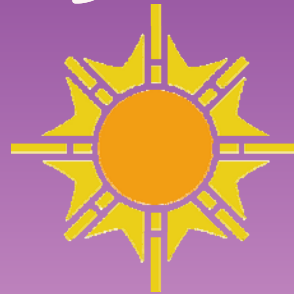


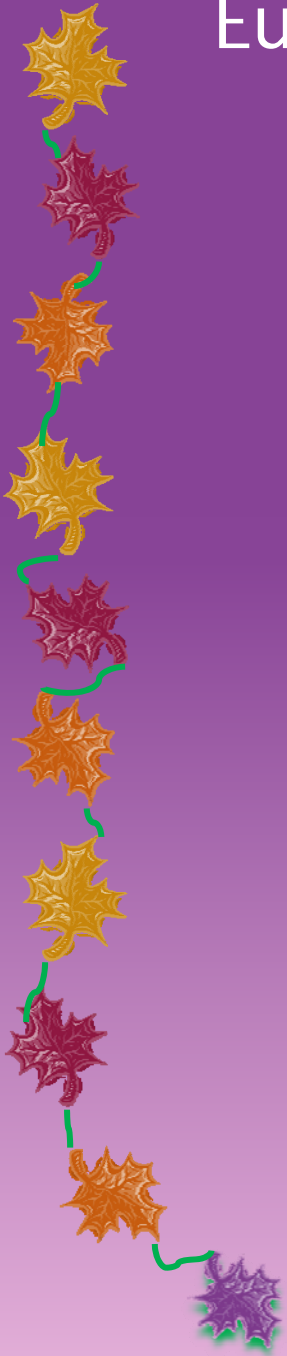
Eugenio María de Hostos Community College  
The City University of New York

**Stated Meeting  
of the  
Faculty & Staff**

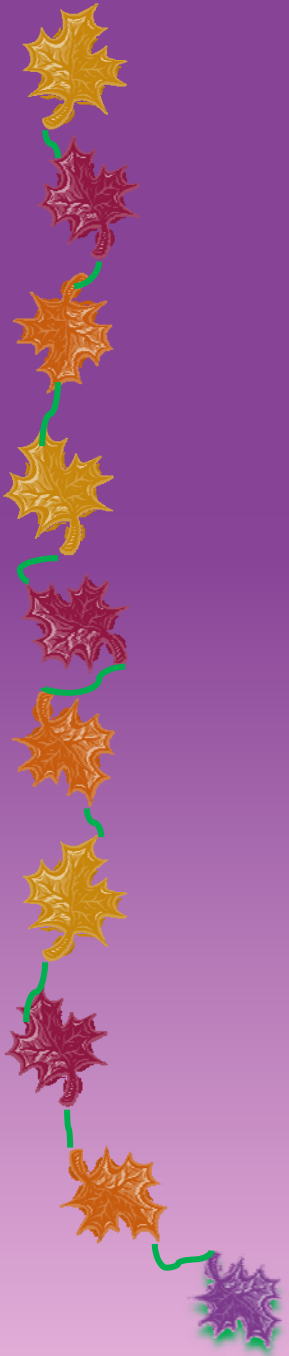
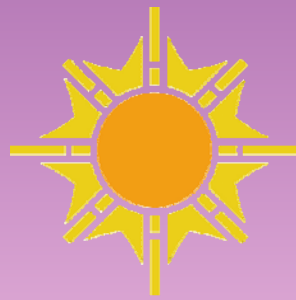


