



**HACU**

H I S P A N I C  
A S S O C I A T I O N  
O F C O L L E G E S &  
U N I V E R S I T I E S

VOLUME 13, NO. 1, JANUARY 2004

# THE VOICE

O F H I S P A N I C H I G H E R E D U C A T I O N

**INSIDE THIS ISSUE:**  
**Message from the President**  
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## EPA AWARD

■ The School of Law at HACU member St. Thomas University in Florida was awarded a two-year, \$192,279 grant from the U.S. Environmental Protection Agency to study community participation in South Florida environmental projects. The project is part of the EPA's Superfund Minorities Institutions Program.

## EARLY MATH

■ The Kentucky Early Mathematics Testing Program at HACU partner institution Northern Kentucky University was honored by the Northern Kentucky Council of Partners. The program began as a way to gauge the preparedness of high school students for college math early enough for them to take corrective action and avoid having to take remedial math courses in college. The math-testing program became the first online program of its kind in the nation and remains so today.

## LABORATORY GRANT

■ HACU associate member Colorado State University was awarded a \$22.1 million grant to build a new laboratory that will expand the university's ongoing work in infectious disease and bio-defense research. The grant was awarded by the National Institute of Allergy and Infectious Diseases of the National Institutes of Health. The new facility will operate in conjunction with the university's renowned Rocky Mountain Institute for Biosecurity Research.

## BORDER AWARD

■ The U.S.-Mexico Border Health Commission awarded an \$8,000 Border Models of Excellence Award to a program at the Southern Area Health Education Center at HACU member New Mexico State University. The award was made to the center's Environmental Health Education and Safety Project. The award recognizes community-based health programs and initiatives that work to improve the health and well-being of communities along either side of the 2,000-mile border.

## SCHOLARSHIPS

■ HACU member University of Houston-Downtown received \$30,000 in scholarship funds from BMC Software, a leading provider of enterprise management solutions. The university will use the funds to award six \$1,000 scholarships each fall semester for the next five academic years to students pursuing majors or minors in administrative management.

## GRADUATE EDUCATION

■ Three HACU member universities in New Mexico will benefit from a new \$86,000 grant from the National Science Foundation. The grant will supplement an initial \$2.5 million NSF award to the three-campus New Mexico Alliance for Graduate Education and the Professoriate. The alliance is a partnership of HACU members New Mexico Tech, New Mexico State University and the University of New Mexico. The alliance was formed to increase the number of under-represented minorities in doctoral programs and in faculty positions in science, technology, engineering and mathematics fields.

## RESEARCH COMPLEX

■ Construction is now under way for a \$440 million project that will provide new research facilities at HACU associate member University of Arizona. The university's Warren Avenue Redevelopment District will be made up of a new Institute for Biomedical Science and Biotechnology and a Medial Research Building, among other projects.

## SPECIAL EDUCATION

■ The College of Education at HACU partner institution Georgia State University received a four-year, \$1.1 million federal grant to support doctoral students pursuing degrees in special education. The grant from the Office of Special Education and Rehabilitation of the U.S. Department of Education will support the university's new PULSE Project (Preparing Urban Leaders in Special Education). The project's ultimate goal is to prepare special education leaders who will pursue careers in higher education as professors and researchers.

## RESEARCH GRANT

■ HACU member St. Mary's University in San Antonio, Texas, received a \$192,738 equipment grant for student research and training from the U.S. Defense Department Instrumentation Program for Hispanic-Serving Institutions. St. Mary's University is one of 17 HSIs to receive a one-year grant to enhance science programs in disciplines the Defense Department considers critical to national security.

## OVERVIEW

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### ABOUT OUR COVER

Barry University in Miami Shores, Florida, is one of many HACU member colleges and universities in Florida that will be showcased during HACU's 18th Annual Conference Oct. 16-19 in Miami. Visit [www.hacu.net](http://www.hacu.net) for early online registration.

### MARK YOUR CALENDAR!

The HACU 2004 Capitol Forum on Hispanic Higher Education  
March 28-31, 2004  
Washington, D.C.  
Register online at [www.hacu.net](http://www.hacu.net)!

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The Voice of Hispanic Higher Education reserves the right to edit all materials submitted for publication. We are not responsible for returning any unsolicited materials such as photos, brochures, etc. We also reserve the right to refuse publication of any unsolicited material.

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## ABOUT HACU

The Hispanic Association of Colleges and Universities represents more than 340 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.

