

ANTHONY HANCOCK, PH.D.

EDUCATION

The University of Texas at Austin; Austin, TX
Ph.D., Educational Administration (2011)

Webster University; St. Louis, MS
M.A. Public Administration (2004)
M.A. Computer Resource, and Information Management (2004)

Our Lady of the Lake University; San Antonio, TX
B.A. Public Administration (1997)

San Antonio College; San Antonio, TX
A.A.S. Public Administration (1996)

PROFESSIONAL EXPERIENCE

Houston Community College
Dean: Center of Excellence (COE)

June 2015 to Present

As the Dean of the third largest Center of Excellence at the Houston Community College, operating more than 2,400 semester credit hour students per semester, I have successfully shaped a collaborative environment that supports innovation, accreditation responsiveness, and students' success completion agenda. In my tenure, I have efficiently coordinated annual program review of seven workforce programs, facilitating result-oriented programming resolutions and actions. In my leadership, I have guided 40 full-time and 60 part-time faculty, two departments, an associate chair, and multiple support staff; and as an executive duty, I have effectively transformed this entity into a culture of student success.

Responsibilities

- Serve on the President Executive Committee and Cabinet.
- Administrator in-charge in the absence of the President.
- Participates in the development of Houston Community Colleges goals and objectives and in forming general policy recommendations and procedure revisions through shared responsibility with the Chancellor, Vice Chancellors, Associate Vice Chancellors, College Presidents, and faculty, and assumes the district leadership role in instructional policy development.
- Assists the Colleges in facilitating the resolution of faculty or instructional issues which require system-level input to ensure a consistent and fair resolution with similar issues across the colleges.
- Oversees the Economic and Workforce Development program in concert with the District's strategic plan and the Chancellor's initiatives.
- Serves as the liaison to assist local business and program expansion efforts.
- Evaluates effectiveness and efficiency of COE and programs and recommend changes as needed.

- Provides leadership and support for program assessment and evaluation activities in the COE within the workforce area of responsibility.
- Serves as a liaison to ensure communication between the integration of the academic general studies program and the relevant units are fixed.

Notable Accomplishments

- \$4.1 million budget oversight
- 375K in new funding
- Oversight of a 30M New Culinary building
- Successful oversight in the National Association of Schools of Art and Design (NASAD) accreditation
- Successful oversight in the American Culinary Federation Education Foundation Accrediting Commission (ACFEFAC) accreditation
- Successful oversight in the Accreditation Commission of Programs in Hospitality Administration (ACPHA) accreditation
- 100% third-party accreditation in all Consumer Arts and Science Instructional programs
- Responsible for negotiating articulations agreements and MOUs with regional ISD transfer institutions
- Responsible for the assessment of community needs; development of courses and initiatives to meet needs; and evaluation of implementation
- Responsible for continuous renewal and enhancement of the teaching and learning process.
- Provides leadership for the implementation of a successful learning signature (student engagement) and effective learning environment
- Supervised 40-full time and 60-part time faculty, 2 division chairs, one associate chair, and 9 professional staff
- 3rd largest workforce division in the HCC system
- Manages program that has approximately 3, 000 students per academic semester
- Developed a Weekend College Programs
- Assess program effectiveness and review

Houston Community College

January 2014 to June 2015

Associate Dean, Workforce and Economic Development

As the Associate Dean of Workforce and Economic Development, I was responsible for ensuring that the academic, fiscal, and operational activities were conducted in alignment with HCC's strategic plan. I advised the President on workforce policies in coordination with its \$455-million-dollar Bond initiative, which included Manufacturing and Construction Technology, Business, and Information Technology departments, Professional Services, Applied Engineering Technology, and dual credit programs.

