

Hispanic Network Summit

Session Recommendations

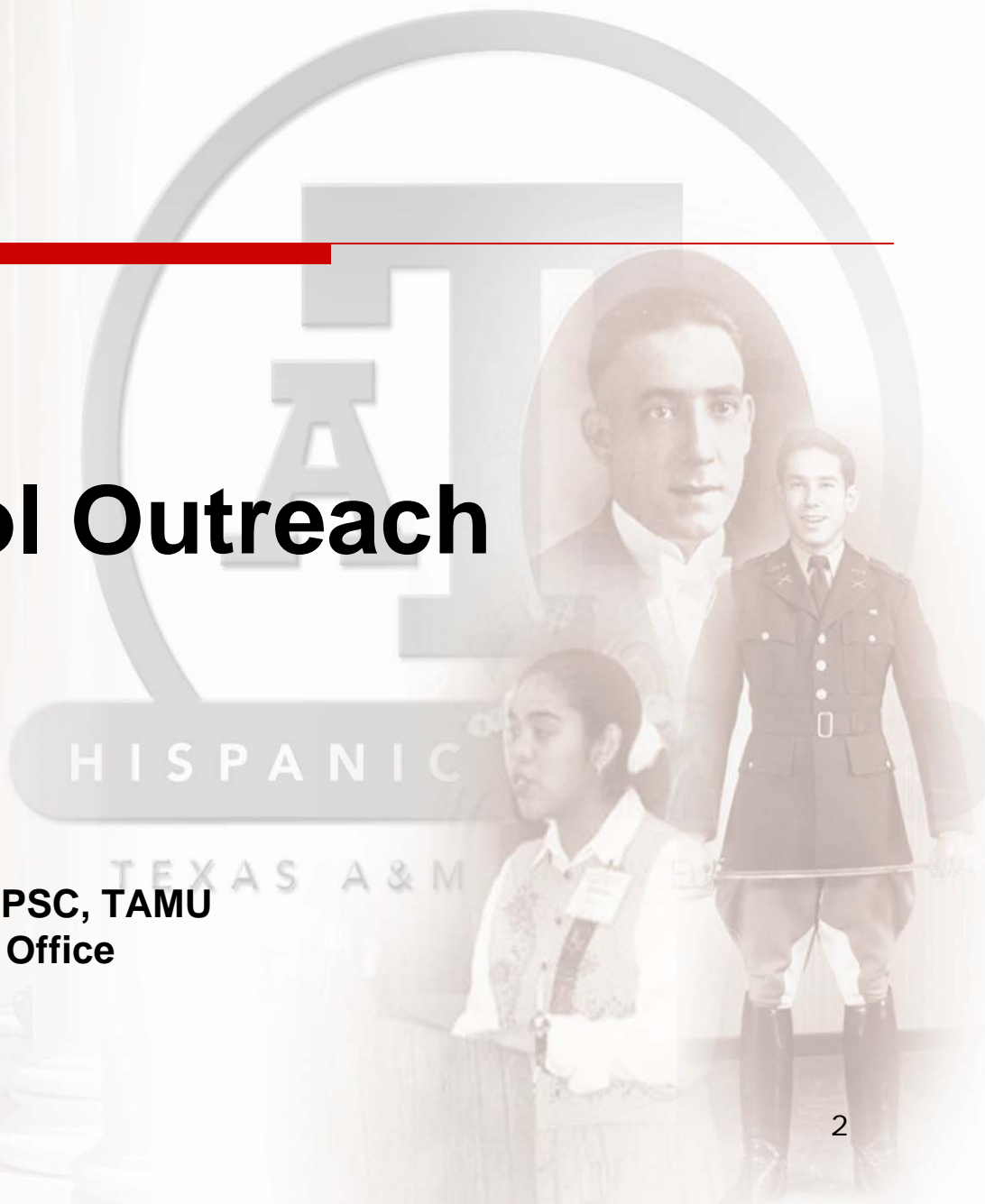
HISPANIC

TEXAS A&M

Session (1)

Middle School Outreach

Ms. Alexia J. Rodriguez, TAMHN
Ms. Linda Vasquez, Corpus Christi PSC, TAMU
Mr. Luke Altendorf, MSC Programs Office



