Greetings From the President

As 2014 comes to a close and I reflect on the past six months, I am inspired by the meaningful work you are doing at your colleges and in your communities. I am also encouraged by your commitment to NCCHC and pleased to serve as your president during this exciting time in higher education. We have important work to do in advancing Hispanic leadership as the Hispanic population continues to grow across the nation. I look forward to working with you toward this goal as NCCHC has done so well for the past 29 years. On behalf of the Board of Directors, thank you for your membership and continued support.

Earlier this year we saw several changes to the NCCHC Board. I would like to express my appreciation to Dr. Richard Duran, the Immediate Past President of NCCHC, for his vision and leadership for the past two years. In addition, I would also like to thank several members who have concluded their service to the Board and have given of their valuable time and service: Past NCCHC President Dr. Anna Solley, President of Phoenix College; Dr. Patricia Granados, President of Triton College; and Dr. Felix A. Zamora, former President of Mountain View College.

Please join me in congratulating Dr. Maria Harper-Marinick, Executive Vice Chancellor and Provost of the Maricopa Community College District; Dr. Lily Tercero, President of Texas Southmost College; and Fellow Representative, Dr. Mike Munoz, Dean of Counseling and Student Success at Rio Hondo College.

In September, the Annual Symposium was held in Scottsdale, Arizona, and was hosted by the Maricopa and Pima Community College districts. Thank you to my colleagues who helped to plan/execute a successful and engaging conference. The theme for the event was “Great Expectations: Getting to the Heart of the Student Success Agenda.” Outstanding keynote presentations were made by Antonio Flores, President of the Hispanic Association of Colleges and Universities; Louis Olivas, Professor Emeritus from the W. P. Carey School of Business at Arizona State University; Enrique Alemán, Associate Professor, University of Utah, and co-founder and director of the Westside Pathways Project; and Carlos Portes, Chairman and Chief Executive Officer of The Portes Group.

Other highlights from the Symposium include the participation of the 20 NCCHC Fellows who attended and participated in the Fellows Program, culminating with their graduation. These emerging leaders are to be recognized for their excellence and commitment to NCCHC and to their community colleges. Plans are underway and information will soon be available about the application process for the next Fellows cohort.

The NCCHC Board is continuously engaged in evaluating strategies to strengthen our organization and seeks ways to increase membership, revenues,
MARTINEZ RECEIVES 2014 NCCHC OUTSTANDING LATINO CEO AWARD

The NCCHC Outstanding Latina(o) CEO Leadership Award was established in 2002 to recognize a community college leader who has demonstrated special leadership, support, and/or ability in the area of college administration and development, with special emphasis in accomplishments.

NCCHC recognized the contributions of Dr. Ted Martinez, Jr. with the Outstanding Latino CEO award at the 2014 NCCHC Leadership Symposium in Scottsdale, Arizona. He currently serves as the Executive Director of the NCCHC Leadership Fellows Program, hosted at the University of San Diego.

Dr. Martinez energized the Fellows Program to a new level; reinstated the Mentors program, established program learning outcomes aligned with AACC-designated core leadership characteristics, and initiated outreach and engagement of the Fellows alumni.

He retired after a 41-year career, capped by serving as the eighth Superintendent/President of Rio Hondo College in Whittier, CA. He has served as a member of the AACC Board of Directors, was twice elected as president of NCCHC, and has served on the NCCHC Board of Directors for more than 15 years. He was an effective force in building the NCCHC Leadership Fellows Program designed to prepare mid-management and executive level personnel as future community college leaders.

Dr. Martinez earned Master’s and Bachelor’s degrees in Business and Economics from Sul Ross State University in Alpine, Texas, and went on to receive a doctorate in Higher Education Administration from the University of Colorado at Boulder.

