



HACU
HISPANIC
ASSOCIATION
OF COLLEGES &
UNIVERSITIES

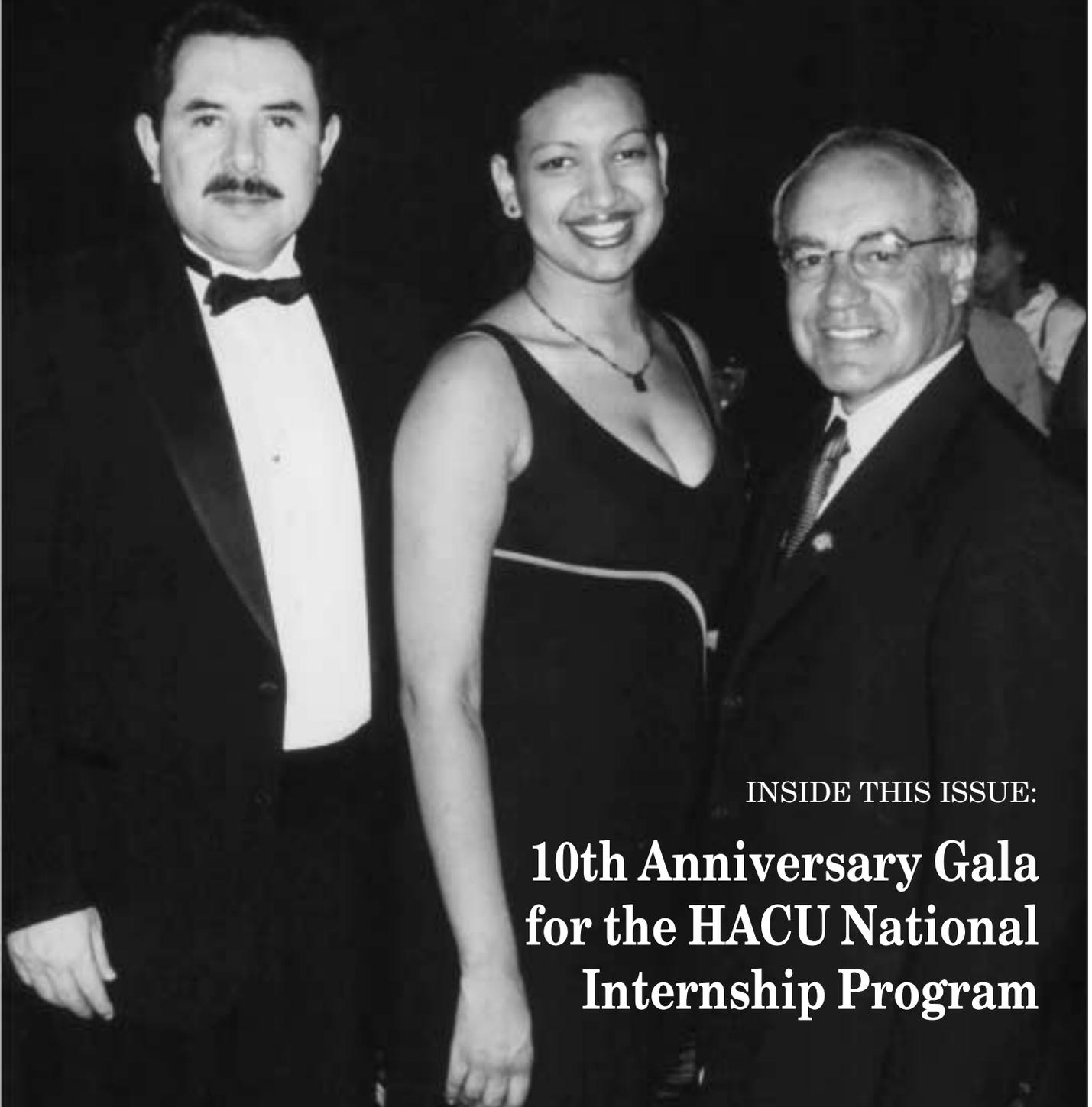
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THE VOICE

OF HISPANIC HIGHER EDUCATION

INSIDE THIS ISSUE:

**10th Anniversary Gala
for the HACU National
Internship Program**



STUDENT AMBASSADORS AT 16TH ANNUAL CONFERENCE

■ The Student Ambassador Program will again be a highlight of the Student Track at HACU's 16th Annual Conference in Denver, Colorado, October 26-29. Colleges and universities throughout the country are selecting Student Ambassadors to represent their campuses, campus programs and student and alumni programs at the annual conference. These students will join HACU's National Internship Program (HNIP) Intern Ambassadors as sponsored participants at a conference expected to attract more than 500 top college students and more than 1,000 education, community, government and corporate representatives. To sponsor a Student Ambassador at HACU's 16th Annual Conference, call (210) 692-3805. Or visit www.hacu.net.

