

WHAT DOES IT MEAN FOR HSU TO BE AN HSI?

Fernando Paz

Alexandra Gonzalez

Hernandez



LCAE
Latinx Center for
Academic Excellence

Targeted Universalism



Definition: What is an HSI?

A Hispanic-Serving Institution is defined as an institution of higher education that

- Is an eligible institution (Credentialed)
- Has an enrollment of undergraduate full-time equivalent students that is at least 25% Hispanic students at the end of the award year immediately preceding the date of application.

Typology of HSI Organizational Identities



How do you know when you are Serving?

Outcomes

- When we are retaining and graduating Latinx Students
- When student demographics are reflected in the faculty
- Successful transition into Post-Baccalaureate Program or Job Placement

Culture

- Support Programs
- Sense of belonging
- Community engagement
 - Town and Gown

Latinx-Enrolling

- Enrolls 25% Latinx students
- Does not produce an equitable number of legitimized outcomes for Latinx students
- Does not have organizational structures that reflect Latinx

Latinx-Producing

- Enrolls 25% Latinx students
- Produces significant (if not equitable) number of legitimized outcomes for Latinx students
- Does not have organizational structures that reflect Latinx

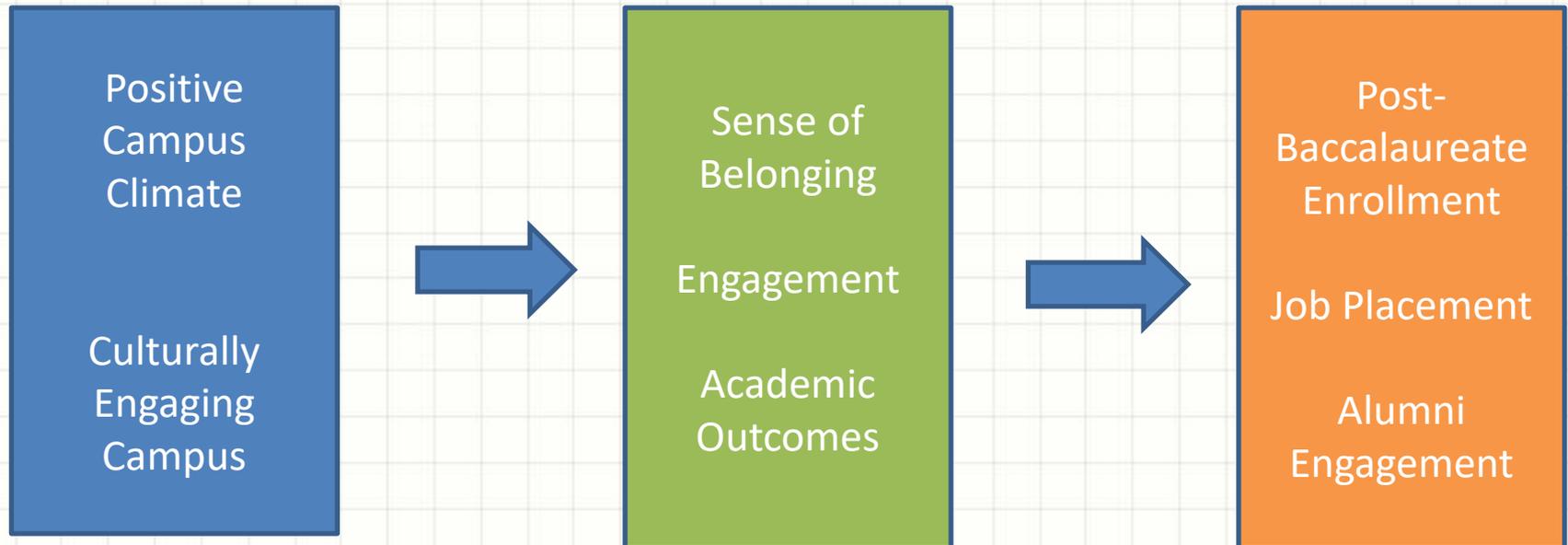
Latinx-Enhancing

- Enrolls 25%
- Does not produce an equitable number of legitimized outcomes
- Does have organizational structures that are culturally relevant and enhancing

