

San Diego Chicano/Latino Concilio on Higher Education  
San Diego, California

Meeting with San Diego State University Leadership

October 27, 2025

Present: SDSU Provost William Tong, SDSU Vice President of Student Affairs and Campus Diversity (SACD) Christopher Manning, SDSU Deputy Chief of Staff Ana Molina-Rodriguez.

San Diego Concilio: Alberto Ochoa, Isidro Ortiz (Co-Chair), Patrick Velasquez (Co-Chair).

Agenda:

Hispanic Serving Institution status at SDSU

Assessment of liberatory and other learning outcomes at SDSU

Chicano/Latino faculty hiring—strategies and progress

SD Concilio co-chair Velasquez summarized the agenda. Recent scholarly literature on Hispanic Serving Institutions (HSI's) recommends that institutions such as SDSU become a "mission driven" HSI, i.e., that the SDSU mission statement explicitly states that Chicano/Latino student success is a vital part of the institution's mission. He also asked the SDSU leadership to describe how effective "pipeline" programs to serve Chicano/Latino students, such as those funded by federal Title V grants, will be preserved. In addition, he asked how the elements of such effective programs can be infused throughout the institution's entire curriculum, pedagogy, student support, etc.

VP Manning stated that a CSU chancellor's memo emphasized "institutional discretion" as to how campuses should present themselves publicly. He stated that there is a commitment to foster success throughout the CSU. VP Manning stated that his division has conducted an analysis of "externally facing programs" to identify strengths and weaknesses, and to explain how supporting students of color contributes to societal benefits.

Deputy Chief of Staff Molina-Rodriguez stated that SDSU seeks an extension of its Title V grants. However, they will likely lose \$5-6 million in discretionary grant programs. SDSU has joined the national lawsuit by HACU and other parties to support HSI programs.

SD Concilio co-chair Velasquez clarified that SDSU's academic senate approved "liberatory outcomes" as an undergraduate Institutional Learning Outcome (ILO). Thus, such liberatory outcomes that emphasize an orientation toward anti-racism and social

justice will be an expected outcome for all SDSU students. The question is how will SDSU's academic departments and SACD units facilitate the acquisition of those outcomes, and how will their learning be assessed. Provost Tong stated that Mahdavi McCall is in charge of academic assessment and is reviewing programs for outcomes. More than 700 programs have been reviewed; SDSU will send us the link to data on such assessments. The review of academic programs and departments has been accelerated.

In response to the SD Concilio's concern about the hiring of Chicano/Latino faculty, Provost Tong emphasized that SDSU is not hiring tenure-track faculty or staff this academic year. Some positions, e.g., donor funded positions, have been filled. There is hope that the campus can hire such positions next year. Provost Tong provided several data points:

Chicano/Latino tenure-track faculty rose from 89 to 127 positions over the past four years through 2024, from 10.4% to 13.8%).

Chicano/Latino undergraduates have increased and are now 37.1% of enrollment (main campus and Imperial Valley campus).

The one-year continuation rate for Chicano/Latino undergraduates is 91% for first-time freshmen and 86% for transfer students. The four-year graduation rate is 54.9% for first-time freshmen and 64% for transfer students.

VP Manning stated that SACD had created a data framework for all its units. They are refining their social justice outcome. He suggested that the SD Concilio speak with Maureen Guarcello, Director of Program Evaluation, Compliance and Assessment (PECA) about the assessment of liberatory outcomes in SACD.

Deputy Chief of Staff Molina-Rodriguez suggested that the SD Concilio meet with Mahdavi McCall by Zoom to discuss academic assessments. VP Manning asked to be invited to the meeting.

SD Concilio co-chair Ortiz asked about the SDSU strategies to support undocumented students. Ms. Molina-Rodriguez stated that the institution has had seventy-two presentations on campus about the situation, including "know your rights." Each CSU campus provides legal services on immigration to students and staff. SDSU has also created a "rapid response" strategy and meets with the ACLU and several local nonprofits. SDSU is also assisting the ACLU to find cases to support their lawsuits to protect the undocumented.

The parties agreed to meet again in the spring semester.

