regards to traveling between home and school, especially since I had no intentions on living on-campus – two of the campuses are in my parent's overly protective 25-mile reach!

TCC was the best choice because it provided me with the opportunity to keep going. I do not have distinct plans for the near future – or the remote future for that matter. Hopefully, after I complete my degree here, I will go to a four-year college with a top-notch political science/journalism program. From there, I don't know what I want. All I know is that I didn't want to slow down, and Tarrant County College kept me going.

— Christian Green







# SOUTHEAST CAMPUS CULINARY ARTS RECIPES & TIPS

## *Sam Adams pot roast*

### INGREDIENTS

- 4 lbs. beef roast
- 8 oz. yellow onion, rough chopped
- 4 oz. carrot, rough chopped
- 4 oz. celery, rough chopped
- 4 cloves garlic, smashed
- 1 bottle Sam Adams beer
- 1 sprig fresh thyme
- 2 bay leaves
- 1 sprig fresh rosemary
- 1 tsp. whole cloves
- kosher salt, as needed
- ground black pepper, as needed
- all-purpose flour, to coat meat, as needed
- 3 tbsp. all-purpose flour, reserved
- brown (beef) stock, as needed
- 3 tbsp. bacon fat

### METHOD

1. Preheat oven to 250°
2. Heat Dutch oven over medium-high heat.
3. Rub outside of beef with salt and pepper and roll in flour.
4. Add bacon fat to Dutch oven. When the fat is hot, sear the beef on all sides.
5. When the beef is fully browned, remove from pan and add chopped vegetables.

6. Cook vegetables until just browned and then add reserved flour.
7. Stir flour in with vegetables and fat and cook until slightly browned or to form a roux.
8. When the roux is lightly browned, return the meat to the pan and pour in beer.
9. Add brown stock until about halfway up the meat and all vegetables are covered.
10. Place all herbs into the pot and cover, place in the oven and cook for four hours or until fork tender.
11. When the meat is fully cooked, remove from Dutch oven and strain the cooking liquid.
12. Reduce the cooking liquid until thick and serve over sliced pot roast.

### TIPS FROM THE CHEF

- It is not necessary to peel the carrots or cut them nicely, as long as they are about the same size before you cook them. You will be discarding them when you are finished.
- When cutting the meat, always cut against the grain to prevent stringy meat.
- Don't let your garlic get over-browned or it will develop a bitter taste.
- If your sauce does not thicken, you can add a slurry of corn starch and cold water to thicken it. Do not add the cornstarch directly to the hot liquid, as it will cause lumps!





## herb roasted root vegetables

### INGREDIENTS

- 1 lb. carrots, peeled and sliced
- 1 lb. parsnips, peeled and sliced
- 1 lb. turnips, peeled and large diced
- 1 lb. baby red potatoes, washed and cut in quarters
- 1 sprig fresh thyme, chopped
- 1 sprig fresh rosemary, chopped
- 2 tsp. kosher salt
- 1 tsp. ground black pepper
- 1 tsp. garlic granules
- 1/4 tsp. smoked paprika
- 1 tsp. canola oil
- pan release spray, as needed

### METHOD

1. Preheat oven to 425°.
2. Place all chopped vegetables with oil, spices and chopped herbs into bowl and toss well.
3. Spray half-sheet pan with pan release spray and place vegetables on the pan.
4. Cook all items until fully cooked and slightly browned on the edges.
5. Remove from oven and serve with Sam Adams Pot Roast.

### TIPS FROM THE CHEF

- If your oven has a roasting setting, use that. It uses a top heat as opposed to a bottom heat, which brings better color to your vegetables.
- Be sure to cut all of your vegetables the same size so they will all cook to the same point at the same time.
- When removing leaves from fresh rosemary and thyme, grip the tender ends of the herb and pull the leaves off by loosely pinching the stem between your fingers and running them back up the stems.

Special thanks to Chef Sean Jett, adjunct instructor of culinary arts.





# WINTERIZE YOUR VEHICLE

With Tips from the South Campus  
Automotive Program

Special thanks to James Martin, automotive program coordinator & instructor

Even though North Central Texas winters aren't particularly brutal, people should take precautions to protect their automobiles before freezing temperatures arrive. If you do not feel comfortable with any of the following tips, consult your mechanic for assistance.

## Check the battery terminals and cables

If the terminals are corroded or the cables are loose, clean or replace them to ensure good electrical contact. Temperature extremes can exacerbate a poor connection.

## Check the battery

Connect a voltmeter to the battery terminals with the ignition and all accessories turned OFF. A fully charged battery should show 12.6 volts. If the battery reads less than 12.4 volts, it is less than 75 percent charged and should be recharged. Most car batteries only last four or five years. If your battery is five or more years old, you may need to replace it soon. Replacing it before cold weather can prevent a no-start and service call.

## Check the strength of the coolant

Antifreeze mixed 50/50 with water will provide freezing protection down to minus 34 degrees Fahrenheit. If someone has added straight water to the cooling system, it can raise the freezing temperature. You do not want the coolant to freeze because ice expands and can crack the radiator or engine block. The strength of the coolant can be checked with a hydrometer. If the strength of the coolant reads low, add additional antifreeze to bring the coolant up to normal strength.

## Check your belts and hoses

Worn belts and hoses are susceptible to failure in cold weather. If something snaps, the only way you are getting home is a tow truck.

## Change the oil

Winterize your engine by replacing old, dirty oil with fresh oil. This can reduce the drag on the starter when a cold engine is cranked. Synthetic oils are best for easy cold weather starting.

## Replace the spark plugs

Refer to your vehicle owner's manual for the recommended replacement interval. New spark plugs can make the engine much easier to start during cold weather.

## Check your tire condition and air pressure

Wet or icy roads can cause accidents, so make sure your tires are capable of handling adverse weather and road conditions.

## Clean your fuel injectors

Fuel varnish can build up in injectors over time, causing a leaning effect on the fuel mixture. Add a can of fuel injector cleaner to your fuel tank. This can help ensure easy starting and smooth running all winter long. If you have a diesel engine, change the fuel filter/water separator and add a can of fuel conditioner to the fuel tank. This will help prevent fuel waxing and the formation of ice in the filter when the temperature drops.

