



HACU
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O F C O L L E G E S &
U N I V E R S I T I E S

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THE VOICE

OF HISPANIC HIGHER EDUCATION

Inside this Issue:

HACU 2005-06 Scholarship Program

Message from the President



HACU'S 19TH ANNUAL CONFERENCE

HACU's 19th Annual Conference on October 15-18, in Phoenix, Arizona, will showcase best practices and programs at HACU member and partner colleges and universities. The conference, "Championing Hispanic Higher Education Success: Preparing the Next Generation of Leaders," will promote new partnerships, networking and Hispanic higher education funding opportunities. Visit www.hacu.net for registration and conference information.

LIBRARY DONATION

Whether listening to the lyrics of "Bean Bag Rock & Roll" or reading from Nancy Carlson's book, *Lookout Kindergarten Here I Come*, children from the Phoenix College Family Care Center are enjoying a wonderful new selection of books and music thanks to a generous donation made by the Phoenix College Library. Last semester, the Library raised \$950 during a book sale of old withdrawn library books, donated books and magazines. All of the proceeds benefited the children at the Family Care Center. "We were so surprised and honored that our program would be chosen to benefit from the sale proceeds," said Family Child Care director, Alverta McKenzie. "Books and music are so important to the literacy and language skills of our young children." After the instructors were told that their center was selected to receive the donation, they drew up a "wish list" of books and music cassettes that would enrich the lessons for the students.

SUMMER YOUTH MATH CAMP

HACU member Arizona Western College, Yuma School District One and the City of Yuma have partnered to create a math camp for Yuma children in the 6th, 7th and 8th grades. Arizona Western College and area high school students worked as Math Literacy Workers to plan and implement camp activities. The camp was funded by the Arizona Western College's HUD grant, in partnership with the Yuma School District One Young People's Project/Algebra Project. "The camp offers so much more than just tutoring. Our Math Literacy Workers (MLWs) teach a variety of math concepts through a sense of play. We make math fun! Through a variety of interactive activities, we encourage students to develop a deeper understanding of math – not just memorize a bunch of rules – to help them understand the 'why' of math," said Lisa Newton, Project Coordinator. Games help teach them math concepts such as addition and subtraction, multiplication and division, prime and composite numbers, algebraic formations, fractions, measurements, shapes, predictions and fact gathering,

rates and graphs, weight and volume, and probability. Each game helps the children develop a deeper understanding of the math involved, encourages critical thinking, and hones the children's problem solving skills.

SCHOLARSHIP

Cañada College, a member institution of HACU, students Lindsay Moore and Noel Chavez have each been awarded a \$1,000 scholarship from the Coca-Cola Scholars Foundation. Through the Coca-Cola Two-Year Colleges Scholarship Program, the foundation awards a total of 400 scholarships annually to students attending higher-education institutions granting two-year degrees. In April, one scholar from each state received a \$2,000 scholarship from Coca-Cola through the New Century Scholar Program of the American Association of Community Colleges and Phi Theta Kappa, the two-year college scholastic honorary organization. On June 21, an additional 350 students were awarded a \$1,000 scholarship. All recipients have demonstrated academic success and participated in community service within the past 12 months. "The Coca-Cola Two-Year Colleges Scholarship Program gives support and encouragement to an under-served population of college students," said J. Mark Davis, President of the Coca-Cola Scholars Foundation. "This program is an extension of our long-standing commitment to college education throughout the United States. These fine students, who often juggle school, work and family, continue to give back to their communities through volunteer service."

