



April 8, 2022

NOTICE OF CALLED MEETING AND PUBLIC HEARING ON
2022 REDISTRICTING PLAN

The **Called Meeting** of the Board of Regents of the Del Mar College District will convene at **10:30 a.m., Tuesday, April 12, 2022**, at the Center for Economic Development, 3209 S. Staples, Room 106, Corpus Christi, Texas.

AGENDA

CALL TO ORDER

QUORUM CALL

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

DMC VISION STATEMENT: *Del Mar College will be the premier choice for life-changing educational opportunities, provided by responsive, innovative faculty and staff who empower students to improve local and global communities.*

Del Mar College is streaming live audio and video from the official Board of Regents meetings on the College's website in real-time, with the exception of portions of the meeting considered as "closed session" by statute.

GENERAL PUBLIC COMMENTS (Non-Agenda Items) – 3-minute time limit

- Specific public comments will be allowed on agenda items prior to action by the Board.
- General Public Comments may be moved on the agenda at the discretion of the Board Chair and as an accommodation to those in attendance.
- Pursuant to the Texas Open Meetings Act, the College is limited in responding to public comments or inquiries as follows:
 1. Provide a statement of specific factual information in response to an inquiry.
 2. Recite existing policy in response to an inquiry.
 3. Propose placing the subject of the inquiry on the agenda for a subsequent meeting.

(Tex. Govt. Code Section 551.042)

ITEMS OF BUSINESS:

- 1. Public Hearing of the 2022 Redistricting Plan.....Mr. Augustin Rivera, Jr.
(Goal 5: Workforce Development, Community Partnerships, and Advocacy)

Public comments for this agenda item

- 2. Discussion related to Strategic Plan Key Performance Indicators (Goal 4)
.....Dr. Kristina Wilson
(Goal 4: Learning Environments)

Public comments for this agenda item

- 3. CLOSED SESSION pursuant to:

- A. **TEX. GOV'T CODE § 551.071:** (Consultation with legal counsel), regarding pending or contemplated litigation, or a settlement offer, and the seeking of legal advice from counsel, with possible discussion and action in open session; and:
- B. **TEX. GOVT. CODE § 551.087:** (Economic Development), regarding discussion or deliberation of information received from a business prospect with which the College is conducting economic development negotiations and/or the deliberation of an offer of a financial or other incentive to a business prospect, with possible discussion and action in open session.

CALENDAR: Discussion and possible action related to calendaring dates.

ADJOURNMENT

PUBLIC NOTICE is given that the Board may elect to go into executive session at any time during the meeting in order to discuss matters listed on the agenda, when authorized by the provisions of the Open Meetings Act, Chapter 551, of Texas Government Code.

Item 1

**Del Mar College District
2021-22 Redistricting**

**PUBLIC HEARING
ON PLAN D**

BICKERSTAFF HEATH DELGADO ACOSTA LLP

**3711 S. MoPac Expressway
Building One, Suite 300
Austin, Texas 78746
(512) 472-8021**

www.bickerstaff.com

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 **Bickerstaff**
Heath Delgado Acosta LLP

REDISTRICTING
Applicable Law
Three Principles, plus

**“One person – one vote”
(equal population)**

**Voting Rights Act § 2
(nondiscrimination)**

***Shaw v. Reno*
(limits use of race)**

**Plus, as diagnostic tool:
Voting Rights Act § 5
(retrogression)**

What Population Do You Use?

Total Population

- To determine one person - one vote

VAP

(Voting Age Population)