## MESSAGE FROM THE PRESIDENT



# A CHALLENGING YEAR AHEAD

By Antonio R. Flores  
President and CEO of HACU

The higher education community ended 2003 struggling with continuing budget constraints that are forcing many campuses to eliminate classes, limit admissions, raise tuition fees and postpone needed infrastructure investments. In 2004, a presidential election year, we expect continuing challenges, but also great opportunities to advance HACU's mission.

For a higher education system that remains among the best in the world because it is so accessible, the challenge in these uncertain economic times is how to keep the doors open to a college education as a foundation for our country's continued economic strength and global leadership. We cannot excel as a nation if our higher education institutions do not have the resources to excel in educating the new generations of visionary leaders and high-skilled workers required by our society.

This challenge is profound in the face of rapidly changing demographics that demand equity and access for traditionally low-income "emerging majority" communities that now make up the fastest-growing college-age population, and which also remain comparatively least able to afford the escalating costs of a college degree.

Clearly, substantial new funding is essential to the success of our Hispanic higher education community. Our Hispanic-Serving Institutions (HSIs) are at the forefront of service to our country's youngest and largest ethnic population; yet our HSIs continue to receive on average only about half the federal funding per student accorded to every other higher education institution.

HACU this year will again call upon our national leaders to reaffirm our country's commitment to educational access, equity and success as the key to our future peace and prosperity. HACU — through our Legislative Agenda for FY 2005 and Public Policy Priorities for Reauthorization of the Higher Education Act — will request a substantial new investment in our Hispanic higher education community that will bring federal funding parity to these vital institutions of higher learning.

With the support of an outstanding staff in Washington, D.C., and at our national headquarters in San Antonio, Texas, HACU

will build upon an extraordinary past year of successful new partnerships and support for Hispanic higher education success.

HACU also begins 2004 with an expanded sense of commitment and service to a globally minded and engaged Hispanic community through our international efforts. To that end, HACU welcomes the leadership of Alvaro Romo, our new Executive Director of International Programs and Support Services.

Alvaro Romo, who is based at HACU headquarters in San Antonio, is a 30-year veteran of international education teaching, administration and leadership ranks, including positions as head of international and graduate education at the Universidad Autonoma de Guadalajara and coordinator of international programs at the University of Houston System — both HACU member institutions at the forefront of international outreach.

He is a renowned consultant and advisor to international organizations and academic institutions who has been published widely and received numerous honors and awards. Dr. Romo will prove an extraordinarily compelling voice for the role of our Hispanic higher education community in the global arena.

HACU in 2003 enjoyed unprecedented national recognition for our pivotal role in the advancement of U.S. Latinos, including a Lifetime Achievement Award from Hispanic Business magazine and additional honors from distinguished higher education institutions and organizations. We are grateful and inspired by this recognition to build upon our organization's accomplishments in enhanced service to our membership in the coming year.

HACU in 2003 celebrated new partnerships and support from leading corporations, foundations and federal agencies, including renewed support for HACU-administered scholarship programs for students attending HACU member and partner institutions.

The HACU National Internship Program once again reached new records for participation in what has become the nation's largest Hispanic college internship program. Our 17th Annual Conference in Anaheim, California, attracted outstanding attendance and support, as did the 2003

*continued on page 7*



# FUNDING OUTLOOK FOR HSIs FOR THE YEAR AHEAD

By Gumeindo Salas  
Vice President of Government Relations

Congress likely will pass a \$94 million federal Fiscal Year (FY) 2004 appropriation for Hispanic-Serving Institutions (HSIs) under Title V of the Higher Education Act after Congress reconvenes January 20 following the Christmas recess.

Before adjourning for the holidays, the House of Representatives in December passed a \$94,551,000 Title V appropriation, which was then reduced to \$94 million because of the mandatory requirement for a .59 percent across-the-board cut for all non-defense programs.

The Senate will not vote on the Title V appropriation until after January 20, although indications are that the Senate will likely follow suit with approval of \$94 million approved by the House.

While \$94 million represents a record new appropriation for HSIs, the \$1.6 million increase over the \$92.396 appropriation for FY 2003 falls short of earlier proposals for a \$100 million Title V appropriation.

An uncertain economic outlook and the continued commitment of a substantial portion of the federal budget to America's continuing presence in Iraq has prevented Congress from devoting any considerable new funding to most domestic programs, including education.

Against that backdrop, HACU is grateful for the work of its allies in Congress to secure a funding increase under Title V, which remains the chief vehicle for targeting federal infrastructure support spending to the country's historically under-funded HSIs.

