Welcome to the
President’s State of the College Address
David Gómez, Ed.D.
President
Thursday, October 4, 2018
Introduction of New Staff
Introduction of New Faculty
2018 NEW HOSTOS FACULTY

Humberto Ballesteros Capasso
Assistant Professor
Humanities

Kattiria Rosario Gonzalez
Assistant Professor
Nursing

Mayra L. Mojica Butler
Lecturer
Business

Victoria M. Muñoz
Assistant Professor
English

Norberto Michel Hernandez Valdez-Portela
Instructor
Behavioral & Social Sciences

Sandra Chen
Assistant Professor
Humanities

Simona Prives
Assistant Professor
Humanities

Stacey J. Cooper
Assistant Professor
Behavioral & Social Sciences

Victor Torres-Velez
Assistant Professor
Humanities

Kathleen Delgado
Instructor
Natural Sciences

Jung Hang Lee
Assistant Professor
Mathematics
FACULTY AND STUDENT HONORS
• Dr. Yoel Rodríguez: Fulbright Award and 2018-2019 William P. Kelly Research Fellowship.

• Professor Nelson Nuñez-Rodríguez: Fulbright Specialist and NIH grant of over $3,000,000.

• Dr. Moise Koffi: Distinguished Service Award for STEP and CSTEP programs.

• Professor Natasha Yannacanedo: Participated in an Apexart Fellowship in Israel.

• Ms. Daliz Pérez-Cabezas: Harvard Institutes for Higher Education – Management Development Program.
Hostos students who will be presenting at Annual Biomedical Research Conference for Minority Students (ABRCMS) 2018 in Indianapolis November 14 - 17, 2018

Luis M. Tejeda Ortiz
“Synthesis of Tunable Nanoscale Materials via Polyoxometalate Frameworks”

Miguel Febriel
"Concrete Inspection Using Deep Learning"

Christian Huacón
"A Magnet-Wheeled Climbing Mobile Sensor for Steel Structures"

Swimi Kolancheril
"Senior People Tracking System for Metropolitan Area"

Ibrahima Doukoure
"Discovery of AF9 YEATS Domain Inhibitors through Structure-and Ligand-Based Virtual Screening"
• Provost Christine Mangino was awarded the Aspen Presidential Fellowship for Community College Excellence.

• Hostos CSTEP has won a total number of five awards at statewide student conferences in the Computer Science and Technology, Biological/Cell Molecular/Science and Engineering categories.

• In March 2018, the women’s basketball team won their first national title. The Hostos Lady Caimans’ victory at the 2017-18 NJCAA Division III Women's Basketball Championship was honored by members of the NY City Council.

• Also, Hostos’ *Caiman* collegiate magazine was selected as a "Gold Award Winner" in the 33rd Annual Educational Advertising Awards.

• The 12th Annual Scholarship Fund Golf Outing Classic raised a record-shattering total of $104,690.
Highlights of CEWD Accomplishments
Health Profession Opportunities Grant

- Program met all its outcomes and exceeded most:
  - Enrollments and Completions
    - 113% FY18 Enrollment
    - 103% FY18 TANF Enrollment
    - 164%, Enrolled in Basic Skills, 155% completions
    - 100% All Health Care Courses, 100% completions
  - Employment
    - 114% First-time employed in Healthcare

Credit Alignment

- Non-matriculated to matriculated students. “LEARN AND EARN” flyer with credit articulations completed thus far.
  - Capital One grant supports the hiring of a Transition and Advising Coordinator

Hostos Community College and Montefiore Hudson Valley Collaborative launched Community Health Worker Apprenticeship Program (August 2018)
The newly elected Hostos Student Government Association members spent the weekend of August 24th working collaboratively to develop a strategic plan to address the needs of the Hostos student body and to explore opportunities to work side by side with the Hostos Community College Administration on efforts to improve Graduation and retention rates.
For the second time since 2013, the Hostos Repertory Company traveled with 10 students to Scotland to perform in the celebrated Edinburgh Festival Fringe. Hostos is the only community college in North America asked to perform at the theater festival.
“To Puerto Rico from The Bronx with Love”
In observance of the one year anniversary of Hurricane María
OUR STUDENTS
FALL 2018
Enrollment and Graduation Data
Headcount Enrollment at Hostos Community College
Fall 2000 to Fall 2018