SANTA FE COMMUNITY COLLEGE AWARD

The Lumina Foundation for Education has awarded Santa Fe Community College (SFCC), one of HACU's members, \$400,000 as part of Achieving the Dream: Community Colleges Count, a national initiative that promotes change to improve student success in community colleges. As one of 27 participating colleges from five states, SFCC will receive the implementation grant over four years to support institutional change. "Student retention and graduation rates are among the highest priorities at SFCC. This grant will help us move forward on an institution-wide effort to identify barriers to student achievement, improve services and create new pathways to help SFCC students succeed," said Jim McLaughlin, president of SFCC. SFCC was awarded the grant based on the effective demonstration of its commitment to increasing student success and its vision for accomplishing this goal. SFCC plans to use its grant to work directly with a cohort of 350 students to help them obtain the English and math

OVERVIEW

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Summer participants in the acclaimed HACU National Internship Program. See page 4 for a special report.

MARK YOUR CALENDAR!

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

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skills and learning strategies needed for success in college and careers. The college will address specific student needs and support students with the goal of increasing academic persistence and graduation rates, especially among Hispanic males, young males, returning adult students, students who are parents, and students who speak English as a second language.

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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 400 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



**JOIN US
IN PHOENIX!**

By Antonio R. Flores
President and CEO of HACU

HACU's 19th Annual Conference will prove a powerful platform to promote the college and career needs of the country's largest ethnic population and plays a vital role in shaping the future of higher education policies and priorities, as the country's only Hispanic higher education conference.

"Championing Hispanic Higher Education Success: Preparing the Next Generation of Leaders" is the apt title for this year's conference October 15-18, 2005 at the Phoenix Convention Center in downtown Phoenix, Arizona.

HACU's 19th Annual Conference will focus on efforts to maximize existing resources to prepare future leaders, as well as to build new support for substantial increases in private and public sector investments in Hispanic students.

The leadership of HACU's more than 400 member and partner colleges and universities will join public policy makers, corporate executives, community advocates, educators and students at conference sessions showcasing changing demographics, latest trends and model Hispanic higher education programs.

HACU applauds the dedication to academic excellence for all communities shared by our acclaimed sponsors for this year's conference, which include (as of this date) AT&T, Kodak, Ford Motor Company, Maricopa Community College District, the United States Coast Guard and Gateway, just to name a few.

HACU is delighted to welcome a stellar roster of exhibitors to this year's Conference Exhibit Hall and Career Fair, which will showcase outstanding products, services and programs, as well as scholarship, internship and employment opportunities.

Interactive workshops on existing and future federal grant opportunities will show participants how to maximize efforts to win new funding and research support.

HACU's Legislative Agenda is working to stop the continuing decline of local, state and federal support for our institutions of higher learning. In many areas, recent

funding cuts have had the most impact on already under funded Hispanic Serving Institutions, or HSIs, which serve the largest concentrations of Hispanic higher education students. Conference workshops on HEA reauthorization, which is not expected to be voted on by Congress until next year, will provide the latest information on reauthorization developments. Our country's investments in higher education will fuel our innovations, economic growth, social progress and leadership role in a world increasingly driven by advanced technologies demanding the highest levels of knowledge and skills.

Opening new doors to college for our Hispanic communities is crucial to providing an advanced education to a population that will have a profound impact on our future workforce and leadership ranks. Therefore, workshops covering resources available and needed to prepare young Latinos and Latinas to become the future leaders of this country will be held at the conference.

The country's approximately 242 Hispanic Serving Institutions, on average continue to receive only about half of the federal funding per student provided to all other degree-granting institutions. While the sheer growth in the numbers of higher education institutions becoming eligible as HSIs each year, fueled by rapid increases in the Hispanic (school-age) population, exacerbates Hispanic higher education funding challenges by multiplying the number of HSIs competing for a fixed pool of available federal resources.

At HACU's 19th Annual Conference, our participants will address these tremendous challenges through unique networking and partnership-building opportunities within the United States and abroad.

HACU's membership collectively serves more than two-thirds of all Hispanic higher education students in the United States and Puerto Rico. HACU's international membership includes leading higher

HISPANIC NATIONAL INTERNSHIP PROGRAM IS MAKING A DIFFERENCE

In today's tough job market, even a college degree does not always guarantee a recent graduate a job. Employers expect more from future employees and job experience is a big part of that. HACU's National Internship Program or HNIP is helping students gain the experience that employers are looking for.

