

UCI as a Hispanic Thriving Campus:
Report of the Administrative Work Group on Campus
Designation as a Hispanic-Serving Institution

Douglas M. Haynes, Ph.D.
Vice Provost for Academic Equity, Diversity, and Inclusion

To: Enrique Lavernia
Provost and Executive Vice Chancellor

From: Douglas Haynes
Vice Provost for Academic Equity, Diversity and Inclusion

Date: 25 April 2016

Subj: *UCI as a Hispanic Thriving Campus: A Report of the Administrative Work Group on Campus Designation as a Hispanic Serving Institution*

UCI is rapidly closing in on its milestone to become a Hispanic Serving Institution (HSI). Latinos now comprise 24.8% of the undergraduate population with the 25% threshold within sight. Based on enrollment projections for the spring, the campus should cross this threshold and be poised to apply for HSI eligibility in 2017. This milestone reflects UCI's enduring role as a public land-grant research university, proudly serving the residents of Orange County and the state of California. As noted in the 2016 UCI strategic plan entitled *Bright Past. Brilliant Future.*, HSI designation aligns with the campus aspiration to be a national leader and global model of inclusive excellence. Indeed, earlier this year the U.S. Department of Education designated UCI as a Minority Serving Institution under the category of Asian American and Native American Pacific Islander category.

For a year, the administrative workgroup on campus HSI designation has been engaged in understanding who are our Latinos students, how the campus is serving them, and how UCI can improve. (We discuss our findings below.) Based on Latino student enrollment, success, and satisfaction metrics, UCI is without question in all but name a Hispanic serving campus. This momentum clearly presents the campus with the opportunity to distinguish UCI as a Hispanic Thriving institution among all 62 member campuses of the prestigious American Association of Universities (AAU).

To this end, UCI will:

- broaden participation in the UCI educational experience among under-served populations, including low-income, first generation, undocumented communities
- advance student success and excellence in academic programs
- foster and fortify a climate of inclusion where the cultural capital of underserved and under-represented populations is affirmed and valued
- increase participation in graduate education to diversify the professoriate and the innovation workforce of the future
- promote career readiness and equip students to become life-long learners through campus- and alumni-based programing and support
- actively engage alumni and other members of under-served communities to serve in volunteer leadership roles.

To fulfill this institutional ambition, the workgroup has provided 12 recommendations at the conclusion of the report. These recommendations implicate several campus units, comprising curricular and co-curricular domains and beyond. They range from academic programs, the divisions of graduate education, student affairs and undergraduate education, to advancement and alumnae affairs.

UCI as a Hispanic Thriving Campus: A Report of the Administrative Work Group on Campus Designation as a Hispanic Serving Institution¹

In January 2015, the Vice Provost for Academic Equity, Diversity and Inclusion Douglas Haynes convened an administrative work group to prepare the campus for designation as a Hispanic Serving Institution. The workgroup included representatives from academic planning, the principal curricular and co-curricular divisions (student affairs and undergraduate education, graduate division) as well as advancement, alumnae affairs and institutional research. (See Appendix I.) During a year-long period, the work group explored three principal questions. These are:

1. Who are our Latino undergraduates?
2. Is the campus serving them well?
3. How can we improve?

In exploring these questions the workgroup benefited from information and presentations from offices, programs and units for outreach and access, transition and support, and enrichment. (See Appendix II.) The answers to these questions offer encouragement as well as areas that require more attention.

1. UCI Latino students represent some of California's most talented and promising public high school graduates

The current enrollment of Latinos (24.8%) represents a doubling of their proportion of undergraduates over a decade. This impressive growth reflects the aspirations, dedication, and achievement of Latino students, families and communities. The 2014 cohort--comprised of freshman and transfer students--bears this out. They are California residents, chiefly from Los Angeles, Orange and San Diego counties. The vast majority graduated from public high schools with Academic Performance Index (API) scores distributed among the upper and lower tiers. Eighty-two percent of Latino freshmen and 74% of Latino transfer students are first in their family to attend college or university. Sixty-six percent of first time students and 44% of transfer Latino students are from low-income families. Thirty-three percent of both groups are from non-English speaking households. Eighty-four percent of freshmen and 30% of transfer students live in campus residential communities.

¹ The Office of Institutional Research provided all data unless otherwise noted.

2. Latino students are succeeding at UCI

Student Success

The retention rates for Latinos for first- through third-year are close to the campus average of non-Hispanic students: lagging by 1.5% (2013 Cohort), 4.7% (2013 Cohort) and 7.3% (2012 Cohort). This trend is true for the 4- and 6-year graduate rate where there is a 14.9% (2010 Cohort) and 5.4% (2008 Cohort) difference. (See Table 1 below.) At the same-time, their 4-year graduate rate for the 2006-2010 Cohorts exceeds that of UC AAU campuses and other public AAU campuses. The 6-year graduation rate exceeds these campuses as well.

Table 1
Retention and Graduation

	Most Recent Cohort Year	Hispanic	Non-Hispanic	Gap
First Fall-Spring Retention	2013	96.6%	98.1%	1.5%
2 nd Year Retention	2013	88.7%	93.4%	4.7%
3 rd Year Retention	2012	80.6%	87.9%	7.3%
4 th Year Graduation	2010	59.1%	74.0%	14.9%
6 th Year Graduation	2008	81.9%	87.3%	5.4%
Time to Degree (TTD)	2013-14 (graduating cohort)	12.8	12.6	0.2

Further, several UCI academic programs are among *Diverse* magazine's top 100 in producing Latino undergraduate and graduate degree recipients. (See Table 2 below.)

Table 2
2015 Top 100 Degree Producers: Baccalaureate
National Ranking in Parenthesis

- School of Social Sciences (12)
- School of Social Ecology (14)
- School of Physical Sciences (16)
- Ayala School of Biological Science (20)
- Bren School (Statistics) (22)
- Samueli School of Engineering (23)
- School of Humanities (Philosophy, 31), (English, 38); (Foreign Languages, 25)
- Claire Trevor School of the Arts (39).

2015 Top 100 Degree Producers: Masters National Ranking in Parenthesis

- Ayala School of Biological Sciences (27)
- School of Social Sciences (15)
- School of Humanities (History, 16)
- Ayala School of Biological Sciences (Biological and Biomedical Sciences, 27)
- School of Medicine (34)
- Claire Trevor School of the Arts (Visual and Performing Arts, 46).

Student Satisfaction

In the 2014 senior survey Latinos reported high rates of satisfaction. When asked if they would attend UCI again, 65% indicated that UCI would be their first choice. (Only 36% reported that UCI was their first choice when they originally applied for admissions.) Ninety percent reported that they would recommend UCI to a friend or relative. In response to the costs of attending UCI, a majority of Latino seniors responded that their education was worth it. This response is noteworthy given the fact that Latinos graduated with comparatively higher debt from loans—particularly in the \$1-\$39,000 range (what is the mean/medium) —while a much lower percentage graduate with no debt than non-Hispanic seniors.

Campus and Academic School Support for Prospective and Continuing Students

The Division of Student Affairs (DSA) and the Division of Undergraduate Education (DUE) together with the academic schools provide a broad range of programs for all undergraduates. They span from admissions and orientation, transition and support, to research opportunities and graduate school preparation. The Center for Educational Partnerships oversees a broad range of programs that promote collaboration with community partners in support of student preparation and success in higher education (see Appendix III). There are a limited number of system-wide and campus-supported programs that are customized for Latino students or families. Such programs benefit from staff personnel who possess Spanish language skills and/or specific cultural competencies--over and above the requirements for their positions. These competencies foster trust and credibility among Latino students and/or families.