TEACHER TRAINING

■ HACU member California State University at Northridge received the largest donation in the university's history with a \$7 million gift from the Eisner Foundation – created by Disney Chair Michael D. Eisner and his wife Jane. The funds will be used to establish a cutting-edge new teacher training program at the renamed Michael D. Eisner College of Education. The goal is to prepare teachers to support the diverse educational and emotional needs of all student learners. CSU-Northridge is the leading producer of teaching credential recipients among public universities in California.

NEW LAW SCHOOL

■ A new College of Law at HACU member Florida International University will open for classes in the fall, with 60 full-time and 60 part-time students in each of its first three years. The classes will take place at the Green Library until the permanent home for the College of Law is ready by 2005.

SPANISH FOR NATIVE SPEAKERS

■ The Institute of Spanish for Native Speakers and the Department of Languages and Linguistics at HACU member New Mexico State University recently concluded the 8th Annual Conference on Teaching Spanish to Native Speakers. The conference disseminates information regarding issues, methods, materials and research on the development of Spanish language skills of people with Spanish-speaking backgrounds. It is the only conference of its kind in the United States.

COLLABORATIVE LEARNING

■ Professors from 21 campuses of the Monterrey Institute of Technology and Higher Education (ITESM) recently joined their peers from HACU associate member University of Texas at Austin for the "UT-ITESM Summer Institute 2002," an intensive three-week seminar on collaborative learning. Participants learned to integrate cooperative and online collaborative learning techniques into their teaching. The participants will become part of an online knowledge-building community that will continue after they return to their home campuses to mentor colleagues in collaborative learning.

ENGINEERING GRANT

■ HACU member San Antonio College received a three-year, \$332,194 grant from the National Science Foundation for projects designed to increase the number of associate's and bachelor's degrees in engineering granted to Hispanics and other minority students in South-Central Texas. According to the American Association of Engineering Societies, the number of engineering degrees conferred overall has decreased by 20 percent in recent years.

EDUCATION CENTER

■ HACU member University of the Incarnate Word in Texas will establish a new Center for Education in Mexico. The university signed a formal agreement with the Federal District of Mexico of the Congregation of the Sisters of Charity of the Incarnate Word to develop an affiliate in Mexico City offering University of the Incarnate Word degrees. This is the second such degree-granting international endeavor. The first was in 2000 at China Incarnate Word in Guangzhou.

DANCE THEATER

■ The internationally celebrated Ensemble Spanish Dance Theater, in residence at HACU's member Northeastern Illinois University, is celebrating 26 years of achievement during its annual American Spanish Dance Festival this month in Chicago. The Ensemble regularly appears in a broad range of television, opera, film and symphonic formats, and works in cultural education and arts programs developed with state, national and international government agencies. For more information, contact the Ensemble Espanol Office at Northeastern Illinois University at (773) 442-5930.

OVERVIEW

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ABOUT OUR COVER

A celebration unfolds at the 10th Anniversary Gala for the HACU National Internship Program. Pictured are HACU President and CEO Antonio Flores, A HACU National Internship Program Intern, and Congressman Joe Baca of California. Photos by Noel Guerrero. A special report begins on Page 6.

MARK YOUR CALENDAR!

HACU's 16th Annual Conference
October 26-29, 2002
Denver, Colorado
To register: visit www.hacu.net

HACU's 5th International Conference
July 26-29, 2003
Guadalajara, Mexico
For more information, visit
www.hacu.net

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ABOUT HACU

The Hispanic Association of Colleges and Universities represents more than 318 member and associate member colleges and universities in the United States, Puerto Rico and abroad with high Hispanic student enrollment rates — including federally designated Hispanic-Serving Institutions. HACU's mission is to improve access to and the quality of post-secondary educational opportunities for Hispanic students; to meet the needs of business, industry and government through the development and sharing of resources, information and expertise; and to promote the development and success of member and associate member colleges and universities.

By Antonio R. Flores,
President and CEO



The 10th Anniversary Gala for the HACU National Internship Program (HNIP) in July was a joyous event and a momentous occasion for HACU in celebrating the excellence and extraordinary success of a program that is making a remarkable difference in enhancing the college and career success of our Hispanic higher education students.

The 10th Anniversary Gala in Washington, D.C., focused the nation's attention on the success stories of current and former interns in a program that is so effectively reversing the historic under-representation of Hispanics in the federal work force and private-sector management ranks.

The event also provided yet another example of the outstanding results that can occur when we engage a community of partners and allies to promote access, equity and success for the nation's youngest, largest and still fastest-growing ethnic population.

Engaging our community of students and member and partner colleges and universities, and enlisting the aid of dozens of federal agencies and private corporations in HNIP has opened new doors to paid internships, professional development opportunities and potential career paths for more than 3,800 Hispanic higher education students.

Many of these interns and former interns are pursuing or already have obtained meaningful employment in public service careers that will benefit all of us in providing service, leadership and diversity more reflective of our multicultural society.

