



HACU
HISPANIC
ASSOCIATION
OF COLLEGES &
UNIVERSITIES

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THE VOICE

OF HISPANIC HIGHER EDUCATION



th
International
Conference

Inside this Issue:
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LEADERSHIP LECTURE

Madeleine Albright, the 64th Secretary of State of the United States, will speak about women in leadership in America on Monday, April 11, at 7:30 p.m. in LeClerc Auditorium at College of Notre Dame of Maryland, a HACU Partner Institution. The lecture, presented by College of Notre Dame and Network 2000, is open to the public and free of charge. In addition to discussing women in leadership in America, Dr. Albright will share stories from her autobiography, "Madam Secretary: A Memoir." For more information about the lecture log onto www.ndm.edu or www.network2000md.org.

HACU'S 19TH ANNUAL CONFERENCE

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

TUITION EQUALIZATION GRANT

Seven students from HACU member University of the Incarnate Word went to Austin in February to lobby the funding for the Tuition Equalization Grant Program (TEG). This program grants financial assistance to students from all socioeconomic backgrounds who seek education from an independent institution of higher learning. The Texas Legislature is considering cutting funding for this program.

CONFERENCE ANNOUNCEMENT

Eastern Connecticut State University, a HACU Partner Institution, will host the conference, "Life After Brown 2005: With All Deliberate Speed, Looking Back, Moving Ahead," on the university's campus, April 15-16, 2005. This year marks the 50th anniversary of the landmark decision of Brown v. Board of Education in which the United States Supreme Court decided that racial segregation in public schools was a violation of the Fourteenth Amendment of the U.S. Constitution. The conference will explore the questions that need to be asked and answered as the U.S. moves forward with efforts to gain social equality and equality in services for all people. Please visit <http://www.easternet.edu> for more information.

ENDOWMENT

Isabelle Walker, a retired professor from HACU member California State University, Northridge (CSUN), donated

a 2.5-acre parcel of land she owned in Lancaster to CSUN for the establishment of an endowment to support the study of the nonprofit sector. The land is valued at more than \$40,000.

NEW PRESIDENT

Dr. Erlinda Marinez is the new president of Santa Ana College. Since 1995, Dr. Martinez has served as vice president for student services/assistant superintendent for Cerritos College in Norwalk, California. During this period, she was instrumental in developing the college's master plan and successful passage of a general obligation bond measure. Under her leadership, the college created a new gathering center for the campus including an amphitheater, and streamlined student registration processes.

DENTAL GRANT

Santa Fe Community College's Dental Program was awarded a \$5,000 grant to help fund the program's dental education outreach to school children in Santa Fe and surrounding areas. The grant was awarded by the American Dental Association Foundation's Harris Fund for Children's Dental Health.

STUDENT RECRUITING

HACU member the University of Arizona School of Information Resources and Library Science (SIRLS) is now recruiting students for Knowledge River, a Master's Degree program focusing on the information and library needs and perspectives of Hispanics and Native Americans. Students accepted into the Knowledge River will receive full tuition and a generous graduate assistantship or stipend for one academic year, in addition to other special program features. The application deadline is April 15, 2005.

EXCHANGE PROGRAM

HACU Partner Institution, Chicago State University (CSU), hosted two administrators from Seoul National University in February to establish an international student exchange program between the institutions. This new educational opportunity is scheduled to begin this summer when five students from Seoul will study English as a second language at CSU and five CSU students will take part in a series of lectures on the history and culture of South Korea. The establishment of this new institutional relationship assists in furthering CSU's mission to produce graduates who are responsible, discerning and informed global citizens with a commitment to lifelong learning and service. "As technology opens borders, educational international exchange opens minds by exposing students to fresh ideas, different cultures, and new and challenging situations," said Dr. Elnora D. Daniel, CSU President.

OVERVIEW

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ABOUT OUR COVER

HACU invites you to join an extraordinary gathering of renowned public policy and education leaders at HACU's 6th International Conference, "Technology and Culture: International Convergence," May 22-24 at the Eldorado Hotel in beautiful Santa Fe, New Mexico.

