



HACU

HISPANIC
ASSOCIATION
OF COLLEGES &
UNIVERSITIES

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THE VOICE

OF HISPANIC HIGHER EDUCATION

**INSIDE THIS ISSUE:
HACU Partnerships
Message From The President**

Freddie Mac Brings You



CALL FOR PAPERS

■ The deadline is March 8 to submit workshop and plenary session proposals for presentation at HACU's 17th Annual Conference scheduled October 18-21 in Anaheim, California. Record attendance is expected at this year's conference, *Hispanic Higher Education Success: America's Path to the Future*. For more information about HACU's 17th Annual Conference Call for Papers, visit www.hacu.net.

GRANTSMANSHIP

■ The Ana G. Mendez University System in Puerto Rico, a HACU member, will be the host of a five-day session on the internationally renowned Grantsmanship Training Program at the Universitario de Bayamon Universidad Metropolitana (UMET) February 10-14, 2003. For more information, visit the Grantsmanship Center web site at www.tgci.com.

UNIVERSITY RECEIVES \$1 MILLION GIFT

■ HACU member St. Thomas University welcomed a \$1 million gift from Carnival Cruise Lines to build a new world-class science and technology center at the Florida university's North Miami-Dade campus. Construction will begin on the multi-million dollar, 32,000-square-foot Carnival Cruise Lines Science & Technology Building within the next few years. The new center will attract top science scholars from throughout the world.

ASSISTING STUDENTS

■ HACU member Palo Alto College received a five-year, \$2.5 million grant – the largest in the San Antonio college's 17-year history – from the U.S. Department of Education. The college will cooperate with the Texas A&M University-Kingsville System Center-Palo Alto to enhance academic support at the campus for both institutions, and create an endowment for student scholarships and faculty instructional innovation at Palo Alto. The student body at Palo Alto College is 69 percent Hispanic.

TEACH FOR AMERICA

■ The School of Law at HACU associate member University of Michigan has partnered with Teach for America to recruit outstanding students who will be offered a two-year deferral to spend two years serving the nation's neediest urban and rural public schools. For more information about Teach for America, visit www.teachforamerica.org.

NEW DEGREE PROGRAMS

■ HACU member St. Edward's University in Austin, Texas, is offering seven new degree programs this year. Among the new programs, the university's College of Professional and Graduate Studies is offering a Master of Science in Computer Information Systems and MBA with an Entrepreneurship Concentration.

SCIENCE AND TEACHING

■ With a \$1.2 million grant from the National Science Foundation, HACU member New Mexico State University and the Chihuahuan Desert Nature Park will work with Las Cruces, New Mexico-area middle schools to encourage inquiry-based learning. The program will partner graduate students majoring in science with middle school teachers in three public school districts. "This program is a clever move by NSF," said Nancy McMillan, a geological sciences professor and principal grant investigator. "You raise a generation of scientists with experience working with children." The three-year project will begin next fall.

TITLE V GRANT

■ HACU member institutions Miami-Dade Community College and St. Thomas University became the first colleges in Florida to earn a cooperative grant for Hispanic-Serving Institutions under Title V of the Higher Education Act. The five-year, \$2.9 million grant will be used to increase the retention and technological expertise of Hispanic students attending the higher education institutions.

TRANSPORTATION TECHNOLOGY

■ HACU member Santa Monica College recently celebrated an Open House at its Santa Monica College Transportation Technology Department, renamed to reflect an expansion of automotive course offerings to also include bus maintenance training at the college in Santa Monica, California.

ONLINE EDUCATION

■ The College of Medicine at HACU associate member University of Illinois at Chicago won top honors from the Sloan Consortium for the college's online core curriculum for graduate medical education. The consortium named the UIC College of Medicine's online curriculum an outstanding asynchronous learning network (ALN) program.

OVERVIEW

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ABOUT OUR COVER

Leaders of the Hispanic Association of Colleges and Universities and six other national organizations celebrate joining Freddie Mac in a new partnership designed to bring financial literacy to Hispanic communities nationwide. See page 5 for special reports.

HOW TO CONTACT US

HACU National Headquarters
8415 Datapoint Drive, Suite 400
San Antonio, Texas 78229
Tel: (210) 692-3805 Fax: (210) 692-0823
Web site: www.hacu.net
E-mail: hacu@hacu.net
HACU President: Antonio R. Flores, Ph.D.

HACU Washington D.C. Office
One Dupont Circle N.W., Suite 605
Washington, DC 20036
Tel: (202) 833-8361 Fax: (202) 833-8367
E-mail: govrel@hacu.net
Vice President of Governmental Relations: Gumecindo Salas, Ph.D.

HACU National Internship Program
One Dupont Circle N.W., Suite 605
Washington, DC 20036
Tel: (202) 467-0893 Fax: (202) 496-9177
E-mail: hnip@hacu.net
HNIP Executive Director:
William Rafael Gil

To Advertise in *The Voice*,
contact Cynthia Vela
Tel: (210) 692-3805 Ext. 3242
Fax: (210) 692-0823
E-mail: cvela@hacu.net

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ABOUT HACU

The Hispanic Association of Colleges and Universities represents more than 335 member and associate member colleges and universities in the United States, Puerto Rico and abroad with high Hispanic student enrollment rates — including federally designated Hispanic-Serving Institutions. HACU's mission is to improve access to and the quality of post-secondary educational opportunities for Hispanic students; to meet the needs of business, industry and government through the development and sharing of resources, information and expertise; and to promote the development and success of member and associate member colleges and universities.