HACU's Washington, D.C., office will closely monitor final votes this month on Title V and other federal agency budgets that contain targeted federal funding for HSIs, and inform HACU's membership via a series of member advisories and action alerts. There is still a possibility that spending amounts for Hispanic higher education will be adjusted upward or downward when the Senate reconvenes.

HACU will renew its efforts this year to win support for substantially higher levels of funding in future years on two fronts: a FY 2005 Title V increase and establishment of a higher spending authorization threshold as part of the pending five-year reauthorization of the Higher Education Act (HEA).

Congressional deliberations on HEA reauthorization will continue when both Houses convene January 20 for the 2nd Session of the 108th Congress. HEA reauthorization, which will determine federal spending policies for all higher education institutions for the next five years, also will dominate the agenda at HACU's 2004 National Capitol Forum on Hispanic Higher Education this year.

HACU's Capitol Forum is the single most important national platform to advocate for Hispanic higher education needs during an annual event that places the leadership of HACU and its

allies in direct contact with key members of Congress and the White House.

HACU is urging the leadership of every member, associate member, partner and international member college and university to make plans now to attend HACU's 2004 National Capitol Forum on Hispanic Higher Education, "Capitol Strategies for Hispanic Higher Education Success," March 28-31, 2004, at the Washington Marriott Hotel in Washington, D.C.

The grass roots leadership of our Hispanic higher education community will be essential to winning record new federal funding increases for those colleges and universities serving the largest concentrations of Hispanic higher education students in the fastest-growing Hispanic population centers.

Key to HACU's success in promoting a FY 2005 Legislative Agenda and Higher Education Act Reauthorization Agenda will be the message the membership will personally convey to the leadership of Congress during a day of Visits to Capitol Hill.

New to HACU's Capitol Forum in 2004 will be a Summit on Diversity immediately following the Capitol Forum that will focus on new challenges to the Hispanic higher education community in the wake of last year's Supreme Court rulings on affirmative action in cases involving the University of Michigan, a HACU associate

member university.

University of Michigan President Mary Sue Coleman and George Washington University President Joel Trachtenberg are among the keynote speakers scheduled to address the highly interactive, half-day Summit on Diversity on March 31 at George Washington University in Washington, D.C.

This year's Capitol Forum will offer new demographic and strategic tools that can assist the membership of HACU in preparing compelling arguments for a larger national investment in the higher education success of the country's largest ethnic population.

The Capitol Forum also will provide extraordinary networking opportunities for Hispanic higher education leaders, students, allied advocates, federal agency executives, White House representatives and the leadership of the House and Senate.

Please visit [www.hacu.net](http://www.hacu.net) for early registration information, hotel discount information and Capitol Forum Agenda updates. Daily onsite registration also will be available.

At a time when economic constraints and massive defense budget increases are dominating each day's headlines, the grass roots leadership of HACU member and partner colleges and universities must convince Congress that investments in education remain the surest avenue to enhancing our country's economic strength and security.

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*HACU's Capitol Forum is the single most important national platform to advocate for Hispanic higher education needs...*

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# NSF GRANT TO PROVIDE STUDENTS NEW RESEARCH OPPORTUNITIES

The National Science Foundation awarded HACU a \$250,000 grant to provide new opportunities for Hispanic undergraduate and graduate students to participate in national science and technology research projects.

The HACU Hispanic Scientist Development Pilot Program will identify and recruit top students majoring in science, technology, engineering or mathematics (STEM) from HACU member and associate member colleges and universities to participate in the latest research initiatives at NSF Science and Technology Centers.

“This project will create new opportunities for Hispanic students to excel through new access to cutting-edge research and the expertise offered by these renowned centers,” said HACU President and CEO Antonio R. Flores. “HACU applauds the NSF for its continuing investments in diversity in these fields of study critical to our country’s future

economic success and national security,” Flores said.

A national recruitment effort will target eligible undergraduate students and graduate students at these campuses majoring in STEM fields.

“Engaging Hispanics in interdisciplinary, world-class science builds self-confidence, provides important research experiences and gives participating students a competitive edge in pursuing graduate school and the professoriate,” said HACU Director of Program Collaboratives Rene A. Gonzalez, a co-principal investigator for the project.

“This project will place our students on the pathway to obtaining their doctorates in the sciences, and to full participation in scientific developments of the 21st century,” Gonzalez said.

HACU will work with the staff at NSF Science and Technology Centers to determine the qualifications for candidates to conduct research at the

facilities. Selection of candidates from HACU member colleges and universities likely will begin this spring.