*Preliminary
FTE Enrollment at Hostos Community College
Fall 2000 to Fall 2018

Fall 2000: 2,762
Fall 2001: 2,813
Fall 2002: 3,145
Fall 2003: 3,092
Fall 2004: 3,327
Fall 2005: 3,289
Fall 2006: 3,386
Fall 2007: 3,447
Fall 2008: 3,732
Fall 2009: 4,326
Fall 2010: 4,651
Fall 2011: 5,236
Fall 2012: 4,453
Fall 2013: 4,886
Fall 2014: 4,931
Fall 2015: 5,088
Fall 2016: 5,052
Fall 2017: 5,078
Fall 2018*: 5,120

*Preliminary
Headcount Enrollment of Freshmen, Transfer, and Continuing Students
Fall 2010 to Fall 2018

Freshmen  Transfer  Continuing

*Preliminary
One and Two Year Retention Rates for First-Time Full-Time Freshmen

Year | One Year | Two Year
--- | --- | ---
Fall 2004 | 60.4 | 38.8
Fall 2005 | 58.4 | 38.1
Fall 2006 | 57.8 | 41.4
Fall 2007 | 60.5 | 44.2
Fall 2008 | 57.0 | 44.1
Fall 2009 | 63.2 | 44.2
Fall 2010 | 63.7 | 42.7
Fall 2011 | 64.7 | 47.0
Fall 2012 | 67.2 | 44.6
Fall 2013 | 60.5 | 45.5
Fall 2014 | 60.5 | 43.2
Fall 2015 | 68.0 | 39.6
Fall 2016 | 61.1 | 43.2
Fall 2017 | 56.2 | 39.6

*Preliminary*
Fall to Spring Retention Rate for First-Time Full-Time Freshmen

- Fall 2006: 83.9%
- Fall 2007: 80.6%
- Fall 2008: 77.5%
- Fall 2009: 81.5%
- Fall 2010: 83.4%
- Fall 2011: 84.1%
- Fall 2012: 84.5%
- Fall 2013: 80.3%
- Fall 2014: 81.6%
- Fall 2015: 83.2%
- Fall 2016: 80.1%
- Fall 2017: 77.0%

*Preliminary
Three-year Graduation Rate of First-time Full-time Freshmen in Associate Degree Programs

Entering Cohort

- Fall 2005: 7.7%
- Fall 2006: 10.5%
- Fall 2007: 11.5%
- Fall 2008: 8.2%
- Fall 2009: 10.3%
- Fall 2010: 11.9%
- Fall 2011: 12.6%
- Fall 2012: 20.6%
- Fall 2013: 22.1%
- Fall 2014: 20.0%
- Fall 2015: 24.1%
- Fall 2016: 33.2%
- Fall 2017: 29.0%
- Fall 2018: 38.1%
- Fall 2019: 43.6%
- Fall 2020: 50.0%

N values:
- Fall 2005: 688
- Fall 2006: 731
- Fall 2007: 820
- Fall 2008: 1081
- Fall 2009: 1000
- Fall 2010: 1091
- Fall 2011: 805
- Fall 2012: 1100
- Fall 2013: 907
- Fall 2014: 976*
- Fall 2015: 900
- Fall 2016: 1030
- Fall 2017: -
- Fall 2018: -
- Fall 2019: -
Three-year Graduation Rate and Projected Three-year Graduation Rate for First-Time Full-Time Freshmen

Completion Agenda Defined

SP 11-16 Extension Year

2011-16 Strategic Plan

2017-2022 Strategic Plan

AY 07-08 (F05 Cohort)
AY 08-09 (F06 Cohort)
AY 09-10 (F07 Cohort)
AY 10-11 (F08 Cohort)
AY 11-12 (F09 Cohort)
AY 12-13 (F10 Cohort)
AY 13-14 (F11 Cohort)
AY 14-15 (F12 Cohort)
AY 15-16 (F13 Cohort)
AY 16-17 (F14 Cohort)
AY 17-18 (F15 Cohort)
AY 18-19 (F16 Cohort)
AY 19-20 (F17 Cohort)
AY 20-21 (F18 Cohort)
AY 21-22 (F19 Cohort)