Félix V. Matos Rodríguez, Ph.D.  
President

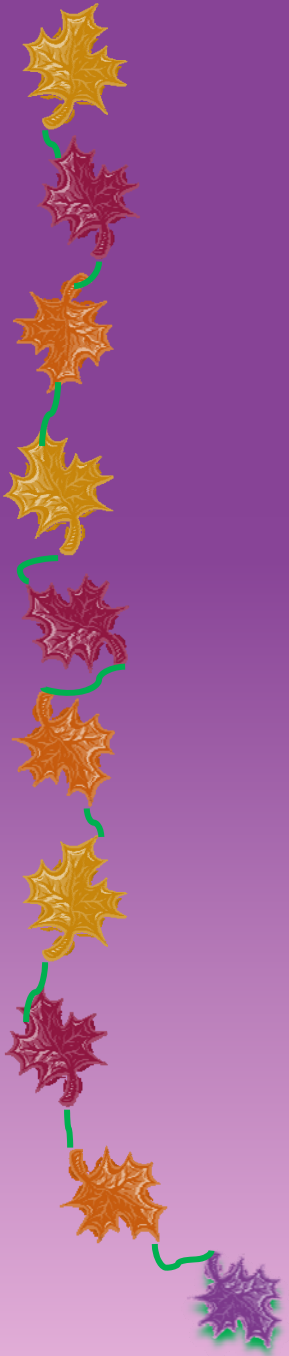
Thursday, October 28, 2010



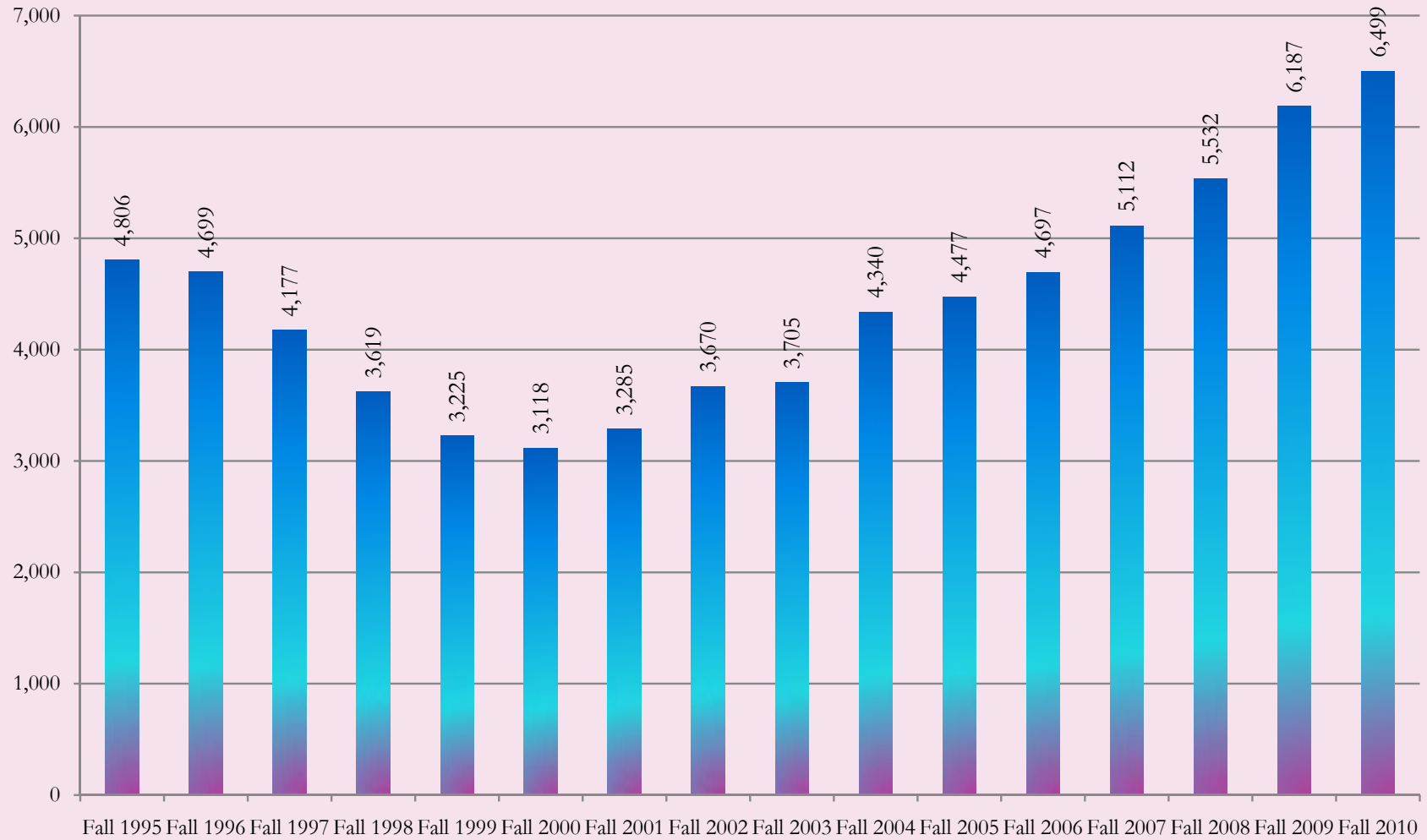
Welcome to the  
Stated Meeting  
of the  
Faculty & Staff



# ENROLLMENT AND BUDGET INFORMATION



# Enrollment at Hostos Community College Fall 1995 to Fall 2010



## STUDENT PROFILE

FALL 2010 TOTAL ENROLLMENT = 6,499

	Number	Percent
<b>Female</b>	<b>4441</b>	<b>68.3</b>
<b>Male</b>	<b>2058</b>	<b>31.7</b>
<b>White</b>	<b>218</b>	<b>3.4</b>
<b>African-American</b>	<b>1441</b>	<b>22.2</b>
<b>Latino</b>	<b>3701</b>	<b>56.9</b>
<b>Asian/P.I.</b>	<b>209</b>	<b>3.2</b>
<b>Al. Native/Am. Ind.</b>	<b>24</b>	<b>0.4</b>
<b>Other/Missing/No Answer</b>	<b>906</b>	<b>13.9</b>
<b>Full-time</b>	<b>3768</b>	<b>58.0</b>
<b>Part-time</b>	<b>2731</b>	<b>42.0</b>
<b>Average Age</b>	<b>25.7</b>	

## Country/Continent of Origin for All Students, Fall 2010

	Number	Percent		Number	Percent
USA	2,570	39.54	TRINIDAD AND TOBAGO	24	0.37
DOMINICAN REPUBLIC	1,127	17.34	BURKINA FASO	23	0.35
PUERTO RICO	168	2.59	GUYANA	22	0.34
JAMAICA	160	2.46	EL SALVADOR	19	0.29
GHANA	118	1.82	INDIA	19	0.29
ECUADOR	100	1.54	SIERRA LEONE	19	0.29
NIGERIA	78	1.20	CAMEROON	16	0.25
MEXICO	70	1.08	NEPAL	15	0.23
COLOMBIA	56	0.86	GUATEMALA	13	0.20
PHILIPPINES	54	0.83	SENEGAL	12	0.18
HONDURAS	48	0.74	ANTIGUA AND BARBUDA	11	0.17
HAITI	41	0.63	VENEZUELA	11	0.17
BANGLADESH	40	0.62	ALBANIA	10	0.15
SOUTH KOREA	40	0.62	Africa	78	1.20
MALI	31	0.48	Asia	57	0.88
CHINA	29	0.45	Caribbean and Central America	58	0.89
IVORY COAST	29	0.45	Europe	47	0.72
GUINEA	28	0.43	South America	16	0.25
PERU	27	0.42	Missing/Other	1190	18.31
TOGO	25	0.38	Total	6,499	100.00

**Age Distribution of All Students  
Hostos Community College, Fall 2010**

<b>Age Range Group</b>	<b>Number</b>	<b>Percent</b>
<b>Less than 18 years</b>	<b>677</b>	<b>10.4</b>
<b>18 to less than 22</b>	<b>2,237</b>	<b>34.5</b>
<b>22 to less than 25</b>	<b>1,081</b>	<b>16.6</b>
<b>25 to less than 30</b>	<b>1,001</b>	<b>15.4</b>
<b>30 to less than 35</b>	<b>592</b>	<b>9.1</b>
<b>35 to less than 45</b>	<b>610</b>	<b>9.4</b>
<b>45 years or older</b>	<b>301</b>	<b>4.6</b>
<b>Total</b>	<b>6,499</b>	<b>100.0</b>
<b>Average Age:</b>		<b>25.7</b>
<b>Age range: years to years: 14.0 to 71.1</b>		
<b>Age is calculated as of September 1, 2010</b>		

