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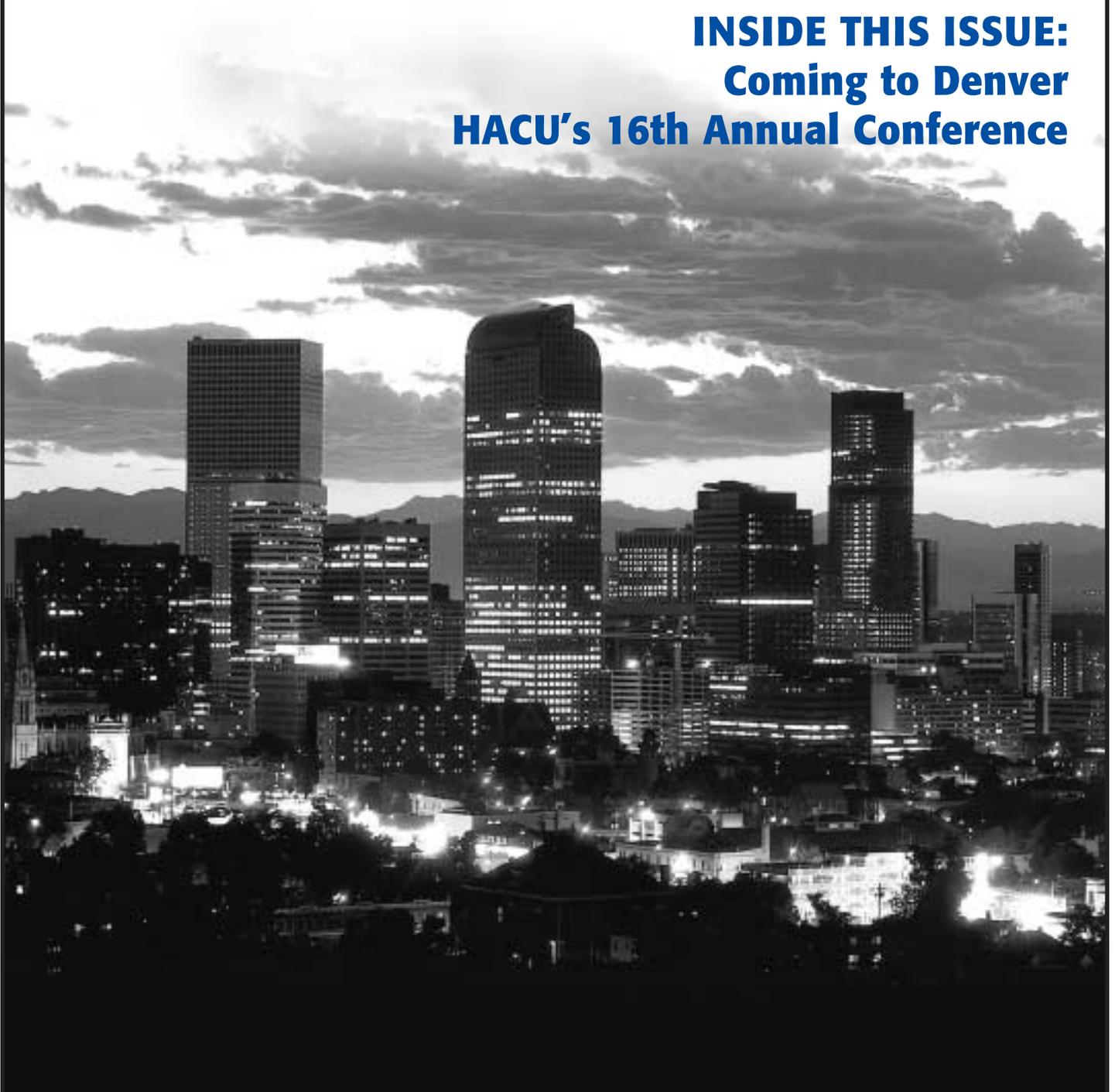
HISPANIC
ASSOCIATION
OF COLLEGES &
UNIVERSITIES

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THE VOICE

OF HISPANIC HIGHER EDUCATION

**INSIDE THIS ISSUE:
Coming to Denver
HACU's 16th Annual Conference**



NEW WEB SITE FOR ALLIANCE

■ A new website for the Alliance for Equity in Higher Education is at www.msi-alliance.org. Established in 1999 to present a new, unified voice for the higher education needs of all minority students and Minority-Serving Institutions, the Alliance is a partnership of HACU, the American Indian Higher Education Consortium and the National Association for Equal Opportunity in Higher Education.

INTERNATIONAL CONFERENCE

■ Excitement is building for HACU's 5th International Conference, "Hispanics: Reencounter and Vision – United by the Past, Working in the Present, and Looking Towards the Future," July 27-29, 2003, in Guadalajara, Jalisco, Mexico. HACU's international conferences have attracted wide attention to global issues and trends in education, workforce development, public policies and cultural development. For more information, visit www.hacu.net.

TECHNOLOGY TRANSFER

■ The University of Colorado System, a sponsor of HACU's 16th Annual Conference, is charting new directions with a new technology transfer strategic plan. "When we transfer the technology created from our world-class research enterprise to the general public through commercialization of University of Colorado (CU) patents and inventions, everyone benefits," said CU Vice President for Academic Affairs and Research Jack Burns. An increase in licensing activity has been reported since the new strategic plan was announced this summer. One license agreement is with Germany-based Munich Biotechnology AG. Another license agreement is with PowerSicel Inc., the university's newest start-up company.

ACCREDITATION

■ The Western Association of Schools and Colleges (WASC) granted full accreditation to The National Hispanic University in San Jose, California. The historic milestone makes The National Hispanic University, a HACU member institution, the first and only Latino four-year university to gain accreditation from the WASC. The WASC accredits 145 baccalaureate and graduate degree granting institutions in California, Hawaii and Guam.

17TH ANNUAL CONFERENCE UPDATE

■ Register by Dec. 31, 2002, for lowest "Early Bird" registration rates for HACU's 17th Annual Conference scheduled October 18-21, 2003, at the Hyatt Regency-Orange County in Anaheim, California.

TRANSFER AGREEMENT

■ HACU members Pueblo Community College and the University of Southern Colorado signed a transfer agreement that will allow students to earn an associate's degree at Pueblo Community College with a social work emphasis and a bachelor's degree in social work from the University of Southern Colorado. "This is another example of how the two institutions are collaborating to help students get the great education they need to start successful careers," said Pueblo Community College President Mike Davis.

LATINOS IN LAW SCHOOL

■ First-year Latino law school students in New York City were recently welcomed with a program on "How to Succeed in Law School" sponsored by the Puerto Rican Legal Defense and Education Fund and the law firm Mayer, Brown, Rowe & Maw. Although Latinos represent 12 percent of the U.S. population, they represent only about 2.5 percent of the nation's lawyers. Following the program, students were paired with mentors from New York's Puerto Rican Bar Association and Dominican Bar Association.

AT&T GRANT SUPPORTS BORDER ECONOMIC DEVELOPMENT

■ The Cross-Border Institute for Regional Development (CBIRD), sponsored in part by the IC2 Institute at HACU associate member University of Texas at Austin, has received a \$150,000 gift from the AT&T Foundation to evaluate and promote the use of telecommunications and web-based technologies in training workers along the Texas-Mexico border. The gift also will be used to connect communities in the region by developing next-generation community networks and knowledge-based networking systems. AT&T is a sponsor of HACU's 16th Annual Conference.

OVERVIEW

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

NOTES FROM WASHINGTON

By Gumeindo Salas
Vice President, Government Relations

Key committees in the House and Senate in coming weeks will be nearing final votes on budget issues of critical importance to the Hispanic higher education community. These votes can translate into substantial new increases in federal funding for the nation's youngest and largest ethnic population if HACU's Legislative Agenda becomes a priority in budget debates.