AY 08-09
AY 09-10
AY 10-11
AY 11-12
AY 12-13
AY 13-14
AY 14-15
AY 15-16
AY 16-17
AY 17-18
AY 18-19
AY 19-20
AY 20-21
AY 21-22

7.7
10.5
11.5
8.2
10.3
11.9
12.6
20.6
22.1
50.0

Three-year Graduation Rate
Projected Three-year Graduation Rate

Completion Agenda Defined

2011-16 Strategic Plan

2017-2022 Strategic Plan

SP 11-16 Extension Year

AY 07-08 (F05 Cohort)
AY 08-09 (F06 Cohort)
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AY 11-12 (F09 Cohort)
AY 12-13 (F10 Cohort)
AY 13-14 (F11 Cohort)
AY 14-15 (F12 Cohort)
AY 15-16 (F13 Cohort)
AY 16-17 (F14 Cohort)
AY 17-18 (F15 Cohort)
AY 18-19 (F16 Cohort)
AY 19-20 (F17 Cohort)
AY 20-21 (F18 Cohort)
AY 21-22 (F19 Cohort)
FY 2019 College Budget Distribution by Major Purpose
FY 2019 College Budget Distribution by Major Purpose

- Instruction & Departmental Research and Academic Support Services * 58%
- Student Services ** 12%
- General Administration 7%
- General Institutional Services 11%
- M & O Plant *** 10%
- Technology Fee 2%

Includes Special Programs *
Includes College Discovery **
Includes Building Rentals ***
Christine Mangino, Ed.D.
Provost and Vice President for Academic Affairs
Strategic Plan and Operational Plan Update
2017/18 Operational Plan

• Pre-Enrollment:
  ➢ Priority: Create and share broadly a roadmap of “Entry to College” to help students and staff navigate the pathways more effectively.
  ➢ Create and share policies and processes to determine the best pathways for students, whether it is CUNYStart, College Discovery, ASAP, SSCU, or Academic Advisement.
  ➢ Develop an advisement webpage that provides processes and information for all students and advisors.
Hostos Community College Enrollment Flowchart

1. PRE-ENROLLMENT
   Student Cohorts
   - Central sends list of prospective students to Admissions
   - Students can apply through the Direct Admissions process also.

2. TESTING
   - Upon student commitment, Central will send a file to the Testing office.
   - Testing office will schedule students for exams via Hobsons.

3. COMMUNICATIONS
   Admitted student communications (sent in 3-day intervals)
   - Student commitment letter
   - Checklist
   - If testing required, notice sent.
   - Financial Aid general information
   - Student Health Center immunizations requirements
   - New Student Orientation email
   - Bursar Payment Plan email

4. NEW STUDENT ORIENTATION
   Students are invited to a co-facilitated SSCU and ASAP orientation.
   - SSCU Coach and ASAP advisor co-facilitate the orientation session
   - After orientation, SSCU and ASAP conduct their individualized advisement with their respective students
   - Students who do not commit to ASAP are referred to the SSCU

5. ENROLLMENT
   Student is registered for classes.

Enrollment Flowchart Objectives:
- Accelerate time from application to registration
- Streamline communication within the enrollment and advisement departments.
- Ensure clear and concise communication with entering students
2017-18 Operational Plan

Priority: Create a degree map for all degree programs.