These programs include:

- Spanish Language Student Parent Orientation Program (DUE)
- Spanish Language Financial Aid Workshops (Financial Aid, DSA)
- Chican@/Latin@ Leadership Program (Cross Cultural Center, DSA)
- Casa César Chávez House/La Casa Nuestra (Housing, DSA)
- Dreamers Center (Center for Educational Partnership, DSA)
- La Familia (LGBTRC/MEChA, SA)
- Estamos Unidos Support (Counseling Center, DSA).

Latinos participate in signature high impact programs as well. With the exception of the Campus-wide Honors Program (CHP), their participation is at rates that meet or exceed their proportion of the student population. (See Table 3 below.)

Table 3: High Impact Program Participation

	Non-Hispanic Participation Rate	Hispanic Student Participation Rate
Undergraduate Research Opportunities Program (UROP)	81%	19%
UC Washington DC (UCDC)	64%	36%
Education Abroad Program (EAP)	78%	22%
Undecided/Undeclared Advising (UU)	61.2%	38.8%
Campus Honors Program (CHP)	91.6%	8.4% (Source: DUE)
Scholarship Opportunities Program (SOP)	Approximately five per year	At least one per year/ last five years

The academic schools complement these programs (see Appendix IV). Among STEM schools, the Ayala School of Biological Sciences mounts the most extensive array of programs that spans the entire pipeline of student achievement, from K-12, undergraduates to graduate students. The Henry Samueli School of Engineering organizes their K-12 and community college outreach and enrichment efforts through the Office of Access and Inclusion. (The Donald Bren School of Information and Computer Science shares this office with the Samueli School.) The School of Physical Sciences sponsors the Undergraduate Mentoring Program that connects students with professionals to explore career opportunities. The School of Social Sciences supports Global Connect (high school enrichment), HABLA, (Latino focused increase school readiness for disadvantaged pre-school age children) and Jumpstart (connecting undergraduate with supporting the mission of Head Start). It is the only school with a Cultural Competency certificate program for undergraduates. The school launched the Economics Learning Center in 2014-2015 to provide targeted academic support for undergraduate majors. The Academic Resource Center assists current students. The School of Social Ecology sponsors Access which assists new students to maximize their first year experience. The School of Humanities Out There (HOT) is the school's signature program that advances college readiness by having undergraduates tutor high school students.

Moreover, there are 26 registered Latino student organizations on campus (see Appendix V). These organizations span undergraduate and graduate students, field and career interests, to cultural orientations that celebrate the rich diversity of Latino identities. These student-led organizations engage in a number of activities in support of community outreach and admissions, transition and support, and coordinating internship and graduate school preparation information. The UCI Chicano/Latino Alumni Network is being developed to create connections between alumnus and UCI while building bridges between the community and the campus. For the past two years, the campus has co-sponsored a Chicano/Latino Luncheon during Homecoming.

3. Recognizing and Validating the Cultural Capital of Latinos at UCI

Excellence and Leadership

Latinos have played and continue to play valuable roles in the transformation of UCI into a globally preeminent public research university. UCI Enrique Lavernia is the first Latino to serve as chief academic officer of the campus. A Distinguished Professor of Material Sciences and Engineering, Provost Lavernia launched his career at UCI as an assistant professor in material sciences and engineering two decades ago, rising to Chancellor's professor and chairing the department. Among his many distinctions are election to the National Academy of Engineering, recognition as Scientist of the Year by the Society for the Advancement of Chicanos and Native Americans (SACNACS), and induction into the National Hispanic Engineering Achievement Award (HENAAC) Hall of Fame. Distinguished Professor of History and Chicano/Latino Studies Vicki Ruiz chairs the department. She led the history department (2005-2007) and later served as dean of the School of Humanities (2008-2012). She has received many awards for her pioneering scholarship, including the 2015 National Humanities Medal, election to the American Academy of Arts and Sciences, and the UCI Lauds and Laurels Distinguished Faculty Achievement Award.

Professor Francisco Ayala holds the exceptional distinction of being a University of California Professor for his many contributions to ecology and evolutionary biology. In 2001 he was awarded the National Medal of Science (2001). During his career he served as president of the American Association for the Advancement of Science; and was elected to the National Academy of Sciences and the Academy of the Arts and Sciences and a member in several foreign national academies. He too has received major prizes for research, the SACNACS Distinguished Scientist Award, (1998), and advocacy on behalf of the faith and science (Templeton Prize, 2010). A renowned expert on immigration, Rubén G. Rumbaut is a Distinguished Professor of Sociology. Among his many distinguished include election to the American Academy of Arts and Sciences and National Academy of Education as well as Distinguished Career Award and the Best Book prize from the American Sociological Association. A Professor of Art and Graduate Studies at the Claire Trevor School of the Arts, Daniel Martinez is a Bren Professor, a distinction reserved for exceptional faculty in the

school. Professor Martinez is an innovative artist whose works have been exhibited at leading venues in the United States including the Whitney Museum of American Art, Armory Center for the Arts, and the Los Angeles County Museum of Art. His work was on display at the United States pavilion at the 10th International Cairo (2006) and the 12th International Biennale (2011). Nohema Fernandez, a Professor of Music and an internationally recognized pianist, served as dean of the Claire Trevor School of Arts, from 2003 to 2008.

Latino faculty have contributed enormously to the development of new fields of study, academic programs, training future scholars in a broad range of fields, and building enduring connections with the community. Among these representative faculty listed below include first emeriti, tenured, then tenure track faculty. They include emeriti professors Raul Fernandez (Chicano/Latino Studies), Gilbert Gonzalez (Chicano/Latino Studies), and James Vigil (Criminology, Law and Society); tenured full and associate professors Lonnie Alcaraz (Drama), Luis Avilés (Spanish), Adriana Briscoe (Ecology and Evolutionary Biology), Daniel Gary Busby (Drama), Jorge Busciglio (Neurobiology and Behavior), Alejandro Camacho (Law), Dennis Castellano (Drama), Jeanett Castellanos (Social Policy and Public Service), Jennifer Chacón (Law), Leo Chavez (Anthropology), Belinda Campos (Chicano/Latino Studies), Karina Cramer (Neurobiology and Behavior), Anita Casavantes Bradford (Chicano/Latino Studies & History), Susana Cohen-Cory (Neurobiology and Behavior), Gilverto Conchas (Education), Cynthia Feliciano (Chicano/Latino Studies & Sociology), Manuel Gamero Castano (Mechanical and Aerospace Engineering), Ivette Hernandez-Torres (Spanish), Rodrigo Lazo (English), Horacio Legras (Spanish), Viviana Mahieux (Spanish), Michael Montoya (Anthropology), Alejandro Morales (Chicano/Latino Studies), Gonzalo Navajas (Spanish), Gerardo Okhuysen (Business), Ana Rosas (Chicano/Latino Studies & History), Jacobo Sefami (Spanish), Caesar Sereseres (Political Science), Rodolfo Torres (Planning, Policy and Design), Luis Villarreal (Molecular Biology and Biochemistry), Marcelo Wood (Neurobiology and Behavior), and Albert Zlotnik (Medicine); and tenure track assistant professors Nancy Maria Aguilar-Roca (Ecology and Evolutionary Biology), Donovan German (Ecology and Evolutionary Biology), Laura Enriquez (Chicano/Latino Studies), Glenda Flores (Chicano/Latino Studies), Maria Massimelli (Molecular Biology and Biochemistry), Santiago Morales-Rivera (Spanish), Maria Rendon (Planning, Policy and Design), Maria Rosales Rueda (Education), Julio Torres (Spanish), and Michael Yassa (Neurobiology and Behavior).