HACU earlier received a \$100,000 grant from the NSF to form the NSF/HACU Task Force for the National Study of STEM Education At Hispanic-Serving Institutions.

HACU is participating in the NSF-funded Advanced Networking with Minority-Serving Institutions (AN-MSI) project to assist campuses serving large Hispanic and other minority student populations to develop advanced information technology infrastructure and reach.

The NSF also is a partner in the HACU National Internship Program, the largest Hispanic college internship program in the country. Seventy-seven top college students have participated in paid summer internships at NSF offices.

# HACU PRESIDENT AND CEO RECEIVES LIFETIME ACHIEVEMENT AWARD

The editors of Hispanic Business magazine presented HACU President and CEO Antonio Flores with a Lifetime Achievement Award for his career-long championship of Hispanic higher education success.

“Dr. Antonio Flores has brought a lifelong passion to the improvement of education,” said Jesus Chavarria, editor and founder of Hispanic Business Inc.

Hispanic Business magazine is the award-winning flagship publication of Hispanic Business Inc., which also is the umbrella for online and research information services to the nation’s diverse business communities and decision-makers.

“It should be recognized that Dr. Flores and HACU have been the key players in spearheading programs that give Hispanic students access to post-secondary educational opportunities,” Chavarria said. “I want to congratulate Dr. Flores for his continued advocacy for education, and applaud his lifetime achievement.”

Flores, who is also Chair of the Hispanic Association on Corporate Responsibility (HACR), was honored at a special awards ceremony hosted by Hispanic Business in Los Angeles in late November. He joined Daisy Esposito-Ulla, Chair and CEO of The Bravo Group, who also received a Lifetime Achievement Award.

Both were cited for their national stature, career achievements and status as national role models.

“It is a great honor to be recognized by the nation’s premier business publication for the Hispanic community. This award belongs to the outstanding leaders of every member college and university of HACU, who daily champion the college and career success of our Hispanic students,” Flores said.

Flores in 1996 became President and Chief Executive Officer of HACU. He has been named one of the 100 Most Influential Hispanics in the United States by Hispanic Business magazine and one of the 50 Most Important Hispanics in Business and Technology by Hispanic Engineer & Information Technology magazine.

Flores is a leader and co-founder of the Alliance for Equity in Higher Education, the nation’s first unified voice for all minority-serving higher education institutions. He also is chair of the national ¡Adelante! Educational Leadership and Scholarship Fund, and serves on the boards of the National Hispanic Leadership Agenda, Teach for America, and the American Hospital Association’s National Commission on the Workforce.

# DIVERSITY DEFENDERS HONORED; HACU DIVERSITY SUMMIT PLANNED

**D**efenders of diversity at the University of Michigan, a HACU associate member institution, were presented with the 2003 National Equal Justice Award by the NAACP Legal Defense and Educational Fund, Inc.

Special ceremonies in New York in November honored University of Michigan President Mary Sue Coleman, former University of Michigan President Lee C. Bollinger, former law school dean Jeffrey S. Lehman and key corporate supporter General Motors.

HACU is planning a Summit on Diversity in Washington, D.C., on March 31, 2004, that will focus on the policy developments and new challenges facing America's diverse higher education communities in the wake of last year's U.S. Supreme Court rulings in favor of diversity in two landmark cases involving the University of Michigan.

The U.S. Supreme Court last summer upheld the University of Michigan Law School's affirmative action policy. HACU and the NAACP Legal Defense and Educational Fund were among numerous national organizations that filed a friend of the court brief in the case and represented African-American and Latino student interveners in a companion case, Gratz v. Bollinger. Gratz challenged the undergraduate school's admissions policy. In Gratz, the high court reaffirmed that race may be considered as a factor in admissions decisions.

The Michigan cases were described at the award presentation honoring Coleman, Bollinger, Lehman and

General Motors as part of the continuing quest to realize the promise of Brown v. Board of Education. That 1954 Supreme Court decision overturned the "separate but equal" doctrine of legally sanctioned discrimination.

Coleman, a tireless defender of diversity during the court cases since becoming president of the University of

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*"First, our commitment to a diverse campus will continue. And second, every student admitted to our University will continue to be eminently well qualified."*

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Michigan in 2002, applauded the Supreme Court ruling for giving educators "a green light to pursue racial and ethnic diversity." She also vowed: "First, our commitment to a diverse campus will continue. And second, every student admitted to our university will continue to be eminently well qualified."

