

College of *the* Mainland®

2023-2024

REPORT TO THE  
COMMUNITY





ADVANCING STUDENT SUCCESS:  
**A BOLD NEW**  
CHAPTER AT COM

At College of the Mainland, we believe that education is not just about earning a credential. It's about equipping students with the knowledge, skills and support they may need to overcome obstacles and reach their academic and career goals. That's what truly makes COM a special place. Here, we know that these supports play a pivotal role in fostering student success by providing the necessary resources, guidance and encouragement to help students thrive in the classroom and beyond. Needless to say, I'm proud of the work that we've done and continue to do to implement a variety of strategies to further enhance the student experience in new and innovative ways.

One of the ways we are advancing student success is through the merger of the Instructional and Student Services divisions into the newly formed Division of Academic and Student Affairs (DASA). By integrating these two key areas, we are taking a holistic approach to the student experience, ensuring that every touchpoint—from academics to support services—works together seamlessly. This bold move fosters a more integrated and supportive environment for our students, ensuring they receive comprehensive assistance and guidance throughout their academic journey. With DASA in place, we are excited to provide an enriching experience that empowers our students to reach their full potential.

In alignment with our mission to advance student success, COM has introduced the 8-Week Advantage—a new learning model designed to help students balance their educational and life commitments. Beginning in fall 2024, this new session format aligns with national learning

trends and offers significant benefits, including increased focus on fewer subjects, boosted momentum to keep students motivated, greater balance and flexibility and the ability to more easily attain full-time status.

As a Hispanic Serving Institution (HSI), I'm proud to share that COM has secured three concurrent U.S. Department of Education Title V grants, totaling \$9 million, to expand support opportunities for underrepresented students. This five-year funding will further propel our ongoing commitment to advancing student success by improving success rates, increasing persistence and delivering better outcomes for all students.

This is an exciting time to be at College of the Mainland, and our commitment to advancing student success will reach new heights with the passing of our 2023 general obligation bond. This bond opens up endless new opportunities to expand our facilities and programs to better serve our students' growing needs. I invite you to visit [compass2025.com](https://compass2025.com) for regular bond updates.

Several new programs have recently launched or are on the horizon, all aimed at advancing student success. We have expanded our allied health offerings to include Radiologic Technology and Dental Hygiene programs, and we recently launched our first fully endowed Mitchell Chuoke Jr. Plumbing Program to prepare students for careers in the rapidly growing plumbing industry. We are also excited to expand our academic offerings with programs such as Computer Numerical Control (CNC), Culinary Arts and Robotic Process Automation (RPA), each designed to equip COM students with the skills needed for promising careers in thriving industries.

As you read this report, I hope you feel as inspired by the work we're doing at COM as I do. By providing our students with a robust toolkit for success, we empower them to overcome challenges, stay committed to their education and achieve their aspirations.

Looking toward the future, the possibilities are truly endless as we continue our work to champion student success and create a brighter future for our community.

Sincerely,

Dr. Warren Nichols  
President, College of the Mainland

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## MISSION

College of the Mainland is a learning-centered, comprehensive community college dedicated to student success and the intellectual and economic enrichment of the diverse communities we serve.

## VISION

College of the Mainland will be a valued and vital community partner by enriching our community and preparing our students to thrive in a diverse, dynamic and global environment.

## STRATEGIC GOALS

- Student Success
- Employee Success
- Facilities

# MODERNIZING COMMUNITY COLLEGE FUNDING

AND EXPANDING  
EDUCATIONAL ACCESS



## 88TH TEXAS LEGISLATIVE SESSION: HOUSE BILL 8 (HB 8)

In 2023, the 88th Texas Legislature passed House Bill 8 (HB 8), updating the community college funding model for the first time in more than 50 years. The new model shifts funding to a performance-based approach.

## PERFORMANCE-BASED FUNDING

HB 8 aligns with recommendations from the Texas Commission on Community College Finance (TxCCF) report, which supports the state’s strategic plan for higher education, Building a Talent Strong Texas. The plan focuses on:

- Rewarding colleges for positive student outcomes.
- Increasing affordability and financial aid, especially for low-income students.
- Expanding college capacity to meet workforce needs.

## BUILDING A TALENT STRONG TEXAS

HB 8 is modeled after recommendations laid out in the TxCCF report submitted to state leaders in advance of the 88th legislative session. The report offered three sets of recommendations for a new model in support of the goals in Building a Talent Strong Texas, the state’s strategic plan for higher education:

- Reward community college for positive student outcomes
- Increase affordability and financial aid, including for low-income students

- Increase capacity at colleges to meet changing workforce needs

## FINANCIAL AID FOR SWIFT TRANSFER (FAST)

Research consistently shows that dual credit programs improve high school graduation rates, college enrollment and degree completion, giving students a solid foundation for long-term success.

As part of HB 8, the Texas Higher Education Coordinating Board and the Texas Education Agency established the \$78.6 million FAST scholarship to cover tuition for educationally disadvantaged students in dual credit courses at participating institutions. Since its passage, community colleges have rapidly implemented FAST.

The College of the Mainland launched its FAST program in fall 2024, enrolling 886 students. With participation rates as high as 96.9% at La Marque Early College High School (ECHS) and 90.75% at Texas City ECHS, FAST is creating opportunities for students who might not otherwise afford dual credit. By covering tuition, FAST removes financial barriers and gives students a head start on post-secondary education, setting them on a path to successful careers.

COM Fast Dual Credit Enrollment Fall 2024				
School	Total FAST	Total Non-FAST	Total Fall 2024 Enrollment	FAST Students %
Clear Creek HS	25	73	98	25.5%
Clear Falls HS	14	88	102	13.7%
Clear Springs HS	29	128	157	18.5%
Dickinson HS	235	172	407	57.8%
Friendswood HS	39	393	432	9.03%
Hitchcock HS	84	20	104	80.8%
La Marque HS	33	5	38	86.9%
Odyssey Academy	17	23	40	73.9%
Santa Fe HS	64	83	147	43.5%
Texas City HS	96	37	133	72.2%
Texas City ECHS	157	16	173	90.75%
La Marque ECHS	93	3	96	96.9%
<b>Total</b>	<b>886</b>	<b>1,041</b>	<b>1,927</b>	<b>46%</b>

# PIONEERING PATHWAYS

## for Student Success

At College of the Mainland, student success is more than a goal—it is the driving force behind everything we do. This year, we proudly achieved our decennial reaffirmation of accreditation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), underscoring our commitment to maintaining the highest standards in higher education. Central to this reaffirmation is our Quality Enhancement Plan (QEP), a key initiative that supports our Guided Pathways strategy—a comprehensive approach to streamlining students’ journeys from enrollment to graduation.