- To measure voting rights issues

Benchmark

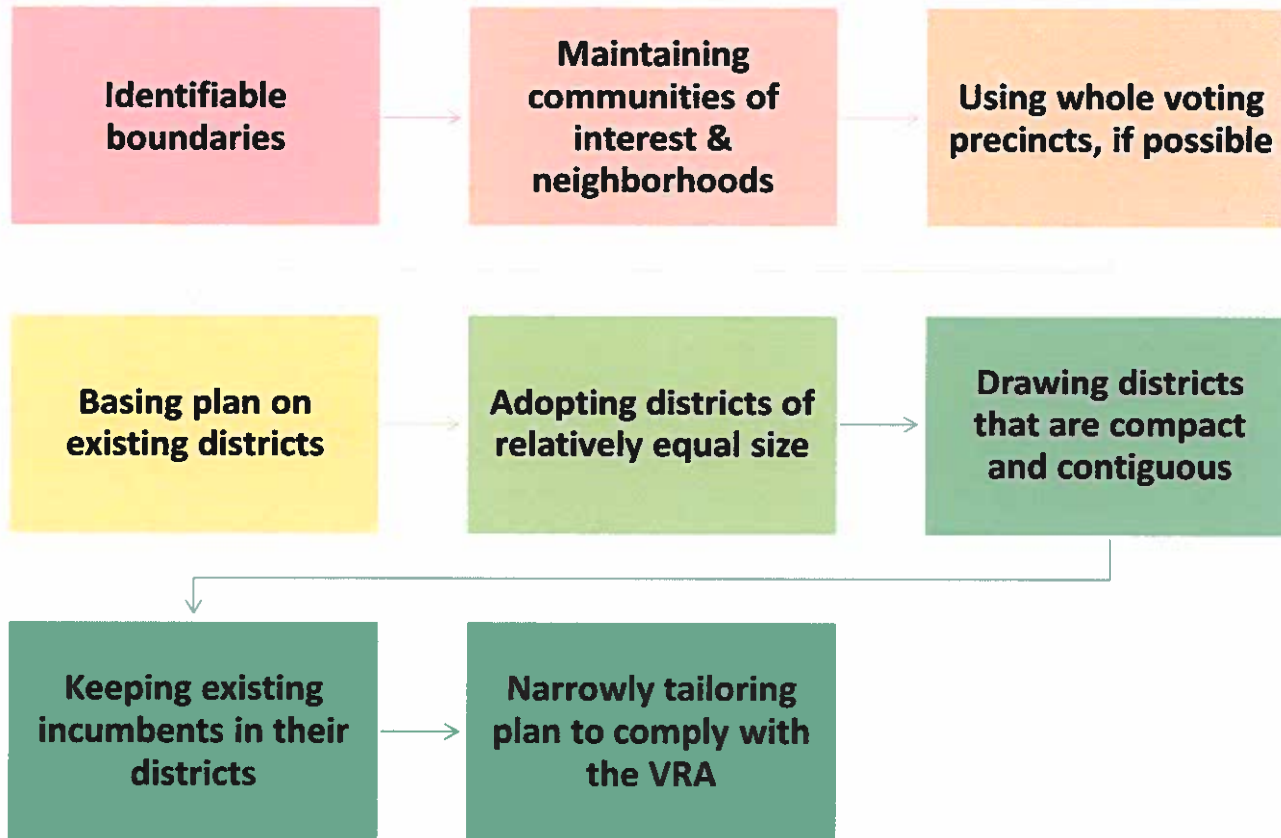


The benchmark is the standard against which retrogression is measured.



The benchmark is 2020 Census data superimposed on the last legally enforceable plan (typically, 2011 lines).

Adopt Criteria



Plan Development Elements



Initial Assessment

Adopt plan criteria, guidelines

Develop illustrative plan(s)

