

# Our Pursuit of HSI

University of Northern Colorado  
Highlighted Facts and Figures



UNIVERSITY OF  
**NORTHERN  
COLORADO**

unco.edu/hsi



**6,035**

undergraduate students



**85.2%**

of undergrad students  
from Colorado

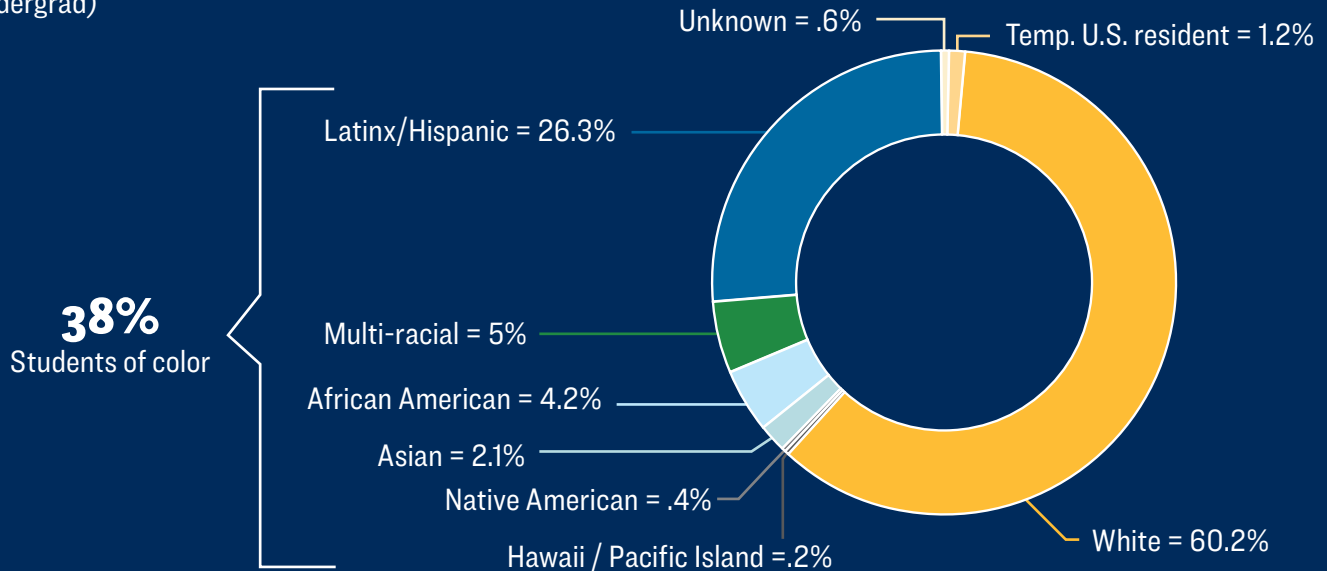


**42%**

students who are  
first generation

## Racial/Ethnic Demographics

(undergrad)



**82%**

students receiving  
financial aid



**91%**  
students enrolled  
full-time

**9%**  
students enrolled  
part-time



Degree-seeking Latinx  
students persist at

**86%**



**29%**

Pell-Eligible  
students



More than  
**140,000**  
total living alumni



**\$544.2 million**

total economic impact  
(Larimer and Weld Counties)

# Our Commitment to Servingness

## University of Northern Colorado Highlighted Programs and Resources

### STRATEGIC PLAN

To achieve UNC's *Rowing, Not Drifting 2030* strategic plan, the pursuit of a federal Hispanic Serving Institution designation stands out as a crucial component within our overarching commitment to prioritizing our students' success and their sense of belonging on our campus. Our community is actively advancing this mission by ensuring that our faculty and staff are well-prepared to meet the needs of today's students, that our campus community has the resources and training to effectively support every student's growth and success, and that we are cultivating a culture where all students, faculty and staff feel welcome, included and safe. Through these deliberate efforts, we aim to graduate individuals who not only excel as leaders but also contribute significantly to enriching Colorado's culture and economy.

