

# CURRICULUM VITAE

JUAN L. MALDONADO

P-9 Fort McIntosh

Laredo, TX 78040

956-721-5101 (W)

## EDUCATION

---

1986	Texas Woman's University	Denton, Texas
	<i>Ph.D., Child Development, Minor in Sociology</i>	
1975	The University of North Texas	Denton, Texas
	<i>M.Ed., Student &amp; Personal Services, Minor in Sociology</i>	
1972	The University of North Texas	Denton, Texas
	<i>B.A., Sociology, Minor in Psychology</i>	
1967-1970	Texas A&M University	College Station, Texas
	<i>Three years as an engineering and business student</i>	
1967	Martin High School	Laredo, Texas
	<i>High School Diploma</i>	

## EXPERIENCE

---

2007-present	Laredo Community College	Laredo, Texas
	<i>President</i>	
2006-2007	Laredo Community College	Laredo, Texas
	<i>Executive Vice-President</i>	
1998-2006	Laredo Community College	Laredo, Texas
	<i>Vice-President for Instruction and Student Development</i>	
1996-1998	Laredo Community College	Laredo, Texas
	<i>Vice-President for Student Development and Human Resources</i>	
1991-1996	Tarrant County College	Fort Worth, Texas
	<i>Chairperson, Business and Sciences Division</i>	
1990-1991	Tarrant County College	Fort Worth, Texas
	<i>Counselor/Special Services Coordinator</i>	
1989-1990	Tarrant County College	Fort Worth, Texas
	<i>Counselor/Professor of Psychology</i>	
1986-1989	Tarrant County College	Fort Worth, Texas
	<i>Counselor/ Associate Professor of Psychology</i>	
1987-1989	Tarrant County College	Fort Worth, Texas
	<i>Coordinator: Behavioral Sciences Department</i>	
1980-1986	Tarrant County College	Fort Worth, Texas

---

*Counselor/Assistant Professor of Psychology*

1975-1980 Tarrant County College Fort Worth, Texas  
*Counselor/Instructor of Psychology*

1973-1975 Mexican American College Education Fund  
*Community Social Worker*

## SUMMARY OF PROFESSIONAL EXPERIENCE

As President, I work closely with the Laredo Community College Board of Trustees to create and implement the mission, vision, goals, and objectives for Laredo Community College. With a dynamic and diverse administrative group, I supervise, motivate, and guide my staff by example. As a facilitator of resources and ideas, I empower others to use their creativity and skills to meet Laredo Community College's goals and objectives within the resources at our disposal. Working with community, state, and federal legislators, I move forward the agenda of Laredo Community College.

During my tenure as Vice President at Laredo Community College, I have served in the areas of Instruction, Student Development, and Human Resources. All instructional credit programs (academic, distance education and workforce programs.) are under my supervision. I also supervise Continuing Education programs and am very familiar with continuing education programming. In the Human Resources Department, I worked on salary, personnel, employment/dismissal issues, staff development programs, employee orientation programs, policy manuals and employee handbooks.

In my current position, I work directly with the President of the College on Board of Trustees issues and make presentations to the Board of Trustees on matters related to accrediting agencies, budgets, instructional programs, personnel, organizational issues and student development issues. During my tenure at Laredo Community College I have participated in the planning and implementation of a SACS accreditation visit and two Texas Higher Education Coordinating Board accrediting visits for the technical programs of the College. I have participated in the planning and implementation of the Institutional Effectiveness plan for Laredo Community College. LCC has just opened a second campus in south Laredo and I participated in the planning and implementation of the master plan for the second campus. The plan included a fifty million dollar general obligation bond issue to finance the second

campus. The Office of Institutional Effectiveness – Research and Planning is under my supervision. I am currently planning for a SACS site review for the Spring of 2005 as part of accreditation process for the South Campus. These experiences have given me a comprehensive knowledge of the community college environment from the organizational, budgetary, planning, instructional and student development areas.

At Tarrant County College, as chairperson of the Business and Sciences Division, I acquired extensive experience in both the academic and vocational areas. My division had eighty percent of the voc-tech programs. In addition, all the natural sciences, mathematics, social sciences and behavioral sciences departments were under my supervision. I am very familiar with all aspects of instruction and the logistics of running both academic and vocational programs.

As the Coordinator of the Special Services Office, I gained experience with student retention programs and mentor programs for students at risk of academic failure. I coordinated district wide activities with my counterparts at other district campuses.

As coordinator of the Psychology and Sociology Department, I gained experience in the area of class scheduling, book selection, budgeting, interviewing, and hiring procedures. I also gained experience in the evaluation of teachers and the logistics of room scheduling for different courses. This experience sharpened my human relations and arbitration skills in working with different personalities.

As a community social worker, I gained experience in working with municipal and county agencies that provided services to the indigent population of Tarrant County. In addition, I organized tutoring programs and supervised students in tutoring programs.

During my 21 years at Tarrant County Junior College, I taught Human Relations, Introduction to Psychology, Child Development, and Introduction to Sociology courses. My student evaluations and division chair evaluations indicate that I was an effective and respected teacher. I progressed from the rank of Instructor to Professor and taught courses in Psychology, Sociology and Child Development. For two years, part of my teaching load was to teach courses via instructional television.

At Tarrant County College, I performed counseling duties for

sixteen years. I acquired a well-rounded knowledge in student services. Throughout those years, I worked closely with testing, placement, and student activities offices. My experiences as a counselor gave me extensive knowledge of policies that affect students (i.e., admission, probation, suspension, transferability, mandatory placement testing, etc.).