COLLEGE OF THE MAINLAND:

# A HISPANIC SERVING INSTITUTION

## AWARDS

Since 2020, COM has been awarded three Title V Developing Hispanic-Serving Institution (HSI) Grants by the U.S. Department of Education: PASS, PASOS and Semillas. Each grant provided \$3 million to expand educational opportunities, enhance academic offerings and strengthen institutional stability.

These five-year grants support COM's mission to serve a diverse student body, with 36 percent identifying as Hispanic, in an area with high poverty and low educational attainment. COM offers programs ranging from certificates and associate degrees to a new bachelor's degree in nursing.

The most recent grant, Semillas, awarded in fall 2023, focuses on two key goals:

### GOAL 1: Increase Support for Math Corequisite Students

- Establishment of a math lab
- Increased contact hours for corequisite students
- Free math software and technology
- Success coaching programs

### GOAL 2: Strengthen Student Support Services

- New articulation agreements
- Appointment of a student resource coordinator
- Creation of a graduation and transfer coordinator role

These initiatives aim to improve student success, persistence and post-graduation outcomes. "Receiving three concurrent Title V grants enables College of the Mainland to provide comprehensive support to our students academically and through various student services," said COM Title V Director, Deborah Fregia.

As we continue building pathways to success, our focus remains clear: providing every student with the tools, resources and opportunities they need to thrive.



Learn more about our Title V programs at [com.edu/title-v-grant](https://com.edu/title-v-grant)

# THE COM 8-WEEK ADVANTAGE

## THE COM 8-WEEK ADVANTAGE

Beginning in the fall of 2024, most 3-hour courses at COM will switch to an 8-week format from the longstanding 16-week format. The fall and spring semesters will be split in half with a first 8-week and second 8-week session.

When possible, students will take 8-week courses instead of 16-week courses, allowing them to focus on just two or three courses at a time. Students will still be able to complete the same number of hours across 16 weeks with the new 8-week format.

We anticipate that this new format will result in improved retention and completion rates and better engagement with coursework. Studies show the benefits of 8-week sessions are tremendous compared to the traditional 16-week semester format.



### FOCUS

Avoid burnout, feeling overwhelmed and trying to juggle multiple subjects and assignments. Students will be able to focus on fewer subjects and complete the same number of hours they would over a 16-week semester.



### FLEXIBILITY

Students will have more balance and flexibility with managing life responsibilities while still prioritizing their education.



### MOMENTUM

Students are more likely to stay on track, pass their courses and keep going until graduation. Research across the country clearly shows increased graduation rates among students taking 8-week sessions.



### STATUS

Part-time students can become full-time by taking two courses during each 8-week session, which provides numerous benefits from financial aid to providing proof of insurance and more.

Learn more about the COM 8-Week Advantage at [com.edu/academics/8week](https://com.edu/academics/8week)





## ADVANCING STUDENT SUCCESS: INTEGRATING ACADEMIC AND SUPPORT SERVICES

To enhance the student experience and advance the goal of student success, College of the Mainland (COM) has merged the Instructional and Student Services divisions into the new Division of Academic and Student Affairs (DASA).

While these divisions currently operate independently, COM recognizes the need for a more integrated approach that aligns with students' daily educational experiences, both in and out of the classroom. The new DASA will connect every student touchpoint, ensuring a holistic approach to student success by bridging academics and support services.

The recent passage of Texas House Bill 8, which reformed community college funding, further underscores the need for institutions to adapt. By merging these divisions, COM is better positioned to meet workforce needs through innovative programming.

“With record enrollment and new programs launching, the collaboration between these divisions is essential to meet the needs of our students and ensure continued growth,” said COM President Warren Nichols.



## COMMIT TO complete

THREE C'S

### COMMIT

Students will choose an academic pathway based on future educational / career goals and personal interests.

### CONTINUE

Students will continue their chosen academic pathway.

### COMPLETE

By providing students with guidance and resources to feel secure in their committed educational path, the likelihood of them completing significantly increases.

“The reaffirmation of our SACSCOC accreditation without any sanctions is a testament to the hard work and dedication of our faculty, staff and students,” said COM President, Dr. Warren Nichols. Our QEP, ‘Commit to Complete,’ has already shown positive results in supporting our students to achieve their academic goals. We will continue to build on this success and strive for excellence in all areas.”

### COMMIT TO COMPLETE GUIDED PATHWAYS INITIATIVE

As part of our recent decennial accreditation reaffirmation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), we submitted the Quality Enhancement Plan (QEP), “Commit to Complete,” a key component of the reaccreditation process. This five-year, college-wide initiative focuses on enhancing student success by improving persistence, retention and graduation rates through the Guided Pathways model. By encouraging students to define their career goals early, the plan provides the structure and support necessary to help them stay on track and achieve their educational objectives.

COM successfully completed its decennial SACSCOC review and reaffirmation of accreditation by SACSCOC in June 2024. This reaffirmation for the College came with no sanctions or need for further reporting requirements, underscoring the College’s commitment to excellence in higher education.

# FORWARD MOMENTUM

## COM 2023 BOND UPDATE

During the May 2023 election, COM successfully passed its \$250 million general obligation bond.

This bond will allow the College to complete phase two of its long-range facilities master plan, which seeks to update and/or replace a significant percentage of the 57+ year old, aging facilities at the Main Campus.

The long-range master facilities plan directly addresses the region's immense

growth and ensuing education and workforce training needs through the development of new programs, new buildings and new opportunities for student success.

On a quarterly basis, COM will provide bond updates via its [compass2025.com](https://compass2025.com) website.

**NEW!**  
Library Classroom Building (LCB)

Take a virtual walk-thru of the LCB at <https://youtu.be/HsyJmavtc9k>



**NEW!**

Corporate and Continuing Education Center (CCEC)

**NEW!**

Public Service Careers Building (PSC)

# COM 2023 BOND PROJECTS

**Bond Project Manager**

Lockwood, Andrews, and Newnam, Inc.