Dr. Martinez said, “I am very honored to accept this award as recognition of our organization’s commitment to the development and mentorship of community college leaders. I am thrilled to have this opportunity to encourage, prepare, and mentor Latino community college leaders in pursuing a career pathway that leads to a community college presidency. I would like to thank the NCCHC Board of Directors and all those community college leaders whose participation as Fellows has enriched my professional and personal experience as they develop leadership skills and pursue their dreams.”

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and resources. We encourage you to connect with members of the NCCHC Board and learn more about this dynamic organization which is committed to building a community of leaders. I welcome your inquiries and I look forward to your participation at the upcoming Annual AACC Convention in San Antonio, Texas in April, 2015.

The Board and I extend our best wishes to you and your family for a wonderful holiday season.

¡Feliz Navidad y Prospero Ano Nuevo!

Dr. Chris Bustamante
President, NCCHC/Rio Salado College
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On October 15, the Iowa Community College Association of Presidents partnered with Iowa State University to hold their third annual Iowa Latina/o Education Initiative Conference at Des Moines Area Community College, a National Community College Hispanic council institutional member. This year’s conference, with the theme “Strengthening Hispanic Student Success,” was attended by more than 300 community college and university educators, administrators, and students.

The conference boasted an all-star cast of speakers. The Education Advisory Board was represented by Holly Chatham, Connor Lawless, Sarah Moore, and Melinda Salaman. The team presented their latest research on best practices designed to strengthen Hispanic student success. Topics during their keynote and breakout sessions included: Fostering Success for Culturally Diverse Students, Cultivating College Navigation Skills, Achieving Personalized Guidance at Scale, and Intervening Early to Prevent Attrition. Dr. Laura Rendón, Professor of Higher Education in the College of Education and Human Development at the University of Texas-San Antonio, delivered a passionate keynote presentation entitled: “Fostering Success for Culturally Diverse Students.” Author and co-author of many books and journal articles, her insightful delivery of information on the importance of creating a welcoming, nurturing, and multicultural campus environment ended with a well-deserved standing ovation from the audience. Marco Davis, Deputy Director with the U.S. Department of Education delivered a passionate and informational keynote address highlighting the White House Initiative on Educational Excellence for Hispanics. Concluding remarks were given by the Director of the Iowa Department of Education, Dr. Brad Buck, who emphasized the importance of continuing the work and commitment of Iowa’s education system to ensure the state’s increasingly diverse student population is well-served by educators and institutions at all levels.

NCCHC board member and Chancellor of the Iowa Valley Community College District, Dr. Chris Duree served as co-chair of the conference steering committee and noted, “Without question, this was the best conference yet. We had a national spotlight cast of presenters, and a conference center full of educators eager to learn more about best practices to better serve our growing Hispanic student population. This year’s conference focused on making an impact at the college campus level, and the event simply could not have gone any better.”

Dr. Chris Duree, Conference Co-Chair, NCCHC Board Director, Chancellor-Iowa Valley Community College District; Holly Chatham, EAB Associate Director of Research; Sarah Moore, EAB Director of Member Services; Connor Lawless, EAB Associate Director of Member Services; Dr. Laura Rendón, Professor of Higher Education, University of Texas-San Antonio; Melinda Salaman, EAB Senior Analyst; Dr. Rob Denson, President-Des Moines Area Community College; Dr. Larry Ebbers, Conference Co-Chair, Professor of Higher Education, Iowa State University
ASSESSMENT AND BEING NIMBLE: CREATING A FIRST-YEAR PROGRAM FOR AT RISK STUDENTS; THE TMCC SUCCESS FIRST PROGRAM

Five-year results from a pilot program for first-time, first-generation students at Truckee Meadows Community College (TMCC) in Reno, NV shows increased persistence and graduation rates.

By Dr. Maria C. Sheehan, President, Truckee Meadows Community College October 28, 2014

The Success First Summer Bridge program began in 2009 using funds from grants, private donors, and from the college’s institutional self-supporting funds. The goal of the program was to increase the college readiness, persistence, retention and graduation rates of first-time, full-time, first-generation students at TMCC. In its first summer (2009), the fall to spring persistence rate of participating students was 71%, and the three-year graduation rate was 17%.

