What Does It Mean to be a Hispanic-Serving Institution at City Tech?

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HSI Designation and Demographics

A Hispanic Serving Institution (HSI) is a not-for-profit degree-granting accredited institution of higher education whose enrollment of Hispanic students exceeds 25% of its total full-time undergraduate enrollment. City Tech has been a federally designated HSI since 1997 and currently, 34% of students identify as Hispanic or Latinx.

City Tech plays a critical role in providing educational opportunities for Hispanic Students. Hispanic/Latinx students make up at least 25 % of the student population in each department.

In the Fall 2018 semester, out of a total of 5,937 Hispanic/Latinx Students, 2,826 were STEM majors, about 47.8%. Enrollment data indicates that the majority of women enrolled in STEM majors are Hispanic/Latinx.

The graduation and retention rates among Hispanic/Latinx students are lower compared to those of other City Tech students. The six-year graduation rates for the 2011 Fall Cohort indicate that Hispanic/Latinx students attain their associate degrees at a comparable rate to all students; however, the six-year graduation rate for bachelor's degrees indicates a greater gap: the completion rate for Hispanic/Latinx students is less than half of the overall rate.

The data indicates that Hispanic/Latinx students are persisting in the first year as much as all students, however graduation rates are less than half which indicates there is a significant disruption after the first year.

Since Fall 2006 there has been a net increase of about 33% in the number of full-time faculty: from 304 members in Fall 2006 to 393 in Fall 2017. As of 2019, the City Tech fact sheet reported 401 full-time faculty, as well as, 1,100 part-time faculty. About 12% of those in administration are Hispanic/Latinx and about 8% of faculty are Hispanic/Latinx.

Funding

HSI funding is awarded to help institutions strengthen programs, facilities and services to expand opportunities for Hispanic/Latinx students and other underrepresented groups.

HSI Awarded Grants as of 2006 totalling $8,983,171:

2 National Science Foundation Grants 2016, 2019
4 US Department of Education 2010, 2015, 2019
2 NASA Grants 2010, 2016
5 National Endowment for the Humanities, 2006, 2008, 2013, 2014, 2016.

City Tech HSI Annual Forums

College Community Perception about City Tech (2018 HSI Forum)

What does it mean to be a Hispanic Serving Institution? Forum participants understood an HSI designation to mean that the institution had "a certain number of Hispanic students." There was also the understanding that such institutions would, as a result of the HSI designation, respond to Hispanic/Latinx students by assessing their needs and tailoring services accordingly as well as "focusing on retention and success."

1. Focusing more on promoting Hispanic/Latinx pride and recognition that City Tech is an HSI.
2. Providing more opportunities for student perspectives to be shared.
3. Increasing HSI-focused programs and awareness.
4. Increasing opportunities for learning the needs of Hispanic students.
5. Bringing awareness to the "Hispanic/Latinx experience," the intragroup diversity, and engaging students accordingly.
6. Developing a culturally responsive curriculum.
7. Advocating the needs of Hispanic/Latinx students.
8. Focusing on retention and success.

Identifying Strategies and Path Toward Implementation (2019 HSI Forum)

Participants worked together to identify strategies and a plan of action for addressing the identified needs of the Hispanic/Latinx community during the previous year's forum. These themes were addressed:

- Promoting Retention and Graduation of Hispanic/Latinx Students
- Promoting Hispanic/Latinx Identity at the College
- Representation and Advancement of Hispanic Faculty
- Leveraging our existing assets
- Understanding the Hispanic/Latinx Student Population
- Building on existing research

Where Do We Go From Here?

HSI Working Group Recommendations

As an HSI, especially one in a system that heavily serves Hispanic/Latinx students, and given the population trends, City Tech must identify and address the needs of Hispanic students to promote student retention and success. As an HSI institution, City Tech can:

1. Understand the factors that contribute to or hinder academic success for Hispanic/Latinx undergraduate students.
2. Recognize the diversity within the population of Hispanic/Latinx undergraduate students and take these differences into account to better support students.
3. Acknowledge the importance of having a representative size of Hispanic/Latinx faculty and administrators to serve as role models for Hispanic students.
4. Identify how to leverage existing assets, including faculty and student resources, to benefit more Hispanic/Latinx students.
5. Provide mentoring and leadership training for Hispanic/Latinx faculty to promote their career advancement.
6. Become actively involved in the existing network of HSI's and promote membership in HSI-related programs to increase opportunities for faculty and students.
7. Learn from successful institutions and from scholarship about effective practices for increasing the success of Hispanic students.

Call to Action

We aim to spark dialogue and a call to action for building on City Tech's current culture and policies to ensure an atmosphere of inclusion and equity and meets the needs of Hispanic/Latinx students.

In your work, how is the mission of City Tech as an HSI institution being met?
What strategies are important in better supporting Hispanic/Latinx students?