



HACU

HISPANIC
ASSOCIATION
OF COLLEGES &
UNIVERSITIES

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THE VOICE

OF HISPANIC HIGHER EDUCATION



**Inside this Issue:
Message from the President
HACU's 18th Annual Conference**

LIFELONG LEADERSHIP

The inaugural HACU Lifelong Leadership Award was presented at HACU's 18th Annual Conference to Miguel A. Nevarez, a nationally acclaimed role model for Hispanic higher education leadership who has also been called one of the great modern heroes of Texas and one of the 100 Most Influential Hispanics in America. Nevarez, the longest serving Hispanic president of a college or university, retired this year from the presidency of the University of Texas-Pan American, a founding HACU member institution.

AWARD OF EXCELLENCE

HACU presented the President's Award of Excellence to Miami Dade College President Eduardo Padrón during HACU's 18th Annual Conference in Miami. HACU also honored Padrón in a special tribute before the start of this year's conference as part of HACU's 2nd Annual "Celebra Educación" Fundraiser and Dinner to benefit student programs and scholarships. Padrón, a founding member and past chair of the HACU Governing Board, presides over a college with the largest Hispanic enrollment in the country.

INTERNATIONAL AWARD

HACU presented its highest international education award to Mexico's Universidad Veracruzana for promoting academic outreach to Hispanic communities of learning worldwide. HACU's Exemplary International Member Institution Award was presented during HACU's 18th Annual Conference to Universidad Veracruzana Rector Arredondo, who is also President of the Inter-American Organization for Higher Education.

LEADERSHIP IN CONGRESS

The leadership of the nation's Hispanic higher education community honored U.S. Representative Ileana Ros-Lehtinen of Florida with HACU's 2004 Exemplary Policy/Advocacy Leadership Award. Ros-Lehtinen, the first Hispanic woman elected to the United States Congress, is a founder and chair of the influential Congressional Hispanic Conference.

DEPARTMENT OF EDUCATION

The leadership of the new U.S. Department of Education/HACU Leadership Group was applauded by participants at HACU's 18th Annual Conference for seeking new support for the Hispanic higher education community. The leadership group is a result of a historic new Memorandum of Understanding signed at HACU's 2004 National Capitol Forum on Hispanic Higher Education.

OUTSTANDING MEMBER

HACU presented the 2004 Outstanding HACU Member Institution Award to Florida International University. Internationally renowned for research, teaching and diversity, Florida International University is one of the nation's top-ranked public universities. With a diverse student enrollment that is more than 50 percent Hispanic, Florida International University also serves an international student body that represents more than 130 countries.

PRIVATE SECTOR LEADERSHIP

General Motors Corp. received this year's HACU Outstanding Private Sector Partner Award. Hundreds of scholarships have been awarded to talented students attending HACU member higher education institutions through the HACU/General Motors Engineering Excellence Award scholarship program. HACU member institutions also receive development and research support through the General Motors Key Institutions program.

PUENTE HACU

Participants at HACU's 18th Annual Conference applauded award-winning artist Edward Hayes Jr. for his painting, 'Puente HACU,' created for the design of this year's conference awards. 'Puente HACU,' is the metaphor for what HACU means to people," said Hayes, a student at The School of the Art Institute of Chicago. "It is a bridge that has helped students cross obstacles and find opportunities."

EL DIALOGO

Miller Brewing Company, a long-time sponsor of HACU conferences, introduced a new initiative at HACU's 18th Annual Conference designed to show how parents can play a pivotal role in preventing underage drinking. Miller Brewing Company is providing a new prevention resource for the Hispanic community called "Continuemos El Dialogo." Visit www.millerbrewing.com for an online copy of the new booklet written with the assistance of experts in the fields of education, family therapy, law enforcement and student health.

CALL FOR PAPERS

The Call for Presentations deadline has been extended to December 15 for HACU's 6th International Conference, "Technology and Culture: International Convergence," scheduled May 22-24, 2005, in Santa Fe, New Mexico. HACU's 6th International Conference will offer a bilingual platform for discussing latest trends, partnerships and other topics. For more information, visit www.hacu.net.