## Check the heater and defrosters

Does the heater blow hot air? Do the defrosters reroute warm air to the windshield to clear the glass? Does the rear electric defogger work? Does the air-conditioning compressor come on when you run the defrost? This is important because it helps to dehumidify the air and clear the glass.

## Check or replace the wiper blades

Wiper blades have a limited life of approximately one year. Sun exposure, extreme heat and cold all age the rubber and cause it to become hard and brittle. If the wipers streak, chatter or smear, it is time to replace them.

## Check your windshield washer fluid

Much like antifreeze, it prevents freeze up in your windshield washer system.

## Protect yourself

Toss some winter survival gear into the trunk or luggage compartment. This should include a flashlight (with new alkaline batteries), a blanket, boots, gloves, hat, small shovel and maybe a bag of sand. Something to eat such as protein bars, pretzels, chocolate, nuts, dried fruit and bottled water can be helpful. If you carry a cell phone, make sure you have a cell phone charger along, too, and a credit card or cash if a wrecker is ever needed. A few precautions taken now could save a lot of grief when Old Man Winter does arrive.



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## HONORABLE MENTIONS



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View @imsuperman079's first pitch online!  
[www.tccd.edu/magazine/social](http://www.tccd.edu/magazine/social)



@TCCCollege: Trinity River's new president, Sean Madison, hanging out with VPs Bryan Stewart & Adrian Rodriguez at our "Snocial" yesterday.



@CBSDFW: Boys Scouts from Dallas & FW participated in an Aviation Merit Badge class hosted by @TCCCollege at Alliance Airport.



#TCCNE

@SAL\_FW: Thanks Lourdes Davenport @TCCCollege Northwest Campus for inviting me to speak to TCC students.



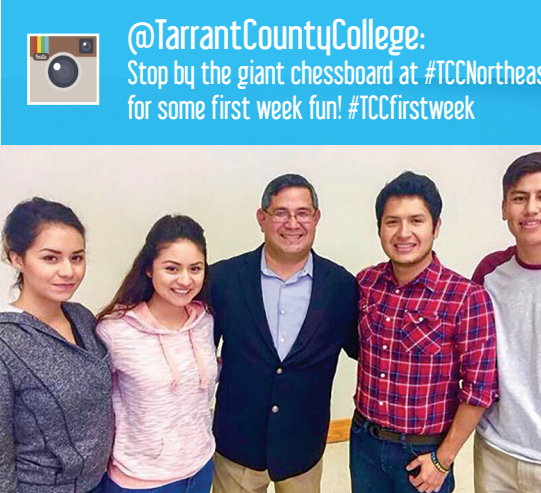
@TCCCollege: A big thank you to our Police and Fire Cadets for their 9.11 mile run this morning for 9/11 #PatriotDay #NeverForget



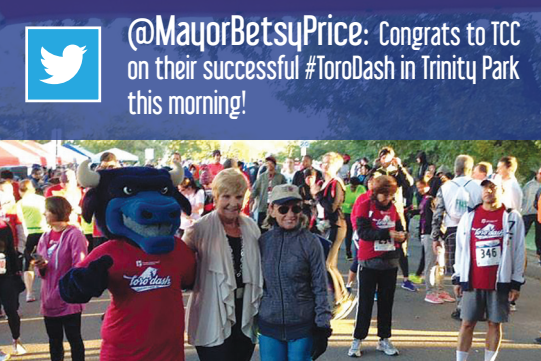
@TarrantCountyCollege: It's photo day for our graduating nursing class of 2015... Here's a preview!



@TheMisterHurd: Love the simplistic beauty honoring lost lives on 9/11/2001... great job @TCCCollege #PatriotDay #TCCSouth



@TarrantCountyCollege: Stop by the giant chessboard at #TCCNortheast for some first week fun! #TCCfirstweek




@MayorBetsyPrice: Congrats to TCC on their successful #ToroDash in Trinity Park this morning!



@PeterMFirehouse: Great to meet military vets @TCCCollege who are working on #firefighter careers & degrees. <http://firehouse.com/12120585>



@LegionOfDan: #TCCNortheast speech & debate awarded top overall community college award at Southeastern Oklahoma State University today.



@TarrantCountyCollege: Last night's #supermoon #lunareclipse shot from #TCCTrinityRiver Campus!



@TCCCollege: Our #TCCFirstPitch winner is warming up at batting practice!



# it's all chill in HVACR

by Andy Rhinefort, instructor of heating, air conditioning & refrigeration

Can you imagine life in Texas without air conditioning? With our high temperatures and increasing humidity levels, keeping your cool is one of the most important considerations for living and working here. Yet it often goes unnoticed until there is a problem or when it is time to pay your electric bill.

Air conditioning has been around the Tarrant County area since the early 1900s. Some might remember theatres with signs advertising “air conditioned” as a way to entice patrons to comfortably enjoy a movie on a warm day. Historically though, air conditioning was first used in 1902 to increase productivity and quality in several industries.

The first real breakthrough was in the printing industry. The name Carrier may ring a bell when talking about air conditioning. Willis Carrier invented one of the first successful cooling systems for Sackett-Wilhelms Lithographing and Publishing Co. in Brooklyn, N.Y. His invention kept the printing of multi-color ink in alignment because the paper no longer would shrink or expand with temperature and humidity changes.

Early successes at smaller-scale air conditioning could be found in downtown Fort Worth in 1936. People walking by the open storefront of Webb Brothers Barber Shop would be greeted by the cool breeze flowing out of the shop. Horace Webb created an evaporative cooling system that provided comfort for those needing a haircut and those passing by who might now consider getting a haircut just to enjoy the cooler climate. From that time, Webb Air Conditioning was started and is operated by the third generation of the Webb family.

My story is similar. My grandfather was involved in the war effort working with the War Production Board to streamline manufacturing. He used his knowledge after the war to start building attic fans with the help of my then teenage father in their west Fort Worth garage. They installed them along with floor

furnaces in existing homes built in the 1920s. True refrigerated cooling came to the market in the 1950s with larger homes being retrofitted with these new systems.

In the 1960s, homebuilders began to offer central cooling and heating at an affordable price. The idea of increased comfort became standard equipment for homes. When first designed, air conditioning was more of a luxury and we were not as concerned with what it cost to operate as long as it was comfortable indoors.

