

Recruitment and Retention of Latinx Graduate Students: Lessons from HSIs

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WAGS Workshop: Monday, March 9, 2020

Background

Notwithstanding decades of programs designed to boost the enrollment of Latinx and other underrepresented groups in graduate programs, the proportion of Latinx students enrolled in graduate programs remains low. During this same period Latinx enrollment in undergraduate programs has expanded substantially. That growth has occurred disproportionately at Hispanic Serving Institutions. The role of HSIs in graduate education, however, has remained largely unexamined.

Perspective:

- Research project undertaken at CGS by Dr. JoAnn Canales
- The development of graduate education at UTEP where Chuck Ambler was Dean until 2019

Format:

Overview: 20 minutes

Breakout discussions: 25 minutes

Summary discussion: 10 minutes

Issues for break-out discussion:

Graduate Enrollment: Domestic Students 2017

White	1.6 million	63.3%
Black	365,000	14.2%
Hispanic	275,000	10.7%
Asian/Pac. Islander	214,000	8.3%

2018: Hispanic population 25+ yrs: 4.1% have a master's degree vs. 9.5% of whites.

Although the grow of the Latinx population is slowing, Latinx make up the fastest growing segment of youth (college and graduate school age) population. Data show that Latinx rates of educational attainment at each level are low.

Hispanic-Serving Institutions: A critical Pipeline to graduate School for Latinx Students

JoAnn Canales, PhD, Dean-in-Residence

Council of Graduate Schools, 2018-2019

Project undertaken with the participation of David Ortiz PhD., Senior VP at HACU

Research Program:

Initial focus groups at CGS and HACU meetings

Analysis of most recent data (2017) from NCES and IPEDS

Surveys from HSIs that have graduate programs and follow-up phone interviews with a smaller group of institutions

- **More than 200 HSIs that offer graduate programs (out of a total of approximately 525)**
- **41% of Latinx graduate students are enrolled in graduate school at HSIs**

Project Issues and Findings

- **HSI designation is based on undergraduate enrollment (25% Hispanic)**
- **Many of the HSIs with large graduate enrollment are highly diverse institutions**
- **HSIs that offer graduate programs include leading research universities and predominantly master's institutions**
- **Latinx populations are diverse and differentiated and that is reflected in the institutions**

Project Observations:

- Latinx remain highly underrepresented at the graduate level, especially the PhD but also master's and professional degrees
- The proportion of Latinx college graduates attending graduate school is significantly lower than for white students
- The number of HSIs offering graduate programs has more than doubled in the last **two** decades
- The HSI designation is not necessarily reflected in degree of attention paid to Latinx graduate students
- Latinx faculty and administrators are often underrepresented at HSIs
- HSIs do not necessarily focus recruitment and retention strategies on Latinx students



Graduate Enrollment

- 25,000 total enrollment, approx. 15% graduate
- Total enrollment: approx. 3,700 25% doctoral
- International = 15%
- Domestic graduate enrollment = 72% Latinx (PhD 40-50%)

Total undergraduate enrollment 85% Mexican American

UTEP Programming

- Broad university commitment to substantial Latinx enrollment and graduation in all doctoral programs, but
- Little programming focused specifically on retention of Latinx graduate students
- Little programming aimed at developing faculty awareness of issues and needs of Latinx graduate students

Top producers of Hispanic STEM master's and doctoral degrees

Excellencia in Education, 2015

Institution	State	HSI	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
Florida International University	FL	*	305	115	38
The University of Texas at El Paso	TX	*	203	93	46
University of Southern California	CA		1,745	86	5
Johns Hopkins University	MD		1,470	80	5
University of South Florida-Main	FL		636	75	12

Institution	State	HSI	Total Degrees Awarded	Total Degrees: Hispanics	% Total Degrees: Hispanics
Stanford University	CA		569	28	5
University of California-Berkeley	CA		515	26	5
The University of Texas at El Paso	TX	*	50	23	46
University of California-Davis	CA		399	19	5
University of California-Irvine	CA		286	18	6

Top Baccalaureate-origin Institutions of Hispanic U.S. Citizen and Permanent Resident Doctorate Recipients, and Percent with S&E Doctorates in the 50 States: 2014

	Hispanic Doctorate Recipients, All Doctoral Fields	Hispanic Doctorate Recipients, S&E Doctoral Fields	Percent S&E Field
University of Texas at El Paso	52	37	71.2
University of Texas at Austin	43	26	60.5
University of Florida	42	32	76.2
University of California, Los Angeles	36	24	66.7
University of California, Berkeley	34	23	67.6
Florida International University	32	26	81.3
University of New Mexico, Albuquerque	27	15	55.6
Texas A&M University, College Station	23	19	82.6
University of California, San Diego	23	18	78.3

Percentage of Doctoral Students With UTEP Undergraduate Degrees (Fall 2008 - Fall 2017)

	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Ph.D.	31%	36%	36%	36%	36%	37%	39%	38%	38%	36%
Professional Doctorate	49%	58%	58%	49%	46%	50%	51%	49%	48%	50%

Breakout group discussion:

- Why have the participation rates for Latinx graduate students continued to lag substantially?
- What are the promising practices on your campus, or that you are aware of, re Latinx graduate student recruitment and retention?
- What role will systemic initiatives, e.g. NSF INCLUDES, on expanding Latinx participation?
- Would or should HSI strategies for recruitment and retention of Latinx students differ substantially from those of other universities?

This one is required:

- If research was undertaken on Latinx students in graduate school, what questions do you think it is most important to address?