



Envisioning HSI: Graduate Studies and the HSRU

November 15, 2024



Welcome

Land Acknowledgment

“The land on which we gather is the unceded territory of the Awaswas-speaking Uypi Tribe. The Amah Mutsun Tribal Band, comprised of the descendants of indigenous people taken to missions Santa Cruz and San Juan Bautista during Spanish colonization of the Central Coast, is today working hard to restore traditional stewardship practices on these lands and heal from historical trauma.”

Overview for Today

9:00 AM Welcomes

9:05 AM Introduction to the HSRU

9:15 AM HSRI Ecosystem and Working Together

9:30 AM Graduate Education Challenges

10:00 AM Graduate Student Panel

10:20 AM Faculty Success

10:45 AM HSI Programs Focus

10:55 AM Closing



HSI Briefing Packet

Goals: Questions to consider today

How can we bring the work of undergraduate-serving HSI projects, including the outstanding work done by staff, together with graduate programs and faculty to achieve the representation goals envisioned by the HSRU? How might we continue to create pathways to the professoriate?

How can we support one another across different departments and parts of the university to strengthen our commitment to being an HSI and MSI in light of a changing political landscape?

Introducing the Alliance of Hispanic Serving Research Universities

*Cindy Larive, UCSC Chancellor & Alliance Chair of HSRU
Rodrigo Lazo, Professor & UCSC Director of HSRU Initiatives*