Today, things are different. Energy costs have increased and more consideration has been given to conserving energy to reduce utility costs and lower emissions from power plants to improve our environment. Additionally, energy providers don't want to build new power plants or increase their power distribution systems due to costs involved. This has resulted in increased monitoring. The U.S. Department of Energy oversees the regulation of efficiency levels requiring manufacturers to meet those standards in their equipment offerings.

New energy saving advancements are gradually coming into the HVAC industry. As an example, Lennox Industries has designed an A/C system that operates using solar power. This system consists of a typical high efficiency A/C unit along with a solar power system in a packaged arrangement. While separate solar power systems are available, the unique integration Lennox has developed allows for better monitoring of energy usage and the ability to put unused generated power back into the grid to supply other household appliances and lighting. Others have used solar power to operate smaller loads such as window A/C units, but this marks the first central air-conditioning system to be marketed as solar powered. Solar power seems to be the most accepted renewable energy source currently being used with increased development taking place from HVAC engineers, designers and manufacturers.

Other technologies such as wind and gas turbine powered equipment may be on the horizon. In the early 1990s, York designed and tested a natural gas-powered engine driven compressor unit. The York Triathlon system provided quite favorable efficiency levels for the time, but the maintenance requirements and other mechanical issues with the engine resulted in its demise and subsequent removal from the test market. Further refinement may find these units back on the market in the future.

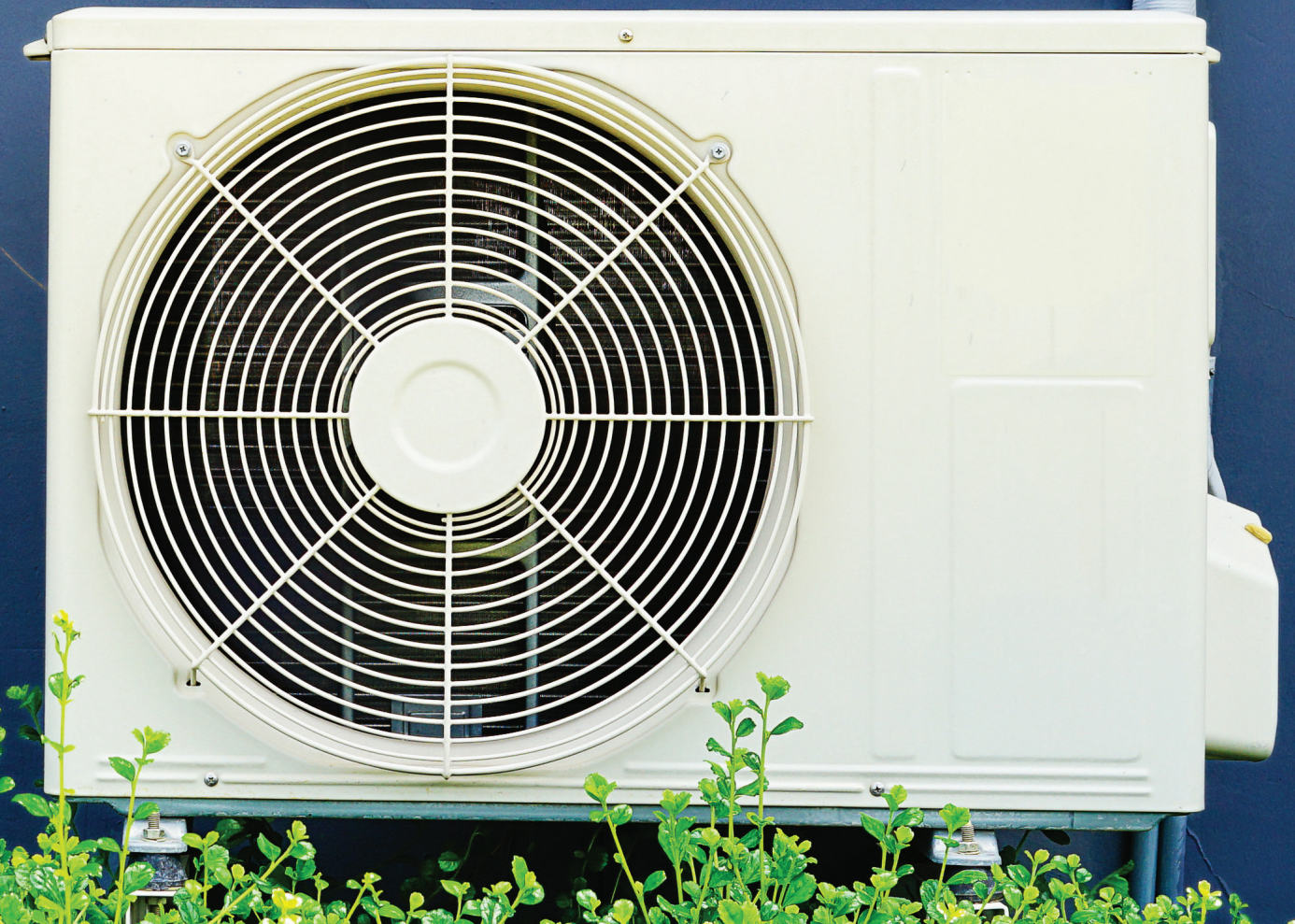
The heating, ventilating, air conditioning and refrigeration (HVACR) industry is a highly technical field that is challenging and rewarding. With this emerging technology comes the need for increased knowledge and skill level from the technicians installing and servicing this new equipment. Like anything, if it is not operating properly, it could harm the equipment, use more energy than it should and may not deliver the comfort expected. As many current HVAC technicians are aging and retiring from the industry, it is predicted that the shortage of qualified technicians will increase.

Education is the key to remaining current with today's technology and that of the future. The job market is vast for technicians that have those skills and work to

stay on top of technology. Younger generation students can find a lifelong career in many different areas of the industry, whether it be residential or commercial as well as design, sales, installation, service or repair. As with any field, knowledge is power and results in higher compensation.