# Program Declarations for All Students

## Fall 2010

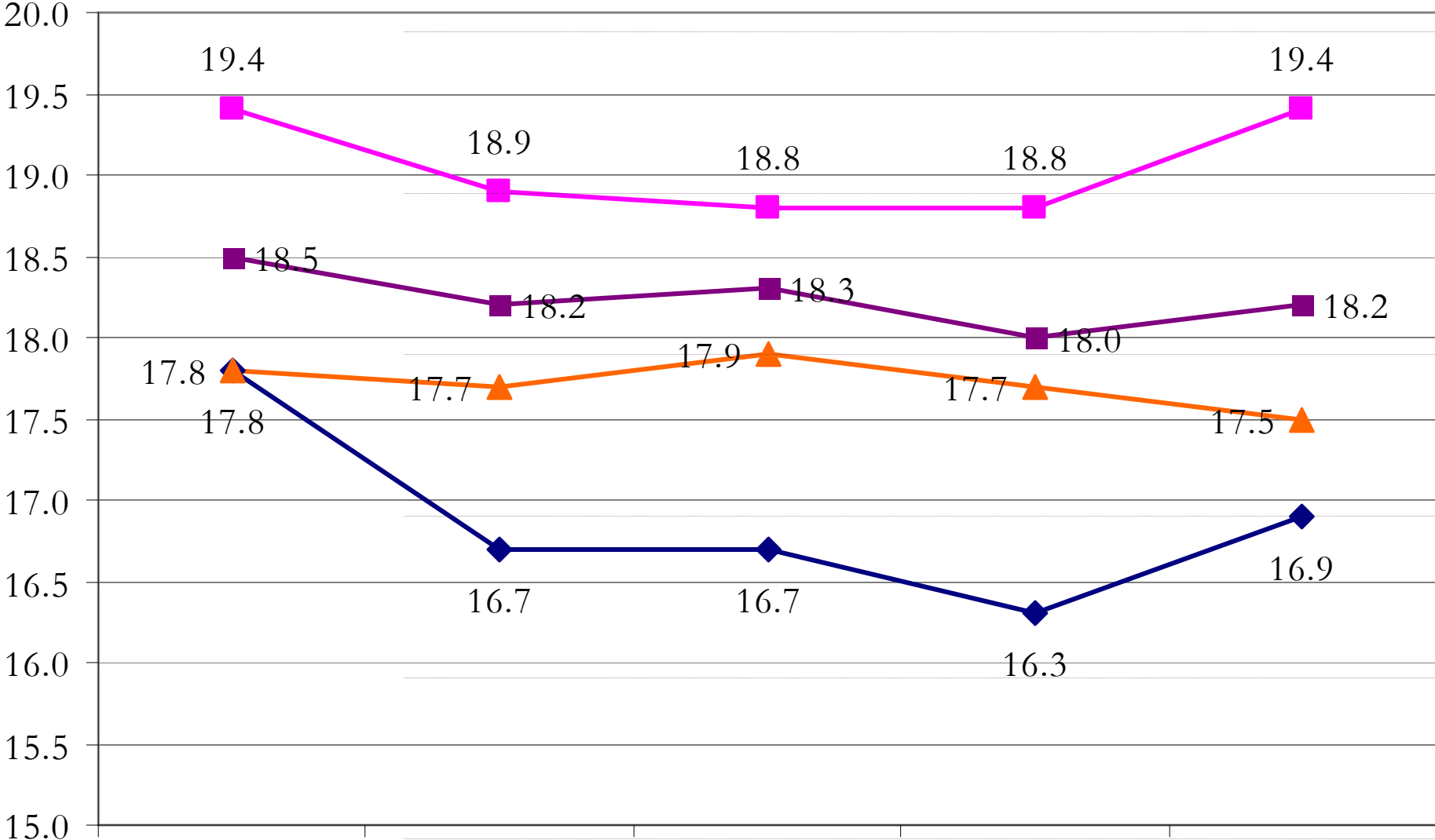
	Number	Percent
<b>Non-Degree</b>	649	10.0
ACCOUNTING	219	3.4
FORENSIC ACCOUNTING	3	0.0
ACCOUNTINT-A.S.	19	0.3
OFF. ASST.	2	0.0
EARLY CHILDHOOD EDUC.	560	8.6
MATHEMATICS	19	0.3
CHEMICAL ENG.	18	0.3
DIGITAL DESIGN	123	1.9
DENTAL HYGIENE	365	5.6
ELECTRICAL ENG.	92	1.4
COMMUNITY HEALTH	64	1.0
LIB.ARTS-A.A.	1,676	25.8
LIB.ARTS-A.S.	190	2.9
MECHANICAL ENG.	11	0.2
L.P.N.	128	2.0
MICROCOMPUTERS	3	0.0
NURSING	917	14.1
RADIOLOGIC TECH.	263	4.0
DIGITAL MUSIC	36	0.6
PARALEGAL	55	0.8
GERONTOLOGY	80	1.2
CIVIL ENG.	56	0.9
BUSINESS MGMT.	406	6.2
CRIMINAL JUSTICE	316	4.9
OFFICE TECHNOLOGY	77	1.2
PUBLIC ADMIN.	109	1.7
FORENSIC SCIENCE	43	0.7
Total	6,499	100.0



## MORE STUDENT DATA

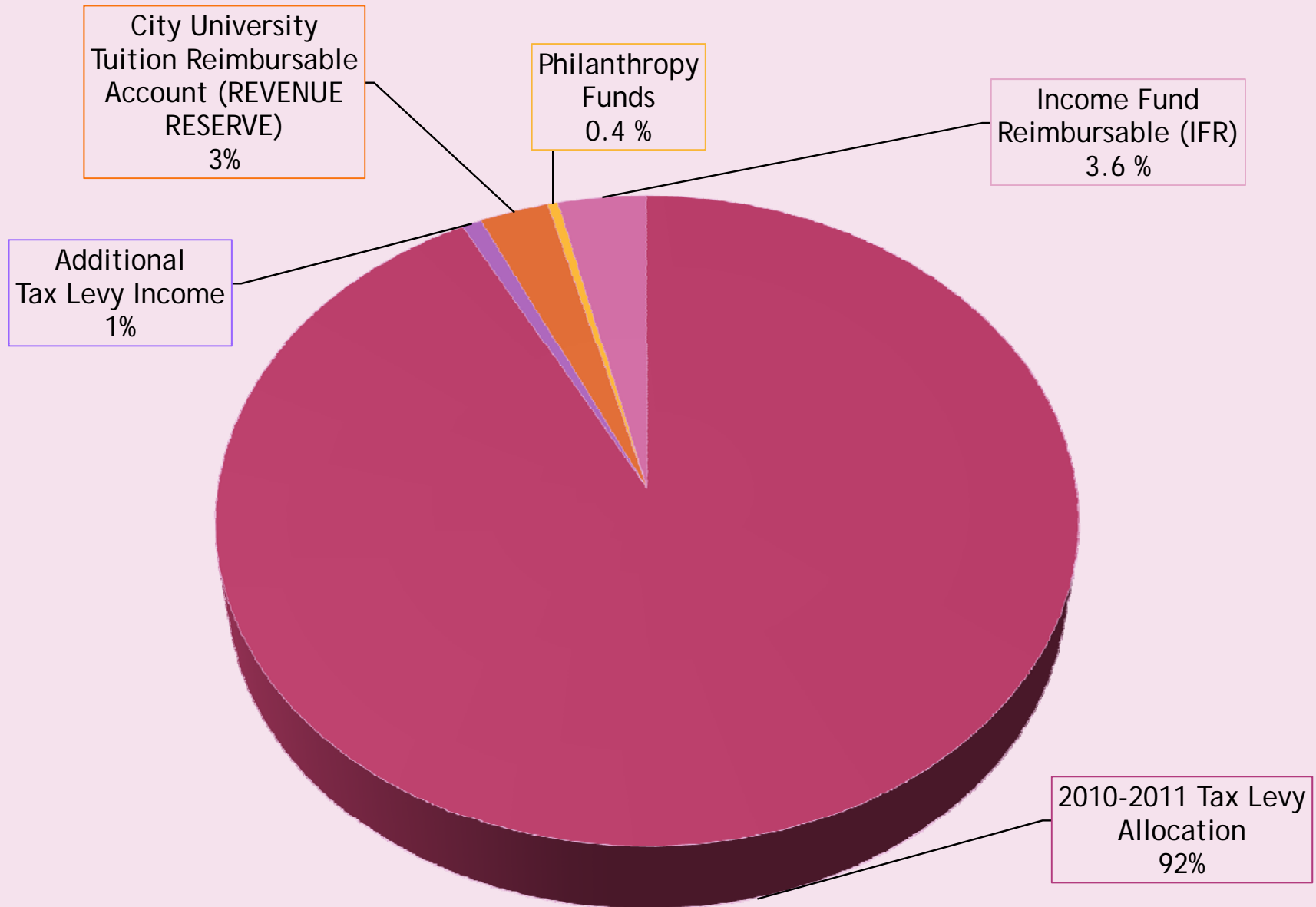
- **72 percent of Hostos students have a household income of less than \$30,000 per year (CUNY 2010 Student Experience Survey)**
- **4, 212 or 64.9% of our students live in the Bronx**
- **76.0 percent of the students at Hostos speak a language other than English at home; 39.2 percent say they are equally comfortable speaking both English and the language they speak at home, while only 8.5 percent say they are comfortable speaking only their native language**