The Chief of the UCI Police Department is Jorge Cisneros. Chief Cisneros commenced his tenure as chief in January 2016. Dr. Manuel Gomez served with distinction as Vice Chancellor for Student Affairs (2005-2010), capping nearly 40 years of service to UCI. Among his many lasting contributions include the establishment of the first XIV Dalai Lama Endowed Scholarship program in the United States, co-founding the UC-wide Silk Road to the Future Program, and providing instrumental sponsorship for the UCI Olive Tree Initiative. In 2011 he received the UCI Medical, the highest award bestowed by the campus. Dr. Juan Francisco Lara was Assistant Vice Chancellor of Enrollment Services at UC Irvine. During his tenure he was the

founding executive director of the UCI Center for Educational Partnerships. He served on the Compton, Santa Ana and Pasadena Community College Foundation Boards, and was Chair of the Orange County United Way Education Impact Council. He was a founding board member for the Hispanic Education Endowment Fund (HEEF), Sage Hill School, and the El Sol Science and Arts Academy.

Furthermore, the legacy and contributions of Latino faculty and administrators have been recognized in buildings and scholarships. In 2014, the School of Biological Sciences was named in honor of Francisco Ayala School. In 2010 the Science Library was renamed the Ayala Science Library. A colloquium room in the Humanities Gateway Building is named after former Vice Chancellor for Student Affairs Dr. Manuel Gomez. The Jeff Garcilazo seminar room housed in the Department of Chicano/Latino Studies in the School of Social Sciences honors a respected professor of Chicano/Latino Studies and history. The campus has established endowments and scholarships in the names of Distinguished Professor Vicki Ruiz and former Vice Chancellor Manuel Gomez in recognition of their tireless efforts to advance student success.

Finally, Latino alumni continue to participate in the development of a culture of Anteaters for life. Latino Alumni/ae have been honored at the UCI Alumni Association's Lauds and Laurels program, including Roy Delgado (Distinguished Alumni Ecology, 2015), Nadia Bermudez (Distinguished Alumna Social Sciences, 2012), Everardo Stanton (Distinguished Alumnus Humanities, 2012), Hector Tobar (Distinguished Alumnus Humanities, 2011), Daisy Verduzco Reyes (Distinguished Alumna Social Sciences, 2010) John Tracy (Distinguished Alumnus Engineering, 2009), Roberto Gonzales (Distinguished Alumnus Social Sciences, 2008), and David Marrero (Distinguished Alumnus Social Ecology, 2006). Latino Alumni/ae have also served on the board of directors of the UCIAA. Among board presidents include Salvador Sarmiento (2009-11), Bernadette Strobel-Lopez (2003-04), and Maria Zempoalteca (1995-00). (See Appendix VI for a List of Outstanding Latino Alumni/Alumnae.)

Outreach: Locally and Nationally

The campus supports and/or participates in a broad range of local and national outreach organizations to grow participation in UCI academic programs as well as to support student success, career readiness and graduate school participation, and alumni and community engagement. In June 2014, the generous \$9.5 million gift from the Stacey Nicolas Opus' Foundation to the Henry Samueli School of Engineering, includes undergraduate scholarships and graduate fellowships for students from under-represented populations. The Opus gift also supports K-12 and community college outreach and promotes project-based learning through the Academic Innovation and Research in Engineering Program. As part of the Partnership for Santa, Chancellor Howard Gillman committed \$1,000,000 to support scholarships for eligible graduates of Santa Ana Unified Schools who enroll as UCI freshman or transfer from Santa Ana College. (The Santa Ana Partnership includes

UCI, California State University-Fullerton and Santa Ana College.) School of Education faculty are engaged in extensive research to support student success among Latinos. Some representative National Science Foundation funded projects include “Hispanics in the Pipeline: Foundations of Persistence from Middle School to STEM Careers” (PI: Associate Professor Anne-Marie Conley) and “Understanding how mothers and older youths in the family motivate Mexican-origin adolescents to pursue physical science in high school.”

Locally, UCI partners with the Hispanic Education Endowment Fund (HEEF) and the Orange County Hispanic Chamber of Commerce. Nationally, UCI is a member of the Commission for Access, Diversity and Excellence of the Association of Public University; Hispanic Association of Colleges and Universities (HACU) and the American Association of Hispanics in Higher Education; participates and serves as a partner for the Great Minds in STEM. UCI faculty and students participate in the annual meetings of the Society for the Advancement of Chicanos and Native Americans in Science (SACNACS), Latinos in Science and Engineering (MAES), Society for Hispanic Professional Engineers (SHPE), and Compact for Faculty Diversity.

Broadening Participation: Graduate and Professional Education

UCI is actively engaged in broadening participation in graduate and professional education. UCI is home to UC-Cuba a Multi-Campus Research Group on Cuba. In 2004, the School of Medicine piloted the Primary Care for the Latino Community (Prime-LC) for the UC-system, which has since been adopted by the remaining four medical schools at the Davis, San Francisco, Los Angeles and San Diego campuses. This five-year dual degree program educates medical students to deliver culturally and linguistically competent health care in under-served communities. Founded in 2008, UCI Law School mounts community programs that are designed to grow the pipeline of future law professionals, spanning Saturday Academy of Law for 9th graders, Pre-Law Outreach Program for undergraduates contemplating a legal career, to a dedicated immigration law clinic where supervised law students assist low income immigrants in the region.

Beginning in 2015, the California State University Long Beach partnered with UCI and the University of Southern California on a National Institute of Health Building Infrastructure Leading to Diversity (BUILD). The purpose of the grant is to increase the pipeline of underrepresented minorities in biomedical research. In order to fulfill this goal, CSULB partnered with two research intensive institutions to increase faculty research collaborations and enhance research training of participating students. The UC Irvine Graduate Division hosts annual field-trips for BUILD students to introduce them to our graduate programs and is providing BUILD students with opportunities to gain additional research training through the Summer Research Program (SRP), which provides participants with graduate preparation and a faculty mentored research experience. Through SRP, we hope to build a pipeline of BUILD students applying to doctoral programs at UC Irvine.

Future plans for the partnership include pairing BUILD students with a primary research mentor at UC Irvine and developing research collaborations with faculty at both institutions.

The Graduate Division launched the Diverse Educational Community and Doctoral Experience with a grant from the US Department of Education in 2011. Led by Vice Provost for Graduate Education Frances Leslie, the purpose of DECADE is to increase the participation and degree completion among under-represented racial and ethnic populations as well as women in designated STEM program. The centerpiece of this national demonstration project is a corps of dedicated faculty graduate program DECADE mentors who serve as champions for inclusive excellence. These mentors work in partnership with graduate students to promote an inclusive culture for graduate education at the school- and campus level. In fall 2105 Provost Lavernia institutionalized the DECADE Faculty Mentors Program, which is housed in the Office of Inclusive Excellence. Currently, there are 40 faculty mentors across STEM and Non-STEM doctoral programs. Finally, the division oversees the UC Leadership Excellence through Advanced Degrees (LEADS). Among the objectives of UC LEADS is to broaden participation in research for sophomore (or juniors intending a fifth year) science majors from educationally or economically disadvantaged populations. This program provides research opportunities together with mentoring and graduate school preparation.

Recommendations for UCI to Become a Hispanic Thriving Campus

UCI is a demonstrably Latino serving—rather than enrolling—campus. There are still areas that call for more attention to ensure that Latinos continue to thrive at UCI. These are detailed below under the following categories: student success, campus and school support, and promoting the cultural capital of Latinos.