Since its beginning from the late 1960s, the TCC Heating, Air Conditioning and Refrigeration Department has had pride in knowing that many of the current and former technicians from across Tarrant and surrounding counties came through our program. Now, with the last fall's opening of the new South Campus Center of Excellence for Energy Technology, we look forward to sharing knowledge and helping train many more new and returning former students in the technologies that exists today and will be developed in the future. We invite members of the community and the industry alike to come by and get a look at this state-of-the-art facility.

The job opportunities are and will continue to be endless in energy technology because one thing we know is that we all want to be comfortable. In Tarrant County and in the state of Texas, it is hard to feel that way without properly operating air conditioning.







# Customer Care Takes A GIANT LEAP in Tarrant County

by Brian Melton

It's night, and Arlington's massive 140,000-square-foot JPMorganChase customer care call center sits quietly. There's no hum of headset-sporting employees helping clients all over the country reset passwords, confirm payments, check balances and perform myriad other service-related tasks. But by morning, the brightly lit room will buzz with professional yet friendly telephone conversation – even laughter, when a call-in customer is particularly cheery.

Weaving among the care specialists is Bonnie Ware, a recent graduate of Tarrant County College's brand new call center program. In September 2015, she started her new job as a senior supervisor for Health Management Systems, responsible for reducing waste and fraud for medical billing companies. Ware could not be happier.

"I'd been in the industry years before as a customer service supervisor and call center manager," she said. "This program helped me refresh my skills and got me up to speed with new technologies really quickly. On a scale of one to 10, it's definitely an 11."

"Creating a call center program like this was a natural opportunity for us," said Jennifer Hawkins, director of corporate services for TCC's Community & Industry Education Services.

"We work directly with businesses, community economic development organizations and industry associations to develop customized training solutions that help Tarrant County's workforce thrive and grow."

TCC Director Jennifer Hawkins

"That's what we did for, and with, JPMorganChase. We designed a custom curriculum, trained instructors and in less than six months, were up and running," Hawkins said.

The six-week course of small classes, with six to eight students, consists of intensive workplace simulations, followed by critical feedback from both instructor and students. Graduates are guaranteed interviews with the bank and if hired, are exempt from the two-year call center experience requirement. Since the program opened in July 2015, 29 students have received their completion certificates and most everyone has a job, either at Chase or another company.

The program's success is also garnering attention from other institutions. San Francisco-based Wells Fargo wants a customized program for its Tarrant County call center, too.

Hawkins also notes that her department's ability to tailor personalized course offerings is a factor in attracting new businesses to the Tarrant County area. Klein Tools, a 158-year-old private company headquartered in Illinois, opened its first of three state-of-the-art manufacturing facilities in Mansfield, Texas, in 2011. The company has taken

advantage of a number of TCCD's customized class offerings to develop manufacturing talent for its workplaces.

"TCC is a great partner for Klein Tools and works with us to identify services that add value to our workplaces," said Michael Klein, manufacturing director and a sixth-generation leader in the family-run company.

"There's no question that as the community continues to identify and address skill gaps in the workplace, TCC will continue to be a key partner for us and all of Tarrant County."

Klein Tools Director Michael Klein

"Thus far, TCC has trained 80 people to help Klein grow its business and give back to the community," added Hawkins.

She also pointed to GE Transportation as an example of TCC's powerful reach and dedication to innovative partnerships. "We got an early heads-up that they were coming and we worked closely with North Central College Flower Mound – shared the spotlight, so to speak – and our two schools and boards worked together to make sure the customer got what they needed in terms of basic machine training as well as advanced customized programs to exactly fit their needs. We've already trained 56 people with more on the way. It's a great partnership all around."

Hawkins, who joined TCC as a part-time instructor nine years ago, began her current role in 2010. "The Texas Workforce Commission was offering to help offset training costs for businesses and they had the funds to invest. So we created a grant writing team and off we went." She has not looked back since.

"We're all about strengthening the Tarrant County business community through community and corporate collaborations," she declared. "By partnering with economic development and social organizations, we can match well-prepared workers together with the companies that want to hire them. If we have better employees available, then we have better companies throughout our area. That's an idea I can, and obviously do, get behind."

## Growth Opportunities Abound in Customer Service Industry

Today, an estimated 66,000 call centers employ about five million people in America, offering entry-level opportunities for new college graduates or people trying to get a foothold in the customer service field. Help desk functions, including remote desktop and social media support, fill out call center capabilities and generate an estimated 180,000 new jobs annually.



# Faculty AND Staff BRAGS

## Alaina Webb

*Adjunct Instructor of Sign Language Interpreting Program, Trinity River Campus*

Chosen to serve a three-year term on the Board of Evaluators of Interpreters Advisory Board beginning in June 2015.

## Barbara Koerble

*Adjunct Instructor, Northwest Campus*

Had one of her photographs, Infraform #4, accepted into the 2nd Annual Regional Juried Exhibition at Artspace 111.

**Barbara Prellwitz**, *Web Communications Assistant*,  
**Brandon Tucker**, *Web Design Coordinator*,  
**Sara Tucker**, *District Manager of Marketing*,  
**Aaron Estep**, *Web Communications Assistant*,  
& **Samantha Windschitl**, *Web Content Editor*

*District*

Received an Award of Excellence in Online/Digital Tactics for the #TCCGrads social media campaign at the 2015 PRSA Worthy Awards.

## Bill Coppola

*President, Southeast Campus*

Awarded the North Texas Community College Consortium 2nd Annual Jesse Jones Leadership Award at the fall leadership meeting.

**Brandon Tucker**, *Web Design Coordinator*  
& **Stephen Fornal**, *Manager of Web Development*

*District*

Received an Award of Excellence for the TCC 50th anniversary website at the 2015 PRSA Worthy Awards.

## Brenna Sanders

*CIE Coordinator, Northeast Campus*

Graduated from the Consortium Leadership and Renewal Academy (CLARA) in 2015, completing the year-long regional leadership program created by the North Texas Community College Consortium.

## Carrie Tunson

*Vice President of Community & Industry Education Services, Southeast Campus*

Received the Educator's Award in Appreciation of her Outstanding Leadership and Support for the Grand Prairie NAACP.

## Charles DeSassure

*Assistant Professor of Computer Science, Southeast Campus*

Selected to join the EDUCAUSE Reviewers committee in evaluating submissions for publication in the online EDUCAUSE Review.