In 2010-2011, TMCC offered a five-week summer bridge program which included two college courses, remedial English and college success skills for 100 first-time, first-generation students. Participants were provided wrap around support by program staff, faculty and student ambassadors/mentors. Student ambassadors called participants monthly during the fall 2010 and spring 2011 semesters to provide college support. The two-year graduation rate for this 2010 cohort was 19.1% as compared to the overall college three-year graduation rate of 16%.

Since 2011, the Nevada INBRE (IDeA Network of Biomedical Research Excellence) has collaborated with the Success First program to provide a Summer Bridge Workshop designed to increase college preparedness and exposure to careers in STEM (Science, Technology, Engineering, and Mathematics), including biomedical-related career tracks. Presentations about STEM pathways and careers are presented to the students along with implementation of math workshops.

Also in 2011, TMCC added a retention component by introducing academic/motivational support provided by a Success Coach during the student’s first year of college. Success First participants sign a contract agreeing to:

- complete a five-week Summer Bridge program,
- maintain a 2.0 GPA,
- attend full time during the academic year, and
- meet with a Success Coach twice a semester.

Based on these efforts, the Success First 2012 cohort had a persistence rate of 83% versus the overall college rate of 67% from fall 2013 to spring 2014. These changes are due to assessment of data, and nimble changes TMCC makes to the program in applying analysis of strengths and weaknesses.

Another recent change was the addition of math courses to accelerate progression toward STEM college coursework.

For the 2015 cohort, classes and services will include:

- two college classes in the summer bridge portion to include a college success course, intermediate algebra and college level pre-calculus course
- wrap around support,
- free tuition,
- free textbooks,
- free lunch,
- free bus passes,
- a scholarship/grant for successfully completing summer bridge program, and
- assigning each participant a Success Coach for their first year in college.

The program is now entering its fifth year and is now called simply: the TMCC Success First Program. This reflects the change from a five-week summer bridge program to a first-year program for first-time, full-time college students. The majority of students are still first-generation, demonstrate financial need and over 50 percent of participants are of Latino decent. The college will continue to track, access and make changes to this program to ensure continuing success for students.

The TMCC Success First Program was recently recognized by the U.S. Department of Education as Promising and Practical Strategies to Increase Postsecondary Education. To read more about the TMCC Success First Program visit http://www.tmcc.edu/aor/success-first-program/ or see the U.S. DOE story at http://www.ed.gov/college-completion/promising-strategies?page=5.

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The White House has honored Teresita Wisell, Vice President and Dean of Continuing Education and Workforce Development at Westchester Community College and Executive Director of CCCIE, for her role as a “Champion of Change” promoting citizenship in the workplace. A ceremony, which recognized Westchester Community College’s Citizenship Education Program, was held last week at the White House.

“It is such an honor for me to receive this White House Champion of Change Award on behalf of the work that we do at Westchester Community College to support citizenship education of our employees, students and their families,” she said. “Community colleges have the power to positively impact the lives of thousands of individuals on a daily basis in a variety of ways. It is a privilege for us to be part of the National Immigration Forum’s New American Workforce project and play a part in the pathway to citizenship for so many of our local residents.”

Tere was among five “New American Workforce” Partners for Promoting Citizenship in the Workplace individuals, who were honored at the ceremony. Westchester Community College Welcome Center Director Eileen McKee, was instrumental in helping to coordinate the citizenship education program with Tere.

A project of the National Immigration Forum, New American Workforce (formerly known as The Bethlehem Project) works with businesses to assist eligible immigrant employees with the citizenship process in seven cities with high concentrations of legal permanent residents: Los Angeles; San Diego; San Jose; New York City; Miami; Washington, D.C.; and Houston.