MARK YOUR CALENDAR!

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

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

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

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

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ABOUT HACU

The Hispanic Association of Colleges and Universities represents more than 400 member and associate member colleges and universities in the United States, Puerto Rico and abroad with high Hispanic student enrollment rates — including federally designated Hispanic-Serving Institutions. HACU's mission is to improve access to and the quality of post-secondary educational opportunities for Hispanic students; to meet the needs of business, industry and government through the development and sharing of resources, information and expertise; and to promote the development and success of member and associate member colleges and universities.

MESSAGE FROM THE PRESIDENT



HACU'S 6TH INTERNATIONAL CONFERENCE

By Antonio R. Flores
President and CEO of HACU

HACU invites you to join an extraordinary gathering of renowned public policy and education leaders at HACU's 6th International Conference, "Technology and Culture: International Convergence," May 22-24 at the Eldorado Hotel in beautiful Santa Fe, New Mexico.

The conference will attract a stellar roster of speakers to address new partnerships and cross-border strategic initiative, 21st century challenges, explore latest trends, and promote Hispanic higher education access and excellence worldwide.

The confirmed speakers for the conference are José Natividad González Parás, Governor of Nuevo León (México); Rudolf Bergermann, Founder & President, Schlaich, Bergermann und Partner; and Pornchai Mongkhonvanit, President, Siam University and President-Elect, International Association of University Presidents (IAUP). Other invited speakers include Carlos de Icaza, Ambassador of Mexico to the United States; Bill Richardson, Governor of New Mexico; U.S. Senators Jeff Bingam and Pete Domenici; and U.S. Representatives Thomas Udall and Heather Wilson.

A total of 16 workshops will be offered during the conference addressing 4 tracks: (1) creating a cultural context for successful technology partnerships; (2) promoting a multicultural, multilingual approach to higher education; (3) cross-border technology trends and the role of Hispanic higher education; and (4) future directions in international policies on education, culture and technology.

HACU represents more than 400 colleges and universities serving more than two-thirds of the nearly 2 million Hispanic higher education students in the United States, as well as an international membership of leading higher education institutions in Argentina, Brazil, Colombia, Dominican Republic, El Salvador, Mexico, Nicaragua, Panama and Spain.

With their inherently diverse student populations, our U.S. member higher education institutions have become especially adept at capitalizing on their multicultural strengths in a country where Hispanics have become the youngest and largest ethnic population. Our international member institutions have contributed tremendous expertise and energy to our existing cross-border exchanges of academic programs and education technology.

Our international conferences have attracted wide attention to global issues and trends in education, workforce development, public policy and cultural development. We must keep education as a priority that unites every country as the common solution to our world's economic, social and political divisions.

Join us at HACU's 6th International Conference! Together, we can promote efforts at every level to enhance knowledge, skills, partnerships and opportunities for our diverse higher education institutions. Together, we can lay the foundation for a better, safer future.

I look forward to seeing you in Santa Fe!



HACU'S 6TH INTERNATIONAL CONFERENCE

TECHNOLOGY AND CULTURE:
INTERNATIONAL CONVERGENCE
MAY 22 - 24, 2005
SANTA FE, NEW MEXICO

There is still time to register.
For more information visit www.hacu.net.

HACU ANNOUNCES CREATION OF HISPANIC RESUME DATABASE

The Hispanic Association of Colleges and Universities (HACU) is pleased to announce the creation of the Supporting Employment and Educational Development (SEED) Program. This is an important initiative involving HACU, corporations leading diversity efforts, and talented Hispanic professionals to succeed through employment and educational opportunities.

The highlight of the SEED Program is a resume database that HACU will host on its Web site which corporations will be able to access for a fee. This will give corporations an easy way to reach many qualified candidates for jobs in their organizations.

