Higher Education Administration & Leadership Program
for Hispanic Serving Institutions

Melissa L. Freeman, Ph.D., Michael Mumper, Ph.D., Eric Carpio,
Jonathan Macias, Andrea Benton-Maestas, Stacy Righini

HACU Conference
San Diego, CA
September 2010
HEAL Program

- **Master of Arts**
  - Two-year, online program

- **Post Graduate Executive Leadership Institute**
  - One-year, online program
HEAL Program

How the Stars Aligned

- About Adams State College
- Project Directors’ Backgrounds
  - Dr. Melissa L. Freeman
  - Dr. Michael Mumper
- A Conversation
- A Plan
- A Budget Collapse
- A New Opportunity
HEAL Program

How the Stars Aligned

- A New Opportunity
  - July/August 2009
  - RFP US Department of Education FIPSE program
  - Special Focus Competition
    - Graduate education
    - Institutions that serve large numbers of Hispanics (not necessarily HSIs)
HEAL Program

How the Stars Aligned

- A meeting with the Provost
- A proposal and its innovative focus
  - Preparing the Next Generation of Leaders for Hispanic Serving Institutions
- An award
  - October 2009
  - Innovativeness
  - NEED!
    - Simply put... “Access”
HEAL Program

How the Stars Aligned

- Development & Approval
  - Curriculum Committee—December 2009
    - Dr. Mario Martinez, Professor, University of Nevada Las Vegas
    - Dr. Eduardo Arellano, Associate Professor, University of Texas El Paso
    - Dr. Valerie Martin Conley, Associate Professor, Ohio University
    - Ms. Laura Solano, Vice President, Pueblo Community College
    - Mr. David Trujillo, Interim President, Northern New Mexico College
  - Approval process
<table>
<thead>
<tr>
<th>HEAL Program</th>
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<tr>
<td><strong>MA Curriculum</strong></td>
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<td>• Historical/Cont Issues</td>
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<td>• Policy/politics in HE</td>
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<tr>
<td>• Data analysis in HE</td>
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<tr>
<td>• Law</td>
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<tr>
<td>• IR, Planning &amp; Assessment</td>
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<td>• Practicum</td>
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<tr>
<td>• Entrepreneurship in HE</td>
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HEAL Program

How We Manage It

• Governance
  o Internal advisory committee
    ▪ Ms. Lillian Gomez, Title V Director
    ▪ Ms. Oneida Maestas, Instructor, Developmental Education
    ▪ Mr. Ken Marquez, VP for Student Affairs
    ▪ Mr. Masood Ahmad, Director, Student Engagement/Success
    ▪ Mr. Armando Valdez, Assistant Professor
  o Program faculty
    ▪ Dr. Melissa L. Freeman, Director
    ▪ Dr. Ed Lyell, Professor
    ▪ Dr. Jeanie O’Laughlin, Assistant Professor
    ▪ Mr. Armando Valdez, Assistant Professor
HEAL Program

How We Manage It

- Evaluation
  - Conifer Group—Sally & Tim Griffin
    - A true partnership
    - Ensuring we are meeting the goals and objectives of the grant
    - Ensuring we are meeting the program objectives and course learning outcomes
HEAL Program

Our Students

- **Recruitment**
  - A whole lot of traveling!

- **First cohort September 2010**
  - Orientation Residency
  - Students/schools/states represented
HEAL Program

Our Students

- Let’s hear from a few of those students
  - Eric Carpio, Assistant Vice President, Adams State College
  - Jonathan Macias, Program Coordinator, University of Texas-El Paso
  - Andrea Benton-Maestas, Director of IR, Adams State College
  - Stacy Righini, Lab Coordinator II, Colorado State University-Pueblo
Our Students

- Eric Carpio
  - Assistant VP for Enrollment Management, Adams State College
  - Reasons for enrolling in HEAL
  - Early impressions of coursework, workload, program structure
Jonathan Macias

About me
- Native Texan/El Pasoan
- Education
  - Bachelor of Business Administration- UTEP
    - Management and marketing
  - Associates of Arts degree -EPCC
- Employed by UTEP for the last five years
- Selected for 2009 DHHS-HACU
  - Professions Capacity Building Program
- Amateur photographer and techno-geek
Jonathan Macias