Graduate Studies and the HSRU



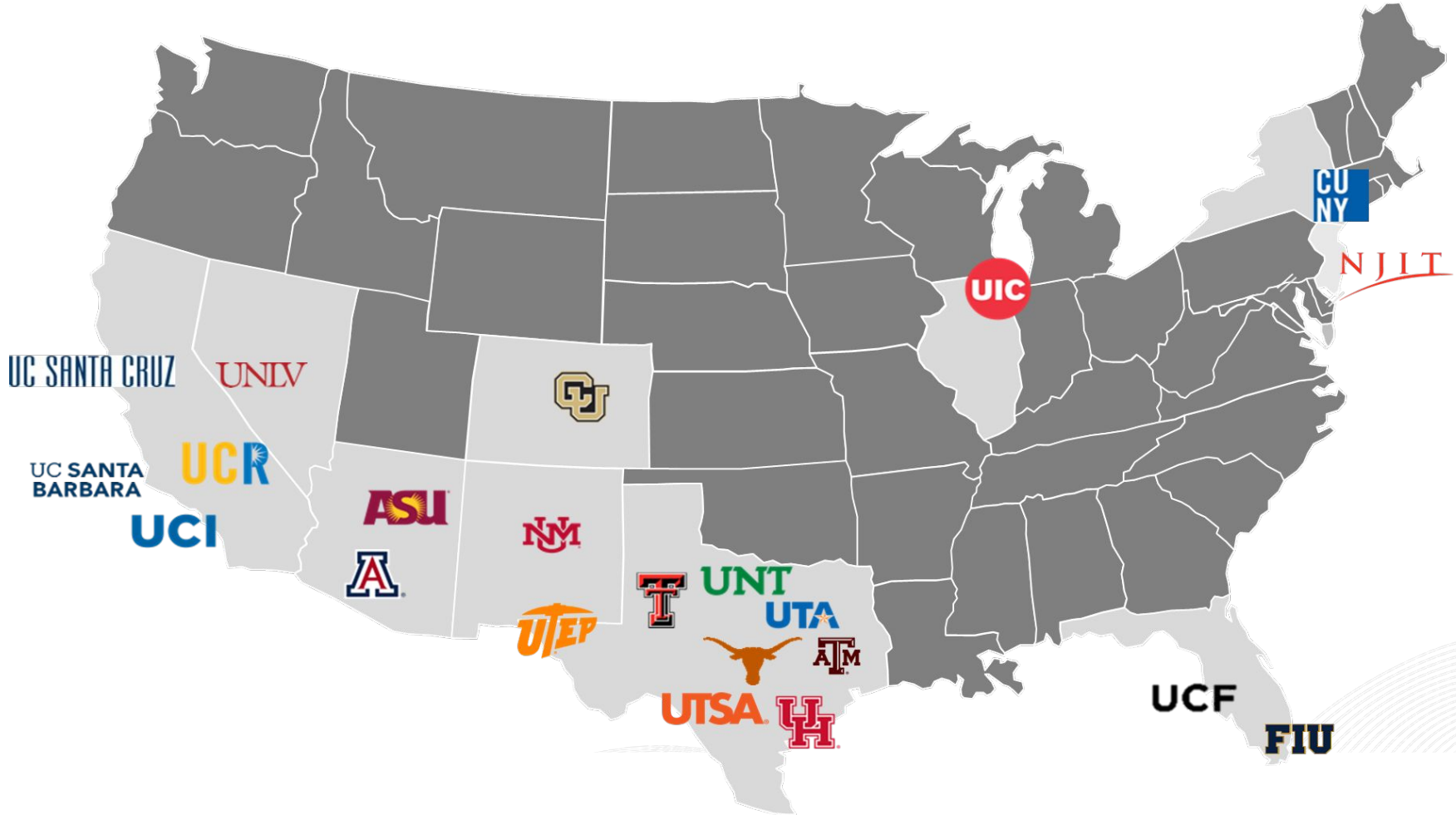


Alliance of Hispanic- Serving Research Universities (HSRU)

November 15, 2024
HSI Envisioning Forum

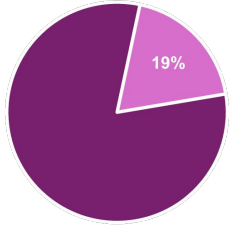
UC SANTA CRUZ

HSRU: 22 R1 HSIs across 10 states

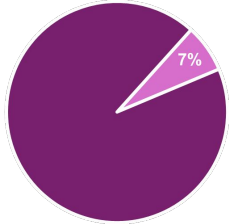


HSRU Goals and Contributions

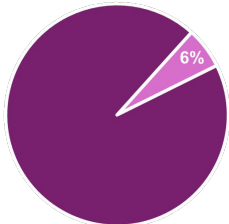
HISPANIC POPULATION
IN THE UNITED STATES



HISPANIC GRADUATES
WITH ADVANCED DEGREES



HISPANIC
PROFESSORIAL



Goals of the HSRU Alliance

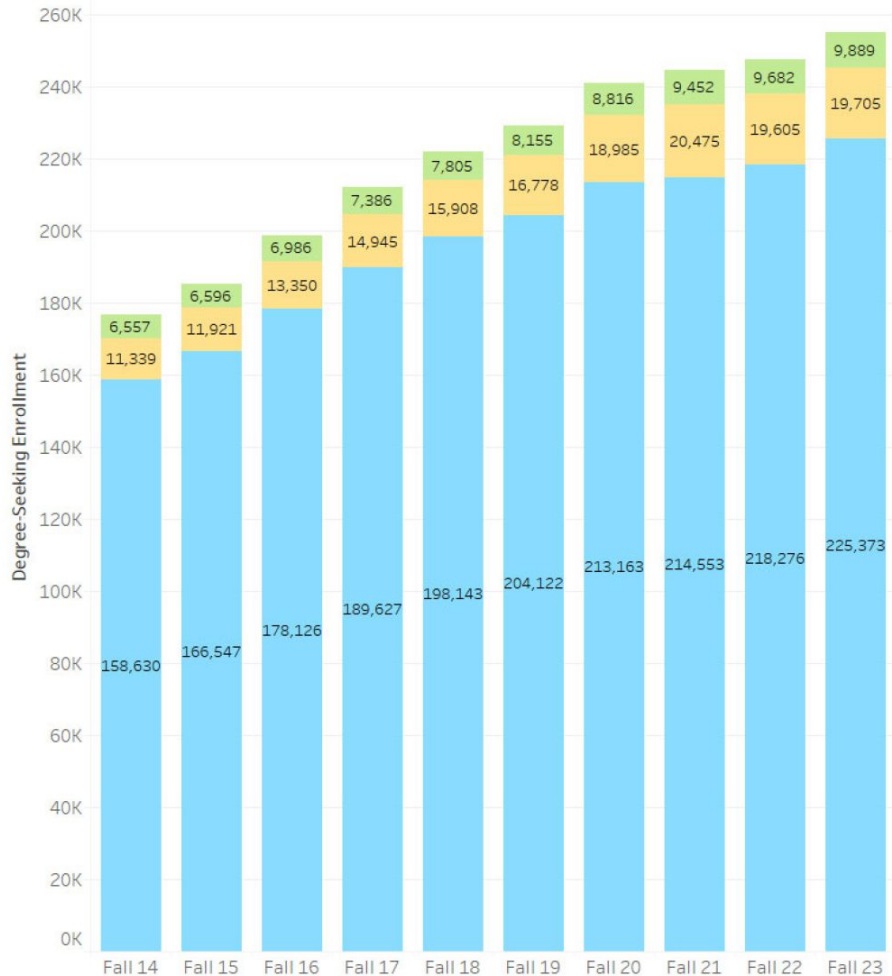
- Double the number of Hispanic doctoral students at our universities
- Increase Hispanic professoriate at our universities by 20%