Strong grass roots advocacy from the leadership of HACU's more than 330 member and partner colleges and universities can make the crucial difference now in urging new commitments to Hispanic higher education before final committee action and House/Senate conference committee votes that will follow before the December recess.

HACU's Government Relations Office in Washington, D.C., is meeting daily with key members of Congress and their staff on issues involving two important legislative fronts: federal spending budgets and the development of priorities for next year's expected vote on reauthorization of the Higher Education Act. Reauthorization will establish federal spending policies for all higher education institutions for the next five years.

Congress does listen to its constituency, especially when they are representatives of the leadership of those colleges and universities serving the country's major Hispanic population centers and the largest concentrations of Latino higher education students.

HACU is urging everyone to initiate and sustain correspondence in support of HACU's Legislative Agenda directed toward all members of their home Congressional Districts, the chairs and ranking members of key Congressional committees and subcommittees, members of the Senate Hispanic-Serving Institutions Coalition and the Congressional Hispanic Caucus.

HACU's Washington, D.C., office stands ready to assist in arranging personal visits to Congressional offices in Washington, D.C., in coming weeks. A series of HACU Action Alerts will notify HACU presidents, chancellors and CEOs of pending debates and votes requiring immediate, proactive responses.

HACU's Legislative Agenda is requesting an urgently needed increase in appropriations for Hispanic-Serving

Institutions (HSIs) under Title V of the Higher Education Act. HACU will request that Title V appropriations for HSIs be increased from \$86 million in FY 2002 to \$125 million for FY 2003.

The White House proposed only a token increase in funding for HSIs from \$86 million in FY 2002 to \$89 million in FY 2003. The Senate already has voted to exceed the White House recommendations with a \$91 million appropriation. However, there is still time to urge a higher, final amount before final House/Senate conference committee action.

HACU's Legislative Agenda also is seeking a first-time \$20 million appropriation to strengthen HSI graduate programs under Title V of the Higher Education Act. No action has occurred on this issue vital to enhancing the capacity of HSIs to effectively address the substantial shortage of Hispanics with advanced degrees. HACU urges its membership to make this issue a priority in all correspondence to Congress.

HACU's Legislative Agenda is also requesting important increases in federal agency appropriations targeting HSIs and Hispanic higher education. HACU is requesting \$17 million in appropriations from the Department of Housing and Urban Development, \$20 million from the Department of Agriculture, \$15 million from the Department of Defense, \$10 million from the Department of Health and Human Services, \$20 million from the National Science Foundation and \$10 million from NASA.

HACU's Legislative Agenda and developing proposals for Reauthorization of the Higher Education Act will be the focus of two critically important workshops during HACU's 16th Annual Conference in Denver, Colorado, October 26-29. Advocacy will be a focus, as will the contributions of workshop participants to the priorities that will shape HACU's HEA Reauthorization Agenda.

Please also make plans now to attend HACU's Capitol Forum on Hispanic Higher Education: Creating a New Framework for Our Future, March 30 through April 1, 2003, at the Washington Marriott Hotel in Washington, D.C. HACU's 2003 Capitol Forum will become a powerful national platform to advocate for a new framework within federal legislation, regulations and reauthorization of the Higher Education Act.



AMERICA'S NEW PROSPERITY

By Antonio R. Flores,
President and CEO

The nation's attention will be focused on Denver, Colorado, October 26-29 for HACU's 16th Annual Conference, "Hispanic Empowerment: America's Key to Prosperity." America's success will surely depend on empowering the nation's youngest and largest ethnic population. Education is the key.

HACU's 16th Annual Conference will welcome a convergence of ideas and issues that can empower all of us in the effort to build a better future, which will only come true if we embrace education access, equity and success for all Americans.

To accomplish these goals, we must engage our national leaders in the public and private sectors to address these issues, share ideas and forge new partnerships in support of Hispanic higher education success. HACU's annual conferences have become an important national platform for accomplishing these critical objectives.

Hispanics became the nation's largest minority population as of the 2000 Census, and their population growth surged nearly 60 percent between 1990 and 2000. Already by 1998, Hispanic school-aged children had become the largest group of minority school children in the United States. They are also the youngest population with a median age of 26.4 years – nine years younger than the median age for the general population overall.

Hispanics also continue to suffer disproportionately low high school and college completion rates, and historically high poverty rates. Our nation's economic strength and security will depend on the knowledge, skills and leadership of a population that already makes up one of every three new workers joining the U.S. labor force today. These challenges create a compelling agenda for HACU's 16th Annual Conference.

HACU represents more than 330 colleges and universities serving the largest concentrations of Hispanic higher education students in the United States. Hundreds of these students will attend the conference, which will provide them unique networking opportunities and a national platform for



addressing current events, youth leadership development and career outlook issues.

Higher education leaders, faculty, program directors, advocates, public policy makers, leading researchers and corporate representatives will attend daily plenary sessions, workshops and an exciting Town Hall meeting.

This year's conference will be the site of the inaugural Latino Higher Education Leadership Institute: "Preparing Tomorrow's Latino Higher Education Leaders."

A pre-conference Youth Leadership Day will empower hundreds of Colorado high school students with information and leadership skills that will better equip them to succeed in their college and career goals.

HACU is excited to bring its 16th Annual Conference to a multicultural city in the heart of the United States that has embraced the 21st Century challenges of technology, equity, access and collaboration. Our 16th Annual Conference Host and Planning Committee members represent many of Denver's academic, corporate and community leaders. We are indebted to their efforts to make this year's conference a success.

This important national conference would not be possible without the exemplary commitment to Hispanic higher education success from our conference sponsors. We are grateful for the support of AT&T, Coors Brewing Co., AT&T Broadband, the Central Intelligence Agency, U.S. Coast Guard, University of Colorado System, Capital One, Hispanic Magazine, Philip Morris Companies Inc. and the U.S. Department of Agriculture.

We gratefully acknowledge the support of State Farm Insurance Companies, Eastman Kodak, TIAA-CREF, U.S. Army, Educational Testing Service, Hispanic Network Magazine, U.S. Department of Commerce, Miller Brewing Company, Shell Oil Company, Towers Perrin, Farm Credit Administration and the Office of Surface Mining of the U.S. Department of the Interior.

We also will welcome a stellar roster of conference exhibitors that will include representatives of many of the nation's best-known corporations, government agencies, higher education institutions and associations.

This extraordinary conference can empower and inspire all of us to learn, lead and excel in the effort to build a foundation for a better future for Hispanic Americans and for all Americans.

IN MEMORY

HACU joins the national Hispanic higher education community in mourning the loss of Roberto Cruz, a visionary leader and inspiring voice for the college and career success of the nation's youngest and largest ethnic population. He died September 4, 2002.

Dr. Cruz was the Founder and President of The National Hispanic University, a unique, multicultural institution that has become a model for excellence and success in helping a diverse student population overcome

the traditional barriers to a college education. In July, HACU joined Dr. Cruz in celebrating the attainment of his goal of achieving full accreditation for The National Hispanic University in San Jose, California, from the Western Association of Schools and Colleges.

It is with immense pride that we count The National Hispanic University as a member Hispanic-Serving Institution of HACU. Dr. Cruz made high expectations, role models, mentors and strong academic support systems a

powerful formula for excellence at a campus at which diversity was truly reflected in the student body, staff, faculty and administration.

Roberto Cruz translated into reality a lifelong commitment to diversity and excellence that will benefit all of us. Roberto Cruz enlightened us. His remarkable achievements for Hispanic higher education will continue to inspire us. We will miss him.