Coleman's predecessor, Lee C. Bollinger, is now president of Columbia University. At the University of Michigan, Bollinger steered the institution through five years of challenges to its admissions policies. The lawsuits were initiated in October and December of 1997 by non-Hispanic white applicants who were denied admission to the undergraduate school and law school, respectively.

Jeffrey S. Lehman, former dean of the University of Michigan Law School, is now president of Cornell University. During his tenure at the University of Michigan, Lehman helped shape the legal argument for universities' freedom to consider race as a limited factor in the admissions process, in order to achieve meaningful levels of racial and ethnic integration.

General Motors Corporation, a long-time supporter of HACU, was honored for

the decisive role General Motors played in forging a strong voice by Fortune 500 corporations supporting the University of Michigan's use of affirmative action in student admissions.

A major player in the global economy, General Motors filed briefs at every stage of litigation – in District Court, the U.S. Court of Appeals for the Sixth Circuit, and the Supreme Court.

HACU's Summit on Diversity is a special post-Capitol Forum event of HACU's 2004 National Capitol Forum on Hispanic Higher Education, scheduled March 28-30, 2004, at the Washington Marriott Hotel in Washington, D.C.

On March 31, 2004, HACU's post-Capitol Forum Summit on Diversity will convene at George Washington University in Washington, D.C.

The Summit will address the latest issues and new challenges for Hispanic higher education in the wake of Supreme Court rulings on the University of Michigan cases, and the new realities for higher education admissions policies, student programs, and diversity initiatives.

For more information and online registration for HACU's Summit on Diversity, visit the HACU 2004 Capitol Forum page at [www.hacu.net](http://www.hacu.net).

## VOICE EDITORIAL CALENDAR 2004:

January:	The Year Ahead
February:	Capitol Forum Preview
March:	Our Community Colleges
April:	Education Technology
May:	Capitol Forum Highlights
June:	The K-College Pipeline
July:	The Student Retention Dilemma
August:	Hispanic Leadership Today
September:	18th Annual Conference Preview
October:	Grants and Fundraising Trends
November:	Our International Reach
December:	Annual Conference Highlights



*University of Michigan*

# HISPANIC HIGHER EDUCATION COMMUNITY EMBRACES WORKFORCE DEVELOPMENT ROLE

The Hispanic higher education community will host two workforce development conferences this year in Texas and Florida to provide information on workforce best practices and resources to the fastest-growing segment of the U.S. labor force.

In a unique partnership with the U.S. Department of Labor, the Hispanic Association of Colleges and Universities (HACU) will administer the fifth year of a college and career development initiative targeting America's largest Hispanic population centers.

Two HACU member campuses, Texas A&M University at Kingsville and the Inter American Campus of Miami-Dade College in Florida, will host two workforce development conferences in March and April 2004, respectively, in partnership with HACU and the U.S. Department of Labor Employment and Training Administration (DOL/ETA).

Since 1999, the HACU\*DOL/ETA partnership has sponsored a series of conferences at locations throughout the country enlisting HACU's membership as frontline leaders in Hispanic higher education and community workforce training initiatives.

"Hispanics already make up one of every three new workers joining the U.S. labor force today. Hispanics will have a profound impact on our country's future economic strength and security," said HACU President and CEO Antonio Flores. "HACU applauds the U.S. Department of Labor for its commitment to a successful future for our Hispanic communities and for our country."

Hispanics make up the country's youngest and largest ethnic population, but also suffer the lowest high school and



*Workforce development conferences bring together educators and workforce specialists to share information on best workforce development practices and resources.*

college graduation rates of any major population group. Hispanics also suffer disproportionately high poverty rates (exceeding 20 percent), and remain severely under-represented in the highest-paying professions in the fastest-growing fields of work now demanding advanced college degrees.

"In today's uncertain economy, in which low-wage jobs that do not require a college degree are fast disappearing, this partnership is directly addressing the need to rapidly open new doors to college and higher paying jobs for our Hispanic communities," said Tony Leiva, HACU's DOL/ETA Program Manager at HACU national headquarters in San Antonio, Texas. "This partnership is making a real difference."

The partnership between HACU and DOL/ETA was formed following passage of the national Workforce Investment Act of 1998, which replaced the myriad programs of the old Job Training Partnership Act.

Many HACU member HSIs have become home to one-stop career centers, which post job openings and skills training opportunities for every member of the community. Other HSIs are active partners in outreach that extend beyond their campus borders in initiatives that can range from providing academic and job support for high school dropouts to continuing education for college graduates seeking new career directions.