OVERVIEW

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ABOUT OUR COVER

At HACU's 18th Annual Conference in Miami, Florida, participants attend an evening reception at Miami's famous Vizcaya Museum and Gardens. A special report on HACU's 18th Annual Conference begins on page 4. Cover and inside photos by Jose Galvez at www.josegalvez.com.

MARK YOUR CALENDAR!

HACU's 2005 Capitol Forum
April 3-5, 2005 • Washington, D.C.

HACU's 6th International Conference
May 22-24, 2005 • Santa Fe, New Mexico

HACU's 19th Annual Conference
October 15-18, 2005 • Phoenix, Arizona

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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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HACU'S 18TH ANNUAL CONFERENCE PROVES AN EXTRAORDINARY SUCCESS

HACU's 18th Annual Conference proved an extraordinary success and a powerful voice for unity as we look to a new year, newly energized by our shared commitment to promote higher education success for our Hispanic communities.

Against the backdrop of the closing days of this year's presidential election campaigns, our national conference in Miami, Florida, in October attracted record attendance and issued a compelling call to make Hispanic higher education a top post-election priority of Congress and the country.

The leadership of the Hispanic higher education community here and abroad reaffirmed their consensus that greater investments in college opportunities for our students will be essential to the economic success, social well-being and security of our country and of our hemisphere.

HACU applauds the support of our corporate, philanthropic and public sector sponsors and exhibitors, our outstanding roster of national and international keynote speakers, our volunteers and every participant for making this year's conference an unparalleled success.

This year's conference is paving the way for important new partnerships to strengthen academic programs and learning technologies for our global communities of learners. Participants also were introduced to model programs and important new funding opportunities to better serve our country's youngest and largest ethnic population.

HACU's annual conferences provide an invaluable platform to celebrate the heroes of our Hispanic higher education community for their remarkable achievements.

This year HACU presented its highest awards to:

- Miguel Nevarez, president emeritus of University of Texas-Pan American and a founding leader of HACU, for the inaugural HACU Lifelong Leadership Award
- Eduardo Padron, former chair of the HACU Governing Board and president of Miami Dade College, the college with the largest Hispanic enrollment in the country, for the HACU President's Award of Excellence



HACU President and CEO Antonio Flores presents HACU's Lifelong Leadership Award to Miguel Nevarez.

- Universidad Veracruzana, a higher education institution in Mexico acclaimed for its international outreach, with the HACU Exemplary International Member Award
- Florida International University, a dynamic leader in research, outreach and service to Hispanic students, with the Outstanding HACU Member Institution Award
- General Motors Corporation, a longstanding partner of HACU in scholarship programs and conference support, with the HACU Outstanding Private Sector Partner Award
- U.S. Department of Agriculture, a leader in USDA internships for Hispanic college students and USDA funding and research support for the nation's Hispanic-Serving Institutions (HSIs), with the Outstanding HACU Public Sector Partner Award
- U.S. Representative Ileana Ros-Lehtinen of Florida, founding chair of the Hispanic Congressional Conference and a powerful advocate for HSIs in Congress, with the HACU Exemplary Policy/Advocacy Leadership Award.

HACU welcomes our new Governing Board chair, Alexander Gonzalez, president of California State University, Sacramento, who surely will guide our association to major victories in the critical year ahead. HACU welcomes our new Governing Board members for 2004-2005: University of New Mexico President Louis Caldera, Pima County Community College District Chancellor Roy Flores and Florida International University President Modesto Maidique.

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ABOUT HACU

The Hispanic Association of Colleges and Universities represents more than 360 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.

Continued on page 8

HACU'S 18TH ANNUAL CONFERENCE ATTRACTS RECORD ATTENDANCE

HACU's 18th Annual Conference attracted more than 1,500 college, community, public policy, philanthropic and student leaders to the national meeting in Miami, Florida, in October.

Education leaders from throughout the Americas and Spain joined their U.S. counterparts at the four-day conference to call for a new era of cross-border education partnerships in a global economy demanding multicultural, multilingual skills.

Workshops and special plenary sessions addressed continuing challenges in addressing the higher education needs of the youngest and largest ethnic population in the United States, while also celebrating the success of Hispanic-serving higher education institutions in opening new doors to college for the fastest-growing school-age population.