Contributions of the HSRU Alliance (2022-23)

- 216,308 total degrees awarded, 30.1% Hispanic students
- 35.4% of undergraduates receive Pell grants
- 13,676 doctoral degrees awarded
- 13.5% Hispanic faculty
- \$7.9 billion total annual research expenditures

Data collection

- Leverage the strength and diversity of our members
- Member universities collaborate to share promising practices, data and monitor progress toward our goals



Fall 2014 to Fall
2023 Hispanic /
Latinx enrollment
HSRUs

Undergrad:
158,630 - 225,373

Doctoral:
6,557 - 9,889

Category

- Doctoral Degree-seeking Enrollment
- Master's Degree-Seeking Enrollment
- Undergraduate Degree-seeking Enrollment

Affinity Groups

- Provosts
- Vice Presidents of Research
- Graduate Deans
- Institutional Research and Assessment (Data)
- Undergraduate Research
- Campus liaisons
- Government Relations*
- Communications*
- Grant guidelines working group
- Gov. agency ad hoc groups

* Don't regularly meet

UCSC: Leadership in the HSRU

- **Chancellor Cindy Larive, Chair of the Alliance, 2024-26**
- **UCSC hosts first national virtual Summit of the HSRU alliance, April 2023**
- **UCSC helps organize first in-person summit, April 2024 (Delegation)**
- **UCSC hosts two conferences on Supporting Hispanic Women in the Physical Sciences and Engineering, Summer 2023 and 2024**
-



HSRU Plans 2024-2025

Organizational

- Data efforts
- Strategy-building
- Continued partnership development
- Organizational strengthening

Programmatic

- Crossing Latinidades (Mellon Funding)
Cat Ramirez
Kirsten Silva Gruesz
- Federal Allocation - DOD
 - Graduate advising
 - Fellowship program
 - Competitive research grants
 - Faculty leadership and engagement
- CHIPS Funding (Consortium in progress)
John MacMillan
David Lederman

HSRU postdoctoral program

- Member universities opt-in and nominate postdocs
- 1-yr cohort program
- Focus on professional development, mentoring and networking
- Centrally managed by the alliance - with shared responsibilities
- Will be informed by the experiences of the first cohort
- Call for Nominations soon