Public comment / hearing

Analyze comments

Adopt final plan

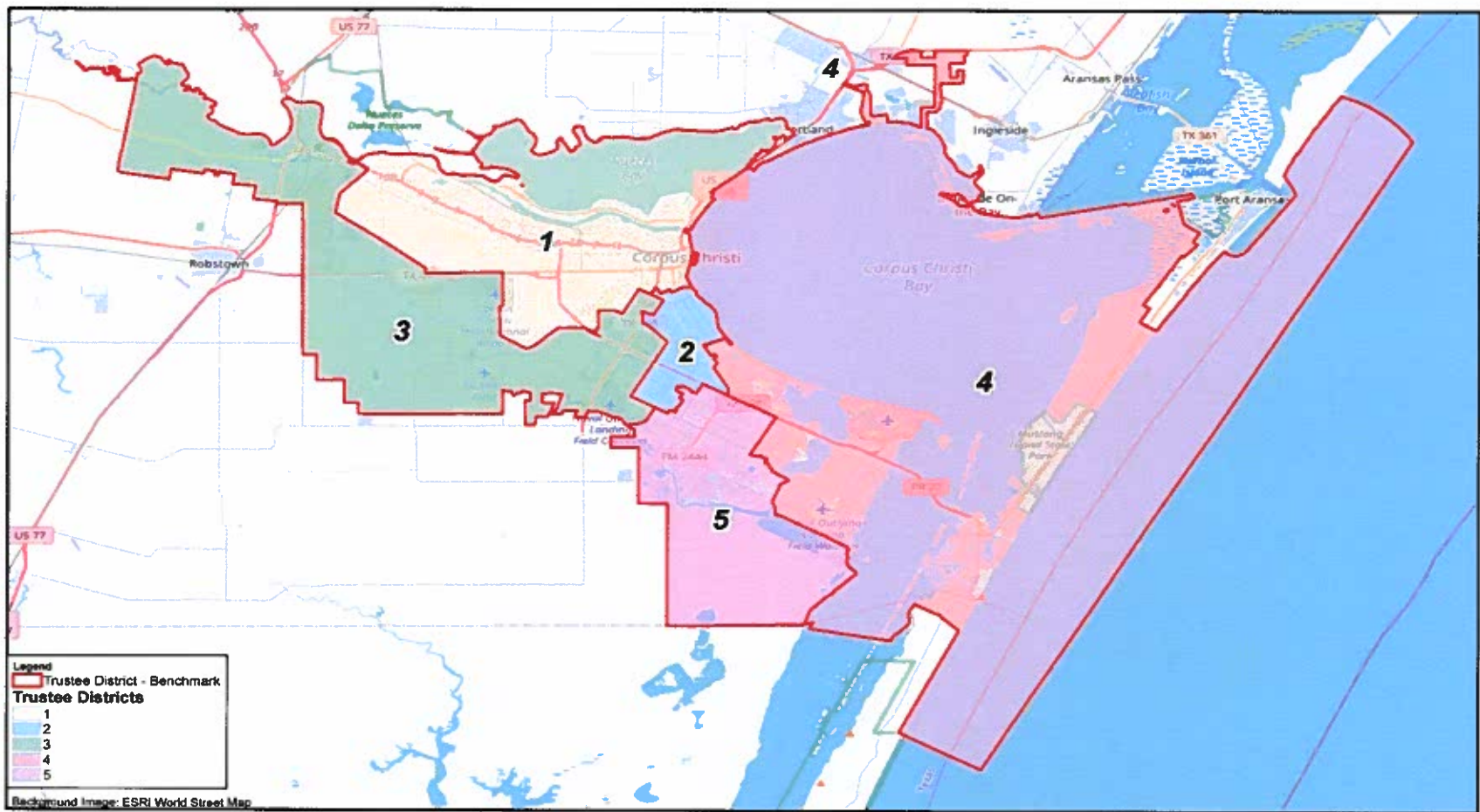
Implementation

Reconfigure election precincts

Redistricting Timeline

- December 14, 2021 – Initial Assessment Presented
 - Board Adopts Redistricting Guidelines and Criteria
- February 1, 2022 – Board Workshop: Presentation of Plans A and B
 - Board Drawing Session 1 – Plan C Developed
- March 8, 2022 – Board Workshop: Presentation of Plan C
 - Board Drawing Session 2 – Plan D Developed
- March 11, 2022 – College’s Redistricting Web Site Goes Live
- April 11, 2022 – Board Public Hearing on Plan D
- April 11, 2022 – Final Adoption at Regular Board Meeting

Current Trustee Districts



0 1.75 3.5 7 Miles
Created 10/1/21

**Del Mar College Trustee Districts
2021 Initial Assessment**

© 2021 Bickerstaff Heath Delgado Acosta LLP
Data Source: Roads, Water and other
features obtained from the 2020
Tiger/line files, U.S. Census Bureau



**Del Mar College District
Overall Deviation For Current Trustee Districts
Using 2020 Census Data**

Plan Name: Del Mar College Trustee Districts - 2021 Initial Assessment



Demographics Report - Summary 2020 Census Total Population

Plan Last Edited on: 10/1/2021 11:39:04 AM

District	Persons	Ideal Size	Deviation	Hispanic % of Total Population	Non-Hispanic White % of Total Population	Non-Hispanic Black % of Total Population	Non-Hispanic Asian % of Total Population	Non-Hispanic Other % of Total Population
1	54,114	64,379	-15.94%	73.48%	19.70%	4.39%	0.51%	1.92%
2	55,566	64,379	-13.69%	69.82%	23.54%	3.57%	0.99%	2.09%
3	56,835	64,379	-11.72%	72.92%	21.28%	3.19%	0.86%	1.75%
4	69,187	64,379	7.47%	39.24%	49.49%	3.78%	3.08%	4.40%
5	86,193	64,379	33.88%	54.94%	32.83%	4.24%	4.76%	3.23%

Ideal Size: 64,379

Total Population: 321,895

Overall Deviation: 49.83%

Some percentages may be subject to rounding errors.