United States Secretary of Agriculture Ann M. Veneman cited the importance of Hispanic Americans, who already make up one of every three new workers joining the U.S. work force today, in contributing to the nation's continued economic growth.



U.S. Department of Agriculture Secretary Ann M. Veneman

"You are making a huge difference," former U.S. Secretary of Housing and Urban Development Henry Cisneros told leaders of the Hispanic higher education community. "What your institutions represent is right at the core of our hopes and right at the core of our American Dream."

Charles B. Reed, chancellor of the 23-campus California State University System, called for stronger local and national support for Hispanic higher education initiatives to directly address high dropout rates and low college completion numbers. "We need to keep Hispanic higher education issues in the spotlight at the state, local and national levels," Reed said. "Congress needs to recognize the importance of funding HSIs."

Carlos Albizu University President Salvador Santiago-Negron called for stronger partnerships among HSIs, public schools and local communities to address the education needs of Hispanics and other disproportionately poorer populations throughout the K-college pipeline.

"In the United States today, one out of every five children live in poverty; for Hispanics, it's one out of three," he said.

Only 21 percent of low-income students who enroll will complete a bachelor's degree, compared to 60 percent of students from high-income families, Cisneros said. "The enrollment gap in terms of high income and low income is the same as three decades ago," Cisneros said.



Former HUD Secretary Henry Cisneros addresses the conference.



A traditional Ribbon Cutting opens the conference and exhibit hall. Pictured, from left: U.S. Coast Guard Vice Admiral Thad Allen, St. Thomas University President Msgr. Franklyn Casale, HACU President and CEO Antonio Flores, California State University-Sacramento President Alexander Gonzalez, Miami Dade College-North Campus President Jose Vicente, and U.S. Coast Guard Captain (HACU Executive on Loan) Adolfo Ramirez.

INTERNATIONAL OUTLOOK

Also addressing the conference was Victor Arredondo Alvarez, rector of Universidad Veracruzana in Mexico and president of the Inter-American Organization for Higher Education (IOHE).

"Internationalizing higher education in today's world is a 'must.' I see current trends to support global and regional integration through university collaboration as the most solid strategy to build intelligent solutions around the world," Arredondo said.

"We are looking forward to strong alliances among our organizations," Arredondo told the conference's International Plenary, also led by Louis Caldera, former United States Secretary of the Army and now President of the University of New Mexico; and Javier Sagi-Vela, Director General of the 750-campus international UNIVERSIA portal headquartered in Spain.

"UNIVERSIA is one of the best examples of this kind of cooperation," Sagi-Vela said. "UNIVERSIA was created to establish a common gateway to the Latin American university world," he said about the ground-breaking, technology-based international education initiative backed by 750 private and public universities.

The conference also attracted large crowds to its inaugural "Building Connections: International Networking Reception," which opened dialogue on issues ranging from faculty and student exchanges to the role of the international Hispanic higher education community in global economic and public policy developments.

Continued on page 8

**FOR MORE 18TH ANNUAL CONFERENCE NEWS
DON'T MISS JANUARY'S ISSUE OF THE VOICE**

EMPOWERMENT IS FOCUS OF HACU POWER LUNCH

Empowering Hispanic Americans was the focus of HACU's 18th Annual Conference Power Lunch sponsored by the U.S. Environmental Protection Agency, Wal-Mart Stores Inc. and the University of Miami.

"The success of the Hispanic American community rests in the success of our children," U.S. Representative Ileana Ros-Lehtinen of Florida, founder and chair of the Congressional Hispanic Conference, told hundreds in attendance at the Power Lunch.

"We've got to work together, forget party lines, and help our students, and that's what HACU is all about," Ros-Lehtinen said. "HACU is your voice in Congress, and that voice is listened to."

Jorge Ramos, best-selling author and award-winning news anchor for Univision, said the rapid growth of the Hispanic population has created "truly a demographic revolution" in the United States. "We are transforming the face of America," said the author of "The Latino Wave" and five other books.

Education will remain vital to empowering a population that also continues to suffer low high school and college graduation rates. While Hispanics already are becoming the majority population in many major cities, "we have to make sure we're not the least educated group in the country," Ramos said.

Florida International University President Modesto Maidique, who presides over the fastest-growing research university in the United States, praised HACU for bringing together the leadership of the Hispanic higher education community each year to present a unified voice for the education needs of Hispanic Americans.



