

Lisa Alcorta, Ph.D.

EDUCATION

THE UNIVERSITY OF TEXAS AT AUSTIN

Doctor of Philosophy, 2009

Educational Leadership and Administration

OUR LADY OF THE LAKE UNIVERSITY

Master of Social Work, 1996

UNIVERSITY OF TEXAS AT SAN ANTONIO

Bachelor of Arts, 1992

HIGHLIGHTS OF LEADERSHIP AND STRATEGIC EXPERIENCE

With a steadfast commitment to organizational excellence and the success of the Hispanic Association of Colleges and Universities (HACU)—representing over 500 colleges and universities across the U.S. and abroad—I have led transformative initiatives that enhance member services, drive institutional growth, and strengthen organizational effectiveness.

As a strategic leader, I have spearheaded the restructuring, expansion, and development of new programs and services, ensuring alignment with HACU’s mission and long-term objectives. I played a pivotal role in developing and executing HACU’s strategic plan, fostering a culture of innovation and sustainability across the organization. Through cross-functional collaboration, I have expanded and enhanced conference programming, broadening its reach and impact. I have also led the development and scaling of professional development programs, equipping member institutions and higher education professionals with critical resources to advance student success.

I have successfully led revenue-generating initiatives through strategic partnership development, fundraising, program and service monetization, and corporate revenue-sharing agreements. Notably, I spearheaded the submission and secured funding for two National Science Foundation (NSF) grants aimed at strengthening capacity building for Hispanic-Serving Institutions (HSIs): NSF INCLUDES (\$120,000) and NSF GRANTED (\$1.9 million), for which I serve as the Principal Investigator. These efforts have significantly bolstered HACU’s financial sustainability and enhanced its ability to serve HSIs nationwide. Through visionary leadership and strategic engagement, I continue to drive initiatives that position HACU as a leading advocate and resource for HSIs, creating meaningful and lasting impact for students, institutions, and communities.

At San Antonio College, I led cross-functional teams in developing and executing strategic initiatives that transformed student success outcomes and strengthened the institution’s impact. Through collaborative leadership and a commitment to excellence, I guided efforts to enhance enrollment management, streamline pathways to completion, and create a student-centered experience that fostered persistence and achievement.

Under my leadership, the college implemented a comprehensive strategic enrollment management plan that significantly increased student degree and certificate attainment, growing annual awards from 2,495

to 5,778 and surpassing 26,000 total degrees awarded over five years. I championed initiatives that improved graduation and transfer outcomes, leading to a dramatic rise in the three-year graduation rate from 8% to 29%, as well as an increase in six-year transfer rates from 23% to 30%. Additionally, by refining academic pathways and removing institutional barriers, we reduced time-to-degree from 4.6 years to 3.8 years, ensuring students achieved their goals more efficiently.

Central to this transformation was my collaborative leadership in partnering with colleagues to design and implement a comprehensive student experience model grounded in the loss/momentum framework. By strategically focusing on connection, entry, progress, and completion, we developed an integrated approach that strengthened student engagement, removed barriers, and provided targeted support at every stage of the college journey. This holistic model not only enhanced academic success but also created a more seamless and equitable pathway for students to achieve their educational goals.

With a deep commitment to academic and student success, I have led the development and implementation of high-impact practices at the Alamo Colleges District, driving transformative change in student learning, engagement, and achievement. Through strategic leadership and collaboration, I facilitated district-wide initiatives that redefined developmental education, strengthened student support systems, and enhanced the overall student experience.

At the district level, I collaborated closely with faculty across the district to redesign developmental education, significantly reducing the number of remedial courses in math, reading, and writing while improving student outcomes. This effort included the creation of an integrated English and reading course, offering a more streamlined and effective approach to skill-building. Additionally, I led the district-wide implementation of a non-course-based refresher program in math and English/reading, empowering more students to accelerate their learning and gain direct entry into college-level coursework. This initiative not only enhanced student preparedness but also increased opportunities for academic success and timely progression.

To further enhance student success, I coordinated district and college teams in developing a comprehensive student experience framework designed to guide students from initial connection and entry through progress and degree completion. This framework was supported by district-wide strategies, including the implementation of a case management advising model and the establishment of a meta-major structure to strengthen guided pathways efforts. Through visionary leadership and a student-centered approach, I have played a pivotal role in shaping policies and practices that remove barriers, accelerate student progress, and foster equitable educational opportunities across the Alamo Colleges District.

