

# **UW-Milwaukee Efforts to become a Hispanic Serving Institution (HSI) Chancellor's Committee for Hispanic Serving Initiatives (CCHSI)**

Draft November 17, 2016

## **Purpose**

This group will lead the efforts for UW-Milwaukee to become a Hispanic Serving Institution (HSI), a federal designation granted to U.S. institutions of higher education that enroll at least a 25% Latino undergraduate population, as provided for in federal statute, 20 U.S.C. §1101a(5). It is important to note that HSI is the only federal designation of its type, and that UWM's efforts in this regard will enhance all multicultural student groups, and in turn, all of UWM.

This effort is being undertaken, among other reasons, to address the demographic trend in the next ten years in Wisconsin that Hispanic students will be the largest growing group of students who plan to attend college, the fact that Wisconsin does not currently have any HSIs, and that there are very few in the Midwest.

The CCHSI will coordinate and implement necessary activities, and serve as the key campus group of ownership, for making progress toward and achieving HSI status. Through this designation UWM will be eligible for funding that will provide significant benefits to all students, faculty and staff, including grant monies for activities that will support student recruitment and retention, faculty development, community outreach, and student support services. HSI designation will also benefit the Milwaukee community by educating an increasingly diverse population, producing UWM graduates who understand their local community, and providing a pipeline of employees for our region.

## **Structure and Members**

1. The Steering Committee members are Chancellor Mark Mone and three co-chairs: Provost and Vice Chancellor of Academic Affairs Johannes Britz, Vice Chancellor for Global Engagement and Inclusion Joan Prince, and Senior Student Affairs Officer Jim Hill.
2. The operational lead, Alberto Maldonado, will be assisted by two faculty co-advisors, Michelle Lopez Rios and Natasha Borges Sugiyama.
3. The CCHSI lead will coordinate the work of the CCHSI membership and work teams, meeting with them on a regularly scheduled basis.
4. In addition, the CCHSI lead will report to the Steering Committee initially bi-monthly and then will resume meeting on a quarterly basis.

5. The CCHSI work team membership includes:

Operational Lead and Faculty Co-Advisors

Alberto Maldonado	Academic Staff	Roberto Hernandez Center
Michelle Lopez Rios	Faculty	Peck School of the Arts/Theatre
Natasha Borges Sugiyama	Faculty	Letters and Science/Political Science

Executive Support

Christy Uttech	University Staff	Office of the Chancellor
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Members

Maria Carrizales	University Staff	Women’s and Gender Studies
Kennia Coronado	Student	LACUSL and Political Science double major
Nelida Cortes	Limited	Global Inclusion and Engagement
Kathryn Czerniakowski	University Staff	Outreach & CE Administration
Gabriela Dorantes	Academic Staff	Roberto Hernandez Center
Barbara Federlin	University Staff	Office of Undergraduate Admissions
Enrique Figueroa	Faculty	SARUP
Jonathan Hanes	Academic Staff	Assessment & Institutional Research
Brandi Hernandez	Student	Economics & Global Studies major
Alejandra Lopez	Academic Staff	Lubar School of Business
Gretchen Miller	Academic Staff	Development
Patricia Najera	Academic Staff	Electa Quinney Institute
Olivia Navarro	Academic Staff	Roberto Hernandez Center
Ron Perez	Limited/Dean	Zilber School of Public Health
Joseph Rodriguez	Faculty	Letters and Science/History
Mariana Sanabria	Academic Staff	Office of Undergraduate Admissions
Robert Smith	Limited/Faculty	Global Inclusion and Engagement/History
		Liaison from CEMAT
Maria Solis	Academic Staff	Financial Aid
Cinthia Gabriella Tellez-Silva	Student	Communication major

6. A Community Board will be created to advise, promote, and support UWM’s HSI efforts. Members will include UWM alumni and representatives from the UW Board of Regents or UW System, non-profit organizations, government offices, K-12 educational institutions, and other regional partners.

Charges

The work team will manage the actions and efforts necessary for UWM to achieve its goal of becoming a HSI, including developing an operational plan with goals and specific targets, and measuring progress toward the targets. The plan should include:

- Identifying, enhancing and increasing outreach opportunities that will lead to effective recruitment and growth of Latino prospects and applicants.
- Developing, overseeing and coordinating the development and implementation of specific, comprehensive enrollment, and retention related actions, in coordination with the Chancellor's Enrollment Management Action Team (CEMAT) and others including alumni groups, multicultural student groups, multicultural student services offices, academic centers with a focus on multicultural issues, the Student Success Center.
- Supporting the Steering Committee in forming the Community Board, and providing updates and information to the Community Board as requested.
- Supporting the Steering Committee and the Office of Global Inclusion and Engagement to strengthen faculty and staff diversity in ways that build a more inclusive campus community.
- Recommending the creation of academic support systems, especially through strengthening developmental education, cohort support programs, and academic advising.
- With support from the Community Board as appropriate, establishing relationships with businesses and local school districts to create a funnel for Hispanic students to pursue higher education.
- Fostering an inclusive and welcoming environment from outside and inside the institution for all students.
- Utilizing data effectively to guide the decision-making processes, and sharing this data in an open way with faculty, staff, students, and the campus community.
- Building a culture of evidence through periodical assessment.
- Enriching our faculty and staff through staff development and grants.
- Enriching our academics in ways that support diverse curricular interests of all students.
- Augmenting financial aid, including traditional and nontraditional scholarships, for students (i.e. club scholarships and book vouchers).
- Increasing work-study opportunities for students.
- Allocating financial resources to help alleviate the cost of housing.
- Developing culturally sensitive faculty/staff/advisors to help students to identify, support and assist each other.
- Developing family-oriented institutional practices to support student's academic career.