Congratulations to our interns, to our dedicated partner agencies and corporations and to our allies in Congress who continue to support this critically important program. The Honorable Kay Cole James, Director of the U.S. Office of Personnel Management and a steadfast supporter of workforce diversity, was the honorary chair for the HNIP 10th Anniversary Gala. She remains a true hero to all who support a better future for Hispanic Americans and for all Americans.

The roster of honorary Congressional co-sponsors included many of our nation's most distinguished leaders, including Senate Majority Leader Tom Daschle of South Dakota, Senate Minority Leader Trent Lott of Mississippi, House Speaker J. Dennis Hastert of Illinois and House Minority Leader Richard Gephardt of Missouri.

Also on this stellar roster was: Senator Orrin Hatch of Utah, Chair of the U.S. Senate Republican Conference Task Force on Hispanic Affairs; Congressional Hispanic Caucus Chair Silvestre Reyes of Texas; Congressman John Boehner of Ohio, Chair of the House Education and the Workforce Committee; Senator Jeff Bingaman of New Mexico, Chair of the U.S. Senate Democratic Hispanic Task Force and Co-Chair of the Senate Hispanic-Serving Institutions Coalition; Congressman George Miller of California, Ranking Member of the House Education and the Workforce Committee, and Congressman David Bonior of Michigan, House Minority Whip.

Other distinguished honorary co-sponsors from the U.S. Senate were Wayne Allard of Colorado, Barbara Boxer of California, Dianne Feinstein of California, John Kerry of Massachusetts, Charles Schumer of New York and Robert Torricelli of New Jersey.

Other eminent co-sponsors from the U.S. House of Representatives were Joe Baca of California, Xavier Becerra of California, Henry Bonilla of Texas, Charles Gonzalez of Texas, Luis Gutierrez of Illinois, Ruben Hinojosa of Texas, Robert Menendez of New Jersey, Solomon Ortiz of Texas, Ed Pastor of Arizona, Ciro Rodriguez of Texas, Ileana Ros-Lehtinen of Florida, Lucille Roybal-Allard of California, Loretta Sanchez of California and Hilda Solis of California.

HACU offers its deepest thanks and continuing admiration to these leaders of Congress, to HNIP partner agencies and corporations and to all of our allies for their continuing support of a program that surely will continue to change the face of our private and public sectors for decades to come.

Engaging our community has always proven the means and motivation for all those who support Hispanic higher education success.

GLOBAL ISSUES WILL BE FEATURED AT HACU'S 16TH ANNUAL CONFERENCE

International issues ranging from study-abroad opportunities to the impact of global terrorism on higher education will be the focus of special sessions at HACU's 16th Annual Conference October 26-29 in Denver, Colorado.

On October 26, a pre-conference International Roundtable will focus on "Study Abroad Opportunities and the Hispanic Student."

Study-abroad programs should be of greater interest to Hispanic populations in the United States, Latin America and in Spain not only because of their cultural and ethnic affinity, but also because of the increasing importance of knowing a foreign language and culture in a global economy.

While the number of foreign Hispanic students studying in the United States is increasing, very few U.S. Hispanic students take advantage of study-abroad programs. Panelists at the International Roundtable will discuss model study-abroad programs, and propose how low-cost, quality programs can be designed to encourage Hispanic students of all backgrounds and nationalities to participate in this enriching experience.

"Global Terrorism and its Impact on Institutions of Higher Education" will be the focus of an International Plenary during the conference at the Adam's Mark Hotel in downtown Denver.



The acts of terrorism on September 11, 2001, affected many institutions of higher education in the United States; not only in a physical and spiritual way, but also in the way these institutions now must comply with new policies established by the U.S. federal government regarding the monitoring of international students. In Latin America and Spain, institutions also are facing similar challenges.

Panelists from the United States and abroad will discuss the effects of global terrorism on institutions of higher education, as well as public policy on this issue in their respective countries, during the International Plenary.

More than 1,500 higher education, corporate, community, public policy and student leaders are expected to attend HACU's 16th Annual Conference, "Hispanic Empowerment: America's Key to Diversity." The conference will feature daily workshops and plenary sessions on issues of importance to Hispanic higher education, as well as a Career Fair.

For more 16th Annual Conference information and registration forms, visit www.hacu.net. Registration forms for the pre-conference International Roundtable may also be obtained from HACU's website.

HSIs AND THE WORK FORCE FOCUS OF NEW YORK FORUM

Leaders of HACU member Hispanic-Serving Institutions (HSIs) and representatives of the U.S. Department of Labor Employment and Training Administration (DOL/ETA) met with local and state leaders in New York in June to discuss the evolving role of HSIs in workforce diversity and career development initiatives.

"HACU has partnered with DOL/ETA to strengthen a training culture within HSIs and industry to support lifelong learning and career development. The vision of a world-class labor force can only be achieved by an overall collaborative effort committed to the achievement of a competent, diverse work force," said HACU President and CEO Antonio Flores.

Colleges and universities are shifting their focus from the classroom to the community to reach more students and non-students in new career training and workforce development initiatives inspired by the 1998 Workforce Investment Act. A partnership between HACU and DOL/ETA was formed in late



U.S. Department of Labor
Employment and Training Administration

1999 to actively engage HSIs in efforts to target evolving career development programs to the nation's youngest and now largest ethnic population.