(1) Middle School Outreach

□ Recommendation 1:

- **Mail campaign in areas of Texas with Regional Centers (build relationships among TAMU and middle school students)**
- **Resources: TAMU staff, TAMHN Volunteers, and additional funding for more manpower, postage costs.**
- **Support: Office of Admissions and Records**
- **Coordinated by: (Department of Admissions Counseling)**
- **Start by: September 2006**
- **Measure of Success: Reach 1000 Hispanic middle school students in Texas. Of that total group, 20% enroll at TAMU after 5 years of contact.**

(1) Middle School Outreach

□ Recommendation 2:

- Expansion of existing programs for middle school students
- Resources: TAMU staff, TAMHN Volunteers, current students and additional funding for student programming and staff
- Support: Memorial Student Center Programs, Office of Admissions & Records, Department of Financial Aid, various Colleges and Departments
- Coordinated by: Memorial Student Center
- Start by: September 2006
- Measure of Success: Reach 500 Hispanic middle school students. Of that total group, 20% enroll at TAMU after 5 years of contact.

(1) Middle School Outreach

□ Recommendation 3:

- TAMHN will provide speakers in various middle schools around the state
- Resources: TAMHN Volunteers in coordination with admissions staff
- Support: TAMHN and Admissions Counseling
- Coordinated by: Admissions Counseling
- Start by: September 2006
- Measure of Success: Increase number of Hispanics enrolling to TAMU by 2011 by 20%

(1) Middle School Outreach

□ Recommendation 5:

- **Middle School Book Covers – (College Prep & A&M Info)**
- **Resources: Office of Admissions & University Relations**
- **Support: Office of Admissions & Records Programs, Memorial Student Center Programs, Department of Financial Aid, TAMHN, Association of Former Students**
- **Coordinated by: Office of Admissions and Records**
- **Start by: September 2006**
- **Measure of Success: Increase in enrollment 5 years from the beginning of the program.**

(1) Middle School Outreach

□ Recommendation 5:

■ Middle School Outreach Website

- Outreach Programs
- University Research Needs
- Middle School Needs
- Volunteer Clearing House

■ Resources: Web Master, Funding, Student Activities

■ Support: Admissions and College of Education

■ Coordinated by: College of Education

■ Start by: September 2006

■ Measure of Success: Usage of the website – increased diverse enrollment of outreach programs.

Session (2)

Undergraduate Recruitment

Colonel (R) Robert F. Gonzales, TAMHN

Margaret G. Hernandez, Senior Associate Director, Office of Admissions and Records

Dr. Cruz C. Torres, Associate Professor, College of Agriculture and Life Sciences

(2) Undergraduate Recruitment

Where are we now?

- ❑ *Vision 2020's* Imperative 6
- ❑ TAMHN August 2003 Report Goals
- ❑ Admissions Criteria
- ❑ Statistics for 1995-2005
- ❑ Current Recruitment Programs

(2) Undergraduate Recruitment

Session Leaders Recommendation 1:

- MATCH, automatically, any financial aid package offered by an out-of-state educational institution to targeted students with an A&M equivalent package *to fulfill Vision 2020's goal of keeping all outstanding Hispanic students in Texas.*
 - Resources: Financial Aid Advisors in Prospective Student Centers
 - Support: Department of Student Financial Aid (DSFA) and A&M Foundation
 - Coordinated by: DSFA
 - Start by: 1 December 2005
- Measure of Success: At least 75% of the Hispanic students offered a matching financial aid package enroll at A&M

(2) Undergraduate Recruitment

Session Leaders Recommendation 2:

- ❑ PROVIDE a monthly list of accepted Hispanic students to TAMHN *to contact and recruit immediately upon receipt of an acceptance letter.*
 - Resources: Office of Admissions
 - Support: TAMHN regional chapters and Prospective Student Centers
 - Coordinated by: Office of Admissions
 - Start by: 1 November 2005
 - Measure of Success: List of Hispanic students are provided to TAMHN on the first day of each month from November to June

(2) Undergraduate Recruitment

Session Leaders Recommendation 3:

- CREATE a partnership between each college and TAMHN *to assist each college's efforts to recruit and enroll Hispanic students.*
 - Resources: Executive Vice President and Provost
 - Support: POC in each college and in TAMHN for each college
 - Coordinated by: Office of the Executive Vice President and Provost
 - Start by: 1 January 2006
 - Measure of Success: Each college establishes a partnership NLT 31 May 2006

(2) Undergraduate Recruitment

Session Leaders Recommendation 4:

- OFFER a 4-hour undergraduate recruitment training program for Hispanic former students *to familiarize them with current admissions policies and requirements, and financial aid information.*
 - Resources: Each Prospect Student Center (PSC)
 - Support: Hispanic former student volunteers
 - Coordinated by: Office of Admissions
 - Start by: June 2006
 - Measure of Success: Each PSC provides the training program at least once for at least 10 volunteers during the summer months

(2) Undergraduate Recruitment

Session Leaders Recommendation 5:

- OFFER a campus recruiting program/event during the summer *to attract those Hispanic and other minority students who cannot attend an event during the school year.*
 - Resources: Office of Admissions
 - Support: Colleges and student organizations
 - Coordinated by: Office of Admissions
 - Start by: Summer 2006
 - Measure of Success: Recruitment event is held

(2) Undergraduate Recruitment


Session Leaders Recommendation 6:

- REWARD each A&M student who recruits a Hispanic student from a targeted high school to enroll at A&M with a \$500.00 scholarship to encourage more current students to participate in A&M's diversity efforts.
 - Resources: Department of Student Financial Aid (DFSA)
 - Support: A&M student volunteers and a student organization such as CAMAC in the MSC
 - Coordinated by: DSFA
 - Start by: August 2006
 - Measure of Success: Increase the number of Hispanic students enrolling from targeted high schools by at least 10% each year

(2) Undergraduate Recruitment

Session Leaders Recommendation 7:

- ENSURE Hispanic faculty, staff, and students are present at every official university event to clearly demonstrate the A&M leadership's diversity message and intent at all levels.
 - Resources: Executive Vice President and Provost, and Vice President for Student Affairs
 - Support: Staff, faculty, and students
 - Coordinated by: Office of the Executive Vice President and Provost
 - Start by: 1 November 2005
 - Measure of Success: Hispanic staff, faculty, and students are present at every official university event



Session (3)

Blue Chip Undergraduate Recruitment

Ms. Myra Gonzalez

Assoc. Director, Honors Program & Academic Scholarships

Dr. Ed Funkhouser

Exec. Director, Honors Program & Academic Scholarships

Dr. Victor Arizpe

Department Head Hispanic Studies

(3) BLUE CHIP RECRUITMENT

Session Leaders Recommendation 1:

- TAMHN sponsor application fees
 - Resources: funds or partners to fund
 - Support: TAMHN seek funds/partners
 - Coordinated by (need TAMU high level contact): Dr. Mark Weichold
 - Start by: Immediately
 - Measure of Success: Funds become available for Fall 07 freshman enrollees, percentage of students matriculated with sponsorship

(3) BLUE CHIP RECRUITMENT

Session Leaders Recommendation 2:

- TAMHN facilitate leaving home & visiting campus
 - Resources: Former students to visit with students and parents, buses, funds, programming
 - Support: Former students serve as chaperones, fund transportation
 - Coordinated by (need TAMU high level contact): Dr. Mark Weichold
 - Start by: Immediately
 - Measure of Success: Increased number of Hispanic applicants, Increased number of Hispanic students attending university sponsored programs

(3) BLUE CHIP RECRUITMENT

Session Leaders Recommendation 3:

- TAMU develop concerted early scholarship package
 - Resources: Identify existing funds for Blue Chip recruitment
 - Support: Former students as local resources
 - Coordinated by (need TAMU high level contact): Dr. Mark Weichold
 - Start by: Immediately
 - Measure of Success: Increase in enrollment of Hispanics Blue Chips

(3) BLUE CHIP RECRUITMENT

Session Leaders Recommendation 4:

- ❑ Create TAMHN advisory group to define “Blue Chip”
 - Resources: Briefing advisory group, meeting space
 - Support: Former student participants
 - Coordinated by (need TAMU high level contact): Dr. Mark Weichold & Dr. Ed Funkhouser
 - Start by: Immediately
 - Measure of Success: Definition of Blue Chip students understood and shared with TAMU Administrators