### HIGHLIGHTED EXAMPLES OF SERVINGNESS

#### Cumbres Scholarship and Teacher Preparation Program

Many programs and scholarships at UNC make a difference in students' lives and in the community, but the multifaceted approach from the Cumbres Teacher Preparation Program is unique in its goal to graduate teachers prepared to educate linguistically diverse students. Undergraduate students with a declared endorsement in Culturally and Linguistically Diverse education receive scholarship funding and are provided training and mentorship to shape innovative learning experiences that embrace and support the linguistic diversity that enriches our classrooms.



#### César Chávez Cultural Center and Undocumented Student Services

For the last 35 years, the César Chávez Cultural Center has served as a home-away-from-home for Latinx-identifying students at UNC. With a deep commitment to social justice, staff in the center provide individualized and engaging support while celebrating the diverse cultural and ethnic identities of the students we serve. UNC's Undocumented Student Services and DREAMer Engagement Program are also housed in the center, offering vital academic, financial and immigration resource to students without documentation.



#### Bachelor of Arts in Latinx Music

UNC's exciting new Bachelor of Arts in Latinx Music is designed for students with a passion for studying the musical traditions of Mexico, Central America, South America and the Caribbean. As a program in UNC's prestigious College of Performing and Visual Arts, the program gives students an in-depth look at Latinx music through theory and aural skills, lessons and Latin music ensembles. Students may also take specialized courses in Latin percussion, dance and the musical traditions of those regions.



#### Soar Advising Program

Drawing on nearly five decades of data-driven insights, UNC's Soar advising program was meticulously crafted to expand upon the remarkable success achieved by students in our Center for Human Enrichment TRiO Student Support Services program. This vibrant, inclusive and compassionate community of advisors is dedicated to offering academic and personal supports while guiding students on their unique UNC journey. Soar takes flight, providing proactive academic coaching to a diverse range of students, including those in our Bear First Program, Denver Scholarship Foundation, First Generation Program, Independent Youth Program and those in the process of exploring their academic path.



*“Becoming a federally designated Hispanic Serving Institution is a priority in our Rowing, Not Drifting 2030 strategic plan and central to our commitment to be a Students First university. Through our emphasis on being a serving institution, we are signaling to Hispanic and Latinx students — as well as their families and the local community — that UNC is a place where they will find a sense of belonging and receive the support necessary to realize their dreams.”*

—**Andy Feinstein**  
President

*“As faculty and staff, we hold the collective dream that our students will forge their own unique path at UNC and ultimately achieve remarkable success as they embark on the next significant phase of their lives. Commencement signifies the pinnacle of their journey at UNC, serving as both the springboard to a promising career or advanced studies and the foundation for a lifelong bond with UNC as proud alumni.”*

—**Tobias Guzmán, Ed.D.**  
Vice President, Diversity, Equity and Inclusion

## HIGHLIGHTED EXAMPLES OF SERVINGNESS

### UNITE Session: Anti-Blackness & HSI

This transformative faculty and staff session is a passionate journey into unraveling the intricate layers of socio-political, historical and modern manifestations of Anti-Black discrimination, both within the United States and across the globe. Participants engage interactively to understand the profound relevance of Anti-Blackness to their work, to our students, and to our campus and local communities. In this session, participants will reflect on their socialization regarding Blackness and racism, differentiate between racism and Anti-Blackness and create personalized action plans within the historical and modern contexts of Anti-Blackness.



### Chicana/o & Latinx Studies Program

In 1969, the passionate voices of Chicano students at UNC demanded more representation and transformative power in higher education. Their advocacy led to the creation of one of Colorado’s first Mexican American Studies programs, born from the desire for a brighter future for Latino Students. In 2022, this legacy evolved into UNC’s Chicana/o and Latinx Studies department. Through interdisciplinary approaches, community-based research practices and social justice perspectives, students are empowered to advance their own advocacy throughout their educational journey and are guided by experienced faculty to launch into influential roles in nonprofit, education, law, government, medicine, and the private sector at graduation.



### LatinXcellence Graduation Celebration

Last spring, the UNC community came together to celebrate the academic achievements of more than 330 Latinx-identifying students preparing to graduate from the University of Northern Colorado. This program is held annually in partnership with the César Chávez Cultural Center and the Division of Diversity, Equity and Inclusion to the success of our Latinx-identifying students and families with culturally reflective programming.



