

# Hector Aguilar, PhD

## **Goal:**

To change the lives of many people in a region by helping them achieve their goals through education that is truly accessible and where the success of each student's goal is everybody's goal. To serve as a Community College President at a college that is vibrant, that promotes servant leadership, that is especially focused on student access and success, and that encourages innovation and creativity.

## **Summary of Qualifications**

Twenty years at the Austin Community College District as Adjunct Instructor, Associate Professor, Professor, Department Chair, and as Dean of Continuing Education and Corporate Training. Extensive experience creating programs, developing courses, following SACS compliance, developing and improving articulation agreements with HSs and Universities, acquiring grants, developing industry advisory boards, establishing industry and community partnerships, securing industry equipment donations, teaching numerous courses, working with budgets and contracts, developing marketing plans, and helping many students successfully reach their personal and professional goals. Excellent at creating and implementing innovative, creative, and inclusive ideas that lead to new programs and partnerships that foster both traditional and non-traditional student success. Much effort in developing student pathways that enable students to meet their current goals, including attaining industry certifications that lead to a job in their area of interest, obtaining OSAs, Certificates Level 1, Associate degrees, and higher. Extensive experience working in both the Academic and Workforce areas of higher education, as well as in industry. Rare mix of education degrees coupled with industry, academic, and college workforce experience that allows for significant positive change at a local and regional level.

## **Personal Characteristics**

Innovative, Creative, Friendly, Very Energetic, Always Involved in multiple projects and gets the job done beyond expectations, Brainstorms, Develops and Implements with many teams, Excellent reputation in the business and regional community, supporter of Team Work and Inclusion and Diversity, Strong Mix of Experience in Industry, College Credit, Continuing Education and overall educational systems.

## **Relevant Work Experience**

### **Austin Community College District, Dean of Continuing Education**

#### **2010 – Present**

- Oversee and direct Workforce CE Open Enrollment with more than 100 certification programs serving over 10,000 students in the areas of Healthcare, Engineering and High Technology,

Trades and Technology, Information Technology and Computer Science, Business, Teacher Certification and Educator-related, STEPS/award-winning Customized program for students with learning disabilities, Kids Programs such as the HS Pre-Med Summer Academy and the Gaming and Business Plan Program, CE-customized International Student Cohorts coming to the college, various Entrepreneurial courses and Programs, Leadership Programs, Customer Service Programs, creative Professional Development CEUs programs and courses, Personal Enrichment/Community Programs certifications and courses, Corporate Customized Training Department focused on assisting large, medium, and small businesses and organizations, and others. Areas of responsibility similar in size to some community colleges in Texas in terms of number of programs, students, complexity and variety of challenges and opportunities. The overarching goal is to support the college's mission, vision, and goals of supporting the needs of the people and companies in our region.

- Manage a CE Division staff of about 60 employees and 400 Instructors. Courses, programs, employees and staff are located throughout the district and at multiple off-campus locations.
- Oversees and manages a budget that covers Workforce Open Enrollment, Community Programs, and Corporate Customized Training within the division. The Budget covers salaries, course and program development, faculty and staff development, marketing, recruitment, equipment and supplies, etc. In the last six years, expanded budget from \$5M to almost \$10M (including about \$1.4M in State Reimbursements to the institution).
- Responsible for policy, procedures, and ensuring that the division advances the college's goals and mission.
- \$1.5M+ in externally acquired funding that was invested in training equipment purchases in last five years. Strategic decision to invest heavily on needed training equipment to be able to offer enhanced quality training at affordable prices. Increased outreach efforts that led to higher revenues that led to higher profits that then allowed increased purchases, as well as, significantly increased grant activity. This is more investing than the previous 15 years combined.
- \$600K invested in curriculum development and Instructor Training in last three years. Strategic decision to invest heavily on curriculum development and Instructor training. Developed many new and advanced course and program curriculums and invested heavily on faculty development. We now have more and better courses and programs and critically important - incredible skilled and passionate Instructors that are focused on each student's learning and success. This allows us to continue to support the college's mission of supporting the region with high quality workforce programs taught by great Instructors and at affordable prices. This decision to invest on our present and future ability to lead in workforce training is a dramatic departure from the past where we were depending on more than 20 third party vendors.
- Expanded Corporate Customized training contracted revenue from less than \$1M to more than \$7M. To include:
  - A \$2.75M TWC grant to train 450 engineers and technicians, at Samsung Semiconductor, in more than 64 technical topic areas. Trained more than 1500 employees in 2/3 of the time contracted (day and overnight classes every week).
  - A \$1.4 M TWC grant to train 554 pipe welders and fabricators at EPIC in San Marcos
  - A \$1.1M TWC grant to train 460 Veterans in one of 14 IT concentrations.

