



Hispanic Serving Institution Initiative, 2021

As the demographics of Colorado and the UNC student population change over the next decade, the university must take an intentional approach to achieve the Hispanic-Serving Institution (HSI) designation. The HSI initiative is a key action in the first phase of UNC's strategic plan "Rowing, Not Drifting 2030." It is an integral component to our commitment to being a "students-first" university and complements one of our five vision elements of Empowering Inclusivity.

HSIs and Emerging HSIs

Source: *Excelencia in Education*, 2019-20: <https://www.edexcelencia.org/research/series/hsi-2019-2020>

HSIs - defined in federal legislation as accredited, degree-granting public or private nonprofit institutions of higher education with 25% or more total undergraduate Hispanic full-time equivalent (FTE) student enrollment.

- 569 HSIs in 30 states (including D.C. and Puerto Rico)
- Represents 18% of all institutions of higher education
- 67% of all Latinos undergraduates attend an HSI
- 67% are public institutions; 33% vs private institutions
- 44% are 2-year institutions; 56% are 4-year institutions

Emerging HSIs - defined by *Excelencia* as institutions with undergraduate FTE Hispanic enrollment of 15-24.9%—to track the growth of potential HSIs

- 362 eHSIs in 38 states
- Represents 12% of all institutions of higher education
- 54% are public institutions; 47% are private institutions
- 69% are four-year institutions; 31% are two-year institutions
- Public 26% vs Private 44%

HSI and eHSI Growth

- 94%, increase in HSIs over the past 10 years (293 HSIs in 2010 vs 569 HSIs in 2020)
- 352 eHSIs in 2018-19 vs 362 in 2010-20
- Latino student enrollment has more than tripled in the last 22 years
- Nearly 900 institutions will meet the HSI enrollment definition in the next 10 years

Colorado Demographics

The demographics of college-age students continue to change, with greater diversity and representation especially among students identifying as Hispanic, Latino, or Latinx. The evolving student demographics mean that UNC will likely hit the 25% threshold required for the designation.

- Trending back to the 2016-17 school year, **just under one-third (30% – 31%) of Colorado's high school graduates** have been Hispanic/Latinx. (CDE - Graduates and Completers by School, Gender and Race/Ethnicity (XLS) - cde.state.co.us/cdereval/2020school-levelrace-gender)
- In a recent report, **60% of the Greeley-Evans School District** students identify as Hispanic.
- In the fall of 2020, **23.4% of UNC's undergraduate** population identify as Latinx/Hispanic, the majority of whom are Colorado residents.

National, State and Local Degree Attainment

- According to the [Colorado Department of Higher Education](#), Colorado’s largest and fastest-growing ethnic group, Hispanic/Latino, has the lowest average educational attainment and the lowest college enrollment rate of any ethnic group in the state.

	White, non-Latino	Hispanic/Latinx
National - % of adults who hold a college degree.....	46%	24%
Colorado - % of adults who hold a college degree or certificate.....	64%	29%
UNC - four-year graduation rate for 2016-2020 cohort.....	42%	27%
UNC - fall 2019 retention rates among first-time, full-time freshman.....	73%	64%

Progress to Date

Fall 2020 - Discussion groups about HSI with students, staff/faculty and alumni

November 2020 - Board of Trustees approval of five-year plan to become an HSI

January 2021 - Development of work group

Summer 2021 - Spring 2022 - Discovery Phase

- Refine key elements of the designation in alignment with the President’s 2030 Vision
- Research Exemplar HSI Programs
- Launch website and begin campus introduction to HSI at UNC through coordinated communications, and facilitated presentations and workshops.
- Campus-wide Diversity, Equity and Inclusion readiness exercise and inventory to be conducted by each division and academic department in early Spring of 2022
- A second round of community forums in Spring 2022 to invite campus feedback
- Complete a final report of Discovery Phase 2 findings in Summer 2022
- Pilot Phase 3 implementation strategies