

HISPANIC SERVING INSTITUTION TASK FORCE FINAL REPORT
JANUARY 25, 2008

Final Recommendations

Total: Fifty-five (55) Recommendations of the HSI Task Force.

Public Relations Subcommittee – 2 recommendations

1. External Communications – To position Metro State as a leader at the state level for addressing the state’s changing demographics.
2. Internal Communications - To keep faculty, staff and alumni apprised of significant HSI newsworthy events.

Recruitment / Retention & Student Development Subcommittee – 27 recommendations

1. Development and Implementation of a Metro State Pre-Collegiate Summer Program
2. Expansion of the Excel Outreach Program to create a pipeline of diverse high school students to Metro State by building long term relationships and offering admissions services on site in diverse feeder high schools.
3. Develop a M.O.U. with Community College of Denver (CCD) to facilitate the transfer of students to Metro State, the transfer of students denied admission due to HEAR deficiencies, and the retention of students who must take developmental coursework at CCD
4. Adult Student Services – to assist adult students with the difficulties they have balancing school/life.
5. Embrace, Promote and Build Bridges to access/Abrace y fomente, Puente al exito. This will raise community connectedness with Metro State and increase Latino/a and African American students’ awareness of career paths.
6. Metro’s Café Cultura. This is an effort to recruit and retain Latino/a and African American students.
7. Journey Through Our Heritage/Jornada de Nuestra Herencia. By hosting this historical and cultural knowledge base competition, high school students and parents will increase their awareness of Metro State as an college to attend after high school.
8. All Female Bilingual Police Academy: A Metro State Summer Program for 2010. This will increase female bilingual representation in local, state and federal arenas of law enforcement.
9. Require freshman students to complete developmental coursework within the first 45-credit hours of coursework
10. Declaration for Major by completion of first 45 credit hours
11. Develop a campus-wide Early Alert Warning system
12. Continue Advising holds to encourage students to seek academic advising and degree planning assistance.
13. Revise Last Grade Stands Policy and Forgiveness Policy
14. In-state Tuition for Undocumented students who have graduated from Colorado high schools.
15. Provide Supplemental Instruction for Gatekeeper Courses and courses with a 35% or higher failure rate.
16. Create an Academic Learning Support Center
17. First Year Bridge Program to support students who participate in the Summer Bridge Program.

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18. First Year Success Program for all first time to college students and transfer students.
19. Student Engagement Courses
20. Student Multicultural Leadership Summit
21. Develop an Undergraduate Research Opportunity Program
22. Create a Parent Connections Program to give parents the knowledge needed to support their child in college.
23. Prepare students to a successful transition to career/graduate school
24. Add Academic Advising staff to support HSI
25. Academic and Student Affairs Liaison – Add one Assistant Dean to each of the three schools to coordinate the student retention efforts of HSI.
26. Design faculty and staff development workshops on working with diverse student populations, classroom management, student development, curriculum development, and teaching theory.
27. Provide scholarships for first-generation college students to help support their success in college.

Campus Climate Subcommittee – 9 recommendations

1. Create a different name for the HSI campaign. (while retaining the name of HSI for the initiative). “Hispanic Serving Institution” creates many images for the campus community; that of ONLY serving the Hispanic community to the detriment of other ethnic and social groups. The name may potentially alienate all other groups.
2. Create an interactive HSI Website that will include a place for FAQs as well as a BLOG so visitors may ask more questions and gain additional feedback.
3. Schedule townhall meetings, open forums, and educational opportunities for 1st amendment education for students to discuss HSI and related topics.
4. Develop a campaign brochure. It will resemble an elevator speech and include talking points for faculty and staff.
5. Bring cultural events to campus for all backgrounds.
6. Increase support for the Student Academic Success area, including Reece Learning Community and the First Year Success Program.
7. Create an institutional Master Calendar that highlights diversity events at Metro State.
8. Create a showcase multicultural environment on campus that will showcase and integrate the history, art, and influence of historically underrepresented minorities on the Auraria campus, specifically on Metro State properties.
9. Assess the current campus climate by conducting a campus climate survey in conjunction with the Latino/a Faculty and Staff Associate.

Faculty & Staff Development / Grantsmanship Subcommittee – 2 recommendations

1. Equip the Metro State community with the requisite skills to acquire multicultural competency by (1) developing a mandatory online Multicultural Awareness Training, (2) developing cultural competency assessments, and (3) Creating workshops for in-service training and multicultural certification program.
2. Provide on-going professional development opportunities that both faculty and staff can use in their tenure/ tenure-track and employee evaluation processes.

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Curriculum Development Subcommittee – 11 recommendations

1. Review and evaluate current policies, state statutes, and institutional controls regarding remedial coursework.
2. Review and evaluate the design, curriculum, and implementation of Metro State's First Year Success Seminar.
3. Review and evaluate institutional practices in relation to the implementation and enforcement of prerequisites.
4. Review and evaluate current general studies requirements, rigor, and overall effectiveness in preparing students for their major/minors, professional pursuits, and global citizenship.
5. Review and evaluate Academic Advising requirements and processes in the general studies and major/minors.
6. Review and evaluate the impact, design, and success rates of Metro State's online classes.
7. Identify departments that currently adhere to best HSI practices in relation to student expectations, inclusion, and student success. Sub-classifications of HSI departments, and offer incentives for non-HSI departments to achieve HSI status.
8. Identify new programs that will attract and retain Latino/a students based on national research and current/future trends.
9. Review and evaluate part-time faculty issues in relation to consistency of content delivery, training, support, retention, and position levels.
10. Review and evaluate full-time tenure / tenure-track faculty issues in relation to teaching 1000 level courses, advising, and management of adjunct or graduate assistant teaching.
11. Review and evaluate faculty diversity and culturally responsive teaching in relation to achieving institutional multi-culturalism in the content and delivery of the curriculum.

Assessment Subcommittee – 4 recommendations

1. Data collection and interpretation for all HSI activities
2. Constituent Relationship Management System (CRM) – Implementation & Adoption
3. Create a data clearinghouse and hire a Data Management Specialist
4. Study retention of current students and hire a Retention Specialist