The partnership has led to a series of recent regional forums on workforce development issues in California, Arizona and New York. HACU*DOL/ETA's forum, "HSI Corridors: Expanding Pathways to Careers in the 21st Century," in New York was held at HACU member Hostos Community College in the Bronx.

DOL/ETA Region I (New York) Administrator Marilyn Shea joined Hostos Community College President Dolores Fernandez, New York City Department of Employment Commission Betty Wu, James Donsbach of the New York State Higher Education Department,

New York State Department of Labor Workforce Development and Training Division Director Margaret Moree and other distinguished speakers and panelists at the two-day meeting.

Representatives of Hostos Community College in New York discussed the successful collaboration between the community college and a secondary school, Hostos-Lincoln Academy, to provide academic assistance at pre-college levels.

The New York Work Alliance has partnered with the City University of New York Institute for Software Design and Development, New York Software Industry Association and New York City Jobs Consortium to design technology skills training to meet employer needs for web developers, programmers and database developers.

For more information about the HACU*DOL/ETA Partnership and projects, visit www.hacu.net.

ACHIEVEMENTS & AWARDS

CALIFORNIA COLLEGE PRESIDENT NAMED

■ Juan Vazquez in August will become the new president of Santiago Canyon College of the HACU member Rancho Santiago Community College District in California. Vazquez is a veteran of higher education administrative ranks, coming to one of the state's newest community colleges from California's College of Alameda. Vazquez, who had served in various posts at College of Alameda since 1975, most recently was interim president.

TEXAS COLLEGE PRESIDENT NAMED

■ Robert Zeigler, executive vice president at HACU member San Antonio College, in August will become its president. "Dr. Zeigler has served this institution admirably for 30 years, understands it well, and in particular understands its culture that is so important for a new president," said outgoing San Antonio College President Vern Loland, who announced his retirement in January. With more than 21,000 students, San Antonio College is the fastest growing and largest single-campus community college in Texas.

LEADERSHIP AWARD

■ Eduardo Padron, president of the HACU member Miami-Dade Community College District in Florida, received the prestigious Southern Region Chief Executive Officer Award from the Association of Community Colleges (ACCT). This is the second time Padron won the award, making him the only college administrator chosen twice for the honor. "For over 25 years, Dr. Padron has played key leadership roles both nationally and in the Miami community, and is best recognized for his efforts to advance educational opportunity and his innovative approaches to teaching and learning," said Miami-Dade Community College Board Chair Roberto Martinez.

POETRY AWARD

■ Pete Fairchild, an English professor at HACU member California State University at Bakersfield, received the Arthur Rense Poetry Prize, which comes with a \$20,000 award, for work that judges declared "worthy of its place in the traditions of Whitman and Melville." The Rense prize recognizes writers who have maintained high quality in their work over the course of a career.



Leonel Fernandez Reyna (left), former president of the Dominican Republic, meets with Ricardo Refnandez, president of HACU member Lehman College of the City University of New York, at 2002 commencement ceremonies – where Reyna was awarded an honorary Doctor of Laws degree.

ASSISTANT CHANCELLOR

■ The Rev. Bernard J. Lee, formerly a professor of theology at Loyola University in New Orleans, has been appointed to the newly created position of assistant chancellor at HACU member St. Mary's University in Texas. This year, St. Mary's University is celebrating the Sesquicentennial of its founding by French Marianist brothers and priests in 1852.

VICE PROVOST FOR RESEARCH

■ Daniel Dwyer, vice president for research at the University of Maine, in August will become the new vice provost for research at HACU member New Mexico State University. "Dr. Dwyer has significant experience in higher education and private industry. He will help expand the university's research efforts, as well as further develop our partnerships with private industry," said New Mexico State University Provost William Flores. "Dr. Dwyer will make a wonderful addition to NMSU."

ENDOWED CHAIR

■ Joan Barker, an anthropology professor at HACU member Santa Monica College in California, has been named the recipient of the John F. Drescher Chair of Excellence. Barker, the first recipient of the endowed chair, will receive \$5,000 a year for each of the next three years to be used for projects of her choice that will enhance her teaching. "Dr. Barker is an extraordinary scholar who has commanded the respect of students and colleagues," said Santa Monica College President Piedad Robertson.

EDUCATION COUNCIL

■ Estelle J. Sit, dean of instructional technology at HACU member Laredo Community College in Texas, was elected chair of the South Texas Higher Education Regional Council. Sit led the successful launch of the Center for Distance Learning, the Department of Teacher Certification and the Department of Institutional Effectiveness at Laredo Community College.

HUMANITIES GRANT

■ Alba De Leon, associate professor of art at HACU member Palo Alto College in San Antonio, was awarded a national Endowment for the Humanities Summer Seminar Grant. The seminar, "Rome Religion in its Cultural Context," is under way through August at the American Academy in Rome. De Leon's art has been the focus of exhibits throughout the country, and is included in collections at HACU member University of Texas at San Antonio, the University of Alabama and the U.S. Embassy of Nassau.