According to the White House, “These champions have strengthened their businesses and the American workforce by helping eligible immigrants navigate the naturalization application process. These champions recognize that citizenship is an asset for businesses, workers and their families, strengthening our overall economy.” The program featured remarks from Los Angeles Mayor Eric Garcetti and Small Business Administration Administrator Maria Contreras-Sweet.

New American Workforce is made possible in partnership with New Americans Campaign, The Knight Foundation, Kresge Foundation, Irvine Foundation, and the Annie E. Casey Foundation.
In 2013, the NCCHC’s Leadership Fellows Program moved from the California State University at Long Beach to the University of San Diego School of Leadership and Education Sciences. Dr. Ted Martinez, Jr. assumed the leadership of the program. He retired after a 41-year career in community college education capped by his service as Superintendent/President of Rio Hondo College in Whittier, CA. He has served on the NCCHC board for 15 years, serving twice as its president and has always been a champion of Hispanic community college leadership development.

To assist with the transition and oversight, a national advisory board was established which included Dr. Antonio Perez, President, Borough of Manhattan Community College (NY), Dr. Maria Vallejo, Provost/CEO, Palm Beach State College (FL), Dr. Cecilia Cervantes, President, Hennepin Technical College (MN), Dr. Felix A. Zamora, President, Mountain View College (TX), and Dr. Maria Harper-Marinick, Executive Vice-Chancellor/Provost, Maricopa CCCD (AZ), and Dr. Richard Duran, President, Oxnard College (CA). The primary role of the NCCHC Leadership Fellows Program Advisory Board is to strengthen the curriculum, serve as mentors and presenters. Dr. William M. Vega and Dr. Leila Gonzalez-Sullivan, former directors, were also instrumental to the successful transition.

Twenty Hispanic community college administrators from around the country were selected to participate in the 2014 Leadership Fellows Program. The program is designed to develop a pool of highly qualified Hispanics whose career interest focuses on assuming increasingly responsible administrative positions, with the ultimate goal of becoming a community college president.

The Class of 2014 came from nine different states: Arizona (6), California (5), Florida (1), Georgia (1), Illinois (1), Maryland (1), New York (2), Texas (2), and Virginia (1), and composed of 9 females and 11 males in the group.

This year’s participants are Jose Aguinaga, Glendale Community College (AZ), Joel Alvarado, Georgia Piedmont Technical College (GA), Frank Amparo, Jr., Estrella Mountain Community College (AZ), Lisa Chavez, Moreno Valley College (CA), Jose Flores, Borough of Manhattan Community College (NY), Roberto Gonzalez, Santa Monica College (CA), Cecilia Liborio QUIroz, Phoenix College (AZ), Cecilia Medina, Pasadena City College (CA), Dena Messer-Herrera, Rio Salado College (AZ), Jesenia Minier-Delgado, Bronx Community College (NY), Leticia Mojica, Oxnard College (CA), Robert Morales, Maricopa CCCD (AZ), Ray Ostos, Maricopa CCCD (AZ), Henry Ponciano, Palm Beach State College (FL), Jason Rivera, Montgomery College (MD), Ken Santiago, City Colleges of Chicago (IL), Vanessa Torres, San Antonio College (TX), Carlos Tovares, Mt. San Jacinto College (CA),
NCCHC Leadership Fellows Program Learning Outcomes

- Understand the issues facing Hispanic students in community colleges
- Understand the role of critical race theory, cultural competence, equity and diversity related to Hispanic/Latino leadership
- Understand the student success agenda: challenges and opportunities
- Understand institutional change requirements for 21st Century colleges and related change management
- Identify your own leadership capabilities, professional development needs and develop a plan to achieve your desired career goal

Components of the Leadership Fellows Program included two training seminars, one in San Diego, CA in June and another in Scottsdale, AZ in September. The Fellows engaged in a mentoring relationship with a Hispanic community college leader, attended the NCCHC Leadership Symposium, and carried out online activities in between sessions.