HNIP, which has become the largest Hispanic college internship program since its inception in 1992, to date has provided internships to more than 5,000 top college students. Although Hispanic students make up the greatest majority of participants, HNIP is open to eligible students of any ethnicity.

The summer session currently under way through August 12th welcomed 392 new students from 37 states. Those interns are now working with top corporations and federal agencies.

Many of these students have already realized the importance of their HNIP experience.

Albert Cruz from Washington, D.C., states, "I have truly come to realize the importance of networking to the advancement of my professional career. The progressive Latinos you meet in HACU will be those you see later in your careers. Overall I have learned that you don't know what you can do unless you try." Cruz is currently interning with the International Trade Administration.

Cherly Velazquez also from D.C. and interning with the Administration for Children and Families, reports, "Professionally, this internship has given me the opportunity to meet and work with fascinating people. I have been fortunate to receive a great deal of experience that will later assist me in my job search. Above all, the opportunity to work in government was a great experience that allowed me to help people in the community. It was more than an internship; it was a life changing experience."

Cesar Ramirez from Davis, CA, feels his internship is helping him on many levels, "My internship with the USDA-Farm Service Agency has helped me academically and professionally. . . one day I will be able to make a difference for the people that trusted me. Now my confidence [in] becoming a leader of an organization has grown because now I understand that confidence in [you] is what matters most."

Elaine Vargas from New York, NY, states, "I have learned that people are willing to work with you and help you excel in your career. It's a matter of putting effort and dedication and you will see results." Vargas is interning with the Department of Labor/Bureau of Labor Statistics.

David Govea of Arlington, VA, is currently interning with the National Science Foundation and states, "My internship has



Interns at orientation

helped me in numerous ways. Up to this point, I have learned about my professional strengths and weaknesses. I learned about some potential career opportunities, as well as careers which I will now stay away from."

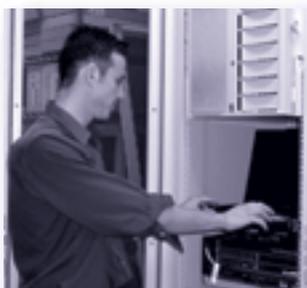
HNIP matches a qualified applicant's career interests with internship openings from dozens of partner federal agencies and private corporations that provide paid 10- or 15-week internships. The pay scale is based on grade level; i.e., graduate students earn more than sophomores. HNIP provides for travel and facilitates housing at internship sites throughout the country.

"HNIP is unmatched at opening doors to rewarding career opportunities. Many former interns today are well-paid, full-time professionals as a direct result of their participation in this phenomenal program," said HACU President and CEO Antonio R. Flores.

This past March, HNIP was cited as a "best practice" tool for the recruitment of Hispanics into the Federal workforce by the U.S. Office of Personnel Management in its fourth annual report on *Hispanic Employment in the Federal Government*.

Based on formal Program Evaluations from students and supervisors, the HACU National Internship Program boasts a proven track record. Supervisors all agree that their interns made valuable contributions to their organizations, and they would hire an HNIP intern again. On the student side, prior to an internship, 25% of college students considered the federal government as a career choice; however, after their HNIP internship that number rose to 80%.

The Office of Personnel Management praised Federal agencies who partnered with HACU's National Internship Program. According to the report, "In 2004, 565 HACU interns worked in 22 agencies in the Washington, D.C. area and field locations throughout the country. Many of these HACU interns were later hired into permanent positions in the Federal Government."



Cesar Ramirez, current HNIP intern, at work at the USDA-Farm Service Agency

HACU's 2005-2006 SCHOLARSHIP PROGRAM

The Hispanic Association of Colleges and Universities (HACU) is pleased to announce its 2005-2006 Scholarship Program. For the upcoming academic year, HACU will have more than 170 scholarships worth \$275,000 for students that attend HACU member institutions.