Responsibilities

- Provided strategies on accreditation compliance, enrollment management, dual enrollment, and faculty credentialing
- President Executive Cabinet Team
- Coordinated workforce and economic development strategies
- Directed discussions and implementation team to discuss Centers of Academic Excellence in Cyber Defense, (NSA CAE2Y) and the National Centers of Academic Excellence in Cyber Defense – DOD

- Liaise to student services
- Mentor Dean to the Information Technology Department
- Budget authority
- Liaise to industry leaders
- Created career ladders and new programs
- Evaluated instructional faculty

Notable Accomplishments

- Successfully manage 10 award-winning workforce programs, encompassing 30 degrees and 50 certificate programs
- Directed program review and oversight
- Supervised 25 full time and, 40-part time faculty, 3 division chairs and 3 professional staff.
- Managed \$3 million-dollar budget
- Advised and recommended technology and instructional strategies to the President on HCC new workforce building construction on a \$27M, 75,000 square foot Center for Advanced Manufacturing workforce educational building; focusing on Additive Manufacturing, Robotics, Mechatronic, and Construction Technology
- Developed a strategic program development growth strategy for full and part-time faculty.
- Developed a strategic program development growth strategy
- Developed and implemented intergovernmental agreements with educational and governmental entities to provide educational services to workforce governing commissions.
- Liaise to the industry leaders as assigned
- Responsible for partnership development and dual enrollment articulation and matriculation agreements with Houston Independent School District, Katy, Spring Branch, Alief Independent School Districts, Stafford Municipal District, the Fort Bend, and a portion of Missouri City districts
- Coordinated training with the City of Houston Workforce Development office, Houston Galveston Area Council, Gulf Coast Workforce Commission, Greater Houston Partnerships, Ft. Bend, and Stafford Chamber workforce programs

St. Philips's College

September 2009 to January 2014

Program Manager-Special Projects Coordinator

Founded in 1898, St. Philip's College (SPC) is a comprehensive HBCU public community college and a Hispanic Serving Institution, whose mission is to empower diverse population through educational tact and strategies. St. Philip's vital rich ethnic, cultural, and socio-diversity created a fostering environment in academic and technical achievements; while expanding its commitment to opportunity and access. Working in a team environment, I generated non-credit continuing education activities, evaluated programs data and viewed public and private sectors industry strategies to foster community workforce and economic development partnerships and fund-generation.

Responsibilities

- Budget manager
- Technology and Energy account executive
- Generated revenues
- Deans leadership team
- Hired faculty instructional leaders
- Worked with local workforce investment boards

- Evaluated faculty hiring procedures for academic and workforce programs and district
- Reviewed curriculum strategies
- Developed program strategy
- Process Improvement Committee member

Notable Accomplishments

- Involved in the strategic oversight for the Institutes of Advance Manufacturing & Logistics, Air Conditioning & Refrigeration, Automotive Body Repair, Precision Metals/Machining, Diesel Mechanics, Electrical and Power Transmission, Forklift Operator, Homebuilding, Plumbing, Precision Metal, Welding, and Electrical Maintenance of workforce and economic CE and Academic programs
- Negotiated 525K in annual contracts
- Negotiated regional job readiness workforce contracts with Union Pacific Railroad, Valero Energy, City of San Antonio, San Antonio Housing and Urban Development, and Texas Power Systems/Caterpillar, San Miguel Lignite Mine/Kiewit.
- Served on various hiring and leadership teams
- Served as the Texas Award for Performance Excellence Workforce and Continuing Education (WFCE) division coordinator
- Developed regional job readiness training programs for Union Pacific Railroad, Valero Energy, City of San Antonio, San Antonio Housing and Urban Development, Texas Power Systems/Caterpillar, San Miguel Lignite Mine/Kiewit etc., in excess of \$240K per year.
- Supervised 15 full time faculty, 25 part time faculty, and 10 professional staff.
- 100% contract renewal

Texas Apartment Association Education Foundation (TAAEF)

July 2008 to July 2010

Director of Education

For more than 15 years, the Texas Apartment Association Education Foundation (TAAEF) has shaped the future of the rental housing industry in Texas. TAAEF aims to increase the pool of highly skilled professionals who possess the diverse backgrounds and skills necessary to oversee the operation of apartment communities and contribute to companies at all levels.