The SEED Program was formed in response to corporations and federal agencies looking to HACU to assist them in diversifying their workforce through the hiring of Hispanic professionals, including alumni of HACU's nationally acclaimed National Internship Program (HNIP), and current undergraduate and graduate students.

"HACU currently leads the way for Hispanic students while they are in college with scholarships and internships. The SEED Program is another way HACU can continue to help students once they graduate and as they begin their careers in corporate America or through civil service at a federal agency," stated Antonio Flores, President and CEO of HACU. "Through this program HACU can be a lifelong resource to Hispanic students."

Coors Brewing Company provided the initial financial resources to develop the technology to establish the program. As a longstanding supporter and partner of HACU, Coors recognized the importance of the SEED Program.

"Through our participation in the SEED program, Coors can effectively help students not only through their collegiate career, but beyond," said Rafael Fantauzzi, Corporate Relations Manager, Coors Brewing Company. "The resume database will be a great resource for any corporation or business to diversify their workforce. We are excited to be an inaugural sponsor of this program which will generate real results for any corporations' money as well as provide great opportunities for Hispanic students and professionals."

One of the first corporations to join the SEED Program as a Corporate Sponsor is The Home Depot. "We believe that our greatest competitive advantage is our associates and the diversity of thought and cultural background they bring to the workplace," said Bob Nardelli, chairman, president & CEO of The Home Depot. "This partnership will help further The Home Depot's ongoing commitment to create a high-performing, diverse workforce that meets the growing needs of its customers and the communities it serves."

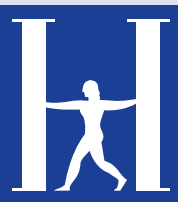


The SEED Program features several components:

- 1 Employment Link/Page on HACU Web site - Corporate partners will be able to post their job vacancies or simply link directly to their own employment pages to access job listings from the HACU Web site.
- 2 HACU Resume Database - Corporate partners will have access to the HACU Resume Database to search for diverse talent to fill job openings. The database will represent regional and national candidates ranging from students to seasoned professionals.
- 3 Summer Intern Placement - HACU will place one summer intern within each corporation/agency for a 10-week internship assignment (Some restrictions apply).
- 4 Scholarship Award HACU will award a one-time, \$500 scholarship to the intern selected for the internship position
- 5 Participation in a panel workshop at HACU's Annual Conference Student Track Invitation to serve on a panel during the Annual Conference Student Track featuring over 300 college students from across the United States.

The SEED Program will be launched later this year and will be accessible through HACU's Web site at www.hacu.net. Hispanic professionals wishing to post their resumes in the database can do so at the same Web site beginning March 31, 2005.

For more information on participating in the SEED program contact Ana Esquivel, Director of Corporate HNIP and Student Services, at (210) 576-3235 or aesquivel@hacu.net.



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HACU PRESENTS ITS 6TH INTERNATIONAL CONFERENCE



The Hispanic Association of Colleges and Universities (HACU) will present its 6th International Conference, “Technology and Culture: International Convergence,” in Santa Fe, New Mexico, May 22-24, at the El Dorado Hotel.

The three-day conference has become one of the country’s premier international platforms and attracts Hispanic higher education leaders from around the world to promote education as a key to economic growth and multicultural understanding.

“Our goal is to develop new international education partnerships which do not recognize geographical barriers in order to promote cultural understanding through our common commitment to educational advancement as the surest path to progress and prosperity for our global economy,” said HACU President and CEO Antonio R. Flores.

College and university leaders from throughout the Americas and abroad will join international education service providers and corporate supporters at a conference that will feature sessions on topics including the creation of cultural context for successful technology partnerships; promoting a multicultural, multilingual approach to higher education; cross-border technology trends and the role of Hispanic higher education; and future directions in international policies on education, culture and technology.