Beginning in February, students are able to apply online for HACU's scholarship program. HACU uses a single application for all available scholarships. For more scholarship information, specific criteria and online application form, please visit: scholarships.hacu.net.

HACU represents 400 member and partner colleges and universities collectively serving two out of every three of the nation's 1.6 million Hispanic higher education students. Only students attending these HACU member institutions are eligible for the scholarships. Visit www.hacu.net for a current HACU membership list.

The application deadline, including all necessary supporting documentation, was May 27, 2005. Scholarship awards will be made in early August.

Students may apply for the following 2005-2006 scholarships using the general online HACU scholarship application:

Bureau of Land Management Award\$3,000

Full-time undergraduate students at 4-year institutions with declared majors in natural resources – or their equivalent majors/curricula – degree program. Students must possess a minimum cumulative GPA of 3.2 and have an interest in natural resources management.

CLASE/Coors Light Academic Success in Education Award\$1,000

Full-time undergraduate or graduate students at 4-year institutions in California with a declared major in pharmacy or business. Students must possess a minimum cumulative GPA of 3.0.



Students of Universidad Politecnica de Puerto Rico; Major: Engineering; GM Scholarship Award Recipients from 2004-2005

General Motors Engineering Excellence Award.....\$2,000 (Renewable)

Full-time undergraduate or graduate students at 4-year institutions with declared majors in an engineering degree program. Students must possess a minimum cumulative GPA of 3.2. Scholarship is renewable based on availability of funds and student's continuing eligibility.

NASCAR/Wendell Scott Award (Undergraduate)...\$1,500 (Graduate).....\$2,000

Undergraduate or graduate students of any major who demonstrate either a recreational or professional interest in the motorsports industry. Undergraduate students must be full-time, able to use the scholarship during their junior or senior year, and possess a minimum cumulative GPA of 3.0. Graduate students must be attending school at least on a part-time basis.

Time Warner Scholarship Award (Renewable)\$2,000

Full-time undergraduate students at 4-year institutions who have completed at least 12 undergraduate units of any major with an interest in the entertainment, news, media and telecommunications industries. Students must possess a minimum cumulative GPA of 3.0. Scholars may be considered for paid summer internships at Time Warner through the Time Warner "STARS" program. Scholarship is renewable based on student's continuing eligibility.



John Quintana, College of Sante Fe, Major: Business; Wal-Mart Scholarship Award Recipient from 2004-2005

Wal-Mart Achievers Award\$1,000

Full-time undergraduate students attending 2- or 4-year institutions in their sophomore or junior year at a U.S. mainland institution. Students must be declared majors in: business administration, general management, retail management, marketing or food merchandising – or their equivalent majors/curricula – degree program. Students must possess a minimum cumulative GPA of 3.0, preferably be working while attending school, and have an interest in retail.

Lockheed Martin Scholarship Award\$2,800

Full-time undergraduate students at 4-year institutions with declared majors in electrical engineering, computer science and mechanical engineering. Student must be interested in Lockheed Martin employment opportunities and possess a minimum cumulative GPA of 3.2.

Home Depot Scholarship Award\$2,200

Full-time or part-time undergraduate students attending 2- or 4-year institutions. Student must possess a minimum cumulative GPA of 3.0. All majors welcome to apply.



If you have any questions regarding HACU's scholarship program, please contact Nina Torres at (202) 261-2090 or send an e-mail to scholarship@hacu.net.

EDUCATION DEPARTMENT ANNOUNCES TRIO WORKSHOPS

The U.S. Department of Education, Office of Federal TRIO Programs, announced last week the schedule and locations for 10 pre-application workshops for the TRIO Talent Search and TRIO Educational Opportunity Centers Program.

The workshops will run from July 11th - August 16th in various cities. Please visit www.triogrants.com for the agenda, workshop dates and location, and registration forms. TRIO staff will be in each of the ten locations for two days: on day one they will conduct a pre-application workshop for the TRIO Talent Search Program; on day two they will conduct a

pre-application workshop for the TRIO Educational Opportunity Centers Program.