Employment background

- Grant Program Coordinator at UTEP School of Nursing
  - Funded by Health Resources and Services Administration (HRSA)
  - UTEP Staff Council Benefit Committee Chair
- Worked with National Institutes of Health (NIH) funding mechanisms
- Previous experience in private sector
Jonathan Macias

• Learning about Adams State College
  ○ HACU October 2009 Conference
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<tr>
<th>El Paso, Texas</th>
<th>Alamosa, Colorado</th>
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<tr>
<td>Population: 609,415</td>
<td>Population: 15,424</td>
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<tr>
<td>Education Percentages:</td>
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<tr>
<td>- High School Diploma 69%</td>
<td>- High School Diploma 83%</td>
</tr>
<tr>
<td>- Bachelor’s Degree 18%</td>
<td>- Bachelor’s Degree 27%</td>
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<tr>
<td>Hispanic Pop.: 76.6%</td>
<td>Hispanic Pop.: 44.4%</td>
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<tr>
<td>&lt; Poverty level: 22.2%</td>
<td>&lt; Poverty level: 21.4%</td>
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<tr>
<td>Median income: $32K</td>
<td>Median income: $35K</td>
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<tr>
<td>Avg. Summer temp 95ºF</td>
<td>Avg. Summer temp 65ºF</td>
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Information provided by: [http://quickfacts.census.gov/](http://quickfacts.census.gov/)
Why I chose Adams State

- Considered MBA
- Cultural diversity
  - vs. myopic view
- Blended or hybrid
  - Residency
- Flexibility
  - Online curriculum
- Hispanic Serving Institution (HSI)
- “Occu-passion”

- College experience
  - vs. commuter student
- Practicum vs. thesis or orals
  - Making a difference
Contact

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Our Students

- **Andrea Benton-Maestas**
  - Adams State College, Institutional Research
  - Keeping up with what’s going on at ASC
    - Asked to do photo shoot
  - I LOVE my job! Want to keep it and broaden my horizons.
  - Hispanic-Serving emphasis
  - More faculty work and continue in administration
  - Open my eyes...gets me talking/thinking about issues surrounding Higher Education
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Our Students

- **Stacy Righini**
  - **My Background**
    - Hometown
    - High School
    - College
    - Beyond College
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Our Students

- Stacy Righini
  - Current Endeavors
    - Employment
    - Involvement on Campus
    - Mentoring
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Our Students

• Stacy Righini
  ○ Introduction to HEAL
    ✷ Informational Meeting
    ✷ My Questions
    ✷ The Appeal of HEAL
    ✷ Deciding to Apply for HEAL
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Our Students

- Stacy Righini
  - After HEAL
    - Community
    - Making a Difference
HEAL Program

Our Faculty

- The Beauty of Online and Faculty Selection
  - Dr. Eduardo Arellano, Assoc Professor, UTEP
  - Dr. Michael Chavez, Dean of Enrollment Management, Midland College, TX
  - Dr. Melissa L. Freeman, Asst Professor, ASC
  - Dr. Tom Gilmore, Professor/former President, ASC
  - Dr. Ed Lyell, Professor, ASC
  - Dr. Magdalena Martinez, Asst Vice Chancellor, NSHE, NV
  - Dr. Katrina Rodriguez, Asst Professor, UNC, CO
  - Mr. David Trujillo, Dean, UNNM, NM
  - Dr. Michael Williford, Assoc Provost, OU, OH
Benefits of the HEAL Program to HSI’s:

- Focused and relevant staff and faculty development
- “Grow-your-own” approach to institutional leadership development
- Curriculum designed for working professionals with practica focused on local campus projects
HEAL Program

Benefits of the HEAL Program to Students

- Affordable
- Flexible
- Practical
- Relevant
HEAL Program

Benefits to Higher Education Broadly:

- A model that can be used to develop a more diverse staff and faculty.
- Can help to close the troubling gap between the rapidly growing number of Latino students entering higher education and the seemingly flat number of Latino’s moving into positions of leadership in higher education.
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Orientation 2010
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Funded by the US Department of Education, Fund for the Improvement of Post secondary Education (FIPSE)