By Gumecindo Salas
Vice President of Governmental Relations

The 108th Congress will convene this month in the unique position of having to address both the bulk of federal Fiscal Year (FY) 2003 legislative issues and the start of FY 2004 federal budget discussions in the opening weeks of the new legislative session.

For HACU, the challenge is to simultaneously advocate for every major education proposal for FY 2003 that still is pending before Congress while also ensuring that every component of HACU's Legislative Agenda for FY 2004 becomes a prominent, early priority.

The stakes are critical in these first few weeks of 2003, especially in the face of a third issue that will quickly overtake FY 2003 and FY 2004 budget matters in sheer impact and scope. Reauthorization of the Higher Education Act (HEA), which Congress will begin to address this year, will determine federal funding priorities for all higher education institutions for the next five years.

HACU welcomes the leadership of Jose A. Vicente, the new Chair of the HACU Governing Board's Governmental Relations Committee, as HACU proactively addresses efforts to significantly increase federal spending for Hispanic higher education. Vicente, president of the Inter American Campus of Miami-Dade Community College in Florida, is the immediate past Chair of the HACU Governing Board and a nationally renowned champion of Hispanic student success.

HACU through December continued to accept comments from all member and partner colleges and universities on working drafts of what will become a formal HACU HEA Reauthorization Agenda. These outstanding contributions followed a series of regional meetings and requests for comments throughout 2002.

This Agenda promises to call for unprecedented attention to the myriad needs of those Hispanic-Serving Institutions (HSIs) serving a population that continues to suffer the lowest high school and college graduation rates of any major population group.

Despite several years of incremental increases in funding for HSIs under Title V and other sections of the HEA, HSIs continue to receive less federal funding on average per student compared to all other degree-granting institutions.

HACU is meeting regularly with the American Council on Education and other allied higher education organizations



to ensure that their HEA requests embrace HACU's proposals for significant new increases in appropriations and student program support specifically for HSIs and other higher education institutions that serve

large numbers of Hispanic higher education students.

For example, HACU will be requesting a first-time and ongoing appropriation for HSIs to create or enhance graduate education programs. Graduate education is becoming a priority at a time when advanced skills are becoming a more important measure of future earnings, tax dollars and the nation's economic strength. Yet, Hispanics only account for about 5 percent of graduate students.

Reauthorization issues that will address the need to significantly increase the numbers of Hispanics obtaining undergraduate and graduate degrees will be of paramount importance at HACU's National Capitol Forum on Hispanic Higher Education this year. This year's Capitol Forum, *Creating a New Framework for Our Future*, is scheduled March 30 through April 1, 2003, at the Washington Marriott Hotel in Washington, D.C.

Leading representatives of Congress, the White House and key federal agencies will address presidents, chancellors, senior staff and campus program directors from HACU member and partner colleges and universities.

A full day of Visits to Capitol Hill is scheduled at a conference that also will invite the participation of Hispanic higher education supporters from allied organizations, as well as from corporate and community sectors.

Strategic sessions at this critically timed forum will provide a framework to actively engage HACU member and partner institutions this year in targeted, grass roots advocacy in support of the college and career success of our Hispanic students.

Please register now to attend HACU's National Capitol Forum on Hispanic Higher Education, *Creating a New Framework for Our Future*, scheduled March 30 through April 1, 2003, at the Washington Marriott Hotel in Washington, D.C. Capitol Forum details and registration forms are located at www.hacu.net. Our numbers can make the difference.

PARTNERSHIP FOR THE FUTURE

By Antonio R. Flores
President and CEO of HACU

HACU welcomes what surely will prove a stellar new year for promoting Hispanic higher education success. We have many new partnerships to celebrate, which certainly will contribute to record new achievements in 2003 for the only nationally organized voice for Hispanic higher education.

HACU in 2002 welcomed 42 new Member and Partner higher education institutions that share our commitment to diversity and the higher education success of the nation's youngest and largest ethnic population.

Certainly, the rapid growth of the Hispanic population – still the fastest-growing U.S. population group -- is reflected by not only our new numbers, but also by the location of these distinguished higher education institutions in so many states now experiencing rapid Hispanic population growth, as well as by our new international members.

In 2002, HACU welcomed new member Hispanic-Serving Institutions in states such as Arizona, California, Illinois and New York with traditionally large Hispanic populations. HACU also welcomed new Associate Member and Partner Member institutions from states such as Connecticut, Georgia, Maryland, Massachusetts, Michigan, Nebraska and Virginia that are setting new records in Hispanic population growth.

In 2002, HACU also welcomed its first International Member institution from the Dominican Republic, Universidad Central del Este in San Pedro de Macoris.

HACU now represents more than 340 member and partner colleges and universities serving the largest concentrations of Hispanic higher education students in the United States.

