

# A FLORIDA BRIEFING ON 25 YEARS OF HSI's



## Leadership for Latino Student Success in Higher Education 2021

### ***Excelencia* in Education's research and strategic briefings: 25 Years of HSIs**

The year 2020 marked 25 years since Hispanic Serving Institutions (HSIs) were specifically funded through federal legislation. *Excelencia* in Education has taken responsibility for chronicling the impact and changes across HSIs, issuing the annual list of institutions, creating the definition of Emerging HSIs, and producing numerous seminal briefs and fact sheets starting with our launch in 2004. In 2021, *Excelencia* brings the full project, **25 Years of HSIs** to the public: [www.edexcelencia.org/25yrs-HSIs](http://www.edexcelencia.org/25yrs-HSIs)

This project includes virtual state briefings in Arizona, California, Florida, New York, and Texas, as well as a national briefing. The research, digital release, and briefings will inform powerful engagements by leaders in higher education and policy sectors at a critical time in our country and when record numbers of Latino students should be enrolling in colleges and universities.

To further support action-oriented deliberations and planning about Latino student success in higher education *Excelencia* in Education prepared state information packets for five states. These packets highlight institutions in the state that are HSIs, Emerging HSIs, have graduate programs, support Latino college completion, have evidence-based practices supporting Latino student success, and have earned the Seal of *Excelencia*—a national certification for institutions that strive to go beyond enrollment to intentionally SERVE Latino students.

The following leaders of colleges, universities, systems, and organizations made common cause with *Excelencia* in Education and invested in this project:

Michael Baston, President SUNY-Rockland Community College  
Erika Beck, President, California State University, Northridge, (co-host CA)  
Alexander Cartwright, President, University of Central Florida  
Joseph Castro, Chancellor, California State University  
\*Michael Crow, President, Arizona State University (co-host AZ briefing)  
\*\*Taylor Eighmy, President, University of Texas at San Antonio  
Ann Gates, Executive Director, Computing Alliance of Hispanic Serving Institutions (CAHSI)  
Steven Gonzales, Interim Chancellor Maricopa Community Colleges  
\*\*Jay Hartzell, President, University of Texas at Austin (co-host TX briefing)  
Saul Jimenez Sandoval Interim President, California State University, Fresno  
Lee Lambert, Chancellor, Pima Community College  
Felix Matos Rodriguez, Chancellor, City University of New York  
Tomas Morales, President, California State University, San Bernardino  
Anthony Munroe, President, CUNY- Borough of Manhattan Community College  
Eduardo Ochoa, President, California State University, Monterey Bay  
Eloy Oakley, Chancellor, California Community Colleges  
Havidan Rodriguez, President, University of Albany (co-host NY briefing)  
\*Robert Robbins, President, University of Arizona  
\*Richard Rhodes, Chancellor, Austin Community College  
\*Mark Rosenberg, President, Florida International University (co-host FL briefing)  
Juan Sanchez Muñoz, Chancellor, University of California, Merced  
\*William Serrata, President, El Paso Community College  
Sandy Shugart, President, Valencia College  
Denise Trauth, President, Texas State University  
Robert Vela, President, San Antonio College  
\*Heather Wilson, President, University of Texas at El Paso (co-host TX briefing)  
\*Richard Yao, Interim President, California State University Channel Islands

\*2019 Seal of *Excelencia* certified institutions \*\* 2020 Seal of *Excelencia* certified institutions

## A Florida Briefing on 25 Years of Hispanic-Serving Institutions

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### Overview of HSIs

Nationally, HSIs represent less than 20 percent of all colleges and universities yet enroll over 65 percent of all Latinos.

HSIs were first identified in federal legislation in 1992 and are defined as accredited and degree-granting public or private nonprofit institutions of higher education with 25 percent or more total undergraduate Hispanic full-time equivalent (FTE) student enrollment.<sup>1</sup>

#### *According to the most recent data available on Florida HSIs,*

- Florida has the 5th most HSIs amongst all states and locations (29 HSIs).
- Less than 20% of all institutions are HSIs yet enroll over 60% of Latino undergraduates and over 40% of all undergraduates.
- Of all degrees (certificates, associate's, and bachelor's) earned by Latinos, 65% were earned at HSIs. In addition, 45% of all degrees earned were at HSIs.
- Over 40 unique federal grants to support capacity building (Title V awards) have been awarded to these institutions, totaling over \$106 million.
- There are 32 institutions close to HSI status (Emerging HSIs--eHSIs) in Florida and 15 HSIs with graduate programs (gHSIs).

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<sup>1</sup> Summary of Title V of the Higher Education Opportunity Act, as amended in 2008. To be eligible for the "Developing HSIs Program," the law further requires that an HSI have a high enrollment of needy students and low core expenses.