TAAEF offers classes, scholarships, partnerships and other educational support to grow opportunities for military veterans, graduating college and high school students, among others. The foundation benefits the industry as a whole by increasing profitability, visibility, and competitive advantage. My responsibility was to evaluate curricula, instructional delivery methods, faculty qualifications, and educational materials to develop partnerships with Texas Community Colleges and universities, and to coordinate meetings with a variety college faculty, administrators, and staff to identify and cultivate talent supporting training opportunities.

Responsibilities

- Developed enrollment forecasting models and strategies
- Evaluated educational marketing strategies necessary to recruitment goals
- Led, planned, supervised, coordinated, and evaluated economic and workforce programs
- Directed the development and execution of educational programming and curriculum content
- Directed the foundations for comprehensive student workforce and academic initiatives

Notable Accomplishments

- Developed the first Apartment and Building Maintenance & Technicians agreement for a Texas Community College/St. Philip's.
- Coordinated a team of St. Philip's College faculty to develop the first Texas Community College Apartment and Building Maintenance & Technicians curricula.
- Registered the first cohort of fifteen students in a Building Maintenance & Technicians program.
- Presented updated reports to the Foundation members at their annual Education Conference & Lone Star Expo.
- Supervised 5 professional staff.
- Presented quarterly membership reports to the Apartment Association membership statewide.

Alamo Colleges

March 2000 to August 2008

Director and Coordinator: Tech Prep

The Alamo Colleges District serves the Bexar County community through its programs and services that help students succeed in acquiring the knowledge and skills needed in today's world. There are five colleges — San Antonio (est. 1925), St. Philip's (est. 1898), Palo Alto (est. 1985), Northeast Lakeview (est. 2007), and Northwest Vista (est. 1995) — offer associate degrees, certificates and licensures in occupational programs that prepare students for jobs, as well as arts and science courses that transfer to four-year colleges and universities and lead to AA and AS degrees.

As the Director and Coordinator of Tech Prep, I organized articulation agreements between secondary and postsecondary consortium; developed two-plus-two or a four-plus-two programs — a specifically developed Tech-Prep curriculum in conjunction with faculty; provided joint in-service training of secondary and postsecondary teachers to implement the Tech-Prep curriculum; provided training of counselors to recruit students and to ensure program completion and appropriate employment; provided equal access for special populations to the full range of Tech-Prep programs and preparatory services.

Responsibilities

- Chancellor's Transformation Team
- Provided leadership, planning, evaluation of programs and instruction
- Fiscal responsibility in program development and management
- Executed projects and activities to achieve the goals and objectives of the Alamo Colleges, Independent School Districts' and the Alamo Region Career Pathways Network
- Supervised Tech-Prep staff; and built consensus for budget development and related priorities

Notable Accomplishments

- Responsible for eighteen urban independent school districts and twenty-two rural school districts.
- Increased the number of high school student participation in articulation agreements by 69%.
- Increased the number of articulation agreements by 72%.
- Increased the number of ISD participation in articulation agreements by 78%.
- Managed a \$1 million-dollar Tech Prep grant.
- Coordinated with faculty the first Automotive Technology academy at St. Philip's College
- Facilitated four seamless transition workshop yearly to four Alamo Colleges faculty, administration, and staff-over 500 faculty were introduced to the concepts of seamless transitions, curriculum alignment, and credentialing faculty.

- Increased the percentage of students completing a college-preparatory plan to 87.7 % in 2008, from a low of 29.3% from academic year 1999.
- Increased the number of high school student enrollments from 22,512 students enrolled in Tech Prep in the state of Texas for 1994-2000 (grades 9-12) to 43,031: an increase of 48% students enrolled in Tech Prep in the state of Texas for 2001-2008 (grades 9-12).
- 48% articulation agreements increase
- Administered a \$2M state grant.
- Coordinated RFPs to allocate funds to over 36 independence school districts projects.
- Approved and funded a \$30K new Automotive Technology Academy.
- Approved a \$75K for new alternative energy initiative.
- Approved and awarded \$100K to fund Alamo College’s articulation promotion, marketing, and program support.
- Increased student participation from 3,000 students in 2000, which was my first year as Coordinator, to over 14,000 students at the end of my assignment.