**Industrial Education Building Renovation**

Joiner Architects for Architectural Services

**Welding Building Addition/Renovation**

Joiner Architects for Architectural Services

**Public Service Center Building**

RDLR Architects for Architectural Services

**Library Classroom Building**

Cannon Design, Inc., for Architectural Services

**Corporate & Continuing Ed Center (CCEC)**

Kirksey Architecture for Architectural Services



# COM 2023 BOND TIMELINE

COM  2023

## January 2024

Design work continues on the Library Classroom Building (LCB), Public Safety Careers (PSC) Building, Welding and Industrial Education Building, Corporate & Continuing Education Center (CCEC) and Parking Lots A, B, C projects

## February 2024

During the February 26, 2024 regular BOT meeting, trustees approved:

The design of Parking Lots A, B, C and the replacement of the underground fire line and water line utilities

The schematic design for the CCEC project

The design development for the PSC Building project

Cannon Design – Furniture Design Studio for furniture planning services for the Bond 2023 projects

## March 2024

During the March 27, 2024 regular BOT meeting, trustees approved:

The schematic design for the LCB

Design phase completed for the Welding and Industrial Education Building and Parking Lots A, B, C

## April 2024

At the April 22, 2024 regular BOT meeting, trustees approved:

The design development for the CCEC

The final construction documents for the Welding Building addition/renovation & Industrial Education Building renovation

## May 2024

At the May 29, 2024 regular BOT meeting, trustees approved:

Awarding the Guaranteed Maximum Price (GMP) for construction services to Pogue Construction Company, LP for the Welding Building, Industrial Education Building, Physical Education Racquetball Court, Doyle Family Administration Building VP Suite, Shell Space and Marketing Suite Renovation projects

Broaddus Construction, LLC for construction services for Parking Lots A, B, C and underground utilities

## June 2024

At the June 24, 2024 regular BOT meeting, trustees approved:

RDLR Architects construction documents for PSC Building

## July 2024

At the July 22, 2024 regular BOT meeting, trustees approved:

Ninyo & Moore Geotechnical & Environmental Sciences Consultants contract for special inspection and testing agency Services for Parking Lots A, B, C and underground utilities project

Granting a 75' drainage easement to the City of Texas City at the PSC and CCEC buildings

Kirksey Architecture construction documents for the CCEC Building

## August 2024

At the August 26, 2024 regular BOT meeting, trustees approved:

Cannon Design for design and estimating services for the cooling tower replacement project, full design and construction services for Parking Lot D and full design services for the Monticello enhancement

CMAR Services (Vaughn Construction, LLC) for scope of Parking Lot D and landscaping, lighting and security cameras and other for the LCB

Durotech, Inc. for purchase of electrical and mechanical equipment for the PSC Building

Smith Seckman Reid Consultants for building envelope consulting and commissioning services for the LCB

All projects are on schedule.

2023 Bond Construction Progress (as of June 7, 2024)

### NEW AND RENOVATED BUILDINGS

DESIGN PHASE New Library Classroom Building

DESIGN PHASE New Corporate & Continuing Education Center

DESIGN PHASE New Public Safety Careers Building

DESIGN PHASE COMPLETED Welding Building and Industrial Education Building addition/renovation

### INFRASTRUCTURE UPGRADES AND CAMPUS IMPROVEMENTS

DESIGN PHASE COMPLETED Parking Lots A, B, C

CONCEPTUAL DESIGN Commons and Site Lighting

To learn more, visit [compass2025.com/bond-updates.html](https://compass2025.com/bond-updates.html)



# COM SETS *ALL-TIME* ENROLLMENT RECORD

for the Fall 2024 Semester

College of the Mainland (COM) has achieved record enrollment for the fall 2024 semester with 6,327 students registered\* for credit courses and continuing education. A huge milestone for the College and a testament to our commitment to inspiring, empowering and opening doors to future generations.

Preliminary data shows 5,506 students enrolled in credit courses, a 10% increase from fall 2023. Additionally, 821 students are registered for continuing education classes. The fall semester also saw a record-high enrollment of 1,929 high school students taking college courses, a 19% rise compared to fall 2023.

“This is a really exciting time to be a COM student,” said Dr. Helen Castellanos Brewer, Executive Vice President of Academic and Student Affairs at College of the Mainland. “Through an intentional and focused approach to helping our students meet their unique goals, this milestone truly demonstrates our never-ending commitment to student success.”

With convenient and affordable program options, COM offers a variety of learning opportunities for students looking to transfer to a university, attain a baccalaureate-level degree or prepare for a new career or trade.

FALL 2024 STUDENTS REGISTERED

# 6,327

\* CENSUS DATA AS OF SEPTEMBER 9, 2024

To learn more about the dynamic learning opportunities available at COM, visit [com.edu](https://com.edu).

# OPENING DOORS PROMISE SCHOLARSHIP

## CLASS OF '25

# NO TUITION. LIKE, FOR REAL.

The Opening Doors Promise Scholarship covers 100 percent of tuition and fees for up to two years for eligible graduating high school student in Texas City, La Marque, Hitchcock, Dickinson or Santa Fe looking to pursue full-time studies at COM.

Participating students can earn an associate degree or complete a workforce training certificate program.

### Participating Communities

- Texas City
- La Marque
- Hitchcock
- Dickinson
- Santa Fe\*

\* Santa Fe Promise Scholarships are limited and available on a first-come, first-serve basis.



# OPENING DOORS PROMISE SCHOLARSHIP

## COM PROMISE COHORTS BY CITY

### Fall 2022

	Promise Cohort	
	Count	Percent
Dickinson	120	33%
Hitchcock	14	4%
La Marque	33	9%
Santa Fe	66	18%
Texas City	119	33%
Other*	8	2%
<b>Grand Total</b>	<b>360</b>	

\* "Other" figures represents outlier scenarios involving students who were admitted as Promise students.

\* All donations are tax-deductible to the extent allowable by law.