The purpose of the Talent Search Program is to identify and assist individuals from disadvantaged backgrounds who have the potential to succeed in higher education through academic, career and financial counseling. The Education Opportunity Centers program provides counseling and information on college admissions to qualified adults who want to enter or continue a program of postsecondary education.

HACU encourages its members to take advantage of this opportunity to qualify for a TRIO Program.

OLLU SELECTS NEW DEAN OF SCHOOL OF PROFESSIONAL STUDIES

Our Lady of the Lake University (OLLU) named Teresita Aguilar, PhD, as the dean of the School of Professional Studies. As the dean, she will lead five departments including education, communication disorders, leadership studies and human sciences, psychology and sociology.

A Texas native, Aguilar is currently the dean of graduate studies at the University of New Mexico and is also a professor in educational leadership. Prior to joining the University of New Mexico, she was the associate dean for the College of Education and Integrative Studies at California State Polytechnic University where she taught in the department of ethnic and women's studies.

"It's really good to be back in Texas and I'm looking forward to working with the students at OLLU," Aguilar said. "I'd like to apply my background and passion for diversity and global education across all disciplines to ensure we offer meaningful educational and cultural experiences," she added. Jacquelyn Alexander, PhD, associate provost for Academic Affairs said, "I believe that Dr. Aguilar has much to bring to our program. I look forward to continuing the tradition of innovation and excellence under her leadership."

HNIP MAKING A DIFFERENCE

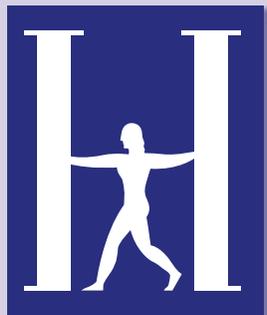
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"Our internships are translating into great jobs with a real future for our students, who we match to paid internships in their chosen career fields with many of the nation's best known employers," said Sandra Peñaherrera, HNIP Director.

HNIP provides on-the-job training that is valuable to students entering the workforce. These internships also give students the confidence they need to accept job offers in a career field

they want with solid work experience already on their resumes. HACU's HNIP program will continue to expand the opportunities it can offer to future interns.

For more information about HNIP, visit www.hnip.net. There you will find information on program dates and application deadlines. An online application is available as well.



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NEW MEXICO HIGHLANDS UNIVERSITY STUDENT ATTENDS CONFERENCE

At one point in his career at New Mexico Highlands University, Andres Padilla scored touchdowns on the football field for the football team. Today, Padilla is carrying his knowledge in media arts as one of only 15 students from across the nation that is attending a Smithsonian Conference on Latino Initiatives in Washington, D.C.

Padilla, a native of Las Vegas, is the only student from a New Mexico college chosen to attend.

“When I looked at the list of all the students that are going to this conference, I saw that I was the only one from a small college. There were names of people from Harvard, Arizona State and Columbia University. It shows that Highlands can compete with prestigious schools. It doesn’t matter what school you go to. This is a prestigious award not only for me, but for Highlands,” said Padilla.

Padilla was accepted based on his academic record and the work he did for the Hispanic Cultural Center of New Mexico, The New Mexico Museum and the office of the state historian.

“My professors Miriam Langer and Robert Fry approached me and said I would be a good candidate for this. I participated in a class that did some exhibition design for state agencies. This

will allow me to enhance my education at a great place like the Smithsonian,” said Padilla.

Padilla left on June 18 and returns on July 18. The first two weeks consists of tours with the last two working hands-on with lead people from the Smithsonian.

“I’m really excited. I’ve never been in Washington, D.C. Being one of the 15 picks is prestigious considering there were thousands of applicants,” said Padilla.

Padilla is scheduled to receive his master’s degree in media arts and computer science this fall. He is done with all his course work and is currently working on his field project which entails a video documentary on the history of Las Vegas. He received his B.A. in mass communication.

