

2022 AHSIE Best Practices Conference

The Future of HSIs: Leveraging Excellence and Cultura

LEVERAGING OUR STRENGTHS TO PROMOTE A CULTURE OF SERVINGNESS

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14th Annual AHSIE Best Practices Conference



ABSTRACT

A visible and active HSI identity embraces diversity and promotes equity for all. One half of CUNY's colleges are designated as Hispanic Serving Institution's (HSI's). As a CUNY HSI with about 34% Hispanic enrollment, City Tech is progressing towards embracing servingness. This session is designed to summarize the challenges of a public university in reflecting on our current practices with a critical perspective and planning towards a shift in institutional culture to develop an HSI identity that will better serve both Hispanic faculty and students at the institution. The session will highlight the initiatives that have been taken by individual stakeholders and the plans to pursue institutional support of these efforts.

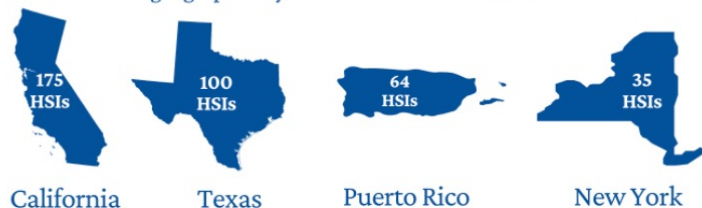
16
CUNY
COLLEGES ARE
HSIS

3 CUNY
COLLEGES ARE
EHSIS

John Jay College of Criminal Justice
La Guardia Community College
Lehman College
NYC College of Technology
Queens College
Queensborough Community College
York College
Guttman Community College
College of Staten Island
Baruch College
Borough of Manhattan Community College
Bronx Community College
The City College of New York
CUNY Graduate Center
Hostos Community College
Hunter College

Hispanic-Serving Institutions (HSIs) 2019-20: Location

While HSIs are in 30 states, District of Columbia, and Puerto Rico, they are geographically concentrated in 4 locations.



Source: Excelencia in Education analysis using U.S. Department of Education, NCES, IPEDS, Fall 2019 enrollment survey

HSIs are defined in federal law as accredited and degree-granting public or private nonprofit institutions of higher education with **25 percent or more** total undergraduate Hispanic full-time equivalent student enrollment.



For more information, please visit: bit.ly/Excelencia2019-2020HSIs

*CUNY also has three colleges on the list of eHSIs — Brooklyn College, Kingsborough Community College and Medgar Evers College

CUNY AS AN HSI

CUNY colleges account for the greatest number of undergraduate Latino students enrolled in the state and have some of the highest percentages of Hispanic enrollment:

Hostos (65%, 3,394 Hispanic students), BCC (64%, 5,122), Guttman (61%, 540) and Lehman (59%, 5,738)

CUNY has the Top 5 institutions in the state for awarding bachelor degrees to Latinos — John Jay, Lehman, Hunter College, The City College of New York and Baruch College — and the Top 3 for associate degrees earned by Latinos — BMCC, LaGuardia, and BCC.

CUNY had the Top 5 colleges for enrolling the most Hispanic graduate students in the state from 2018-19: Hunter, Lehman, CUNY Graduate Center, City College, and Queens College.

CITY TECH FALL 2020 DEMOGRAPHICS

- Student enrollment reported as 15,537;
- 34% Hispanic, 29% African-American, 20% Asian-American, 10% Caucasian, and 7% Other;
- 53% male and 47% female;
- 80% incoming freshmen receive need-based aid;
- 61% report household income less than \$30,000.

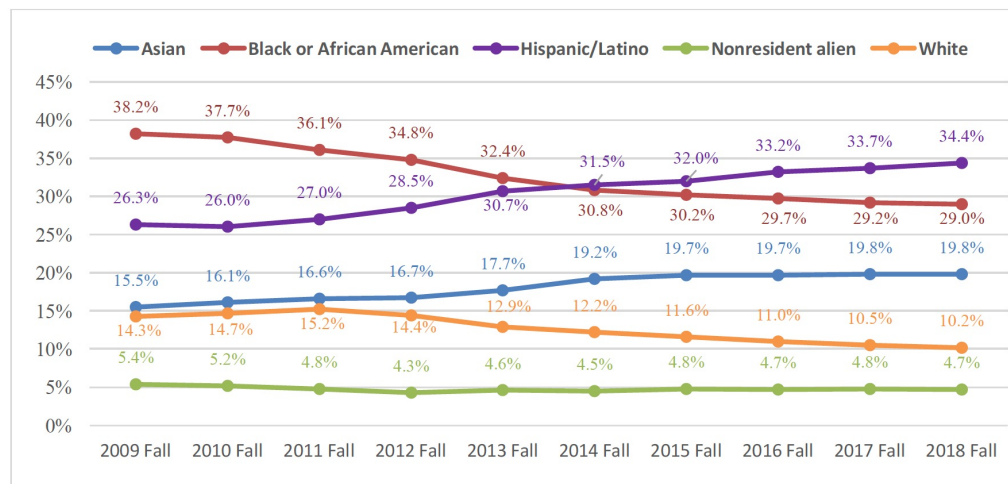


Figure 1 2009-2018 City Tech Enrollment Trend by Ethnicity

CITYTECH AS AN HSI

City Tech places first among CUNY colleges in the National Science Foundation's (NSF) rankings of schools that award STEM associate degrees to women, minorities, and persons with disabilities.

