

## Staff Senate Minutes

February 4, 2025 (2:00pm–3:30pm)

Online Via Zoom: <https://wou->

[edu.zoom.us/j/85992926494?pwd=bUBlnWx4jQ9XzDUOj6YKpbYlrVjRh4.1](https://wou-)

### Start recording - Staff Senate follows Simplified Robert's Rules

- Meeting recordings are for the Secretary to complete minutes effectively; when minutes are approved, the recordings will be deleted

**In-Attendance:** Alexis Morrison, Ambre Plahn, Rip Horsey, Wendi Mars, Connor King-Goehring, Sandra Holland, Sam Morgan, Kristen Perry, Ellie Baker, Gregg Vineyard

**Absent:** Adrian Trujillo,

**Guests:** Cristian Mendez Garcia, Roseanna Garcia, Heather Brophy

### Approval of minutes

- January 21st Minutes are approved.

### Guest Speakers

- Cristian Mendez Garcia, Assistant Director of Hispanic Serving Institution Initiatives
  - This role ensures that we are setting a foundation for WOU becoming a Hispanic Serving Institution.
  - Shared a presentation about what is a Hispanic Serving Institution and what this means for WOU (see after the minutes).
    - As of Fall 2023 we met the 25% threshold for full time UG students identifying as Hispanic, and we were above 27% in Fall 2024.
    - There are two initiatives that Cristian is currently focusing on, and they are:
      - HSI Summit – We are in our third year of hosting this summit. The summit continues to invite state and national partners along with university and greater community members to share ideas and best-practices. This year's summit will focus on what it means to truly serve students and will be held on April 26, 2024
      - Cesar E. Chavez Leadership Conference – this is an event that is geared towards high school aged students. WOU used to host the event annually, however during COVID it was shut down. It slowly started to start again but at a much smaller capacity. However, this year Cristian is organizing the event and it will be held on May 2, 2025. The conference is committed to empowering and inspiring young leaders.

### Reports

- Committee Reports

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- Shared Governance - Meeting 3 times this term
  - Main topic of discussion was WOU Salem and Lobby Day. WOU Salem has undertaken major renovations in order to house the new Doctorate of Occupational Therapy program, graduate classes and the Graduate Office. This has resulted in the loss of large open spaces. However, there remains space for gatherings, etc. As such, the President offered to host Lobby Day at WOU Salem, more information to come on that.
  - Next meeting will be February 20<sup>th</sup>
- President's Cabinet was canceled this month, the next meeting is on Feb. 12
- Other - Administrative Equity, Staff Connections, etc.
  - Staff Connections will be hosting a Happy Birthday Oregon event on February 14<sup>th</sup> from 12-1 in the WUC.

### Unfinished Business

- UTAC Representation (Classified seat)

### New Business

- Form Scholarship Review Committee
  - We will need to get a team together to review scholarship applications for the Staff for Students Scholarship. An email will be sent out shortly with more information.
- Equity Assessment Team Representation
  - Dominique Vargas is putting together an equity assessment team to help review the data and recommendations from Phase IV of the assessment, in alignment with Phases I-III and the Strategic Plan. Emails with a link to the nomination form have been sent out via email today.

### Goals (SMART)

- Fund the Staff for Students Scholarship
- Build connections through consistent communication and guest speakers

### Announcements and Reminders

- Agenda item suggestions
- Reminders
  - More departments are moving this month!
- Important Training Reminders
  - [Title IX](#) – Currently under revisions, so stay tuned for more information
  - Information Security Training (linked in Portal)
  - Business Office Campus-Wide Trainings - watch for emails from Cheri Darby
    - They are moving next week!



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- The last check run is 2/6, processing will resume after 2/18
  - Check out the @WOU Newsletter for more optional events and training
- Kudos/Recognition
- Public Comments - Anything for the good of the order?
  - Student Affairs has been struggling with student employees and supervision of students. Kristen has created a space for supervisors of student employees to get together to share ideas/information about their experiences as supervisors of student employees. Topic items include job descriptions, successes/failures, etc.
    - HR actually has a staff member who will be transitioning to a new position that oversees student employment on campus, thus they will be a resource for a group like this.

