
Enacting “servingness”: HSIs in the higher education ecosystem

Anne-Marie Nuñez, Ph.D.

The Ohio State University

Nunez.80@osu.edu

@AM_NunezPhD

HSIs: A brief research history

- 2014: WH Commission - *Counting what counts*
 - 2015: First edited book on HSIs as organizations
 - 2016: Institutional diversity typology (NSF 2018)
 - 2017: Organizational culture typology
 - 2018: NSF biannual stats, the NASEM report
 - 2019: A Multidimensional Conceptual Framework for Understanding “Servingness” in HSIs
-

Equity in STEM

- Geosciences – REU & internships at HSI – academic & student affairs partnerships, recruitment (NSF GEOPATHS, NSF GOLD)
- Computing - NSF CISE, INCLUDES
 - CAHSI INCLUDES *Community Workshop on Building CISE Research Capacity at HSIs*
 - October 2019 draft white paper to NSF w/ recommendations on building capacity in HSIs
 - CAHSI INCLUDES ~40 HSIs (UTEP): Latinx attainment to 20% in 2030 (now 3% share)
 - 5-year grant: case studies of four HSIs

Servingness in HSIs: challenges and opportunities

- Institutional diversity – UCSB 2015 (AAU)
- Diversity, # increase, funding stays same – competition, complicating “servingness”
- Sensemaking *within* an HSI to construct organizational identity
- Collective sensemaking *across* HSIs (e.g., extent to which HSIs organize toward collective goals to raise Latinx attainment)

Synthesis on “servingness”

- 346 publications in initial search
 - 148 publications met quality criteria (109 journal articles, 39 book chapters)
 - Researchers coded common themes
 - Assessed overgeneralizing based on research design, to identify limitations like *deficit perspectives* (e.g., draw conclusions on 10 institutions, when 400+HSIs!)
-

Framework of “Servingness”