NEW REPORT LABELS HNIP 'REMARKABLY EFFECTIVE'

A new report shows the Hispanic Association of Colleges and Universities (HACU) National Internship Program is "remarkably effective" at introducing Hispanic college students to federal career opportunities.

"Since Hispanics remain the only under-represented population group in federal workforce ranks, we are delighted that the nation's largest Hispanic internship program is also proving to be among our best answers to building a public service sector more reflective of our diverse citizenry," said HACU President and CEO Antonio Flores.

"For 10 years, the HACU National Internship Program has been opening new doors to federal job opportunities for our country's youngest and largest ethnic population," Flores said. "This program is making a real difference."

The new report was released by independent analysts based on a survey of former HACU National Internship Program interns from the years 1993 through 2002. "The HACU National Internship Program is remarkably effective," the report stated.

"A very high percentage of respondents replied favorably about all the internship quality indicators in the survey. Additionally, the internship program provides a pool from which roughly one-half the interns are made career offers – of which slightly more than one-half are accepted," according to the report, "Assessing the Effectiveness of the HACU National Internship Program."

SURVEY RESULTS

The report, based on a statistical analysis of surveys of former interns from throughout the country, stated "a whopping 94.1 percent indicated the HACU National Internship Program experience helped them make more informed career decisions." The report said 82 percent of former interns surveyed indicated they would consider a federal career as a direct result of their internship experience.

The report represents the first, formal assessment of the program's effectiveness based on extensive surveys of program alumni.

The HACU National Internship Program each year places hundreds of eligible Hispanic higher education students in paid summer, fall and spring internships at dozens of federal agencies in Washington, D.C., and at federal agency field offices located throughout the United States.

The competitive program, which this summer celebrated its 10th anniversary, since 1992 has helped more than 3,800 college students develop professionally through meaningful, paid internships with federal agencies and private corporations. More than 600 college students will be participating in paid internships this year alone. Many former interns today are full-time federal employees.

The program was created to directly address the historic under-representation of Hispanics in federal workforce ranks. Hispanics currently represent more than 11 percent of the



civilian workforce, but only 6.5 percent of the federal workforce – leaving Hispanics the only under-represented ethnic population in the federal labor force.

The program already has won accolades from the White House and been cited as an effective, proven recruitment tool by the U.S. Office of Personnel Management in its Nine-Point Hispanic Employment Initiative addressed to every federal agency. The program also was formally recognized in Congress this summer by formal statements inserted into the Congressional Record.

'TIMELY' FINDINGS

"What makes the findings of this new report especially timely is that recent reports estimate that more than 50 percent of the current federal workforce will be eligible for retirement within just the next five years," said HACU National Internship Program Executive Director William Rafael Gil.

"By comparison, Hispanics today make up one of every three new workers joining the labor force overall; by 2050, the country's youngest and fastest-growing population group is anticipated to comprise one of every two new workers joining the combined federal and civilian workforce," Gil said. "This program is providing a critically needed means to address this issue with extraordinary results."

The report said offers of federal jobs, internships or fellowships were made to 59.4 percent of former interns, and that 31.8 percent of those interns said yes. "From a recruitment perspective, the HACU National Internship Program would appear an enviable program," according to the report by researchers Joel Garcia and Gary McBryde of Texas A&M University at Kingsville.

For a copy of the report, contact the HACU National Internship Program at (202) 467-0893/email: wgil@hacu.net. Or visit www.hnip.net.

"The HACU National Internship Program is remarkably effective."

HACU PRAISES INS DECISION ON BORDER STUDENTS; HOWEVER, PERMANANT PROTECTIONS STILL NEEDED

HACU praised the latest ruling from the Immigration and Naturalization Service that allowed border college students to attend part-time classes this fall in the United States.

“The INS is to be commended for recognizing the importance of serving the educational needs of higher education students on both sides of our border. However, a permanent protection still is needed to allow part-time border students from Mexico and Canada to continue attending classes without fearing that future INS rulings might again threaten their legal status,” HACU President and CEO Antonio Flores said.

“HACU will continue to urge swift passage of the proposed Border Commuter Student Act, which now is before Congress,” Flores said. “This Act would accord border students, who otherwise are visiting this country legally, new INS non-immigrant status to legally cross the border to attend part-time college or vocational school classes before returning to their home countries each night.”

HACU represents more than 330 member and partner colleges and universities serving the largest concentrations of Hispanic higher education students in the United States. Many of these colleges and universities are located near U.S. borders with Canada and Mexico, and serve part-time commuter students from these two countries.

Before this fall, border students had been allowed to enroll part-time at U.S. colleges and vocational schools despite existing regulations, which had not been enforced, dictating that U.S. colleges and universities located near borders with Mexico and Canada could only accept full-time postsecondary students with F-1 student visas.

To counter this plan, twin versions of a proposed Border Commuter Student Act were introduced in the House and Senate to create a new non-immigrant classification for these part-time students. HACU joined other national organizations in urging swift passage of this Act.

The INS then extended its decision to enforce the regulation until December 31.

The next announcement “clarified” its stance by stating that Mexican and Canadian nationals who reside outside the United States and regularly commute to U.S. college classrooms for part-time classes may continue to do so within the INS F-1 (college) or M-1 (vocational school) nonimmigrant visa category.

To qualify under this new rule, these part-time students must attend an INS-approved school located within 75 miles from the border, and obtain the appropriate Form I-20 Certificate of Eligibility for Nonimmigrant Student Status, as well as the appropriate visa. Canadian and Mexican nationals already enrolled in U.S. schools have been granted an extension until Dec. 31 to comply with these new requirements.

The Border Commuter Student Act would create a new category for non-immigrant, part-time students who maintain their residency in their home countries to allow them to obtain F-3 (for college) or M-3 (for vocational school or nonacademic courses) visas to attend part-time classes at U.S. schools.

HACU ANNOUNCES 109 SCHOLARSHIP WINNERS

With support from corporate and public-sector supporters of Hispanic higher education, HACU awarded scholarships to 109 students from 57 HACU member colleges and universities for the 2002-2003 academic year.

These scholarship programs were made possible by generous contributions from the U.S. Bureau of Land Management, Coors Brewing Company, Fannie Mae, General Motors, NASCAR and Wal-Mart.

In addition to the 109 students awarded scholarships from the above programs, two students attending HACU-member institutions were awarded Flores/Leaño Language Scholarships made possible by contributions from HACU and the Universidad Autónoma de Guadalajara (UAG). The scholarships were named for HACU President and CEO Antonio R. Flores, and for UAG Rector Antonio Leaño Alvarez del Castillo.

This year’s Flores/Leaño Language Scholarship recipients - Maria Elena Ramirez from Columbia Basin College in Washington and Catron J. Allred from the University of New Mexico - attended the UAG Centro Internacional de Idiomas Spanish language summer program from July 15 – August 9 in Guadalajara, Jalisco, Mexico.

“My studies were awesome. I learned much and shall be continuing my Spanish studies here at home,” Ramirez said. “I want to thank HACU for the amazing opportunity to study in Guadalajara. I had a great time, and my Spanish has improved greatly,” Allred said.

HACU scholarship programs are open only to eligible students attending HACU member and partner campuses. The 2003-2004 scholarship programs will be announced to HACU member and partner colleges and universities in early 2003, and posted on HACU’s web site at www.hacu.net under the “Student Resources” links.

“We applaud the generosity of the Bureau of Land Management, Fannie Mae, General Motors, Coors Brewing Company, Wal-Mart, NASCAR and the Universidad Autónoma de Guadalajara, and their commitment to the college and career success of the nation’s youngest and fastest-growing ethnic population,” said HACU President and CEO Antonio R. Flores. “They are investing in a better future for all of us.”