### Adjourn

### Upcoming

- Next meeting: February 18, 2025
- Guest: Thomas Litterer, Director of University Computing Solutions
  - Banner Optimization Project



Hispanic Serving Institution



# What is a Hispanic Serving Institution(HSI)?

- Defined in federal legislation as accredited, degree-granting public or private nonprofit institutions of higher education with 25% or more total undergraduate Hispanic full-time equivalent (FTE) student enrollment.

*Source: Excelencia in Education. (2024).*



# Hispanic-Serving Institutions (HSIs) 2022-2023: Fast Facts

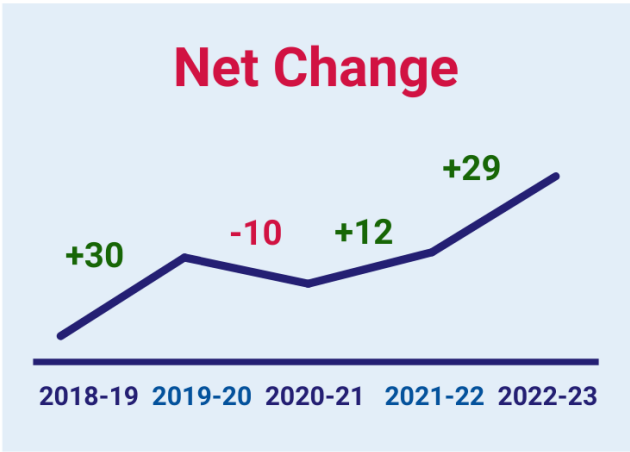
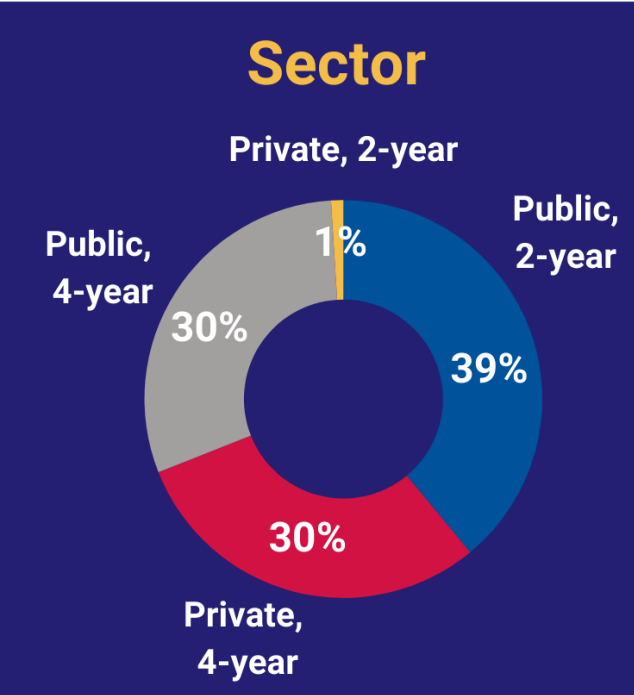
**600**  
HSIs

**30**  
states &  
locations

**20%**  
of institutions  
are HSIs



**63%**  
of all Latino  
students  
attend an HSI

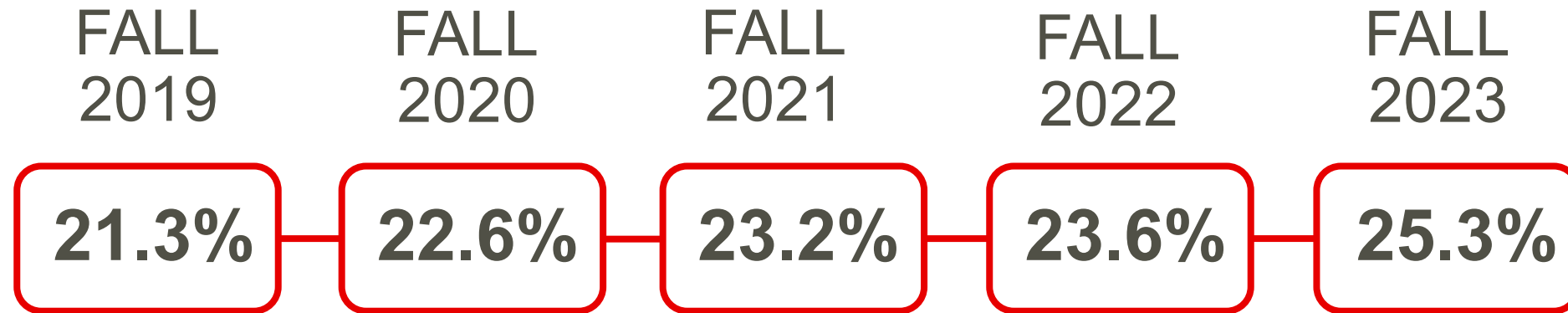



Source: *Excelencia in Education*. (2024). *Hispanic-Serving Institutions (HSIs) Infographic: 2022-23*. Washington, D.C.: *Excelencia in Education*.