EMPLOYMENT HISTORY

Senior Vice-President for Programs and Operations

Aug. 2021-Present

Hispanic Association of Colleges and Universities (HACU)

San Antonio, Texas

Serve as an advisor to the Association's President and CEO, influencing strategic direction and driving organizational alignment with HACU's mission and vision. Provide executive leadership and mentorship to senior staff, motivating high-performance teams to implement Board-approved policies.

Additionally, provide strategic leadership in the development and execution of goals and objectives, ensuring alignment with organizational priorities and a commitment to excellence, accountability, and measurable outcomes. Shape and oversee the operations of the Association by directing, evaluating, and staff to develop and execute short- and long-term operational strategies aligned with HACU's strategic

priorities. Lead cross-functional collaboration in the development and implementation of HACU's research and policy agenda, conducting in-depth analysis of federal and state policy initiatives that inform and advance the Association's legislative and programmatic goals. Steer the direction, coordination, and continuous improvement of key departments in Operations and Programs including eight signature Institutes: Financial Proficiency and Entrepreneurship, Global Engagement, Institutional Capacity Building, Learning Collaboratives, Policy Analysis and Research, Professional Leadership and Development, STEM, and Student Leadership and Services. Recognized as a transformational leader through periods of organizational transition, consistently guiding teams to deliver measurable impact and sustainable growth.

Vice-President for Student Success
Interim Vice President for Student Success
Dean for Student Success
San Antonio College (SAC)
Alamo Colleges District, San Antonio, Texas

Aug. 2016-Aug. 2021
Jan. 2015-July 2016
Aug. 2014-Dec. 2014

Served as chief executive officer in the absence of the President of the College and provided oversight of the day-to-day operation of the College. Provided leadership as a member of the President's leadership team. Supported college service areas on an interim basis and provided oversight of construction, grants, and risk management areas for the college. Served as the Chief Student Success Officer representing SAC within district-level operations. Served and led cross-college committees and strategic teams focusing on system-wide improvements of metrics, programs, and services in Student Success.

Collaborated with the Vice President of Academic Success in areas of strategic enrollment, pathways, and other district and college initiatives. Collaborated with faculty and staff outside the Student Success division to improve student educational outcomes, student support, and operational efficiencies.

Provided leadership and management of all college student support service functions. Served as Chief Disciplinary Officer. Provided fiscal management for the Division of Student Success which includes federal and state resources. Ensured compliance with District policies and procedures, accreditation standards, and State and Federal regulations. Developed, implemented, and interpreted student support service policies and procedures.

Provided direct leadership for the Division of Student Success, comprised of fourteen departments: Admissions and Records; Outreach and Recruitment; Assessment and Testing; Advising; Disability Services; International Student Services; Student Support Services-TRIO programs; Upward Bound-TRIO programs; Veterans Affairs and Military Affiliated Students programs; Student Life; Student Conduct and Title IX; Empowerment Center for non-traditional students; Student Advocacy; and Mental Health Counseling. Provided indirect leadership for two district-supported offices: financial aid and the bursar office.

Restructured and reorganized student services based on the student experience---Connection, Entry, Progress, and Completion (Completion by Design Framework). Led cross-district teams and college teams toward the implementation of a comprehensive student experience model. Intentional and targeted strategies were designed and implemented in enrollment services and advising, including a comprehensive case management approach which has led to the improvement in enrollment, persistence, and graduation rates.

Led key strategic and tactical teams comprised of leadership, faculty, and staff with a targeted focus on the improvement of key performance metrics:

- Strategic Enrollment Management Core Team
- Connection and Entry Tactical Team (outreach, recruitment, enrollment)
- Progress and Completion Tactical Team (persistence, graduation, transfer, transition)
- Pathways Institutes Committee

Accomplishments as Vice President for Student Success/Dean for Student Success:

- Implementation of Guided Pathways
- Dean Realignment following Guided Pathways
- AlamoPROMISE program at San Antonio College-tuition free program for incoming high school students
- One-Stop Shop-Welcome Center and Enrollment Services
- Comprehensive Case Management Enrollment Model
- Comprehensive Case Management Advising Model
- Veteran and Military Affiliated Center-One Stop Shop Services
- First- and Second-Year Experience Model
- Advocacy Center-Social Services, Mental Health Counseling, food, and clothing resources
- Dual Enrollment-GED to College Transition
- Quality Matters Certification for Student Services
- Graduation Project-strategic efforts to improve graduation degrees and certificates and 3, 4, and 6 FTIC graduation rates with targeted efforts on students who have “stopped out”

Accomplishments in Performance Excellence:

- Led the development and implementation of the strategic enrollment management plan with Student Affairs, Academic Affairs, and College Services
- Guided teams in the utilization of data-informed decision-making and solutions architecture
- Guided teams in the utilization of data scorecards, 4 DX, and Focus PDCA
- Developed and implemented Student Success Learning Outcomes in Student Affairs

**Director of Developmental Education, Academic Success
and Achieving the Dream**

Nov.2010-Aug. 2014

Director of Academic Student Success

District Support Offices-Vice Chancellor for Academic Success

Alamo Colleges District, San Antonio, Texas

Professional progression, Provided vision, leadership, and coordination for the developmental education program district-wide. Served as the district lead for the Achieving the Dream initiative. Facilitated the implementation of instructional strategies that increased student success in developmental education areas at each college. Collaborated with administrators and faculty to implement strategies that supported the district strategic plan and the goals of Achieving the Dream. Participated in partnerships with P-16 initiatives for college readiness. Administered grants that impacted academic success and developmental education programs in the district. Researched, analyzed, and disseminated best practices to faculty, staff, and administration.

Accomplishments as Director of Developmental Education, Academic Success, and Achieving the Dream:

- Led the development of a system-wide student experience framework called MyMAP (My Monitoring Academic Progress) that led to the intentional focus of programs and services in key areas: Connection, Entry, Progress, and Completion.

- Facilitated and collaborated with partners in identifying barriers/gaps in technology (Banner, Blackboard, and Canvas) and business practices/processes towards the development of solutions to improve the student experience.
- Facilitated and collaborated with student success and academic success stakeholders on the ideation and development of guided pathways and the meta-major's framework called AlamoINSTITUTES.
- Facilitated academic groups towards the development and implementation of innovative instructional practices in developmental mathematics, reading, and writing which resulted in a reduction in the developmental education sequence, reading and writing course integration, and accelerated course options.
- Facilitated the district-wide efforts in non-course-based offerings, post-assessment refreshers, and post-assessment advising.
- Directed the revamping of the onboarding process, integrating mandated learning components in alignment with state legislative college readiness requirements.
- Collaborated with Workforce Development to establish an I-BEST model at selected colleges and to ensure alignment with developmental education instruction.
- Facilitated faculty and staff groups toward the development and implementation of effective practices in assessment and placement, enrollment, and advising. Coordinated professional development opportunities for faculty and staff with an emphasis on developmental education and college readiness.
- Worked collaboratively with district support offices such as Workforce Development, Student Success, Institutional Research, Finance, and Human Resources.
- Worked collaboratively with leadership, faculty, and staff of all five colleges in the district: Northeast Lakeview College, Northwest Vista College, Palo Alto College, St. Phillip's College, and San Antonio College.

Project Coordinator

Jan. 2009-Jan. 2011

California Leadership Alliance for Student Success Initiative

Community College Leadership Program

The University of Texas at Austin, Texas

Provided leadership and coordination for the California Leadership Alliance for Student Success Initiative, with a concentrated focus on leadership strategies and policies for chief executive officers and trustees. Coordinated leadership institutes and various events, managing all logistical arrangements to ensure their success. Maintained critical communications and fostered strong relationships with community college leaders, board members, and foundations throughout California, as well as with national academic and research organizations.

Project Manager

July 2008-Oct. 2008

Bridges to Opportunity-Community College Leadership Program

Community College Leadership Program

The University of Texas at Austin, Texas

Coordinated the Developmental Education Institute, titled 'The Future of Developmental Education in Texas Community Colleges,' which brought together state education and policy leaders to explore and strategize future options for developmental education in Texas. This pivotal event, funded by the Ford Foundation, facilitated critical discussions and collaborative efforts to shape innovative and effective developmental education policies and practices, ensuring alignment with the evolving needs of Texas community colleges and their students.