Several HSIs are working directly with employers. Eastern New Mexico University in Roswell became partners with the state's aviation sector to provide training meeting aviation industry needs. In New York, LaGuardia Community College and New York City Technical College are part of a consortium developing telecommunications industry training programs. In Texas, El Paso Community College is assisting dislocated workers with GED classes and training for computer and manufacturing industry jobs.

Other HSIs are working with "at-risk" students in high school and middle school to prepare early for college degrees and rewarding careers. The University of California at San Diego hosted a youth achievement camp for area youngsters that also invited their parents along on campus tours. The City University of New York is a partner in the Hostos-Lincoln Academy for "at-risk" high school students, which has sent 90 percent of its graduating classes on to college.

For more information about the HACU\*DOL/ETA partnership and the upcoming conferences in Texas and Florida, contact Tony Leiva, HACU's DOL/ETA Program Manager, at (210) 692-3805. Ext. 3222. Or visit [www.hacu.net](http://www.hacu.net).

## A CHALLENGING YEAR AHEAD *continued from page 3*

Capitol Forum in Washington, D.C.

HACU's Office of Information Technology Initiatives continues to bring new information technology expertise and resources to our Hispanic higher education community with the support of prestigious partners that include the National Science Foundation, Verizon Foundation, IBM, Microsoft, W.K. Kellogg Foundation, Academic Systems and the Educational Testing Service.

HACU's Office of Program Collaboratives this year will continue to provide our membership with pre-collegiate support, technical assistance, and workforce development, research and grant opportunities with the support of distinguished partners that include Ford Motor Company, U.S. Department of Health and Human Services, U.S. Environmental Protection Agency, U.S. Department of Labor Employment and Training Administration,

SBC Foundation, USAA, Shell Oil Company, Council for Opportunity in Education and The College Board.

HACU applauds the continuing support of its allies and partners for their extraordinary commitment to championing Hispanic higher education success. Together, we can dramatically enhance our reach and our results in the coming year in support of Hispanic higher education excellence and success.

# NEW MANAGEMENT PROGRAM AT THE ST. PAUL COMPANIES

**E**ileen Muñoz says curiosity led her to the insurance industry. "I'm constantly driven to learn more about less-known areas than the familiar ones," Eileen says.

After graduating from the University of Pennsylvania, where she earned a B.A. in international relations, Eileen took a job with The St. Paul Companies, Inc., a longstanding partner of HACU.

Eileen is one of the first participants in the new Management Associate Program at the Fortune 500 property-liability insurance company headquartered in St. Paul, Minnesota. Of the 10 management associates recruited in 2002, eight were identified on selected college campuses, and two—one of them Eileen—were selected internally.

By design, the three-year program is tough. Management associates take on challenging, comprehensive and very visible work assignments to prepare them for future leadership roles. They rotate throughout the company, and at all turns, performance is stressed. The program is new to "The St. Paul" in that

it gives participants exposure to a broad range of business and management experiences very early in their professional careers.

"We have an incredible group of intelligent, motivated management associates from different alma maters and diverse backgrounds. Each of us has different strengths," Eileen says.

In one year, Eileen's experience in the program is impressive. Working with two separate underwriting business centers, she has been involved with best practices benchmarking, strategic planning, developing proposals, building workflow models and creating management information reports. She also participated on a cross-corporate team project.

"In this program, we have to be flexible and ready to move at a moment's notice. We must be prepared to switch locations every couple of months and travel from one place to the next to get the job done," she says.

Eileen has found moving to new locations energizing. "I moved from California to the East Coast, then to



*Eileen Muñoz, Management Associate, The St. Paul Companies.*

Colorado and now, to Minnesota. I'm of mixed race, and I think that, in part, makes me want to discover the world."

In addition to the Management Associate Program, The St. Paul offers college graduate trainee programs in underwriting, claim handling, actuarial, information systems and human resources.

For more information about The St. Paul Companies, visit [www.stpaul.com](http://www.stpaul.com)

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## US Coast Guard Civilian Career Opportunities

### WHO ARE WE?

We are a vital part of the United States Coast Guard, who serves and protects America's coastlines and waterways. Every day, we, the civilians in the Coast Guard, work together with military personnel to save lives, enforce the law, operate ports and waterways, and protect the environment. We number over 6,000 civilian positions in over 200 different types of jobs throughout the Coast Guard. We work in over 100 locations across America. We have dynamic careers with flexibility, great pay, outstanding benefits, and the satisfaction of serving our country.