# HSI numbers over the years

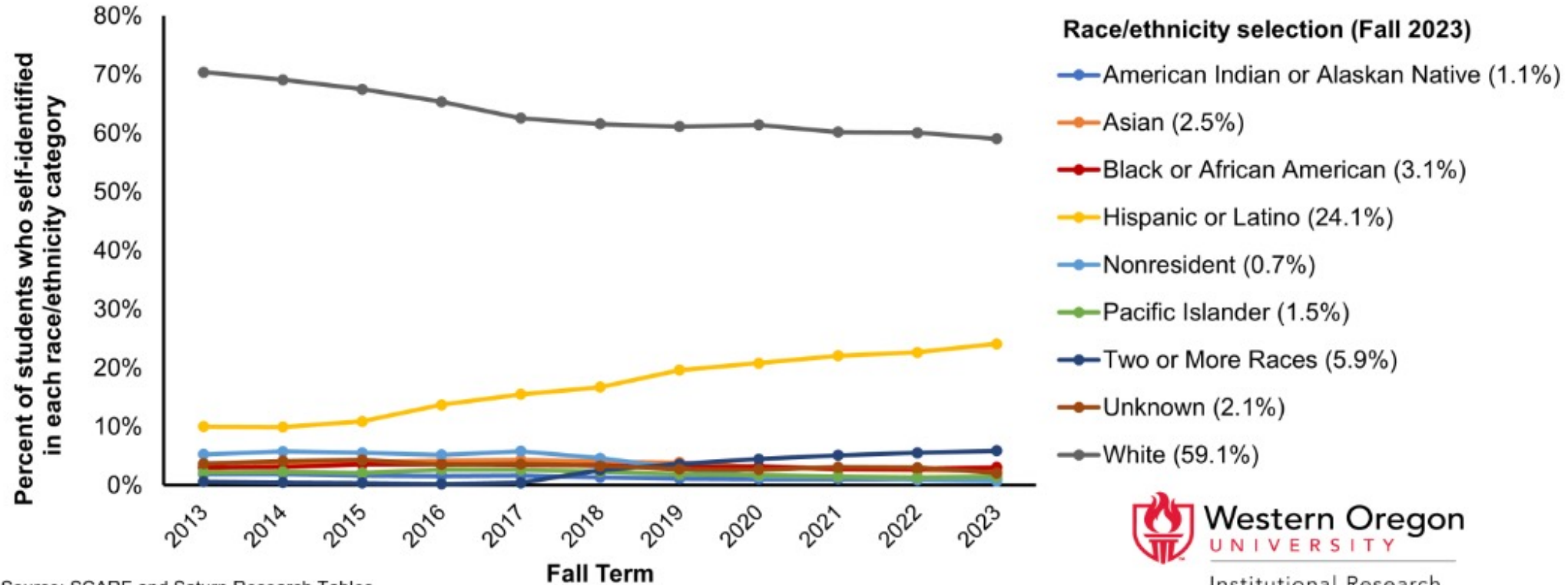
Undergraduate Full Time Equivalent (FTE) students