**Daniel Lim**, *Library Specialist*  
& **Kathryn Hill**, *Administrative Assistant*

*Northeast Campus*

Both awarded Employee of the Year by the Northeast Campus Library for the 2014-2015 school year.

## Daniela Kojouharov

*Professor of Mathematics, Southeast Campus*

Featured in the September 2015 issue of *Mansfield NOW* Magazine. The article, "In the Kitchen with Daniela Kojouharov," featured several recipes from Kojouharov's homeland of Bulgaria.

## District Communications, Public Relations & Marketing Team

*Suzanne Cottraux (Executive Director of Communications, Public Relations & Marketing), Sara Tucker (District Manager of Marketing Communications), Rita Parson (District Manager of Public Relations), Kendra Prince (District Editorial Coordinator), DeeDra Parrish (District Photographer), Brandon Tucker (District Web Design Coordinator) and Connie Wiebe (Administrative Office Assistant)*

Received an Award of Achievement in External Publications for *REACH Magazine* at the 2015 PRSA Worthy Awards.

## Echo Wilson

*Adjunct Instructor, Northwest Campus*

Selected as the sole judge for the Mid-Cities Sonata/Sonatina Festival in April 2015. She will be involved in the First Van Cliburn Junior Competition.

## Erich Tucker

*Adjunct Instructor, Northwest Campus*

Performed at the Texas Flute Symposium at Texas A&M University-Commerce. Tucker performed military piccolo solos and ensembles at the Botanic Gardens for the Daughters of the American Revolution's Flag Day memorial celebration honoring Charlie Company's heroic efforts during the Vietnam War.

## James Black

*Instructor of Geology, South Campus*

Named as TCCD's co-principal investigator for an ongoing National Science Foundation-funded partnership with UT Arlington.

## Janice Smith

*Dean of Math and Science, Northwest Campus*

Invited to participate on the Consortium Leadership and Renewal Academy Advisory Council hosted by the North Texas Community College Consortium.

## Jessica Martinez

*Adjunct Instructor, Northwest Campus*

Selected as Art Conspiracy's artist select, which debuted in May 2015. Also participated in an art charity auction called Skewed, hosted at Mokah gallery in Deep Ellum.

## Jo Klemm

*Director of Library Services, Southeast Campus*

Chosen by the Texas State Library to rank and grade grant requests.

## John Hartley

*Associate Professor of Art, Northwest Campus*

Participated in an exhibition titled "Realism" at M.A. Doran Gallery, Tulsa, OK. Exhibiting artwork in "The Real Show" at the Old Jail Art Center and "The Second Annual Regional Exhibition" at Artspace 111.

## John Lundberg

*Associate Professor of History, South Campus*

Appointed to the Board of Directors of the East Texas Historical Association. His three-year term commences in spring 2016.

## Joseph Maestas

*Instructor of Health and Physical Sciences, Northwest Campus*

Identified as one of the top 10 community college instructors by Rate My Professors.

## Joshua Tarbay

*Associate Professor, Department Chair of Kinesiology, Northwest Campus*

Appointed vice president of the Weatherford Independent School District Board of Trustees in this his third year on the board.

## Judith Gallagher

*Associate Professor of English, Northwest Campus*

Selected as a program coordinator for the TexPREP program, which is a pre-engineering program for students who are entering their freshman year in high school and have ambitions to become engineers.

**Kaleb Cameron**, *DSS Coordinator*  
& **Pamela (Baker) Buenau**, *Academic Advisor*,

*Southeast Campus*

Graduated from the Consortium Leadership and Renewal Academy, completing the year-long regional leadership program created by the North Texas Community College Consortium.

## Karen Raulerson

*Student Development Associate, Northeast Campus*

Received the Northeast Campus Branding Iron Award for dedication in developing, organizing and supporting educational initiatives that improve teaching and learning.

## Karmien Bowman

*Associate Professor of Art, Northeast Campus*

Her public art installation, "Leap Frogs," was installed at North Lakes Park in Denton, Texas. Park officials dedicated the four-part bronze sculpture in September 2015. The entire work stretches about 30 feet and is the first piece of public art in North Lakes Park.

## LeeAnn Olivier

*English Instructor, Northwest Campus*

Selected to serve on the board of a Fort Worth Complementary and Integrative Health initiative.

## Lindsey Dunnagan

*Adjunct instructor, Northwest Campus*

Selected for the *New American Paintings* publication (West Issue No. 120). Also a finalist for the Hunting Art Prize. Received an artist grant from the Puffin Foundation Ltd and has a solo show at Monterey Peninsula College in California.

## Lisa Benedetti

*Dean of Humanities, Northwest Campus*

Selected to serve on the Board of Directors for Junior Achievement.

## Mark Loud

*Instructor Aviation, Northwest Campus*

Chaired the Alliance Fort Worth Airshow Committee and arranged for TCC instructors and students to volunteer.

## Mary Waring

*Adjunct Communications Instructor, Northwest Campus*

Invited to be an advanced placement reader for the College Board's Educational Testing Program. AP readers will meet in June to evaluate and score about 20 million free-response answers.

## Mayra Olivares-Urueta

*Director of Student Development Services, Trinity River Campus*

Selected for the Leadership Fellows Program hosted at the National Community College Hispanic Council in September 2015. Was one of 18 participants from 12 states around the country.

## Mike Jones

*Fire Adjunct Instructor, Northwest Campus*

Named as board member for the Texas Commission on Fire Protection, a state agency that regulates firefighting curriculum and standards for the State of Texas.

## Monica Escobar-Leblanc

*Instructor of Dietetics, Southeast Campus*

Obtained designation of FAND (Fellow of the Academy of Nutrition and Dietetics). This designation recognizes her professional accomplishments, valuable service to the public and pursuit of life-long learning.

## Nelda Shelton

*Associate Professor, South Campus*

Selected to serve on the Better Business Bureau's Board of Directors for the Consumer Education Foundation (CEF), a 501(c)(3) organization established to further the charitable and educational purposes of the BBB.



**Nicole Foster**

*Adjunct Humanities Instructor, Northwest Campus*

Selected as one of only 25 individuals from around the world to participate in the University of Manchester (UK) Summer Institute in Urban Studies.

