

Abel R. Gonzales

EDUCATION

- **Doctorate in Educational Leadership - 2018**
University of Texas San Antonio – San Antonio
 - **Masters of Science, Education Administration - 2004**
Texas A&M University - Kingsville
 - **Bachelors of Science, Education - 1996**
Texas A&M University - Kingsville
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EMPLOYMENT HISTORY

University of Texas at San Antonio
Director, Instructional Outreach Programs

San Antonio, TX
October 2014 - Present

- Plan, implement and administer a portfolio of programs leading to enrollment and retention through the Institute for P-20 Initiatives across Bexar County and surrounding areas for prospective students
- Develop new collaborative partnerships and college readiness programs to include dual credit, bridge programs, transfer programs, and curriculum alignment initiatives
- Monitor and provide fiscal oversight for multiple institutional and federal programs to align with planned program services, university policy, grants and contract budget regulations
- Review and approve all annual performance reports for all state and federal grant programs and develop annual performance targets
- Work closely with the UTSA College of Education and Human Development and UTSA colleges to address systemic issues related to college readiness and retention
- Propose new programs and initiatives based on city wide systematic needs analysis and develop new proposals to expand critical programming
- Lead departmental research efforts associated with retention, persistence and program evaluation for all programs

Palo Alto College
Director, Dual Credit/Early College High School

San Antonio, TX
September 2013 - October 2014

- Develop and implement a strategic plan to increase dual credit course offerings across a multiple county service area
- Initiate and coordinate with ISD administration officials and private schools for opportunities to partner and expand Dual Credit/Early College opportunities
- Meet with administrators, counselors, parents, and students of constituent high schools to facilitate the admission, testing, and registration of students in the Dual Credit/Early College/Early Admission/Technical credit Program
- Serve as a liaison to the administration, staff, faculty, and parents of dual credit/early admission students attending public, private, and home schools
- Deliver presentations at professional meetings, and community college events regarding the Dual Credit/Early College Program
- Work collaboratively with the academic deans and college administration to develop new opportunities for comprehensive dual credit coursework experiences

Palo Alto College
Director, Title V STEM

San Antonio, TX
September 2011 - October 2014

- Initiate and coordinate the planning, development, and implementation of campus wide Science, Technology, Engineering, and Mathematics (STEM) Grant agreement
- Develop division wide strategic plan for achievement of program goals associated with student success and retention in STEM disciplines
- Research, plan, recommend, and implement projected budget in adherence with federal and state law, and regulations including those in the Hispanic Serving Institution's STEM Grant agreement
- Direct and oversee STEM facility design and construction project management scoping through design phases. Work in conjunction with Facility Planning and Construction during pre-construction and construction to ensure compliance with Grant's yearly completion benchmarks
- Evaluate student support programs and recommend campus wide professional development for academic coaches
- Implement professional development plan for STEM Faculty for integration of Problem Based Learning
- Coordinate the collection of reporting data required for annual reporting to DOE
- Select, train, and supervise grant program personnel

Palo Alto College
Director, Gateway to College

San Antonio, TX
August 2008 - October 2014

- Administer and assess the instructional program to ensure alignment with curriculum of high school partners
- Coordinate program planning and review performance data using feedback from students, teachers, and parents, and community to make decisions related to the improvement of instruction and student performance
- Manage and supervise program's financial resources, including the preparation and disbursement of budget and all internal accounts
- Locate, apply and monitor grants to support program activities
- Select, train, evaluate, and supervise program personnel
- Establish and manage student accounting and attendance procedures for the school program
- Implement program strategies to increase student success and persistence and increase graduation rates
- Establish guidelines for proper student conduct and implement disciplinary procedures and policies
- Ensure compliance with Texas Education Agency guidelines

Good Samaritan Community Services
Education Coordinator

San Antonio, TX
August 2002 - August 2008

- Responsible for all educational services in a 5.2 million dollar workforce development contract
- Develop and implement strategic plan to increase educational services to over 4,000 youth clients
- Create all internal educational policy and procedures that are in line with local, state and federal measures
- Supervise ¼ million dollar budget in special projects apart from educational services
- Lead and support educational team consisting of over 15 members across a three county area
- Design contracts with local colleges and universities to deliver instruction to nontraditional students
- Prepare budgets and all internal monitoring tools contributing to accurate future forecasting
- Design multiple best practice trainings for staff across multiple sites to ensure accurate goal attainments
- Assist with implementing tools for oversight, program initiatives, research, evaluation and analysis