Student Success: Retention within initial major and migration to new major is variable across academic schools.

For students who entered as freshmen in 2010 and graduated in 2014, Latinos were retained within their original schools at lower rates at year one and two, and had lower rates of degree attainment from original school within four years. Differential graduation from entering school was particularly significant among STEM majors. Table 4 below shows the percentage of students who graduated from their entering school within four years:

Table 4: Students Finishing Their Majors in Initial School

School	Latinos	Non-Latinos	Transfer Latinos	Transfer	Total Latino
--------	---------	-------------	------------------	----------	--------------

				Non-Latinos	Majors Graduates
Public Health	9%	50.6%	80.0%	38.5%	15
ICS	20%	49.3%	20.0%	33.7%	23
Biological Sciences	24.1%	41.8%	39.4%	51.0%	171
Engineering	31.5%	42.4%	10.0%	7.6%	130
Physical Sciences	32.7%	42.5%	25.0%	51.7%	58

Large percentages of Latinos left UCI in their first and second year (year one-11.7%, year two-16.1%.) After 4 years, 19.8% of Latinos and 11.6% of non-Latinos left UCI without obtaining a degree. For both Latinos and non-Latinos, when bachelor’s degrees were attained for schools other than initial school, they were most often attained from Social Sciences and Social Ecology then Public Health; for non-Latinos, Social Sciences was followed by Public Health then Social Ecology. These trends call for greater attention to student success.

Recommendations:

1. Intensify campus capacity for understanding student success, piloting strategies for improving learning, and equipping faculty and graduate teaching assistants to deploy high impact practices for diverse learners. Continue building Alumni involvement in K-12 outreach as well as mentoring for first year students. Particular attention should be given to first generation, non-native speakers, low income and undocumented students.
2. Elevate the weight of faculty contributions to access, equity and diversity in the personnel review process. In fall 2015 Provost Lavernia disseminated guidelines for faculty to appropriately report on and be rewarded for their activities that advance inclusive excellence. He also mandated that all applicants for faculty positions must submit a diversity statement in order for their applications to be complete.
3. Increase the number of Latino faculty hired in STEM and Non-STEM fields. In 2013 UCI was ranked 5th among public AAU campuses for overall proportion of Latino faculty. Still, Latino faculty, who account for 7% of total faculty, are thinly distributed across the 13 schools. This means that Latino students encounter a limited number of Latino faculty as role models outside of the Department of Latino and Chicano Studies, during their undergraduate career. Conversely, a relatively small number of Latino faculty bears a disproportionate share of mentoring for Latino students. Further, maximize the UC President’s and the UCI Chancellor’s Postdoctoral Fellowship Programs. Note: US citizens, permanent residents as well as individuals

registered under the Deferred Action for Child Arrivals (DACA) program are eligible to apply for these postdoctoral fellowship.

4. Grow the number of Latino graduate students across academic programs. Although the campus has increased the number of Latino undergraduates, the proportion of newly admitted Latino graduate students (Masters and Doctoral levels) has remained under 10% over a decade. (Graduate Division). It is imperative that diversity forms an integral part of graduate programs' enrollment plans and goals. One way to develop a sustainable pipeline of future Latino scholars and researchers is through the vigorous utilization of UC President's Napolitano's Doctoral Diversity Initiative (DDI).

Campus and School Support: Although the campus and the schools provide an impressive range of support along all milestones of achievement, there is a lack of coordination and integration.

The various services that benefit prospective and current students are currently siloed in student affairs, undergraduate education and the academic schools. This configuration is not optimal for serving students. It places the burden on students to take the initiative and self-advocate. Representatives from student affairs and undergraduate education, among others, do serve on the Council for Student Access and Success. A formal mechanism for these units as well as the schools to work together is undeveloped.

Recommendations:

1. As part of a unified strategy, develop and adopt common campus goals and metrics concerning student outreach and support, spanning high school through graduation or K-16 and -20.
2. Establish a formal advisory council consisting of senior staff for student support, chaired by a Vice Provost. This group should focus on optimizing the coordination of campus effort, improve tracking and interventions, and identify funding and research opportunities.
3. Create multiple on-ramps for students to access consistent and accurate information about support, including piloting the development of an app(s) for support as well as degree completion.
4. Set goals to increase volunteer engagement in leadership roles to reflect student population. On a scheduled basis, assess performance of campus effort in serving and supporting student success.

Towards a Hispanic Thriving Campus: Promoting the Cultural Capital of Latinos at UCI

UCI is poised to set the national standard as a Hispanic Thriving campus among R-I research universities. The foundation is well established. UCI is a top ten public research university and is home to numerous academic programs that are highly ranked nationally. Just as our research has a global research, our role as a community partner in Orange County is second to none. Latinos study and learn, teach and conduct research, and support and deliver services that are indispensable to UCI's ascendancy among globally preeminent universities. It is therefore imperative that UCI intentionally build its capacity to be a Hispanic Thriving campus. To this end, UCI should:

1. Continue to advocate for state investment in public higher education to keep UCI's distinctive education affordable while growing the innovative workforce of the future of California. Urge President Napolitano to provide permanent support for the Dreamer Student Grant Program and for the Dreamers Centers. At the same time, grow dedicated scholarship programs including for Chancellor's Excellence, Distinguished Professor Vicki Ruiz, and former Vice Chancellor Manual Gomez, and establish new ones.
2. Foster and fortify campus relations with community organizations to build capacity for educational opportunity, health and wellness, economic growth and cultural vitality.
3. Strengthen connections with Latino Alumni Anteaters who are shaping the future of the community, state, nation and world.
4. Expand opportunities for staff to transition to supervisorial, professional and management as well as senior management tiers through dedicated career development and mentoring programs that promote advancement. As of 2014, the overall percentage of Latino career staff at UCI is 27%. The distribution among the various tiers are as follows:
 - Senior Management Group (SMG): 7% (1/15)*
 - Managers and Senior Professionals (MSP): 9% (77/881)
 - Professionals and Support Staff (PSS): 27% (2,902/10,828). (Source UC Info Center.)

*Reflects fall 2015 change.

Appendices

	Page	
I	Hispanic Serving Institution Membership List	16
II	Hispanic Serving Institution Presentations	16-17
III	Access, Support, and Enrichment Programs	17-18
IV	School Academic Support Program	18
V	Latino Student Organizations	19
VI	Latino Alumni List	20-31

Appendix I: Hispanic Serving Institution Membership List

Sylvia Acosta	Assistant Vice Chancellor, Constituent Development
Ryan Cherland	Assistant Vice Chancellor, Institutional Research & Dec Supp
Michael Dennin	VP, Teaching and Learning & Dean DUE
Kathy Eiler	Director of Federal Relations
Barney Ellis-Perry	Assistant Vice Chancellor, Alumni Association
Doug Haynes (Chair)	VP, Academic Equity, Diversity & Inclusion
Frances Leslie	VP & Dean, Graduate Education
Patricia Morales	Director, Admissions & Relations with Schools
Stephanie Reyes-Tuccio	Director, Center for Educational Partnerships
Vicki Ruiz	Professor & Chair, Dept of Chicano/Latino Studies
Judy Stepan-Norris	Vice Provost, Academic Planning
Veronica Vieira	Associate Professor & Equity Advisor, Health Sciences/Public Health
Brent Yunek	Assistant Vice Chancellor, Enrollment Services