**Del Mar College District
Overall Deviation For Current Trustee Districts
Using 2020 Census Data**

Plan Name: Del Mar College Trustee Districts - 2021 Initial Assessment



Demographics Report - Summary 2020 Census Voting Age Population

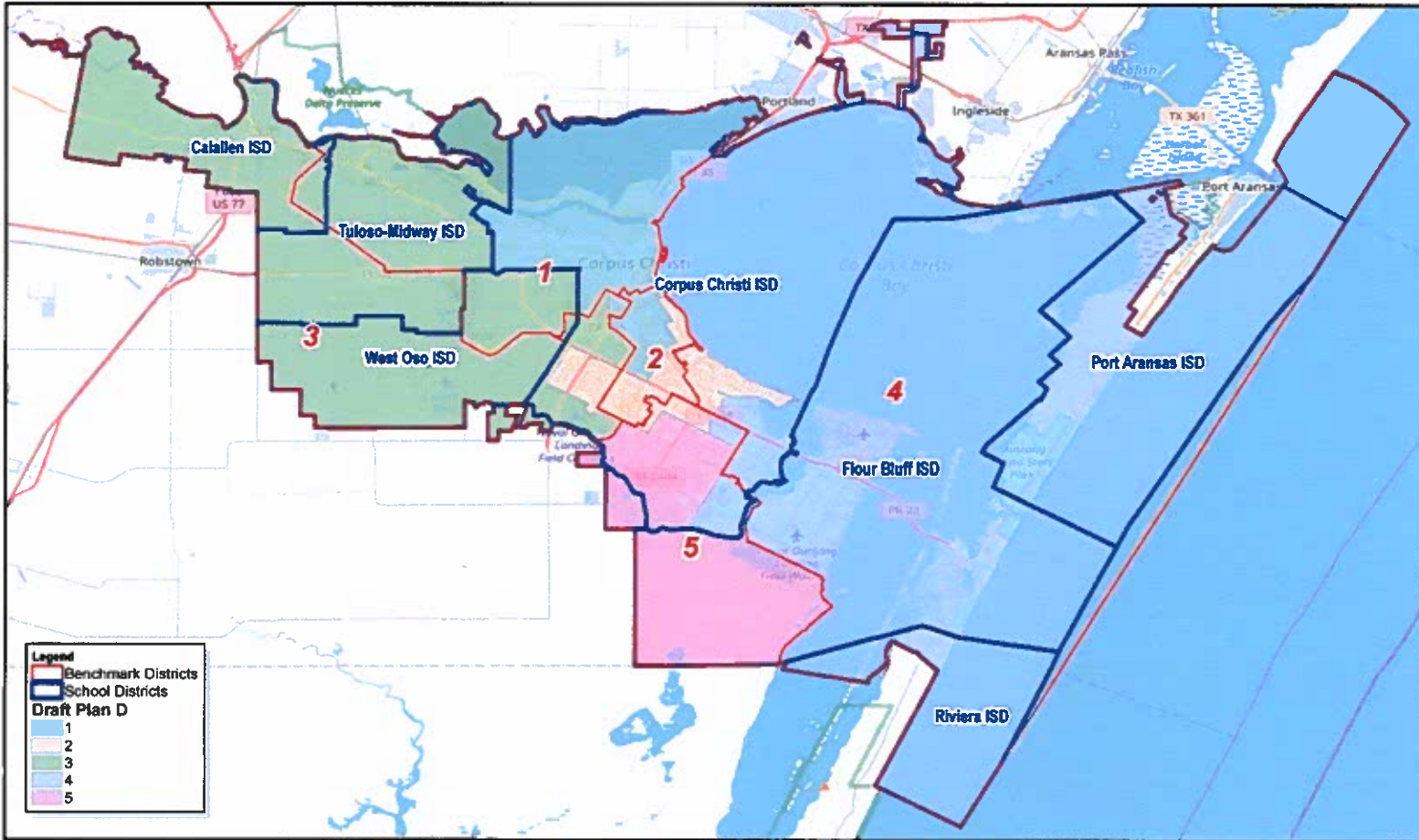
Plan Last Edited on: 10/1/2021 11:39:04 AM

District	Total VAP*	Hispanic % of Total VAP	Non-Hispanic Anglo % of Total VAP	Non-Hispanic Black % of Total VAP	Non-Hispanic Asian % of Total VAP	Non-Hispanic Other % of Total VAP
1	41,112	70.37%	22.60%	4.58%	0.57%	1.89%
2	42,901	66.85%	26.34%	3.67%	1.06%	2.09%
3	42,037	71.30%	22.77%	3.29%	0.90%	1.74%
4	54,827	35.95%	52.42%	4.17%	3.27%	4.19%
5	65,495	52.05%	35.72%	4.37%	4.84%	3.02%

* VAP - Voting Age Population

Some percentages may be subject to rounding errors.

Draft Plan D



0 3 6 12 Miles
Created 3/6/2022
Background Image: OpenStreetMap

Del Mar College Trustee Districts Draft Plan D

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Data Source: Roads, Water and other
features obtained from the 2020
Tiger/line files, U.S. Census Bureau



**Del Mar College District
Plan D Demographics Report**

Plan Name: Del Mar College:Trustee Districts - Plan D



Demographics Report - Summary 2020 Census Total Population

Plan Last Edited on: 3/8/2022 3:34:13 PM

District	Persons	Ideal Size	Deviation	Hispanic % of Total Population	Non-Hispanic White % of Total Population	Non-Hispanic Black % of Total Population	Non-Hispanic Asian % of Total Population	Non-Hispanic Other % of Total Population
1	65,816	64,379	2.23%	76.15%	17.38%	4.02%	0.62%	1.83%
2	64,103	64,379	-0.43%	63.81%	27.60%	4.57%	1.51%	2.51%
3	63,117	64,379	-1.96%	69.24%	25.23%	3.01%	0.61%	1.91%
4	64,350	64,379	-0.05%	39.46%	48.80%	3.45%	3.89%	4.40%
5	64,509	64,379	0.20%	53.30%	33.97%	4.26%	5.10%	3.36%
TOTAL:	321,895			60.42%	30.56%	3.86%	2.35%	2.80%

Ideal Size: 321895 / 5 = 64379

Total Population: 321,895

Overall Deviation: 4.19%

Some percentages may be subject to rounding errors.