Program Director, College Readiness**Jan. 2008-June 2008*****Division of P-16 Initiatives******Texas Higher Education Coordinating Board, Austin, Texas***

Conducted policy research and analysis in the areas of college readiness, developmental education, and adult education, demonstrating a deep understanding of the importance of state-level policy and programs. Collaborated with multiple partners, including educational institutions, government agencies, and community organizations, to gather data and insights. Assisted in the formulation of evidence-based policy recommendations and played a key role in the development and implementation of statewide goals. Ensured alignment with strategic priorities in college readiness, developmental education, and adult education, contributing to improved outcomes for students across the state.

Doctoral Intern-The University of Texas at Austin**Aug. 2007-Dec. 2007*****Alamo College District, San Antonio, Texas***

Provided support for the Achieving the Dream initiative by conducting in-depth research and data analysis on high-impact practices that drive student success. Played an active role in Bexar County P-20 initiatives, assisting and participating in efforts to enhance educational outcomes across the educational pipeline.

Research Specialist**May 2007-Aug. 2007*****Texas Higher Education Coordinating Board, Austin, Texas***

Conducted comprehensive research and analysis on developmental education, evidence-based best practices, and both state and national policy. Leveraged this research to develop informed policy recommendations and create educational materials designed to support stakeholders. Compiled a detailed literature review on developmental education, synthesizing key findings to guide policy and practice which contributed to shaping effective strategies and interventions that promote student success and align with broader educational objectives.

Teaching Assistant**Jan. 2007-May 2007****Community College Leadership Program*****Department of Educational Administration******The University of Texas at Austin, Texas***

Supported the successful execution of key initiatives within the Community College Leadership Program (CCLP) by assisting with a range of operational and programmatic tasks. Delivered comprehensive educational resources and support services to faculty, staff, and students, enhancing both academic achievement and professional growth. Contributed to cultivating a collaborative, resource-rich environment that advanced the mission and impact of the CCLP.

Director of Federal Programs- Title V, Educational Opportunity Center,
Student Support Services and Child Care Means Parents In Schools programs

Aug. 2001- May 2006

TRIO Director- Educational Opportunity Center, Student Support Services, and Child Care Means
Parents in Schools programs

Director- Student Support Services Program and Child Care Means Parents in Schools programs

Counselor- Student Support Services Program

Victoria College, Victoria Texas

Provided leadership, supervision, and fiscal management of federal grant programs at San Antonio College (Upward Bound Classic, Upward Bound Math and Science) and Victoria College (Title V, Student Support Services (TRIO), Educational Opportunity Center (TRIO), and Child Care Means Parents in School. Developed and facilitated innovative academic and student service strategies to meet the needs of students, with emphasis on academically underprepared, non-traditional, economically, and socially disadvantaged,

and disabled students. Provided academic, personal, career, financial aid, and transfer counseling services for the retention of at-risk students, including economically disadvantaged, academically underprepared, non-traditional, and returning students. Collaborated with public and higher education institutions, adult education programs, and community and business organizations to develop recruitment strategies to increase postsecondary enrollment.

Authored and co-authored federal, state, and local grant proposals, which included TRIO federal grants and state *Closing the Gaps* initiative grants. Developed and conducted workshops for students, families, and community members in areas of study skills, stress management, technology, leadership skills, conflict resolution/ management, job preparation and job readiness, and multicultural awareness. Initiated and integrated innovative learning strategies to meet the needs of students with an emphasis on serving the academically underprepared, non-traditional, economically disadvantaged, and disabled students to improve student academic outcomes. Met annual grant budget requirements and student performance requirements. Department of Education has continually renewed the TRIO grant funding and support.

School Social Worker- School-Age Parenting Program

July 1999-Aug. 2001

Judson Independent School District Converse, Texas

Developed and facilitated prevention and intervention programs for diverse populations. Provided crisis intervention, counseling, conflict resolution, and case management services to teenage parents and their families. Collaborated with institutions of higher education, community, and business organizations to develop scholarship opportunities. Provided leadership and coordination for continuing education of social work licensure for social workers. Developed the Judson ISD School Social Work continuing education training for social workers in San Antonio and the surrounding area.

School Social Worker- Juan Seguin Elementary School

Feb. 1998- July 1999

Seguin Independent School District, Texas

Advised and counseled at-risk students and families. Coordinated and facilitated educational events and workshops. Acted as a Field Practicum Supervisor for undergraduate and graduate students from Texas State University and Texas Lutheran University.