Palo Alto College

February 1999 to March 2000

Job Development Specialist

Evaluated students’ education level, work history, personality, interests, and skills, and recommended career opportunities based on individual background and abilities. Responsible for matching people with jobs that would give them the greatest balance of financial payoff and job satisfaction. In addition to assisting college students who were just entering the workforce, I provided career counseling to others who lost their jobs, struggled between jobs, unhappy with their career choices or were experiencing other types of job and academic pressure.

Responsible and accountable for providing strong decisive leadership in achieving the following goals for the college:

- Developing and delivering programs and processes that provide career counseling services to students.
- Worked with students to understand and execute career exploration and planning process; this entailed administering career assessments to evaluate students’ interests, values, aptitudes, and skills.
- Assisted students with preparation for and the execution of the job search process.
- Fostered and developed internship and volunteer opportunities (both on-and off-campus) for students.
- Developed and delivered programs and processes that provide career counseling services to students.
- Participated in strategic and operational planning to support achievement of organizational goals.
- Provided counseling and guidance in support of achievement of academic success; led and initiated programs promoting student success.
- Provided outreach programs to students at risk; referred students to internal and/or external resources for personal, academic or crisis intervention.
- Served on ad-hoc teams and committees, and provided feedback to school leadership to facilitate student success.
- Performed supervisory duties which includes but not limited to the following: Recommendation and/or approval of personnel engagements, hiring, transfers, terminations, and disciplinary

actions. Also approved/disapproved leave, schedules work assignments and conducted performance evaluations.

FACULTY EXPERIENCE

- Houston Community College
 - Business Technology / Administration (2015 to Present)
 - Business Management/online
 - Workforce Leadership and Critical Thinking Skills for Students Success/online and Face-to-Face
- University of Phoenix - College of Education/Humanities/Philosophy (2012 to 2015)
 - Assessment and Evaluation in Adult Learning
 - Critical Thinking
 - Creative Minds and Critical Thinking
 - Overview of the Community College
- St. Philip’s College - Business Information Solutions / Business Management and Technology (2004 to 2014)
 - Introduction to Database
 - Introduction & Advanced Spreadsheets
 - Introduction to Presentation Graphics Software
 - Introduction to Word Processing
 - Integrated Software Applications
- Continuing Education Institute of Science & Technology-ABE (2009 to 2014)
 - Basic Computer Skills for the Workforce
 - Computer & Technology
 - Computer Skills for Citizens
- San Antonio College - Business Department / Public Administration (2004 to 2014)
 - Public Administration
 - Public Sector Supervision/online
 - Public Sector Management/online
 - Human Resource Management in the Public Sector

CERTIFICATIONS

- Quality Texas Foundation – Board Examiner (2013)
- Master Teacher Certification, St. Philip’s College (2012)
- Microsoft Office Certification (MOS), (2002, 2004)

SELECTED PRESENTATIONS

- *Leading Change in a Matrix Organization*, League for Innovation in the Community College, March 13, 2017, San Francisco, CA.
- 15th Annual Males of Color Empowerment and Retention Conference: Redesigning the K-16 Educational Pipeline: The Solution—Reconnecting and Reinvesting Institution Resources to Ensure Academic Success, *Sometimes Curve Balls Don’t Curve: A Mindset for Growth*. University of Houston-Downtown, October 27, 2017.
- *Be Intentional: Academic and Student Affairs Collaborations*, Texas Association of Black Professionals in Higher Education, March 4, 2016, Fort Worth, TX
- *Thinking About One’s Thinking: A Skills-Based Academic Advising Strategy for Job-Seeking Students* Junior/Community College Student Personnel Association of Texas, Houston Community College, 2014.