## Degrees awarded to Latinos

The top institutions where Latinos earn degrees/certificates are as follows:

Institution	City	Sector	HSI	Degrees/Certificates Earned by Latinos
1. Miami Dade College	Miami	Public, 4-year	Yes	11,450
2. Florida International University	Miami	Public, 4-year	Yes	7,270
3. Valencia College	Orlando	Public, 4-year	Yes	5,189
4. Broward College	Fort Lauderdale	Public, 4-year	Yes	4,811
5. University of Central Florida	Orlando	Public, 4-year	Yes	3,712

## Snapshot of HSIs

According to the most recent data available (2018-19), in Florida,

- There are 29 Hispanic-Serving Institutions (HSIs).
- HSIs represent less than 20% of all institutions yet enroll over 60% of Latino undergraduates and over 40% of all undergraduates.
- The top 5 institutions where Latinos earn degrees are all public, 4-year HSIs.
- Almost 90% of HSIs are 4-year institutions (26).
- Over 60% of HSIs enrolled fewer than 10,000 students.
- Over a third of students (40%) enrolled at HSIs are Latino.
- The majority of HSIs (52%) are located in suburbs.

The following provides a summary of HSIs in Florida.

### Sector

Sector	# HSIs	% HSIs
Private not-for-profit, 4-year+	14	48%
Public, 4-year+	12	41%
Private not-for-profit, 2-year	2	7%
Public, 2-year	1	3%
<b>Total:</b>	<b>29</b>	<b>100%</b>

### Total FTE Enrollment at HSIs

Race/Ethnicity	Undergraduate
Hispanic/Latino	114,858
All students	284,407
<b>% Latino:</b>	<b>40%</b>

### Full-Time Equivalent (FTE) Enrollment

FTE Enrollment	# HSIs	% of HSIs
< 500	9	31%
500-10,000	9	31%
10,000-15,000	4	14%
>15,000	7	24%
<b>Total:</b>	<b>29</b>	<b>100%</b>

### Degree of Urbanization

Type	# HSIs	% of HSIs
Suburb	15	52%
City	12	41%
Town	1	3%
Rural	1	3%
<b>Total:</b>	<b>29</b>	<b>100%</b>

Following is a more detailed list of HSIs, Emerging HSIs, and HSIs with graduate programs.

**Hispanic-Serving Institutions (n=29)**

Undergraduate FTE Enrollment

	<b>Institution</b>	<b>City</b>	<b>Sector</b>	<b>Total</b>	<b>Hispanic</b>	<b>% Hispanic</b>
1	AdventHealth University	Orlando	4 Priv	847	286	33.8%
2	Altierus Career College-Tampa	Tampa	2 Priv	218	69	31.7%
3	Atlantic Institute of Oriental Medicine	Fort Lauderdale	4 Priv	35	13	37.1%
4	Barry University	Miami	4 Priv	3,170	1,088	34.3%
5	Broward College	Fort Lauderdale	4 Pub	23,466	8,580	36.6%
6	Carlos Albizu University-Miami	Miami	4 Priv	110	89	80.9%
7	City College-Miami	Miami	4 Priv	156	82	52.6%
8	Florida Atlantic University	Boca Raton	4 Pub	19,640	5,250	26.7%
9	Florida International University	Miami	4 Pub	36,345	24,062	66.2%
10	Florida Keys Community College	Key West	4 Pub	569	142	25.0%
11	Florida SouthWestern State College	Fort Myers	4 Pub	10,303	3,300	32.0%
12	Hillsborough Community College	Tampa	2 Pub	14,840	4,972	33.5%
13	Hodges University	Naples	4 Priv	657	266	40.5%
14	Indian River State College	Fort Pierce	4 Pub	9,942	2,569	25.8%
15	Johnson & Wales University-North Miami	North Miami	4 Priv	1,243	318	25.6%
16	Keiser University-Ft Lauderdale	Fort Lauderdale	4 Priv	13,950	4,760	34.1%
17	Miami Dade College	Miami	4 Pub	35,480	24,665	69.5%
18	Nova Southeastern University	Fort Lauderdale	4 Priv	4,164	1,291	31.0%
19	Palm Beach State College	Lake Worth	4 Pub	17,678	5,474	31.0%
20	Polytechnic University of Puerto Rico-Miami	Miami	4 Priv	43	42	97.7%
21	Polytechnic University of Puerto Rico-Orlando	Orlando	4 Priv	98	96	98.0%
22	SABER College	Miami	2 Priv	145	131	90.3%
23	Saint John Vianney College Seminary	Miami	4 Priv	42	11	26.2%
24	Seminole State College of Florida	Sanford	4 Pub	10,749	2,785	25.9%
25	South Florida State College	Avon Park	4 Pub	1,756	640	36.4%
26	St. Thomas University	Miami Gardens	4 Priv	1,603	791	49.3%
27	Trinity International University-Florida	Miami	4 Priv	81	37	45.7%
28	University of Central Florida	Orlando	4 Pub	48,700	13,189	27.1%
29	Valencia College	Orlando	4 Pub	28,377	9,860	34.7%
			<b>Total:</b>	<b>284,407</b>	<b>114,858</b>	<b>40.4%</b>

**Emerging Hispanic-Serving Institutions (eHSIs)**

While Emerging HSIs do not have the Latino student enrollment required to meet the definition of an HSI, these institutions may soon meet the criteria as their enrollment grows and Latino representation increases. The following list of Emerging HSIs was created using data from IPEDS.