**Patricia Richards**

*Associate Professor of Photography, Northeast Campus*

Exhibited her photography in “FUTURE IDENTITIES: Bodies, Places, Space” at the Laura Haber Gallery in Buenos Aires, Argentina; “Wet Weather” at the Don’t Take Pictures Gallery; “Women in Photography International” at I Am Digital; “International Exhibition 158” at Royal Photographic Society; “URBAN 2015” International Photo Exhibition at Klub Alchemia in Krakow, Poland; and Peter Palmquist “Women in Photography” international archive at Yale University.

**Peter Jordan**

*President, South Campus*

Recognized by the L. Clifford Davis Legal Association for his exemplary service within the Tarrant County community. Also elected president of the Rotary Club of Fort Worth East.

**Rita Parson**

*Manager of Public Relations, District*

Received an Award of Excellence in Writing: Column for the 50th anniversary article in *REACH Magazine* at the 2015 PRSA Worthy Awards.

**Ramon Mireles**

*Success Coach, Northwest Campus*

Elected to the Executive Board of Directors for Proyecto Inmigrante ICS, Inc. Elected as vice president of sector region for the Lambda Theta Phi Fraternity service organization.

**Ree Hummond**

*Instructional Associate Math Testing and Tutoring, Northwest Campus*

Produced the most viewed “Texas Success Initiative” videos on YouTube, with more than 75,000 views on his TSI review videos.

**Rodney Smith**

*Coordinator of Fire Services, Northwest Campus*

Named chair of North Texas Urban Search and Rescue working group. Will lead North Texas teams in preparing for large scale homeland security exercise in November 2016.

**Sammie Sheppard**

*Program Coordinator, Sign Language Interpreting Program, Trinity River Campus*

Chosen as one of six faculty members for the Summer Interpreting Institute, sponsored by Region 11, Region 20 and DARS (Texas Department of Assistive and Rehabilitative Services) to provide a week of intensive instruction and mentoring for testing candidates for the state interpreting test.

**Scott Robinson**

*Dean of Humanities, Trinity River Campus*

Chosen for the selection committee for the inaugural ArtSouth Artist in Residence Program sponsored by Fort Worth South, Inc. The committee reviewed applications during June 2015. Published a

scholarly essay entitled, “La Cerca/The Fence,” in the international traveling exhibition catalogue *Piero Fenci: La Cerca* (Stephen F. Austin State University Press, 2015).

**Shawna Gaccetta**

*Administrative Assistant to the Dean of Liberal Arts, Southeast Campus*

Chosen for a \$2,500 scholarship to Texas Women’s University and is a finalist for the Arlington Chamber of Commerce Rising Star Award.

**Tina Ingram**

*Health Services Coordinator, South Campus*

Won the Mentor of the Year Award at the annual Empowering Links Awards Ceremony on Friday, April 24 in the SSTU Dining Hall.

**Tony Giardino**

*Assistant Professor of Government, South Campus*

Received the Fowler Award for Outstanding Police Instructor, presented by the cadets of the 171st Police Academy class during their graduation ceremony in September 2015.

**Tracy Williams**

*Coordinator of Career Services, Northwest Campus*

Elected president of the Texas Cooperative Education and Internship Association (TxCEIA) during the 2015 Southwest Regional Conference in Fort Worth..

**Trish Igo**

*Art Professor, Northwest Campus*

Received a Juror’s Pick Award for collaborative artwork and was selected for an online-showcase for Non-Fiction Gallery in Savannah, GA.

**Will Douglas**

*Adjunct Instructor, Northwest Campus*

Performed a concert at the 2015 Guitar Hamilton International Festival in Hamilton, ON, Canada.

**Winter Rusiloski**

*Associate Professor of Art, Northwest Campus*

Won the Tracy Family Award (2015 Moncrief Cancer Institute Award) at the Historic Fort Worth “Preservation is the Art of the City” awards ceremony.

**Yolanda Sifuentes**

*Coordinator of Special Projects, South Campus*

Honored by United Way Tarrant County for her outstanding dedication and contribution to Financial Fitness Dallas Fort Worth (FFDFW). Recognized as the Mentor of the Year at the 2015 Men of Color Banquet.

**Zachary Frohlich**, *Speech Instructor*  
**& Alejandro Garza**, *Assistant Professor of Spanish, Northwest Campus*

Each received a Golden Apple Award for outstanding and exemplary dedication to students.

**This is not an exhaustive list of the many distinguished awards received recently by TCC faculty & staff. Please submit your awards to [TCC.Brags@tccd.edu](mailto:TCC.Brags@tccd.edu).**

# 2015 CHANCELLOR’S EXCELLENCE AWARDS

At the annual recognition event, faculty and staff were honored for their dedication and commitment to their students and to TCC’s institutional excellence.

## Exemplary Teacher Awards

Receiving recognition for the Chancellor’s Awards for Exemplary Teacher were (pictured left to right) Northeast Campus Geography Professor Meena Balakrishnan, Northwest Campus Dance Professor Kim Jackson, South Philosophy Professor Jeremy Byrd, Southeast Campus Speech Instructor Tonya Blivens and Trinity River Campus Computer Science Professor Tyson McMillan.



## Employee Excellence Awards

Receiving recognition for the Chancellor’s Employee Excellence Awards were (pictured left to right) Demesia Razo, Trinity River Campus student support coordinator, for Access and Diversity; The Title IX Team for Forward Thinking; Northwest Campus Center for Excellence for Innovation and Creativity and Northwest Campus Computer Science Day Team for Service to Community; and Orlando Bagcal, South Campus associate professor and construction management coordinator for Student Success.





# Investing in the Future

by Claire Olson

Daniel Berce of General Motors Financial Company, Inc., and Johnny Campbell with Sundance Square are two community leaders who understand the value of education. Both believe that investing in students now will yield talented employees and business leaders for the future. As donors to the TCC Foundation, they are making it possible for TCC students to have opportunities to achieve success.



## DANIEL E. BERCE—A PIPELINE OF POTENTIAL EMPLOYEES

Daniel Berce is chief executive officer of General Motors Financial Company, Inc. (GM Financial), a subsidiary of General Motors Company. GM Financial serves auto dealers and consumers in 20 countries and is headquartered in Fort Worth.