Thanks to the support from a continually expanding roster of distinguished federal and corporate partners, the HACU National Internship Program (HNIP) for the second year in a row in 2002 topped the 600-mark in student participation.

Since its inception in 1992, HNIP has provided paid internships to more than

3,800 students, making HNIP the largest Hispanic college internship program in the country. The U.S. Justice Department was among the new partners HNIP welcomed in 2002.

Among the strategically important partnerships HACU welcomed in 2002 were new alliances with the National Science Foundation, Freddie Mac, the Verizon Foundation, Gateway Inc., the American Lung Association and Partnership for Public Service.

HACU, as a partner in the Alliance for Equity in Higher Education, welcomed a new \$6 million grant from the W.K. Kellogg Foundation to fund a new Alliance initiative that will increase the diversity of the country's higher education senior administrators. HACU in 2002 celebrated the third year of a highly successful partnership with the Army Research Laboratory, the HACU/Army Faculty/Student Fellowship Program.

HACU in 2002 welcomed 42 new Member and Partner higher education institutions that share our commitment to diversity and the higher education success of the nation's youngest and largest ethnic population.

In 2002, HACU also welcomed an expanded partnership with the U.S. Coast Guard with the assignment of Coast Guard Captain Adolfo D. Ramirez as the new Liaison Officer to HACU, the first such appointment to a non-profit organization.

HACU in 2002 welcomed Rosario Mendez, a veteran government affairs advocate and lawyer, to head the new HACU/Freddie Mac financial literacy initiative, CreditSmart Español. HACU appointed Patrick L. Valdez co-director of the new Kellogg MSI (Minority-Serving Institutions) Leadership Fellows Program for the Alliance for Equity in Higher Education.

Veteran public policy advocate Luis Maldonado joined HACU in 2002 as

Director of Legislative Affairs, contributing his expertise and proven track record to what is expected to become record new federal appropriations and program support for our member and partner colleges and universities this year.

John Moder, a veteran educator and former president of St. Mary's University in San Antonio, Texas, became HACU Vice President and Chief Operating Officer in 2002, directing much of the association's internal and external growth during the past year and assisting to position HACU for record new accomplishments in the year ahead.

HACU celebrates the support of our federal and corporate sponsors that became partners in the outstanding success in 2002 of the annual HACU Capitol Forum and HNIP 10th Anniversary Gala in Washington, D.C., and HACU's 16th Annual Conference in Denver, Colorado.

For 2003, HACU will again enlist the support of our many partners and our fast-growing membership for HACU's 2003 Capitol Forum on Hispanic Higher Education March 30-April 1 in Washington, D.C., for HACU's 5th International Conference July 26-29 in Guadalajara, Jalisco, Mexico, and for HACU's 17th Annual Conference October 18-21 in Anaheim, California.

All of these and other important HACU accomplishments in 2002 and priorities for 2003 are part of HACU's efforts to educate the public, particularly policy makers and business leaders, about the key role and importance of HACU-member institutions that enroll three of every four of the 1.6 million Hispanics in higher education. As we welcome the 108th Congress and begin the policy debate on the reauthorization of the Higher Education Act, the national and international importance of these colleges and universities will certainly aid HACU's efforts.

Our existing and new partnerships for Hispanic higher education success will surely propel HACU to extraordinary new triumphs in the year ahead.



HACU AND FREDDIE MAC JOIN FORCES TO PROMOTE FINANCIAL LITERACY



HACU and Freddie Mac jointly announced a new initiative called *CreditSmart Español* to promote financial literacy to the nation's youngest and largest ethnic population.

HACU established a formal Memorandum of Understanding with Freddie Mac to help promote the national financial literacy and consumer credit education campaign.

Freddie Mac is the quasi-government agency best known for making homeownership a reality for millions of Americans.

CreditSmart Español is designed to help Latino consumers – the fastest-growing U.S. consumer group -- build and maintain good credit to better prepare for home ownership and other lifelong financial goals.

According to the U.S. Census Bureau, while 68 percent of the nation's families own homes, less than 48 percent of the nation's Hispanic families are homeowners.

"We are delighted to join in this ambitious new initiative to enhance the financial literacy skills of many of the nation's more than 1.5 million Hispanic college students," said HACU President and CEO Antonio Flores.

"Many college students today already are burdened with the dramatic rise in higher education costs, heavy student loan responsibilities and an uncertain employment outlook upon graduation. For Hispanics, who suffer historically high poverty

rates and low college graduation rates, such financial burdens can prove especially daunting," Flores said. "Thanks to the foresight and leadership of Freddie Mac, Hispanic students can now have access to valuable skills that can lead to a more financially secure future."

HACU joins a *CreditSmart Español* partnership that also includes the League of United Latin American Citizens (LULAC), the National Council of La Raza, the United States Hispanic Leadership Institute, Cuban American National Council, National Puerto Rican Coalition Inc. and National Association of Hispanic Real Estate Professionals.

Representatives of each organization joined the leadership of Freddie Mac in Washington, D.C., in December to formally announce the start of the new program.

Freddie Mac will provide HACU as much as \$125,000 over a two-year period to help plan, promote and implement this new financial education and awareness outreach initiative to HACU's network of member and partner colleges and universities.