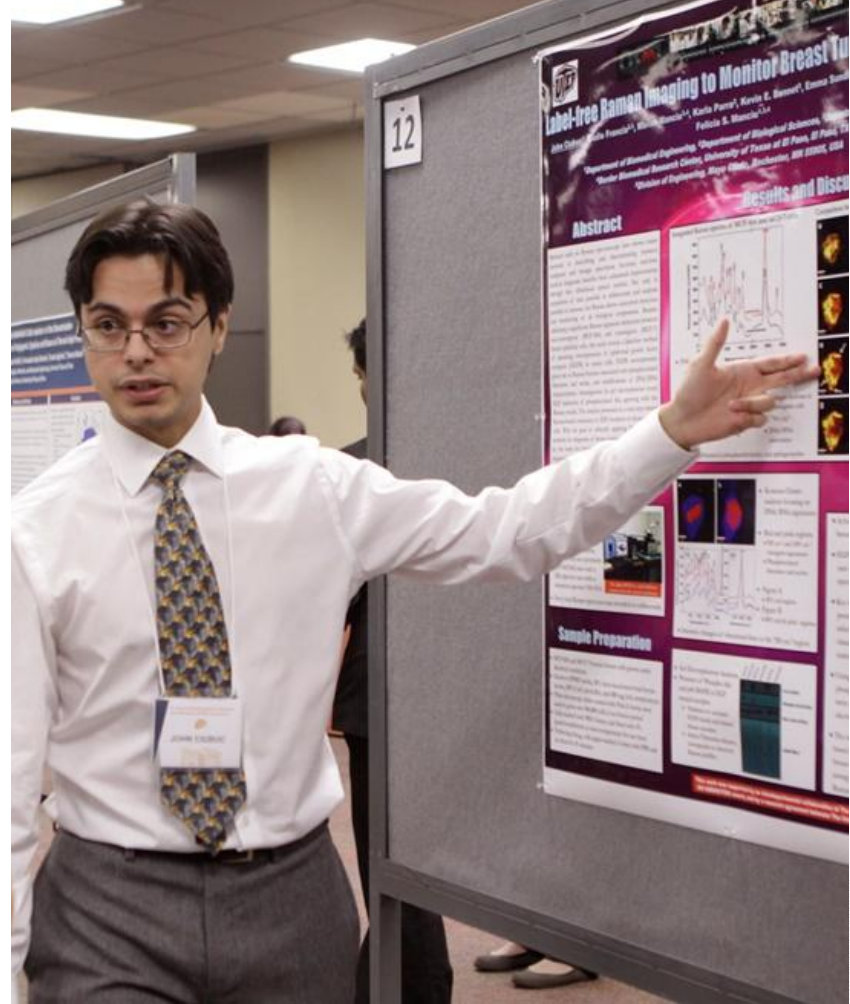
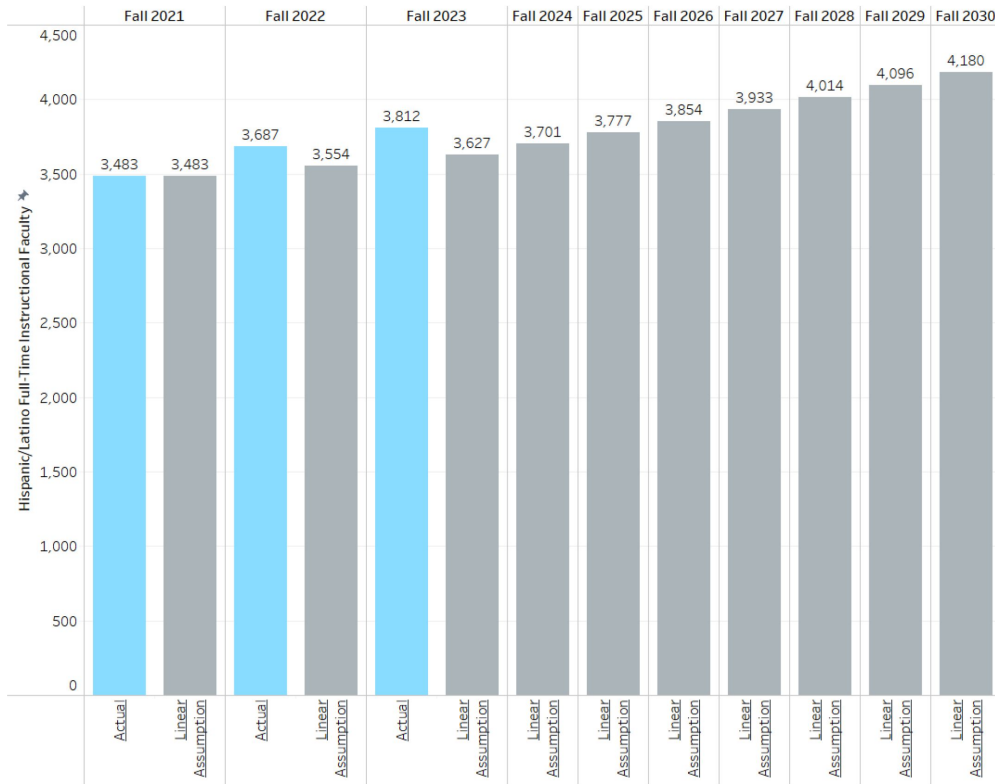


