Preparing the Next Generation of Leaders at the Nation’s Hispanic Serving Institutions (HSIs)

Melissa L. Freeman, Ph.D., Michael Mumper, Ph.D., Eduardo Arellano, Ph.D., Valerie Martin Conley, Ph.D., Elizabeth Apodaca Ruybal, Donna L. Griego

ASHE Conference
Indianapolis, IN
November 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 HSI s)
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
HEAL Program

How the Stars Aligned—Dr. Eduardo Arellano

Development & Approval

- Several considerations:
  - Needs of Hispanic students, Upcoming leaders, & HSIs
  - Higher education leadership competencies
  - Previous experience & knowledge of other programs
  - Unmet needs by other programs
HEAL Program

How the Stars Aligned—Dr. Valerie Martin Conley

• Development & Approval
  ○ Curriculum from “Scratch”
  ○ Reflections on the Process
  ○ Unique Characteristics
  ○ Similarities and Differences between the HEAL Curriculum and Traditional Higher Education Leadership Programs
  ○ An Innovative Approach with Broader Impact
# HEAL Program

## MA Curriculum
- Historical/Cont Issues
- Administrative/Academic Collaboration
- Leadership in MSI
- Budgeting & Finance
- Leading for Student Success in MSI
- Policy/politics in HE
- Data analysis in HE
- Law
- IR, Planning & Assessment
- Practicum
- Entrepreneurship in HE
- Practicum

## ELI Curriculum
- Historical/Cont Issues
- Administrative/Academic Collaboration
- Leadership in MSI
- Budgeting & Finance
- Leading for Student Success in MSI
- Policy/politics in HE
HEAL Program

How We Manage It

- Governance
  - 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
  - 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
  - Elizabeth Apodaca Ruybal
  - Donna Griego
ELI Program

Beth Apodaca Ruybal

About Me:

- Born and raised in rural area outside Santa Fe, NM
- First generation college student
- Parents home language Spanish
- Average HS student
- BAFA, Art History – University of New Mexico, 1992
- Post Baccalaureate Teaching Certification – UNM, 1994
- MA, Educational Leadership – UNM 2006
ELI Program

Work Experience:

K-12:
- 12 years as a classroom teacher, 3-5\textsuperscript{th} grades and middle school Math: Albuquerque Public Schools (APS)
- 3 year as an Instructional Coach in a year-round, multi-track elementary school, APS

Higher Education:
- Curriculum & Evaluation Specialist for Extended Studies, Adams State College (2 years)
- Program Manager, College @ High School
ELI Program

Why ELI/HEAL:

- Online format/flexibility
- One year commitment (???)
- Administrative background is K-12 - want to expand my educational experiences to support my work in administration at Adams State College
- Hispanic-serving emphasis
- Mentor and role model for Hispanic students in rural San Luis Valley (including my kids!)
• Donna Next...
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
  - Ms. Marsha S. Lewis, Asst Professor, OU, OH
  - 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
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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
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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