Preparing the Next Generation of Leaders in Higher Education

Melissa L. Freeman, Ph.D., Nicola Donaven, & Jonathan Macias
NMHEAR Conference
Albuquerque, NM
February 2012
HEAL Program

Higher Education Administration & Leadership

• 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
  o Dr. Melissa L. Freeman
  o 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
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. Armand Valdez, Assistant Professor
  - Program faculty
    - Dr. Melissa L. Freeman, Director
    - Dr. Ed Lyell, Professor
    - Mr. Armand 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
Our Students

- Recruitment

- First cohort September 2010
  - Students/schools/states represented
  - Orientation Residency & Leadership Summit
  - Successes

- Second cohort September 2011
  - Students/schools/states represented
  - Orientation Residency & Leadership Summit
  - Successes

- Second cohort—recruiting
HEAL Program

Our Students

• Let’s hear from a few of those students
  ⊡ Jonathan Macias, Grants and Contracts Specialist, University of Texas-El Paso
  ⊡ Nicola Donaven, Data Administrator, American Trainco
Nicola Donaven

- Employed in the private sector; worked extensively in NPOs and public sector
- Master of Public Administration, School of Public Affairs, University of Colorado Denver
- Bachelor of Arts, Religious Studies & Sociology, *summa cum laude*, University of Colorado Denver
HEAL Program

- Why I chose Adams State
- Interested in education/administration
- Online program allowed me to fit school into work, community engagement, other commitments
- Affordable
- Manageable time commitment combined with academic rigor
- Opportunity to further refine experience of public/NPO sectors—focusing
- “I want everyone to go to college!”
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
  o Funded by Health Resources and Services Administration (HRSA)
  o 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
<table>
<thead>
<tr>
<th>El Paso, Texas</th>
<th>Alamosa, Colorado</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population: 609,415</td>
<td>Population: 15,424</td>
</tr>
<tr>
<td>Education Percentages:</td>
<td>Education Percentages:</td>
</tr>
<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>
</tr>
<tr>
<td>Hispanic Pop.: 76.6%</td>
<td>Hispanic Pop.: 44.4%</td>
</tr>
<tr>
<td>&lt; Poverty level: 22.2%</td>
<td>&lt; Poverty level: 21.4%</td>
</tr>
<tr>
<td>Median income: $32K</td>
<td>Median income: $35K</td>
</tr>
<tr>
<td>Avg. Summer temp 95°F</td>
<td>Avg. Summer temp 65°F</td>
</tr>
</tbody>
</table>

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 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. Brian Burnett, Asst Vice Chancellor, UCCS
  - Dr. Ed Lyell, Professor & Interim Chair, ASC
  - Dr. Magdalena Martinez, Asst Vice Chancellor, NSHE, NV
  - Dr. Katrina Rodriguez, Asst Professor, UNC, CO
  - Ms. Marsha Shook Lewis, Asst Professor, OU, OH
  - Dr. Michael Williford, Assoc Provost, OU, OH
HEAL Program

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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Adams State
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Orientation Cohort A 2010
HEAL Program

Orientation 2010
HEAL Program

Orientation 2010
HEAL Program

Orientation 2010
HEAL Program

HACU 2010
HEAL Program

HACU 2010
HEAL Program

ASHE 2010
HEAL Program

ASHE 2010
HEAL Program

Southwest Title V 2011

Our Students
- Yaker M. Salazar – CTE, Job Placement Counselor
- Farmer’s Mutual Bank of Commerce, Student
- President, Executive, Vice President, President
- Absolute Enjoy Working with Students
- Highly successful in Undergraduate Studies and Under
  Enrolled Students
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CESDA 2011
HEAL Program

EPI 2011
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