**In 2018-19, there were 32 eHSIs in Florida.**

			Undergraduate FTE Enrollment		
Institution	City	Sector	Total	Hispanic	% Hispanic
1 City College-Altamonte Springs	Altamonte Springs	2 Priv	143	31	21.7%
2 City College-Fort Lauderdale	Fort Lauderdale	4 Priv	247	54	21.9%
3 City College-Hollywood	Hollywood	2 Priv	203	47	23.2%
5 Daytona State College	Daytona Beach	4 Pub	8,744	1,514	17.3%
6 Embry-Riddle Aeronautical University-Worldwide	Daytona Beach	4 Priv	5,649	884	15.6%
7 Everglades University	Boca Raton	4 Priv	1,921	388	20.2%
8 Florida Gulf Coast University	Fort Myers	4 Pub	12,275	2,560	20.9%
9 Florida Polytechnic University	Lakeland	4 Pub	1,308	245	18.7%
10 Florida State University	Tallahassee	4 Pub	30,425	6,483	21.3%
11 Herzing University-Winter Park	Winter Park	4 Priv	465	112	24.1%
12 Johnson University Florida	Kissimmee	4 Priv	192	40	20.8%
13 Lake-Sumter State College	Leesburg	4 Pub	2,939	661	22.5%
14 Lynn University	Boca Raton	4 Priv	2,121	337	15.9%
15 New College of Florida	Sarasota	4 Pub	808	140	17.3%
16 Palm Beach Atlantic University	West Palm Beach	4 Priv	2,499	385	15.4%
17 Pasco-Hernando State College	Richey	4 Pub	7,160	1,521	21.2%
18 Polk State College	Winter Haven	4 Pub	6,466	1,548	23.9%
19 Ringling College of Art and Design	Sarasota	4 Priv	1,535	252	16.4%
20 Rollins College	Winter Park	4 Priv	2,487	491	19.7%
21 Santa Fe College	Gainesville	4 Pub	9,380	1,794	19.1%
22 Southeastern University	Lakeland	4 Priv	5,988	1,277	21.3%
23 St Petersburg College	Clearwater	4 Pub	17,000	2,598	15.3%
24 State College of Florida-Manatee-Sarasota	Bradenton	4 Pub	6,399	1,202	18.8%
25 Stetson University	DeLand	4 Priv	3,126	539	17.2%
26 Trinity College of Florida	Trinity	4 Priv	187	31	16.6%
27 University of Florida	Gainesville	4 Pub	33,533	7,337	21.9%
28 University of Florida-Online	Gainesville	4 Pub	2,353	538	22.9%
29 University of Miami	Coral Gables	4 Priv	10,733	2,323	21.6%
30 University of South Florida-Main Campus	Tampa	4 Pub	27,823	5,757	20.7%
31 University of South Florida-Sarasota-Manatee	Sarasota	4 Pub	1,375	227	16.5%
32 University of South Florida-St Petersburg	St. Petersburg	4 Pub	3,339	625	18.7%
<b>Total:</b>			<b>208,823</b>	<b>41,941</b>	<b>20.1%</b>

**HSIs with Graduate Programs (gHSIs)**

The list of institutions identified as HSIs with graduate programs in this analysis is not intended to designate eligibility for any specific program; rather, the list is meant to assist in considering and analyzing the institutions that meet the legislative definition of an HSI and offer graduate programs. The following list of HSIs was created using data from IPEDS.