From left to right, U.S. Representative Ileana Ros-Lehtinen, award-winning Univision news anchor Jorge Ramos and Florida International University President Modesto Maidique at HACU's 18th Annual Conference Power Lunch

"We, the members of HACU, are pathfinders," said Maidique, whose university has graduated more than 50,000 Hispanics with undergraduate and graduate degrees.

HACU WELCOMES NEW GOVERNING BOARD LEADERSHIP



Alexander Gonzalez

HACU welcomes new Governing Board leadership to preside over the nation's leading voice for the higher education needs of the country's largest ethnic population.

At HACU's 18th Annual Conference, Alexander Gonzalez, President of California State University, Sacramento, was unanimously elected chair of the HACU Governing Board, joined by a new roster of Governing Board officers and three new board members representing the leadership of the Hispanic higher education community.

"HACU welcomes the proven leadership and outstanding record of achievement of Dr. Gonzalez, a renowned champion of academic access and excellence for our nation's diverse

communities of learning," said HACU President and CEO Antonio R. Flores.

As president of Sacramento State, the veteran educator presides over one of the largest campuses in the massive 23-campus California State University system – the largest university system with the largest Hispanic enrollment in the country.

"I am honored to assume this new role for a respected national association with an international reach," said Gonzalez. "Our membership represents those colleges and universities at the forefront of every major effort to address the education needs of our country's fastest-growing college-age population. As a nation, we must embrace every opportunity

to support these institutions. They will educate the next generation of innovators and leaders."

The following were also elected unanimously to serve with Gonzalez as Governing Board officers for 2004-2005: Valencia Community College-Osceola Campus (Florida) Provost Silvia Zapico as vice chair and chair-elect, University of the Sacred Heart (Puerto Rico) President Jose Jaime Rivera as secretary, and University of Texas at San Antonio President Ricardo Romo as treasurer. As past board chair, Northeastern Illinois University President Salme Harju Steinberg remains a member of the board's Executive Committee.

Three new Governing Board members for 2004-2005 are University of New Mexico President Louis Caldera, Pima County (Arizona) Community College District Chancellor Roy Flores and Florida International University President Modesto Maidique.

"HACU is excited to welcome the expertise, visionary leadership and extraordinary credentials that every new officer and board member brings to an association that will surely benefit with record new reach and results in the critical year ahead," Flores said.

SCENES FROM HACU'S 18TH ANNUAL



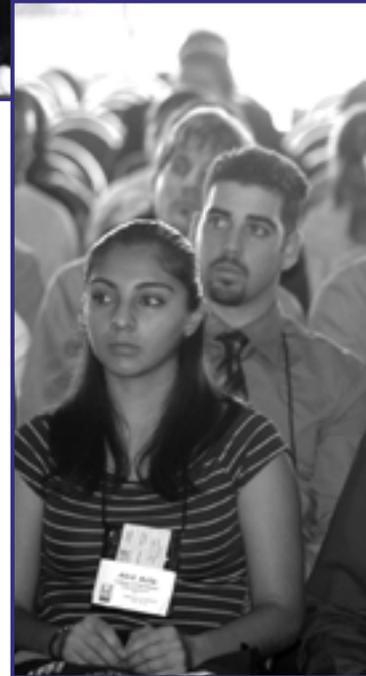
Gloria Padilla of the Ford Motor Company describes the Ford PAS program.



Nelnet Executive Director and Chief Marketing Officer David Bottegal presents a contribution to HACU President and CEO Antonio Flores following a new Partnership Agreement signing by HACU and Nelnet, the National Education Loan Network.



Students from the U.S. Coast Guard Mast Academy in Miami at the conference's Opening Plenary for the Presentation of Colors.



Inter American University of Puerto Rico-San German Campus Chancellor Agnes Mojica surrounded by students.



General Motors Vice President for Corporate Responsibility and Diversity Rod Gillum.

CONFERENCE

At the Town Hall Meeting. From left, Palo Alto College President Ana "Cha" Guzman, Hialeah Mayor Raul Martinez, Florida State Representative Rafael Arza, HACU President and CEO Antonio Flores.



Miami Dade College District President Eduardo Padron.