- *The Power of Men and Community Responsibility*, San Antonio Housing Authority San Antonio, TX, 2012.
- *Supporting Student Success through K-16 Collaboration*, College and Career Keystone Conference, Region 20, San Antonio, TX, 2012.
- *A Gathering of Men: Taking Back Our Neighborhood*, San Antonio Housing Authority Fatherhood and Family Day Celebration, San Antonio, TX, 2012.
- *Paying for College: Black Male Student Success in Higher Education*, Delta Sigma Theta Sorority, Inc. Empowering Males to Build Opportunities for Developing Independence (EMBODI) Men of Color Conference, St. Philip's College, San Antonio, TX, 2012.
- *College, Careers, and You're Earning Potential*, Alamo Colleges Young Leaders Conference San Antonio, TX, 2010.
- *Career Pathways 101*, Alamo Region Tech Prep Consortium; Region 20 Tech Prep Education Summit, San Antonio, TX, 2005.
- *Recognized Articulation Agreements, Connecting Secondary and Postsecondary Institutions*, Seamless Transitions State Conference, Dallas, TX 2004.
- *Development of Tech-Prep Education Programs of Study Suitable to the Needs of Consortium Participants*, 10th Annual Tech-Prep Texas State Conference, Austin, TX 2003.
- *Sometimes Curve Balls Don't Curve: A Mindset for Growth*. Men of Color Greater Houston Area Collegiate Symposium --hosted by University of Houston Downtown, San Jacinto College and Houston Community College.

HONORS AND AWARDS

- The National Society of Leadership and Success, 2017
- Kappa Delta Pi, International Honor Society in Education, 2010
- The University of Texas Sid W. Richardson Regents Scholarship, 2008, 2011
- Houston Endowment Jesse E. Jones Scholarship, 2008
- Washington Center Minority Fellow, 1995
- San Antonio College Minority Fellowship Program, 1993-1995

BOOKS AND PUBLICATIONS

- **DISSERTATION: Title:** The Impact of Educational Initiatives on Black Males at St. Philip's College: An Evaluation of Retention, Completion, and Student Engagement Efforts
- **BOOK: Title:** Community Colleges and Black Males (Paperback: August, 2017)
- **PUBLICATION: Title:** Sometimes Curve Balls Don't Curve: A Mindset for Growth (Men of Color Greater Houston Area Collegiate Symposium)

COMMUNITY & PROFESSIONAL MEMBERSHIPS

- Achieving the Dream (2015 -)
- American Association of Community Colleges (2015 -)
- League for Innovation (2015 -)
- National Skills Coalition (2014-2015)
- Greater Houston Partnership (2014-2017)
- Southwest Alliance for Supply Chain and Logistics (2014-2015)
- National Association for Community College Entrepreneurship (2014-2017)
- Texas Community College Teachers Association (2014-2017)
- Quality Texas Foundation - Texas Award for Performance Excellence (2013-2014)
- Talent Management - Human Capital Executive Research Board (2013)

- Charles Stark Draper Laboratory for Non-Profit Research and Development (2011-2012)
- University of Texas EXES Association Life Member (2011-2012)
- College Open Textbook Community (2011-2012)
- National Institute for Staff and Organizational Development (2008-2011)
- American Educational Research Association (2011)
- Kappa Delta Pi – International Honor Society (2010)
- South San Antonio Chamber of Commerce (2003-2007)
- The Greater San Antonio Chamber (2004-2006)