**In 2018-19, 15 HSIs (52%) in Florida offered graduate programs.**

	<b>Institution Name</b>	<b>City</b>	<b>Sector</b>	<b>Total Graduate Students</b>	<b>Total Hispanic Graduate Students</b>	<b>% Graduate Hispanic</b>
1	AdventHealth University	Orlando	4 Priv	364	84	23.1%
2	Atlantic Institute of Oriental Medicine	Fort Lauderdale	4 Priv	99	30	30.3%
3	Barry University	Miami	4 Priv	3,703	944	25.5%
4	Carlos Albizu University-Miami	Miami	4 Priv	609	475	78.0%
5	Florida Atlantic University	Boca Raton	4 Pub	5,396	1,050	19.5%
6	Florida International University	Miami	4 Pub	9,124	4,347	47.6%
7	Hodges University	Naples	4 Priv	198	47	23.7%
8	Johnson & Wales University-North Miami	North Miami	4 Priv	46	12	26.1%
9	Keiser University-Ft Lauderdale	Fort Lauderdale	4 Priv	1,618	483	29.9%
10	Nova Southeastern University	Fort Lauderdale	4 Priv	15,531	4,422	28.5%
11	Polytechnic University of Puerto Rico-Miami	Miami	4 Priv	89	89	100.0%
12	Polytechnic University of Puerto Rico-Orlando	Orlando	4 Priv	49	49	100.0%
13	St. Thomas University	Miami Gardens	4 Priv	1,535	619	40.3%
14	Trinity International University-Florida	Miami	4 Priv	79	29	36.7%
15	University of Central Florida	Orlando	4 Pub	9,654	1,649	17.1%
<b>Total:</b>				<b>48,094</b>	<b>14,329</b>	<b>29.8%</b>

# LATINO COLLEGE COMPLETION: UNITED STATES

For the U.S. to regain the top ranking in the world for college degree attainment, Latinos will need to earn 6.2 million degrees by 2030.<sup>1</sup>

## EAST FACTS

### POPULATION PROJECTION:

The Latino population in the United States is expected to increase by 25% by 2030.<sup>2</sup>

### K-12 POPULATION:

In the United States, 25% of the K-12 population was Latino.<sup>3</sup>

### POPULATION:

In the United States, 18% of the population was Latino.<sup>4</sup>

### MEDIAN AGE:

The median age of Hispanics in the United States was 30, compared to 44 for White non-Hispanics.<sup>5</sup>



### ENROLLMENT:

In the United States, 21% of Hispanics (ages 18 to 34) were enrolled in higher education, compared to 24% of White non-Hispanics.<sup>6</sup>

### DEGREE ATTAINMENT:

In the United States, 24% of Hispanic adults (25 and older) had earned an associate degree or higher, compared to 46% of White non-Hispanic adults.<sup>7</sup>

Hispanic Adults = 2.4 of 10



White Adults = 4.6 of 10

To reach the degree attainment goal by 2030, the U.S. can: 1) close the equity gap in college completion; 2) increase the number of degrees conferred; and, 3) scale up programs and initiatives that work for Latino and other students. The following is a framework for tracking Latino degree attainment in the U.S.

### ENROLLING: Top 5 Institutions (Hispanic Undergraduates) in the United States, Fall 2018

	Institution	State	Sector	Grand Total	Hispanic Total	% Hispanic
1	Miami Dade College	FL	Public, 4-year	54,973	38,213	70%
2	Florida International University	FL	Public, 4-year	48,818	32,877	67%
3	South Texas College	TX	Public, 4-year	31,949	30,419	95%
4	Lone Star College System	TX	Public, 2-year	73,499	27,925	38%
5	El Paso Community College	TX	Public, 2-year	28,819	24,601	85%

### ASSOCIATE DEGREES: Top 5 Institutions Awarding to Hispanics in the United States, 2017-18

	Institution	State	Sector	Grand Total	Hispanic Total	% Hispanic
1	Miami Dade College	FL	Public, 4-year	9,594	6,670	70%
2	South Texas College	TX	Public, 4-year	4,112	3,923	95%
3	El Paso Community College	TX	Public, 2-year	3,438	2,975	87%
4	Lone Star College System	TX	Public, 2-year	7,552	2,654	35%
5	Valencia College	FL	Public, 4-year	7,864	2,574	33%

### BACHELOR DEGREES: Top 5 Institutions Awarding to Hispanics in the United States, 2017-18

	Institution	State	Sector	Grand Total	Hispanic Total	% Hispanic
1	Florida International University	FL	Public, 4-year	10,261	6,764	66%
2	California State University-Fullerton	CA	Public, 4-year	9,038	3,660	40%
3	The University of Texas Rio Grande Valley	TX	Public, 4-year	4,046	3,618	89%
4	California State University-Northridge	CA	Public, 4-year	8,806	3,573	41%
5	California State University-Long Beach	CA	Public, 4-year	8,615	3,417	40%

NOTE: We use the terms Latino and Hispanic interchangeably in this factsheet.

Source: Excelencia in Education analysis using U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS), 2018 Fall Enrollment, Graduation Rates Survey and Institutional Characteristics Survey.



# United States Equity Gap in Degree Completion

Closing the equity gap in college completion can be tracked by the 4 measures shown below. Alone, none of these measures capture the entire “story” of equity in degree completion. However, in combination, they provide a useful picture of the equity gap in degree attainment between Hispanic and White non-Hispanic cohorts in a single year.

**Graduation Rate** — Total percentage of students who graduated within 150% of normal time for first-time, full-time freshmen. This incorporates students that graduated in 3 years at two-year institutions, or in 6 years at four-year institutions.