The conference Student Track featured sessions led by corporate, government and higher education experts on graduate school and career opportunities.



Inside the Exhibit Hall.



Gateway's Harold Washington presents Darlene Martin with a Gateway laptop computer.



At the International Networking Session.

CONFERENCE HIGHLIGHTS *Continued from page 4*



How technology is transforming education was the topic of a technology roundtable at HACU's 18th Annual Conference. Pictured, from left: Alex Ramirez, Executive Director, Information Technology Initiatives, HACU; Jose Munoz, Deputy Division Director, Division of Shared Cyberinfrastructure, Computer and Information Science and Engineering, National Science Foundation; Sally Johnstone, Director, Western Cooperative for Educational Telecommunications (WCET), Western Interstate Commission for Higher Education (WICHE).

General Motors Vice President for Corporate Responsibility and Diversity Rod Gillum accepted HACU's Outstanding HACU-Private Sector Partner award on behalf of General Motors, a leading corporate advocate for diversity in the landmark 2003 affirmative action rulings from the U.S. Supreme Court.

"GM endorses and shares the vision of HACU, which involves encouraging and guiding the Hispanic community to high academic achievement, career advancement, and economic growth," Gillum said.

"General Motors has maintained its conviction that workforce diversity, and the affirmative action policies which produce it, are absolutely vital to the health of American businesses and the U.S.

SPONSORS APPLAUDED

The many sponsors and exhibitors at HACU's 18th Annual Conference won repeated rounds of applause from packed workshops and general conference sessions for their ongoing support of Hispanic higher education, workforce diversity and community outreach.

Dozens of leading employers, scholarship and fellowship providers and service providers opened the conference Exhibit Hall doors to participants, as well as to all Florida college students and recent graduates as part of the conference's annual Career Fair days.

economy," said Gillum. "GM believes that only a well-educated and highly diverse workforce can maintain America's competitiveness in the increasingly interconnected world economy."

Diamond sponsor Nelnet presented HACU with a check for \$200,000 at the conference's Partnership Luncheon to support HACU programs and outreach. The check presentation followed the announcement of a new partnership with HACU in the form of a loan referral and marketing agreement that will benefit HACU, HACU member colleges and universities and their students.

Following the conference, HACU President and CEO Antonio R. Flores joined fellow members of the Ford Motor Company's Mi Negocio Panel of Advisors for a presentation on how to enhance entrepreneurial opportunities at a meeting in Miami moderated by Florida International University senior career services director Olga Magnusen and featuring remarks by financial advisor Louis Barajas, author of the book, "The Latino Journey to Financial Greatness."

"Creating an entrepreneurial culture is very important for our community," Flores said.



At HACU's 18th Annual Conference International Plenary. From left: Marcel Hamelin, Executive Director, Inter-American Organization for Higher Education (IOHE); University of New Mexico President Louis Caldera; Javier Sagi-Vela, Director General, Portal UNIVERSIA; Jorge Lomonaco Tonda, Consul General of Mexico in Miami; Veracruz (Mexico) Governor Miguel Aleman Velazco, and Victor Arredondo Alvarez, Rector, Universidad Veracruzana.

CONFERENCE PROVES AN EXTRAORDINARY SUCCESS *Continued from page 3*

HACU's 18th Annual Conference welcomed hundreds of bright, eager college students from throughout the country to our Student Track and Career Fair events. We also welcomed nearly 2,000 middle and high school students to our pre-conference Student Leadership Conference, co-hosted by Miami Dade College. It was immensely rewarding to meet so many of our future leaders.

HACU is deeply grateful for the support of this year's outstanding exhibitors, who contributed their expertise and guidance to offer so many new learning, research, technology, finance, teaching, infrastructure, program and partnership resources.

We applaud our distinguished sponsors who made this year's conference possible. Our sponsors this year included: the National Education Loan Network (Nelnet), the U.S. Coast Guard, CIA, DaimlerChrysler, U.S. Army, U.S. Department of Agriculture, AT&T, Bank of America, The College Board, Farm Credit Administration, Freddie Mac, Sodexho, University of Miami, Wal-Mart, Citigroup, Ford Motor Company, General Motors, Intel, Kodak, Lockheed

Martin, McDonald's, Miller Brewing Company, Broward Community College District, Carlos Albizu University, Denny's, the U.S. Department of Education, U.S. Department of State and U.S. Environmental Protection Agency.