# CUNY Student-Faculty Ratios

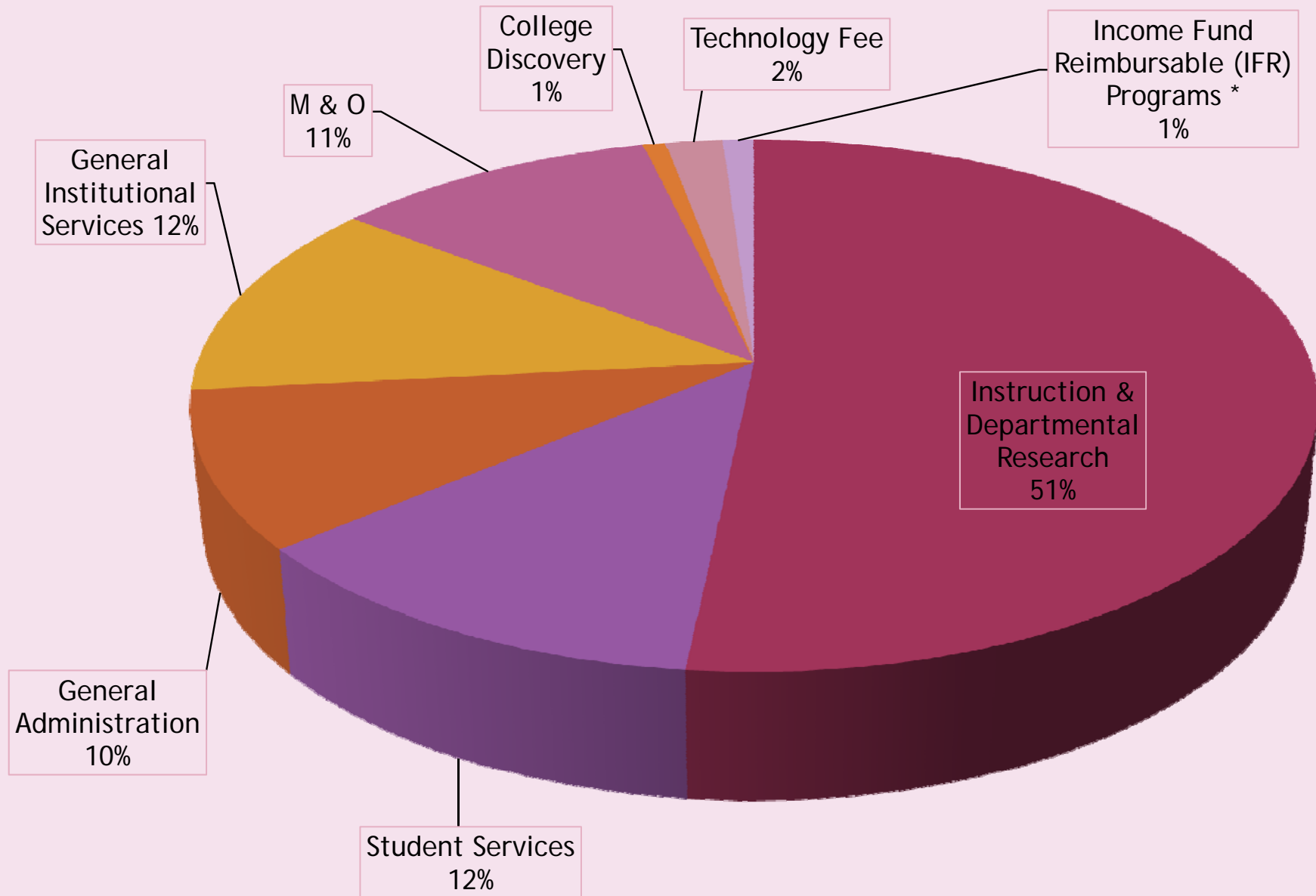


◆ Hostos    ■ Comm. Colleges    ▲ Senior Colleges    ■ CUNY

## FY 2011 Available Resources



## FY2011 Budget Distribution by Major Purpose



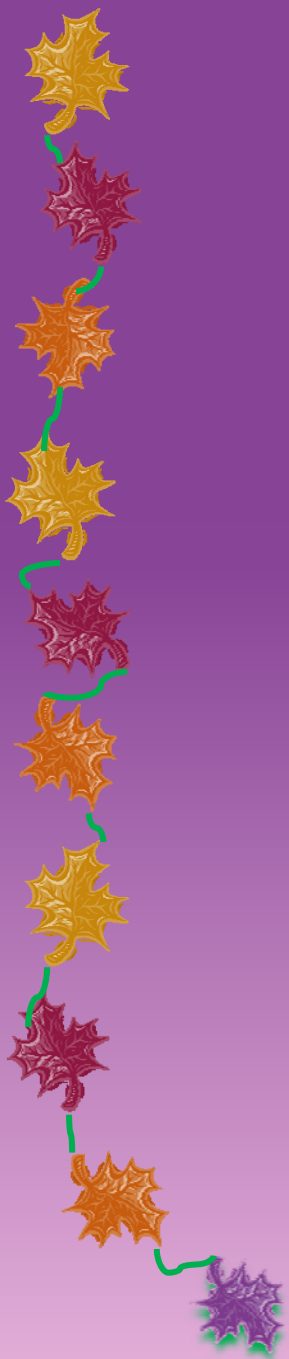
## FY 2010 College Budget Distribution by Major Purpose and Major Object (\$)