**Transferred to Another Institution** — Percentage of students that transferred to another institution. (Only incorporates students who have transferred out from an institution and did not complete a degree.)

**Still Enrolled** — Percentage of students that are still enrolled at the point of 150% normal time to completion.

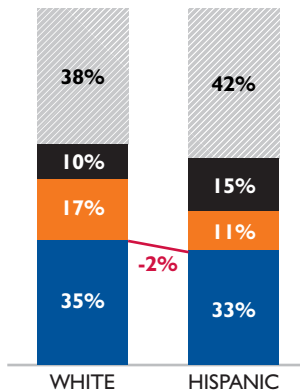
**No Longer Enrolled** — Percentage of students that are no longer enrolled at the point of 150% normal time to completion.

DEGREE OUTCOMES

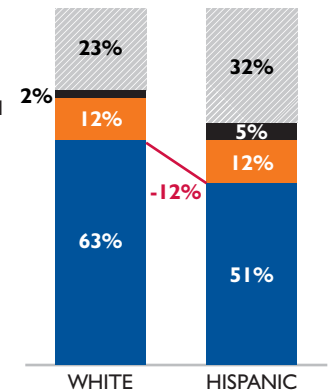
At two-year institutions, Hispanics’ graduation rate was **2%-points lower** than that of their White non-Hispanic peers in the United States.

At four-year institutions, Hispanics’ graduation rate was **12%-points lower** than that of their White non-Hispanic peers in the United States.

**TWO-YEAR INSTITUTIONS**



**FOUR-YEAR INSTITUTIONS**



\*Percentages may not add up to 100% due to rounding.

NOTE: Outcomes shown are for students at two-year institutions who started in Fall 2015, and for students at four-year institutions who started in Fall 2012.

Source: *Excelencia in Education* analysis using the U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System, 2018 Graduation Rates Survey and the Institutional Characteristics Survey.

## Examples of What Works for Latino Students

There are institutions showing success in enrolling, retaining, and graduating Latino students. The following are examples of programs across the country with evidence of effectiveness in serving Latino students nominated for Examples of *Excelencia*.

**Attract, Inspire, Mentor, and Support Students – The AIMS2 Program** at California State University Northridge (CSUN) was a 2019 Example of *Excelencia*. The AIMS2 Program helps transfer students pursue degrees and careers in engineering and computer science. In partnership with Glendale Community College and College of the Canyons, the program offers stipends, special mentoring and advising by faculty, tutoring and peer

mentoring, social activities, field trips and opportunities to take part in paid research projects. Latino students in the 2012 through 2017 cohorts had a three-year transfer graduation rate of 70%, almost double the three-year transfer graduation rate of their peers in the college. The program has tripled the number of Latino students graduating in computer engineering and computer science majors from 57 students in 2012-13, to 171 students in 2016-17.

**For more information on institutional programs improving Latino student success in higher education, access *Excelencia in Education’s* Growing What Works database at <http://www.edexcelencia.org/growing-what-works>**

1 Projections to 2030: *Excelencia in Education*. (2020). Ensuring America’s Future: Benchmarking Latino College Completion to 2030. *Excelencia in Education*. Washington, D.C.

2 Population Projection: U.S. Census Bureau, Projected Race and Hispanic Origin: Main Projections Series for the United States, 2017-2060.

3 K-12 Population: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.

4 Population: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.

5 Median Age: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.

6 Enrollment: U.S. Census Bureau, 2014-2018 American Community Survey 5-Year Estimates.

7 Degree Attainment: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.

Nationally, Latino student enrollment and degree completion continues to increase. However, to reach the Latino degree attainment goal of 6.2 million degrees by 2030 requires a tactical plan for Latino college completion. This plan should include: closing equity gaps in degree completion, and accelerating, not just increasing, Latinos' degree attainment.

### ***Population overview***

The United States has a growing and young Latino population. While 18 percent of the overall population is Latino, 25 percent of students in K-12 education are Latino. Additionally, the Latino population is projected to increase by 25 percent by 2030. Furthermore, the median age for Latinos is 30, compared to 44 for White non-Hispanics. As more Latino students enter higher education, policymakers at the state, institutional, and national level should keep in mind that they'll have an increasingly young, Latino, first-generation population.

### ***Opportunities for growth***

In the United States, Latino students are significantly more likely to enroll in institutions primarily awarding associates degrees. Four of the top five institutions enrolling Latino undergraduates are associate degree-granting institutions. Additionally, each of the top five institutions enroll more than 24,000 Latino students.

However, equity gaps exist in degree attainment and degree completion in the United States. Nationally, only 24 percent of Latino adults have an associate degree or higher, compared to 46 percent of White non-Hispanic adults. Additionally, at two-year institutions, 42 percent of Latino students are no longer enrolled three years after starting their degree, and Latino students graduate at a rate two percentage points lower than their White peers—33 percent and 35 percent, respectively. At four-year institutions, Latinos are graduating 12 percentage points lower than their White peers—51 percent and 63 percent, respectively. Closing the degree attainment gap in the United States will require policies that help the many Latino students entering higher education on their path to completion.