External Influences on Serving

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

White supremacy

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

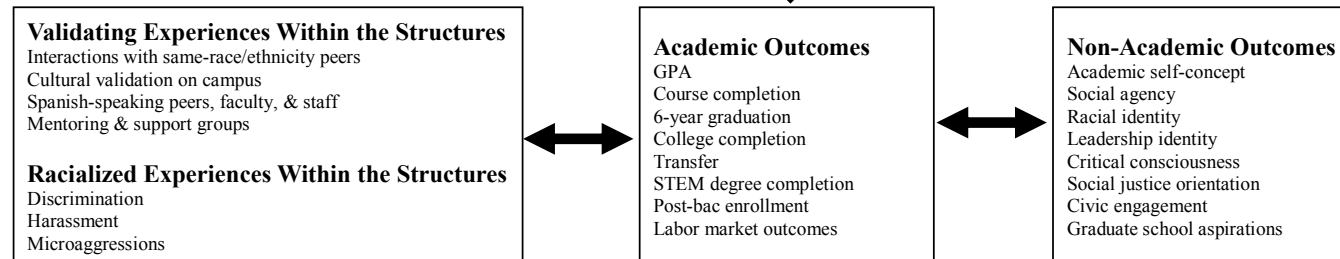


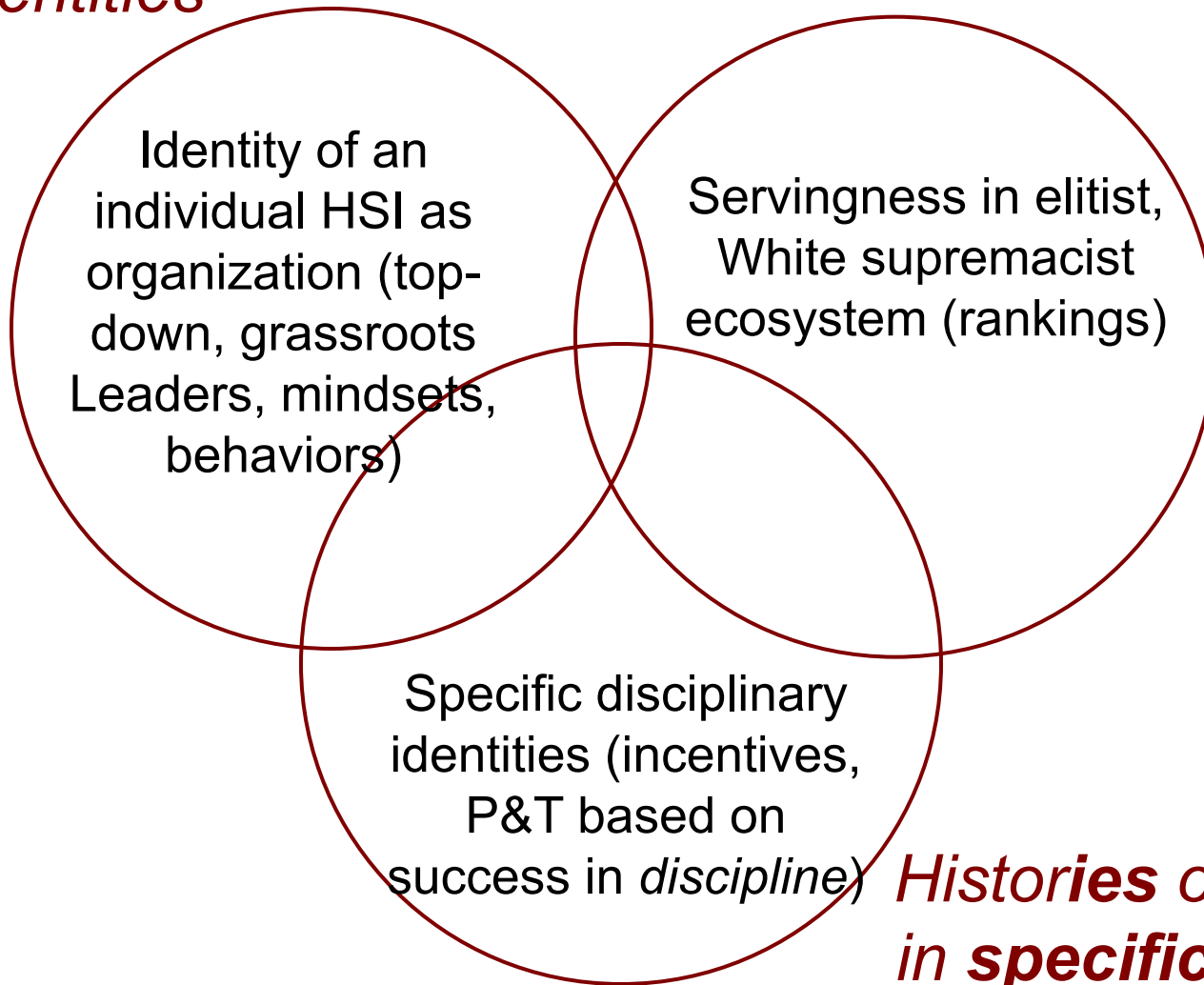
Figure 4. Multidimensional Conceptual Framework of Servingness at HSIs

Limitations and Opportunities

- Based on *extant literature* -- may be more themes of “servingness” because certain questions have not been asked, or institutional contexts not studied (CAHSI INCLUDES 5-year grant will expand)
- Example - no peer-reviewed research on roles of partnerships, relationships with industry and business, contributions to local workforce, non-profits, external funding agencies – government or foundation (NASEM, 2018; NSF, 2019)

Organizational Identities

Institutional, Systemic Diversity



***Histories of inequities
in specific disciplines***

“When the students succeed,
we succeed.”

-CAHSI INCLUDES *Community Workshop on
Building CISE Research Capacity at HSI*s

-MSIs in the NASEM report

References

Excelencia in Education. (2018). *Emerging Hispanic-Serving Institutions*. Washington, DC: Excelencia in Education.

Garcia, G. A. (2019). *Becoming HSIs*. Baltimore, MD: Johns Hopkins University Press.

Garcia, G. A. (2017). Defined by outcomes or culture? Constructing an organizational identity for Hispanic-Serving Institutions. *American Educational Research Journal*, 54 (1_suppl), 111S-134S.

Garcia, G. A., Núñez, A.-M., & Sansone, V. (2019). Toward a Multidimensional Framework for understanding “Servingness” in HSIs: A Synthesis of the Research. *Review of Educational Research*.

National Academies of Science, Engineering, & Medicine. *Minority Serving Institutions: America’s underutilized resource for strengthening the STEM workforce*. Washington, DC. <https://www.nap.edu/catalog/25257/minority-serving-institutions-americas-underutilized-resource-for-strengthening-the-stem>

Núñez, A.-M., Crisp, G., & Elizondo, D. (2016). Mapping Hispanic-Serving Institutions: A typology of institutional diversity. *Journal of Higher Education*, 87(1), 55-83.

Núñez, A.-M., Hurtado, S., & Calderon-Galdeano, E. (2015). *Hispanic-Serving Institutions: Advancing research and transformative practice*. New York: Routledge.

Thank you!

Anne-Marie Nuñez

Nunez.80@osu.edu

Twitter: @AM_NunezPhD