Major Purpose**	Personal Service Regular (full-time staff)	Adjuncts (part-time teaching staff)	Temporary Service (part-time staff)	Total Personal Service	Other Than Personal Service (OTPS)	TOTAL
Instruction & Departmental Research and Academic Support Services	17,898,979	4,361,000	987,716	23,247,695	1,482,722	24,730,417
Student Services	4,628,000	11,000	360,500	4,999,500	824,000	5,823,500
General Administration	3,858,000	-	180,000	4,038,000	524,941	4,562,941
General Institutional Services	4,357,304	-	219,000	4,576,304	1,234,941	5,811,245
M & O	4,147,000	-	-	4,147,000	1,048,000	5,195,000
College Discovery	302,013	5,000	45,884	352,897	8,000	360,897
Technology Fee	46,704	-	248,900	295,604	620,396	916,000
Income Fund Reimbursable (IFR) Programs *		-	120,000	120,000	377,000	497,000
<b>Total</b>	<b>35,238,000</b>	<b>4,377,000</b>	<b>2,162,000</b>	<b>41,777,000</b>	<b>6,120,000</b>	<b>47,897,000</b>

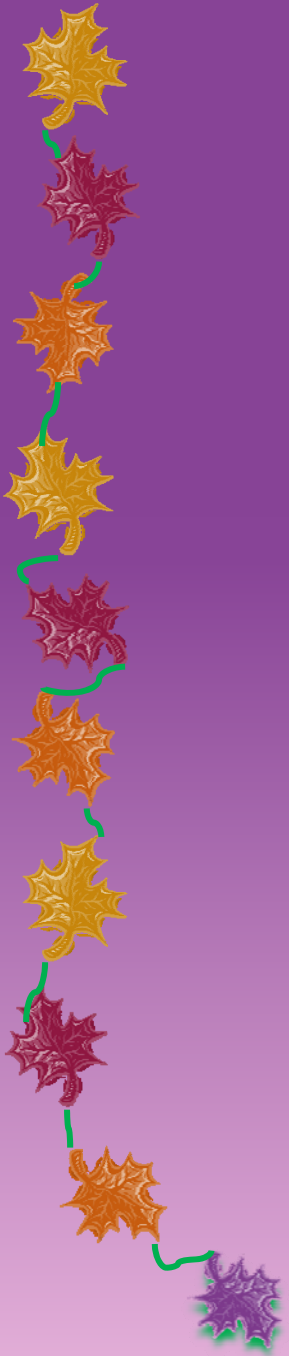
\*\* Expenditures include those made with Philanthropy

\* Excludes ACE (IFR)

# YEAR OF ASSESSMENT (2010 - 2011)



# Master Plan



# Time Table

## TASKS

PROJECT KICK-OFF MEETING

PRESENTATION OF MASTER PLAN PROCESS TO COLLEGE-WIDE SENATE

DATA COLLECTION: INTERVIEW - DEPARTMENTS, UNITS, SPECIAL PROGRAMS

BUILDING CONDITIONS ASSESSMENT (DRAFT)

SUBMISSION OF REVISED ENROLLMENT PROJECTIONS TO CUNY

PRESENTATION OF DRAFT PROJECT GOALS, OBJECTIVES, OPPORTUNITIES AND CONSTRAINTS TO WORKING AND STEERING COMMITTEES

ANALYSIS OF OPPORTUNITIES AND CONSTRAINTS

CAMPUS SPACE PROGRAM - PENDING APPROVAL OF ENROLLMENT PROJECTIONS BY CUNY

DEVELOPMENT OF ALTERNATE SCHEMES, BUDGETS AND PHASING POTENTIAL

DEVELOPMENT OF MASTER PLAN AMENDMENT

PRESENT AMMENDED MASTER PLAN TO BOARD OF TRUSTEES FACILITIES COMMITTEE

PRESENT TO UNIVERSITY BOARD OF TRUSTEES

## TENTATIVE COMPLETION DATE

JANUARY, 2010

FEBRUARY, 2010

APRIL - JUNE 2010

SEPTEMBER, 2010

OCTOBER, 2010

OCTOBER, 2010

DECEMBER, 2010

TBD

FEBRUARY, 2011

APRIL, 2011

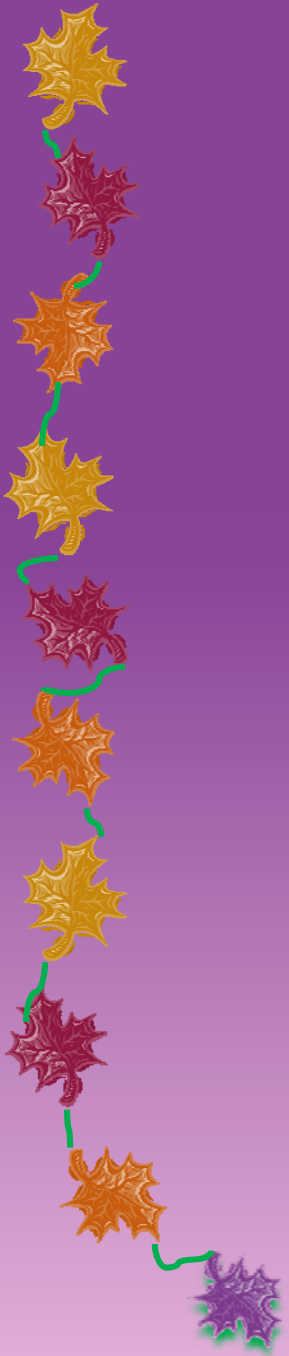
MAY, 2011

JUNE, 2011





# MIDDLE STATES SELF-STUDY



# MIDDLE STATES SELF-STUDY

- To Kick-off the Middle States Self-Study Process, a campus-wide open forum was held on March 12, 2010: 82 participants attended.