### ***What comes next?***

National policies to increase Latino student success should keep in mind the profile of Latino students and adjust to meet their needs. The Latino population in the United States is young, growing, and significantly enrolling in public institutions. Opportunities exist for institutions in the United States to help more Latino students complete their degrees to reach the Latino degree attainment goal by 2030.

Examples of institutional efforts to meet students' needs can be seen within the Seal of *Excelencia*. The Seal is a national certification for institutions intentionally SERVING Latino students through data, practice, and leadership.

For the U.S. to regain the top ranking in the world for college degree attainment, Latinos will need to earn 6.2 million degrees by 2030.<sup>1</sup>

## EAST FACTS

### STATE RANKING:

Florida had the **3rd largest Latino population** in the U.S.

### K-12 POPULATION:

In Florida, **32%** of the K-12 population was **Latino**.<sup>2</sup>

### POPULATION:

In Florida, **26%** of the population was **Latino**.<sup>3</sup>

### MEDIAN AGE:

The median age of **Hispanics** in Florida was **36**, compared to **50** for **White non-Hispanics**.<sup>4</sup>



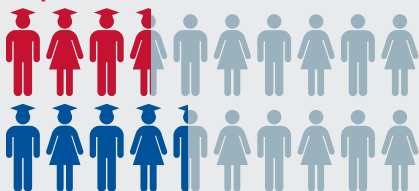
### ENROLLMENT:

In Florida, **23%** of **Hispanics** (ages 18 to 34) were enrolled in higher education, compared to **25%** of **White non-Hispanics**.<sup>5</sup>

### DEGREE ATTAINMENT:

In Florida, **35%** of **Hispanic adults** (25 and older) had earned an associate degree or higher, compared to **44%** of **White non-Hispanic adults**.<sup>6</sup>

**Hispanic Adults = 3.5 of 10**



**White Adults = 4.4 of 10**

To reach the degree attainment goal by 2030, the U.S. can: 1) close the equity gap in college completion; 2) increase the number of degrees conferred; and, 3) scale up programs and initiatives that work for Latino and other students. The following is a framework for tracking Latino degree attainment in the U.S.

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	Institution	Sector	Grand Total	Hispanic Total	% Hispanic
1	Miami Dade College	Public, 4-year	54,973	38,213	70%
2	Florida International University	Public, 4-year	48,818	32,877	67%
3	Valencia College	Public, 4-year	46,521	16,327	35%
4	University of Central Florida	Public, 4-year	58,821	16,169	27%
5	Broward College	Public, 4-year	40,784	14,976	37%

### ASSOCIATE DEGREES: Top 5 Institutions Awarding to Hispanics in Florida, 2017-18

	Institution	Sector	Grand Total	Hispanic Total	% Hispanic
1	Miami Dade College	Public, 4-year	9,594	6,670	70%
2	Valencia College	Public, 4-year	7,864	2,574	33%
3	Broward College	Public, 4-year	6,492	2,256	35%
4	Palm Beach State College	Public, 4-year	4,211	1,189	28%
5	Hillsborough Community College	Public, 2-year	3,894	1,051	27%

### BACHELOR DEGREES: Top 5 Institutions Awarding to Hispanics in Florida, 2017-18

	Institution	Sector	Grand Total	Hispanic Total	% Hispanic
1	Florida International University	Public, 4-year	10,261	6,764	66%
2	University of Central Florida	Public, 4-year	13,127	3,145	24%
3	University of Florida	Public, 4-year	8,295	1,787	22%
4	Florida State University	Public, 4-year	8,627	1,691	20%
5	University of South Florida-Main Campus	Public, 4-year	8,079	1,554	19%

NOTE: We use the terms Latino and Hispanic interchangeably in this factsheet.

Source: *Excelencia in Education* analysis using U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS), 2018 Fall Enrollment, Graduation Rates Survey and Institutional Characteristics Survey.

# Florida Equity Gap in Degree Completion

Closing the equity gap in college completion can be tracked by the 4 measures shown below. Alone, none of these measures capture the entire “story” of equity in degree completion. However, in combination, they provide a useful picture of the equity gap in degree attainment between Hispanic and White non-Hispanic cohorts in a single year.

**Graduation Rate** — Total percentage of students who graduated within 150% of normal time for first-time, full-time freshmen. This incorporates students that graduated in 3 years at two-year institutions, or in 6 years at four-year institutions.

**Transferred to Another Institution** — Percentage of students that transferred to another institution. (Only incorporates students who have transferred out from an institution and did not complete a degree.)