**Del Mar College District
Plan D Demographics Report**



Plan Name: Del Mar College:Trustee Districts - Plan D

Demographics Report - Summary 2020 Census Voting Age Population

Plan Last Edited on: 3/8/2022 3:34:13 PM

District	Total VAP*	Hispanic % of Total VAP	Non-Hispanic Anglo % of Total VAP	Non-Hispanic Black % of Total VAP	Non-Hispanic Asian % of Total VAP	Non-Hispanic Other % of Total VAP
1	50,587	73.51%	19.89%	4.10%	0.70%	1.80%
2	49,897	60.24%	30.77%	4.95%	1.59%	2.46%
3	46,701	67.00%	27.32%	3.12%	0.63%	1.93%
4	50,020	36.07%	51.94%	3.68%	4.10%	4.21%
5	49,167	50.44%	36.90%	4.36%	5.17%	3.13%
	246,372	57.38%	33.40%	4.05%	2.45%	2.71%

* VAP - Voting Age Population

Some percentages may be subject to rounding errors.

**Del Mar College District
Overall Deviation For Current Trustee Districts
Using 2020 Census Data**

Total Population

<u>District</u>	<u>Current</u>	<u>Plan B</u>
1	54,114	65,816
2	55,566	64,103
3	56,835	63,117
4	69,187	64,350
5	86,193	64,509
Total Deviation	49.83%	4.19%

Item 2

Strategic Planning Workshop: Key Performance Indicators

April 2022



DEL MAR COLLEGE

Strategic Plan: *Aspire. Engage. Achieve.*



GOALS

G1: Completion

G2: Recruitment
and Persistence

G3: Academic
Preparedness and
Student Learning

G4: Learning
Environments

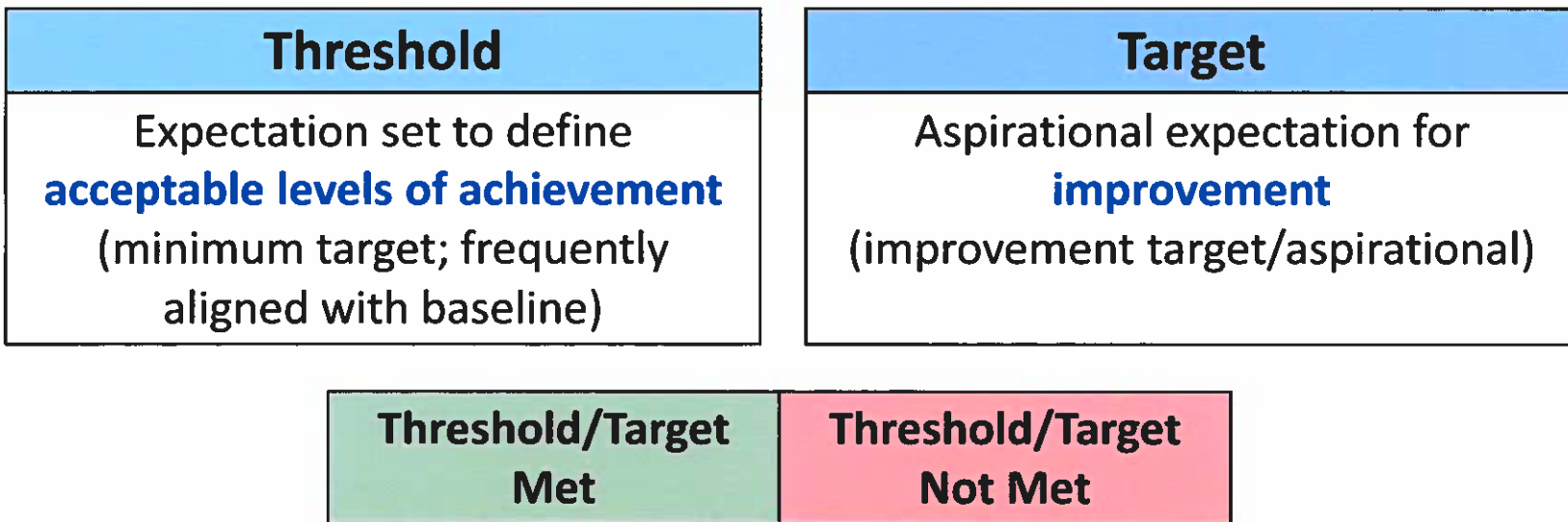
G5: Workforce
Development,
Community
Partnerships, and
Advocacy

G6: Financial
Effectiveness and
Affordability



Data Snapshot

KPIs provide us with a **Snapshot** of College position at a point in time



GOAL 4: Learning Environments

Provide **engaging, effective, and student-ready environments** with accomplished and qualified personnel to facilitate **learning and productivity.**

COVID-19: Impact to Learning Environments

In-person learning continued when possible

- Reduction of faculty to student ratios
- Use of safety measures such as plexiglass barriers
- Use of PPE
- Program examples:
Welding, Truck Driving,
Dental Hygiene

•Before use

*In the progress of treatment, high volumes of Droplets and Aerosols produced by high-speed handpieces and ultrasonic scalars affect dentist's healthy and safe.