### Fall 2023

	Promise Cohort	
	Count	Percent
Dickinson	108	33%
Hitchcock	22	7%
La Marque	32	10%
Santa Fe	55	17%
Texas City	113	34%
Other*	0	0%
<b>Grand Total</b>	<b>330</b>	

\* "Other" figures represents outlier scenarios involving students who were admitted as Promise students.

\* All donations are tax-deductible to the extent allowable by law.



[com.edu/promise](https://com.edu/promise)

### La Beca de Promesa

cubre 100 por ciento de la matrícula por un máximo de dos años para estudiantes quienes se graduarán. Pueden obtener un título de asociado o realizar un programa de fuerza laboral.



¡Escanee aquí para aprender más y ver si califica!

[com.edu/promesa](https://com.edu/promesa)

### GET STARTED AT COM!

Meet with a COM Enrollment Coach at your high school today.

**409-933-8679**  
[promise@com.edu](mailto:promise@com.edu)

### ¡COMIENZA CON COM!

Reúne con un consejero de inscripción de COM en su escuela hoy.

College of the Mainland les promete matrícula gratuita a los estudiantes que se graduarán de bachillerato o que recientemente obtuvieron un GED. Para obtener más información, vaya a [WWW.COM.EDU/PROMESA](https://WWW.COM.EDU/PROMESA)

# EXPANDING HORIZONS: FEATURED PROGRAMS AT COM

In response to our communities' growing and expansive learning needs, College of the Mainland is prioritizing innovative learning options to effectively prepare the workforce of the future.

**NEW! CNC**

**NEW! CULINARY**

**NEW! DENTAL**

**NEW! PLUMBING**

**NEW! RAD TECH**

**NEW! RPACT**

**NEW! SURGICAL TECH**



## Computer Numerical Control (CNC)

**Launched Summer 2024**

CNC (Computer Numerical Control) machines and operators are essential in industries such as aerospace, medical, oil and gas, defense, automotive and advanced manufacturing. With job growth projected to outpace the average, students in the program benefit from full funding for tuition, fees, supplies and textbooks through the Texas Reskilling and Upskilling through Education (TRUE) grant.

## Culinary Arts

**Launched Fall 2024**

COM launched its first Culinary Arts cohort, with a waiting list for future groups. Tailored for individuals passionate about cooking and aiming to excel in the culinary industry, the program provides comprehensive, focused training to prepare students for success in the hospitality sector. Students are gaining hands-on experience and personalized instruction using state-of-the-art food service equipment, which was graciously donated to the College by Jerome Karam and JMK 5 Holdings LLC.

## Dental Hygiene

**Launched Fall 2024**

COM's Dental Hygiene Program prepares future dental hygienists to meet the oral health needs of a diverse community. As preventative care specialists in the dental field, hygienists play a key role in patient care.

Following praise from the Commission on Dental Accreditation, the program welcomed its first cohort, with many more applicants on the waiting list to begin their journey toward becoming dental hygienists.

## Plumbing Pre-Apprenticeship

**Launched February 2024**

COM's Plumbing Pre-Apprenticeship Program equips individuals with entry-level skills for industry apprenticeships. Funded by the Mitchell Chuoke Jr. Endowment, two successful cohorts have graduated, and a new program launches in Sept. 2025. Non-union plumbing companies have hired several graduates, while others have been accepted into the competitive Plumbers Local Union 68 apprenticeship, addressing Gulf Coast plumbing shortages.

## Radiologic Technology

**Launched Fall 2023**

The COM Radiologic Technology Program trains students for entry-level careers in healthcare as radiographers, professionals who capture medical images and assist radiologists in diagnosing patients. Their role encompasses a wide array of procedures and often requires ongoing education and offers opportunities for specialization in different imaging modalities such as MRI, CT, and Mammography. Now in its second cohort, the program has expanded with new state-of-the-art equipment to enhance hands-on learning.

In spring 2025, COM will launch a Limited Medical

Radiologic Technology (LMRT) certificate program. An LMRT specializes in performing X-ray imaging with a focus on skeletal systems and bony anatomy.

## Instrumentation & Electrical Technician

**Launching Fall 2025**

COM is launching a new Instrumentation & Electrical Technician (I&E Technician) program in fall 2025. I&E Technicians install, maintain and troubleshoot electrical and instrumentation systems in industrial settings such as manufacturing plants, oil refineries and power stations.

## Surgical Technology

**Launching Fall 2025**

The future Surgical Technology degree program at COM will train students to become skilled surgical technologists, who assist surgeons and medical teams during operations. Graduates will be equipped with the knowledge and hands-on experience needed to ensure patient safety, maintain sterile environments and manage surgical instruments in a variety of health care settings.

## Robotic Processing Automation Career Training (RPACT)

**Launched Fall 2024**

RPACT is a new COM workforce program utilizing new software technology, which automates repetitive and routine computer software tasks. RPACT will develop

the first Robotic Process Automation (RPA) workforce program in Texas, offering an accessible career pathway for aspiring RPA Technicians. RPA involves configuring software robots to automate repetitive tasks, freeing workers for more meaningful work.

## Academic Master Plan

College of the Mainland has developed an Academic Master Plan to serve as our roadmap for the Instructional Division. This plan will provide guidance to COM in its instructional and facilities plans over the next several years.



**Academic Master Plan**



**Explore the Academic Master Plan at**  
[com.edu/about/academic-master-plan.html](https://com.edu/about/academic-master-plan.html)

# COM IN THE Community



## SUMMER NURSE CAMP

Nearly 30 local high school students explored educational and career pathways in the dynamic and growing nursing field during COM's second annual *Summer Nurse Camp*. Held in partnership with COMPASS RN, the interactive camp allowed students to get a first-hand glimpse at health care in action alongside COM nursing students and faculty.

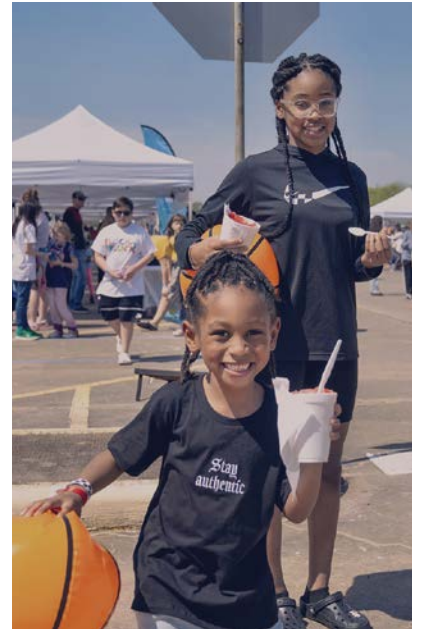
## DUCK INTO STEM DAY

It was a day full of fascinating adventure for nearly 150 Texas City ISD eighth graders exploring science during *Duck Into STEM Day*. Working alongside COM faculty, the day served as an important opportunity to encourage students to pursue STEM fields as potential educational and career paths.