Session (4): Corps of Cadets



Mr. David Reta, TAMHN

Mr. Roger R. Martinez – Associate Director, Corps Recruiting

(4) Corps of Cadets

Session Recommendation 1:

- Market Hispanics and the Corps through the university media
 - Resources: Staff and TAMHN volunteers
 - Support: Commandant representatives to provide current data, pictures, and input. The Corps can also provide focus groups
 - Coordinated by: VP of Communications and Marketing
 - Start by: December 2005
 - Measure of Success: Representation of Hispanics (Corps Members) in TAMU media

(4) Corps of Cadets

Session Recommendation 2:

- The Admissions Department provides a dedicated Corps of Cadets recruiter per PSC to target Hispanics.
 - Resources: Paid Staff
 - Support: Admissions Department and Corps Recruiting
 - Coordinated by: Admissions Department
 - Start by: January 2006
 - Measure of Success: Twenty percent of incoming Corps freshmen class is Hispanic

(4) Corps of Cadets

Session Recommendation 3:

- Increase matriculation numbers for those with Corps interest
 - Resources: Corps Recruiting and TAMHN volunteers
 - Support: Roger Martinez and TAMHN Staff
 - Coordinated by: Office of the Commandant
 - Start by: November 2005
 - Measure of Success: Increase matriculation of students with Corps interest by 15%

(4) Corps of Cadets

Session Recommendation 4:

- Provide names of admitted Hispanic students with Corps interest to TAMHN to contact/recruit
 - Resources: Corps Recruiting and TAMHN volunteers
 - Support: Corps Recruiting Office to provide list
 - Coordinated by: Office of the Commandant and TAMHN representative
 - Start by: December 2005
 - Measure of Success: Twenty percent of incoming Corps freshmen class is Hispanic

(4) Corps of Cadets

Session Recommendation 5:

- Have current Cadets visit their high school with TAMHN representative
 - Resources: Corps Recruiting and TAMHN volunteers
 - Support: Roger Martinez and TAMHN staff
 - Coordinated by: Office of the Commandant
 - Start by: December 2005
 - Measure of Success: Fifty percent of Hispanic Cadets visit their high school

(4) Corps of Cadets

Session Recommendation 6:

- Solicit Corporate Sponsorship for an evening event in the Community
 - Resources: Corps Recruiting and TAMHN volunteers
 - Support: TAMHN
 - Coordinated by: TAMHN
 - Start by: February 2006
 - Measure of Success: One event per major city with 30% of admitted students attending from the specific area.

(4) Corps of Cadets

Session Recommendation 1: **EXAMPLE**

- Invite students to Hispanic faculty/staff homes in College Station
 - Resources: Staff and TAMHN volunteers
 - Support: Need someone from TAMU to coordinate, needs to be tracked
 - Coordinated by (need TAMU high level contact):
 - Start by: January 2006
 - Measure of Success: Reach “n” students and of those 90% stay at A&M

Session (5): Transfer Recruitment

Col. Leonard Hernandez, TAMHN
Cheryl L. Rich, Associate Director of Admissions, TAMU,
Maya Durnovo, Dean of Workforce, HCC

(5) Transfer Student Recruitment

Session Recommendation 1:

- Direct our PSCs to target recruitment at local Community Colleges with high Hispanic enrollment
 - Resources: PSC Staff and TAMHN volunteers
 - Support: Toni Morrell, Associate Director of Admissions for Transfer Admissions
 - Coordinated by: Cheryl L. Rich, Associate Director of Admissions
 - Start by: January 2006
 - Measure of Success: Increase Hispanic applicants by 15% per year

(5) Transfer Student Recruitment

Session Recommendation 2:

Mobilize and train TAMHN members to support PSC initiatives:

- Coordinated by: Margaret Hernandez, Sr. Associate Dir. Of Admissions
- Start by: January, 2006
- Measure of Success: 10 TAMHN members identified and trained by June 2006.