2-year and 2 ½ year maps will be created for each degree outlining the sequence of courses.
# Academic Degree Map

## Early Childhood Education - Concentration: Bilingual

### Associate of Applied Science

#### Course: ENL 110: Expository Writing
- **Credits:** 3
- **Completed:**

#### Course: MAT 103 OR HIGHER: Introduction to College Mathematics OR Higher
- **Credits:** 3
- **Completed:**

#### Course: PST 101: General Psychology
- **Credits:** 3
- **Completed:**

#### Course: EDU 101: Foundations of Education*
- **Credits:** 3
- **Completed:**

#### Course: HLT 103: Interpersonal Relations & Teamwork.
- **Credits:** 3
- **Completed:**

**Total Credits: 15**

#### Course: ENGL 111: Literature and Composition I
- **Credits:** 3
- **Completed:**

#### Course: EDU 120: Teaching in the Multicultural/Multilingual Classroom **
- **Credits:** 3
- **Completed:**

#### Course: HIS 210 OR 211: United States History Through the Civil War OR
- **Credits:** 3
- **Completed:**

**Required Common Core: Life and Physical Sciences Major**
- **Credits:** 3-4
- **Completed:**

#### Course: EDU 116: Child Development**
- **Credits:** 3
- **Completed:**

**Total Credits: 15** - 18

#### Course: HLT 111: Health and the Young Child
- **Credits:** 3
- **Completed:**

#### Course: EDU 131: Language Arts in a Bilingual Classroom
- **Credits:** 3
- **Completed:**

#### Course: FREN, ITA, OR SPA: Modern Language course
- **Credits:** 3-4
- **Completed:**

#### Course: EDU 190: Introduction to Special Education**
- **Credits:** 3
- **Completed:**

#### Course: PSY 111: An Introduction to Psychological Science course
- **Credits:** 1
- **Completed:**

**SUB-TOTAL: 13 - 14**

#### Course: EDU 107 OR 108: Creative Arts for Young Children OR Music and Movement
- **Credits:** 3
- **Completed:**

#### Course: EDU 113: Field Experience in Early Childhood Education 1
- **Credits:** 3
- **Completed:**

#### Course: EDU 111: Science and Mathematics for Young Children
- **Credits:** 3
- **Completed:**

#### Course: EDU 130: Social Studies in a Bilingual Classroom
- **Credits:** 3
- **Completed:**

**Electives:** As needed to fulfill 60-credit graduation requirements
- **Credits:** 3-4
- **Completed:**

**Total Credits: 15 - 16**

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**You've FINISHED!**

**Total Credits: 60**

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**Notes:**

- **Total Credits:** 60
- **Requirements:**
  - ENG 110, 120, and 130
  - MAT 103 or Higher
  - PST 101
  - EDU 101
  - HLT 103
  - ENGL 111
  - EDU 120
  - HIS 210 or 211
  - Required Common Core: Life and Physical Sciences Major
  - EDU 116
  - HLT 111
  - EDU 131
  - FREN, ITA, OR SPA
  - EDU 190
  - PSY 111
  - EDU 107 or 108
  - EDU 113
  - EDU 111
  - EDU 130
  - Electives

**Total Credits:** 60

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**HISTOS COMMUNITY COLLEGE / 150 GRAND CONCOURSE, BROOKLYN, NY 11201**

www.hostos.cuny.edu/education/
**Hostos’ 2018-2019 College-Wide Operational Plan**

**Objectives**
- Evaluate and refine the *Enrollment Plan* and increase percentage of first-time freshmen who file FAFSA by July 1st to 61%, and advance at least 33% of entering dev ed freshmen by one level.
- Develop an evidence-driven, coordinated plan to radically increase *retention* for first-time, full-time freshmen to 76%* and increases the percentage of students who accumulate 20+ credits in Y1 to 37.5%*.