Freddie Mac is a stockholder-owned corporation chartered by Congress in 1970 to create a continuous flow of funds to mortgage lenders in support of homeownership and quality rental housing opportunities for a diverse U.S. citizenry.

VETERAN GOVERNMENT AFFAIRS ADVOCATE JOINS HACU TO OVERSEE HISPANIC FINANCIAL LITERACY INITIATIVE

A veteran government affairs advocate and lawyer has joined HACU to head a program designed to provide financial literacy and consumer credit education to the nation's youngest and largest ethnic population.

Rosario Mendez will serve as Program Manager for *CreditSmart Español*, the new HACU/Freddie Mac initiative designed to increase financial literacy awareness and skills within the nation's fast-growing Latino communities.

"Education and home ownership are the essence of the American Dream. I am very excited to be with HACU and to be working with two great organizations – HACU and Freddie Mac -- in the effort to

make the American Dream a reality for so many more Hispanic Americans," said Mendez, a lawyer with extensive government, economics and regulatory affairs expertise.

"This project is going to reach thousands of Hispanic students at an age when it is crucial to begin learning about credit management and how to successfully achieve their financial goals," said Mendez, who is based at HACU's Washington, D.C., offices.

"We are delighted to welcome such a prestigious, proven leader to HACU," said HACU President and CEO Antonio Flores about the appointment of Mendez.

Mendez, a bilingual native of Puerto Rico, completed her undergraduate studies at the University of Rochester in New York with a concentration in economics and obtained her law degree from Loyola University in New Orleans, Louisiana. She currently is completing an MBA in marketing at Johns Hopkins University.

Mendez most recently served for five years as Senior Legislative Counsel in Washington, D.C., to the Governor of Puerto Rico, where she developed expertise in government affairs, advocacy, regulatory affairs and specialized knowledge in successfully implementing project strategies benefiting targeted organizations and individuals.

ABOUT THE COVER:

Pictured (from left) are: National Association of Hispanic Real Estate Professionals Vice Chair and CEO Gary Acosta, Juan Andrade of the U.S. Hispanic Leadership Institute, Guarione Diaz of the Cuban American National Council, Freddie Mac CEO and Chair Leland Brendsel, National Puerto Rican Coalition President Manny Mirabal, National Council of La Raza President and CEO Raul Yzaguirre, LULAC President Hector Flores and HACU Vice President Gumecindo Salas.

VERIZON AND HACU TO PROMOTE ONLINE EDUCATION INNOVATIONS

HACU received a \$250,000 grant from the Verizon Foundation, the philanthropic arm of Verizon Communications Inc., to establish a new consortium to expand the reach of online education technologies within the Hispanic higher education community.

The grant will fund a new HACU Virtual Learning Marketspace initiative designed to help those colleges and universities serving the largest concentrations of Hispanic higher education students to increase access to information technology and distance learning innovations.

HACU is enlisting the expertise of leading higher education institutions and education technology organizations for an inaugural HACU Virtual Learning Marketspace planning conference January 14-15, 2003, at the Menger Hotel in downtown San Antonio, Texas – the city where HACU has its national headquarters.

“This new initiative will comprehensively address the need to increase the capacity of our nation’s Hispanic-Serving Institutions to better serve their students, as well as lead to new national and international partnerships in support of Hispanic college and career success,” HACU President and CEO Antonio Flores said.

“We applaud Verizon, the world’s leading provider of communications services, for this vital new contribution to closing the technology gap for a population that represents one of every three new workers joining the U.S. work force today,” Flores said. “This is a critical investment in the advanced knowledge and technological proficiency of such a large percentage of our nation’s future labor, management and leadership ranks.”

HACU represents more than 340 colleges and universities serving the largest concentrations of Hispanic higher education students in the United States, as well as an international membership of higher education institutions throughout the Americas and in Spain.

“HACU has enlisted a stellar Advisory Board to ensure maximum results from this comprehensive endeavor to rapidly expand the use of information technology and distance learning innovations in the Hispanic higher education arena,” said Alex Ramirez, Executive Director of the HACU Office of Information Technology Initiatives.

“Thanks to Verizon, we can directly address the much-publicized ‘digital divide’ between minority and non-minority populations by targeting those colleges and universities that collectively serve more than two-thirds of all Hispanic higher education students,” Ramirez said. “Together, we can now accelerate efforts to close the technology gap.”

Among members of the HACU Virtual Learning Marketspace Advisory Board are: Bruce Chaloux, Director of the 16-state Southern Regional Electronic Campus initiative of the Southern Regional Education Board; Leonardo de la Garza, Chancellor of the Tarrant County (Texas) College District, a leader in the Virtual College of Texas initiative, and Henry Ingle, a national distance learning development pioneer, Professor and Associate Academic Affairs Vice President for Technology Planning and Distance Learning at the University of Texas at El Paso.

Other members are: Sally Johnstone, founding and Executive Director of the Western Cooperative for Educational Telecommunications of the Western Interstate Commission for Higher Education (WICHE) James Lyons, President of California State University at Dominguez Hills; Diana Oblinger, Senior Fellow for the EDUCAUSE Center for Applied Research and a Professor at the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill, and Janet Poley, President and CEO of the American Distance Education Consortium.