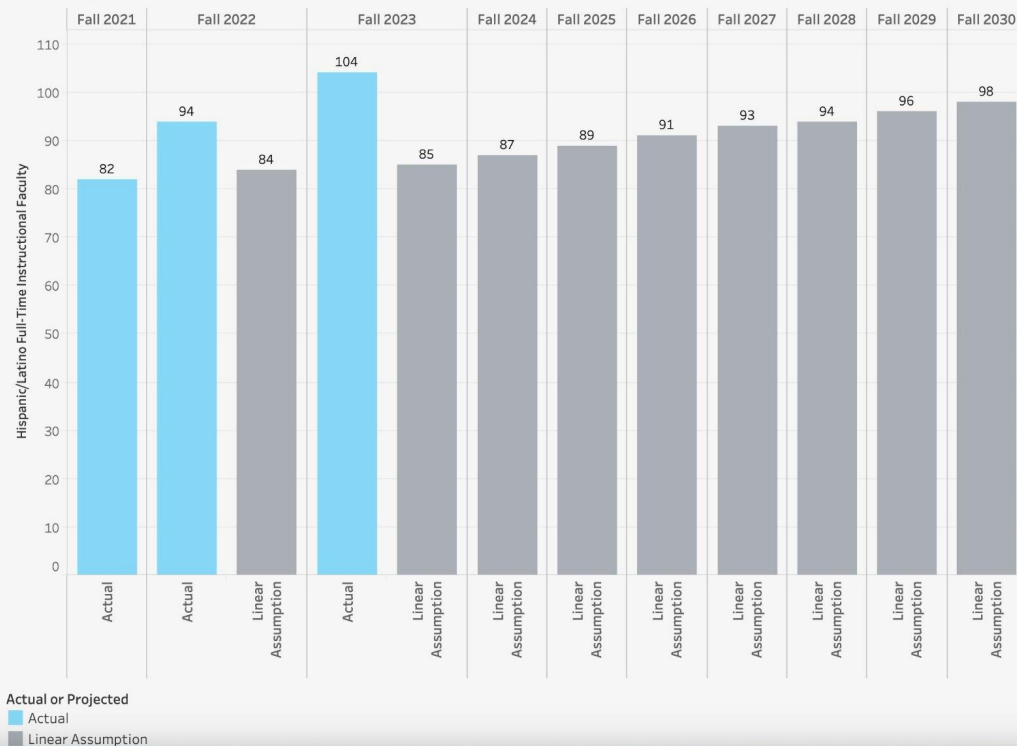
Figure 5: HSRU Alliance Actual and Projected Faculty Goal Progress¹⁵