“Our company is growing rapidly,” Berce said. “We have 3,000 employees located in the Metroplex and we are adding 1,000 every year to our employee base here in the U.S. We need highly skilled, well-educated employees, and Tarrant County College provides them to us.”

Berce, a resident of Fort Worth for 29 years, has seen TCC grow in student population, reputation and the value it brings to the Metroplex, which is a big reason why GM Financial contributes to TCC’s scholarship funds. His confidence in TCC is further manifest in the work he does to introduce others to the College, including arranging forums so area executives can get updates on the College’s vision and growth.

A graduate of Regis University with a B.S. in Accounting, Berce is a certified public accountant and a member of the American Institute of Certified Public Accountants. He is on the board of Lena Pope Home Foundation and Regis University. He previously served as president or chairman of the Fort Worth Chamber of Commerce, Cook Children’s Health Care System, Catholic Charities and Cancer Care Services.

“For students, the value of an education at TCC is unquestioned,” Berce said. “For businesses in our region, the value of TCC is also unquestioned. The school gives us a solid pipeline of potential employees who are ready to succeed in a work environment.”



## JOHNNY CAMPBELL—ALLIANCE BETWEEN BUSINESS AND EDUCATION

Johnny Campbell is president and CEO of Sundance Square, a 35-block area of downtown Fort Worth considered one of the most innovative urban developments in the nation. Sundance Square is a significant donor to Tarrant County College, and Campbell recently served on the school’s 50th Anniversary Jubilee Committee.

“Sundance Square has a 30-year master plan,” Campbell said. “It is a visionary urban development. The Sundance Square Plaza is a gathering place where people can come together, learn and play. I fell in love with the Sundance Square vision and the charm and heart of Fort Worth,” he said. Campbell has headed Sundance Square for 15 years.

Campbell sees parallels between Sundance Square and Tarrant County College. “Tarrant County College is a vital part of the fabric of Fort Worth,” he said. “It’s a catalyst for collaboration between education and business. Innovation and vision are evident throughout the institution.”

Campbell calls himself a product of the community college system. “I was attending San Jacinto Community College in Houston,” he said. “I was going to school full-time and working full-time. I had a demanding schedule, but the community college gave me a good education on my own terms and prepared me for life and a career.” Campbell received his bachelor’s degree from the University of Houston.

An immediate past chairman of the boards of Downtown Fort Worth, Inc. and the Fort Worth Convention and Visitors Bureau, Campbell serves on the boards of the Fort Worth Chamber of Commerce, Fort Worth Metropolitan Black Chamber of Commerce, Fort Worth Library Foundation and the North Texas Commission.

While a recognized business leader in Fort Worth, Campbell says his heart is in the education community. Campbell has just served 10 years as an elected member of the board of the Aledo Independent School District, one of the fastest-growing school districts in the state.

“I’m a huge advocate for education,” Campbell said. “I’m committed to an alliance between business and education. On the school board, I always wanted to represent the business perspective to school board members and administrators.”

“TCC offers a lifeline to the students of Fort Worth,” he said. “All they need to do is grab hold.”

# Putting His Education to Work

by Claire Olson

Thomas Menchaca graduated from Tarrant County College in May 2015 with an Associate in Applied Science in Construction Management Technology. Now, he is working as an assistant estimator for Westwood Contractors, Inc., an award-winning, national general contractor headquartered in Fort Worth. The 30-year-old firm specializes in retail construction services and is a significant donor to scholarship funds at the TCC Foundation.

Menchaca attended TCC for a brief time in 2002 and then went to electrician school. He was busy working as an electrician until the recession hit in 2008. He returned to TCC and quickly decided on the construction management program.

“I was working full-time as a waiter and bartender, going to school full-time and was a full-time father and husband.”

..... Alumni Thomas Menchaca

“TCC teachers were flexible with me because they knew my situation. The school gave me the schedule I needed and I had a tuition I could afford,” Menchaca said.

TCC provides a very supportive environment, Menchaca said. “Teachers will come in early and stay late to help you, and fellow students are always helping each other out, staying beyond class to coach those who need help,” he said.

Menchaca praised Orlando Bagcal, coordinator of the TCC Construction Management Program. “Bagcal got our program accredited, and he promotes the supportive culture,” he said. The A.A.S. in Construction Management Technology is fully accredited by the American Council for Construction Education.

“The commercial construction business is thriving,” said Robert Benda, chairman and CEO of Westwood Contractors, Inc. and former board chairman of the TCC Foundation. “To meet the current demand from our national retail clients, we are always looking for new team members who have the technological skills to quickly become a productive part of the organization.

“Thomas joined us as an intern while completing his practicum at TCC and immediately made a valuable contribution. We were fortunate to subsequently bring him on as a permanent employee,” Benda said. “TCC’s Construction Management Technology associate’s degree program is one of the leading ones in the country and its graduates are well prepared to compete for jobs in the industry. We are excited to have Thomas as one of our leaders of tomorrow,” Benda said.

Menchaca is a member of both Phi Theta Kappa and the Association of Construction Management Students at TCC.

He is a board member for the White Settlement Youth Football Association and coaches 24 boys who are playing in the Pee Wee league.

“TCC proved to me that anyone can get an education,” Menchaca said. “TCC has affordable tuition, a supportive environment and locations all over Tarrant County.”





# THE FOUNDATION

## Reflections



Tarrant County College Foundation welcomed more than 330 “Named Scholarship” donors and recipients to the Trinity River Campus for the annual Scholarship Recognition Dinner held each fall. Congratulations to the students and many thanks to all who support student success!



TCC Foundation hosted the first State of the College Breakfast. Attendees included charter members of The Chancellor’s Circle who contributed \$1000 or more annually to the TCC Foundation for student scholarships and initiatives. Attendees enjoyed an opportunity to meet fellow members and hear the State of the College address, delivered by TCC Board of Trustees President Louise Appleman. Bob Benda, TCC Foundation Board of Directors member, introduced nursing student and TCC Foundation Scholarship recipient Kimberly Navejar. She shared her experience as a student struggling to finance her education and expressed her gratitude to all the guests for their generous gifts in support of TCC students just like her.

For more information about The Chancellor’s Circle, please contact the TCC Foundation office at 817-515-5277.