THE HACU/ARMY FACILITY/STUDENT FELLOWSHIP PROGRAM: OPENING NEW DOORS TO OPPORTUNITY

For three years, the Army Research Laboratory opened its doors to the nation's youngest and largest ethnic population as part of a unique project designed to provide new research opportunities and expertise to those colleges and universities serving the largest concentrations of Hispanic higher education students.

The HACU/Army Faculty/Student Fellowship Program was an innovative demonstration project that capitalized on the longstanding commitment by the U.S. Department of Defense and Department of the Army to promote research opportunities for Historically Black Colleges and Universities and Minority Institutions (HBCUs/MIs).

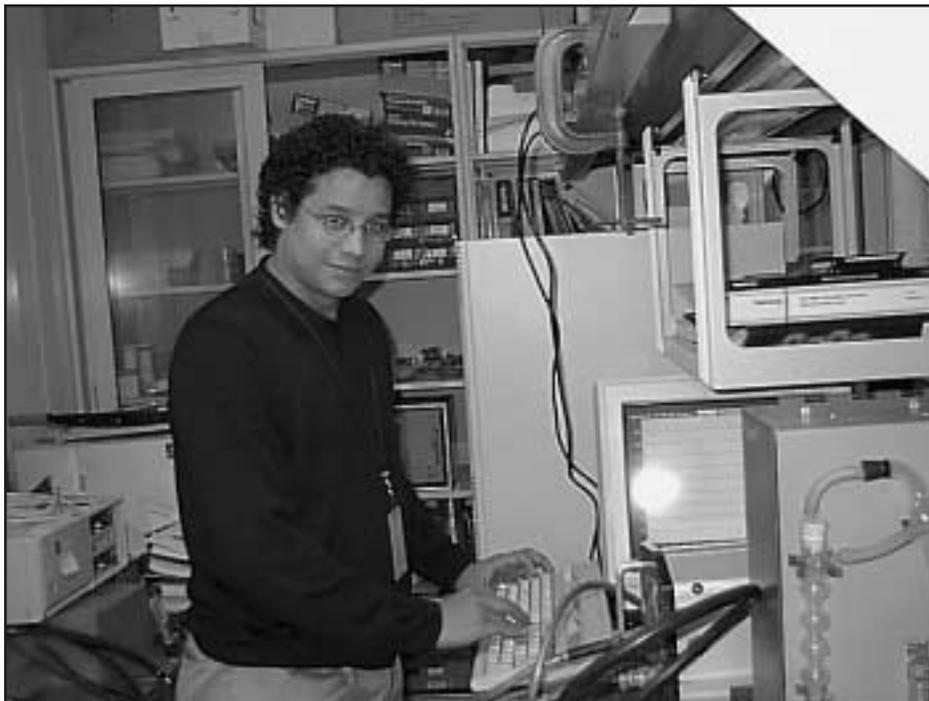
While Hispanics now constitute the nation's youngest and largest ethnic population, they remain historically under-represented in science and engineering fields. Hispanics make up only about 3 percent of the nation's scientists and engineers. Hispanics also remain the only under-represented population group in federal workforce ranks.

The HACU/Army Faculty/Student Fellowship Program enlisted the aid of HACU to match research interests of faculty and students from its 330 member and partner colleges and universities to 10-week summer fellowship positions at Army Research Laboratory (ARL) facilities.

These fellowships would provide students with professional work experiences, provide faculty new expertise they could bring back to their classrooms, supplement academic studies with laboratory experience, and introduce students and faculty to new research opportunities in fields in which Hispanics are historically under-represented.

In turn, ongoing relationships between HSIs and Department of the Army programs would be substantially strengthened by these direct interactions. The program would also introduce participants to potential career opportunities, and to general ARL outreach efforts designed to promote diversity in the military services and in national security research.

During the program's first year, 13 faculty and student participants from colleges and universities in California, Ohio, Illinois, Texas, Puerto Rico and the District of Columbia researched topics



ranging from computer codes and chemistry to engineering and battlefield meteorology environments.

They worked side by side with ARL scientists and engineers at Aberdeen Proving Grounds in Maryland, Fort Huachuca in Arizona, Fort Sill in Oklahoma, White Sands Missile Range in New Mexico and the Adelphi Research Center in Maryland.

During the program's second year, 14 faculty and student participants from colleges and universities in Texas, Puerto Rico, Georgia, New Mexico and the District of Columbia worked at ARL sites on research topics ranging from computational chemistry and munitions to military maintenance models.

During the program's third year, four faculty members and one student selected from campuses in Delaware and Puerto Rico completed ARL fellowships. Angel Gonzalez-Mendez, a student at the Inter American University of Puerto Rico, conducted research at the Army's White Sands Missile Range in New Mexico. "The experience I gained in a professional setting is priceless," he said.

"The benefits are really incredible, especially for faculty, because it's a way for us to get up to speed and to bring back that knowledge and trends in particular fields to the classroom," said Jorge Gonzalez, an associate professor of

mechanical engineering at the University of Puerto Rico at Mayaguez and HACU/Army fellow.

"This is the most effective way to transfer knowledge and to influence some of the work that can be conducted at the schools, especially for minorities," Gonzalez said. "We have to become competitive. We have to have the knowledge that will keep us a step ahead in the scientific world."

In every formal program evaluation, and for every year, high to highest ratings were accorded to the quality and outcomes of the 10-week summer sessions.

"We at HACU are delighted that this program produced such outstanding results in every year of the project, and from every participant. This remarkable collaboration between HACU and the Army Research Laboratory truly accomplished its goal of opening new doors to research opportunities for our students and faculty," said HACU President and CEO Antonio Flores.

"This is a first, very successful step in our shared mission to ultimately increase the ranks of Hispanic and other minority scientists and engineers in fields in which they historically are under-represented," Flores said. "This project proved that, yes, diversity is a practical, attainable goal in research fields critical to our nation's economic strength and security."

TITLE V GRANTS ANNOUNCED

The U.S. Department of Education announced \$15.3 million in new Title V grants for 33 HACU member Hispanic-Serving Institutions (HSIs) for fiscal year 2002. An additional \$70.7 million was being distributed to 157 HSIs to fund the continuation of existing grants available under Title V of the Higher Education Act.

“More Hispanic students than ever are pursuing postsecondary education. These grants will help them prepare for rigorous academic studies and help them stay in college and complete their degrees,” said U.S. Secretary of Education Rod Paige.

“Hispanic-Serving Institutions have demonstrated success in educating minorities,” Paige said. “As the ranks of high school graduates from all backgrounds grow, these colleges will play a critical role in meeting their education and job-training needs.”

Title V remains the chief vehicle through which federal funds can be targeted to HSIs. HACU is requesting an increase in Title V funding from \$86 million in fiscal year 2002 to \$125 million for fiscal year 2003. HACU also will request expanded Title V funding and program support for HSIs in its Agenda for Reauthorization of the Higher Education Act.

The new 2002 grants were awarded to HSIs in California, Florida, Illinois, Massachusetts, New Jersey, New Mexico, Texas, Washington and Puerto Rico.

“This year’s Title V grants would not have been possible without the leadership of the Congressional Hispanic Caucus, the Senate Hispanic-Serving Institutions Coalition and other distinguished members of the House and Senate who have advocated so successfully for Title V funding increases,” HACU President and CEO Antonio Flores said. “We owe them our deepest gratitude for their vision, leadership and continuing commitment to the college and career success of our students.” Some 200 HSIs enroll half of all Hispanic higher education students. Over the past decade, Hispanic enrollment in higher education increased nearly 50 percent – from 782,000 in 1990 to about 1.3 million in 1999.