He maintained a 4.0 grade point average during his master’s course work and a 3.8 GPA in his undergraduate work.

“I have no regrets coming here. I had a great time and the professors taught me a lot. Being in small classes I had the opportunity to get special attention. It’s better than being in a big university,” said Padilla.

During his stay in Washington, D.C., Padilla intends to network with his former

Highlands football coach John Fassel, now an assistant for the Baltimore Ravens.

“He will meet me in Washington, D.C. and then take me around football operations and hopefully I will meet some people and get a job in video or web design,” said Padilla.

Padilla has done highlight films for the Highlands and Robertson football team as well as the Santa Fe Roadrunners hockey team. His resume also includes volunteer work at the NBA all-star game in Denver last year.

“Some people come to college not knowing what they want to do. I knew what I wanted to do from the day I started,” said Padilla.

Padilla played three years for the Cowboys football team and redshirted the last two when a torn ligament in his right knee ended his career.

“Highlands has followed through with my athletic scholarship. They were true to their word and I appreciate them for that,” said Padilla.

As a senior at Robertson, Padilla led the state in rushing with 2,400 yards. He still holds the state touchdown record with 74 in his career.

ST. THOMAS UNIVERSITY ANNOUNCES \$2,000 PARTIAL GRADUATE SCHOLARSHIP

NEW MASTER’S PROGRAM SITES CULTURAL COMMUNICATION AS THE KEY TO SUCCESS

The Department of Communication Arts, English, and Humanities is proud to announce the establishment of a \$2,000 one-year scholarship. The scholarship will be awarded to a full-time graduate student pursuing an advanced degree in the Communication Arts with a Specialization in Hispanic Media program at St. Thomas University. The scholarship may be consecutively renewed subject to all criteria being met.

Gloria Ruiz, Chair of the Department of Communication Arts, English, and Humanities, said, “With the rapid growth of Spanish-speaking populations in South Florida and throughout the country, priorities for communications programs are changing. The diversity of the working world demands a broad understanding of the issues that shape intercultural communication within and beyond the

Spanish-speaking community.” The University’s new Master of Arts in Communication Arts with a Specialization in Hispanic Media responds to this demand. The program’s multidisciplinary approach prepares students for interpersonal and management challenges of today’s bilingual communication’s workplace. Courses focus on critical communication issues involved in the field of media. Students can expect an exciting blend of academic theory and practical skills taught by outstanding faculty.

A graduate open house is being held on Thursday, July 7, 2005 from 6:00–8:00 pm at the Evelyn & George Goldbloom Convocation Hall at St. Thomas University. Students interested in applying for the partial scholarship will be able to speak to the Chair of the Department, as well as representatives from admissions and financial aid. The application fee will be waived for all students that apply that night. RSVP to 305.628.6546 or online at stu.edu.

MORE EDUCATION DOCTORATES TO BE OFFERED IN STATE OF CALIFORNIA

The California State University and the University of California, both members of HACU, have worked with Sen. Jack Scott to amend Senate Bill 724, his legislation giving the CSU the ability to offer specific independent doctorates. Amendments to SB 724 were presented today (July 5) to the Assembly Higher Education Committee.

The CSU and the UC mutually agreed to the amendments, which will focus solely on doctorate education. Currently, the University of California

is the only segment of public higher education in California authorized to offer independent doctorates (the CSU grants joint doctorates with the UC and some private universities).

The agreement grants an exception to the state's Master Plan for Higher Education. That plan delineates the functions among the three segments of California higher education, which also includes the California Community Colleges. The Master Plan has allowed the state to provide universal student access to postsecondary education while preserving quality.

The new agreement will authorize the CSU to independently award a Doctor of Education (Ed.D.) designed to meet state needs for training current and future K-12 and community college administrators.