(5) Transfer Student Recruitment

Session Recommendation 3:

- Develop articulation agreements w/targeted CCs with high Hispanic enrollment
 - Resources: TAMU Department, Admissions staff and other TAMU and CC officials
 - Support: College, Admissions, TAHMN
 - Dr. Mark Weichold:
 - Start by: in progress
 - Measure of Success: Clear and understood Articulation Agreements at each targeted CC

(5) Transfer Student Recruitment

Session Recommendation 4:

- Reduce the minimum 24 hour requirement for veterans
 - Resources: TAMU Admissions
 - Support: TAMU Admissions and Veterans Affairs
 - Coordinated by Mark Weichold and other TAMU Administration:
 - Start by: January, 2006
 - Measure of Success: N/A

Session (6): Scholarships for Hispanic Students

Mr. David Flores, TAMHN

**Mr. Arnold Trejo, Associate Provost and Executive Director,
Department of Student Financial Aid TAMU**

Dr. Marco Portales, Department of English



(6) Student Scholarships

Session Recommendation 1:

\$100 million scholarship pool

- 1st Recommendation of 5
 - Resources: dev't officer, grant writer
 - Support: endowment fund, corporations
 - Coordinated: with the Foundation
 - Measure of Success: more to hispanics

Arnold Trejo, Marco Portales & David Flores

(6) Student Scholarships

Session Recommendation 2:

Middle school outreach

- 2nd Recommendation of 5
 - Resources: counselors and **parents**
 - Support: workshops
 - Coordinated: with admissions office
 - Measure of Success: college prep classes

Arnold Trejo, Marco Portales & David Flores

(6) Student Scholarships

Session Recommendations 3:

Information on Pass-through monies

- 3rd Recommendation of 5
 - Resources: counselors and **TAMHN**
 - Support: FTEs and workshops
 - Coordinated: web link from SFA
 - Measure of Success: increased amount

(6) Student Scholarships

Session Recommendation 4:

Enhancement scholarships

- 4th Recommendation of 5
 - Resources: TAMU
 - Support: SFA
 - Coordinated: student organizations
 - Measure of Success: increase participation

(6) Student Scholarships

Session Recommendation 5: Veteran's Bridge-Grant Program

- ❑ 5th Recommendation of 5
 - Resources: TAMU
 - Support: SFA
 - Coordinated: admissions office
 - Measure of Success: increased enrollment

Session (7): STUDENT RETENTION

Mr. Jose Ventura, TAMHN

Dr. Kriss Boyd, Associate Dean, General Academic Programs

Dr. Julio Bernal, Associate Professor, Dept. of Entomology

(7) STUDENT RETENTION

Session Recommendation 1:

- Refine system for gathering and reporting data on why students leave
 - Coordinate exit interviews when a student leaves the university.
 - University-wide tracking system why someone leaves.
 - Learn student inquiries to recommend what TAMU has to offer.

(7) STUDENT RETENTION

Session Recommendation 2:

- Communication Planning
 - Student Affairs/Student Involvement
 - Central communication for entire Aggie Family
 - Email “listserve” system for program announcements
 - Promotion of TAMU success on retention to targeted minority publications

(7) STUDENT RETENTION

Session Recommendation 3:

- Family Programming
 - Bilingual material
 - HFSN gatherings/support for parents

(7) STUDENT RETENTION

Session Recommendation 4:

- Academic Support
 - One small class for freshman year
 - Faculty incentives for involvement with students
 - Expand tutoring services
 - Early intervention or warning system

(7) STUDENT RETENTION

Session Recommendation 5:

- ❑ Community Integration for Cultural Relativity
 - Integration and impact on the local community
 - Visual impressions so students can culturally relate
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Session (8): Recent Hispanic Aggie Grads

**Miss Jessica Hernandez '03, TAMHN
Mrs. Marisol Scheer '97, Center Director-San Antonio
Regional Prospective Student Center**

(8) Recent Hispanic Aggie Grads

WHERE ARE WE NOW?

Session Recommendation 1: Publicity

Go to PSC and share story, with students and parents

- Resources:
- Support: Association, Perspective Student Center, MSC
- Coordinated by (need TAMU high level contact): Association
- Start by:
- Measure of Success: Increased participation by recent Hispanic Aggie graduates.

