



Northern Illinois University

(Emerging) Hispanic Serving Institution (HSI) Designation: NIU's Formula for Servingness

Carol A. Sumner (she/her/ella), Ed.D., Vice President and Chief Diversity Officer
Clint-Michael Reneau (he/him/his), Ph.D., Vice President for Student Affairs

Overview of our Time Today



**NIU Servingness = USDoE When + Our Who + Our What + Our How
Our Why**



Hispanic-Serving Institutions (HSI):

A Hispanic-Serving Institution (HSI) is defined as an institution of higher education that—

- is an eligible institution; and
- has an enrollment of undergraduate full-time equivalent students that is at least 25 percent Hispanic students at the end of the award year immediately preceding the date of application.

Example: Fall 2023 NIU recorded 25% of its undergraduate full-time equivalent students were Hispanic. This positions NIU to be eligible for full designation as a Hispanic Serving Institution in February 2025.

Eligible Institution Criteria



How to Determine Institutional Eligibility for Titles III, V, and VII Grants



FREQUENCY: Annual
DATES: FEBRUARY - MARCH
INSTITUTIONAL DATA USED: 2 years prior

NEEDY STUDENT	GRANT SPECIFIC	CORE EXPENSES PER FTE
<p>At least 50 percent of an institution's degree-seeking students received financial assistance under: the Federal Pell Grant, Federal SEOG, Federal Work Study, or the Federal Perkins Loan Programs. Or, the percentage of an institution's undergraduate degree-seeking students who were enrolled at least half-time and received Federal Pell Grants exceeds the average percentage of the same at similar (type and control) institutions.</p>	<p>Titles III, V, and VII grants may have requirements defined by legislation. Most, but not all, require a minimum percentage of students from specific demographic groups.</p>	<p>Core Expenses are regular operational expenditures of postsecondary institutions (excluding auxiliary enterprises, independent operations, and hospital expenses). These are then divided by the FTE (12-month undergraduate enrollment for the academic year). This measure is then compared to the average value for other similar (type and control) institutions. The Core Expenses per FTE measure must be lower than the average for the institutional group.</p>

Our Who (we serve)...



And More of our Who (we serve)...



Our What (we do)...



Our How: NIU Foundations for Servingness



University Goals

1. Empowerment and Shared Responsibility
2. Student Recruitment, Student Success and Student Experience
3. Academic Excellence and Curriculum Innovation
4. Diversity, Equity and Inclusion
5. Research, Scholarship, Artistry and Engagement
6. Resource Development and Fiscal Responsibility

S.E.M. 2.0 Working Groups

1. Administrative Processes and Barriers Working Group
2. Advising and Student Pathways Working Group
3. Faculty Academic Experience Working Group
4. HSI (Hispanic-Serving Institution) Planning Working Group
5. Student Academic Success Working Group
6. Student Engagement and Wellbeing Working Group

S.E.M. 2.0 Goals/Themes

1. Strengthen and promote our distinctive identity as a diverse, engaged public research university that transforms lives by combining educational opportunity and personalized support with meaningful student engagement experiences.
2. Achieve student enrollment that reflects our mission, our values and our region while positioning NIU for fiscal sustainability.
3. Support access, opportunity and success for all students — employing an equity lens and striving to sustain a diverse student body — where diversity is defined broadly.

Our How: NIU Servingness Measured Through Outcomes



Structures for Serving

- Mission and values statements
- Diversity plans
- HSI grants
- Institutional advancement activities
- Engagement with the Latinx community
- Compositional diversity: faculty, staff, administration, graduate students
- Culturally relevant curriculum & pedagogy
- Programs & services for minoritized students
- Leadership & decision-making practices
- Incentive structures
- External boundary management

External Influences

- Federal Legislation
- State legislation
- Local legislation
- Institutional governing boards
- State governing boards
- Advocacy groups
- Community leaders
- Alumni

Racialized Experiences Within the Structures

- Discrimination
- Harassment
- Microaggressions

Validating Experiences Within the Structures

- Interactions with same-race/ethnicity peers
- Cultural validation on campus
- Spanish-speaking peers, faculty, & staff
- Mentoring & support groups

Academic Outcomes

- GPA
- Course Completion
- 6-year graduation
- College Completion
- Transfer
- STEM Degree completion
- Post-bac enrollment
- Labor market outcomes
- Graduate school aspirations