According to the bill's amendments, the Ed.D. "shall be based in partnerships through which the California public schools and California Community Colleges shall participate substantively in program design, candidate recruitment and admissions, teaching, and program assessment and evaluation. The degree shall enable professionals to earn the degree while working full-time."



This agreement builds on the mutual strengths of CSU and UC campuses while remaining consistent with the basic tenets of the Master Plan for Higher Education. It is also responsive to the state's needs for training programs for educational leaders across all of the segments.

UC will continue to offer its own doctoral degrees in education (both the Ph.D. and the Ed.D.), and both systems will continue to offer a

wide variety of degree and non-degree training and professional development programs for teachers and administrators.

Originally, SB 724 also contained provisions that would have allowed the CSU to offer independent doctorates in audiology, physical therapy and other fields. Under the agreement, the CSU and UC will work to expand joint doctoral programs in audiology to meet the state's workforce needs in this critical area. The two higher education systems expect to develop a joint budget request for state support of these programs.

The CSU immediately will begin the planning process to offer the independent Ed.D. to meet the workforce needs of the state. The first students are expected to be admitted to the Ed.D. programs at CSU in Fall 2007.

With today's Assembly Higher Education Committee approval, SB 724 will still need to be approved by the full Assembly and go back to the Senate for consent before being sent to the governor for final approval.

For more information contact the following:

CSU Contact:

Colleen Bentley-Adler, (562) 951-4800, caba@calstate.edu

UC Contact:

Brad Hayward, (510) 987-9195, brad.hayward@ucop.edu

JOIN US IN PHOENIX! Continued from page 3

education institutions throughout Latin America and Spain. Our member colleges and universities are at the forefront of every major effort to better serve a population that continues to suffer the lowest college graduation rates of any major population group.

Sessions on international education issues ranging from cross-border partnerships to the worldwide reach of new distance learning technologies for the global Hispanic community will be a daily focus at HACU's 19th Annual Conference.

HACU will welcome hundreds of future Hispanic college students at our pre-conference Youth Leadership Fair and hundreds of top Hispanic college students who will learn and contribute their youthful perspectives.

HACU's 19th Annual Conference can empower and inspire all of us to learn, to lead and to excel as fellow champions of Hispanic higher education success. I look forward to meeting you in Phoenix!



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Department of Health & Human Services

The National Institute of Allergy & Infectious Diseases (NIAID) is seeking exceptional candidates for the position of Deputy Director, NIAID, to provide leadership with the Director for a national research program to understand, treat, and prevent infectious, immunologic, and allergic diseases throughout the world.

A \$4.4 billion organization, the NIAID supports well over 100 major research programs and initiatives within three broad, distinct mission areas: Biodefense research (\$1.7 billion/year), AIDS research (\$1.4 billion/year) and the NIAID traditional research mission of immunologic and infectious diseases (\$1.3 billion/year). NIAID is the lead Institute at NIH and for the U.S. Government for these three broad research missions and provides leadership and support to research activities in over 800 organizations principally in the United States, but also world-wide in more than 80 countries.

Within the last few years, the scope and complexity of the NIAID research operations have expanded dramatically to respond to emerging and immediate public health challenges and to meet the urgent mandates of the President and Congress. These include the need to develop an AIDS vaccine to combat the global AIDS pandemic; develop drugs, vaccines, and diagnostics to treat and prevent emerging infectious diseases such as Severe Acute Respiratory Syndrome (SARS) and the West Nile Virus; and develop medical countermeasures to combat bioterrorism attacks. In addition, scientific opportunities facilitated by technological advances and progress in the core NIAID scientific disciplines of microbiology and immunology, as well as progress in new areas of pathogen and human genomics, are enabling the development of new treatments, vaccines, and diagnostic tests that will improve the health of people in America and around the world.

The NIAID has clinics and laboratories located in Bethesda, Frederick, and Rockville, Maryland, as well as in Hamilton, Montana.

