
Enacting Hispanic “servingness”: Insights from UTEP

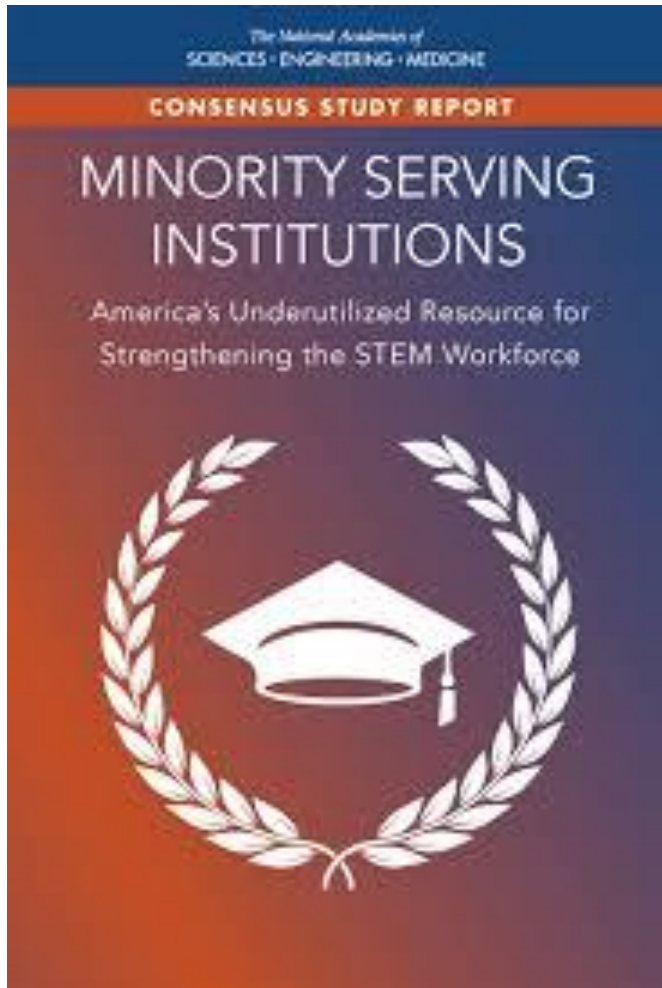
Anne-Marie Nuñez, Ph.D.

The Ohio State University

Nunez.80@osu.edu

@AM_NunezPhD

MSIs: Intentionality in leadership



1. Dynamic, multilevel, mission-driven leadership
2. Institutional responsiveness to meet students where they are
3. Supportive campus environments
4. Tailored academic and social supports
5. Mentorship and sponsorship
6. Undergraduate research experiences
7. “Mutually beneficial” public and private-sector partnerships

(NASEM, 2019, p. 4)

Multidimensional “servingness”

- External influences (e.g., legislation, governing boards, NSF) and boundary spanning to mediate these
 - Structures for serving
 - Students’ academic *and* non-academic experiences and outcomes (e.g., racialization, cultural validation, graduation, civic leadership)
- (García, Núñez, & Sansone, 2019)

Structures for serving

- Centering HSIs and Hispanic students in strategic plans and mission statements
- Assembling networks of support through external boundary spanning *and* institutionalizing effective practices
- Engagement with Hispanic communities, K-12, community colleges
- Culturally relevant curricula and pedagogy
- Organizational leadership and decision-making, incentive structures, hiring toward faculty and staff diversity

UTEP and computing

- Institution: units enact vision *and* specialized strategies, “Bienvenidos” to office hours across campus
- Department: Peer-led team learning, Affinity Research Groups, Dia de Muertos
- Discipline: Socialization through professional clubs, conference attendance (Grace Hopper, GMiS), computing scholarships (gender *and* race/ethnicity), internships (e.g., Google)

UTEP as Hispanic “servingness”

- Creating opportunity structures accessible to *all* students
 - Serving at institutional, department, and disciplinary levels
 - Applying data toward equitable experiences and outcomes
 - Creating an *organizational culture* of networked academic, social, cultural, financial, and career support to enact “intentionality” (NASEM, 2019)
-

Thank you!

Anne-Marie Nuñez

Nunez.80@osu.edu

Twitter: @AM_NunezPhD

Website: www.annemarienunez.com

References

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. (2019). <https://www.nap.edu/catalog/25257/minority-serving-institutions-americas-underutilized-resource-for-strengthening-the-stem>

.