Appendix II: Hispanic Serving Institution Presentations

- DREAMer's, Coordinator Ana M. Barragan, 25 March 2015
- Undergraduate Education, Interim Dean Michael Dennin, 25 March 2015
- Graduate Education, Vice Provost & Dean Frances Leslie, 25 March 2015
- Student Outreach and Retention Center, Director Graciela Fernandez, 22 April 2015
- Financial Aid and Scholarships, Interim Director Brice Kikuchi, 22 April 2015
- Institutional Research, Associate Director Ryan Hoadwonic, 22 April 2015
- Hispanic Serving Institutions versus Hispanic Enrolling Institutions, Erica Romero, Senior Executive Director for Legislative Affairs, Hispanic Association of Colleges and Universities, 27 May 2015
- Chican@/Latin@ Staff Association, co-Chairs Darlene Esparza and Mario Garibay, 24 June 2015
- Chican@/Latin@ Alumni Association, Adeli Duron and Ramon Munoz, 24 June 2015
- Arroyo Vista Casa Caesar Chavez Housing, Director Joe Harvey, 24 June 2015
- Executive Board of Chicano/Latino Staff Association (CLSA), 22 October 2015
 - American Darlene Esparza, Chair
 - Adeli Duron, Alumni Liaison of CLSA
 - Daisy A. Serrano, Secretary of CLSA
 - Jose A. Sanchez, Co-Chair of CLSA
- Movimiento Estudiantil Chicano de Aztlán (MEChA), 22 October 2015

- Natividad (Naty) V. Rico, Chair
- Saul Avelleira, Co-Chair

Appendix III: Access, Support, and Enrichment Programs

Admissions

Office of Admissions and Relations with Schools (DSA)

- Under-represented minority admissions counselors, student ambassadors

Orientation

Student Life and Leadership-Student and Parent Orientation (DUE)

- *Spanish Speakers Orientation (launched in summer 2014)*

Transfer Student Center, TSC (DUE)

- Transfer SPOP, weekly workshops, student success plans and study space

Transition and Support

Cross Cultural Center, CCC (DSA)

- Summer Multicultural Leadership Institute
- Chican@/Latin@ Leadership Develop Seminar

Student Housing (DSA)

- Casa César Chávez, La Casa Nuestra

Student Outreach and Retention Center, SOAR (DSA)

- Anteater Mentorship Program, KIPP Scholars, Santa Ana Scholars, SIR (Bar & Search)
- SOAR Dreamer Coordinator

Student Support Services, (SSS)

- Summer Bridge academic success plans, weekly workshops, book loan, LARC scholarship, graduate school preparation

Campus Alliance for Minority Participation CAMP (DSA)

- CAMP Summer Science Academy
- CAMPUS Summer Science Scholars
- Edison's Scholar's Program

Lesbian, Gay, Bisexual, Transgender Resource Center, LGBTRC (DSA)

- La Familia (also part of MEChA)

Diverse Educational Community and Doctoral Experience Plus, Graduate Division

- Graduate student mentors program for Chancellor's Scholars.

Support

Counseling Center

- Estamos Unidas Support Group

Campus Organizations

There are 27 registered Chicano/Hispanic/Latino organizations

- Chican@/Latin@ Staff Association
- Vast majority are student focused based on undergraduate or graduate status, field or discipline, professional orientation, or community service.

Enrichment

Student Achievement Guide by Experience, SAGE

- Professional development, graduate school preparation, internships

Research and Graduate Preparation

- California Alliance for Minority Participation (CAMP), Dir. Kika Friend
- Summer Academic Enrichment Program (SAEP), Co-Dirs. Dr. Caesar Sereseres and Teresa Neighbors
- Social Science Academic Resource Center (SSARC), Prg. Mgr. Patrick Del Rosario
- School of Biological Sciences' Minority Science Program (MSP), Dir. Dr. Luis Mota-Bravo

Appendix IV: School Academic Support Program

- Bridges to the Baccalaureate (NIH, Community College Students), Luis Mota-Bravo (PI)
- Minority Biomedical Research Support Program (NIH, Undergraduate and Graduate Student Research Opportunities), Luis Mota-Bravo (PI)
- Minority Access to Research Careers Program (NIH, Graduate Preparation for Graduate Training in the Biomedical/Sciences), Francisco Ayala (PI)
- Undergraduate Research and Mentoring Program in the Biological Sciences (NSF), Albert Bennett (PI)
- Minority Health and Health Disparities International Research Training Program (NIH), Luis Mota-Bravo (PI)
- G-K, Innovating Graduate and K-12 Education in Biological Sciences (NSF), Luis Mota-Bravo (PI)

Appendix V: Latino Student Organizations

- Ballet Folklorico de UCI
- Central American Student Association (CASA)
- Chicano/Latino Graduate Student Collective (CLGSC)
- Chicanos/Latinos for Community Medicine (CCM)
- DREAMS at UCI
- Hermanas Unidas de UCI (HAU)
- Lambda Theta Alpha Latin Sorority, Inc.
- Lambda Theta Nu Sorority, Inc.
- Latino Business Student Association (LBSA)
- Latina/o Law Student Association (LLSA)
- Latino Medical Student Association (LMSA)
- Latino Pre-Law Society (LPLS)
- Latina/o Student Psychological Association (LPSA)
- Mexican American Engineers and Scientists (MAES) – Latinos in Science & Engineering
- Mentors Empowering and Nurturing Through Education (MENTE)
- Movimiento Estudiantil Chicano de Aztlan (MEChA)
- Pan American Latino Society (PALS)
- Phi Lambda Rho Sorority, Inc.
- Raza Graduation
- Salseros at UCI
- Sigma Delta Alpha Fraternity, Inc.
- Sigma Delta Pi – National Collegiate Hispanic Honor Society
- Sigma Lambda Beta Fraternity, Inc.
- Sigma Lambda Gamma National Sorority
- Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
- Society of Hispanic Professional Engineers (SHPE)

Appendix VI: List of Outstanding Latino Alumni/Alumnae

List includes individuals serving as UCIAA Board of Directors president, UCIAA Board of Directors members, Lauds & Laurels recipients, or Chancellor's Leadership Conversation invitees

(Note: Bio information is based on what UCIAA has on file – updated information may not be included in this listing)

Monica Alfaro Welling B.A. 1984 – School of Social Sciences (Economics)
 B.S. 1984 – Ayala School of Biological Sciences (Biology)
 M.B.A., Odense University (International Marketing)

Connection with UCI: Chancellor's Leadership Conversation Participant

Occupation: Co-Founder & Managing Director; Atheln Inc.