Fall 2021 to Fall 2030 Hispanic / Latinx Faculty HSRU overall

Actual or Projected
■ Actual
■ Linear Assumption

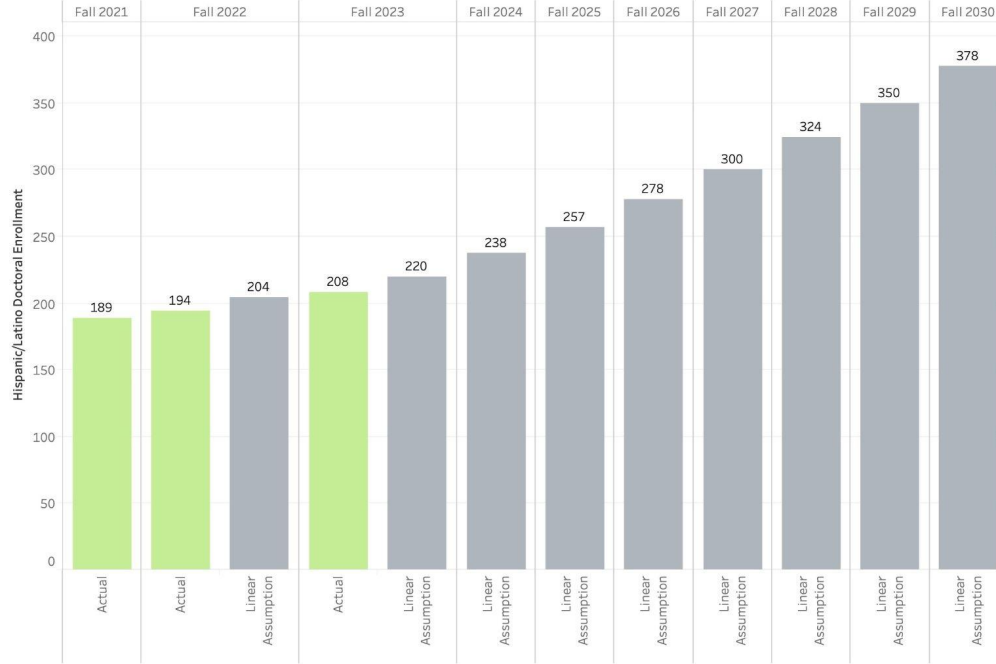
Actual and Projected Faculty Goal Progress:
University of California Santa Cruz



UC Santa Cruz
Fall 2021 to
Fall 2030
Hispanic /
Latinx Faculty

Actual or Projected
■ Actual
■ Linear Assumption

Doctoral Enrollment to Goal Linear Assumption Based on Fall 2021 Data: University of California Santa Cruz



Projection or Actual

UC Santa Cruz Fall 2021 to Fall 2030 Hispanic / Latinx Grad Students

Actual or Projected
■ Actual
■ Linear Assumption

Challenges

- Maintaining our success with faculty recruitment in the context of budget scenarios.
- Grow percentage of Hispanic/Latinx doctoral students without increasing the overall number in programs.
- Navigate the political winds of the coming years



ALLIANCE OF
**Hispanic-Serving
Research
Universities**

hsru.org

UC HSRI Symposium 2024



The UCSC HSRI Ecosystem and Working Together

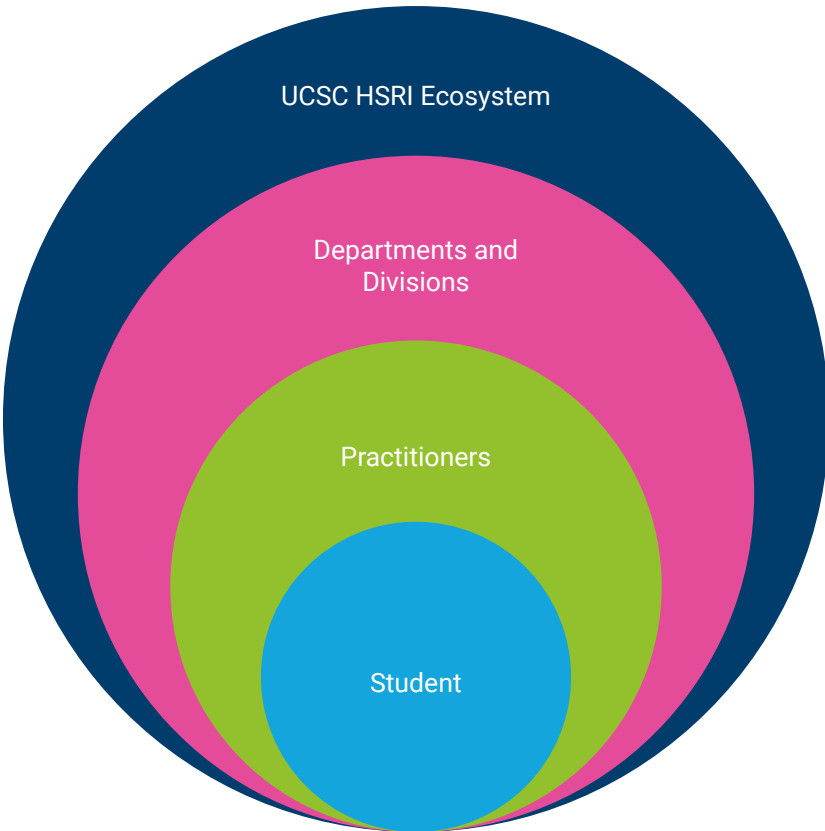
Charis Herzon, Director of HSI Initiatives