### Vamos Osos: Donor Support of HSI Initiatives

UNC’s donor community has long invested in more equitable access to a college education and in the success of all students who enter our doors. As we proudly embrace our role as an emerging Hispanic Serving Institution (HSI), our dedicated donors are not only supporting the futures of our Hispanic and Latinx-identifying students, they are also committed to strengthening the resources that bolster our students’ academic success, fostering spaces that support their social and emotional well-being and equipping them with the guidance and access to networks they need for successful careers ahead.



### Get Connected

Learn more about our work and become an ambassador for UNC’s HSI initiatives at [unco.edu/hsi](https://unco.edu/hsi).



# Our Journey and Road Ahead

## University of Northern Colorado

### Highlighted Achievements and Priorities

#### UNC'S HSI TIMELINE

##### 1969

UNC's Mexican American Studies program is established.

##### 1985

UNC's Hispanic Cultural Center is established.

##### 1996

UNC hosts its first Día de los Muertos community celebration.

##### 2005

Students from our Cultural Centers advocate for the Cultural Center names to be displayed outside of each center.

##### 2008

Tobias Guzmán, Ed.D., testifies in support of the Colorado ASSET Bill.

##### 2015

More than 150 alumni return to campus to celebrate the César Chávez Cultural Center's 30th Anniversary.

##### 2019

President Andy Feinstein announces the strategic goal to become a Hispanic Serving Institution during his 2019 State of the University address.

Tobias Guzmán, Ed.D., testifies to extend state financial aid funding to undocumented students (HB)19-1196.

##### 2020

UNC's Board of Trustees approves plan to move toward becoming a federally designated Hispanic Serving Institution.

##### 2022

UNC reaches 25.5% Hispanic/Latinx-identifying students.

##### 2023

UNC Launches HSI Fellows and 30-person steering committee.

##### 2025

End of 5-year plan. UNC becomes a Hispanic Serving Institution.

#### 2022-23 ACHIEVEMENTS

- UNC launched the Noticias HSI newsletter that goes to more than 10,000 internal and external constituents.
- More than 150 staff and faculty participated in UNC's HSI 101 and 201 sessions through the UNITE program.
- Installation of the architectural mural "A Glimpse of Our Cultural Symbols" by Leo Tanguma in Candelaria Hall.
- UNC launched a 30-person HSI Steering Committee with representatives from every division and academic college.
- UNC's Chicana/o & Latinx Studies department, worked with the Mexican Cultural Center of Denver and Greeley-Evans schools to host a community Día de Los Muertos event.
- The unveiling of Centro de Educación de Aztlán mural in Michener Library. A project led by alumna Brenda Vargas in collaboration with artist Leo Tanguma.
- Inaugural Chicana/o and Latinx Film Festival. Four acclaimed film directors presented their films and visited local schools. (Six hundred viewers participated in the film festival.)
- Fifteen members of the UNC faculty and staff participated in the National Association of Chicana and Chicano Studies conference.
- UNC's Chicana/o & Latinx Studies department hosts first Mexican American Studies conference in partnership with Greeley-Evans schools.
- UNC's HSI leadership hosted a 60-person Summer Book Club on Gina Garcia's, Ph.D., *Transforming Hispanic-Serving Institutions for Equity and Justice*.
- UNC Admissions hosts five Cafecíto events to recruit additional Hispanic and Latinx-identifying students in summer 2023.

#### UNC'S 2023-24 HSI PRIORITIES

##### 2023 HACU Conference

UNC faculty and staff will join colleagues from across the United States in Chicago, Illinois for the premier conference for current and emerging Hispanic Serving Institutions.

##### Steering Committee Findings and Recommendations

UNC's HSI Steering Committee has been divided into five subcommittees to focus on infrastructure development, admissions and recruitment, retention and graduation, faculty research and grants and HSI best practices.

##### Participating in Colorado's Statewide HSI Consortium

Jonathan Alcántar, Ph.D., and Cristóbal Garcia have been selected to serve on Colorado's HSI Consortium to help lead the conversation on servingness across our state.

##### Applying for Federal HSI Status

Pending Fall 2023 enrollment data, UNC and HSI leadership will begin the process toward applying for a federal HSI designation.