Bio:

- 20 years+ experience in new product planning, strategic planning, portfolio analysis, market development and sales/marketing of pharmaceuticals, biotechnology, and medical devices
- Experience covers multitude of therapeutic areas including: endocrinology, CNS, pain, addiction, ophthalmology, aesthetics, dermatology, oncology, and orphan diseases
- Worked in European market as consultant for 11 years
- Prior businesses include: Allergan, Novo Nordisk

Joseph Aranda B.A. 1988 – School of Social Ecology (Social Ecology)

Connection with UCI: UCIAA Board of Directors member (2005-07)

Joel Ayala B.A. 1989 – School of Social Sciences (Political Science)
 B.A. 1989 – School of Social Ecology (Social Ecology)

Connection with UCI: UCIAA Board of Directors member (2005-07)

Occupation: CEO; California Hispanic Chamber of Commerce

Bio:

- Through his work with Hispanic Chamber of Commerce, worked to improve Workforce and Economic Development for small to midsize companies in Orange and Los Angeles Counties
- Graduated from United Way Leadership Institute and MALDEF Leadership Institute
- Boards Served: UCI Alumni Association Board of Directors, Orange County Presidents Council, The Santa Ana Empowerment Zone, The Workforce Investment Boards of Santa Ana and Anaheim, The Santa Ana Youth Collaborative, The Small Business Development Center, and the Business Community Advisory Boards for Rancho Santiago and North Orange County Community College Districts

- Awards: “Executive of the Year and “Large Chamber of the Year from California Hispanic Chambers of Commerce

Gabriel Ayass B.A. 2005 – School of Social Science (Political Science)
 Connection with UCI: UCIAA Board of Directors member (2005-07)

Nadia Bermudez B.A. 1998 – School of Social Sciences (Political Science)
 J.D. 2001 – Stanford University
 Connection with UCI: Lauds & Laurels Recipient – Distinguished Alumna Social Sciences (2012)

Occupation: Senior Counsel; Klinedinst PC

Bio:

- At Klinedinst, focus on employment and business litigation
- Appointed in 2009 by Senator Dianne Feinstein to the advisory committee for the Southern District of California to assist in recommending nominees to serve as U.S. District Court Judge, U.S. Attorney and U.S. Marshall
- Served as pro bono employment counsel for the San Diego County Hispanic Chamber of Commerce and for the Chula Vista Domestic Violence and Temporary Restraining Order Clinic

Jose Bolanos, M.D. B.S. 1977 – Ayala School of Biological Sciences (Biology)
 M.D. 1982 – UC Davis School of Medicine
 1986 – Stanford School of Medicine (Obstetrics and Gynecology)

Connection with UCI: Chancellor’s Leadership Conversation

Occupation: Managing Director; Venture-Med Angel Investor and Advisory Group
 CEO and Founder; Nimbus-T

Bio:

- Consulting practice has provided strategic development and positioning of many healthcare companies
- Speaker on funding healthcare startup companies and passionate about healthcare innovation
- Nimbus-T – company focused on healthcare IT which provides services in cybersecurity, patient identity management, and telemedicine portals for hospitals

Edward Castro B.A. 1989 – School of Social Sciences (Economics and Psychology)
 J.D. 1992 – University of Southern California

Connection with UCI: UCIAA Board of Directors member (2002-03)

Occupation: Attorney; Cushman & Wakefield

Bio:

- Corporate Real Estate Attorney; Cushman & Wakefield, a global real estate firm

Jennifer Cole-Gutierrez B.A. 1997 – School of Social Science (Sociology and Political Psychology)
M.A. 200 – Harvard Kennedy School (Public Policy)

Connection with UCI: UCIAA Board of Directors member (2005-09)
Lauds & Laurels Recipient – Outstanding Senior (1997)

Occupation: Santa Ana Unified School District

Roy Delgado B.A. 1984 – School of Social Ecology (Social Ecology)
J.D. 1987 – UCLA

Connection with UCI: Lauds & Laurels Recipient – Distinguished Alumnus Social Ecology (2015)

Occupation: Superior Court Judge, El Monte Superior Court

Bio:

- Criminal court case judge in the Rio Hondo courthouse
- Also hears juvenile cases in the Los Angeles Superior Teen Court Program, volunteers as a mock trial judge for the Criminology Outreach Program sponsored by the school of criminology and law at UCI

Roman Diaz, Jr. B.S. 1975 – Information and Computer Science
2006 – Professional Certificate, Bioinformatics, UCSD

Connection with UCI: Chancellor’s Leadership Conversation

Occupation: President; Touchstone Compliance, LLC

Bio:

- Roman Diaz is a recognized software development leader with forty years of experience in computer technology, software R&D, computer systems, and the commercial software industry. He spent 27 years with NCR where he was last Director for Scalable Data Warehouse and led implementation of industry BI / analytics apps for big data. His work served various industries including Retail, Financial, Communications, Travel, and Transportation & Manufacturing. Among his customers were Wal-Mart, Chase, Singapore Air, Bank of America, and Disney. He received a number of company awards for his work at NCR (Tiger Award-2003, NCR Solutions Marketing Award, Outstanding Service award; NCR-HISPA, 2002; Global Diversity Leadership award, NCR, 2001; Great Performance Award, NCR, 1998; Excellence in Diversity Leadership, NCR, 1998; AT&T President’s Award, AT&T, 1996; Great

Performance award, AT&T-GIS, 1995; Outstanding Achievement award for 9800-4 mainframe product, NCR, 1990). Since 2009, he has been President of Touchstone Compliance LLC, which provides HIPAA compliance assessments for healthcare professionals and providers. Touchstone is a San Diego-based company that works with medical practices to help them manage the constantly changing regulations around HIPAA. Dias is Past President of the San Diego Chapter of the Society of Hispanic Professional Engineers. He was awarded 2004 & 2005 he was awarded a unique Student Chapter Appreciation Award for his extensive support and mentorship to the four Student Chapters in San Diego area.

Corina Espinoza B.A. 1984 – School of Social Sciences (Political Science)
M.P.A. 1990 – USC
Ph.D.

Connection with UCI: UCIAA Board of Directors member (1992-99)

Occupation: Lecturer; UCI – Program in Social Policy and Public Service

Lara Farhadi B.S. 1998 – Ayala School of Biological Sciences (Biology)

Connection with UCI: UCIAA Board of Directors member (2002-08)
Former Assistant Director of Development for School of ICS

Occupation: Director of Advancement, St. Margaret’s Episcopal School

Carlos Feliciano B.A. 2006 – School of Social Ecology (Criminology, Law and Society)

Connection with UCI: UCIAA Young Alumni Council (2014-Present)
UCIAA Board of Directors member (2005-06)

Occupation: Special Agent; Department of Homeland Security

Bio:

- Feliciano is a Special Agent with the U.S. Department of Homeland Security (DHS), Office of Inspector General (OIG), Office of Investigations, San Diego, California, and works with various law enforcement agencies and the U.S. Attorneys Office to investigate public corruption matters regarding DHS employees or programs. Carlos currently serves as DHS OIG representative for the Procurement Fraud Working Group led by the U.S. Attorney’s Office and was previously assigned to the Federal Bureau of Investigation, Border Corruption Task Force. In June 2012, Feliciano was appointed the collateral duty of Technical Agent for the DHS OIG and is responsible for the testing and deployment of law enforcement sensitive audio/video/ and electronic surveillance devices. Prior to becoming a Special Agent, Feliciano worked as a Program Analyst with the DHS OIG, Office of Emergency Management Oversight, Oakland, California, an intern with the U.S.

Marshals Service, Washington, D.C., and a Police Explorer with the Union City Police Department, Union City, California. In June 2006, Feliciano received a B.S. in Criminology Law and Society from UCI.

Alan Flores B.A. 1992 – School of Social Science (Political Science)

Connection with UCI: UCIAA Board of Directors member (1997-03)

Gerardo Gallegos B.S. 1997 – Samueli School of Engineering (Electrical Engineering)
B.A. 1997 – School of Social Science (Psychology)

Connection with UCI: UCIAA Board of Directors member (1999-01)

Occupation: Project Manager; Fluor Corporation

Michael Garcia B.A. 1993 – School of Social Sciences (Political Science)
M.P.A. 1995 – California State University, Fullerton

Connection with UCI: UCIAA Board of Directors member (1999-04)

Bio:

- Served as vice president on the board of directors for Casa de Salud, a health clinic in Santa Ana and on the Executive Committee of the SAUSD Regional Occupation Program

Marlene Godoy B.S. 1976 – Ayala School of Biological Sciences (Biology)
D.D.S. 1980 – USC

Connection to UCI: UCIAA Board of Directors member (1983-88)
Bio Sci Dean’s Leadership Council (2007-08)
Bio Sci Alumni Board (2010-11)

Robert Gomez B.A. 2007 – School of Social Ecology (Environmental Analysis and Design)

Connection with UCI: Chancellor’s Leadership Conversation

Occupation: Director for Higher Education; U.S. Department of Education

Bio:

Robert Gomez is the Director for Higher Education Outreach at the U.S. Department of Education (ED) where he is responsible for communicating with, gathering feedback and generating support from higher education stakeholders, including associations, think-tanks and non-profits on the Department’s education initiatives, efforts, and programs.