Of the 33 Title V grants awarded this year, a total of \$8.3 million was awarded to 21 HSIs for five-year development grants. Twelve institutions received a total of \$7 million for five-year cooperative development grants.

For example, HACU member Woodbury University in California, in a cooperative arrangement with HACU member Los Angeles Valley College, was awarded \$600,000 this year as part of a five-year cooperative development grant that will result in a total of \$3 million in Title V funds. The Cooperative Collegiate Connections project is designed to increase the number of Hispanic students transferring from California’s Los Angeles Valley College, a public, two-year institution, to Woodbury University, a private, four-year institution in Burbank, California.

The schools will use the grant to streamline transfers with online systems that students can easily access, and create programs to improve academic success, retention, transfer and graduation of students at both Los Angeles Valley College and Woodbury University. ‘Connections’ centers also will be established at both campuses – located only six miles apart – to offer information and services to students who are considering transferring or have already transferred.

“Woodbury is pleased to be recognized by the Department of Education for our commitment to helping Hispanic students achieve their academic dreams,” said Woodbury University President Kenneth R. Nielsen. “Hispanic students will have significantly increased opportunities to transfer from the community college setting and earn bachelor’s degrees that lead to jobs in high-paying, in-demand professional fields.”

This year’s Title V grants are being used for initiatives ranging from community outreach projects and campus infrastructure improvements to science, technology and teaching curriculum enhancements.

HSIS RECEIVING NEW TITLE V GRANTS

Title V Development Grants:

- California’s Bakersfield College (\$367,178)
- California State University at Dominguez Hills (\$427,568)
- California State University at Fresno (\$446,246)
- California State University at Northridge (\$300,292)
- California’s Cerritos Community College (\$417,285)
- California’s Alliant International University in San Diego (\$420,038)
- California’s Whittier College (\$301,745)
- Florida’s Miami-Dade Community College-Medical Campus (\$450,000)
- Florida International University (\$420,867)
- Illinois’ Malcom X. College (\$441,000)
- Massachusetts’ Northern Essex Community College (\$417,436)
- New Jersey’s Union County College (\$386,592)
- New Jersey’s Hudson County Community College (\$450,000)
- New Mexico State University at Grants (\$450,000)
- New Mexico’s Mesalands Community College (\$311,650)
- Puerto Rico’s University of Puerto Rico at Humacao (\$330,267)
- Puerto Rico’s University of Puerto Rico at Utuado (\$390,838)
- Texas’ El Paso Community College (\$384,364)
- Texas’s University of Texas of the Permian Basin (\$450,000)
- Washington’s Yakima Valley Community College (\$444,499)

Title V Cooperative Development Grants:

- California’s Woodbury University (\$600,000)
- California State University at Fresno (\$600,000)
- California’s Hartnell College (\$547,710)
- California’s Allan Hancock College (\$600,000)
- Florida’s St. Thomas University (\$595,378)
- New Jersey City University (\$571,129)
- New York’s Lehman College of the City University of New York (\$650,000)
- Puerto Rico’s Universidad del Este (\$581,786)
- Puerto Rico’s University of the Sacred Heart (\$556,543)
- Puerto Rico’s Carlos Albizu University (\$564,001)
- Texas’ Midland College (\$598,814)
- Texas’ Sul Ross State University (\$600,000)

U.S. COAST GUARD OFFICER IS NEW HACU EXECUTIVE ON LOAN

HACU welcomed U.S. Coast Guard Captain Adolfo Ramirez as a new in-house Executive on Loan to help HACU promote U.S. Coast Guard college and career opportunities to the country's youngest and largest ethnic population.

"We are delighted to have Captain Ramirez on board at HACU. HACU and the U.S. Coast Guard share a proactive commitment to diversity that led to this extraordinary partnership, which brought Captain Ramirez to the national headquarters of HACU to help us enhance the college and career success of our Hispanic students," said HACU President and CEO Antonio Flores.

"We are deeply grateful for the leadership of Assistant U.S. Coast Guard Commandant for Civil Rights Walter Somerville for making this unique partnership a reality," Flores said. "Assigning a decorated officer to a Hispanic higher education association is evidence of the Coast Guard's organization-wide support for diversity in its military and civilian ranks."

"HACU is the premier organization for tapping into the Hispanic education community. My role is to explain the wonderful college programs, and military and civilian career opportunities the Coast Guard can provide to our Hispanic communities in education, and in service to the country," Ramirez said.

"The culture of the Coast Guard is very similar to the culture of Hispanics in that family and country are paramount. In the Coast Guard family, we look to how we can best serve our country," Ramirez said.

The assignment of Captain Ramirez to HACU represents the first time the Coast Guard has placed an officer in a nonprofit organization as an Executive on Loan.

"This organization, like any other organization, has a recruiting office, but it takes the entire organization to make diversity happen," said Tina Calvert, Director of External Civil Rights Compliance and Outreach Programs for the Coast Guard's Office of Civil Rights.

"Captain Ramirez was an outstanding candidate to assist the Coast Guard, with the help of HACU, to make our organization as diverse as possible."

In addition to the Coast Guard's prestigious Officer Candidate School, the Coast Guard Recruiting Initiative for the 21st Century was established to recruit outstanding minority students, male and female, to the renowned U.S. Coast Guard Academy. The Academy, which consistently ranks among the top colleges in the nation, offers majors in engineering, naval architecture, government, operations research, management, and marine and environmental sciences fields. U.S. Coast Guard Captain Adolfo Ramirez is a decorated officer whose U.S. Coast

Guard career has included assignments as Chief of the Investigations Office in Los-Angeles-Long Beach during the 1984 Olympics in Los Angeles, and to the National Strike Force Pacific Strike Team, an elite environmental response team.

As Assistant Chief for the Coast Guard's National Response Center from 1991 to 1998, he was responsible for daily briefings concerning the Exxon Valdez spill, as well as Operation Desert Storm and Desert Shield. He later supervised Coast Guard responses to devastating flooding along the Mississippi River in four states.

Ramirez was responsible for the Coast Guard's "Workforce Cultural Audit" report on diversity. In 1996, he was chosen to serve as Ethnic Policy Advisor to the Commandant of the Coast Guard. In 2001, he helped develop plans for the Coast Guard's Homeland Security for the Pacific Area. The much-decorated officer is a graduate of the Coast Guard's Officer Candidate School in Yorktown, Virginia.



*U.S. Coast Guard
Captain Adolfo Ramirez*

NEW DoD RESEARCH, EQUIPMENT GRANTS WILL AID HISPANIC SERVING INSTITUTIONS

The U.S. Department of Defense will provide \$4.2 million in grants to the nation's Hispanic-Serving Institutions (HSIs) to enhance their programs and capabilities in science, mathematics and engineering research.

Ultimately, the goal is to increase the number of Hispanic graduates in science, mathematics and engineering fields in which they are now under-represented.

The deadline is October 30 to submit proposals for grants expected to range from \$50,000 to \$400,000. The Department of Defense Program for Hispanic-Serving Institutions (HSIs) will be administered through the Army Research Office on behalf of the DoD Office of the Director of Defense Research and Engineering (Basic Research).

Army scientists and engineers will evaluate grant proposals restricted to HSIs with accredited, degree-granting programs in science, mathematics and/or engineering. The competitive grants program has two components: instrumentation and research.

One-year instrumentation grants ranging from \$50,000 to \$400,000 are designed to provide HSIs the opportunity to develop new laboratories or programs, augment existing research facilities, obtain basic science laboratory equipment or sophisticated instruments and computers, including hardware and software. These grants also can be awarded to HSIs to perform research in areas of interest to the Army Research Office.