Other outstanding sponsors included UNIVERSIA, Verizon, Office of Surface Mining of the U.S. Department of the Interior, Congressional Hispanic Caucus Institute, Gateway, Hispanic Journal, Hispanic Magazine, Hyatt Hotels, League of United Latin American Citizens (LULAC), Hispanic Network, Miami Dade College, Miami Herald, Nextel, Southwest Airlines, Trade Group, Vista Magazine, Walt Disney Company and Zubi Advertising.

Please make plans now to attend our conferences in 2005: HACU's National Capitol Forum on Hispanic Higher Education April 3-5 in Washington, D.C.; HACU's 6th International Conference May 22-24 in Santa Fe, New Mexico; and HACU's 19th Annual Conference October 15-18 in Phoenix, Arizona. Your support and participation are vital to our continued success.

FORUM ADDRESSES STUDENT RETENTION CHALLENGES

Approximately half of all students who enter college fail to earn a degree – a statistic that studies show has persisted for the past 100 years, according to the handbook, “The Art of Student Retention,” by Watson Scott Swail.

For Hispanics and other under-represented student populations, the challenge is greater because they persistently lag in college access and completion rates.

HACU, in partnership with the national Educational Policy Institute, hosted a special forum on student retention issues, “A Primer for Improving Student Retention at HSIs,” sponsored by TG, as a post-conference event of HACU’s 18th Annual Conference in Miami, Florida, in October.

Swail, president of the Educational Policy Institute and author of the book, “Retaining Minority Students in Higher Education: A Framework for Success,” welcomed HSI presidents and student



Watson Scott Swail, president of the Educational Policy Institute, addresses student retention workshop.

program managers from throughout the country at the workshop that featured a student retention framework developed specifically for Hispanic and other minority students.

“Why are students coming to our campus and then 40 percent leave within the first year? We need to find best practices and

strategies to improve,” said Agnes Mojica, chancellor of the San German Campus of Inter American University of Puerto Rico. Ricardo Fernandez, president of Lehman College of the City University of New York, said the challenge of low student retention rates is a major issue at his campus and “for city colleges everywhere.”

Of the three primary factors (cognitive, social and institutional) of Swail’s new retention model, the forum focused on institutional factors addressing student retention issues in regards to financial aid, recruitment and admissions, academic services, curriculum and instruction, and student services.

Senior leadership is essential, Swail said, adding that “you have to get the faculty on your side.”

A full report on the post-conference forum and student retention challenges for HSIs will be featured in January’s issue of The Voice.

STUDENT LEADERSHIP CONFERENCE ATTRACTS HUNDREDS OF YOUNG STUDENTS



Nearly 2,000 middle and high school students crowded auditoriums at the six campuses of HACU member Miami Dade College to attend a Student Leadership Conference, *Investing in the Leaders of Tomorrow*, co-hosted by HACU and Miami Dade College as a pre-conference event of HACU’s 18th Annual Conference in Miami.

“As Miami Dade College targets its programming to our most important resource – the youth of this community – our young people stand to gain important insights into the world of higher education and the wealth of opportunities it brings,” said Jose A. Vicente, president of Miami Dade College’s North Campus, who led

an opening plenary session broadcast to all six Miami Dade campuses.

“We want students of every background to know that a college degree is not only possible, but essential in an economy in which the highest-demand, highest-paying jobs require more than a high school diploma,” said HACU President and CEO Antonio Flores.

Corporate and community leaders from the Miami area joined educators to introduce students to admissions policies, how to apply for college aid and the myriad career opportunities that await those who earn a college degree.

The Student Leadership Conference was sponsored by Ford Motor Company, McDonald’s and Daimler Chrysler.

Annual pre-collegiate outreach events have become a staple of HACU annual conferences.

“It is rewarding to see the result of a community’s leaders volunteering their time and expertise at these annual events to encourage so many young people to pursue a new future and a college education with new confidence,” said René A. González, HACU Director of Education Collaboratives.



Miami Dade College North Campus President Jose Vicente, in remarks broadcast to five additional campuses, welcomes young students attending a Student Leadership Conference co-hosted by HACU and Miami Dade College.