### Types of Jobs:

- Professional, Administrative, and Technical positions
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- Student positions
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## Dean of Academic Affairs Los Angeles City College

Responsible for instructional leadership for a portion of college's 30 departments. Reports to the VP of Academic Affairs. Facilitates academic planning, program review, enrollment and fiscal management, faculty hiring & evaluation, curricular innovation, contract compliance, supervision of class schedule preparation.

Applicants must possess California credential authorizing administrative service at community college level or a master's degree (from accredited college or university), and one year of leadership experience related to administrative assignment. Salary range: \$84,045 to \$107,887. Send letter of interest with current resume, and names, titles, addresses, and phone numbers of 4 references (one supervisor, one peer, one faculty member, one direct report) who can assess candidate's qualifications for the position to: The Selection Committee for the Dean, Vice President of Academic Affairs Office, LA City College, 855 N. Vermont Ave., Los Angeles, CA 90029. Letters and supplementary materials are due by 4:30 p.m., Jan. 30, 2004. For info, call (323) 953-4000, ext. 2052.

## Illinois Board of Higher Education

### Director of Governmental Relations

The Illinois Board of Higher Education seeks nominations and applications for the position of Director of Governmental Relations. The Board provides state-level coordination for Illinois' 12 public university campuses, 48 community college campuses, and 120 private institutions, and works with the Illinois Community College Board and the Illinois Student Assistance Commission. The Board's statutory responsibilities include master planning, budget development, program approval and review, development of information systems, and administration of grant programs.

The Director of Governmental Relations, under the general supervision of the Executive Director, will coordinate activities related to legislative matters of interest and concern to the Board. Responsibilities will include drafting and tracking legislation supporting the Board's priorities, analyzing proposed legislation affecting higher education, and establishing relationships with the Governor's Office, the General Assembly, and the higher education community. A detailed position description is on the Board's website at [www.ibhe.state.il.us](http://www.ibhe.state.il.us).

Qualifications for this position include: a bachelor's degree, with master's or doctorate preferred; an in-depth working knowledge of the State's legislative process; an understanding of the State's political context and environment; and an understanding of the Board's role and responsibilities. The preferred candidate will possess and demonstrate strong presentation skills, both written and oral.

Nominations and applications should include a cover letter addressing the listed qualifications, a detailed resume, three references who can attest to the successful completion of comparable work, and a relevant writing sample. Review of applications will begin on January 12, 2004, and continue until the position is filled. Nominations and applications should be sent to:

Peggy Podlasek  
Illinois Board of Higher Education  
431 East Adams, 2nd Floor  
Springfield, IL 62701

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## Arizona State University JOB ANNOUNCEMENT

### Assistant/Associate Professor Political Economy of Labor

Arizona State University, West Campus. The Department of Social and Behavioral Sciences invites applications for a full-time tenured/tenure track position at the assistant or associate professor rank beginning August 16, 2004. We seek candidates with expertise in the political economy of labor. Ph.D. required by August 1, 2004 in a discipline/interdisciplinary field related to the social sciences.

Candidates must have an active research agenda in the political economy of labor, and a potential for or record of successful external funding, appropriate to rank. Must demonstrate potential for or record of excellence in scholarship and teaching, appropriate to rank. Evidence of work in a global/transnational context is desired. Also desired are applicants interested in collaborating across disciplines in research and proposal writing, and with strong potential for linking their research and teaching with the local/global Phoenix metropolitan community. Successful candidate will (1) teach lower and upper division courses in political science, sociology, and/or the interdisciplinary degree in social and behavioral sciences, which includes courses in anthropology and geography, (2) conduct research in political economy of labor, and (3) provide service to the department, campus, community, and discipline.

Applications must include a cover letter addressing qualifications with reference to the ad, including a description of your research interests and teaching philosophy, current curriculum vita, and the names, addresses, and phone numbers for three references. Please send hard copy, postmarked applications only, to: Kristin Koptiuch, Chair, Political Economy Search Committee, Department of Social and Behavioral Sciences, Arizona State University West, P.O. Box 37100, Phoenix, AZ 85069-7100. Deadline is January 15, 2004; if not filled, the 15th of every month thereafter until search is closed.

ASU West, a community-focused metropolitan campus of Arizona State University, located in Phoenix, serves the community and more than 7,100 residential and commuter students of diverse ages, ethnicity, and experience through 29 baccalaureate programs, nine master's programs, and eight certificate programs. Please visit our web site at <http://www.west.asu.edu/>. ASU West is an Equal Opportunity / Affirmative Action employer in policy and practice.