#### PROFESSIONAL ORGANIZATION/PARTICIPATION

Member, South Texas Tech Prep Board  
Member, State Advisory Committee for ACT  
Member, State Focus Group on TAKS (High School Exit Exam) Implementation  
Member, State Advisory Committee on ERS (Employee Retirement System) Benefits  
Member, Southwestern Regional Advisory Council for the College Board  
Texas Community College Teachers' Association  
Junior College Student Personnel Association of Texas  
Texas Association of Chicanos in Higher Education

#### RECOGNITIONS/AWARDS

2008, Martin High School Tiger Legend  
2009, Laredo Rotary Club Service Above Self  
2009, LULAC No. 12 Tejano Achiever Award

#### CIVIC ACTIVITIES

Member, Council for Educational Excellence (P-16 Initiative)  
Member, United Way Corazon Club  
Rotary Club Member  
Member, Laredo Chamber of Commerce  
Member, Laredo Development Foundation  
Member, Laredo Manufacturing Association

#### LANGUAGES

Bilingual, Spanish/English: I can read, write, and speak Spanish.

My name is Juan L. Maldonado. I am president at Laredo Community College in Laredo, Texas located at West End Washington Street, phone number (956) 721-5101 and email address [president@laredo.edu](mailto:president@laredo.edu). This testimony was submitted to the Texas Senate Higher Education Committee staff on June 21, 2010.

Thank you for the opportunity to be before the Texas Senate High Education Committee to address the importance of facilitating a seamless transition from a two-year to a four-year institution. Laredo is fortunate to have as its sister a four-year university, Texas A&M International University, which is led by my good friend and colleague Dr. Ray Keck, President at Texas A&M International University.

One of two key components in facilitating a seamless transfer from Laredo Community College to Texas A&M International University is first to make sure that you have a community college student who is prepared to succeed when he or she transfers to the university. Laredo Community College's strategy in developing a well prepared student for transfer is providing the necessary support services that are essential in preparing a student to succeed academically at the university level. It starts with the faculty that you hire to teach these students at the community college. We hire faculty whose sole purpose is to be the best instructors that they can be in providing a learning environment that is student centered.

In addition, Laredo Community College has an excellent support service system that provides tutoring for students in the different academic areas at the student learning center. This tutoring is done by well qualified employed students in the different academic areas. Faculty also tutor through a project called Instructors Promoting Academic Student Success (IPASS), a project developed by the faculty to assure that students at Laredo Community College are prepared academically. Laredo Community College has an early alert program that identifies students early on in the semester that may need additional support services. The early alert

system identifies attendance issues, tardiness issues, procrastination of work projects, and/or failure of the first test or quiz during the semester. Being cognizant of our students' strengths and weaknesses and providing the proper support is essential to help students transition to a university.

The second component in the success of a seamless transition are transfer agreements to institutions such as a 2 + 2 transfer agreements that specify courses needed at the community college and the courses needed at the university. These agreements assure that the time, effort, and money spent by students, parent, and our state are being optimally utilized. Laredo Community College and Texas A&M International University have 2 + 2 agreements in the academic area. Texas A&M International University has developed a Bachelor of Applied Arts & Sciences degree that allows our workforce education students that would normally have a Laredo Community College terminal degree to move on and earn a Bachelor's degree. Laredo Community College and Texas A&M International University have also collaborated in writing Title V federal grants that allow students who want to become education majors to move on seamlessly to Texas A&M International University. We work on a common curriculum and share employees that coordinate the alignment of the courses needed to seamlessly transfer to the university. In addition, we have a dual admissions program that has been in effect for a few years. Once a student is admitted to Laredo Community College, they are admitted to Texas A&M International University and the student enjoys the same privileges and services at both institutions. We have offices at Laredo Community College at the Fort McIntosh and South campuses, where representatives from Texas A&M International University are located that allow instant access to Texas A&M International University to Laredo Community College students. We have an Honors Program at Laredo Community College and Texas A&M International University that is funded by the same trust, D. D. Hachar Charitable Trust. This allows us to coordinate and work with the best student in the Laredo region that will start at Laredo Community College and move on seamlessly to the Honors Program at Texas A&M International University.

The key to the success for the seamless transition from Laredo Community College and Texas A&M International University rests on the two major strategies described above. One focuses on Laredo Community College preparing students well by providing them the best instructors and the best student support services a student centered learning environment. The second focuses on working closely with Texas A&M International University in creating collaborative partnerships, grants, scholarships, and transfer agreements to support all those student interested in transferring to Texas A&M International University.

I am fortunate to have a very strong and positive relationship with my colleague, Dr. Ray Keck, and Texas A&M International University. This relationship between the two institutions and the two respective leaders has allowed us to have a very successful program between Laredo Community College and Texas A&M International University. As a parting comment to the Texas Senate Higher Education Committee, I would like to state that the next step we need to explore as a state is the possibility of developing a statewide 2 + 2 program that is the template for all 2 + 2 agreements between community colleges and public universities in the State of Texas. It may be that the 2 + 2 agreements may take different forms given the college that the student is transferring to (i.e. School of Music, School of Business, etc.) but I believe that if higher education in the State of Texas is going to put public dollars to the most efficient use in higher education, we need to develop statewide 2 + 2 program templates that all community colleges and all public institutions in Texas will adopt and honor.