- A \$1M TWC grant to train 800 nurses and other medical personnel at multiple St. David's medical locations throughout Central Texas.
- Currently working on multiple new grant projects with companies such as Applied Materials Semiconductor Equipment OEM, 3M Products Manufacturer, US Farathane, Komico Semiconductor, Athena General Manufacturing, Tasus Automotive Parts Manufacturer, Seton Healthcare, Central Texas Medical Center, Farmers Insurance, the Call/Contact Center Industry, Restaurant/Customer Service companies, and others.
- Multiple smaller grants (\$100K) to train many medium and small companies ranging from food manufacturers to medical device manufacturers.
- Converted and created many CE programs into MSAs (OSAs) and into Wecm courses. Worked with many credit department chairs and faculty to make such conversions. This was the first large-scale effort to make such transitions between CE and credit. They created many more additional and realistic pathways for people in the community.
- Transformed CE from a not-well understood and separate college entity to one that is now much more involved, integrated and central to accomplishing the college's mission and goals. The division is now much more known and respected throughout the Central Texas region. It is also much more known and involved by the business and education communities of Central Texas. Persistent and targeted marketing and engagement with hundreds of entities over time has yielded these results. Internal and especially external outreach has increased by more than 1000 percent. We now have multiple events every week. Greatly improved marketing materials have also helped much. However, much more opportunity to help many more people in our region who have not been reached still exists. As discussed above, much effort has been on supporting the college's mission and vision of support the needs of the people and companies in our region.
- Developed recruiting strategy that would be broad, persistent, and consistent. Developed rotating visit outreach teams, new presentation and marketing materials and messaging, new website, new print and social marketing vehicles to achieve enhanced outreach and recruitment. The messaging is also simpler and easier to understand. These efforts have worked very well as is evidenced by the outcomes and enhanced regional understanding of how ACC can help them achieve their goals. Much more opportunities exist.
- Created new open enrollment and outreach programs and courses to meet local and regional needs in areas such as Electrical, Plumbing, Construction, HVAC, Apartment Maintenance, Java, Mechatronics, compressed natural gas and electric vehicle training, Agricultural and Organic Farming, Phlebotomy, Orthodontist Assistant, 3D Printing/Additive Manufacturing, Fashion, Call Center/Customer Service, Leadership, and others.
- Restructured CE so that it became much more student and client-focused, more efficient and effective, and a much more internally-collaborative and cohesive team working on common goals. The team now shares faculty, equipment, curriculums, space, ideas, grants, and understands the value of doing what is best for each individual student.
- Expanded enrollment in many programs by updating curriculums, acquiring state of the art equipment, hiring and training additional faculty, and offering programs in multiple locations throughout the region. Such programs included Medical Assisting, CNA, STEPS, IT, Administrative Assistant, Trades, and others.
- Led and assisted in multiple facilities design and development projects, including at Manor ISD and some at ACC.

- Created teams of Instructors and Staff to develop corporate customized curriculums in the areas of Advanced Manufacturing, IT, Healthcare, Trades, Business, and others.
- Streamlined and re-focused CE on internal capacity building. Hired and trained instructors and staff for specific industry areas, developed advanced and customized curriculums, and leveraged grants to acquire more than \$600K in additional equipment.
- Developed an enhanced marketing strategy that included extensive and intensive community outreach, developed a new website, marketing materials, an internal Advisors and Counselors CE Seminar. Developed partnership agreements to provide the course schedules at regional locations such as the Austin Regional Medical hospitals and A+ bank locations, in addition to all college campus locations.
- Established new partnerships with Manor ISD and the CAN Academy to offer multiple industry certifications at newly refurbished facilities at their sites. Currently working with San Marcos Consolidated ISD, Round Rock ISD, and others to develop such partnerships.
- Visited more than 150 companies in last three years to discuss their business and skill needs. Developed partnerships, hired personnel to cater to these companies, acquired appropriate grants, and significantly expanded the college's training reach.
- Invited as a guest speaker to present at multiple Chambers of Commerce (i.e. Greater Austin Chamber, Round Rock Chamber, Pflugerville Chamber, Kyle Chamber, Cedar Park Chamber, San Marcos Chamber, and others), Moderator for Texas Workforce Commission Panel on Workforce Issues, Regional Workforce Solutions Boards (Board member of WS Rural, agreements with WS Capital). Met with universities such as Texas State on articulation agreements, and worked with many community organizations such as Goodwill, regional jails and prisons, American Youthworks, State Agencies, military bases, and others to provide training.