•After use

*ADS Extraoral Dental Suction System removes the Droplets and Aerosols from the origin, killing the chance of attaching to the dentist's bodies during treatment.



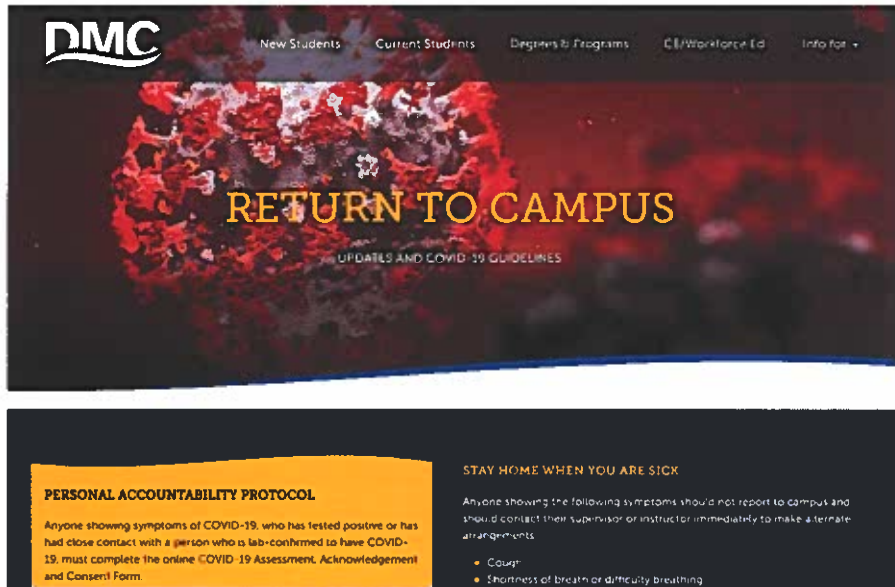
COVID-19: Impact to Learning Environments

Use of Technology

- Increased use of classroom simulations and recordings
- Parking lot wi-fi
- Expanded use of MS Teams
- Telephony



COVID-19: Impact to Learning Environments



The screenshot shows the Del Mar College (DMC) website. At the top left is the DMC logo. To its right are navigation links: "New Students", "Current Students", "Degrees & Programs", "CE/Workforce Ed", and "Info for". The main banner features a red and white virus-like graphic with the text "RETURN TO CAMPUS" in large yellow letters and "UPDATES AND COVID-19 GUIDELINES" in smaller white letters below it. Below the banner, there are two sections: "PERSONAL ACCOUNTABILITY PROTOCOL" and "STAY HOME WHEN YOU ARE SICK".

PERSONAL ACCOUNTABILITY PROTOCOL
Anyone showing symptoms of COVID-19, who has tested positive or has had close contact with a person who is lab-confirmed to have COVID-19, must complete the online COVID-19 Assessment, Acknowledgement and Consent Form.

STAY HOME WHEN YOU ARE SICK
Anyone showing the following symptoms should not report to campus and should contact their supervisor or instructor immediately to make alternate arrangements.

- Cough
- Shortness of breath or difficulty breathing

Return to Campus Committee

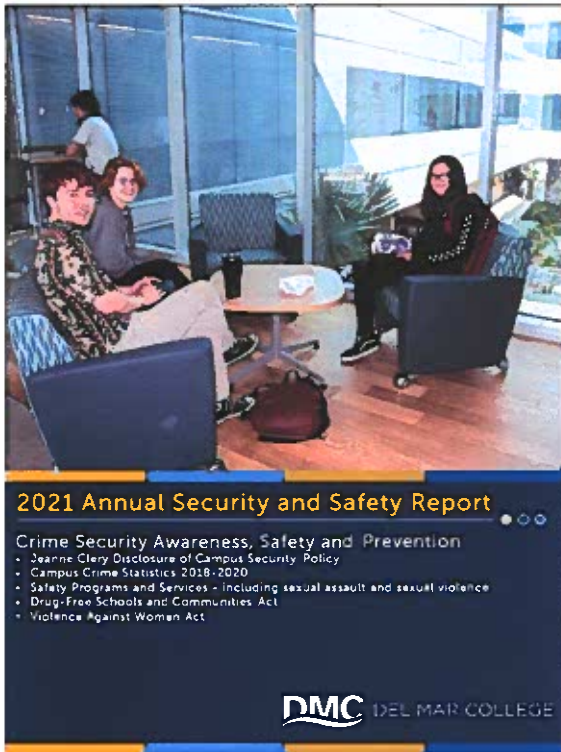
Return to Campus Advisory Committee

Annual Safety and Security Report

Annual Safety and Security Report			
	2021	Threshold	Target 2024
DMC	The 2021 Annual Security and Safety report was completed in the Fall of 2021 and is published on the College website. The report demonstrates compliance with the Cleary Act and the VAWA Act. Additional prevention and awareness programs were also offered.	Maintain compliance with the Cleary Act and the Violence Against Women Act (VAWA).	Maintain compliance with the Cleary Act and the Violence Against Women Act (VAWA) and seek to improve safety of learning environment through security awareness and crime prevention activities.

