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

**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.