Lytle High School
Assistant Principal

Lytle, TX
July 2001 - June 2002

- Responsible for supervision of over 50 educational staff, and entire student body
- Enforced student discipline policy
- Assessed teacher performance and initiated staff improvement plans
- Monitored all special programs, and coordinated special events
- Led all admission, review, and dismissal meetings in special education
- Facilitated site based decision making meetings with educational and administrative staff
- Collected and reviewed all teacher plans to validate appropriate TEKS objectives
- Maintained and developed recording system for out of school placements
- Compiled monthly disciplinary reports to central office administrators

Southside High School
Teacher/Coach

San Antonio, TX
June 1999 - July 2001

Medina Valley Junior High
Teacher/Coach

Castroville, TX
July 1997 - June 1999

LICENSES AND CERTIFICATIONS

- Texas Educator Certificate - Principal (EC-12) *July 2008 - November 2013*
- Texas Educator Certificate - Physical Education (PK-12) *July 1997 - Life*

VOLUNTEER EXPERIENCE

- University of Texas at San Antonio Academy for Teacher Excellence - Educator Advisory Committee - 2018
- Association of Builders and Contractor, Advisory Board Member - 2018
- Harlandale ISD Career and Technical Education Advising Board Member - 2018
- Diplomás, College Readiness Advisory Board Member - 2018
- My Brother's Keeper, Male Mentor - 2018
- UTSA Men of Color, Advisory Board Member - 2018
- First Generation College Student, Administrator Mentor - 2017

ADMINISTRATIVE TRAINING AND PROFESSIONAL DEVELOPMENT

- Region 20 House Bill 5, Higher Education University Liaison - 2017 - 2018
 - Texas Education Consortium for Males Students of Color Panelist - 2017
 - Texas Higher Education Symposium, Attendee - 2016
 - Grant Training Center, Professional Development Workshop Attendee - 2016
 - Southern Association of Colleges and Schools Commission on Colleges Grant Attendee - 2016
 - Association of Colleges and Universities Member - 2013
 - Alliance of Hispanic Serving Institution Educators (AHSIE) Conference Attendee - 2013
 - Alamo Colleges Leadership Academy for Success, Graduate - 2011
 - SACS Quality Enhancement Plan Committee Member - 2011
 - Gateway to College National Network Leadership Team, Term Member 2010 - 2012
 - Alamo Colleges Development Education Summit Presenter - 2010
 - Junior/Community College Student Personnel Association of Texas Annual Conference Presenter - 2010
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April 24, 2018

Alamo Colleges
201 W. Sheridan
San Antonio, Texas 78204

Dear Selection Committee,

As a former employee of the Alamo Colleges, I have direct experience within the community college system and understand the demands of managing multiple initiatives and your need to provide both professional and academic leadership to faculty and staff. Currently, I am serving as the Director of Instructional Outreach Programs at the University of Texas at San Antonio. In this particular role I have been directly involved in supporting several college access and student support programs leading to increased retention. I am however, eager to seek new administrative leadership opportunities and feel that I would be an ideal candidate for the Dean of Academic Success at San Antonio College.

Over the past 20 years, I have been dedicated to preparing students for academic success. I have experience in the public school system where I have served as a teacher and administrator, and worked directly with teachers as they instruct students with varying skill levels. I have also worked at helping at-risk, high school students prepare for college and technical programs by providing supportive instructional experiences that build the critical skills for lifelong learning.

In the past 4 years, I have been involved in multiple initiatives that have resulted in improving the success of students in college and those preparing to enter. I have been directly involved in:

- Developing academic pathways to increase early enrollment
- Facilitating instructional partnerships to expand core coursework offerings
- Improving academic readiness programs to increase persistence rates for students
- Leading all departmental research and evaluation efforts

I am passionate in serving the needs of students and committed to their success. Thank you for taking the time to review my profile and considering me for the Dean of Academic Success at San Antonio College. Feel free to contact me at your convenience.

Respectfully yours,


Abel R. Gonzales