CONFIRMED SPEAKERS INCLUDE:

- José Natividad González Parás
Governor of Nuevo León (Mexico)
- Rudolf Bergermann, Founder & President, Schlaich, Bergermann und Partner
- Pornchai Mongkhonvanit, President, Siam University and President-Elect, International Association of University Presidents (IAUP)
- Louis Caldera, President, University of New Mexico

- Peter Smith, President, California State University, Monterey Bay and Director General of Education, United Nations Educational, Scientific and Cultural Organization (UNESCO) as of July 1, 2005

INVITED SPEAKERS INCLUDE:

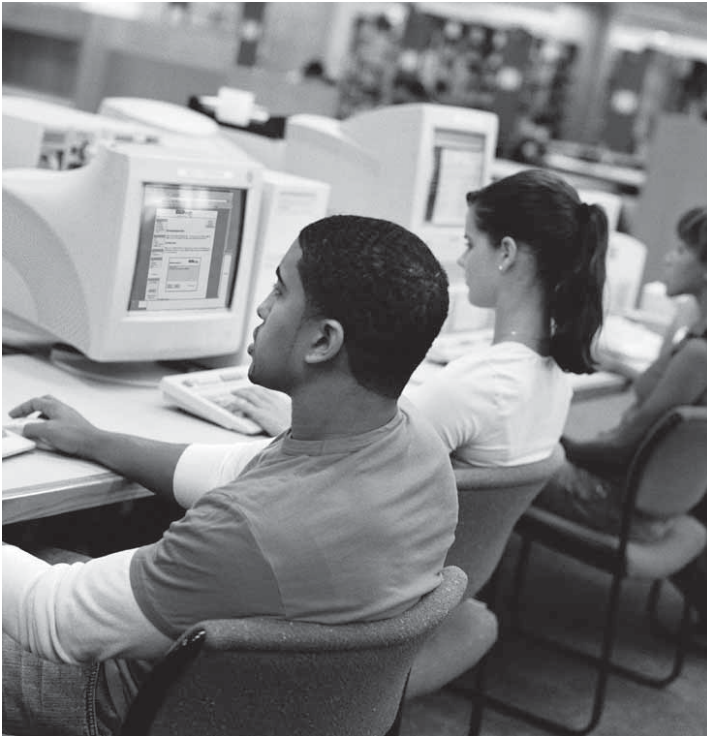
- Carlos De Icaza, Ambassador of Mexico to the United States
- Bill Richardson, Governor of New Mexico
- U.S. Senators Jeff Bingaman and Pete Domenici
- U.S. Representative Heather Wilson.
- Eduardo Bours Castelo, Governor of Sonora (Mexico)
- Larry A. Delgado, Mayor of the City of Santa Fe
- Miguel Sanz Sesma, President, Government of Navarra (Spain)
- Dan Zaslavsky, Professor of Civil and Environmental Engineering, Technion-Israel Institute of Technology

HACU, which began as an organization of colleges and universities serving the higher education needs of the youngest and largest ethnic population in the United States, now includes a membership of approximately 400 colleges and universities serving more than two-thirds of all Hispanic higher education students in the United States.

HACU’s international conferences have attracted wide attention to global issues and trends in education, workforce development in new areas of technology, public policy and cultural development.

For more information on the conference or specific session topics, please visit www.hacu.net.

HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES WELCOMES NEW MEMBERS IN 2005



The Hispanic Association of Colleges and Universities (HACU) welcomed 39 new members in 2005, reflecting both the rapid growth of the U.S. Hispanic college-age population and HACU's expanding international reach.

Currently, HACU represents approximately 400 member higher education institutions throughout the Americas and in Spain. As of March 29, 2005, HACU welcomed 36 new U.S. member institutions and 3 new international member colleges and universities.

"HACU welcomes our newest member colleges and universities and the diverse strengths their leadership will bring to our shared mission to champion Hispanic higher education access, equity and excellence in the United States and in the global higher education arena," said HACU President and CEO Antonio R. Flores.

"HACU's growth reflects the profound demographic shifts created by what has become this country's youngest and largest ethnic population. HACU's growth also reflects the important partnerships being formed among our international Hispanic communities of learning to promote multicultural understanding and cross-border cooperation," Flores said.