**Austin Community College District, Department Chair and Professor of the Electronics and Advanced Technologies Department**

**1996 – 2010 (Adjunct Instructor 1996-1998, Associate Professor 1998-2001, Chair and Professor 2001-2010)**

- Chair of very visible Department when the Semiconductor Industry was young and growing.
- Taught and directed the college's Semiconductor Manufacturing Technology program. Rapidly moved from Associate Professor to Professor to Chair of a large and very visible department. Expanded the department by creating additional AAS and Certificates in Robotics and Automation Program, the Power Technology Program, Renewable Energy Program, Nanoelectronics Program, Bio Instrumentation Program, and the Line Worker Program. Developed ACC's Nanoelectronics program as one of the best in the country. My Department and ACC were featured in the July 2009 Time Magazine and Popular Mechanics.
- Created multiple industry advisory councils that provided equipment donations and continuous curriculum advice. Such companies included Applied Materials, Samsung, Intel, Sematech, AMD, Tokyo Electron, UTC, Motorola, Cypress Semiconductor, Dell, National Instruments, Motorola, and many others. Visited and partnered with hundreds of companies in the region and developed partnerships that created 100's of student scholarships, internships, and future

employment opportunities. Was invited to speak at multiple events and panels on issues of workforce development and education.

- Acquired a \$4.5 State grant to train 160 students throughout the State in 15 technical nanoelectronics areas. This grant was awarded through the Governor's office and was praised as one of the most successful in the State.
- Acquired more than \$6M in equipment donations for the various programs within the department. Acquired equipment from Fanuc robots, conveyors, MFC, power plant equipment, valves, motors, turbomolecular pumps, and others.
- Established creative training and job placement partnerships with Manpower, Adecco, Volt, and others to get students trained, interned, and eventually fully-employed within a short period. These companies would sponsor the training and the students.
- Grew the staff from about 6 Professors to more than 30 to cover all the additional program areas described above. Provided continuous training opportunities for all Instructors and Staff for continuous improvement.
- Designed, planned, and implemented appropriate facility upgrades as the program grew.

### **Applied Materials, Etch Division Technical Support Engineer**

**1996 – 1998**

- Participated in multiple cross-functional teams to solve technical problems on a continuous basis. Provided technical support to the largest semiconductor equipment manufacturer in the world.
- Provided technical support to manufacturing to ensure that company equipment specifications were met.
- Became the training coordinator responsible for developing and providing training to division technicians and engineers within the Etch Division.

### **Allen Bradley/Rockwell International, Controls and Automation Sales Engineer**

**1994-1996**

- Selected to be one of 12 Sales Engineers from over 600 engineers interviewed throughout the US. Was placed on a \$250,000 automation and controls training school. Allen Bradley had about 350,000 different controls products in the major areas of PLCs, Drives, Motion Control, Industrial Sensors, and Power Control Systems.
- Supported and assisted companies representing major industries between Austin and three cities in Northern Mexico. Provided technical and business recommendations on which systems would solve their problems.
- Developed strong engineering and technical skills, as well as, skills in client management, project management, and excellent customer service.

### **El Paso Community College, Math Tutor and Adjunct Math Instructor**

## **1988-1992**

- Tutored Math and Science as an undergraduate engineering student. Upon graduation, was hired to teach various Math courses.
- Developed strong explanation and teaching expertise.
- Developed a strong liking for helping students understand difficult topics and getting them to finish and succeed.

## **Additional Activities and some Career Achievements**

- Workforce Solutions Rural Capital Board Voting Member (Representing ACC on workforce and education issues in all surrounding counties around Travis County, Monitoring Committee Chair, Education Committee Member)
- Greater San Marcos Partnership Economic Development Board Voting Member (Representing ACC on workforce and education issues, assisting in developing workforce strategies for the City of San Marcos and surrounding areas)
- Invited to present or participate on workforce issues or as part of education and workforce panels at regional events on a consistent basis
- Participate on multiple workforce, economic, and education initiatives for the Chambers of Commerce: Greater Austin Chamber of Commerce, Greater Round Rock Chamber of Commerce, Greater Austin Hispanic Chamber of Commerce, Cedar Park Economic Development Board, City of Kyle Economic and Workforce Development, City of San Marcos Workforce and Education initiatives, and participate on many other city events related to workforce, economics, and education.
- Consistent work with multiple ISDs on education and workforce issues. Manor ISD, Round Rock ISD, Leander ISD, Austin ISD, San Marcos Consolidated ISD, and others
- STEM Explorer of Central Texas Lead and Executive Committee Member
- Mike Manor and NAACP East Austin Events related to workforce, jobs, Equity, and Education.
- Central Texas STEM Explorer Post Leader (Dr. Rhodes Initiative, much activity)
- AISD/Lanier HS Lead Volunteer for Student Entrepreneurship Program (Greater Austin Hispanic Chamber and Dr. Rhodes supported initiative, 2015 Lanier Team won, ACC/UT Austin Team)
- TACHE President 2013
- MBA Graduate Student Association President (when in graduate program)
- Selected for a \$250K engineering technical training program at Allen Bradley/Rockwell International out of 600 newly graduated engineers that were interviewed coast-to-coast/24 semi-finalists/12 finalists (1994)

## **Education**

- **PhD**, University of Texas at Austin, Educational Administration, Community College Leadership Program, 2004
- **MBA**, University of Texas at El Paso, 1998
- **BSEE**, New Mexico State University, 1991