# Middle States Self-Study Steering Committee

Professor	Diana	Díaz	Co-Chair	English Department	<a href="mailto:ddiaz@hostos.cuny.edu">ddiaz@hostos.cuny.edu</a>
Professor	Geraldine	Ruiz	Co-Chair	Radiologic Technology	<a href="mailto:gruiz@hostos.cuny.edu">gruiz@hostos.cuny.edu</a>
Provost/VP	Carmen	Coballes-Vega	Member	Academic Affairs	<a href="mailto:ccvega@hostos.cuny.edu">ccvega@hostos.cuny.edu</a>
IVP	Nathaniel	Cruz	Member	Student Development & EM	<a href="mailto:ncruz@hostos.cuny.edu">ncruz@hostos.cuny.edu</a>
Professor	Alice	Cunningham	Member	Mathematics Department	<a href="mailto:awcunningham@hostos.cuny.edu">awcunningham@hostos.cuny.edu</a>
Dr.	Richard	Gampert	Member	Institutional Research	<a href="mailto:rgampert@hostos.cuny.edu">rgampert@hostos.cuny.edu</a>
Mr.	Emil	Graves	Member	Student	<a href="mailto:egrav2683@stu.hostos.cuny.edu">egrav2683@stu.hostos.cuny.edu</a>
Professor	Juan	Preciado	Member	Education Department	<a href="mailto:jpreciado@hostos.cuny.edu">jpreciado@hostos.cuny.edu</a>
Professor	Merce	Pujol	Member	Language and Cognition	<a href="mailto:mpujol@hostos.cuny.edu">mpujol@hostos.cuny.edu</a>
SVP	Esther	Rodríguez- Chardavoyne	Member	Administration & Finance	<a href="mailto:erodriguez@hostos.cuny.edu">erodriguez@hostos.cuny.edu</a>
Mr.	Abdou	Soulare	Member	Student	<a href="mailto:asoul8532@stu.hostos.cuny.edu">asoul8532@stu.hostos.cuny.edu</a>
Ms.	Dolly	Martínez	Facilitator	President's Office	<a href="mailto:dmartinez@hostos.cuny.edu">dmartinez@hostos.cuny.edu</a>



# MIDDLE STATES SELF-STUDY

Seven working groups were formed to address the 14 standards listed in the *Characteristics of Excellence* booklet:

## Working Group #1: Standards 1 and 6

Standard 1: Mission and Goals

Standard 6: Integrity

## Working Group #2: Standards 2 and 3

Standard 2: Planning, Resource Allocation, and Institutional Renewal

Standard 3: Institutional Resources

## Working Group #3: Standards 4 and 5

Standard 4: Leadership and Governance

Standard 5: Administration

## Working Group #4: Standards 8 and 9

Standard 8: Student Admissions and Retention

Standard 9: Student Support Services



# MIDDLE STATES SELF-STUDY

## Working Group #5: Standard 10

Standard 10: Faculty

## Working Group #6: Standards 11, 12 and 13

Standard 11: Educational Offerings

Standard 12: General Education

Standard 13: Related Educational Activities

## Working Group #7: Standards 7 and 14

Standard 7: Institutional Assessment

Standard 14: Assessment of Student Learning

Each of these groups has a faculty member as the chairperson, and an administrator as the co-chairperson. Eight Steering Committee members serve as liaisons to the seven working groups.



# MIDDLE STATES SELF-STUDY

## Community Engagement Continues:

- More than a hundred representatives of the faculty, staff, and student body have been participating in Steering Committee, working groups, and subcommittee meetings that serve to provide information about the Self Study process and identify college-wide priorities for the college.
- During the Spring 2010 semester, each working group developed a set of questions that its members will address in the Self Study Report.
- With the assistance of our consultant Anna Pond, the Steering Committee prepared a draft of the Self Study Design in May 2010.
- On May 24, 2010, Dr. Luis G. Pedraja, Vice President of the Middle States Commission, visited the college to review the Self Study Design with the campus community, and he commended us on how well our process was going. The draft was approved by the Middle States Commission in June 2010.




# MIDDLE STATES SELF-STUDY

- On September 1, 2010, the Steering Committee met with the chairs and co-chairs of the working groups to discuss the process, timeline, and activities related to the completion of the Self Study report.
- Members of the working groups are now reviewing pertinent documents and compiling data needed to address each question related to their standards.
- According to the timetable, the next milestone in our Self Study process will be the first progress reports from the working groups, which are due to the Steering Committee on November 19, 2010.
- On February 14, 2011, the Office of Institutional Research will open a website for faculty, staff, and students to submit Middle States surveys. The last day for completing these surveys will be February 28, 2011.



# MIDDLE STATES SELF-STUDY

- 
- Another campus-wide open forum will be scheduled for April 2011.
  - An Hostos Middle States web page is now under construction on the Hostos website. Before the semester ends, the website will provide links to various documents related to the Self Study, including the design, status reports, and relevant presentations. In addition, there will be an area in which one can provide the Steering Committee with feedback about the website, the Self Study process, the reports, and other materials.
  - There will be a site visit by the Middle States Evaluation Team scheduled for April of 2012.

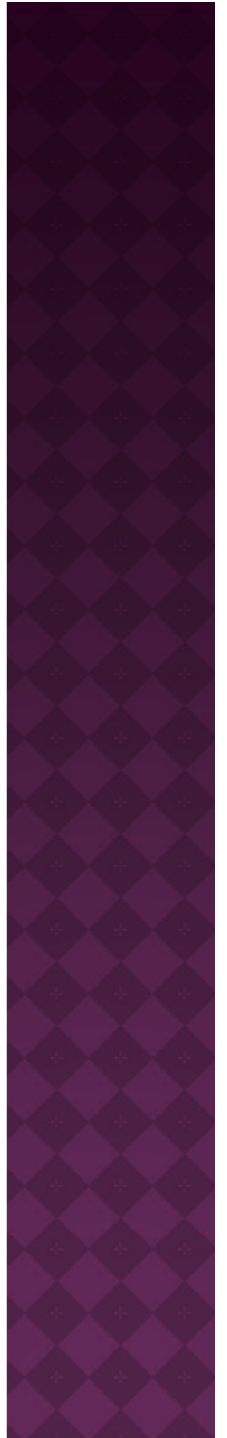


**FOUNDATIONS  
OF EXCELLENCE®  
IN THE FIRST  
COLLEGE YEAR**

# JOHN GARDNER

## THE JOHN N. GARDNER INSTITUTE FOR EXCELLENCE IN UNDERGRADUATE EDUCATION

- ◉ John Gardner is a long-time friend of CUNY: he knows the University and our students well.
- ◉ Visited Hostos in the 1980s as part of a CUNY Student Personnel Conference.
- ◉ Founded the National Resource Center for The First-Year Experience and Students in Transition (1986 at USC) and the Institute for Excellence in Undergraduate Education (1999).
- ◉ A leader in efforts to improve undergraduate learning and retention at institutional, regional, and national levels.