A significant initiative was implemented to re-engage the Fellows Alumni. There are now 225 NCCHC Leadership Fellows Alumni, most of whom serve in executive leadership capacities in community college administrations across the nation. As a result, eight of the 20 mentors and six served as presenters came from the Fellows Alumni. The Class of 2014 is currently seeking mechanisms to extend the communication and camaraderie that was developed during the program, such as the initiation of a “Fellows Fridays” electronic communication process.

NCCHC is an affiliated council of the American Association of Community Colleges (AACC), a national organization that has provided leadership to the community college movement for the past half century.

The Council, which was established almost 30 years ago, works to promote the educational interests and success of the Hispanic community and emphasizes access, equity and excellence for students and staff in community colleges.

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NCCHC 2014 LEADERSHIP SYMPOSIUM MET & EXCEEDED EXPECTATIONS – IT WAS GREAT!

The 19th Annual NCCHC Leadership Symposium “Great Expectations: Getting to the Heart of the Student Success Agenda” was held September 18-20, 2014 at the Scottsdale Resort & Conference Center, Scottsdale, AZ. If you attended, we feel confident it was all you anticipated and more.

If you didn’t, you missed…

- The hospitality of the local host colleges — Maricopa Community Colleges and Pima Community College
- The opportunity to interact with peers and sponsors on an on-going basis in an informal atmosphere.
- A great networking opportunity at a relaxing outdoor welcome reception filled with ambiance and entertainment provided by the South Mountain Community College Latin Jazz Orchestra.
- 12 valuable breakout sessions exemplifying best practices and addressing the needs of today’s leaders.
- Two amazing panel presentations with perspectives of exemplary Presidents and members of the Latino Leaders in Higher Education Policy Panel.
- Outstanding keynote presentations including:
  - Latino Student Success in Higher Education presented by Antonio Flores, President, Hispanic Association of Colleges and Universities (HACU)
  - Guess Who’s Coming to School? Implications for Community Colleges presented by Louis Olivas, Professor Emeritus, Management Department, W. P. Carey School of Business, Arizona State University
  - Leadership and the Values of Volunteerism presented by Carlos Portes, Chairman and Chief Executive Officer, The Portes Group
  - Stolen Education: A Documentary & Discussion of Latina/o Educational Pathways presented by Enrique Alemán, Jr., Associate Professor, Educational Leadership & Policy, Faculty Affiliate, Ethnic Studies Program, Co-Founder & Co-Director, Westside Pathways Project, University of Utah, College of Education
  - And, of course, entertainment and dance music provided by the Power Drive Band, an energetic, highly sought after and talented local band. They were excellent!
When asked what they liked best about the conference, some of the comments that were shared by participants at the Symposium include...

“This was an excellent symposium. I felt that all of the sessions, especially the general session presentations, were inspiring and empowering. The symposium was well organized and everyone was helpful and welcoming. I loved it!”

“This is my second symposium and it was organized very well and all of the speakers and sessions offered current and motivational topics.”

“As a first-time attendee at the NCCHC Leadership conference and having attended many other conferences over the years, I could honestly say that this was one of the best! I particularly thought that you brought on some very, very powerful keynote speakers for the general sessions. THE best ever. I, along with my college team, will attend in the future! Thanks so much for organizing an excellent opportunity for us.”
We appreciate ALL that the host colleges did to assist us in planning and executing an exciting and informative symposium. We also thank our wonderful session presenters. They ALL continued to elevate the bar of success for future Leadership Symposia!

Last but certainly not least, we would like to offer special thanks to our sponsors listed below for their generous support. We truly couldn’t do these programs without them!

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- Triton College

We look forward to your participation at our 20th Annual Leadership Symposium at the newly renovated Sheraton Hotel & Spa in downtown Ft. Worth, TX and hosted by Tarrant County College, September 17-19, 2015. Look for preliminary planning information on the website (www.ncchc.com) in January 2015.