Strengthening the Nation’s HSIs
A Leadership Model

Melissa L. Freeman, Ph.D.
Aaron Miltenberger, & Victor M. Salazar
SW Regional Title V/HSI Conference
La Verne, CA
March 2011
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
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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)
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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

## 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
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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
Our Students

- Recruitment
  - A whole lot of traveling!
- First cohort September 2010
  - Orientation Residency
  - Students/schools/states represented
- Second cohort September 2011
  - Currently recruiting
HEAL Program

Our Students
• Let’s hear from a few of those students
  ◦ Aaron Miltenberger, Coordinator of Student Activities, Adams State College
  ◦ Victor Salazar, CTE Job Placement Counselor, Trinidad State Junior College—Valley Campus
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Our Students

• Aaron Miltenberger
  – My Background
    • Hometown
    • High School
    • College
    • Beyond College
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Our Students

• Aaron Miltenberger
  - Snapshot of now
    • Family
    • Employment
    • Fun
HEAL Program

Our Students

- Aaron Miltenberger
  - Why HEAL?
    - Directly Applicable
    - Flexible Schedule
    - Minority/ Hispanic Serving
    - Quality of Faculty
HEAL Program

Our Students

- Aaron Miltenberger
  - After HEAL
    - Serve the Community
    - Affect Institutional Change
    - Sky is the Limit
Our Students

- Victor M. Salazar – CTE Job Placement Counselor
  - Future Goals - Dean of Instruction/Student Services...Eventually Vice President/President
  - Absolutely Enjoy Working with Students
  - Huge concern for Under Resourced Students and Under Resourced Schools
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
  - Ms. Marsha Lewis, Asst Professor, 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
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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HEAL Program

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