HACU's U.S. membership categories include Hispanic-Serving Institutions (HSIs), which have a student enrollment that is at least 25 percent Hispanic. HACU Associate Member institutions and Partner institutions have Hispanic student enrollment rates that have not yet reached 25 percent. Altogether, HACU's U.S. member colleges and universities serve more than two-thirds of all Hispanic higher education students in the United States.

HACU'S 39 NEW MEMBERS AS OF MARCH 29, 2005, ARE:

HISPANIC-SERVING INSTITUTIONS

Kern Community College District (CA)
 Eastern University, Nueva Esperanza Center (PA)
 Inter American University of Puerto Rico Barranquitas (PR)
 University of Puerto Rico - Medical Science Center (PR)
 Amarillo College (TX)
 Western Texas College (TX)

ASSOCIATE MEMBERS

University of California-Merced (CA)
 University of Iowa (IA)
 Gordon Conwell Theological Seminary (MA)
 Springfield Technical Community College (MA)
 Truckee Meadows Community College (NV)
 Baruch College (NY)
 City University of New York - Graduate Center (NY)
 Richland College (TX)

PARTNER INSTITUTIONS

Calhoun Community College (AL)
 Cossatot Community College of the University of Arkansas (AR)
 University of Arkansas at Little Rock (AR)
 Fielding Graduate University (CA)
 Pomona College (CA)
 Regis University (CO)
 Eastern Connecticut State University (CT)
 New College of Florida (FL)
 University of Kansas-Main (KS)
 Mount Wachusett Community College (MA)
 Michigan Technological University (MI)
 University of Michigan - Flint (MI)
 Minneapolis Community & Technical College (MN)
 Ridgewater College (MN)
 Chandron State College (NE)
 Mercy College (NY)
 St. Joseph's College (NY)
 Syracuse University (NY)
 Central State University-Main (OH)
 University of Texas at Tyler (TX)
 Marquette University (WI)
 University of Wisconsin - Milwaukee (WI)

INTERNATIONAL MEMBERS

Universidad de Viña del Mar (Chile)
 Universidad del Norte (Paraguay)
 Escuela de Administración de Empresas (Spain)

EXPERTS SAY MARIJUANA AND LEARNING DON'T MIX

Teenagers are at a critical point in building the academic foundation for the rest of their lives, and experts agree that marijuana and other illicit drugs have no place in the equation for success.

The National Youth Anti-Drug Media Campaign recently partnered with the Hispanic Association of Colleges and Universities (HACU) and other leaders in the fields of education, health, and youth drug prevention to educate parents about the negative consequences that youth marijuana use can have on learning potential, cognitive ability, and academic success.

Research shows that teens that begin marijuana use at an early age, when the brain is still developing, may be more vulnerable to cognitive deficits – especially verbal abilities. In addition, heavy marijuana use impairs the capability of teens to concentrate and retain information.

Among 8th graders in the U.S., Hispanics tend to have the highest rates of past-year drug use. And approximately 272,000 Hispanics ages 12-17 report that they smoke marijuana at least once a month.

“Marijuana use is especially problematic during peak learning years,” said John P. Walters, Director of National Drug Control Policy. “Parents have a major role to play in helping their children achieve good grades and a bright future—preventing drug use is a part of that mission. Research tells us that parents’ attitudes about marijuana influence their child’s decisions about illicit drug use. It is imperative for every parent to regularly send the message that marijuana use is dangerous and unacceptable in their family.”

According to a report from the National Survey on Drug Use and Health, teens with an average grade of “D” or below are more than four times more likely to have used marijuana in the past year as youth who reported an average grade of “A.” And, research from the National Center on Addiction and Substance Abuse shows that the more a student abuses substances, the lower his or her grade point average is likely to be. In fact, teenagers who use alcohol or other drugs are up to five times more likely than their peers to drop out of high school.