Three-year research grants totaling as much as \$400,000 will be awarded for basic research in areas of interest to the Army Research Office and to the national defense. Research proposals also may include funds to purchase capital equipment required to conduct the proposed research. One of the goals of the research component is to allow students at HSIs to be exposed to Department of Defense and other state-of-the-art research.

For more information, visit www.aro.army.mil. Or contact Jenny Haire at the Army Research Office by telephone at (919) 549-4205 or by email at haire@aro.arl.army.mil.

HACU'S 16TH ANNUAL CONFERENCE TO FOCUS ON DOMESTIC, INTERNATIONAL ISSUES

Hispanic college and career trends will be the focus of HACU's 16th Annual Conference October 26-29 at the Adam's Mark Hotel in Denver, Colorado. Issues impacting the nation's youngest and largest ethnic population will also include the latest demographic and public policy developments, as well as international education topics.

Educators, advocates and public policymakers will join corporate, community and student leaders from throughout the Americas at a national conference that also has become an international platform for promoting Hispanic higher education and workforce diversity in a global economy.

U.S. Secretary of Education Rod Paige will join a distinguished roster of keynote speakers scheduled to address a conference that also will feature a free Career Fair, daily workshops, special plenary sessions and a lively Town Hall meeting on current events.

"As the nation's leading advocate for Hispanic higher education, HACU has a vital role in the future of higher education policy in the United States and in the global arena," said HACU Governing Board Chair Jose A. Vicente, President of the Inter American Campus of Miami-Dade Community College in Florida.

"An association of 330 member and partner colleges and universities throughout the Americas and in Spain also represents dozens of distinguished private and public sector partners. Together, we have become a powerful voice for diversity and excellence," Vicente said.

The conference will feature discussions on HACU's Legislative Agenda, which this year is calling for record new federal spending increases on Hispanic education initiatives that will impact minority students from kindergarten through graduate school.

A Public Policy Plenary on Hispanics and the Higher Education Act (HEA) will invite participants to directly contribute to the crafting of HACU's HEA Reauthorization Agenda, which will then be presented to Congress and the White House.

Hispanics became the nation's largest minority population as of the 2000 Census. Hispanic population growth

surged nearly 60 percent between 1990 and 2000. Already by 1998, Hispanic school-aged children had become the largest group of minority school children in the United States. Hispanics, with a median age of 26.4 years, are also the youngest population group.

HACU's record membership growth this year reflects those trends. HACU has welcomed 34 new member and partner higher education institutions in just the first six months of this year.

Today, HACU represents colleges and universities not only in states with traditionally large Hispanic populations such as Texas, California, Arizona, Colorado, Florida, Illinois, New Mexico, New York and New Jersey, but also now in Connecticut, Maryland, Massachusetts, Michigan, Minnesota, Georgia, Idaho, Kansas, Kentucky, Oklahoma, Pennsylvania, Tennessee, Virginia, Wisconsin and Washington.

"We are delighted to have the opportunity to welcome HACU to Denver, and to know that the conference will have a lasting impact on our students, faculty and staff," said Christine Johnson, President of Community College of Denver. The Community College of Denver is co-host of this year's pre-conference HACU Youth Leadership Fair.

College students from many of HACU's member institutions will attend the conference as Student Ambassadors and as Sponsored Student Scholars. AT&T is the lead sponsor of this year's conference Student Track, which will feature special workshops and student networking opportunities. The HACU National Internship Program, the nation's largest Hispanic college internship program, will be featured at HACU workshops and Student Track events.

"Global Terrorism and its Impact on Institutions of Higher Education" will be the topic of this year's International Plenary at HACU's 16th Annual Conference.

The acts of terrorism on September 11,



2001, impacted many institutions of higher education. Panelists from the United States and abroad will discuss the effects of global terrorism on institutions of higher education and public policy on this issue in their respective countries.

A pre-conference International Roundtable at this year's conference will focus on "Study Abroad Opportunities and the Hispanic Student."

The conference also will be the site for an inaugural HACU Latino Higher Education Leadership Institute, which will focus on the under-representation of Hispanics at every level of the higher education career ladder.

Daily workshops will focus on issues including Hispanic higher education recruitment, retention, immigration, student aid, research, demographic trends, economic outlook topics, model programs, K-12 outreach, mentoring and public/private sector partnerships.

Special awards will be presented to individuals, corporations and government agencies for championing Hispanic higher education success.

For online and on-site registration information and forms, visit www.hacu.net.

ABOUT THE YOUTH LEADERSHIP FAIR

Colorado education, philanthropic, professional and career development leaders are joining forces with HACU to ease the path toward a college degree for hundreds of Colorado high school students.

The HACU Youth Leadership Fair will engage educators, role models and students statewide as a pre-conference activity of HACU's 16th Annual Conference.

The Leadership Fair will invite 400 Denver area high school students to the Auraria Campus in downtown Denver. The Auraria Campus is home to three higher education institutions: Community College of Denver, Metropolitan State College of Denver and the University of Colorado at Denver. High school students will meet at the Auraria Campus for a series of special sessions on topics ranging from financial aid to leadership development and community involvement.

Sponsored by State Farm Insurance Companies, the HACU Youth Leadership Fair will be broadcast to Pueblo Community College, Otero Junior College and Trinidad State Junior College to reach high school students statewide.

Successful Latino role models from health professions, education, science, technology, law and law enforcement fields will address students at the Auraria Campus in downtown Denver.

Students will hear about how to overcome financial aid barriers and other challenges from representatives of Metropolitan State College of Denver, the Daniels Fund, the Colorado School of Mines, the University of Colorado at Denver, University of Colorado at Boulder, Community College of Denver, Arapahoe Community College and Mesa State College.



Encouraging cultural awareness is the goal of a special, interactive "Latino Jeopardy" contest. Patterned after the popular television game show

Jeopardy, this competition will focus on matching answers to questions relative to Hispanic culture.

"We want this to be fun for the students, but also educational and to really target their culture," said Yolanda Ortega-Ericksen, Vice President for Student Services at Metropolitan State College of Denver.

HACU Youth Leadership Development Fair programs were developed by Metropolitan State College of Denver, the Mayor's Office of Denver for Workforce Development, the Latin American Education Fund (LAEF), Community College of Denver, HACU and The Denver Public Schools.

AT THE EXHIBIT HALL

Exhibitors at HACU's 16th Annual Conference will include many of the nation's best-known corporations, government agencies, higher education institutions and associations. A daily Career Fair will be featured, as will a series of sponsored events at the Exhibit Hall at this year's conference at the Adam's Mark Hotel in Denver, Colorado.

Exhibitors will include: AT&T, AC Nielson Bases Corp., American Podiatric Medical Association, American Red Cross, Boy Scouts of America, Center for Medicare and Medicaid Services, The College Board, Council for International

Exchange of Scholars, Federal Deposit Insurance Corp. and the HACU National Internship Program.

Also featured will be: the Office of Inspector General of the U.S. Department of Housing and Urban Development, Internal Revenue Service, Lockheed Martin Corp., National Academies, National Institute of Dental and Craniofacial Research, National Institute of Diabetes & Digestive & Kidney Diseases, National Institute of Drug Abuse of the National Institutes of Health, National Security Agency, Naval Audit Service, New Mexico Tech and the Peace Corps.

The Smithsonian Institution is among 16th Annual Conference exhibitors, as are Teach for America, the U.S. Agency for International Development, U.S. Air Force Personnel Center, U.S. Customs Service, U.S. Department of Defense, the Office of Surface Mining of the U.S. Department of the Interior, the U.S. Department of Veterans Affairs, U.S. Environmental Protection Agency and the U.S. Office of Personnel Management. For Exhibit Hall updates, visit www.hacu.net.