Also serving as board members are: Jose Jaime Rivera, President of the University of the Sacred Heart in San Juan, Puerto Rico, and Jose Trevino Abrego, Asesor de la Rectoria del Sistema Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM) in Monterrey, Mexico.

Verizon Communications companies, which are the largest providers of land-based and wireless communications in the United States, boast a global reach that extends to 35 countries in the Americas, Europe, Asia and the Pacific. The Verizon Foundation is a leader in efforts to bridge the digital divide with innovative eSolutions, community enrichment outreach and computer literacy programs nationwide.

For more information about the HACU Virtual Learning Marketspace planning conference, visit www.hacu.net/hvllm.



*Virtual Learning Marketspace Planning Conference
January 14-15, 2003
Menger Hotel, San Antonio, Texas*



Students Rosa Pena (left) and Gloria Gallegos, HNIP Interns in 2002 at the U.S. Office of Personnel Management

HNIP CELEBRATES ANOTHER BANNER YEAR

throughout the United States. The U.S. Department of Justice became a new HNIP partner in 2002.

Student participation topped the 600-mark for the first time in 2001, when HNIP provided valuable on-the-job experience and professional development opportunities to 632 students from throughout the country.

"HACU gave me the opportunity to meet United States Secretary of Labor Elaine L. Chao in a ceremony to recognize employees of the Mine Safety and Health Administration who took part in the rescue of nine coal miners. The coal miners were rescued safely after being trapped 77 hours in the flooded Quecreek Mine near Somerset, Pennsylvania, last summer," said Laura Quinones Velazquez, who completed her fall internship at the U.S. Department of Labor in December.

Rosa Pena has participated in two HNIP summer internships. She completed her internship in 2002 at the U.S. Office of Personnel Management. "The internship has opened a world of opportunity. The actual internship in the government was invaluable. The programs coordinated by the HNIP staff made the connection between my interests and a federal agency

that would cater to these interests. Two summer internships made me realize that public civil service is for me," Pena said.

"HACU has not only provided students with an incredible opportunity, but has also been a pioneer in the educational systems," said Noemi Colon Vasquez, who also was an intern at the Office of Personnel Management in 2002.

"Some schools do not have internships incorporated in their curriculum. By participating in HACU, my school realized the importance of taking part in these internships and representing the Hispanic community in the government as well as in the private sector," Colon Vasquez said. "HACU has also provided the opportunity of developing myself professionally and gaining the knowledge, skills and experience I need to succeed in life. I've been able to prove to myself that dreams and goals can be achieved with discipline, perseverance, and passion."

The HNIP spring session begins January 16. The deadline is February 28 to apply for the program's summer session. Online applications are now available. For more information, visit www.hnip.net. Or call HNIP offices in Washington, D.C., at (202) 467-0893.

The HACU National Internship Program for the second year in a row topped the 600-mark for student participation in the largest Hispanic college internship program in the country.

The HACU National Internship Program (HNIP), which celebrated its 10th Anniversary in 2002, since its inception has placed more than 3,800 top undergraduate and graduate students in paid internships with partner federal agencies and corporations.

HNIP provided internships to 610 students in 2002 at dozens of participating federal agency and corporate offices in Washington, D.C., and at locations

GATEWAY JOINS HACU TO HELP BRIDGE THE DIGITAL DIVIDE

Continuing its drive to help bridge the digital divide in education, Gateway, Inc. has teamed with HACU to provide technology solutions and educational opportunities to HACU's 342 member and partner higher education institutions, including discounted PCs and a rebate program.

"Bridging the digital divide in education is one of Gateway's primary goals and our new alliance with HACU will make that vision a reality for thousands of students," said Jay Lambke, Gateway's vice president of institutional markets. "We're proud to partner with HACU to help make technology more accessible to the students, faculty, staff and alumni of these fine institutions."

HACU signed a formal agreement with Gateway at HACU's 16th Annual Conference in Denver, Colorado, that was co-sponsored by Gateway. All Gateway products and services are available to HACU member schools.

"HACU is proud to partner with Gateway," said HACU President and CEO Antonio R. Flores. "By providing significant discounts on computers for our member institutions and students, Gateway is not only helping Hispanics gain access to much needed programs and services, but is helping to assure a well-prepared workforce for America's next generation."

For more information about Gateway, visit www.gateway.com.



EDUCATION IS THE KEY TO SUCCESS WITH THE U.S. COAST GUARD AND HACU

By Dyanesa Pacheco-Costello
 Co-Op Fellow, U.S. Coast Guard Office of Civil Rights
 Inter American University of Puerto Rico Metropolitan Campus

The Coast Guard and the Hispanic Association of Colleges and Universities (HACU) took a bold step forward toward improving diversity in the Coast Guard's workforce this October at HACU's 16th Annual Conference in Denver, Colorado. Antonio R. Flores, President and CEO of HACU, and Vice Admiral Thomas J. Barrett, Vice Commandant of the Coast Guard, marked a milestone in the eight-year partnership between the Coast Guard and HACU by signing a collective vision document aimed at making Coast Guard scholarship and career opportunities available for Hispanic Americans.