Research shows that many Hispanic parents do not realize their child may be at risk for using drugs, and aren’t sure what they can do to make a difference. But parents continue to be the most important influence on their teen when it comes to preventing marijuana use as well as other risky behaviors. They can help keep kids drug-free by closely supervising their time, knowing who they are with and setting clear rules.

The Media Campaign has developed several FREE bilingual resources for Hispanic families including a parenting booklet, endorsed by HACU, to help keep teens drug-free and a brochure with information for parents about what to do if they suspect their child is using drugs or drinking. These materials, as well as others, may be ordered by calling 1-800-788-2800 or by visiting www.TheAntiDrug.com. A Spanish-language Web site, www.LaAntiDroga.com, and toll free number (1-877-SIN-DROGAS) is also available. Both Web sites contain valuable parenting tips and strategies for raising drug-free, healthy children.

HACU PROGRAMS CITED AS “BEST PRACTICE” TOOLS TO RECRUIT HISPANICS INTO THE FEDERAL GOVERNMENT

The Hispanic Association of Colleges and Universities’ (HACU) National Internship Program (HNIP) and the new HACU Cooperative Education Program were cited as “best practice” tools for the recruitment of Hispanics into the Federal workforce by the U.S. Office of Personnel Management in its fourth annual report on *Hispanic Employment in the Federal Government*.

Hispanics continue to be the most under-represented ethnic group in the Federal Government. Yet, the Hispanic population is the youngest and fastest-growing population, according to the 2000 U.S. Bureau of the Census. In 2002, the Department of Labor reported that one in three people currently entering the workforce are Hispanic and by the year 2020 that number will change to one in two.

“HNIP opens doors to rewarding careers for our students each year, and provides opportunities for employers to build a workforce that better reflects the rapidly changing demographics of our country,” said HACU President and CEO Antonio R. Flores. “HACU applauds the dozens of government agencies and corporations participating in this outstanding program each year for contributing to its extraordinary record of success,” Flores said.

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

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

HACU’s new Cooperative Education Program will allow students to accrue enough on-the-job hours to make them eligible for noncompetitive placement in certain Federal positions. This program was also named as a “best practice” tool for recruitment.

The report identified four “critical areas to addressing the underrepresentation of Hispanics in the Federal Government: community outreach, recruitment, career development and accountability.” The report concluded that Federal agencies that market their missions and careers to the Hispanic community and have active partnerships with Hispanic organizations, like HACU, and reached out to the Hispanic community and to Hispanic-Serving Institutions (HSIs) with their recruitment messages, were highly successful in diversifying their workforce.

“We are making a real difference now, thanks to the continuing commitment to building a truly diverse workplace from our outstanding Federal and corporate partners. I look forward to continuing our work with specific Federal agencies and hope to welcome new agencies to the program. Over 5,000 students have benefited from their experiences and we look forward to helping many, many more,” Flores said.

ST. MARY'S UNIVERSITY NATIONALLY RECOGNIZED FOR HIGH GRADUATION RATES



St. Mary's University has a graduation rate of 63.3 percent that is greater than most similar institutions and far above that of most other Hispanic Serving Institutions

St. Mary's University, a HACU member, is a high-performer nationally for its success in graduating students, according to findings released recently by the Education Trust.

The January report is the first to analyze government statistics collected from the trust's new database, College Results Online, available at www.collegeresults.org, which allows users to select information on the six-year, five-year and four-year graduation rates through 2003 at 1,400 similar institutions that serve similar student populations. Graduation rates vary considerably, even among comparable schools.

St. Mary's, located in San Antonio, Texas, was highlighted primarily for its continuing success in graduating minority students at the same rate as non-minority students. With 71.9 percent of its students from an under-represented minority—including 68.5 percent who are Latino—St. Mary's overall graduation rate of 63.3 percent exceeds that of similar schools and is higher than most federally designated Hispanic-Serving Institutions.

"Providing educational opportunity for all students regardless of their background is central to St. Mary's enduring mission," said Charles L. Cotrell, Ph.D., president. "This recognition is a result of our commitment to quality teaching in the classroom, as well as involving students in co-curricular and service learning activities."