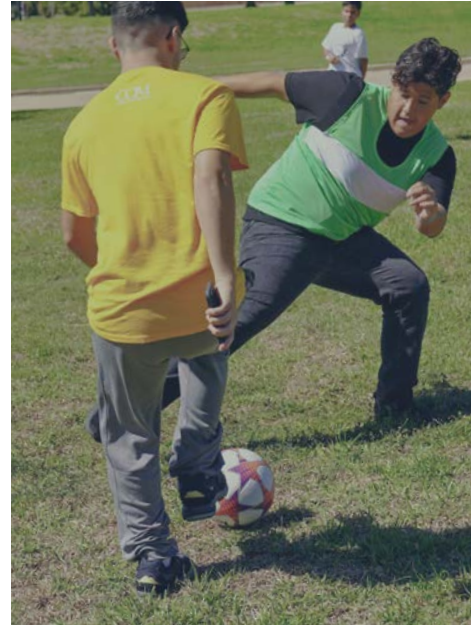
## FLOCK THE BLOCK

COM hosted its second annual *Flock the Block*, a free community event in March 2024, which offered interactive activities, entertainment and refreshments. Attendees enjoyed a lively petting zoo, FTB Arena basketball showdown, an Easter egg hunt with a special appearance from the Easter bunny and had the opportunity to engage with COM's Law Enforcement, EMS and Fire Academy through a touch-a-truck experience.



## FIESTA COMUNIDAD

In observance of Hispanic Heritage Month, COM hosted *Fiesta Comunidad*, a free community celebration in October. The event featured activities such as Trunk or Treat, a soccer game and a variety of entertainment, food and cultural displays celebrating the vibrant Hispanic community.



## REAL ESTATE CE COURSE AND CERTIFICATION

COM hosted *Master Your Market: How Colleges Grow Communities*, a TREC-approved real estate course offering valuable insights into the intersection of higher education and real estate. Featuring industry experts, the event covered key topics such as Texas title trends, the role of community colleges and preparing the future workforce.



# STRATEGIC GOALS



The Aspen Institute named College of the Mainland as one of the Top 150 U.S. Community Colleges eligible for the 2025 Aspen prize.

## GOAL 1: STUDENT SUCCESS

Student Success is our top priority. College of the Mainland will be the college of choice for our community.

### Strategy 1

Implement Guided Pathways to aid students in determining and completing their path to success.

### Strategy 2

Offer corequisite developmental courses for all students who come in not ready for college-level english and math, expediently preparing them for successful completion of english and math courses.

### Strategy 3

Create articulation agreements with four-year institutions for clear and efficient transfer opportunities for students.

### Strategy 4

Develop a comprehensive academic master plan to improve existing programs and develop new successful programs.

## KEY PERFORMANCE INDICATORS (KPIs)

- **KPI 1:** Full-time equivalent enrollment will reach 4,000 by 2025
- **KPI 2:** Increase the number of degrees and certificates awarded to 1,400 per year by 2025
- **KPI 3:** The average time to complete a degree will decrease to four years by 2025
- **KPI 4:** The average number of credits earned per degree will decrease to 70 by 2025
- **KPI 5:** Number of new students
- **KPI 6:** Student retention, fall to spring
- **KPI 7:** Student retention, fall to fall
- **KPI 8:** Number of transfers
- **KPI 9:** Successful course completion rate in developmental courses
- **KPI 10:** Successful course completion rate in gateway ENGL 1301
- **KPI 11:** Successful course completion rate in gateway MATH pathways courses
- **KPI 12:** Successful course completion rates in distance education



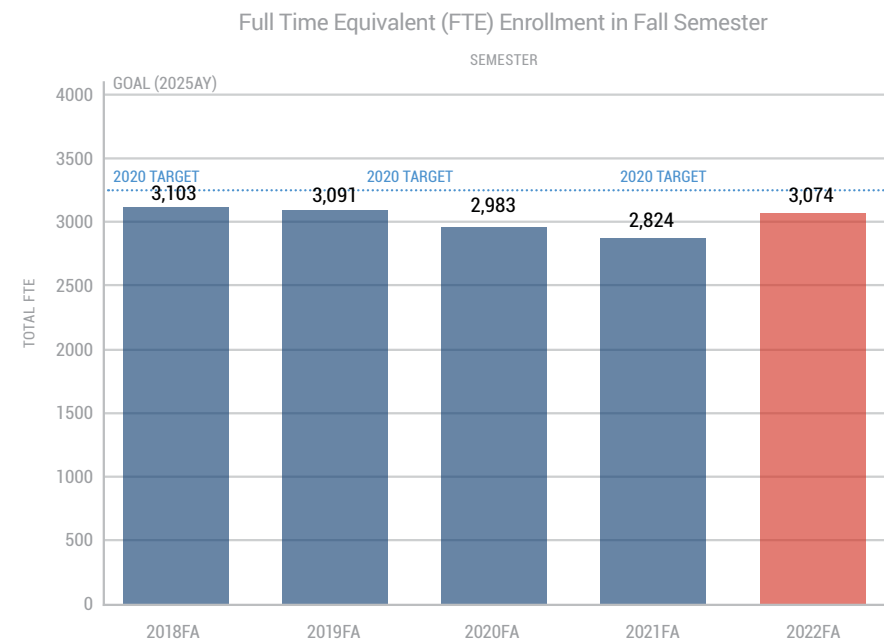
View all Goal #1 Key Performance Indicator (KPI) progress

### KPI 1

#### FULL-TIME EQUIVALENT ENROLLMENT GROWTH

FTE progress:

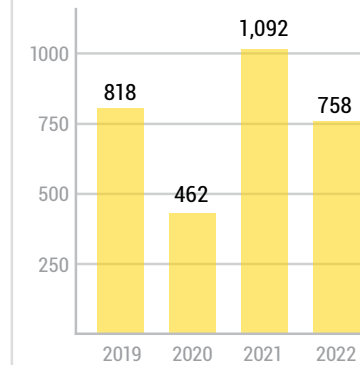
- 2025 Goal: 4,000
- 2020 strategic plan goal 3,200



### KPIs (Continued)

#### KPI 2

Degrees and Certificates Awarded

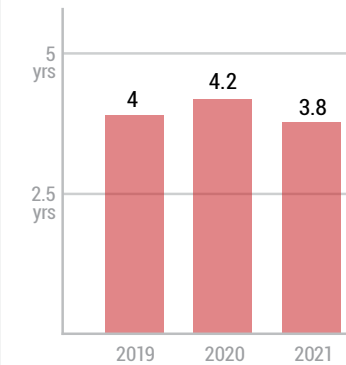


**2025 Goal: 1,400**

- 758 degrees and certificates in 2022
- 1,092 in 2021
- 462 in 2020
- 818 in 2019

#### KPI 3

Average Time to Complete a Degree

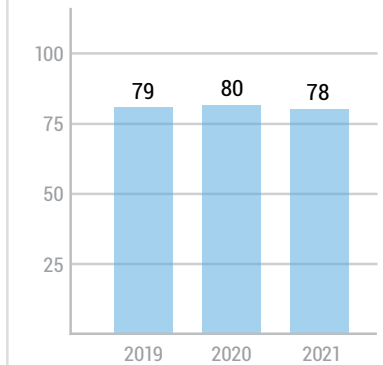


**2025 Goal: 4 years**

- 3.8 years in 2021
- 4.2 years in 2020
- 4 years in 2019

#### KPI 4

Average Number of Credits Earned per Degree



**2025 Goal: 70**

- 78 in 2021
- 80 in 2020
- 79 in 2019

# GOAL 2: EMPLOYEE SUCCESS

College of the Mainland will create an environment that retains and attracts administrators, faculty and staff committed to serving our students.

## Strategy 1

Implement a campus-wide program dedicated to facilitating the education and training of employees to improve job performance and service to students

## Strategy 2

Attract, select and retain high-performing and diverse talent

### KEY PERFORMANCE INDICATORS (KPIs)

- KPI 1: Compensation
- KPI 2: Continuing education and professional development

#### KPI 1

##### EMPLOYEE COMPENSATION REMAINS COMPETITIVE

Ensure that employee compensation and benefits are, and remain competitive with peer Texas community colleges and surrounding Houston business community.

#### KPI 2

##### SUPPORT EMPLOYEE CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT

Seventy-five percent of employees will participate in a minimum of 16 hours of professional development per year. We have instituted a week-long conference style convocation and have established a year-round professional development calendar for each of the employee classification groups.

### ADDITIONAL PROGRESS HUMAN RESOURCES

- Steadfast commitment and accountability toward advancing cultural awareness
  - Providing educational and training experiences to expand awareness, knowledge, and cultural competencies that support the understanding and management of a wide range of perspectives and backgrounds within the institution
- During COVID-19, Human Resources was able to transition to electronic HR forms to facilitate and expedite the workflow process
- The College's administration progress into year two of the implementation of the College's compensation study. All employees are now above the minimum on the salary schedule.
- COM obtained bond ratings from both Moody's and S&P Global. Both of these agencies rated COM's bonds as high investment grade
- During the year, COM's accounting department received a clean audit, an audit without any findings
- Continuing to implement the established compensation plan
- Streamlining performance evaluation process

- The Human Resources department simplified and reengineered the onboarding process for new employees
- Continuing to incorporate innovative technology and implement a position management reporting system that will track vacant positions within departments of the institution

# GOAL 3: FACILITIES

Provide a safe, aesthetic environment conducive to learning, while addressing the workforce needs of local business and industry.

## Strategy 1

Completion of maintenance tax note projects

## Strategy 2

Plan and build new college facilities supported by the bond

## Strategy 3

Upgrade technology to support student success

### KEY PERFORMANCE INDICATORS (KPIs)

- KPI 1: Master facilities plan
- KPI 2: Bond referendum
- KPI 3: Exemplary teaching-learning environment

#### KPI 1 MASTER FACILITIES PLAN

- By 2027, 75% of the first two phases of the master facilities plan will be completed

##### Phase 1 – STEAM / Allied Health and Infrastructure – Complete

- Admin Building
- STEAM / Allied Health Building
- Physical Education renovation
- Campus Mechanical, Electrical and Plumbing (MEP) infrastructure
- Math / Science renovation
- Campus parking projects
- Campus demolitions

##### Phase 2 – Workforce and Fine Arts – In Progress (Funded and designs complete)

- Industrial Careers Building
- Industrial Education renovation

- Welding renovation
- Fine Arts addition
- Police station

#### KPI 2

- In November 2018, 67% of the public voted for the sale of \$162.5 million in bonds to fund new construction
- Contractors completed projects funded by the maintenance tax notes

#### KPI 3

- Transitioned all Tutoring Center tutorials online within days (March 2020); Expanded online tutorials to include science, Process Technology, basic computer assistance (MS, Blackboard and other online platforms) and computer programming
- Initiated mass student outreach (April 2020) through the creation of multiple handouts and videos, making students aware of available tutoring services and how to access those services; phone calls and emails were attempted to all students enrolled at COM during the beginning and mid-point of every semester since the beginning of the COVID-19 pandemic
- Transitioned nursing instruction to virtual environment including clinical work (Shadow Health & Swift River), exam proctoring and faculty-led simulations

- Provided college-issued laptops to students in need (87 distributed since March 2020)
- Expanded Microsoft Teams, Blackboard and VPN access to fully support online faculty instruction

#### ADDITIONAL PROGRESS INFORMATION TECHNOLOGY

- Implemented a network vulnerability detection system
- Employed a new server backup system with two local storage locations and one inland colocation site
- Enabled multifactor authentication (MFA) to improve user account integrity
- Expanded the College's online utilization for remote learning and workforce
- Created an environment to give students remote access to a virtual Windows 10 desktop

