Annual Report
2015-2016

Executive Committee Members

Mr. Rene Alvarez
Ms. Shamar Betancourt
Ms. Eleonor De Jesus
Ms. Paula Lezama
Dr. Lisa Lopez
Ms. Maikelyn Lopez

Ms. Sthevanie Lopez
Ms. Mariam Manzur
Ms. Luisa Ojeda
Dr. Leonor O’Relly, Chair
Dr. Jessie Turner

Ex-officio
Ms. Patsy Sanchez
**Charge**
The Status of Latinos (SoL) Committee is a Presidential Advisory Committee responsible for advising the President on matters affecting Latino faculty, staff and students of the University. The SoL Committee is also responsible for advising the President regarding the University’s relationship with the Latino community.

**Operating Procedures**
The Committee will develop its own operating procedures, subject to approval by the President.

**Membership**
Membership will consist of the following:
1. A maximum of six faculty members serving staggered three-year terms;
2. A maximum of six staff members serving staggered three-year terms;
3. A maximum of six students serving one-year terms;
4. A maximum of two community representatives serving one-year terms; and
5. Ex-officio, non-voting member(s): Director, Office of Diversity and Equal Opportunity

**Appointment**
The President will appoint members of this committee.

**Chairperson**
The chairperson is to be elected from the members who are serving the last two years of a three-year term.
Committee Accomplishments

- Held signature event, **USF Hispanic Heritage Celebration 2015**, and secured the sponsorship of local companies, USF departments/colleges, and USF student organizations.

- Awarded the annual **USF Status of Latinos (SoL) Committee Awards** to:
  - USF students who are excelling academically, doing academic research and engaging in community service;
  - USF faculty/staff and community members who are actively involved in the Latino community.

- Continued to serve on scholarship/award selection committees such as the **Graduate Student Success Fellowship Selection Committee**, **USF Status of Latinos (SoL) Committee Awards** and the **Diversity Award Committee**.

- Continued to serve as advisor for student organizations such as **CASA** (Cuban American Student Association), **MASA** (Mexican American Student Association), and **LASA** (Latin American Student Association).

- Sponsored and/or participated in events organized by the Office of Multicultural Affairs (**Dr. Martin Luther King, Jr. Luncheon and International Festival**); World Languages Department (**Spanish Fair**); the Office of Diversity, Inclusion and Equal Opportunity (**Diversity Summit**); and the Psychology Department (**Psychology Workshop for Diverse Students**).

- Awarded the **first SoL Scholarship** established to recognize and support students who are undocumented and/or whose parents are undocumented.
Committee Goals

- Continue to support and advance USF’s initiative to attain a Hispanic Serving Institution (HSI) status.
- Continue to support the University in its efforts to increase student retention and graduation rates.
- Continue to support the efforts to increase Hispanic employment rate at USF and to encourage that an emphasis be placed in the employee recruitment process to ensure a greater number of Hispanics in the search process, especially for faculty and administrative categories.
- Continue to be part of committees/taskforces/organizations designed to serve the USF and local Latino communities.
- Continue to support the USF Student Success office and initiatives.
- Continue participating in USF student/faculty/staff recruitment campaigns such as USF Diversity Yield Call Campaigns and USF Human Resources recruitment efforts.
- Maintain strong collaboration with the Latin Community Advisory Committee.
- Continue to support USF offices/programs such as the Latino Scholarship, ISLAC, and the College of Education OLE Awards.
- Engage in community projects that address pressing issues impacting Latinos.
- Continue the efforts of identifying sponsors and selecting recipients for the SoL Scholarship.
ADDENDUM

USF Hispanic Heritage Celebration 2015 Program

Welcome
Judy Gerasha
President, University of South Florida System

Mayor’s Proclamation by
Patsy Sanchez
Chair, Mayor’s Hispanic Advisory Council

Keynote Speaker
Braulio Colón
Vice President, Hefeo Education Foundation

Performance
All American Music Productions

Pathways Awards Presented by
Jose Valiente
Chair, USF Latin Community Advisory Committee

USF Latino Graduate Fellows
Gary Oliver
Assistant Director, USF Office of Graduate Studies

Performance
Co-Salute
Lambda Theta Alpha Latin Sorority, Inc.
& Lambda Theta Phi Latin Fraternity, Inc.

SOL Awards Presented by
Mariam Manzur Leiva
Instructor, USF World Languages

Performance
All American Music Productions

Like SoL on Facebook
USF SoL Scholarship Award Ceremony 2015

Donate to the USF Status of Latinos (SoL) Scholarship-660061 established to support undocumented students or students whose parents are undocumented
USF System Hispanic Student/Employee Data

Student Data

- There has been a 4.7% increase in the number of Hispanic FTICs enrolled at the USF System from 2010 (952) to 2015 (997).
- There has been a 33.6% (146 to 195) increase in the number of enrolled Hispanic graduate-level males, and a 19.7% (238 to 285) increase of enrolled Hispanic graduate-level females at the USF System from 2009-10 to 2015-16.
- For the 2014 cohort (summer/fall), the one-year retention rate of Hispanic FTICs is 86%, two percentage points lower than the one-year retention rate of the total USF System FTIC population.
- The six-year graduation rate of Hispanic students is 67.4% (2009 Cohort), only .5% lower than that of the all FTIC population (67.9%, 2009 Cohort).
- There has been a 46.3% (95 to 139) increase in the number of graduate degrees awarded to Hispanic males, and a 40.6% (175 to 246) increase in the number of graduate degrees awarded to Hispanic females at the USF System from 2009-10 to 2015-16.

Employee Data

- The fall 2015 USF Hispanic Employee rate remained consistent for OPS (13%) A & P Regular (10%), Faculty (7%), and USPS (17%).
- The A & P Executive Service group increased by 7.7% from fall 2014 to fall 2015.
- Of all Hispanic employees, the gender ratio has held steady since 2009 at approximately 45% male / 55% female.