Among schools compared by 11 factors, including race, ethnicity, gender, size, selectivity, SAT scores and the percentage of students who are eligible for Pell grants, St. Mary's has the 10th highest graduation rate among all public and private

colleges and universities in Texas; however, among those institutions ranked higher St. Mary's is the only majority minority institution.

In its report ("Choosing to Improve: Voiced from Colleges and Universities with Better Graduation Rates"), the Education Trust, a nonprofit research and advocacy organization based in Washington, D.C., quotes Anthony Kaufmann, Ph.D., dean of the School of Science, Engineering and Technology, attributing St. Mary's success to a concentrated focus on quality teaching. In addition, David Manuel, Ph.D., vice president of Academic Affairs, also emphasizes the importance of faculty advising in setting students' expectations for success. St. Mary's profile is titled "St. Mary's University: Quality Teaching Yields Latino Success."

Student success is a function of both social and academic engagement. These students are more likely to succeed academically and finish college. A notable effort to build on the engagement model of higher education success in the National Survey of Student Engagement (NSSE), conducted by the Indiana University Center for Postsecondary Research in Bloomington, found online at www.iub.edu/~nsse.

St. Mary's students, like the 163,000 first-year and senior students at 472 different four-year colleges and universities, answered questions on the NSSE 2004 report ("Student Engagement: Pathways to Collegiate Success") that gauge the nature and frequency of participation in a range of academic and social activities that are related to student success.

The NSSE student results indicate that St. Mary's students are challenged more academically, are more involved in collaborative learning, and interact more with faculty than students at colleges and universities across the nation. The fifth annual survey also showed that St. Mary's students have more and better enriching college experiences and have a more supportive environment.

Individual schools can benchmark their own level of student engagement among first-year and senior students against other schools. In these national comparisons, St. Mary's benchmarks for first-year students and seniors were higher than similar Master's-level schools and higher than the national averages in all five categories. The five key areas of educational performance include: (1) level of academic challenge, (2) active and collaborative learning, (3) student-faculty interaction, (4) enriching educational experiences and (5) supportive campus environment. The benchmarks, based on a 100-point scale, give schools an idea of how well their programs and services are working.

The NSSE study is a leading instrument used by colleges and universities to compare themselves with each other and to target their efforts toward quality enhancements. The premise of NSSE is that students learn more when they devote their efforts to educationally purposeful activities and the survey helps to establish the connection between college quality and student engagement.

POSITIONS & ANNOUNCEMENTS

Executive Director of Western State Legislative Affairs

The Hispanic Association of Colleges and Universities (HACU) is currently seeking an Executive Director of Western States Legislative Affairs for its new California office, to be located in Sacramento, California. This position has overall responsibility for the functioning of the Western Regional Office. This person will work in close collaboration with the President of HACU and the Vice President of Government Relations in developing and advancing HACU's legislative agenda with respect to state government issues in California, Washington, Oregon, Arizona, and Nevada. Will coordinate activities for legislative relations; work in a cooperative mode with both executive and legislative branches of the state governments; collaborate with regional policy centers, Hispanic and other minority organizations, other legislative affairs departments of member colleges and systems in the region, and higher education associations; and track state policy in operation or under development. Masters degree in Public Administration, Higher Education or related field with extensive experience in state government relations and policy analysis, preferably in higher education or education-related issues. Experience and/or training at the federal/state level on issues impacting Hispanics in higher education. Knowledge of and familiarity with relevant state legislative and appropriation processes. Documented experience of working with legislative assistants and government regulation writers. Proficiency in MS Word, Excel, Access, Internet applications. Some travel required, Spanish proficiency highly preferred. Generous company paid benefits package. Expected start date April 18, 2005. Qualified candidates should send their cover letter and resume with salary history to HACU, HR Dept., 8415 Datapoint Drive, Suite 400, San Antonio, TX 78229, or fax 210/692-0823, or e-mail jobs@hacu.net. EOE