HSI Organizational Identities



Culture Leads to Outcomes

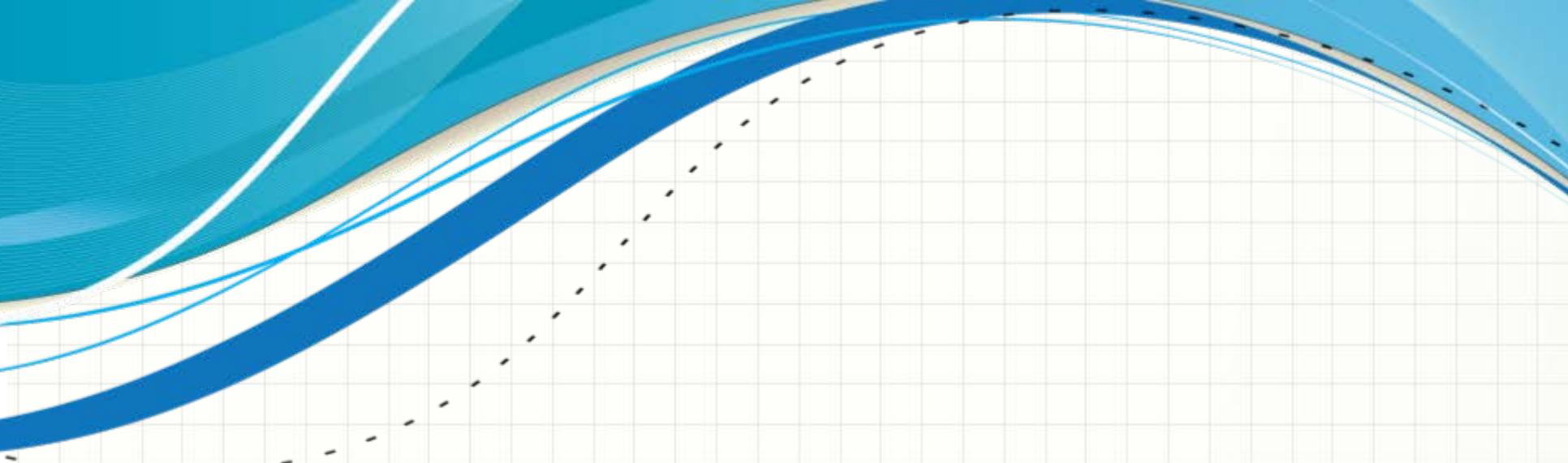




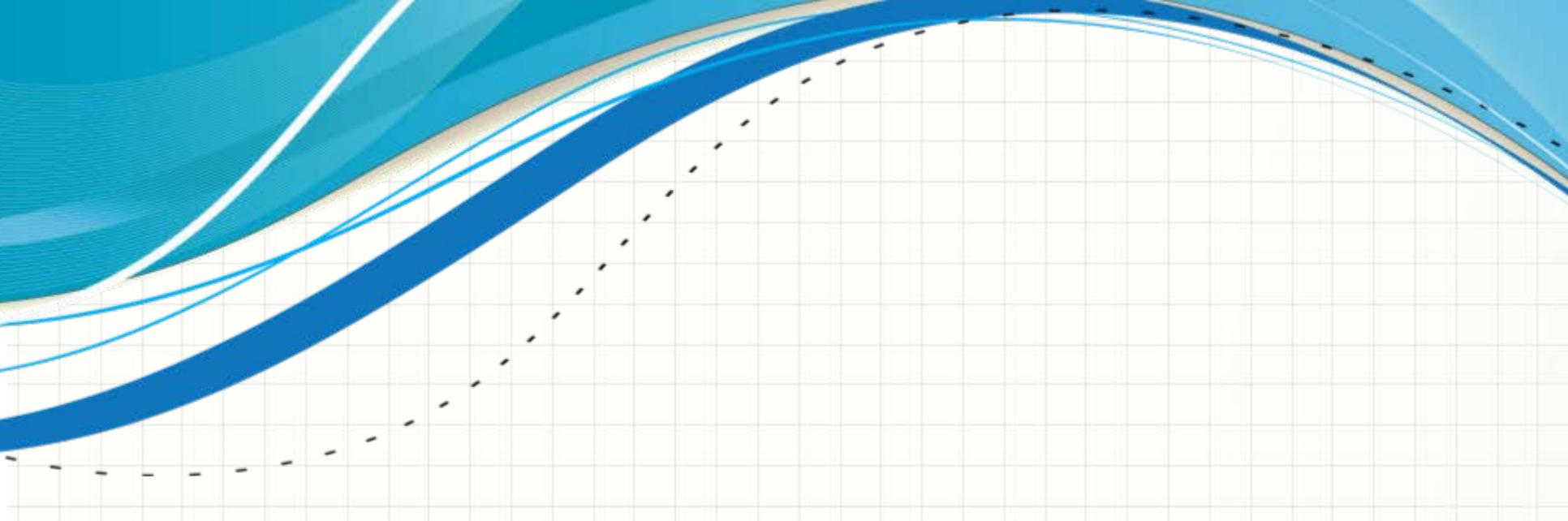
Ateneo: Ateneo's are cultural spaces that bring individuals together to increase their knowledge on scientific, scholarly, literary, and artistic topics to enhance students' personal, socio-cultural, intellectual and professional growth. In our context, we reclaim the ateneo as an open critical space of encounter committed to facilitating learning and convivial research.



