



## Faculty Fellows

### Developing Hispanic Serving Institution (DHSI) Grant

Award #: P031S220005

#### DHSI Grant Overview

The U.S. Department of Education's Developing Hispanic-Serving Institutions (HSI) Program awarded Concordia University Irvine a \$3 million grant, the largest federal grant in the university's history. Concordia's grant-winning initiative is titled "Avanzando: Access and Success" and will enhance support services for undergraduate Hispanic students. The HSI grant will help Concordia meet the needs of its growing Hispanic population. Concordia is committed to advancing access and success for all students, and to supporting all students' overall well-being, as the university seeks to help them develop as wise, honorable, cultivated citizens.

In Fall 2019, Concordia's undergraduate student body was over 25% Hispanic for the first time, and the undergraduate Hispanic population has continued to grow since then. To better support these students, the "Avanzando: Access and Success" program includes comprehensive strategies to improve Hispanic student retention (Access) and graduation rates (Success).

The HSI grant provides funding over the next five years. Concordia's HSI grant-funded activities will include:

- Increase enrollment and early success of Hispanic students and other targeted populations, such as first generation and low-income students, by developing a community outreach program and creating a sense of "belonging" on campus.
- Increase retention and graduation rates for Hispanic students and other targeted populations through expanded student services.
- Hire four new employees: an HSI success coordinator/project director, a transfer coordinator/success coach, a tutoring coordinator/success coach, and a career services coordinator.
- Establish Faculty Fellows program that will help facilitate faculty and staff professional development in both academic and social engagement strategies to increase Hispanic and low-income students' sense of "belonging" on the campuses and to promote greater academic achievement in these student populations.

## Faculty Fellows Program

The Avanzando: Access and Success Project will build a more welcoming and inclusive campus by instituting a comprehensive faculty and staff professional development program focused on high-impact practices that bring significant educational benefits to students – particularly those from underserved demographic groups, and on how cultural factors influence teaching and learning. The intent of this program is for both faculty and staff to create an environment where cultural, linguistic and learning differences are an asset to the university and not a deficit that needs to be overcome. Faculty have the most face-to-face time with students, and the types of interactions they foster can be a catalyst for student success in college.

## Responsibilities

- Faculty Fellows will prepare professional development presentations through a topic of their choice as it relates to the objectives of this project.
  - Faculty are encouraged to attend professional development opportunities to expand their knowledge on their topic of choice.
  - Funds available to attend and travel to HACU National Conference, AHSIE Conference, etc. Based on approval by the HSI Project Director.
  - Faculty Fellows will present their learnings and recommendations during annual Research and Assessment day in August.
- Faculty Fellows will help select speakers and topics for bi-annual professional development sessions (Faculty Plenary in Spring and RADs in August);
  - Faculty Fellows will make recommendations and confirm speakers. They will draw up formal invitations and “host” professional development opportunities for Faculty and Staff.
- CUI Fellows are paid through existing salary lines. The release time associated with this project may be done as overload or as service to the university, being paid additionally either way.
  - Each faculty member will receive 1-2 units (or, \$1,000-\$2,000) a semester depending on the amount of time involved.

## Goal

- In 2027, our goal is to see Hispanic and low-income students report a greater sense of “belonging” as faculty and staff create a more welcoming environment where students from all cultures can succeed.

## Time Commitment

- One academic year with the opportunity to renew on a yearly basis
- One faculty will serve on Executive Committee and chair the HSI Faculty Fellows
- Estimated time spent on this: 1-2 units; actuals might vary

## Timeline

- August 2023: Recommendations and approval of Faculty Fellows
- September 2023: Faculty Fellows Orientation; Application for conference funds/travel opens

- October 2023: Submit research topic proposal and outline;
- November 2023: Identify Speakers for Professional Development; Start Research Projects
- December 2023: Confirm speaker and draw formal invitations
- Spring 2024: Host Professional Development opportunity for faculty members
- August 2024: RADs Presentations on research projects

Assessments & Reporting

- Meet grant proposal outcomes
- Time & Effort Reports: monthly report of hours worked
- Quarterly Reports: May, July, October, January

<i>Increase the total number of faculty and staff who receive professional development over five years so that 80% of the faculty and staff have received training.</i>	Fall 2023 – 10% of faculty and staff trained Fall 2024 – 30% of faculty and staff trained Fall 2025 – 50% of faculty and staff trained Fall 2026 – 70% of faculty and staff trained Fall 2027 – 80% of faculty and staff trained	Track number of faculty and staff trained; review data annually.
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Grant Notes & Restrictions

- Although Faculty Fellows will be responsible for the content of professional development sessions, the Project Director will see that the activities are done in compliance with the federal grant agreement.
- The Project Director will be instrumental in making sure that professional development sessions are presented in a manner consistent with the project timetable.
- The Project Director will also ensure budget compliance and timely compiling of Time and Effort reports by the faculty involved in the project.
- Religious Activities: Fellows may not be used to assist, provide, or participate in religious instruction, conduct worship services, engage in any form of proselytization, or any other religious activity as an official part of a Fellow’s duties within the scope of this project.