UDC Workgroup 2 Progress Report: HSI Status Considerations & Closing the Achievement Gap

UDC Meeting
May 8, 2015

For Workgroup 2 inquiries contact Michelle Morris, PhD, RD, Faculty Diversity Officer at 530-898-4757 or mrmorris@csuchico.edu
## Workgroup 2 KPIs

<table>
<thead>
<tr>
<th>UDC Priority</th>
<th>KPIs</th>
<th>Expected Date</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Hispanic Serving Institution (HSI) Status Considerations</td>
<td><strong>KPI 2.1</strong> – Establish a steering committee to guide HSI efforts</td>
<td>Spring 2015</td>
<td>✓</td>
</tr>
<tr>
<td>7. Closing the Achievement Gap</td>
<td><strong>KPI 7.1</strong> – Reduce by half the URM achievement gap in four and six-year graduation rates by 2020. <strong>KPI 7.2</strong> – Based on institutional data, identify at least three barriers to success for URMs. <strong>KPI 7.3</strong> – Based on institutional data, identify at least three strategies to overcoming barriers for URMs.</td>
<td>2020 Fall 2015</td>
<td>Collaborate with Graduation Initiative Committee</td>
</tr>
</tbody>
</table>
HSI Steering Committee

• UDC Workgroup 2 Members
  – Pedro Douglas, Michelle Morris, Chela Patterson, Jordan Walsh, Paul Zingg

• Chicano/Latino Council (CLC) members
  – Cecilia Santillan-Robles, Vince Ornelas, Teresita Curiel
HSI Steering Committee Outreach

- Barbara Fortin, Lori Fuentes-EM
- Bill Allen-IR
- Aurora Soto-AADV
- Elli Alaniz-FA
- Esther Larocco-LBST, CBMS
- Bertha Alicia Curiel-SSC
- CLC membership
- CLC HSI workgroup meetings with President, Interim Provost, and VP SA
- Timo Rico-UC Davis
- Erica Romero-HACU
HSI Resources

• U.S. Department of Education

• Excelencia in Education
  – http://www.edexcelencia.org

• Hispanic Association of Colleges and Universities
  – http://www.hacu.net/hacu/default.asp
HSI Conference Attendance

• HACU Annual Conference, Denver, CO, October 2014
• CA HSI Research Collaboration Conference, Santa Barbara, February 2015
• UC Davis HSI Summit, Davis, February 2015
• HACU Capital Forum, Washington DC, March 2015
• AAC&U Conference, San Diego, April 2015
• HSIs in the 21st Century: A Convening, UTEP, El Paso, TX, April 2015
Timeline

• December: Apply for designation as an eligible institution
  – 25% Hispanic/Latino, 50% Pell Grant (waiver available)
  – Reapply for eligibility each year

• Spring: Apply for Title V Developing HSI Program grant
Themes & Recommendations

• Leadership
  – HSI Campus Coordination-Office of the President
  – Hire/assign HSI Coordinator/grant writer
  – Unconscious bias training: Humboldt State and CFA

• HSI branding/language on website, Strategic Plan, Academic Plan
  – Web link-policy briefs, research, best practices
  – Campus communication

• Asset vs. deficit based narrative
  – Inclusive excellence for student success
  – Alternative assessment metrics
Themes & Recommendations

• Student Support
  – Family component, enhance TRiO and REACH program support, Dream Center, Latino Alumni Association, Latino fraternities/sororities, honor society

• Faculty Support
  – Hispanic/Latino tenure-track hires, peer mentor program for retention, RTP success, professional development opportunities
Themes & Recommendations

• Invest in MCGS, Chicano Studies
• K-12, community college, service region outreach and collaboration
• Chico State HSI needs assessment
  – Focus groups, survey, open forums