SERVICE TO THE ACADEMIC COMMUNITY

- Houston Community College
 - Chancellor’s Transformation Team (2015 -)
 - Instructional Leaders Academy (2015 -)
 - Strategic Planning Committee (2015 -)
 - Houston Guided Pathways Studies Committee (2016 -)
 - SACS Accreditation Student Service Committee (2016 -)
 - National Association of School Arts & Design accreditation Committee (2015 – 2017)
 - Career and Technical Education Deans Council (2014-2017)
 - Innovation Steering Committee for Workforce Completion (2014)
 - Convocation Committee (2014 - 2017)
 - Instructional Program Review Committee (2014-2017)
 - Computer Science/Information Technologies, Program Mentor Dean (2014-2015)
 - Technology Governance Council (2015-)
- St. Philip’s College
 - President’s Cabinet Faculty Advising Committee (2013, 2014)
 - President’s Cabinet Quality Enhancement Plan Committee (2013, 2014)
 - Texas Award for Performance Excellence Committee (2013)
 - President’s Cabinet Foundation of Excellence Committee (2013, 2014)
 - Common Course Committee, Information Technology, Business, and Industry Development (2012)
 - Staff Council (2012-2014)
 - National Institute of Staff and Organizational Development, Committee Chair (2012)
 - African American Men on the Move Advisor (2009-2014)
 - Presidents Lecture Series Committee (2011-2014)
 - “Good to Great” Strategic Planning Retreat chair (2012, 2013)
 - Veterans Outreach and Transition Center grant Committee (2012)
- Alamo Colleges
 - Employee Development Day Committee (2010-2014)
 - Leadership Development Strategic Priority Initiative (2008-2014)
 - Staff Council (2007, 2008, 2013)
 - Curriculum Initiative Committee (2007-2010)
 - Chancellor’s Executive Transition Team (2007, 2008)
 - Process Improvement Plan Committee (2009-2013)

SELECTED PROFESSIONAL DEVELOPMENT

- American Association of Community Colleges Annual Convention (2012 – 2017)

- 2016 League for Innovation conference
- 13th Annual Achieving the Dream conference
- Texas Community College Teachers Association-Leading from the Middle, Houston, TX (2014)
- National Association of State Directors of Career Technical Education Consortium - Achieving Excellence in CTE: Phoenix, AZ (2014)
- GocSec 2014-Enhance Security conference: Washington, DC (2014)
- Conscious Choosing, Creating Results Through Our Human Connections, Austin, TX (2013)
- Supervising at the Alamo Colleges, Alamo Colleges (2013)
- Creating a Community of Learners, Chair Academy, St. Philip's College (2013)
- Safe Environment Awareness Training, Alamo Colleges (2013)
- Drug Free Workplace Training, Alamo Colleges (2013)
- Sexual Harassment Prevention Training, Alamo Colleges (2013)
- Overcoming the Five Dysfunctions of a Team, Alamo Colleges (2013)
- Employee-Supervisor Relationships, Alamo Colleges (2012)
- Crucial Conversations, Alamo Colleges (2012)
- Achieving the Dream Annual Strategy Institute, University of Texas at Austin (2009-2010)
- Veterans Service Providers Training, Texas State University (2011)

VOLUNTEERISM

- Texas Education Agency Advance Technical Credit Statewide Leadership Committee (2014 -)
- Change Happens! (2014, 2015)
- Brays Oaks Management District Economic Development Council Board Member (2014, 2015)
- Southwest Houston2000 Inc., Economic Development Council, Second Vice President (2014, 2015)
- Southwest Houston2000 Inc., Chair, Education Committee (2014, 2015)
- Advanced Technical Credit (ATC) Statewide Leadership Committee (2014-2017)
- San Antonio Eastside Promise Neighborhood (2012-2014)
- San Antonio Healthy Families Network of Greater San Antonio and Bexar County (2012-2014)
- Kaplan College Healthcare Advisory Committee (2012-2014)
- San Antonio United Way Healthy Partners for Community Change (2010-2014)
- San Antonio Coalition for Veterans (2011-2014)
- Texas Academic Decathlon – Proctor, Interview Judge (2012)
- San Antonio College Tech Expo Committee (2005-2007)
- McCullough High School Advisory Committee (2005-2007)
- Harlandale High School Advisory Committee (2005-2007)
- AmeriCorps: Corporation for National and Community Service (1995-1997)