EQUITY AND DIVERSITY

■ Gordon Nakagawa, a communications study professor at HACU member California State University at Northridge, has been appointed the university's new director of equity and diversity. In his new role, Nakagawa is responsible for providing education and training in equity and diversity issues to the campus community.

NATION'S LARGEST HISPANIC COLLEGE INTERNSHIP PROGRAM ATTRACTS RECORD CROWDS TO 10TH ANNIVERSARY GALA

The HACU National Internship Program (HNIP) attracted a record crowd to the 10th Anniversary Gala of what today is the nation's largest Hispanic college internship program.

"The sheer excitement and high caliber of celebrants were outstanding testament to the remarkable success of a program that is opening so many new doors to college and career opportunities for our nation's youngest and largest ethnic population," said HACU President and CEO Antonio R. Flores following the Gala in July at the J.W. Marriott Hotel in Washington, D.C.

"The support from our sponsors, our partners and our guests at the 10th Anniversary Gala inspires us to aim for even greater achievements in our efforts to promote workforce diversity and a better future for our nation's Hispanic higher education students," Flores said. "My congratulations to all of our current and former interns, who surely will be among our nation's leaders in the years to come."

Since 1992, HNIP has introduced more than 3,800 top Hispanic college students to career and professional development opportunities through paid internships with federal agencies and private corporations throughout the United States.

More than 500 guests attended the Gala, including 250 current and former interns, members of Congress, the White House Administration and other distinguished guests at the celebration of a program that is "making a critically needed difference in efforts to end the historic under-representation of Hispanics in the federal work force and in private-sector management ranks," Flores remarked.

STELLAR GUESTS

The students joined a stellar roster of speakers and guests, including: U.S. Treasurer Rosario Marin; Dan Blair, Deputy Director, Office of Personnel Management; Congressman John Boehner, Chair of the House Committee on Education and the Workforce; and U.S. Representatives Javier Becerra and Joe Baca of California, members of the Congressional Hispanic Caucus.

Other featured guests were Leslie



Sanchez, Executive Director, White House Initiative on Education Excellence for Hispanic Americans, U.S. Department of Education; National Council of La Raza President and CEO Raul Yzaguirre; Partnership for Public Service President Max Stier; Deputy National Science Foundation Director Joseph Dordogne; El Paso, Texas, Mayor Ray Caballero; Assistant Agriculture Secretary Lou Gallegos, and Assistant Education Secretary for Legislative and Congressional Affairs Rebecca Campoverde.

Distinguished speakers and guests also included representatives of the Navy, Department of Housing and Urban Development, Department of Veteran Affairs, Department of Justice and the Marriott Corporation.

HACU offered praise and formal recognition to HNIP 10th Anniversary event sponsors, including the Central Intelligence Agency, National Hispanic Coalition of Federal Aviation Employers, U.S. Office of Personnel Management, U.S. Department of Agriculture, Department of Veterans Affairs, Eastman Kodak, Freddie Mac, Marriott International and Univision.

"Without the support of our sponsors and our long-term partners, we would not be enjoying the tremendous success and national attention to our shared mission to promote a public service sector and private sector workforce more reflective

of our diverse citizenry," said HNIP Executive Director William Rafael Gil.

"We owe our profound thanks to the dedication of our partners and supporters for their continuing support and commitment to opening so many new doors to opportunity for all Americans," Gil said.

HNIP has received formal recognition from the White House and Office of Personnel Management for promoting workforce diversity and for directly introducing Hispanics to federal career opportunities. Hispanics currently represent only 6.5 percent of the federal workforce – 4.6 percent below the current Hispanic civilian labor employment level.

STUDENT VOICES

A recent survey of HNIP students shows that more than 70 percent are interested in pursuing a career in the federal government as a direct result of their internship experiences. Indeed, many former interns now are full-time federal employees.

"In all honesty, I would not have thought of working for the federal government without being introduced to it by HNIP. The internship opened my eyes to how rewarding federal service can be," said Daniel Macias, a recent graduate from California State University at San Bernardino who now is a full-time employee of the National

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NATION'S LARGEST HISPANIC COLLEGE INTERNSHIP PROGRAM ATTRACTS RECORD CROWDS TO 10TH ANNIVERSARY GALA

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Institutes of Health.

California State University at San Bernardino is one of more than 320 HACU member and partner colleges and universities serving the largest concentrations of Hispanic higher education students in the United States.

The National Institutes of Health, where Macias served as a HNIP intern before becoming a full-time employee, is one of dozens of federal and corporate partners that each year work through the program that offers paid internships to students whose fields of study and career interests best match partnering agency and corporation interests. "At the National Institutes of Health, we're recruiting the best minds in the world to do the research to find cures for cancer and for so many other diseases. Wow! I'm playing a part in that," Macias said.