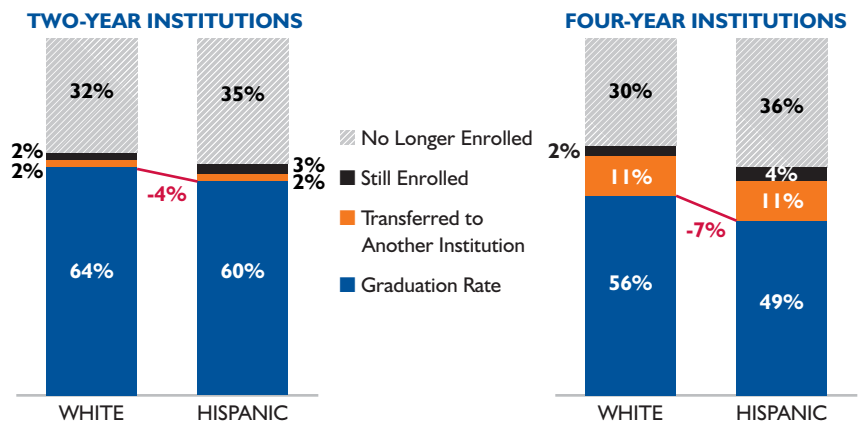
**Still Enrolled** — Percentage of students that are still enrolled at the point of 150% normal time to completion.

**No Longer Enrolled** — Percentage of students that are no longer enrolled at the point of 150% normal time to completion.

**DEGREE OUTCOMES**

At two-year institutions, Hispanics’ graduation rate was **4%-points lower** than that of their White non-Hispanic peers in Florida.

At four-year institutions, Hispanics’ graduation rate was **7%-points lower** than that of their White non-Hispanic peers in Florida.



\*Percentages may not add up to 100% due to rounding.  
 NOTE: Outcomes shown are for students at two-year institutions who started in Fall 2015, and for students at four-year institutions who started in Fall 2012.  
 Source: *Excelencia in Education* analysis using the U.S. Department of Education, National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System, 2018 Graduation Rates Survey and the Institutional Characteristics Survey.

## Examples of What Works for Latino Students

There are institutions showing success in enrolling, retaining, and graduating Latino students. The following are examples of programs across the country with evidence of effectiveness in serving Latino students nominated for Examples of *Excelencia*.

**The DirectConnect Program** at Valencia College is a transfer initiative that places emphasis on the student experience, a smooth transition from college to university, shared-use of facilities, and strong academic programs/services. DirectConnect students receive preferential and concurrent admission to University of Central Florida (UCF), which increases student access. Shared advisers, curriculum alignment

and a regional approach to programs ensure consistency across institutions, student success in subsequent courses/programs, and smooth transitions. Valencia’s Hispanic DirectConnect students comprised 44.4% of all Hispanic transfer students to UCF in the 2017-18 academic year, and Hispanic students made up 31.6% of the Valencia transfers who graduated from UCF with bachelor’s degrees.

**For more information on institutional programs improving Latino student success in higher education, access *Excelencia in Education’s* Growing What Works database at <http://www.edexcelencia.org/growing-what-works>**

1 Projections to 2030: *Excelencia in Education*. (2020). Ensuring America’s Future: Benchmarking Latino College Completion to 2030. *Excelencia in Education*. Washington, D.C.  
 2 K-12 Population: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.  
 3 Population: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.

4 Median Age: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.  
 5 Enrollment: U.S. Census Bureau, 2014-2018 American Community Survey 5-Year Estimates.  
 6 Degree Attainment: U.S. Census Bureau, 2018 American Community Survey 1-Year Estimates.

Nationally, Latino student enrollment and degree completion continues to increase. However, different patterns emerge within each state. For example, Florida is home to one of the largest Latino populations in the state. Latinos in Florida graduate from two-year institutions at a rate higher than Latinos nationally. However, Florida lags in Latinos' degree completion and overall degree attainment.

### ***Population overview***

Florida has a large and young Latino population and is home to the third largest Latino population in the country—about 26 percent of the overall population is Latino. The Latino population is young and will continue to grow. Almost a third (32 percent) of students in K-12 education are Latino. Furthermore, the median age for Latinos is 36, compared to 50 for White non-Hispanics. As more Latino students enter higher education, policymakers at the state and institutional level should keep in mind that they'll have an increasingly young, Latino, first-generation population.

### ***Where Florida leads***

Significantly more Latinos are enrolling in institutions awarding associate degrees in Florida. Three of the top five institutions enrolling Latino undergraduates are primarily associate degree-granting institutions. Each of the top five institutions enroll between 14,900 and 38,300 Latino students, much higher than enrollment numbers in other states. At two-year institutions, graduation rates for Latinos in Florida are significantly higher than the national average for Latinos—60 percent and 33 percent, respectively.