Data Source: DMC Security Office.

Annual Safety and Security Report



Examples of Prevention and Awareness Programs Offered:

New Student Orientation (in-person and online)

- All students received information on the Student Code of Conduct, Student Rights and Responsibilities, Title IX and Alcohol & Drug Policies.

Emergency Notification Systems

Security/Safety Awareness Trainings

<https://www.delmar.edu/current-students/student-right-to-know/disclosure.html>

Average State Compensation Rates

Average State Compensation Rates			
	2021	Threshold	Target
DMC Faculty (Full-Time)	According to the TCCTA Faculty Salary Survey, Del Mar College ranked 6th with an average 9 month salary of \$70,340.00	Maintain compensation rates that are comparable with the state averages for community colleges.	Maintain compensation rates that are in the top 10% of the state averages for community colleges.
DMC Staff (Full-Time)	According to the TASB exempt and non-exempt salary survey, Del Mar College is at 84% of the state average for benchmarked positions.	Maintain compensation rates that are comparable with the state averages for community colleges.	Of the comparable benchmarked positions listed on the TASB Salary Survey, 90% of DMC positions will be above the state averages for Texas community colleges.

Data Sources: Faculty Data - Texas Community College Teachers Association (TCCTA); DMC Office of Human Resources. Staff Data - Texas Association of School Boards (TASB) Community College Salary Survey; DMC Office of Human Resources.

Average State Compensation Rates

DMC State Ranking & Average Full-Time Faculty Salary				
2017	2018	2019	2020	2021
Del Mar College ranked 5th with an average 9 month salary of \$65,825.00	Del Mar College ranked 5th with an average 9 month salary of \$67,384.00	Del Mar College ranked 6th with an average 9 month salary of \$68,550.00	Del Mar College ranked 5th with an average 9 month salary of \$68,660.00	Del Mar College ranked 6th with an average 9 month salary of \$70,340.00

Data Source: Texas Community College Teachers Association (TCCTA); Full-time faculty, 9-month contract; DMC Office of Human Resources.

Learning Environments Strategies



Competitive Salaries and Annual Increases



Professional Development, including Leadership Development



Strengthened Internal Communication

Strategic Scheduling

Strategic Scheduling			
	2020	Threshold	Target 2024
DMC	Ad Astra reports are available for 2020. The College is working with Ad Astra to conduct efficiency analysis to streamline course scheduling processes.	Monitor and maintain building usage levels using Ad Astra data reports.	Monitor and improve strategic scheduling processes using Ad Astra data reports; increase knowledge of and systematic use of Ad Astra reports among College leaders.

Data Source: Ad Astra/Viking Scheduler

Strategic Scheduling

Heritage Campus Top 10 Meeting Patterns – Fall 2019

Day & Time	Number of Course Sections	Percentage of all In-Person Courses Offered on Campus
Tuesday & Thursday, 11am-12:20pm	95	8.3%
Tuesday & Thursday, 9:30am-10:50am	90	7.86%
Monday & Wednesday, 9:30am-10:50am	89	7.77%
Monday & Wednesday, 11am-12:20pm	82	7.16%
Friday 1:00pm-1:50pm	50	4.37%
Tuesday & Thursday, 5:30pm-6:50pm	40	3.49%
Monday & Wednesday, 8am-9:20am	38	3.32%
Tuesday & Thursday, 1:00pm-2:20pm	37	3.23%
Monday & Wednesday, 1:00pm-2:20pm	36	3.14%
Tuesday & Thursday, 8am-9:20am	34	2.97%

Data Source: Ad Astra/Viking Scheduler Meeting Patterns in Use Report; Includes lecture and lab course sections.

Strategic Scheduling

Windward Campus Top 10 Meeting Patterns – Fall 2019

Day & Time	Number of Course Sections	Percentage of all In-Person Courses Offered on Campus
Thursday 1-5pm	12	1.71%
Thursday 8am-12pm	10	1.43%
Monday 8am-12:30pm	8	1.14%
Monday – Thursday 7am-9:20am	8	1.14%
Monday & Wednesday 9am-11:50am	8	1.14%
Tuesday 1-5pm	8	1.14%
Monday – Thursday 6pm-8:20pm	7	1%
Tuesday & Thursday 6pm-8:50pm	6	0.86%
Monday – Thursday 8am-4pm	5	0.71%
Monday – Thursday 9:30am-12:05pm	5	0.71%

Data Source: Ad Astra/Viking Scheduler Meeting Patterns in Use Report; Includes lecture and lab course sections.