*Annualized Strategic Plan indicators

**Activities**

<table>
<thead>
<tr>
<th>Create Clear Paths from Enrollment to Completion:</th>
<th>Succeed@Hostos:</th>
<th>Create a Student First Environment:</th>
<th>Help Students on Probation:</th>
<th>Communicate Effectively with Students:</th>
<th>Use Evidence-Based Decision Making:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Outcomes</strong></td>
<td></td>
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<tr>
<td>100% of first-time, full-time freshmen will use degree maps when meeting with advisors to discuss academic goals.</td>
<td>50% of faculty will use Succeed@Hostos to alert advisors about students’ academic progress. 90% of advisors will respond to an early alert by meeting with the student to discuss academic progress.</td>
<td>Strategically use staff training and technology to ensure we are accessible, accurate and supportive in all engagements with students and the community.</td>
<td>SDEM and OAA will coordinate a pilot effort to intentionally intervene and help students recover from academic probation. Results will be used to rollout efforts to all students on academic probation.</td>
<td>Develop proactive, coordinated messaging to students that guides their successful progress and tracks their responsiveness.</td>
<td>Foster a culture of practice that supports the use of data and assessment to inform our work.</td>
</tr>
<tr>
<td>50% of faculty will refer to degree maps when talking to students about progress in their respective programs of study in AY18 (and 100% in AY19).</td>
<td>OAA, SDEM and other appropriate divisions/units will coordinate efforts to increase awareness and use of Succeed@Hostos among faculty, staff and students.</td>
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**Alignment with 2017-2022 Strategic Plan & Mission**

<table>
<thead>
<tr>
<th>Phases</th>
<th>Indicator of Success</th>
<th>CCC Inputs (cross-cutting commitments)</th>
<th>Mission Alignment</th>
</tr>
</thead>
</table>
| Phases 1 & 2 | - Increase percentage of first-time freshmen who file FAFSA by July 1st to 61% (baseline is 59%, as of July 1, 2018).  
- Advance at least 33% of entering dev ed freshmen by one level (Baseline: 83%).  
- Increase first-time, full-time retention to at least 85% (Baseline: 68%).  
- Increase the percentage of students who accumulate 20+ credits in Y1 to 37.5% (Baseline: 27.4%). | Assessment, communication, community engagement, professional development, systems alignment. | Access to higher education  
Socio-economic mobility  
English & math skills development |
Momentum Campaign

• English and Mathematics gateway course completion
• Degree maps
• Credits earned per year
### Gateway Courses

<table>
<thead>
<tr>
<th></th>
<th>Pass English Comp in 1\textsuperscript{st} year</th>
<th>Pass a college-level Math class in 1\textsuperscript{st} year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015 cohort</td>
<td>62.1%</td>
<td>32.5%</td>
</tr>
<tr>
<td>Fall 2017 cohort</td>
<td>70%</td>
<td>40%</td>
</tr>
<tr>
<td>Fall 2018 cohort</td>
<td>80%</td>
<td>55%</td>
</tr>
<tr>
<td>Fall 2019 cohort</td>
<td>85%</td>
<td>60%</td>
</tr>
</tbody>
</table>
Degree Maps

All 2 year maps are completed and online
Working on 2 ½ year maps that include developmental courses
## Credit Accumulation

Goals for 30 credits and goals for 20 credits

<table>
<thead>
<tr>
<th></th>
<th>20 Credits</th>
<th>30 Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>33.3%</td>
<td>5.8%</td>
</tr>
<tr>
<td>Fall 2017 cohort</td>
<td>45%</td>
<td>8%</td>
</tr>
<tr>
<td>Fall 2018 cohort</td>
<td>55%</td>
<td>15%</td>
</tr>
<tr>
<td>Fall 2019 cohort</td>
<td>60%</td>
<td>25%</td>
</tr>
</tbody>
</table>
SPECIAL THANKS TO OUR SENIOR LEADERSHIP COUNCIL (SLC)
PRESIDENT’S CABINET

CHRISTINE MANGINO
Provost and Vice President for Academic Affairs

ESTHER RODRÍGUEZ-CHARDAVOYNE
Senior Vice President for Administration and Finance

NATHANIEL CRUZ
Vice President for Student Development and Enrollment Management

CARLOS MOLINA
Vice President for Continuing Education and Workforce Development

ANA MARTÍNEZ ORIZONDO
Vice President for Institutional Advancement

EUGENE SOHN
Executive Counsel and Labor Designee

DOLLY MARTÍNEZ
Assistant Vice President for College Affairs and Deputy to the President

LAUREN GRETINA
Chief Diversity Officer and Title IX Coordinator

JOSHUA M. RIVERA
Director of Governmental and External Relations

BABETTE AUDANT
Assistant Dean for Institutional Effectiveness, Strategic Planning and Assessment
Thank you!

David Gómez, Ed.D.
President