His work at the department has included coordination and oversight of the Under Secretary of Education’s higher education listening tours,

community town halls for Secretary Arne Duncan, the first ever National Youth Summit, supporting the White House Young America Series, and detail placements with the White House Initiative on Educational Excellence for Hispanics and the Community Outreach Division where he supported the Executive Directors in each respective office in engaging community leaders nationwide in improving the academic achievement of all students. He co-leads the Department’s higher education priority team and serves on the youth engagement and outreach team. In addition, he has served in leadership roles for the Department’s Hispanic Employees Council, or ED-HEC, elected to serve as President and vice-President roles. He currently serves as Chairman of the Diversity and Inclusion Committee.

Gomez has focused his 8-year tenure at ED on advancing education improvement efforts, providing guidance in accessing education resources, conducting outreach and providing tools that assist school leaders, students, parents and community leaders in order to improve education at the state and local level. Recently, Gomez received the Equal Employment Opportunity leadership award from ED’s Office of Management for his work on increasing Latino representation in the federal government. He has also been recognized by the Office of Communications and Outreach with the “Megaphone Award,” for his leadership in engagement and outreach with youth stakeholders.

Gomez is the proud son of Mexican Immigrants, and is a native of Pico Rivera, California. He holds a Bachelor of Arts in Environmental Analysis and Design from the University of California.

Robert Gonzales

M.A. 2004 – School of Social Science (Sociology)
 Ph.D. 2008 – School of Social Science (Sociology)

Connection to UCI: Lauds & Laurels Recipient – Distinguished Alumnus Social Sciences (2008)

Occupation: Acting Assistant Professor; University of Washington School of Social Work

Bio:

- Was pre-doctoral fellow at the Public Policy Institute of California - research on the consequences of growing up in America as the child of unauthorized immigrants
- Received two competitive grants, a Ford Foundation dissertation fellowship award and a University of California dissertation grant. Findings have been presented nationally, from Harvard to the University of Chicago and the National Academy of Sciences.
- Was co-founder of DREAMS, a support group for immigrant students at UCI

Manfredo Lesprier

B.A. 1981 – School of Social Ecology (Social Ecology)
 J.D. – California Western School of Law

Connection with UCI: UCIAA Board of Directors member (2005-09)

Occupation: Attorney; Lesprier Law Firm, Inc.

David Marrero

B.A. 1974 – School of Social Ecology (Social Ecology)
M.A. 1978 – School of Social Ecology
Ph.D. 1982 – School of Social Ecology

Connection with UCI: Lauds & Laurels Recipient – Distinguished Alumnus Social Ecology (2006)

Occupation: J.O. Richey Professor of Medicine; Indiana University School of Medicine

Bio:

- Known for his innovative projects and individual approach to many areas of diabetes research and clinical practice.
- Published more than 100 journal articles and book chapters centering on diabetes research
- Received \$3.4 million award from the Centers for Disease Control in 2006 for “Translating Research into Action for Diabetes”

Gioia Messinger

B.S. 1984 – UC San Diego (Engineering)
M.S. – UC San Diego (Engineering)
M.B.A. 2003 – Paul Merage School of Business

Connection to UCI: Chancellor’s Leadership Conversation

Occupation: Founder & CEO; Avaak, Inc.

Bio:

- Ms. Gioia Messinger is a serial high tech entrepreneur, executive and mentor who loves creating great products with great people. She is super-passionate about innovation and taking ideas from nothing to life-changing.

During the last 10 years she started and managed businesses at the intersection of hardware, software, and cloud subscription services. In 2003, Gioia was the co-founder & CEO of Avaak (VueZone) that defined the home video monitoring category and changed the way you watch your life from anywhere. By the time the company was acquired by NETGEAR, it had more home video cameras installed than Dropcam. VueZone, rebranded as ARLO, is now the #1 DIY camera in the market today.

She served as Advisor of HubEdu, Inc., an educational technology platform that partners with college bookstores to increase their revenues and to enhance higher education affordability for students (acquired by Rafter).

Prior to Avaak, she founded SUMMIT Design Technologies, Inc. an engineering services firm with Fortune 500 clients such as Motorola, Lockheed Martin, Texas Instruments, and SAIC. While at SUMMIT, she was

instrumental in helping her clients create novel technologies such as digital satellite television, cellular telephone chipsets, and satellite phone systems. She was also Founder and served as Chief Executive Officer of MedSmart, Inc. a medical information systems company that developed patient-centric, web-enabled software solutions for healthcare systems such as UCSD School of Medicine, Sharp Hospital, and Kaiser Permanente of California.

She is Founder and CEO of LinkedObjects, which focuses on technology and strategy services focused on the Internet-of-Things. She has been a Director at Vicon Industries, Inc. since August 2014. She serves as a Director of IQinVision, Inc. and an advisor for a number of other companies (Gobiquity Mobile Health, Brain Corporation, Fashioning Change).

She has 10 issued patents. She was a Principal Investigator/Project Manager for a project that deployed large scale sensor networks (IoT) under a DARPA grant and a contributor in the development of the PillCam™, a revolutionary wireless diagnostic product - and one of the first wireless ingestible health products ever conceived. Products that she has created have won numerous awards, including: CES Innovation Award, Popular Science 100 Best Innovation of the Year, IDEA and have appeared in numerous publications including: New York Times, Time, Wall Street Journal and Business Week.

She has served as Board member and mentor for mystartupXX at UC San Diego (empowering next generation of women entrepreneurs), Advisor at the (UCSD), von Leibig Entrepreneurism Center, Advisory Board member of the UC San Diego Jacobs School of Engineering, Judge in the Nokia Sensing XCHALLENGE XPRIZE and Chief Judge - Qualcomm Tricorder XPRIZE.

Sebastian Ontiveros

B.A. 2012 – School of Humanities (Literary Journalism)

Connection to UCI: Chancellor’s Leadership Conversation

Occupation: Director of Corporate Development; U.S. Hispanic Chamber of Commerce

Bio:

- Sebastian Ontiveros joined the USHCC in January 2013 and currently serves as the Director or Corporate Development for America’s largest Hispanic business organization. He helps manage a portfolio that contains Fortune 500 clients and scaled Hispanic enterprises throughout the United States and Puerto Rico. His main role is to serve as a conduit between corporate America and small business, and build the platform for engagement with the Hispanic community. Prior to joining the USHCC, Sebastian worked in Congresswoman Linda Sanchez’s Washington, D.C. office helping their communications department with constituent affairs. Sebastian is a California native and earned his degree in both Literary Journalism and Philosophy from the University of California, Irvine.