# COM BY THE NUMBERS

Sandi Belcher  
Director  
Collegiate High School  
(Retired in 2024)



## EMPLOYEES

# 909

### 602 FACULTY

109 – Full-Time  
493 – Part-Time

### 307 STAFF

224 – Full-Time  
83 – Part-Time

### 333 ANNIVERSARY MILESTONES

152 – 0-4 years	7 – 25-29 years
69 – 5-9 years	5 – 30-34 years
46 – 10-14 years	0 – 35-39 years
31 – 15-19 years	2 – 40-44 years
21 – 20-24 years	

## PROGRAMMING

### TOTAL DEGREES OFFERED

# 41

- 11 – Associate of Arts
- 3 – Associate of Applied Teaching
- 5 – Associate of Science
- 21 – Associate of Applied Science
- 1 – Bachelor

### TOTAL CERTIFICATES OFFERED

# 29

- 25 – Level 1 Certificates
- 3 – Level 2 Certificates
- 1 – Level 3 Certificate

### NEWLY LAUNCHED PROGRAMS

# 9

- Computer Numerical Control (CNC) (Launched Summer 2024)
- Culinary Arts (Fall 2024)
- Dental Hygiene (Fall 2024)
- Instrumentation and Electrical (I&E) (Fall 2025)
- Plumbing Pre-Apprenticeship (Feb. 2024)
- Limited Medical Radiologic Technology (LMRT) (Spring 2025)
- Radiologic Technology (Fall 2023)
- Robotic Processing Automation Career Training (RPACT) (Fall 2024)
- Surgical Technology (Fall 2025)

## TOTAL AWARDS GRANTED

### 2020-21:

657 – Associate degrees  
435 – Certificates

### 2021-22:

556 – Associate degrees  
202 – Certificates

### 2022-23:

526 – Associates  
317 – Certificates  
8 – Bachelors

### 2023-24:

601 – Associates  
333 – Certificates  
8 – Bachelors

Source: ZogoTech Awards Dashboard,  
September 3, 2024



# INSTITUTIONAL Advancement

## GRANTS RAISED AND MANAGED:

**\$6,810,017**

## SCHOLARSHIPS AWARDED:

809 scholarships awarded: **\$638,393**

78 awards through (SEA)  
Student Emergency Aid: **+ \$56,306**

**Total scholarships \$694,699**

**FUNDS RAISED: \$1,154,443.42**

## HIGHLIGHTS

- With an endowment pledge of \$1.3 million to offer the plumbing program tuition-free, nearly half of this amount has already been raised. Thanks to the generous donations from community supporters Charles and Mary Ellen Doyle, Matt and Debra Doyle, the Patrick F. Doyle family, the Lawrence J. Del Papa family, Joe and Ellen Chuoke, Texas First Bank, Beau and Erin Yarbrough, and others, the program is set to be endowed, guaranteeing it will remain tuition-free for students.
- In 2023-2024, the Foundation proudly welcomed 76 new donors, whose generous contributions totaled an impressive \$199,046. This remarkable support highlights the growing commitment of our community to our mission and the impact we strive for.
- The College of the Mainland (COM) Foundation held its fourth annual *Educate a Woman “Laughs for Lunch”* scholarship luncheon on March 22. This year’s event, raised over \$64,000, which will provide more than 128 future student scholarships.

## 2024 PLUMBING COHORT



We thank all of our donors for their unwavering dedication to the students of COM.

- The *Opening Doors Promise Program* awarded \$220,447 in the 2023-2024 school year. Support for this program is provided through grants and donations from private foundations, individual donors, as well as cities in the COM taxing district.
- In 2023-2024, Foundation saw an average of 67 employees participating each month. COM employees graciously donated a total of \$26,767. We are extremely grateful for the ongoing support and commitment to our student’s future.

## SCHOLARSHIPS

2021 – 2022	2022 – 2023
Total Awarded: \$554,837	Total Awarded: \$711,806.19
# of Scholarships Awarded: 560	# of Scholarships Awarded: 757

## A SPECIAL THANK YOU

# DONORS MAKING A DIFFERENCE

Lifetime donations to the  
College of the Mainland  
Foundation

## TEXAS LONE STAR

Level \$5 million and up

- Awaiting gracious donors

## TEXAS LONGHORN

Level \$1 million to 4,999,999

- Charles T. and Mary Ellen Doyle
- City of Texas City
- In memory of Mitchell Chuoke Jr.
- Texas Mutual Insurance Company

## KING RANCHER

Level \$500,000 to 999,999

- BP
- Houston Endowment
- Marathon Petroleum Co., LP

## SILVER SPUR

Level \$250,000 to 499,999

- College of the Mainland Employees
- Dickinson Management District
- Mainland Medical Center Auxiliary
- Program Honoring the 15 Victims of the 2005 BP Incident
- Shell Oil Company
- The McDaniel Charitable Foundation
- Valero Refining, Texas City

## COWBOY

Level \$100,000 to 249,999

- AMOCO Federal Credit Union
- Erin and Beau Yarbrough
- Del Papa Distributing Company
- Ellen and Joe Chuoke

- Frank Webb and June Godard Webb
- Greater Texas Foundation
- Ivan and Linda Langford
- Logical Innovations, Inc.
- Matthew and Debra Doyle
- Meadows Foundation, Inc.
- Mitchell Chuoke Plumbing, Inc.
- Texas First Bank
- The Brown Foundation
- The Carmage and Martha Ann Walls Foundation
- The Lawrence J. Del Papa Family
- The Patrick F. Doyle Family

## MUSTANG

Level \$50,000 to 99,999

- Air Products and Chemicals, Inc.
- A.J. and Lynn Amato
- Anonymous Donor
- Austin Commercial
- Bay Area Municipal Inspectors Association Inc.
- Dr. Bill and Mrs. Genevieve McGarvey
- Consulate General of Mexico in Houston
- Dow Chemical
- ExxonMobil Foundation
- Galveston County AFL-CIO
- Hitchcock Industrial Development Corporation
- Joe and Elizabeth Amato
- Lift High Foundation
- Linde
- Rockwell Fund, Inc.
- Smith Barney
- Texas Book Company
- Texas New Mexico Power
- The William Gammon Henry Charitable Trust
- Trellis Company