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RIVERSIDE COMMUNITY COLLEGE DISTRICT



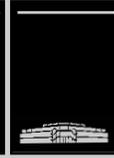
The Riverside Community College District is located in Riverside, California, 60 miles east of Los Angeles and Southland beaches, near the San Bernardino Mountains and ski resorts, and within an hour's drive of Palm Springs. With three campuses that serve the educational needs of students within a 450 square mile area, RCCD has been the community's college of choice for nearly nine decades. The College offers 100+ programs leading to an associate's degree, career certificate or transfer to a four-year college or university. Each semester, more than 35,000 students take classes online or at one of RCCD's campuses or education centers. In addition to the Riverside City Campus (est. 1916), the community is served by campuses in the cities of Moreno Valley and Norco. At the Norco Campus (est. 1991), strong programs in manufacturing, technology, and business, along with core liberal arts and science programs attract more than 8,000 students each semester. The campus is home to one of only thirteen Centers for Applied Competitive Technology in California. The Moreno Valley Campus (est. 1991) serves more than 7,000 students each semester, many of whom are enrolled in a health, human or public service degree or certificate program. The campus is home to the only community college-based Physician Assistant program in the western United States. By 2007, Riverside Community College District expects to complete the process of becoming a multi-college system, with three separately accredited institutions. RCCD is committed to hiring exceptional faculty and is pleased to announce the following opportunities:

ANTICIPATED TENURE-TRACK FACULTY OPENINGS

(Anticipated Start Date of Employment: Fall 2005)

RIVERSIDE CITY CAMPUS	NORCO CAMPUS	MORENO VALLEY CAMPUS
Art History	Biology	Anatomy & Physiology
Biology	Early Childhood Studies	Biology
Business Administration	English	Early Childhood Studies
Chemistry	English as a Second Language	Emergency Medical Services
Early Childhood Studies	Manufacturing	English
Economics	Mathematics	Health Science
English	Spanish	Mathematics
English as a Second Language		Sociology
Geology		
History		
Mathematics		
Music		
Physical Education		
Political Science		
Italian/Another Foreign Language		
Sociology		
Speech Communication		

Interested candidates are encouraged to check our website to find out when/if positions are available. Additional information and a required District application form can be downloaded from our Website: <http://www.rccd.edu> or by contacting: Riverside Community College District, Human Resources, 3845 Market Street, Riverside, CA 92501, (951) 222-8588. A completed District application form, a cover letter, a current resume or vita, three current professional reference letters, transcripts verifying college work and degrees (legible copies of transcripts may be submitted; official transcripts required upon employment), must be submitted to Human Resources by the deadline listed in each job announcement posted on the website.



**West Valley-Mission
Community College District**
14000 Fruitvale Avenue • Saratoga, CA 95070

Vice Chancellor, Administration (Classified Management)

The Board of Trustees of West Valley-Mission Community College District and Chancellor invite applications for the position of Vice Chancellor, Administration. The Vice Chancellor reports to the Chancellor, who in turn reports to a seven member publicly elected Board of Trustees. The Board and Chancellor seek an inspired, visionary leader to plan and organize programs, services and activities that provide technical, legal and operational direction for administrative operations supporting the entire District.

The District is located in California's San Francisco Bay Area and is composed of two colleges: West Valley College in Saratoga and Mission College in Santa Clara. Together, they enroll more than 20,000 students. Courses are taught during the day, evening and weekend hours and include face-to-face, online and other distance learning formats. The District employs over 800 full time and 900 part time employees. The total budget for the District exceeds 100 million dollars.

Salary: 2004 - 2005 Executive Compensation schedule, \$133,178 - \$149,893 (5 step schedule); entry is \$133,178 - \$141,290 (Step 1 through Step 3); three-year contract; \$18,000 annually for living in Santa Clara County; and \$500 per month for expenses.

Health and Welfare: District-paid medical, dental, and vision for employee and eligible dependents; domestic partner coverage; and long-term disability for employee.

For a complete job description and list of required application documents, please see the District's employment page at <http://www.wvmccd.cc.ca.us/wvmccd/hr/>

Deadline: Thursday, January 13, 2005 by 5:00pm

West Valley-Mission Community College District is an Equal Opportunity Employer.