Addressing conferees at the Opening Plenary session of the 3-day event that attracted more than 2,000 educators, corporate, community, and student leaders from throughout the United States, Puerto Rico, and Latin America, Vice Admiral Barrett stated that "Education is a predictor of success." He emphasized that the Coast Guard and HACU share the same strong values in the pursuit of success through education.

Although Coast Guard recruitment efforts reach every minority community, the special relationship between the Coast Guard and HACU will provide increased opportunities for students attending HACU's 336 member and partner colleges and universities to take advantage of Coast Guard scholarships and carrier opportunities.

The Coast Guard was a major sponsor of this event and has recently assigned a senior officer as the Liaison Officer to HACU - the first time the Coast Guard has ever assigned a liaison officer to a nonprofit organization.

The Presentation of Colors by the Coast Guard National Honor Guard formally opened the three-day conference. Musician Chief Tracy Thomas led the singing of the National Anthem with piano accompaniment by Musician First Class Ian Frenkel.

"We need your talent in our organization. We want HACU to have the Coast Guard on their scope" Vice Admiral Barrett said, stressing the Coast Guard's commitment to recruit new officers, enlisted and civilian personnel for Coast Guard family. "In order to perform, we need diversity."

With a current shortage of officers in the Coast Guard ranks, the goal is to attract 900 new officers each year for the next three years. "We see this as an opportunity to increase diversity in the Coast Guard and we are highly committed to this," Walter Somerville, the Assistant Commandant for Civil Rights, said at the conference.

Currently, Hispanics make up about 5 percent of enlisted and civilian personnel and about 7 percent of officers. Mr. Somerville stated that the goal is to "double that representation" in the near future.

This fall HACU welcomed Coast Guard Captain Adolfo D. Ramirez as the new Liaison Officer to HACU. His role is to promote scholarships, internship, and career opportunities to the country's youngest and largest ethnic population. "The best recruitment tool for the Coast Guard is to let people know the opportunities we have to offer," the decorated officer said.



HACU President and CEO Antonio Flores (left) with Vice Admiral Thomas J. Barrett, Vice Commandant of the Coast Guard.

"But what is most important is that they want to do what we do, and the only way to get them to want to join us is to let them know what we do," Ramirez said, citing a lack of awareness of the career opportunities available in the Coast Guard.

One of the keys to the Coast Guard's continued success is the continued emphasis it has put on education. There are multiple incentives that not only permit, but also encourage members of the Coast Guard family to pursue higher education.

There are civilian and military tuition reimbursement programs, scholarship programs for existing College students with the Officer Candidate School, as well as scholarship programs to attend college at the Coast Guard Academy. There are also civilian educational training and community outreach programs, such as the Partnership In Education (PIE) program and signature charities such as One Book.

In addition to the Coast Guard's Officer Candidate School, the Coast Guard Recruiting Initiative for the 21st Century was established to recruit outstanding minority students, male and female, to the Coast Guard Academy.

The Academy, which consistently ranks among the top colleges in the nation, offers full scholarships in engineering, naval architecture, government, operations research, management, and marine and environmental sciences fields.

Moreover, at the Academy, 30 percent of the freshman class are women. Being that more Hispanic woman attend and complete their college education than their male counterparts, it is encouraging to know that the Coast Guard Academy puts women in leading roles, from being a part of a Coast Guard Search and Rescue Team to commanding a ship.

The Coast Guard's commitment to putting education first has contributed to creating the talented and diverse group of individuals that make up today's Coast Guard Family. With the strengthened commitment to the Coast Guard - HACU collaboration celebrated in Denver, there is sure to be even greater success for both organizations in the future.

AN-MSI PROJECT BENEFITS ARIZONA WESTERN COLLEGE

A unique national coalition of minority higher education advocates and technology experts is helping to close the information technology gap at Arizona Western College, a campus that serves a predominantly Hispanic student enrollment.

Thanks to the high technology expertise of the new Advanced Networking with Minority-Serving Institutions (AN-MSI) project, the college can now better respond to the growing demand for on-line educational services at its main campus in Yuma, Arizona, and at five satellite campuses.

"The AN-MSI project provided Arizona Western College with a team of highly trained network professionals who offered the technical assistance necessary to make our college network state-of-the-art and move Arizona Western closer to being the hub of technology in southwestern Arizona," said Tim Shove, Vice President of Information Technology at Arizona Western. Arizona Western, with a 58.2 percent Hispanic student enrollment, is a federally designated Hispanic-Serving Institution.

"This kind of partnership with our Hispanic-Serving Institutions and other Minority-Serving Institutions is critical if we are to bridge the 'digital divide' and bring the benefits of technology and of education to everyone," said HACU President and CEO Antonio R. Flores.

HACU is one of a wide range of partners in the AN-MSI project, which is unique in

creating a formal, united front to address minority higher education technology needs collectively, versus traditional efforts to seek technology parity separately.

"What Arizona Western has achieved in the Southwest shows that nonprofit collaboration, technology expertise and public funds can help minority-serving institutions anywhere in the country develop the campus infrastructure and national connections to become full partners in the Information Age," said AN-MSI Project Director David Staudt.

AN-MSI is the result of a four-year, \$6 million grant awarded in 1999 by the National Science Foundation to EDUCAUSE, a nonprofit association representing more than 1,800 colleges, universities, education organizations and corporations in support of enhancing information technology in the higher education arena.