## YELLOW ROSE

Level \$25,000 to 49,999

- Carolyn and Oscar Robinson
- City of Santa Fe
- Constance and James O’Kane
- Craig and Melissa Eiland
- COM-Unity
- Darrell and Debra Booth
- Galveston County Daily News
- Gary and Catherine Potter
- George and Mary Josephine Hamman Foundation
- HCA Houston Healthcare Mainland
- John P. McGovern Foundation
- John S. Dunn Foundation
- Kathleen Cailloux Foundation
- LyondellBasell Corporation
- Marianne Duncanson
- Miller Mays & Associates
- Metropolitan Life Insurance Company
- Moody Foundation
- Moody National Bank
- North American Process Technology Alliance (NAPTA)
- PBK, Inc.
- Peregrine Energy Solutions
- Randy and Peggy Dietel
- Texas Association of Community Colleges
- The Lubrizol Foundation
- Verizon Foundation
- Dr. Warren Nichols Jr. and Mrs. Chris Nichols
- Ziegler’s Foods

## BLUEBONNET

Level \$10,000 to 24,999

- A&A Machine & Fabrication, LLC
- Albert and Ethel Herzstein Charitable Foundation
- Associated Credit Union
- Barbara Austin
- Bartlett Cocke General Contractors, LLC
- Blimp Base Interests, Inc.
- Bruce Latimer
- Catherine Moran
- CBRE | Heery
- Dr. Clen and Michelle Burton
- Coast Foundation, Inc.
- Commercial Metals Company #303
- COMPeers
- Dawn and Jason King
- Dorothy Godard
- Dorothy Jones White
- Douglas and Dr. Crystal Alvarez
- Ellucian Foundation
- Ernie and Kathy Deats
- Eva Rowe
- Fidelity Investments
- Fred Krebs
- Fred Sandberg
- Dr. Gary E. and Diane Wilson
- Gary and Pam Scoggin
- H. Russ Brown
- Hitchcock ISD Education Foundation, Inc.
- In loving memory of Pamela Faye Bass
- In memory of Maurice Moore and Ray Gonzalez
- Jack McConnell
- James and Carol Yarbrough
- Jason and Angie Bass
- Jeanette Godard Robbins
- Dr. Jere Hammer
- John Glowczwski
- Joseph Glasco Charitable Foundation
- Karsten Interior Services, L.P.
- Ken and Carolyn Adams
- Larry Smith
- Lawrence and Sue Edrozo
- Lowe’s Charitable and Educational Foundation
- Mary Ann and Eric Amelang
- CDR Maxine Wilcox, USCG Ret
- MGC, Inc.
- On the Run, Inc.
- Peter and Henrietta Doak
- Ralph and Linda Holm
- Ray Bass
- Robert C. and Pat Updegrove
- Robert Handy and Janet Ward
- Ronald Shelby
- Jose and Lillian Salinas
- Santa Fe Texas Education Foundation
- Scholarship America
- Terrence and Rosalie Kettler
- Texas City – La Marque Chamber of Commerce
- Texas Higher Education Foundation
- Texas Pioneer Foundation
- Trevino Group, Inc.
- Twilight & Marc Freedman Foundation
- Dr. Vicki Stanfield and Mr. Richard Stanfield
- Whitley Penn, LLP
- Dr. Yolanda Waters and Mr. Alan Waters

# STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION

For the Years Ended August 31, 2023 and August 31, 2022

Operating Revenues	2023	2022
Tuition and fees (net of discounts of \$1,505,915 and \$1,526,779) .....	\$ 6,956,510	\$ 6,578,600
Federal grants and contracts .....	5,064,766	9,064,879
State grants and contracts .....	454,204	706,524
Private grants and contracts .....	1,364,318	1,198,838
Sales and services of educational activities .....	20,711	20,430
Auxiliary enterprises (net of discounts) .....	326,862	256,764
General operating revenues .....	1,032,313	381,944
<b>Total operating revenues (Schedule A) .....</b>	<b>15,219,684</b>	<b>18,207,979</b>

Operating Expenses	2023	2022
Instruction .....	14,164,470	14,241,762
Public service .....	1,148,759	1,199,859
Academic support .....	7,060,185	4,781,852
Student services .....	5,552,956	4,822,964
Institutional support .....	10,347,086	8,937,217
Operation and maintenance of plant .....	6,425,833	5,469,420
Scholarships and fellowships .....	7,607,325	9,297,419
Auxiliary enterprises .....	290,155	216,626
Depreciation expense .....	6,973,253	6,123,000
<b>Total operating expenses (Schedule B) .....</b>	<b>59,570,022</b>	<b>55,090,119</b>
<b>Operating income (loss) .....</b>	<b>(44,350,338)</b>	<b>(36,882,140)</b>

## Non-operating revenues (expenses)

State appropriations .....	9,716,984	8,720,843
Maintenance ad valorem taxes .....	23,763,027	22,252,912
Debt service ad valorem taxes .....	18,511,994	14,098,493
Federal revenue, non-operating .....	5,784,155	4,727,835
Investment income .....	1,702,687	323,868
Foreign trade zone fees .....	547,722	357,062
Interest and fees on capital-related debt .....	(6,013,944)	(6,469,922)
<b>Net non-operating revenues (expenses) (Schedule C) .....</b>	<b>54,012,625</b>	<b>44,011,091</b>
Increase (decrease) in net position .....	9,662,287	7,128,951
<b>Net position - beginning of year .....</b>	<b>(18,010,309)</b>	<b>(25,139,260)</b>
<b>Net position - end of year .....</b>	<b>\$ (8,348,022)</b>	<b>\$ (18,010,309)</b>



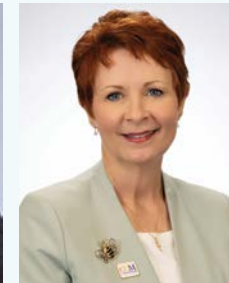
“At College of the Mainland, we are committed to empowering students by expanding access, modernizing education and creating new pathways to success. As we look to the future—with a focus on strategic growth, community engagement and modern facilities—we are building the foundation for continued excellence. Together, we are ensuring that student success remains at the heart of everything we do.”

**Donald G. Gartman**  
Board Chair

## BOARD OF TRUSTEES



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JOIN THE FLOCK.**

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