City Tech first became eligible for designation as an HSI in fall 1997.

About 47.8% of Hispanic Students are STEM majors

Of women enrolled in STEM majors, 34.5% are Hispanic.

Table 5 City Tech Employees by Ethnicity and General Classification, 2017-2018¹¹

	Administration *		Faculty		Staff **	
	number	percent	number	percent	number	percent
White	32	41.6	240	61.1	73	16.6
Black/African-American	27	35.1	48	12.2	209	47.6
Hispanic/Latino	9	11.7	32	8.1	113	25.7
Asian	9	11.7	73	18.6	44	10.0
Total	77	100.0	393	100.0	439	100.0

*Administrative includes personnel in Executive, Administrative, or Managerial positions.

**Staff includes personnel in the following categories: Professional Non-Faculty, Administrative Support Workers, Craft Workers, Technicians, Service Workers and Others, CLT.

CITY TECH AS A HISPANIC-SERVING INSTITUTION ?

- Awareness
- Grant Initiatives
- True servingness
- What do our Hispanic/Latinx students need?

HSI FORUM

Themes of Discussion:

- Priorities among Hispanic Students at City Tech - Increased availability and awareness of student support services. Concerns of language barriers, advisement needs, social interactions, and financial needs.
- Diversity at City Tech - City Tech is considered a diverse community. However, respondents felt that the word “diversity” is taken for granted without tangible actions that support diversity. Respondents felt that the college needs to highlight its diversity through activities and programs that support cultural differences and promote inclusivity. They also felt there is a need for the college to provide diversity training, offer courses that focus on cultural issues, and tailor student support specific to cultural groups.
- Enhancing Services at City Tech - Suggested activities included faculty mentoring, peer mentoring, tutoring, and student clubs. It was also suggested that centralizing these services in one visible location with flexible hours would serve to increase accessibility.

FORUM RECOMMENDATIONS

- Focusing more on promoting Hispanic pride and recognition that City Tech is an HSI.
- Providing more opportunities for student perspectives to be shared.
- Increasing HSI-focused programs and awareness.
- Increasing opportunities for learning the needs of Hispanic students.
- Developing a culturally responsive curriculum.
- Advocating the needs of Hispanic students.
- Focusing on retention and success.

TIMELINE

- *September 21, 2018* First HSI Forum at City Tech in recognition of National HSI Week.
- *March 6, 2019* Latinas Leadership Panel/Luncheon.
- *November 21, 2019* Poster Presentation at the 13th Annual City Tech Poster Presentation, “What Does It Mean to be a Hispanic-Serving Institution at City Tech?”
- *September 20, 2019* Second annual HSI Forum in recognition of National HSI Week.
- *October 2019* Position Paper Released College wide.
- *February 7, 2020* Collaboration with General Education Committee and Diversity & Inclusion in the Curriculum & Education (DICE).
- *September 17, 2020* Third annual HSI Forum in recognition of National HSI Week.
- *November 2020* Addition of HSI designation to City Tech website.
- *Spring 2020/Fall 2020* Creation of OpenLab page, <https://openlab.citytech.cuny.edu/hsi/>
- *November 2020* Topic: Who are our Students? Collaboration with SRC Committee.
- *Fall 2020/Spring 2021* Creation of HSI Logo
- *April 2021* Conference Presentation at CUNY Faculty Diversity and Inclusion Conference, “CUNY Campuses: The Importance of Developing our HSI Identity.”
- *August 2021* Establishment of HSI Steering Committee

HSI STEERING COMMITTEE

- Sponsored by the Office of the Provost
- Mission: The Hispanic-Serving Institution Committee seeks to develop our HSI identity and culture at City Tech and to thereby promote the success of Hispanic/Latinx students, faculty, and staff. The committee also seeks to collaborate with the institution to engage in grant efforts and advocacy related to the support of HSI funding.
- The HSI Committee will work to report on the status and advise on the following:
 - Recruitment, enrollment, and persistence.
 - Development of curriculum and academic initiatives.
 - Implementation of student support services.
 - Fostering community and a sense of belonging.

INITIATIVES

- Annual HSI Forum
- Establishment of HSI Steering Committee
- Launching of OpenLab Site
- HSI Book Club - Workshop series based on Gina Garcia's book, *Becoming Hispanic-Serving Institutions: Opportunities for Colleges and Universities*.
- Curriculum Development - Two Academic Minors related to Latinx Studies encouraging the development of new courses and redesign of existing courses to be culturally inclusive.
- CUNY Network of HSIs

COLLABORATIONS

- Undergraduate Research
- Continuing Education
- First Year Programs
- Curriculum Development
- HSI Grants on Campus
- OpenLab
- Student Life and Development
- Faculty Commons

HSI CUNY NETWORK

A network of CUNY
HSIs

- Stay informed
- Share resources
- Learn from each other

John Jay College of Criminal Justice

La Guardia Community College

Lehman College

NYC College of Technology

Queens College

Queensborough Community College

York College

Guttman Community College

College of Staten Island

Baruch College

Borough of Manhattan Community College (BMCC)

Bronx Community College

The City College of New York

CUNY Graduate Center

Hostos Community College

Hunter College

CHALLENGES

- Institutional Support
- Commuter Campus
- Lack of Hispanic/Latinx Representation in Faculty and Administration
- Faculty Buy-In
- Financial Barriers
- Latinx Faculty “over-serviced”
- Procedural Red Tape

OPEN DISCUSSION

THANK YOU

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