# TARRANT COUNTY COLLEGE FOUNDATION

## Tribute Gifts

The following gifts were given to the TCC Foundation between January 1, 2014 and August 31, 2015 in honor or in memory of a family member, friend, colleague or other individual. The Foundation is grateful for these generous gifts in recognition of individuals who are special to our donors.

## IN HONOR OF

### 2013-2014 Branch Speakers:

**Tory Bennett**  
**Martha Felini**  
**Tre Garrett**  
**Theresa Gaul**  
**David Hadlock**  
**Amanda Hale**  
**Becky Johnson**  
**Majorie McColl Petty**  
**Amy Raines-Milenkov**  
**Kathlynn Stone**  
**Andrew Walker**  
**Kaleigh Wyrick**  
AAUW-TCB

### Roy Lee Anders

Bonnie Soyster

### Jeronimo Aviles

Louann Schulze

### Anita Barrett

Bonnie Soyster

### Leona Bryant

Mishuna MacDonald

### Judith J. Carrier

Mary Cinatl  
Michael Cinatl

### Mike Cinatl

Bill Coppola

### Larry Darlage

Colleyville Rotary Club  
Grapevine Rotary Club  
Susan Alvarado

Tramaine Anderson  
Mary Buinger  
Catherine Chiarella  
Shalyn Clark  
Magdalena de la Teja  
Mary Alice Denmon Smith  
Bobbie Douglass  
Eddy Gallagher  
Allen Goben  
Natalie Guiter  
Cheryl Hamilton  
Lillian Hansen  
Antonio Howell  
Madeleine Isaacson  
Erma Johnson Hadley  
Robert Levy  
Mishuna MacDonald  
Jean Maines  
A'isha Malone  
Patricia Marling  
Fonda Martin  
Cindy McMullen  
Randy Moresi  
Elizabeth Mullins  
Anita Peters  
Angela Pettit  
Nina Petty  
Diane Pierce  
Sally Proffitt  
Karen Raulerson  
Leigh-Anne Regenold  
Shewanda Riley  
Debra Scheiwe  
Lisa Self  
Laurie Semple  
Karen Shelton  
Gary Smith  
Stacy Stuewe  
Ann L. Tripplet  
Kristin Vandergriff  
Paula Vastine-Norman

### Tahita Fulkerson

Louise Appleman  
Robert Benda  
Michael Cinatl  
Bill Coppola  
Gary Cumbie  
Cris Dally  
Ken Devero  
Mark Eley  
Leann Ellis  
Colleen Fitzpatrick  
Eddy Gallagher  
Reginald Gates  
Joy Gates Black  
Allen Goben  
Sheila Gonzales  
Elizabeth Harvey  
Leah Hawkins  
Erma Johnson Hadley  
Peter Jordan  
Linda LaCoste  
Carol Latham  
Elva LeBlanc  
Timothy Marshall  
Mark McClendon  
Hector Menchaca  
Cynthia Miller  
Carlos Morales  
Andrea Neal  
Demesia Razo  
Cheryl Roberts  
Angela Robinson  
Louann Schulze  
Tanya Self  
Liz Sisk  
Janie Stenger

Bryan Stewart  
Bobbie Stringer  
Kathryn Thompson  
J. Tracy  
John Waldron  
Cheryl West  
Linda Wright

### Reginald Gates

Chris Gavras

### Sheila Gonzales

Hector Menchaca

### Cheryl Hamilton

Deborah Blankenship

### Jane Harper

Floreen Henry

### Karen Haun

Sandra Jones

### Zena Jackson

Bill Coppola

### Erma Johnson Hadley

Chris Gavras  
Timothy Marshall

### Marlise Kupper

Nancy Kupper

### Levyvier Leffler

Bill Coppola

### Sharon Maxwell

Hector Menchaca

### Sandra McCurdy

Northwest Dean Team

### Gloria Mills

Leann Ellis

### Namalia & Macy

Susan Thurwachter

### NE Senior Leadership Team

Magdalena de la Teja  
Linda Wright

### Rosy Nunez

Hector Menchaca

### Carlos Xavier Ortiz Jr.

Mona Rose

### President's Executive Team SO

Peter Jordan

### Elise & David Price

Barbara Tucker

### Sharon Ransom

Mary Weihardt

### Rich & Carolyn Richbourg

Alan Richbourg  
Sherri Richbourg

### Jim & Terry Schrantz

Hector Menchaca

### Niranjan Nath Segal

Ranjana Segal

### Gary Smith

Mary Alice Denmon Smith  
Eddy Gallagher  
Diane Pierce  
Ann L. Triplett  
Linda Wright

### Gary & Linda Smith

Mary Alice Denmon Smith

### Jack McKay Sorce

Carolyn McClanahan

### Bryan Stewart & Family

Hector Menchaca

### Frank Testa

Lei Testa

### The Continuing Education Staff at Trinity River Campus

Susan Cramer

### Linda Thomas

Alicia Thomas

### Jo & Cecil Thompson

Barbara Tucker

### Carrie Tunson

Bill Coppola

### David Wells

Rotary District 5790  
Larry Anderson  
Louise Appleman  
Stacy Bryant  
Elaine Caraway  
Bill Coppola  
Suzanne Cottraux  
Larry Darlage  
Julie Dennis  
Leann Ellis  
Tahita Fulkerson  
Reginald Gates  
Joy Gates Black  
Cynthia Harnest  
Martha (Jane) Harper  
Jennifer Hawkins  
Cheryle Hays  
Jerry Hutyra  
Leslie Marneese Johnson  
Harry Johnson  
Peter Jordan  
Linda Kelly  
Elva LeBlanc  
Jacqueline Maki  
Timothy Marshall  
Vicki Mason  
Carlos Morales  
Angela Robinson  
Toni Sandrick  
Laurie Semple  
Stephanie Sippo  
Demetrice Thompson  
Carrie Tunson  
Kristin Vandergriff  
Troy Vaughn  
Janet Younger

## IN MEMORY OF

### Nicholas Anderson

Aimee Barron  
Kevin Berkley  
Rex Dunn  
Markell Kelly  
Olga McMurry  
Aaron Rose  
Perry Rose  
Chandy Wallace

### Frances Gordon Appleman

Joe McIntosh  
Elaine Petrus

### Bernice Haught Arvin

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