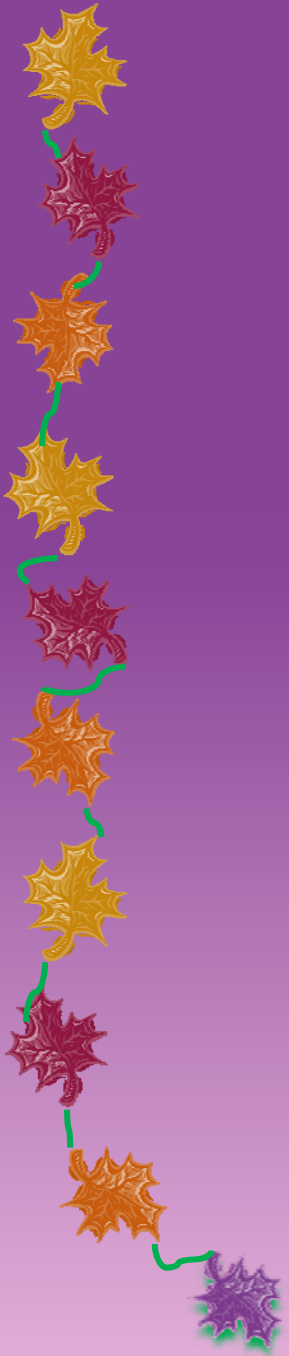
# WHERE ARE WE IN THE PROCESS?

- ◉ Foundations of Excellence® in the First College Year Self Study is a comprehensive, externally guided self-study and improvement process for the first year.
- ◉ We are partnering with Lehman College and Bronx Community College on this project.
- ◉ Appointed four project liaisons (2 each from OAA and SDEM): attended the FoE launch conference.
- ◉ Informed the Middle States Steering Committee that FoE will serve as a focused study for a targeted population of students within the accreditation process.
- ◉ FoE Liaisons have identified the co-chairs of the nine “Dimensions” groups who will lead the study.
- ◉ Committee co-chairs have met with John Gardner to begin their work.

# WHAT COMES NEXT?

- ◉ Additional Dimension group members will be recruited - volunteers welcomed!
- ◉ The nine groups will start their work immediately to assess the needs of first year students (under 30 credits).
- ◉ A faculty and staff survey will be conducted within the next six weeks.
- ◉ A student survey will be conducted in the spring 2011 semester.
- ◉ The structure for the FoE process mirrors that of the Middle States self-study and will input data to that process.

# Fundraising And Advancement Assessment



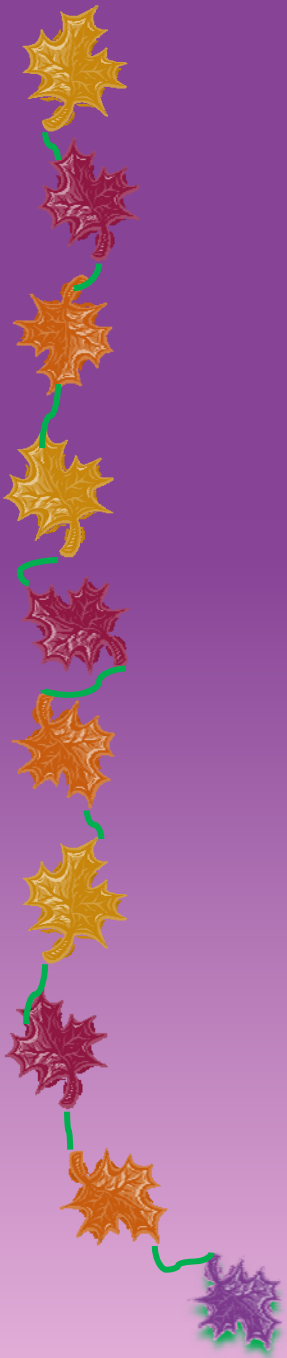


## Moving toward sustainable fundraising:

Hostos has hired Anderson Consultants to perform a capacity-building assessment for our goal of creating a culture of sustainable fundraising.

This report will serve as a development roadmap for the President, the new Vice President for Institutional Advancement, and the board of directors of the Hostos Foundation.

# Strategic Plan (2011 - 2016)



# Middle States



Kick-off  
March 12, 2010

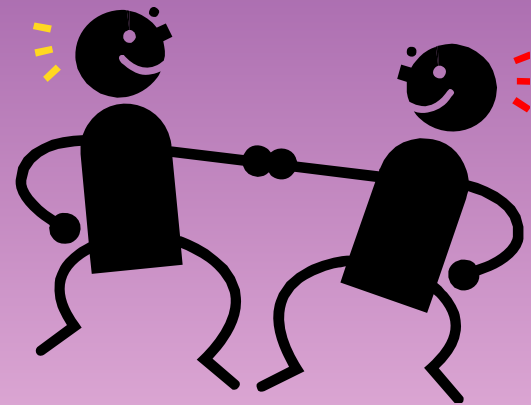
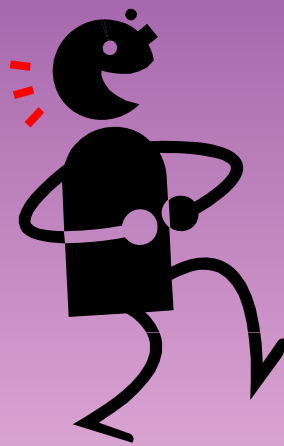




## Tentative Strategic Priority Areas:

1. Integrated Academic Programs, Extended Learning and Support Services
2. Invigorated Campus Life and Cultivating Local and Global Citizenship
3. Systematizing Planning, Assessment, and a Culture of Continuous Improvement and Innovation
4. Workforce Development for the 21<sup>st</sup> Century Economy
5. Institutional Capacity Building

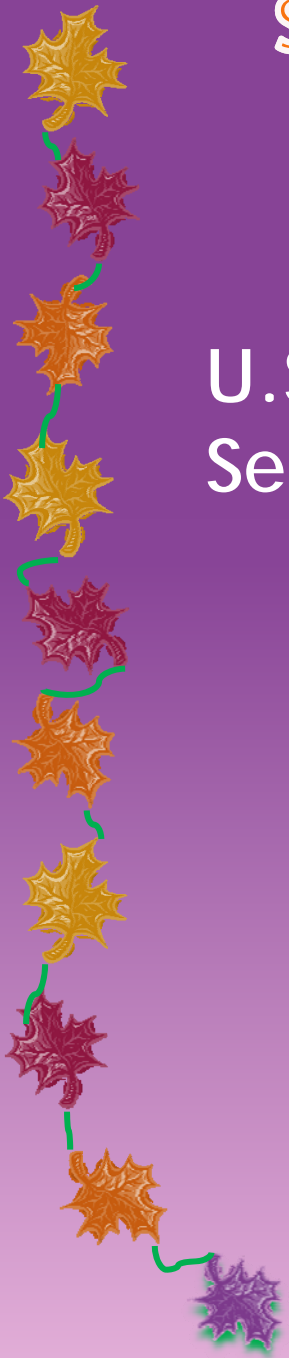
# Good News on Important Fronts



# South Bronx Workforce Development and Training Center

U.S. Department of Health and Human  
Services Grant:

- The *Allied Health Career Pipeline Program* will provide training in the health care professions for recipients of public assistance and other low-income individuals. Our goal is to train some 900 low-income students over the next five years.