Andre Ramirez

B.A. 2007 – School of Social Sciences (Economics)
M.B.A. – MIT

Connection to UCI: Chancellor’s Leadership Conversation

Occupation: Senior Project Manager; Southern California Edison

Bio:

- Andre Ramirez is a Senior Project Manager in Southern California Edison’s Regulatory Affairs group where he has been leading rate and pricing reform efforts for the past three years and supports various strategy efforts. Working with a team of statisticians and economists, he helped craft long-term pricing strategies, which have resulted in the California Public Utilities Commission recently deciding to transition most Californians to time-of-day pricing versus pricing based on aggregate use. California’s three major utilities will be the first in the nation to roll out such pricing structures on a large scale. Andre is now leading efforts at SCE to prepare over four million residential customers for the change. Prior to his work in the pricing area, Andre worked on operations and business strategies in the areas of electric vehicles, energy storage, and R&D at SCE.

Andre also is a co-founder and partner of ShopEnergyPlans, an angel funded retail energy shopping and recommendation service for residential customers in the north east. Previously, the company created PlugWiz, an electric vehicle cost and benefits tool, which was licensed to the state of California in 2013.

He has recently served on the boards of the San Gabriel Valley Boy Scouts Council, the CalTech/MIT Enterprise Forum and the MIT Alumni Association.

Andre earned a MBA from the Massachusetts Institute of Technology, Sloan School of Management and bachelor degrees in Economics and Political Science from UC Irvine.

Rigoberto Rodriguez

B.A. 1995 – School of Humanities (Comparative Lit)
M.U.R.P 1999 – School of Social Ecology (Urban and Regional Planning)

Connection with UCI: UCIAA Board of Directors member (1992-98)

Occupation: Civic Solutions, Inc.

Ross Romero

B.A. 1982 – School of Social Ecology

Connection with UCI: UCIAA Board of Directors member (1994-97, 2000-01)

Maurice Sanchez

B.A. 1978 – School of Social Ecology
J.D. 1981 – UC Berkeley

Connection with UCI: UCIAA Board of Directors member (2009-12)

Occupation: Partner; Baker & Hostetler, LLP

Bio:

- Served as National Leader of the firm's Distribution and Franchise Industry Team, representing motor vehicle manufacturers and distributors in dealer litigation, as well as advising those clients in transactional matters

Salvador Sarmiento

B.A. 1973 – School of Humanities (History)

J.D. 1976 – UCLA

Connection with UCI: UCIAA Board of Directors President (2009-11)
UCI Foundation Board Ex-Officio Trustee (2009-11)

Occupation: Judge; Lamoreaux Justice Center

Bio:

- Involved as a member of the Mexican Presidential Foreign Affairs Committee, Consejo Consultivo del los Mexicanos en el Exterior, and the Bond E Oversight Committee
- Also involved with community organizations including Centro Cultural de Mexico en Orange County, Relampago del Cielo and the Hispanic Bar Association

Jose Solorio

B.A. 1992 – School of Social Ecology

M.P.P. – Harvard University

Connection to UCI: UCIAA Board of Directors member (1991-92)
Social Ecology PPD Advisory Council (2007-11)

Occupation: Senior Policy Advisor; Nossaman, LLC

Everardo Stanton

B.A. 2001 – School of Humanities (History)

M.A. 2003 – School of Humanities

Ph.D. 2009 – School of Humanities

Connection to UCI: Lauds & Laurels Recipient – Distinguished Alumnus Humanities (2012)

Occupation: Principal Partner; EverWitt Productions, LLC

Bio:

- Author and illustrator who writes under the pen name J.H. Everett.
- Worked with such artists as Bob Singer of Hanna Barbera and Roger Armstrong, founder of Laguna College of Art
- Freelance concept illustrator for the Jim Henson Company and created concept covers for Scholastic Books

- Co-authored Haunted Histories: Creepy Castles, Dark Dungeons and Powerful Places
- Co-founder of Candy Place, a nonprofit program that sponsors a biennial student writing contest for Orange County school-aged children

Bernadette Strobel-Lopez M.B.A. 1987 – Merage School of Business

Connection to UCI: UCIAA Board of Directors President (2003-04)
UCIAA Board of Directors member (2002-06)

Occupation: UCI Retiree – Bren Events Center

Bio:

- 20+ years of service at UCI; At UCI, served as: president (x2) of La Raza Association, Cross Cultural Center mentor to Latino Students, Chair Vice Chair and Parliamentarian of Staff Assembly Association; member of Athletic Foundation Board of Directors (1993-00), Coordinator of United Way Campaign, Chair of National Intercollegiate Athletic Association's Committee on Minority Equity, consultant to US Department of Health and Human Services and conference director for Humanities Research Institute in Oazaca, Mexico. Member of California Latina Political Action Committee, National Network of Hispanic Women and member of team that implemented MANA (Mexican American Women's National Association) of Orange County in early 1980's. Awards: Hispanic Woman of the Year Award from LULAC in 1985, UCI Chicano Latino Medical Student Association award, UCI Student National Medical Association, UCI Athletic Association, UCI's Cross Cultural Center, National Association of Personnel Administrators and Orange County's Board of Supervisors

Hector Tobar MFA 1995 – School of Humanities (Creative Writing)

Connection to UCI: Lauds & Laurels Recipient – Distinguished Alumnus Humanities (2011)

Bio:

- Stellar reputation among journalists and writers across the nation
- 1992 – won Pulitzer Prize for work as part of Los Angeles Times coverage of Los Angeles riots
- In addition to his journalism, Hector has penned two widely-acclaimed books. The first, The Tattooed Soldier, is a political novel set in the tenements of immigrant Los Angeles and in Guatemala during the time of its military dictatorship. His second book is Translation Nation: Defining a New American Identity in the Spanish-Speaking United States.

John Tracy Ph.D. 1987 – School of Engineering (Civil Engineering)

Connection to UCI: Lauds & Laurels Recipient – Distinguished Alumnus Engineering (2009)
School of Engineering Leadership Council (2009-Present)

Engineering Advisory Board (2007-09)

Occupation: Senior VP for Engineering, Operations and Technology; Boeing

Mauricio (Mo) Vargas B.S. 1994 – School of Engineering (Mechanical Engineering)

Connection to UCI: Chancellor’s Leadership Conversation

Occupation: Bioenergy Director of Sustainability Technologies; Lockheed Martin

Bio:

- Mauricio (Mo) A. Vargas is bioenergy director of the Sustainability Technologies line of business for the Lockheed Martin Mission Systems and Training (MST) business area.

In this capacity, Mr. Vargas is responsible for the strategic growth of Lockheed Martin’s bioenergy programs, as well as the planning, execution and risk management of all current programs and captures for bioenergy.

Mr. Vargas has over 20 years of experience in both the commercial and defense industries. Prior to his current position, he served as the business development lead of MST’s bioenergy and advanced materials market segments.

Prior to joining Lockheed Martin, Mr. Vargas served as the executive vice president for corporate development at Plasco Energy Group, where he was responsible for strategic initiatives, business development and project finance. He also served as president of AES North America Business Development, where he focused on developing and acquiring energy projects in the U.S., Canada, Mexico and the Caribbean, and as chief executive officer of Greenhouse Gas Services, a joint venture between GE Energy Financial Services and the AES Corporation. Earlier in his career, Mr. Vargas held executive roles with GE and Siemens.

Mr. Vargas holds a bachelor’s degree in mechanical engineering with specialization in combustion technology from the University of California-Irvine, where he conducted research for NASA and GE, and an MBA from the University of Southern California.

Daisy Verduzco Reyes M.A. 2007 – School of Social Sciences (Sociology)
Ph.D. 2012 – School of Social Sciences (Sociology)

Connection to UCI: Lauds & Laurels Recipient – Distinguished Alumna Social Sciences (2011)

Maria Zempoalteca B.A. 1995 – School of Social Sciences

Connection to UCI: UCIAA Board of Directors President (1995-00)