16TH ANNUAL CONFERENCE SPONSORS SHARE COMMITMENT TO DIVERSITY

Sponsors of HACU's 16th Annual Conference share an ongoing commitment to supporting innovative education initiatives through funding support, volunteerism, outreach and ongoing programs that are opening new doors to college and career opportunities for our students and our communities.

Telecommunications giant AT&T, this year's lead sponsor of the Student Track, has championed education since Alexander Graham Bell founded the company more than a century ago. Today, that tradition is translating into more than half of all of AT&T's contribution dollars being directed toward education outreach, community service activities, volunteerism and programs. AT&T has been a supporter of HACU initiatives and conferences since HACU was founded in 1986. The AT&T Learning Network provides cutting-edge technology, grants and AT&T Learning Network Virtual Academy support to K-12 schools throughout the United States.

AT&T sponsors education awards programs and is a member of the U.S. Department of Education Partnership for Family Involvement in Education. AT&T also provides support for under-represented minority and women college students in computer and communications-related fields in science and engineering students via the renowned AT&T Labs Fellowship Program.



Conference sponsor AT&T Broadband, a business unit of AT&T, is the nation's largest broadband services company. AT&T Broadband recently named 48 teams of K-12 teachers and school administrators as winners in AT&T Broadband's Emerging Technology Awards for Educators program. The competition encourages teachers to work in teams to develop innovative classroom projects using cable television programming and the Internet.

COMMUNITY

■ Coors Brewing Company is the third-largest U.S. brewer, selling its products in North America, Latin America, the Caribbean, Europe, Australia and Asia. Coors provides HACU/Coors Light

Academic Success in Education (CLASE) Scholarships to students attending HACU member colleges and universities. In 2001, Fortune Magazine named Coors Brewing Company among America's 50 best companies for minorities. Each year, Coors works closely with national and local minority and women organizations in support of programs designed to strengthen the nation's diverse communities.



Other sponsors of HACU's 16th Annual Conference include the Central Intelligence Agency, U.S. Coast Guard, University of Colorado System, Capital One, Hispanic Magazine, Philip Morris Companies, U.S. Department of Agriculture, State Farm Insurance Companies, TIAA-CREF, U.S. Army, Eastman Kodak, Educational Testing Service, Hispanic Network Magazine, U.S. Department of Commerce, Miller Brewing Company, Shell Oil Company, Office of Surface Mining of the U.S. Department of the Interior, Farm Credit Administration and Towers Perrin.

The Central Intelligence Agency, which coordinates the nation's intelligence activities in support of our national security, is a longtime supporter of HACU programs and conferences, and an outstanding proponent of higher education and diversity. The CIA engages in research, development and deployment of high-leverage technology for intelligence purposes in an arena demanding high skills and advanced education from its diverse workforce.



EDUCATION

■ The University of Colorado was founded in 1876, the year Colorado joined the Union, opening its doors with 44 students and one instructor. Today, the University of Colorado System is one of the nation's premier institutions of higher education, serving more than 46,000 students at four campuses. The University of Colorado is the largest institution of higher education in Colorado.



Financial services provider State Farm

Insurance Companies, the nation's leading insurer of cars and homes, supports programs and services directly targeting the nation's youngest and largest ethnic population. One recent State Farm Insurance survey found that Hispanic Americans are much more likely than the general population to put family first when making important decision on financial planning and investing. Hispanics also put a higher priority on saving for their children's college education. The State Farm survey reported that 82 percent of Hispanics list saving for higher education as a primary financial goal, compared to 42 percent of the general population.



The U.S. Coast Guard is a military, multi-mission maritime service charged with regulatory, law-enforcement, humanitarian and emergency response duties in addition to a national defense role meeting the challenge of rapidly changing threats to security at home and abroad. The U.S. Coast Guard is the sponsor of this year's Opening Plenary at HACU's 16th Annual Conference.



Shell Oil Company, one of the leading U.S. oil and natural gas producers, petrochemical manufacturers and gasoline and natural gas marketers, is an affiliate of the global Royal Dutch/Shell Group of Companies. The Shell Oil Company Foundation in 2001 alone awarded \$27 million to U.S. organizations in areas including education, community activities, culture and the arts, environmental issues, and health and human services.

The Educational Testing Service (ETS) is the world's leading educational measurement institution and a renowned leader in educational research. The nonprofit organization annually administers more than 10 million tests in the United States and in 180 countries. ETS and HACU in 1999 released the acclaimed report on the Hispanic college gap, "Education = Success: Empowering Hispanic Youth and Adults."



OUTREACH

■ Philip Morris U.S.A. annually provides higher education scholarships



to ensure the development of tomorrow's business leaders, while also actively contributing to community development initiatives and environmental awareness programs throughout the country.

Miller Brewing Company has been a longtime supporter of HACU programs and conferences. Miller Brewing has pioneered and supported dozens of programs designed to enhance the education and quality of life of communities throughout the country. Miller partners with technical and community colleges through its "Tools for Success" program. The Miller Urban Entrepreneurs Series offers up-and-coming entrepreneurs expertise on starting and maintaining successful businesses.



Global giant Eastman Kodak Company is spending \$1.2 million on a three-year national campaign, "Success in School Equals Success in Life." The program is designed to increase parental involvement in an effort to improve the educational performance of Hispanic and other minority students. Kodak provides scholarships, in-kind services and other support to students and universities nationwide.



PARTNERSHIPS

■ TIAA-CREF, one of the world's largest financial services providers, stands for the Teachers Insurance and Annuity Association-College Retirement Equities Fund. For more than 80 years, TIAA-CREF has dedicated its services to the faculty and staff of America's education and research communities.



Credit card industry giant Capital One has a global customer base of more than 48 million people in the financial services marketplace. Named one of Fortune Magazine's "100 Best Places to Work in America" for the fourth consecutive year in 2002, Capital One also was named The Salvation Army's Corporate Philanthropist of the Year for its commitment to community service. Capital One has expanded the reach of its community relations programs to collaborative alliances with agencies and associations dedicated to community revitalization and education.



The U.S. Department of Commerce, a leading partner in the HACU National Internship Program, recently announced a newly redesigned web site at www.commerce.gov to better serve businesses and communities across the country.

The U.S. Department of Agriculture is a longstanding partner of HACU, with a special emphasis on supporting education programs and initiatives for Hispanic students. The USDA sponsored the USDA/HACU Student Leadership Forum at HACU's 15th Annual Conference in San Juan, Puerto Rico, in 2001. The USDA is a longstanding partner of the HACU National Internship Program (HNIP) and was a sponsor of this year's HNIP 10th Anniversary Gala. The USDA provided funding for a landmark report this year on the proven effectiveness of what has become the nation's largest Hispanic college internship program.

Hispanic Magazine and Hispanic Network Magazine provide the latest news on corporate, education and minority affairs trends to subscribers nationwide.



The U.S. Army, a longstanding partner of HACU and the HACU National Internship Program, provided funding and support for the three-year HACU/Army Faculty/Student Fellowship Program. The model initiative provided students and faculty new research and peer networking opportunities at world-renowned Army Research Laboratory sites throughout the United States.

STUDENTS

■ The Farm Credit Administration (FCA) is the safety and soundness regulator of the Farm Credit System, as well as an outstanding partner in the HACU National Internship Program. In 2001, FCA interns gained on-the-job experience and an introduction to federal career opportunities at FCA offices in Virginia, Colorado, Texas, Minnesota and California.

Towers Perrin is one of the world's largest global management consulting firms, with 78 offices in 23 countries. Towers Perrin this year announced the formation of the Futureworks Institute to focus on workforce diversity and the changing workplace.