# South Bronx Workforce Development and Training Center

Our partners on this grant include the following agencies and organizations, among others:

The New York State Office of Temporary and Disability Assistance,

The New York State Department of Labor

The New York City Human Resources Administration

New York City Small Business Services

1199-SEIU

The New York City Workforce Investment Board

## Center for Bronx Non-Profits (CBNP)

The *Center for Bronx Non-Profits* (CBNP) is a joint project between Hostos and the Jewish Community Relations Council (JCRC) to establish a center that will provide training and resource-sharing space in order to strengthen the capacity of community leaders and community-based organizations that serve the Bronx.

The CBNP is being developed with seed funding from the JP Morgan Chase Foundation.

A decorative border on the left side of the slide, consisting of a vertical line of colorful leaves in shades of yellow, orange, red, and purple, connected by a thin green line.

## Rockefeller Foundation Grant for the Hostos Center for the Arts and Culture

- The Rockefeller Foundation has awarded the Hostos Community College Center for the Arts & Culture a grant of \$150,000 to fund an innovative music and dance program titled the Young Roots Series.
- This series will showcase young masters of Afro-Caribbean music and dance who combine elements of jazz, hip-hop, rock and reggaeton with the folkloric elements that are part of their cultural background.
- This project grew out of the Hostos Center's two rotating biennial festivals: *BomPlenazo*, which focuses on the *bomba* and *plena* traditions of Puerto Rico, and *Quijombo*, which focuses on the *congo*, *salve*, and *gulo* traditions of the Dominican Republic.

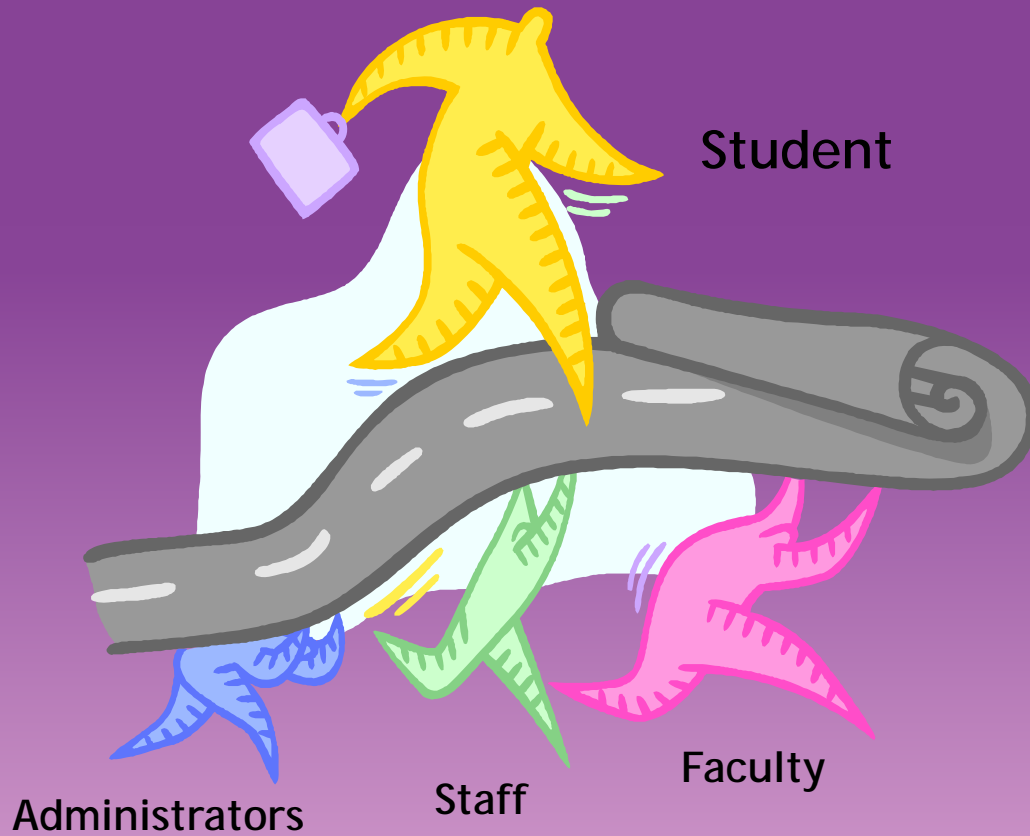
## Capital Funding Support from City Council

The Bronx Delegation of the New York City Council allocated \$1,985,000 in matching funds for renovations at Hostos in FY 2011.

Renovation continues in the 500 building. Bathroom renovations will be expedited in the building to minimize down time on each floor. Demolition on the Sound Studio project started on October 18<sup>th</sup>, and construction began on October 25<sup>th</sup>.



# The Road Ahead



A decorative vertical border on the left side of the slide, featuring a series of colorful leaves in shades of yellow, orange, red, and purple, connected by a thin green line.

# Who we are and What we Aspire to:

Hostos is an institution of discovery, excellence, passion, and entrepreneurship;

Hostos is a community where all students realize their full academic and personal potential; where diversity is valued; and where the commitment to the improved quality of life in the Bronx is unwavering.



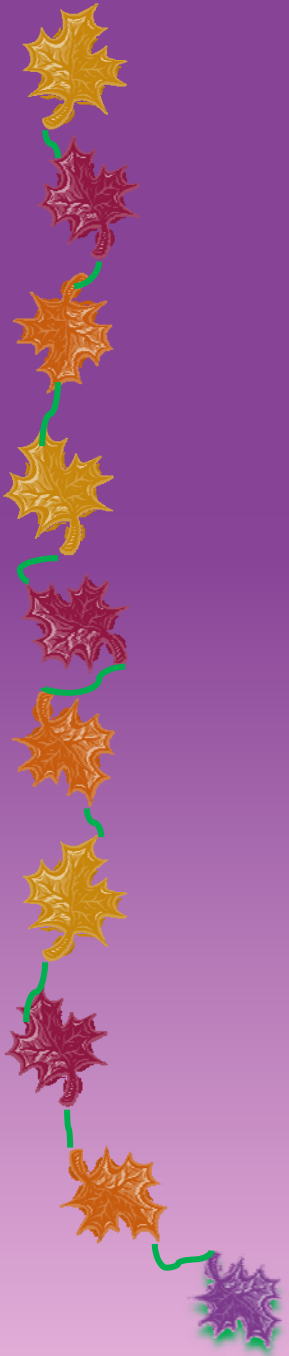


# Budget Uncertainty Over the Next Two Years

Improvement of our  
Developmental Education  
Outcomes and of our Retention  
and Graduation Rates

Re-Designing our Academic  
Offerings

# Q & A



Thank you!