EDUCAUSE enlisted partnerships with HACU, the American Indian Higher Education Consortium representing Tribal Colleges and Universities, the Executive Leadership Council and National Association for Equal Opportunity in Higher Education representing Historically Black Colleges and Universities, the United Negro College Fund and the National Association of State Universities and Land Grant Colleges.

AN-MSI partners work together to help MSIs develop or improve campus information technology network capabilities. The goal is to help close the



Arizona Western College

technology gap suffered by minority-serving colleges and universities such as Arizona Western College serving an "emerging majority" in a country with rapidly growing minority populations.

The U.S. Department of Commerce in 2000 reported a "digital divide" that counted 55.7 percent computer access for non-Hispanic white households versus 33.7 percent access for Hispanic households, 32.6 percent for African American households, and 26.8 percent for Native American households.

At Arizona Western College, AN-MSI leaders would also enlist the Network Resource Startup Center, another National Science Foundation-funded project at the University of Oregon, to perform information technology network analysis functions.

Global Internet services provider Cisco Systems was enlisted to provide simple, affordable ways to meet Arizona Western's infrastructure needs. Cisco Systems is a longstanding EDUCAUSE partner. "We could not have achieved these results without this type of specialized assistance from both AN-MSI and Cisco Systems," Shove of Arizona Western said.

HACU JOINS AMERICAN LUNG ASSOCIATION FOR COMMUNITY HEALTH ALLIANCE

More than 1 million Hispanics had an asthma attack last year, and 25 percent of all tuberculosis cases in the U.S. strike the Hispanic community.

As a step in reaching the Hispanic community to better control lung disease, the American Lung Association and HACU signed a formal Statement of Understanding (SOU) to expand the American Lung Association's outreach into diverse communities.

The SOU will generate collaboration on areas such as smoking cessation

programs, asthma management projects, environmental health and involvement in volunteer and leadership roles.

"One of the most effective ways of controlling lung disease is through education. We recognize that ethnic communities and communities of color are disproportionately affected by lung disease," said American Lung Association President and CEO John Kirkwood.

"By joining forces with HACU, we are better equipped to assure that our programs and services are culturally sensitive and that we respond to the lung

health needs of all communities," Kirkwood said.

The American Lung Association will provide HACU member institutions with information on smoking cessation programs, asthma management programs and other areas that relate to lung health.

This cooperative relationship will also enhance the involvement and participation of students from Hispanic-Serving Institutions in American Lung Association programs and services.

For more information about the American Lung Association, visit www.lungusa.org.

!BIENVENIDOS!

to HACU's New 2002 Member and Partner Institutions

HACU welcomed 42 new Member, Associate Member, International Member and Partner colleges and universities in 2002. As of December 2002, new HACU Member and Partner institutions are:

Member Hispanic-Serving Institutions

AIBT International Institute of the Americas (AZ)
University of Arizona-South (AZ)
Los Angeles County College of Nursing and Allied Health (CA)
Los Angeles Mission College (CA)
Los Angeles Valley College (CA)
Santiago Canyon College (CA)
Ventura College (CA)
Malcolm X College, City Colleges of Chicago (IL)
Morton College (IL)
St. Augustine College (IL)
Bronx Community College, City University of New York (NY)
University of Puerto Rico at Utuado (PR)

Associate Member Institutions

Chandler-Gilbert Community College (AZ)
Fresno Pacific University (CA)
Los Angeles Community College District, West Los Angeles College (CA)
University of California, Irvine (CA)
Gateway Community College, Long Wharf (CT)
College of DuPage (IL)
Montgomery College (MD)
Michigan State University (MI)
Western Nebraska Community College, Scottsbluff Campus (NE)
University of Medicine & Dentistry of New Jersey, New Jersey Medical School (NJ)
Fordham University (NY)
Galveston College (TX)
Rice University (TX)
University of Texas Health Science Center at Houston (TX)

International Member Institutions

Escola Superior de Propaganda e Marketing (BRAZIL)
Universidad Central del Este (DOMINICAN REPUBLIC)
Centro Universitario Grupo Sol, S.C. (MEXICO)
Sistema CETYS Universidad (MEXICO)
Universidad Anáhuac (MEXICO)
Universidad La Salle (MEXICO)
Universidad Católica Santa María La Antigua (PANAMA)

Partner Institutions

Paradise Valley Community College (AZ)
Georgia Institute of Technology (GA)
Midwestern University, Downers Grove (IL)
Wellesley College (MA)
Glen Oaks Community College (MI)
Adelphi University (NY)
Tarleton State University (TX)
Texas Christian University (TX)
Norfolk State University (VA)

Lorain County Community College

LCCC, a comprehensive two-year institution located 25 miles west of Cleveland in Elyria, Ohio, serves more than 9,000 credit students and 4,000 non-credit students per session. LCCC also is home to the University Partnership – the only one of its kind at an Ohio community college – where over 2,000 students are enrolled in eight of Ohio's leading universities offering bachelor's and master's degrees on its campus. LCCC serves a culturally diverse population and is committed to ensuring that excellence in learning and teaching remains its hallmark. *LCCC invites applications from qualified professionals for the following position.*

Vice President for Administrative Services/Treasurer

Lorain County Community College is searching for a highly-qualified and seasoned professional Vice President for Administrative Services/Treasurer. The position is responsible for the operation of the Administrative Services area of the College and has direct line responsibility to the President. Ideal candidates will possess the problem solving and strategic planning skills to identify new ways to improve the efficiency of operations and to provide fiscal leadership to the College. The position also requires proven leadership experience in the development of technology planning as well as entrepreneurial business development for economic development initiatives.