This position offers a unique and challenging opportunity for the right individual to assist the Director in providing strong and visionary leadership to an organization dedicated to uncovering new knowledge and technology. Specifically, the position will coordinate all activities related to the mission and function of the institute; execute all policies, and allocate all resources to carry out these policies. Also, the Deputy will represent the Director and serve as the Director in his absence.

QUALIFICATIONS:

Applicants must possess an M.D., Ph.D., or equivalent degree and senior-level research experience and knowledge of research programs in areas consistent with the mission of the NIAID. Preference will be given to those known and respected within their profession, both nationally and internationally, as distinguished individuals of outstanding scientific competence and those that possess a record as a senior scientific administrator/executive leader.

Administrative/executive skills will be assessed based on the following qualifications:

1. Leading Change—Please describe your leadership skills in developing and implementing an organizational vision, which integrates key national and program

goals, priorities, values and other factors. Inherent to it is the ability to balance change and continuity, to continually strive to improve customer service and program performance within the basic Government framework, to create a work environment that encourages creative thinking, and to maintain focus, intensity and persistence, even under adversity.

2. Leading People—Please describe your leadership skills in designing and implementing strategies, which maximize employee potential and foster high ethical standards in meeting the organization's vision, mission and goals.

3. Results Driven—Stresses accountability and continuous improvement. Please describe your ability to make timely and effective decisions and produce results through strategic planning and the implementation and evaluation of programs and policies. Describe your ability to develop long-term strategic plans and translate them into tactical plans and operational activities.

4. Business Acumen—Please describe your skills and abilities in acquiring and administering human, financial, material, and information resources in a manner which instills public trust and accomplishes the organization's mission, and to use new technology to enhance decision making.

5. Building Coalitions/Communication—Please describe your experience in explaining, advocating, and expressing facts and ideas in a convincing manner, and negotiating with individuals and groups internally and externally. It also involves the ability to develop an expansive professional network with other organizations, and to identify the internal and external politics that impact the work of the organization.

APPLICATION PROCESS: Please submit a curriculum vitae, bibliography and narrative addressing the five administrative/executive qualifications above. Please limit responses to one page per "qualification". The narrative should demonstrate the necessary level of management skills, characteristics, qualities, specialized knowledge, and technical competence that would indicate successful performance in the position. Examples should be clear and concise and emphasize your level of responsibilities, scope and complexity of the programs managed, program accomplishments with results of your actions, policy initiatives, and level of contacts.

Applications to: Ms. Lisa Poindexter-Steed, Office of Administrative Management & Operations, NIAID, Building 31, Room 7A18; 31 Center Drive, MSC 2520, Bethesda, Maryland, 20892-2520 and reference announcement number DD-05-01. The application review process will begin September 9, 2005. Applicants must be a U.S. citizen. Salary is commensurate with experience and a full package of benefits is available including retirement, health and life insurance, long term care insurance, leave and savings plan (401K equivalent). Direct inquiries to: Ms. Poindexter-Steed via email: lsteed@niaid.nih.gov or at 301-594-3964. Information regarding the Institute is available on our website at www.niaid.nih.gov. All information provided by applicants will remain confidential and will only be reviewed by authorized officials of the NIAID.



Department of Health and Human Services
National Institutes of Health
National Institute of Allergy and Infectious Diseases

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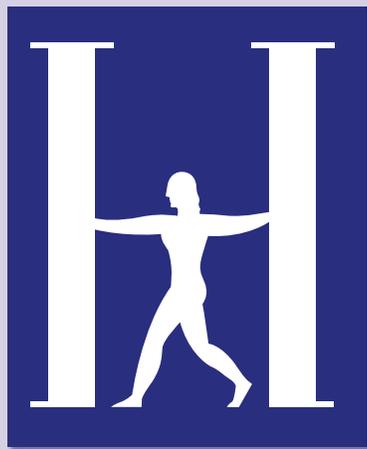
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The Home Depot is an Equal Opportunity Employer. Bilingual candidates are encouraged to apply.



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