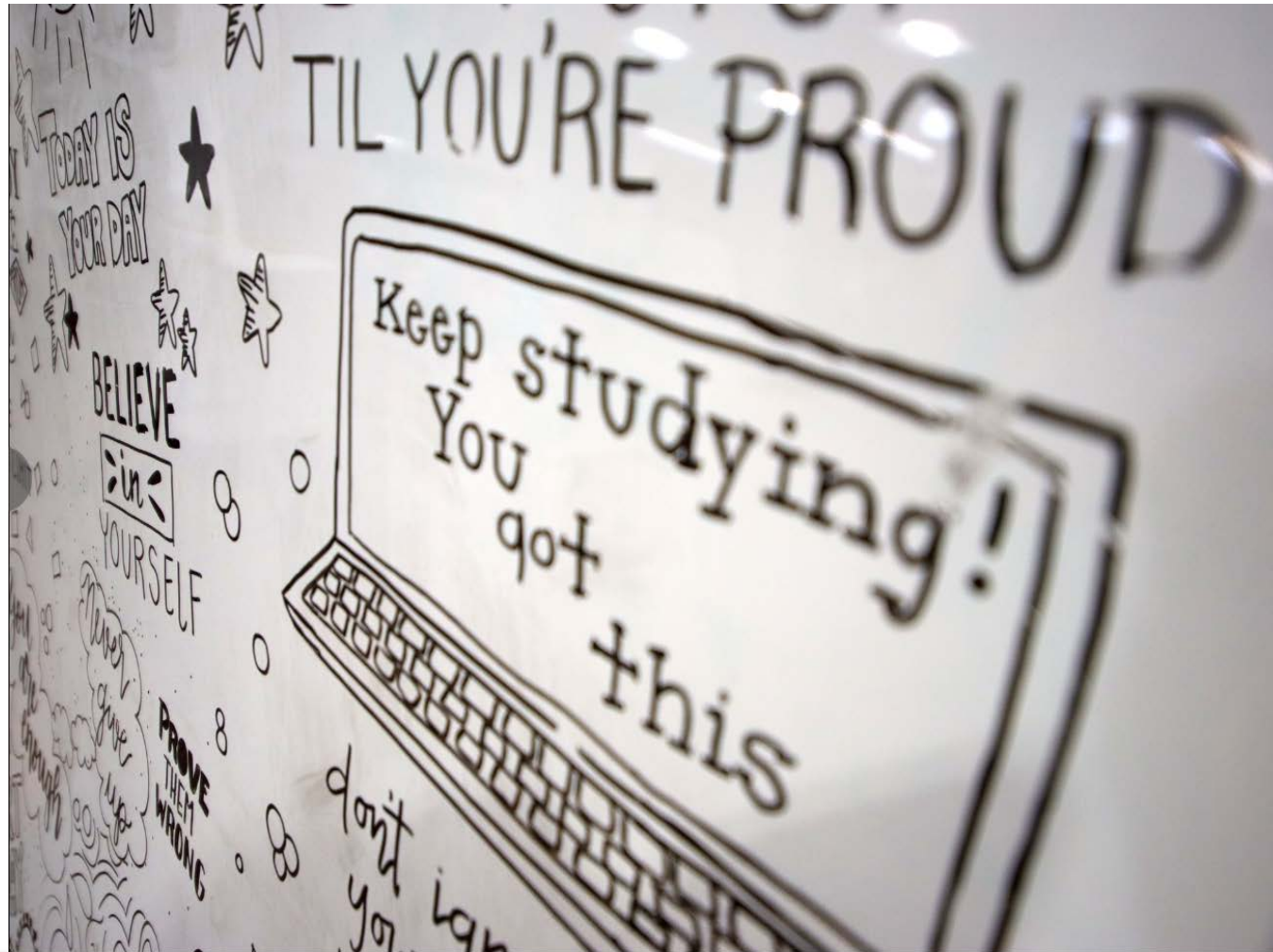
Non-academic Outcomes

- Academic self-concept
- Social agency
- Racial identity
- Leadership identity
- Critical consciousness
- Social justice orientation
- Civic engagement

Our Why



Our Why



Benefits of HSI Designation



For Students:

- Increased Financial Support
- Enhanced Academic Programs
- Expanded Support Services
- Cultural Relevance, Sense of Belonging and Inclusion
- Professional and Leadership Development
- Community Engagement
- Enhanced Research Opportunities

For NIU:

- HSI- Designated Grants and Funding
- Access to data/assessment tools to adopt best practices (Excelencia in Education, AHSIE, HACU, Illinois HSI's)
- Special Recognitions for institutional efforts (SSITA/Seal of Excelencia)
- Expanded support/resources for success of students, faculty, staff, administrators
- Increasing cultural competencies and practices

Discussion