Case Manager

Feb. 1997- Feb. 1998

**Camino Mental Health Clinic/ Texas Department of
Mental Health and Mental Retardation, Seguin, Texas**

Delivered comprehensive crisis intervention, counseling, conflict resolution, and case management services to children, adolescents, and adults, addressing diverse and complex needs within the community. Provided client-centered support while promoting safety, emotional well-being, and long-term stability.

Academy Counselor and Case Manager

Aug. 1994- Feb. 1997

Communities in Schools San Antonio, Texas

Delivered comprehensive academic and student support services to students and families, fostering educational success and personal development. Provided counseling, crisis intervention, case management, and mentoring to address academic, emotional, and social needs. Collaborated with institutions of higher education, community partners, and business organizations to expand access to scholarship opportunities and promote college readiness.

Child Protective Specialist

1993-1994

Texas Department of Protective and Regulatory Services, Floresville, Texas

Conducted thorough investigations of child and adolescent abuse and neglect cases, ensuring the safety and well-being of vulnerable populations across three rural counties in Texas. Delivered trauma-informed counseling, case management, and crisis intervention services to support children and families during times of acute need.

Youth Worker/ Group Facilitator

1991-1992

Wesley Community Center, San Antonio, Texas

Designed, coordinated, and facilitated educational and recreational programs that promoted personal growth, engagement, and development among children and youth. Delivered targeted outreach services to support the holistic needs of children, adolescents, and their families, strengthening community connections and access to resources.

Selected Professional Activities

National Research Center on Hispanic Children and Families Building Capacity Advisory Group (2025), My Brother's Keeper San Antonio Leadership Table (2019-2020); Education and Workforce Development Council, San Antonio Chamber of Commerce (2020); International Executive Advisory Committee, Alamo Colleges District (2017-2020); Pathways Leadership Council, Alamo Colleges District (2017-2020); Executive Faculty Council, Alamo Colleges District (2019); AlamoPROMISE Working Team, Alamo College District (2019-2020); Dental Assisting Advisory Board, San Antonio College (2016-2020); Medical Assisting Advisory Board, San Antonio College (2016-2020); Military Community Advisory Committee, San Antonio College (2017-2020); Hispanic Faculty Staff Association, The University of Texas at Austin (2010-2011); American Association for Women in Community Colleges (2007-2010); Texas Association of Student Special Services Programs (2001-2006); Southwest Association of Student Assistance Programs (2001-2006); Victoria Hispanic Chamber of Commerce (2001-2006); Victoria College Master Plan Review Committee (2005-2006); Victoria College Diversity Committee (2002-2006); Victoria College Vocational Nursing Program Advisory Committee (2002-2006); Victoria College Planning and Assessment Committee (2005-2006).

Selected Presentations

- VentureWell, 2024 Open Conference. Design for Success-The Role of Minority-Serving Institutions in STEM Ecosystems. Panel.
- 2020 Virtual Series – NCCHC Lessons in Leadership: Latina(o) Best Practices in Meeting the COVID-19 Challenge. Panel. National Community College Hispanic Council. Webinar. November 19, 2020.
- Setting Advisors Up for Success: How Realignment, Embedding with Academics, and Data-Informed Case Management Tools Have Transformed Our Pathways Work with Faculty and Students. Texas Pathways Institute, Texas Success Center, San Antonio, TX, November 2019.
- House Bill 5 and the Texas Success Initiative. College Attainment Council, Diplomas. 2014
- Focus Group: Discounted Dreams, a PBS Documentary on Community Colleges. NISOD: 29th International Conference on Staff and Teaching Excellence, Austin, Texas. 2010 [with Rick Bateman, Ph.D., Esmeralda Garcia, Ph.D., and Rosemary Ramirez].

Awards and Recognitions

Aspen Institute, #1 Community College, 2021, Executive Team Leader for Student Success

NISOD Excellence Award Recipient 2013

C. C. and Lottie Mae Colvert Fellowship-2007/2008

Selected to participate Kaleidoscope Leadership Institute 2007

Swede and Nelda Hanson Endowed Scholarship in Community College Leadership -2006/2007/2008

Great American Reserve Scholarship for Community College Leaders-2006/2007