"The HACU internship experience provided me with the exposure to the most important issues affecting the United States and the world," said Rafael E. Resto-Olivo, a recent graduate from the HACU member Rio Piedras Campus of the University of Puerto Rico who now is a full-time employee of the Central Intelligence Agency. "After being a summer intern at the CIA, I was offered and accepted a position in the CIA Graduate Fellowship Program. Then I officially joined the ranks of a world-class organization," Resto-Olivo said.

"The HNIP was the decisive, motivating factor that led me to choose a career as a public servant," said Cyrus Salazar, a recent graduate of HACU member New Mexico State University who now is a full-time employee for the National Institutes of Health.

Salazar labeled the program "a catalyst" for promoting career goals for individuals and workforce diversity for the nation. "Americans have grown together from turbulent times to better



understanding and compatibility with others. It is up to everyone to ensure that diversity is represented across all walks of life," Salazar said.

"The HNIP was a great opportunity for me to get to know a diverse group of people who make an impact on other people's lives directly and indirectly. It also helped me land the job I currently have. I became part of a group that makes a

difference," said Lara Rivera Lopez, a recent graduate of HACU member University of Puerto Rico who now is a full-time employee of the Office of Personnel Management.

"America is one of the most diverse societies in the world. It is important that we reflect that diversity in the workplace," Rivera Lopez said. "To identify similarities will bring us all closer; to use our differences to create more effective and creative work environments and social environments will benefit us all," the former intern said.

FOR THE RECORD: HACU'S INTERNSHIP PROGRAM (HNIP) SUCCESS NOW PART OF THE CONGRESSIONAL RECORD

HACU received formal recognition by Congress on the 10th Anniversary of the HACU National Internship Program (HNIP). Remarks praising HNIP for promoting workforce diversity were inserted into the permanent Congressional Record by Congressman Silvestre Reyes of Texas, Chair of the Congressional Hispanic Caucus.

"We are delighted and honored to receive this official recognition for a program that has introduced more than 3,800 top Hispanic college students to meaningful career opportunities through paid internships with our distinguished federal and private-sector partners," said HACU President and CEO Antonio R. Flores.

"Congressman Silvestre Reyes of Texas is a long-time champion of HACU and Hispanic higher education success. We are

deeply grateful for his continuing support for this critically needed program," Flores said.

Below are excerpts of remarks by the Honorable Silvestre Reyes of Texas in the House of Representatives inserted into the Congressional Record:

- Mr. Speaker, as Chair of the Congressional Hispanic Caucus, I rise today to recognize the achievements of the Hispanic Association of Colleges and Universities (HACU) HNIP and its federal and private-sector partners in providing Hispanic college students with invaluable real world working experiences that have allowed these students to make more educated career choices.
- Over the past ten years, the HNIP has introduced more than 3,800 Hispanic college students to meaningful paid

internships with federal and corporate partners during the spring, summer and fall. This has become the largest Hispanic college internship program in the United States.

- Based on formal program evaluations from students and supervisors, the HNIP boasts a proven track record in positively addressing the under representation of Hispanics in the federal work force.
- I salute those who have made HNIP a success. Their efforts will continue to open the doors to opportunity for new generations of exceptional students while enhancing the diversity of our workforce.

HACU INTERNSHIP PROGRAM WINS PRAISE FOR MINORITY RECRUITING SUCCESS

The HACU National Internship Program won praise from the Partnership for Public Service as a successful tool for promoting workforce diversity in the public service sector.

Citing the lack of diversity in the federal work force, especially regarding Hispanics, the Partnership reported that “by utilizing internship programs coordinated by outside organizations such as the Hispanic Association of Colleges and Universities, the government could expand its minority outreach and recruitment.”

The HACU National Internship Program annually introduces hundreds of top Hispanic college students to career and professional development opportunities through paid internships with federal agencies and private corporations. Today, many of these former interns are full-time federal employees.

Hispanics remain the only under-represented population group in federal workforce ranks. Currently, only 6.7 percent of the federal labor force is Hispanic, compared to 11.9 percent of the civilian work force.

“As HACU celebrates the 10th anniversary of the HACU National Internship Program, it is fitting that today we renew our focus on raising awareness about federal internship opportunities, which have proven very successful in exposing young and talented Latino students to the rewards federal service offers,” HACU President and CEO Antonio Flores said at a Partnership for Public Service news conference in Washington, D.C., in July.

At the news conference at the National Press Club, the Partnership for Public Service released its new report, “Tapping America’s Potential: Expanding Student Employment Opportunities in the Federal Government.” Copies of the report can be obtained by calling the Partnership at (202) 775-9111, or by visiting www.ourpublicservice.org.

Over the next five years, more than 50 percent of the current federal work force may be eligible to retire, including 70 percent of senior managers. However, the Partnership reported, only 12 percent of federal interns over the past five years have been recruited into permanent federal jobs. In contrast, about 35 percent of private-sector interns accepted jobs with the companies for which they worked during the same five-year period studied.