## Arizona State University JOB ANNOUNCEMENT

### Assistant/Associate Professor Applied GIS and Quantitative Methods

Arizona State University West. The Department of Social and Behavioral Sciences invites applicants for a tenure-track position at the Assistant or Associate rank, to begin August 16, 2004. We are seeking candidates with expertise in the area of applied GIS and quantitative methods with specialization in at least one of the following social science research areas: environment, technology and science, sustainable development, urban, immigration, or evaluation and social policy. Responsibilities will include teaching undergraduate courses, interdisciplinary scholarly research and grant writing, and service to the department, campus, community, and discipline. All candidates must have a Ph.D. in a discipline/interdisciplinary field related to the social sciences, an active research agenda appropriate to rank, the potential to contribute to curriculum development in one or more of the department's social science disciplines and conduct research in one or more of the social science research areas listed above appropriate to rank. Preference will be given to those whose research interests center on issues confronting the western US and northern Mexico.

**For Associate**, the successful applicant must demonstrate a record of successful external funding, high quality teaching in GIS and quantitative methods, and provide evidence of interdisciplinary collaboration in research and grant writing.

**For Assistant**, the successful applicant must have Ph.D. by August 16, 2004, must demonstrate the potential for success in securing external funding, provide evidence of the potential to teach in GIS and quantitative methods and demonstrate the potential for interdisciplinary collaboration in research and grant writing.

Applications must include a cover letter addressing your qualifications with reference to the ad, a statement about the research and teaching interests you plan to pursue over the next five years, your current curriculum vita, and the names, addresses, and phone numbers for at least three references. Please send your application to: Suzanne Vaughan, GIS Search Committee, Arizona State University West, Department of Social and Behavioral Sciences, P.O. Box 37100, Phoenix, AZ 85069. Deadline is January 15, 2004. If not filled, the 15th of each month thereafter until search is closed. Affirmative Action/Equal Opportunity Employer.



## Foothill-De Anza Community College District

### President, De Anza College

The Board of Trustees of the Foothill-De Anza Community College District invites nominations and applications for the position of President, De Anza College. The Board seeks a leader with a bold vision who, through inspired leadership, will build on the tradition of excellence of this nationally acclaimed community college.

De Anza College provides high-quality educational opportunities that promote development of individual abilities and competencies and enhances the quality of life within the communities it serves. It offers a variety of programs and services, including programs for transfer to four-year colleges and universities; career education programs; programs and services for students who lack a strong educational background; and continuing education courses and programs that foster cultural growth, life enrichment, and skills improvement.

Candidates for the President should exemplify the following:

- an educator and lifelong learner who is passionate about quality teaching and learning processes and who will support innovation in teaching and learning.
- ability to inspire and motivate faculty, staff, and administrators;
- evidence of a commitment to and appreciation of diversity in faculty, staff, students, and the community.

The complete President Profile with full explanation of expected qualifications and detailed application instructions may be obtained by visiting the De Anza College website at: [www.deanza.edu](http://www.deanza.edu).

Nominations, expressions of interest, and applications should be submitted to

12345 El Monte Road/Los Altos Hills, CA 94022, email: [sarmany@fda.edu](mailto:sarmany@fda.edu) or

Del M. Anderson, ACCT Search Consultant, at 510.638.5288 or by email at [dlanderson@earthlink.net](mailto:dlanderson@earthlink.net).

Also assisting in the search is Dr. Narcisa A. Polonio, Director, ACCT - Board Leadership Services at 202.775.4667 x118, or 202.276.1983 or by email at [npolonio@acct.org](mailto:npolonio@acct.org).

An ACCT Search



## SAN ANTONIO COLLEGE

*Create your tomorrow*

**San Antonio College** is seeking applicants for the position of Dean, Professional & Technical Education (041197). San Antonio College is one of the largest single-campus community colleges in the country and the largest single-campus community college in the State of Texas, enrolling over 22,000 students. The college's student body, like all of the District's colleges, draws from the entirety of Bexar County and South Texas.

Requires: Master's degree in a job-related area (Doctorate in a job-related area strongly preferred) and five (5) years experience in college administration, professional/technical program development, including teaching at the college level and a record of increasingly broad responsibilities.

Online administrator applications require attachment of three (3) letters of recommendation and photocopies of your transcripts. Late or incomplete applications will not be accepted.

**Position closes:  
February 6, 2004**

**Apply online at:  
<http://accdpeoplelink.accd.edu>  
Ph: 210-208-8051**

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