Research Question: **In what ways do administrators, faculty, staff, and students at our HSI help us become a Latinx-thriving Organization?**

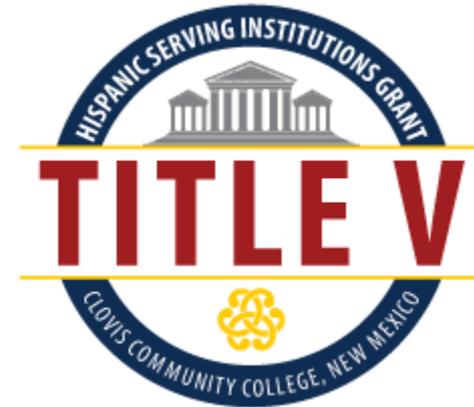


**WHAT ARE WE
ALREADY DOING?**



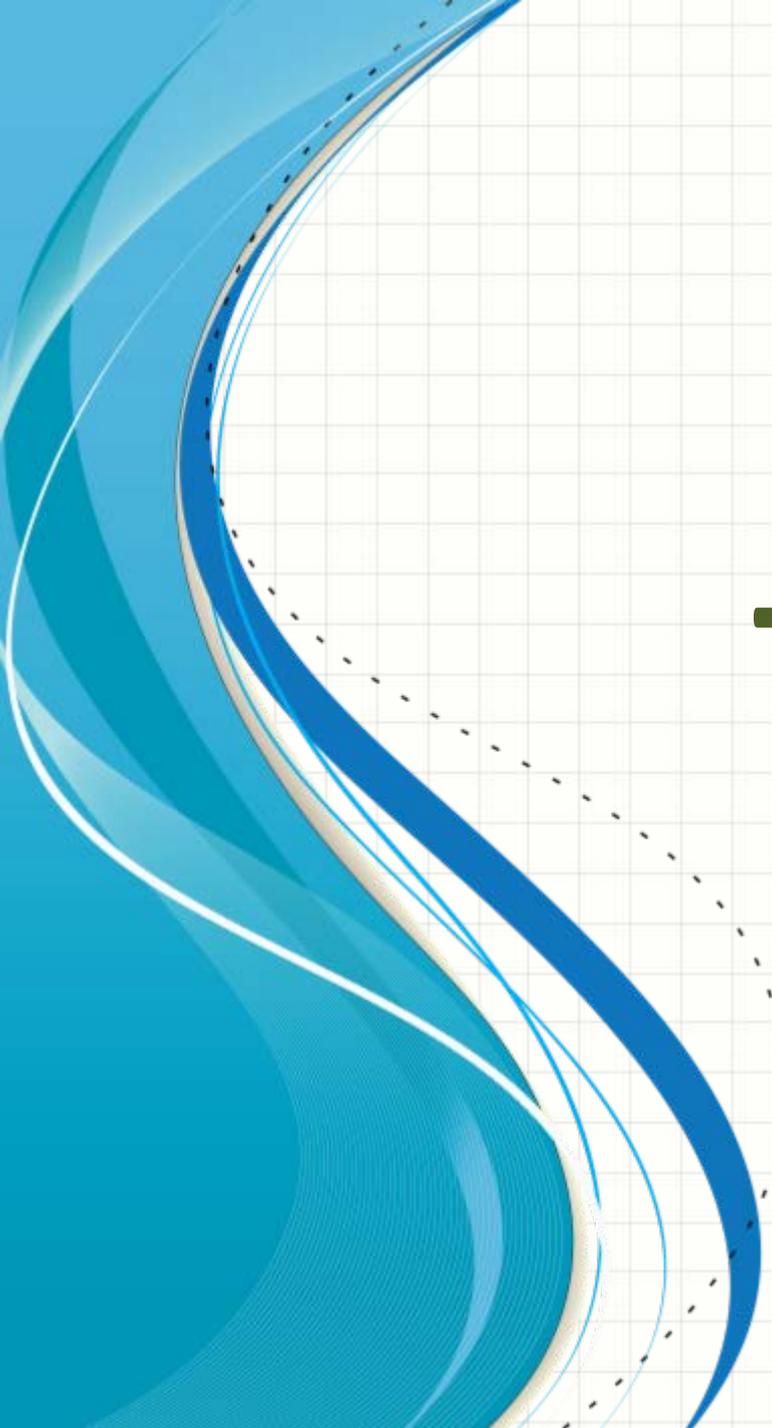
**WHERE CAN WE
IMPROVE?**

How do we tell our story?



Hispanic Serving
Institution
(TITLE V-HSI)





¡GRACIAS!
THANK YOU!