“Interns offer federal managers an efficient way to assess the skills and capabilities that are critical to an agency’s functions,” said Partnership for Public Service President and CEO Max Stier.

“At a time when the government must work especially hard to recruit the best and brightest to its ranks, it should not ignore the gold mine of talent that skilled interns provide,” Stier said.

U.S. Congressman Tom Davis said the federal workforce faces two key challenges: increased expectations for ensuring national security, and the need to diversify federal workforce ranks to better reflect the nation’s diverse citizenry.

“We have a rare opportunity to address both needs by improving the government’s use of recruitment tools such as student employment, federal internships and internship programs like those offered by the Hispanic Association of Colleges and Universities, the Washington Center for Internships and Academic Seminars and the National Association for Equal Opportunity in Higher Education,” Congressman Davis said.

HNIP

SUMMER HACU INTERNS WELCOMED

The HACU National Internship Program (HNIP) welcomed 441 top college students from throughout the country to the Summer 2002 session of what has become the nation’s largest Hispanic college internship program.

This summer’s interns, with an average GPA of 3.2, arrived from colleges and universities in 25 states, Puerto Rico and the District of Columbia. Of this summer’s interns, 265 are at work in paid internships in the Washington, D.C., area, and 176 are interns at federal or corporate offices in field locations around the country.

Twelve interns are Corporate HNIP interns for Burlington Northern Santa Fe Railroad, Freddie Mac, the Farm Credit Administration and Marriott International.

Federal agency interns are at work at the offices of the CIA, Environmental Protection Agency, Federal Deposit Insurance Corp., Federal Reserve Board, International Broadcasting Bureau, Library of Congress, National Science Foundation, Office of Personnel Management and Pension Benefit Guaranty Corp.

Summer interns also are on the job at offices of the U.S. Departments of Agriculture, Commerce, Defense, Energy, Health and Human Services, Interior, Labor, State, Transportation, Treasury and Veterans Affairs.

OUTSTANDING STUDENT AWARD

■ Alfredo Ruben Gay, a major in rehabilitation services at HACU member California State University at Los Angeles, received a 2002-2003 William R. Hearst/CSU Trustees Award for Outstanding Achievement at July's meeting of the CSU Board of Trustees. Gay, who is classified as legally blind, is a member of the California Council of the Blind, has taught Braille to newly blind adults at California's Foundation for the Junior Blind, and has conducted field work at the Center for Students with Disabilities at California's Glendale Community College. He also is a Dean's List scholar who has won certificates of academic excellence. The new award comes with a \$3,000 scholarship. "Alfredo is one of our most outstanding undergraduate students," said CSU-Los Angeles Rehabilitation Counseling Program Coordinator Martin Brodwin, who also praised the student for his "ability to interact fairly and equitably with people from a variety of diverse cultural backgrounds."

HNIP INTERN HEADS FOR D.C.

■ Maria Melgoza, whose family migrated to California from Michoacan, Mexico, just four years ago, is now a sophomore at HACU member California State University at Bakersfield who recently was selected for a 10-week summer internship through the HACU National Internship Program. Melgoza is now working as a contracts and inventory management specialist at the U.S. Department of Defense Supply Center in Richmond, Virginia. "My family and my education have always been a top priority in my life," Melgoza said. "We moved here looking for a better life. I believe this internship will put me in a better position to help out my family economically."

GOLDWATER SCHOLAR

■ Alana Jacobson, an honors student at HACU member New Mexico State University, was selected as a Barry M. Goldwater Scholar and will receive a full academic scholarship for the remainder of her undergraduate education. "I am excited and honored to receive this prestigious award in the late senator's name," said Jacobson, who is a junior majoring in agricultural biology and Spanish. She recently spent two semesters in Mexico on the National Security Education Program Scholarship to improve her communications skills and learn about the Mexican culture.



Miami-Dade Community College film student David Gonzalez meets with actor Anthony Hopkins during the Palm Beach International Film Festival, where Gonzalez's film "Night Shift," won Best Student Film in the Junior College category.

DALE RIDE INTERNS

■ Four top students at HACU member Santa Monica College in California are spending their summer serving in Congress as part of the prestigious Dale Ride Internship Program. Anthropology major Todd Jeremy Gonzalez is serving in the offices of Senate Majority Leader Tom Daschle and Senator Arlen Specter of Pennsylvania. Political science major Rosanne Roy is serving in the office of House Minority Leader Richard Gephardt of Missouri. Geography major Jessica Austin is an intern for U.S. Representative Diane Watson of California. History major Martha Elena Perez is working with the U.S. House Committee on Education and the Workforce. The Dale Ride program is named for the late political science professor and administrator at Santa Monica College.

STUDENT FILMMAKER

■ David Gonzalez, a film student at HACU member Miami-Dade Community College's North Campus, won acclaim and a \$1,000 scholarship at this year's Seventh Annual Palm Beach International Film Festival in Florida. His film, "Night Shift," also won an earlier award for best student film at this year's first Made in Miami Film Festival. Gonzalez made the award-winning film during the inaugural film workshop for advanced film students offered by the School of Entertainment Technologies at Miami-Dade's North Campus. "The class allows students to shoot and direct their own films to be entered into festivals," said the class instructor, adjunct professor Marie Safie. "This year we entered at least 20 student films worldwide, and we are still waiting for some results."

