

Senate Meeting: HSI Steering Committee

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Today's Report

- Background
- Research/Method
- Initial findings
- Moving forward

The Committee

- Christopher Chávez, SOJC/CLLAS
- Sebastian Flores, Student
- Courtney Garcia, Advising
- Maria Gaspar, Student
- Sergio Loza, Linguistics/SHLP
- Luis Renteria, Admissions
- Diana Santoyo, Pathways
- Ilana Umansky, Education

Our Task

- The goal of this steering committee is to develop an action plan, based on the findings from the first HSI advisory committee
- Areas of concentration:
 - Undergraduate recruitment and retention
 - Faculty and graduate research
 - Campus culture
 - Structure and resources

Work AY 2024 - 2025

- **Fall Term:** Formation of committee, including the nomination and appointment of members
- **External Research:** Comparative research on other R1 HSI's:
 - UC Santa Cruz, UC Santa Barbara, UC Davis, University of Illinois-Chicago, Rutgers University
- **Internal Research:** Assessment of various units, who would be potential stakeholders
 - Advising, enrollment, OtP, OVPRI, DEI, CMAE, Division of Graduate Studies, SHL (so far)

General Insights

- There are significant changes occurring at the federal level, which are likely to impact the work we are doing
- This is a large-scale effort involving the buy-in and coordination of various units on campus (admissions, enrollment, the Deans, DEI, OtP, communications, etc.)
 - Requires a cohesive and coordinated strategy
- Established HSI's have a pre-existing infrastructure on which to graft a thriving HSI program
 - **Short term**, our goal is to identify current capacity and build capacity where needed
 - **Long term**, our goals are to shift organizational culture and build additional institutions/processes

External Assessment

Recruitment

- Established HSI's have established metrics for recruitment
 - They consider the whole process: applications, admissions, yield, and enrollment
- They use data in a granular way, to identify the zip codes, high schools/junior colleges, and even classes that will yield the target audience
- They have specialists who build strong relationships with partner-schools
- They account for Latinx families as key to the decision process
- They invest in the recruitment process with on-site, family-oriented visits
- They have linguistic capacity and cultural proficiency

Retention

- Established HSI's have clear metrics of success:
 - Academic measures: GPA, major declaration graduation rates, and time to graduation
 - Non-academic measures: sense of agency, belonging, etc.
- They have identified the equity gaps across schools and colleges (ready access to data)
- They have developed a clear first/second year retention strategy focused on Latinx students
- They have a physical space that serves as a one-stop shop to help students (community building, tutoring, mentoring)
- They ensure all needs are met (academic, physical, mental, legal counsel)

Faculty & Graduate Research

- Established HSI's have some form of a research center that builds community and supports faculty/grad research
- Some universities have formal faculty initiatives that directly advance Latinx research (DEI supported)
- Some HSI's (Chicago) offer grant writing support for Latinx faculty
- Established HSI's have research Latinx faculty at all levels, including administration

Culture Building

- Established HSI's feel like multi-cultural spaces
- Visual iconography, in-language communication, and dedicated Latinx spaces help students see themselves as part of the community

Internal Assessment

Findings/Key Insights

- All units agree that becoming an HSI is a positive move, and that we need to better serve Latinx faculty/students
- However, with some exceptions, there are few Latinx-specific initiatives in many units that would be essential to an emerging HSI
- Much of that labor is taken on by a few units/individuals on campus (i.e. CLLAS)
- To date, the university has expended relatively little economic or political capital toward this effort

Lack of Action and Urgency

- Two organizational principles
 - Diffusion of responsibility (bystander effect)
 - Organizations become more conservative, rather than transformative when faced with political and economic pressure

Moving Forward

- Employ a strategy of *activation* and *consolidation*
 - A Latinx strategy is needed from each of the key stakeholders
 - Need a central mechanism to coordinate these efforts (HSI director/team)

Address the Low Hanging Fruit

- Continue the work of the HSI into AY 2024-25
- Early focus would be to organize a symposium designed to generate action (include all key stakeholders)
- Stabilize and then grow, key assets (i.e. CLLAS, Latinx Studies, CMAE, etc.
- Latinx graduation
- Develop a fundraising mechanism to secure financial support

Long Term Investments

- Recruitment of an HSI coordinator
- Development of a Latinx center