Source: WOU Institutional Research, 2024



## How racially/ethnically diverse is our student population?



Source: SCARF and Saturn Research Tables



# WOU Ranks for Hispanic Undergraduate FTE Enrollment in Oregon

**#1 of 5**

4-year Public Universities % of FTE

**#2 of 23**

All EHSI in Oregon % of FTE

**#4 of 23**

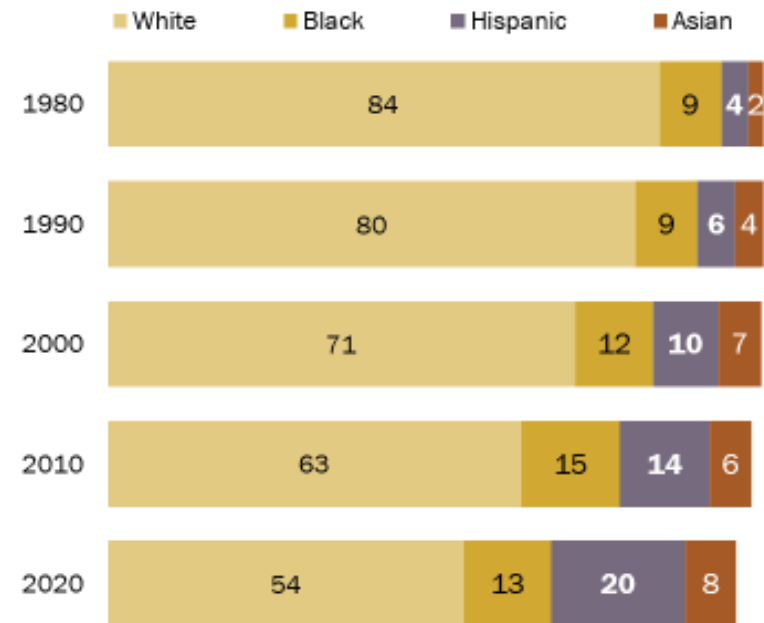
Total Count of FTE



# Hispanics in Higher Education

- Make up one-in-five students enrolled at postsecondary institutions

*% of enrolled students at U.S. higher education institutions who are ...*

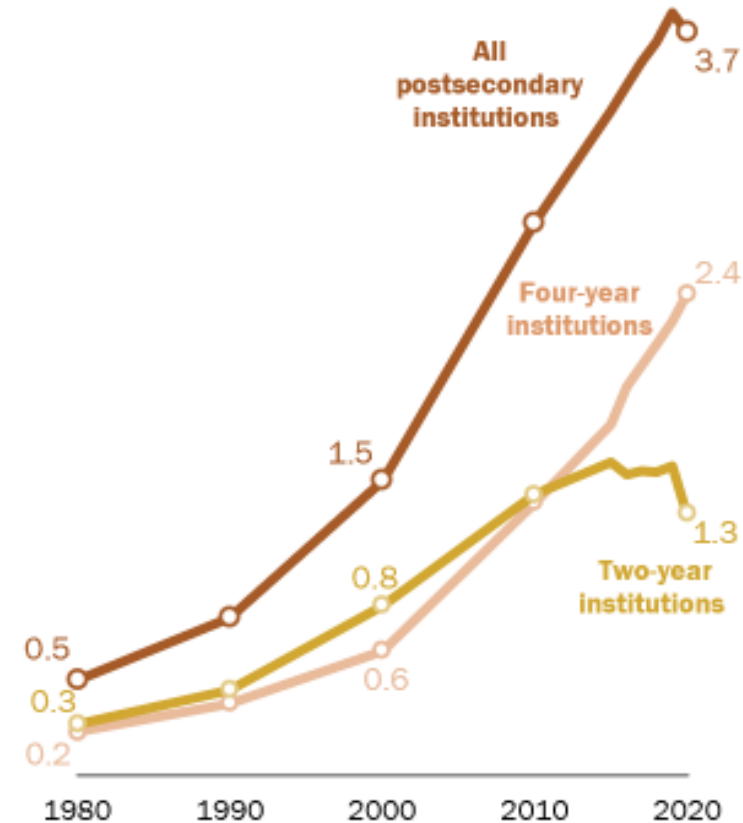


*Source: National Center for Education Statistics, U.S. Department of Education*

- Hispanic enrollment at colleges and universities in the U.S. has more than doubled in the last two decades
- 287% increase in enrollment from 2000-2020 compared to 50% National Average

Source: National Center for Education  
Statistics, U.S. Department of Education

Fall enrollment of Hispanics at U.S. postsecondary institutions, in millions





# Hispanic Demographics

- 63.6 Million Hispanics in the U.S. in 2022
- 26% population growth between 2010 and 2022 (2<sup>nd</sup> fastest behind Asian American 34%)
  - 8% Nation's Growth Rate during that same time period
- 19% of U.S. Population
- Account for 50% of all Population Growth in U.S. from 2010 - 2020



THANK YOU