Towers Perrin and the Office of Surface Mining of the U.S. Department of the Interior also are past and current supporters of the Student Track at



HACU's annual conferences, providing how-to expertise and information on cutting-edge career opportunities to Hispanic higher education students from throughout the country who attend conference Student Track workshops.

ANNOUNCEMENT FOR JUNIOR FACULTY RECRUITMENT

UNIVERSITY OF TEXAS AT AUSTIN

The Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, announces recruitment for tenure-track positions at the rank of Assistant Professor. The LBJ School, consisting of 25 full-time faculty and approximately 250 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. Candidates with strong backgrounds in any field of public policy are welcome to apply.

Applicants must have earned either a doctorate or equivalent terminal degree. Women and ethnic minorities are especially encouraged to apply.

Applications should include a curriculum vitae and three letters of reference. Send to the Faculty Recruitment Committee, LBJ School of Public Affairs, University of Texas at Austin, P.O. Box Y, Austin, Texas, 78713-8925. The committee will begin reviewing applications on October 1; applications must be received no later than November 15, 2002. For further information, interested parties may contact the Office of the Dean at the above address or telephone (512) 471-3200.

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Summer Program in Research for Graduate Students. Selected interns who participate in this program conduct research on a specific ETS project or program, chosen by the applicant, under the guidance of a senior staff member. Interns also attend twice-weekly seminars and workshops. Applicants must have completed one full year of academic coursework toward their Ph.D. or Ed.D. on or before June 1 of the award year.

Award: 2 months. Stipend: \$4,000. Limited round-trip travel expenses will be reimbursed.

Application postmark deadline: February 1, 2003

Notification: April 1, 2003

The Postdoctoral Fellowship Program. Up to three individuals will be selected as fellows, and invited to conduct independent research described in a proposal submitted as part of the application process. Candidates must hold a doctoral degree.

Award: 1 year. Stipend: \$38,000. Limited relocation expenses will be reimbursed.

Application postmark deadline: February 1, 2003

Notification: April 1, 2003

The Sylvia Taylor Johnson Minority Fellowship in Educational Measurement. A fellow will be selected to conduct independent research, described in a proposal submitted as part of the application process. Candidates must have received their doctoral degree within the past ten years and must be U.S. citizens.

Award: 1 year. Stipend will be set in relation to the successful applicant's compensation at the home institution. Limited relocation expenses will be reimbursed.

Application postmark deadline: January 10, 2003

Notification: March 1, 2003

Contact. For further information, contact Gloria Moreland MS10-R, Educational Testing Service, Princeton, NJ 08541-0001, Telephone: 609-734-5949 or 609-734-1806, Email: gmoreland@ets.org or ldelauro@ets.org.

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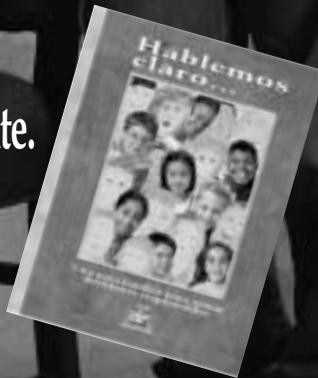
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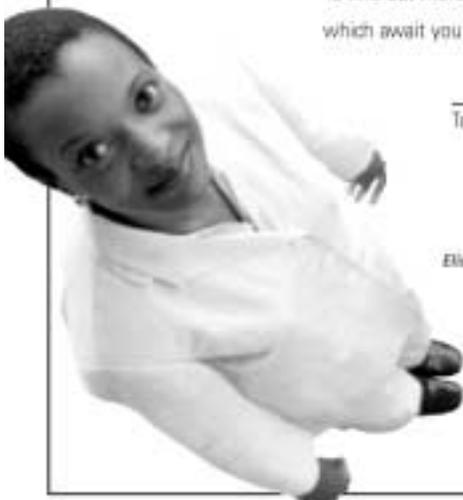
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Postdoctoral Fellowships (Ph.D./M.D.): The postdoctoral fellowship experience at the National Cancer Institute can serve as a first postdoctoral training assignment, or offer more experienced postdoctoral scientists an opportunity to further their training in more advanced methods, to acquire new research capabilities, to make changes in the direction of their research, or to receive training in fundamental sciences and clinical disciplines for the purpose of enhancing the transfer of biotechnology to cancer clinical programs. Program duration is 2 to 5 years. Candidates must have less than 5 years postdoctoral experience. Stipend range \$35,000 to \$45,000 commensurate with experience. Health insurance provided and optional family health insurance coverage available. U.S. citizenship, permanent residency (green card), or current authorization (F-1 or J-1 visa) for training in the United States required.

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Visit our Training & Employment website <http://generalemployment.nci.nih.gov> where you can post your resume for possible future openings, communicate with our laboratory principal investigators, and view/apply for positions on the Careerhere link. For more information or assistance, contact Keith Ariola, ariolak@mail.nih.gov



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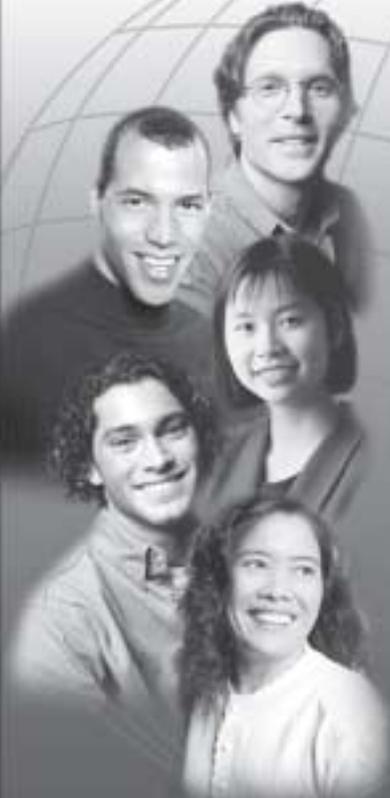
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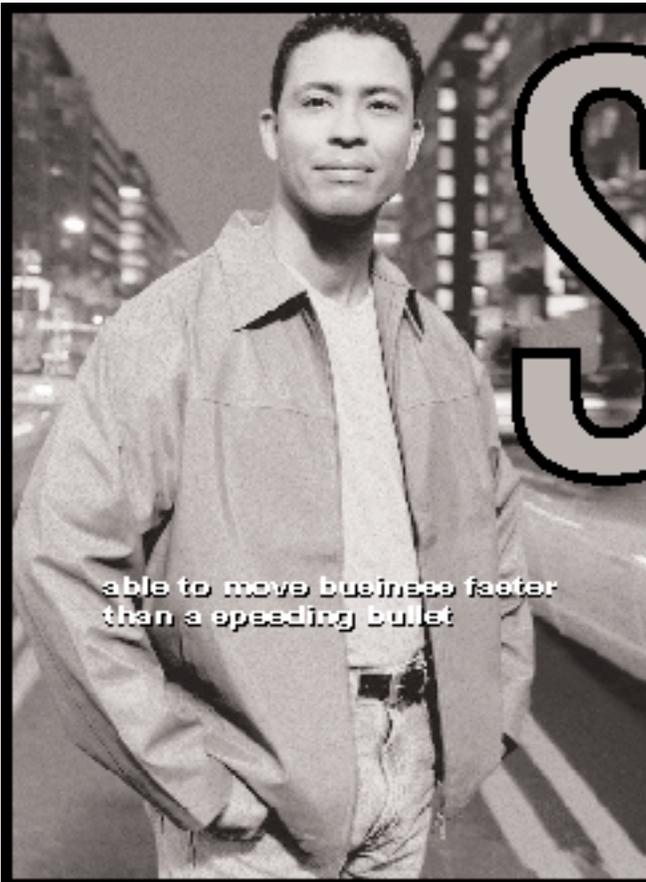
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