ENVIRONMENTAL SOCIAL SCIENTIST:

Yale University's School of Forestry & Environmental Studies seeks to fill a junior-level faculty position in the environmental social sciences. We seek an individual with a focus on environment and development in developing countries. Research topics of interest include but are not limited to: Natural resources, pollution, land use and property rights, justice and equity issues, environmental conflict, urban-rural linkages, environmental management strategies at various levels, and consequences of globalization. The successful candidate will have an active research program that complements those of existing F&ES faculty. The ability to develop theory on issues of contemporary policy concern and to assume a role of international leadership is essential. Also of interest are innovative methodological approaches. The successful candidate will demonstrate capacity for excellence in teaching and will be expected to advise Master's and Doctoral students with natural as well as social science backgrounds who are following both professional and academic career paths. Candidates may have training in a range of disciplines including geography, political science, anthropology, psychology, or sociology and must clearly show an ability to work across disciplines, especially with the natural sciences.

Applicants should send a c.v., a statement of research and teaching interests, two reprints or other professional publications, and a list of three references to Catherine J. Marshall, School of Forestry & Environmental Studies, Yale University, Sage Hall, 205 Prospect Street, New Haven, CT 06511, USA; phone: (203) 436-3630; fax: 203-432-3051; Email: Catherine.marshall@yale.edu. The deadline for applications is January 15, 2005.

Yale University is an affirmative action/equal opportunity employer. Men and women of diverse racial/ethnic backgrounds and cultures are encouraged to apply. Women and minority candidates, as well as candidates from developing countries, are particularly urged to apply.

ANNOUNCEMENT FOR FACULTY RECRUITMENT THE UNIVERSITY OF TEXAS AT AUSTIN

The Lyndon B. Johnson School of Public Affairs (LBJ School) announces recruitment for one or more tenure-track positions at the rank of Assistant Professor at least one of which will enhance the School's initiative in the International area.

A successful candidate will be able to teach courses at the graduate level in fields of quantitative methods, financial management, political economy, American politics or administration and management. Disciplinary affiliation is open to candidates from any appropriate discipline including but not limited to public policy, law, economics, political science, social work, public health, sociology, geography, or psychology. The successful candidate must hold a Ph.D. or equivalent terminal degree and a research agenda for productive scholarship.

The LBJ School, consisting of 25 full-time faculty and approximately 280 graduate students, offers both a two-year, multi-disciplinary curriculum leading to the degree of Master of Public Affairs and a doctoral program in public policy. LBJ School faculty members come from a wide variety of academic disciplines.

Applicants should submit a letter of interest, a curriculum vita and three letters of reference to the Faculty Recruitment Committee, LBJ School of Public Affairs, University of Texas at Austin, P.O. Box Y, Austin, TX 78713-8925. Deadline for applications is open, but highest priority will be given to applications received by November 17, 2004.

For further information, interested parties may contact the Office of the Dean at the above address or telephone 512.471.3200. The LBJ School is an affirmative action and equal opportunity employer.

Assistant Professor/Scene Designer

Department seeks full-time faculty member to teach two courses per semester in scene design and related areas of expertise. Design scenery and/or supervise student designers, as well as supervise student paint and prop crews, for 3-4 University Theatre productions per academic year. Our Department is committed to the continued success of its design and technology sequence, within the context of a strong liberal arts program and a research university. Qualifications: MFA and proven ability in scene design are required; teaching experience is preferred. Demonstrated experience working with culturally diverse groups of people is required.

Finalists will be asked to teach a class and present a portfolio. Position begins Fall, 2005. Salary commensurate with experience and qualifications.

Position contingent on final budget approval. Send letter of application, vita, description of teaching philosophy, and contact information for three references. The University at Albany is an EO/AA/IRCA/ADA employer.

Applications due by January 30, 2005.

Send applications to Andi Lyons, Chair of Scene Designer Search Committee, Department of Theatre, PAC 262, University at Albany, SUNY, 1400 Washington Avenue, Albany, NY 12222.



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Help shape a new agenda for Congress and the country. HACU's 2005 Capitol Forum on Hispanic Higher Education is the single most important national platform to promote the higher education needs of our country's fastest-growing college-age population.

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