Learning Environments Strategies



New Facilities and Classroom Technology



Strategic Course Scheduling

Analysis of course
scheduling behavior and
space usage



Strategic Plan: *Aspire. Engage. Achieve.*

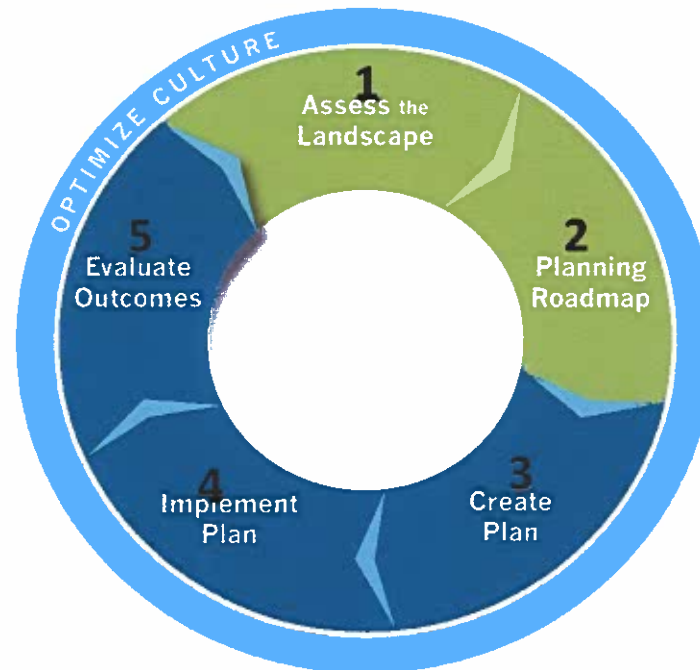
Operational Plan is a Living Document; allows College to respond to changing circumstances and environments

- *Updated Operational Plan (Version 3) under development; internal focus groups to be conducted to identify priorities*



Current Strategic Plan Cycle

**Evaluation of
Progress:
On-going**



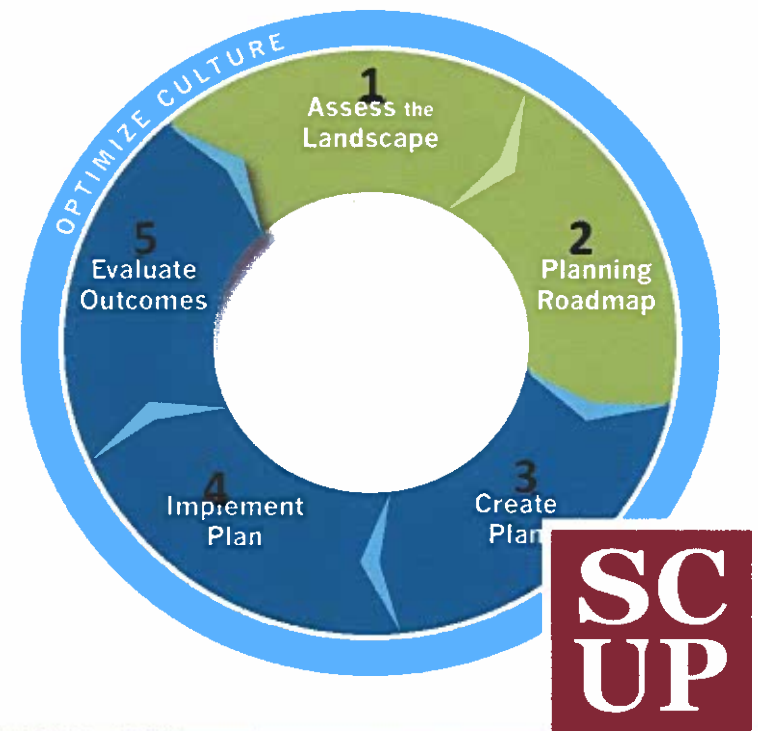
**Plan Development
& Approval:
September 2018 –
September 2019**

**Implementation:
September 2019 – August 2024**



On the Horizon: Our Next Strategic Plan

- 1. Assess the Landscape: Spring 2023**
 - THECB Strategic Plan
 - Strategic Enrollment Management
 - Diversity, Equity, and Inclusion
- 2. Planning Roadmap: Fall 2023**
- 3. Create Plan: Spring 2024**
- 4. Implement Plan: August 2024 – August 2029**
- 5. Evaluate Outcomes: On-going**



**COMING
SOON!**

Summer 2022

GOALS

G1: Completion

**G2: Recruitment
and Persistence**

**G3: Academic
Preparedness and
Student Learning**

**G4: Learning
Environments**

**G5: Workforce
Development,
Community
Partnerships, and
Advocacy**

**G6: Financial
Effectiveness and
Affordability**



*Thank
you!*