Graduate Studies and the HSRU



Hispanic-Serving Research Institution Ecosystem



Ecosystems operates at different level:

- Student experiences
- Practitioners (staff, faculty, administrator)
- Departments and Divisions
- Interconnectivity of practitioners and structures

Validation and Interconnectivity

NORMS OF ECOLOGICAL VALIDATION

Interactions with Students

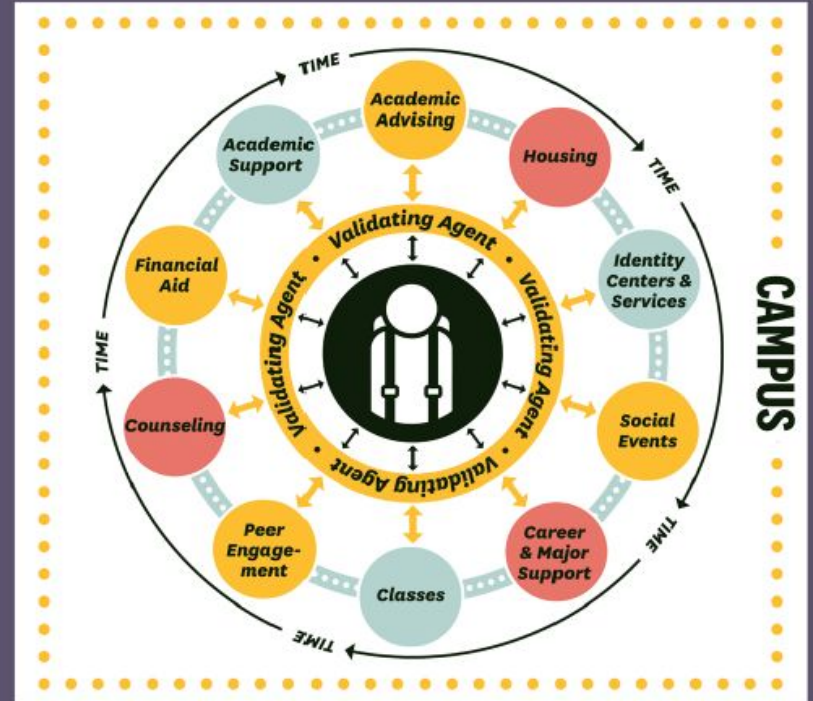
- Strengths-oriented
- Holistic
- Proactive
- Identity-conscious
- Developmental