Required for consideration:


Minimum of 10 years related experience; master's degree in business administration or related field or CPA; strategic planning experience in a business-related field.

Desired experience:

Leadership in a higher education setting; managing technology initiatives; demonstrated record in improving customer services; excellent communication skills; entrepreneurial spirit.

To apply, please direct resumes to:

Ms. Morgan Smith,
Performance Executive Search, Inc.,
2121 Ponce de Leon Blvd., Suite 422,
Coral Gables, FL 33134,
e-mail: info@performancesearch.com,
or fax 305-443-0110

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National Institutes of Health



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Analytical Chemistry	Immunology
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Bioinformatics	Medicinal Chemistry
Biinorganic Chemistry	Microbiology
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Biomedical Science	Molecular Genetics
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Biostatistics	Molecular Radiobiology
Cancer Biology	Molecular Virology
Cellular Biology	Mouse Genetics
Cellular Immunology	Nuclear Radiochemistry
Chemistry	Nutrition
Developmental Biology	Organic Chemistry
Drosophila Genetics	Pathology
Epidemiology	Pharmacology
Functional Genomics	Structural Biology
Genetics	Synthetic Organic Chem
HIV Research	Virology

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.

Research Assistants: Seeking experienced scientists with undergraduate, masters or doctorate degree. Applicants must have a working knowledge of laboratory techniques and instrumentation, and the ability to collect and analyze scientific data. Two or more years of laboratory experience highly desired. Federal government salary and benefits commensurate to level of experience. United States citizenship required.

Science Internships: The National Cancer Institute provides students and graduates the opportunity to gain training and practical experience in scientific positions. Open to undergraduate students, bachelor degree holders, graduate students, graduate degree holders, and doctorate degree candidates. Internships are renewable annually. Candidates must be in good academic standing (under graduate degree grade-point-average 3.0 and above highly desired), available for training full-time for 2 months, and be at least 16 years of age. Stipend award commensurate to level of experience. U.S. citizenship or permanent residency (green card) required.

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



DHHS, NIH and NCI are Equal Opportunity Employers



ASSISTANT VICE PRESIDENT for STUDENT AFFAIRS AND DIRECTOR OF MULTICULTURAL STUDENT AFFAIRS/ADA COORDINATOR SOUTHWEST TEXAS STATE UNIVERSITY

Southwest Texas State University invites applications and nominations for the position of Assistant Vice President for Student Affairs and Director of Multicultural Student Affairs. SWT is a master's and doctoral-level public university with an enrollment of over 25,000 students. The university is located in the scenic Texas hill country at the headwaters of the San Marcos River in the community of San Marcos between Austin and San Antonio.

DUTIES AND RESPONSIBILITIES

The Assistant Vice President/Director of Multicultural Student Affairs is responsible for the administration and facilitation of academic excellence and retention of under represented students. This individual reports to the Vice President for Student Affairs, is a member of the Student Affairs Council and works with a variety of student populations, including students with disabilities. This individual serves as the designated ADA coordinator on campus. The Assistant Vice President/ Director is responsible for the oversight of the Student Health Center, the Office of Disability Services and the TRIO programs on campus.

QUALIFICATIONS

The Assistant Vice President/Director is expected to possess broad theoretical and practical knowledge of recruiting and retention practices for under-represented groups in higher education, to provide educational programming to advance better understanding of multicultural and diversity issues on campus, the ability to create and develop a learning environment that ensures the success of these groups, and the ability to supervise TRIO outreach programs.

This individual is expected to effectively articulate the university's core values relative to diversity to a variety of constituencies - including admissions candidates, students, parents, faculty and staff. This individual will have the capacity to generate effective links with the faculty, students, parents and alumni to develop comprehensive recruiting and retention programs for under represented groups.

The successful candidate must have a Master's degree (Doctorate strongly preferred) and preferably, will have at least eight years experience in working with college or university under represented populations, with at least three years experience in a mid-management level or higher position, or other similar relevant experience, experience managing complex budgets and dealing with administrative duties, excellent oral and written communication skills, demonstrated experience in successful grant writing, administration of scholarship programs for targeted populations, and strong advising and organizational skills.

APPLICATIONS

This position will remain open until filled, with review of applications to begin February 3, 2003. Applicants should send a letter of application and resume, together with a one-page statement their personal philosophy relative to the retention of under represented groups to Dr. James D. Studer, Vice President for Student Affairs, Southwest Texas State University, 601 University Dr., San Marcos, TX 78666. Phone #: (512) 245-2152. Job # 136

SWT is an EEO employer. SWT is committed to increasing the number of women and minorities in faculty and administrative positions.

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