(8) Recent Hispanic Aggie Grads

Session Recommendation 2: Network Opportunity

- Baseball game, football game, etc. – Use current students to reach perspective students
 - Resources:
 - Support: Local A&M Clubs, current students,
 - Coordinated by (need TAMU high level contact):
 - Start by: NOW
 - Measure of Success: More outreach efforts, increased Hispanic enrollment

(8) Recent Hispanic Aggie Grads

Session Recommendation 3: Reach out to South Americans

- Bring in Best of Best from S. America.
 - Resources:
 - Support: A&M Clubs (International), CEO's, Presidents
 - Coordinated by (need TAMU high level contact): Gabriel Carranza
 - Start by:
 - Measure of Success: Increased South American Grad Student enrollement

(8) Recent Hispanic Aggie Grads

WHERE DO WE GO FROM HERE?

Session Recommendation 4: "The Next Tradition"

- ❑ Assist with Association program. Network with recent grads, update info, use former grads as mentors. Maybe invite some junior students
 - Resources: Association
 - Support: TAMHN, A&M Clubs, Association
 - Coordinated by (need TAMU high level contact):
 - Start by:
 - Measure of Success: Updated Association info., mentor opportunities, membership of TAMHN by recent grads.

(8) Recent Hispanic Aggie Grads

Session Recommendation 5: The Web

- Use Facebook, websites, online community networks to increase awareness of current events, keep group membership, stay active.
 - Resources: Association web staff, TAMHN
 - Support: Association, TAMHN, current students
 - Coordinated by (need TAMU high level contact): Association, TAMHN
 - Start by: currently working on it, hopefully soon.
 - Measure of Success:

Association Suggestions/ Needs

- ❑ Promote active membership.
- ❑ UPDATE YOUR PROFILE (Pre-1985, did not mark ethnicity.)
- ❑ Participate in the “TNT” (New Graduate induction into Association. Get involved w/ local clubs, etc.)
- ❑ Promote lifetime “@aggienetwork.com” address.
- ❑ Give feedback.
- ❑ Give back to annual fund (through Association).
- ❑ Stay Active in Network/TAMHN.
- ❑ Partner w/ Association to promote online web community to other former/current students.

Association Facts

- ❑ Membership is free
- ❑ Active Membership is \$50 (That's all)
- ❑ Average gift is \$132. (only 20% are active).
- ❑ Only 13% of graduating class will be active.
- ❑ Most is 50%.
- ❑ Online directory is updated every night.
- ❑ New graduates get 14month period of active membership FREE.

Session (9): GRADUATE STUDENT RECRUITMENT & RETENTION

Mr. Chris Alvarado, TAMHN

Dr. Carlos Gonzalez, Professor, Dept. of Plant Pathology and Microbiology

Ms. Rhonda Collins, Assistant Director, Office of Graduate Studies

(9) GRADUATE RECRUITMENT

Session Recommendation 1:

- **Increase number of fellowships and prospective student visits**
 - Resources: Funding from University, Association of Former Students, Training Grants initiatives, other external sources
 - Support: provide data/info (boiler plate) for grants
 - Coordinated by: OGS, graduate programs/departments/MALRC
 - Start by: December 2005
 - Measure of Success: Increase in minority enrollment

(9) GRADUATE RECRUITMENT

Session Recommendation 2:

- **Create recruiting materials in both English and Spanish, and submit ads and information to publications with Hispanic audiences.**
 - Resources: funds or volunteers for professional translation
 - Support: OGS/VPR
 - Coordinated by (need TAMU high level contact): OGS
 - Start by: Summer 2006
 - Measure of Success:

(9) GRADUATE RECRUITMENT

Session Recommendation 3:

- ❑ **Increased follow-up with Hispanic graduate applicants to encourage matriculation**
 - Resources: funds to support on campus visits, volunteers and staff to call or meet with students
 - Support: OGS/VPR/Hispanic Network/MALFA/PHN/current graduate students, former students
 - Coordinated by (need TAMU high level contact):
 - Start by: February 2006
 - Measure of Success: Increased matriculation by Hispanic applicants

(9) GRADUATE RECRUITMENT

Session Recommendation 4:

- **More partnerships on recruiting between OGS and departments, and increased involvement from faculty and staff in Hispanic recruiting and advising efforts.**
 - Resources: Hispanic faculty and staff working with OGS.
 - Support: OGS/VPR/Provost/MALFA/PHN/A&M Foundation
 - Coordinated by (need TAMU high level contact): OGS and Hispanic faculty advisor committee
 - Start by: immediately
 - Measure of Success: increased application and enrollment of Hispanic students

(9) GRADUATE RETENTION

Session Recommendation 5:

□ **Initiate retention strategies**

- Resources: Hispanic mentor/advisor at OGS level
- Support: OGS
- Coordinated by (need TAMU high level contact):
- Start by: immediately
- Measure of Success: Retention and recruitment of students

(9) GRADUATE RECRUITMENT

Session Recommendation 6:

- **Increase outreach activities directed toward undergraduate student groups (i.e., HPC, MAES, MSC CAMAC, HBSA, SHPE, MANRRS, HJA, Multicultural Greek Council, etc.)**
 - Resources: Existing materials/no funding for travel needed
 - Support: OGS/Dept. of Multicultural Services/Student Activities
 - Coordinated by (need TAMU high level contact):
 - Start by: Immediately
 - Measure of Success: Increase in number of undergraduates matriculating into graduate programs.

(9) GRADUATE RECRUITMENT

Session Recommendation 7:

- **Advertise for graduate school through low-cost means (i.e., web banner ads, announcements at football games, in conjunction with professional associations, etc.)**
 - Resources: funding for ads
 - Support: University Relations, professional associations
 - Coordinated by (need TAMU high level contact): OGS/UR
 - Start by: fall '06
 - Measure of Success: Increased number of queries about grad school

(9) GRADUATE RECRUITMENT

Session Recommendation 8:

- **Talk to Aggie Mom's groups, hometown clubs, etc.**
 - Resources: funds for travel
 - Support: AFS, Mom's club
 - Coordinated by (need TAMU high level contact): OGS
 - Start by: immediately
 - Measure of Success: Support from people who can influence others to go to graduate school.

(9) GRADUATE RECRUITMENT

Session Recommendation 9:

- **Direct more recruiting efforts toward former students**
 - Resources: Assistance from AFS, funding for travel and materials
 - Support: AFS
 - Coordinated by (need TAMU high level contact): AFS/OGS
 - Start by: Summer 06
 - Measure of Success: More Aggies getting second degree

Session (10): FACULTY DIVERSITY

Dr. Rudy Reyna, Chair, TAMHN

Dr. Patricia Peitranonio, Associate Professor, Dept of Entomology

**Dr. Robert Strawsor, Anderson Chair & Professor of Accounting, Mays
Business School**

(10) Incr No. of Assistant Professors

Session Recommendation 1:

- ❑ Monitor composition of search committee members and chairs
- ❑ Search committees must develop a search plan with an AA component that is approved by Dean
 - Encourage faculty position announcements that will foster a diverse applicant pool approved by Dept Head and Dean
 - Evaluation criteria for short-listing candidates must be clearly specified up-front
- ❑ Committee must document and report to Dean efforts to achieve a diverse pool of applicants
- ❑ VP of Diversity must share info on availability of minorities by discipline
- ❑ Achievement towards diversity goals will be evaluated and rewarded by Deans (extra positions, increased budgets, etc.)
- ❑ All applications must be acknowledged

(10) Incr No. of Full Professors

Session Recommendation 2:

- Host sabbaticals for outstanding Hispanic faculty
- Audit past seminar list
- Targeted central pool of dollars for senior Hispanic hires (Provost, Dean of Faculty, VP of Diversity)

(10) RETENTION

Develop a Culture for Success

Session Recommendation 3:

- ❑ Ensure equity in employment packages (salary, start up funds, etc.) for Hispanic hires
 - ❑ Develop mentoring programs for new Hispanic hires
 - ❑ Encourage documentation for improving climate for minorities
 - ❑ Conscious monitoring of service load for minorities
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Session (11): Mexican American & US Latino Research Center (MALRC)

Dr. Edward Murguia, Founding Director, MALRC
Dr. Manuel Pina Jr., Associate Director, MALRC
Mr. Hector Gutierrez TAMHN
Dr. David Prior, Provost, TAMU