### ***Where Florida lags***

In Florida, equity gaps exist in degree attainment overall among adults. About one-third of Florida's Latino students who begin higher education do not complete. Statewide, only 35 percent of Latino adults have an associate degree or higher, compared to 44 percent of White non-Hispanic adults. At two-year institutions, Latino students have a graduation rate four percentage points lower than White students—60 percent and 64 percent, respectively. At four-year institutions, that gap is seven percentage points. Closing the degree completion gap in Florida will require policies that help the many Latino students entering higher education on their path to completion.

### ***What comes next?***

State policies to increase Latino student success should keep in mind the profile of Latino students and adjust to meet their needs. Florida has a young and growing Latino population that is significantly more likely to enroll in a public, four-year institution. While some public, four-year institutions are contributing to the success of Latinos in Florida, degree attainment is not reflective of their enrollment. Opportunities exist for institutions in Florida to help more Latino students attain a postsecondary degree.

Examples of institutional efforts to meet students' needs can be seen within the Seal of *Excelencia*. The Seal is a national certification for institutions intentionally SERVING Latino students through data, practice, and leadership. Florida is home to one Seal certified institution; a public four-year institution, which is awarding a higher number of degrees to its Latino students than other four-year institutions in the state.

### Examples of *Excelencia*

Examples of *Excelencia* is the only national effort to identify and promote evidence-based practices that help accelerate Latino student success in higher education. The effort recognizes programs at the associate, baccalaureate, graduate, and community-based organization level. Since its inception, over 300 programs have been recognized as evidence-based practices for their efforts accelerating Latino student success, including over 50 Examples of *Excelencia*.

Below are eight evidence-based practices in Florida. Many of the recognized practices focus on retention and transfer for students and have a special focus on STEM and health.

1. [School of Science STEM Research Institute](#) at Miami Dade College is a retention program focused on STEM and undergraduate research at the associate level.
2. [DirectConnect](#) at Valencia College is a transfer program focused on community partnerships and pathways at the associate level.
3. [Dual Language Program of the Honors College](#) at Miami Dade College is an academic program focused on bilingual education and honors at the associate level.
4. [Miami Dade College Shark Path](#) at Miami Dade College is a retention program at the associate level.
5. [Foreign Educated Physician to Bachelor of Science in Nursing](#) at Florida International University as an academic program focused on bilingual education and health at the baccalaureate level.
6. [Machen Florida Opportunity Scholars Program](#) at the University of Florida is a support services program focused on scholarships at the baccalaureate level.
7. [Internationally Educated Dentist Program](#) at the University of Florida is an academic program focused on health at the graduate level.
8. [McNair Scholars Program-University of Central Florida](#) at University of Central Florida is a support services program focused on pathway/pipeline and undergraduate research at the graduate level.

*Excelencia* in Education is working with a network of results-oriented educators and policymakers committed to providing learning environments where Latino students thrive to address the U.S. economy’s need for a highly educated workforce and civic leadership. This network includes 14 Seal of *Excelencia* certified institutions, over 100 Presidents for Latino Student Success, and more than 50 programs recognized in Examples of *Excelencia*.

### Seal Certified Institutions

*Excelencia* in Education established the Seal of *Excelencia*, a national certification for institutions that strive to go beyond enrollment to intentionally SERVE Latino students. The first institutions were certified in 2019, and 14 institutions across the country have earned the Seal.

There is one Seal Certified Institution in Florida. Institutions that have earned the Seal of *Excelencia* are certified for three years.

Institution Name	First Certified in 2019
Florida International University	✓

**Florida International University (FIU)** serves over 50,000 students across two campuses in Miami-Dade County, with a majority of students identifying as Hispanic. Two examples that show FIU’s commitment to SERVING Latino students is through their gateway courses and transfer work. Often, gateway courses can be hurdles to underrepresented students, and can contribute to lower retention rates. FIU redesigned these critical courses, making them more accessible for all students. Now, Latino students are far more likely to pass foundational courses like Algebra and continue in their education. FIU has also expanded access for transfer students. Their Connect4Success program is a guided transfer pathway that guarantees admission to FIU for all top performers in Florida’s network of community and state colleges.

### Presidents for Latino Student Success (P4LSS)

P4LSS is a diverse group of college and university presidents and chancellors who have committed to making their institutions learning environments where Latino students thrive. They are part of the *Excelencia* in Action network and collaborate with *Excelencia* to leverage collective expertise and resources, foster partnerships, and amplify current efforts at the national level.

There are six P4LSS institutions in Florida:

Institution Name	President
Florida International University	Mark B. Rosenberg
Nova Southeastern University	George L. Hanbury II
Polk State College	Angela Garcia Falconetti
University of Central Florida	Alexander N. Cartwright
University of South Florida	Steven C. Currall
Valencia College	Sanford C. Shugart

For more information please visit: [www.EdExcelencia.org](http://www.EdExcelencia.org)