THE LOS ANGELES COMMUNITY COLLEGE DISTRICT

invites applications and nominations for the following position:



• VICE PRESIDENT OF STUDENT SERVICES East Los Angeles College

LAST DATE TO FILE: August 16, 2002.

The Los Angeles Community College District is seeking a Vice President of Student Services to serve at East Los Angeles College. Interested individuals who possess the required training and experience are invited to submit applications. The Vice President of Student Services is the chief student services officer, reporting directly to the College President. The Vice President provides administrative leadership and operational supervision for a comprehensive student services program.

REQUIREMENTS: Applicants must meet State minimum requirements as an administrator either by: a California credential authorizing administrative service at the community college level or a master's degree (from an accredited college or university) and completion of one year of full-time formal training, internship or leadership experience reasonably related to the administrative assignment. In addition, the following qualifications are preferable: three years of successful full-time experience as an administrator (dean or higher) in accredited institutions of higher education; three years of successful full-time experience as a faculty member in accredited institutions of higher education; and excellent communication skills and experience in working with a population (faculty, staff and students) of diverse ethnic, linguistic, and socioeconomic backgrounds.

COMPENSATION: The salary range is \$93,483 to \$120,003 annually. New employees to the District will be allocated within the salary range according to previous salary, with a maximum of step 10 (\$109,759). Employee benefits include 15.5 paid holidays annually, 24 days paid vacation annually, medical/ hospital, dental and vision care plans and a \$40,000 group life insurance policy.

FILING AN APPLICATION: All applicants must file a letter of intent which relates to the responsibilities and desirable qualifications detailed in the position flyer (the flyer is available from the District). Also required is a resume and the names, addresses and phone numbers of at least three references. Candidates in the interest pool will be notified by letter; their applications need not be reviewed if they fail to respond with the materials. Materials should be received not later than 4:30 p.m. on Friday, August 16, 2002, but late applications may be accepted until the position is filled. Cleared candidates will be sent additional application papers, and will be placed in an interest pool for up to two years. If selected, additional documentation, such as official transcripts, will be required. **Send to: Human Resources, Los Angeles Community College District, 770 Wilshire Blvd., Los Angeles, CA 90017, or FAX (213) 891-2411. For information on the District, please access <http://www.laccd.edu>. For additional information, contact the Human Resources Division at (213) 891-2308.**

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HACU 16th Annual Conference

"Hispanic Empowerment: America's Key to Prosperity"

- **October 26-29, 2002**
- **Adam's Mark Hotel**
- **Denver, Colorado**

July 28, 2002

Deadline for early bird discounted registration

September 26, 2002

Hotel reservation cut-off for reduced conference rates. These rooms will fill up fast so make your reservations now.

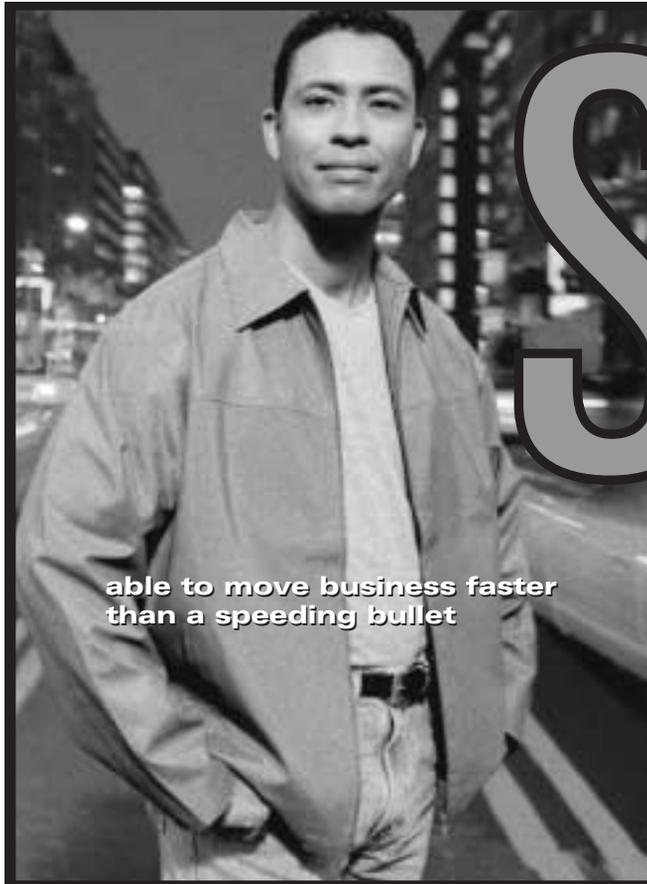
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For additional conference and registration information, visit www.hacu.net or call (210) 692-3805.

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