(11): MALRC

Session Recommendations :

- ❑ Increase and Improve Visibility-Creation of MALRC Summit
- ❑ Sustain and Increase Funding
- ❑ Strategic Administrative Location and Governance
- ❑ Set Goals and Metrics for MALRC
- ❑ Setup Advisor Committee for Fundraising
 - Resources: MALRAC Staff and TAMU
 - Support: Provost, College Deans and University Community
 - Coordinated by (need TAMU high level contact): Founding Director of MALRC
 - Time Frame: Next 2 years November 2007

(11) MALRC

Session Recommendations :

Measure of Success:

- ❑ Increase Number of Hispanic Faculty.
- ❑ Contributions from each College to MALRC.
- ❑ Increase \$ of Fellowship Grants.
- ❑ External Funding Sources.
- ❑ Research Outcomes (Publications, etc).
- ❑ Be a vehicle that supports Enrollment and Graduation of Hispanic Students.
- ❑ Involvement in Mentorship Program.
- ❑ Diversity Teaching by MALRC Faculty.

Texas A&M Hispanic Summit 2005

Session (12)

Administration/Staff Diversity

Facilitators:

Dionel Avilés, PhD, PE

President, Aviles Engineering Corporation

Vanessa Díaz de Rodríguez, MEd, EdS

Interim Director, TAMU Dept. of Multicultural Services

(12) Administration/Staff Diversity

Facilitators Recommendation 1:

Develop a recruitment team; similar concept as the existing MRLT to recruit students

- ❑ **Resources:** Staff and TAMHN members
- ❑ **Support:** Endorsed by the President
- ❑ **Coordinated by** (need TAMU high level contact):
Facilitated by Human Resources
- ❑ **Start by:** Spring 2006 and on-going

(12) Administration/Staff Diversity

Facilitators Recommendation 2:

Establishment of mentoring program for middle-management staff development

- ❑ **Resources:** Staff and TAMHN members
- ❑ **Support:** Endorsed by the President
- ❑ **Coordinated by** (need TAMU high level contact):
Facilitated by Human Resources
- ❑ **Start by:** Summer 2006 and on-going

(12) Administration/Staff Diversity

Facilitators Recommendation 3:

Educate and develop accountability of hiring managers with regards to staff diversity.

- ❑ **Resources:** Staff and TAMHN members
 - ❑ **Support:** Endorsed by the President
 - ❑ **Coordinated by** (need TAMU high level contact):
Facilitated by Human Resources
 - ❑ **Start by:** Fall 2006 and on-going
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(12) Administration/Staff Diversity

Facilitators Recommendation 4:

Determine measurements and establish formal (to the President) reporting mechanism for each of the initiatives.

- ❑ **Resources:** Staff and TAMHN members
- ❑ **Support:** Endorsed by the President
- ❑ **Coordinated by** (need TAMU high level contact):
Facilitated by Human Resources
- ❑ **Start by:** January 2006 and on-going

(12) Administration/Staff Diversity

Facilitators Recommendation 5:

Need more entry level positions that require a college degree.

- ❑ **Resources:** Staff and TAMHN members
- ❑ **Support:** Endorsed by the President
- ❑ **Coordinated by** (need TAMU high level contact):
Facilitated by Human Resources
- ❑ **Start by:** Summer 2006

Session (13): Long Range Strategic Planning

Dr. Daniel Hernandez, TAMHN

Dr. Roel Lopez, Associate Professor, Dept. of Wildlife and Fisheries

Dr. Mark H. Weichold, Dean and Associate Provost



(13) Long Range Planning

Session Recommendations:

The following elements were identified as the major themes that should be incorporated and addressed as part of the Strategic Planning process:

1. Culture and Environment
2. Representation on All Levels
3. Communication
4. Collaboration
5. Clarity of Goals and Strategies at all Levels
6. Centralization of Implementation

(13) Long Range Planning

Session Recommendations:

- Resources: TAMU administration, TAMHN, MALFA, MALRC, PHN, AFS, etc.
- Support: as above.
- Coordinated by (need TAMU high level contact): Hispanic Council??
- Start by: Determined at retreat.
- Measure of Success: Reach goals and objective to be identified at retreat.