HNIP Assistant Director

The Hispanic Association of Colleges and Universities (HACU) is currently seeking an Assistant Director for the Hispanic National Internship Program (HNIP) to be located in Sacramento, California. This person will assume the leadership role for the marketing and recruitment aspects of the HACU National Internship Program and other student-oriented programs for the western region of the United States, especially California. Will also assist with the day-to-day management of the internship program including planning, directing and coordinating activities of the HACU summer and semester-long Internship Program. Bachelors degree in Education or related field with one year experience working with college students in a professional position. Excellent communication and presentation skills required. Proficiency in MS Word, Excel, Access, Internet applications. Extensive travel in western states during recruitment season (September-October, February) and extended stay in Washington, D.C. for intern orientation (May-June). Spanish proficiency highly preferred. Expected start date April 18, 2005. Qualified candidates should send their cover letter and resume with salary history to HACU HR Dept. 8415 Datapoint Drive, Suite 400, San Antonio, TX 78229, or fax 210/692-0823 or e-mail jobs@hacu.net. EOE

Administrative Assistant

The Hispanic Association of Colleges and Universities (HACU) is currently seeking an Administrative Assistant for its new California Office, to be located in Sacramento. This person will provide general administrative support to the Executive Director of HACU Western Regional Office and the HNIP Assistant Director. Responsibilities include, but are not limited to, clerical tasks, logistics, correspondence, reading and routing incoming mail and preparing outgoing mail; composing, typing, filing, maintaining, transcribing correspondence and statistical reports; answering telephone, and scheduling appointments. Bachelors Degree preferred or one to two years related experience and/or training or equivalent combination of both. Requires strong planning, communication, clerical/administrative skills, proficiency with MS Word, Excel, Access, Internet. Must be organized and able to work independently in a fast-paced environment handling multiple projects and competing deadlines. Some travel. Spanish proficiency highly preferred. Expected start date April 18, 2005. Generous company paid benefits package. Qualified candidates should send their cover letter and resume with salary history to HACU HR Dept. 8415 Datapoint Drive, Suite 400, San Antonio, TX 78229, or fax 210/692-0823 or e-mail jobs@hacu.net. EOE



Available Positions

California State University Long Beach
DIRECTOR
Center for Health Care Innovation &
Archstone Foundation Endowed Chair

Application Deadline: Review of applications to begin on April 15, 2005. Position is opened until filled or search is cancelled.
Effective Date: August 25, 2005. Recruitment #: 2082

Send Letter of Application, Vita, and Three Letters of Reference to:
Tony Sinay, PhD, Director, Health Care Administration Program,
CSULB, 1250 Bellflower Blvd, Long Beach, CA 90840; 562-985-5304; FAX 562-985-5536 or tsinay@csulb.edu.

For a complete position Description:

Employment Opportunities
www.csulb.edu/aa/personnel/jobs
An EO Employer



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Higher Education.

(210) 692-3805

DIRECTOR, DIVISION OF SHARED CYBERINFRASTRUCTURE
National Science Foundation, Arlington, VA

NSF seeks candidates for the position of Director, Division of Shared Cyberinfrastructure (SCI). In partnership with other stakeholders, SCI supports the development, acquisition, and operation of cyberinfrastructure that is essential to research and education advances in all fields of science and engineering. Information about the Division's activities may be found at <http://www.nsf.gov/cise/sci/about.jsp>.

Appointment to this Senior Executive Service position may be on a career basis, or a 1 to 3 year limited term basis. The Federal pay range for Senior Executive Service positions is \$107,550 to \$162,100. Alternatively, the incumbent may be assigned under Intergovernmental Personnel Act provisions. Announcement S20050051, with position requirements and application procedures, is located on the NSF Home Page at www.nsf.gov/about/career_opps or can be obtained by contacting the Executive Personnel Staff, 703-292-8755 (Hearing impaired individuals may call TDD 703-292-8044).

Applications must be received by April 29, 2005.

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