Validating Educators

Interactions Among Educators

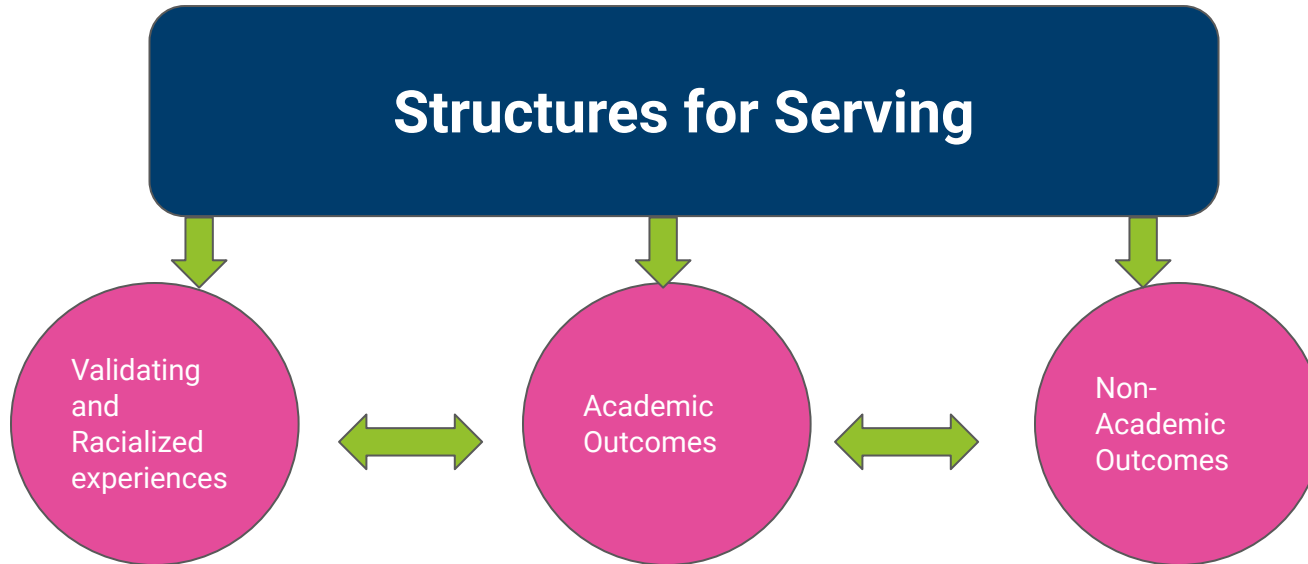
- Reflective
- Collaborative and Cross-functional

ECOLOGICAL VALIDATION MODEL OF STUDENT SUCCESS



Servingness

A framework that helps institutions move from *merely enrolling* larger numbers of students who have been marginalized to *holistically serving* their needs



UCSC Examples of our HSRI Ecosystem

- What are **students experiences** and **outcomes**? Do we have a culture that is **identity conscious** to reflect on the experiences and outcomes?
- What is our **how**, as educators? Am I/ do we as educators **implement** culturally relevant curriculum, pedagogies, and mentoring?
- What is our **how**, as a department/unit? Our actions determine....
- What will build up connections to enable **collective leadership actions** to nourish our HSRI Ecosystem?

References

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Graduate Education Challenges

Faculty Panel

Saskias Casanova, Associate Professor Psychology Department

Juan Poblete, Professor and Chair Literature Department

Valerie Cortez, Assistant Professor MCD Biology

Lora Bartlett, Associate Professor Education Department

Moderator: Dard Neuman, Professor and Associate Dean of Graduate Student Success

Graduate Student Panel

- J. Ramos, Literature Department
- Betsy Centeno, Psychology Department
- Elsie Carrillo, Ecology and Evolutionary Biology Dept

Moderator: Peter Biehl, *Vice Provost and Dean of Graduate Studies*

Faculty Success

- *Alegra Eroy-Reveles, Associate Professor Chemistry and Biochemistry Department*
- *Javier González-Rocha, Assistant Professor Applied Mathematics Department*

Moderator: Jody Greene, Associate Campus Provost



HSI Programs

Dr. Ebonee Williams
AVC Student Success and Equity



Graduate Studies and the HSRU



Defining Student Success

*“Regardless of their entry point, each individual is entitled to **transformative experiences**. Students have the opportunity, privilege, and access to engage in **learning and unlearning** various definitions of achievement. We are **responsible** for creating the conditions for students to achieve their **self-determined goals**, experience **validation**, develop as contributing members of the **community**, and expand their **possibilities**.”*

- UCSC Student Success and Equity Unit, 2023

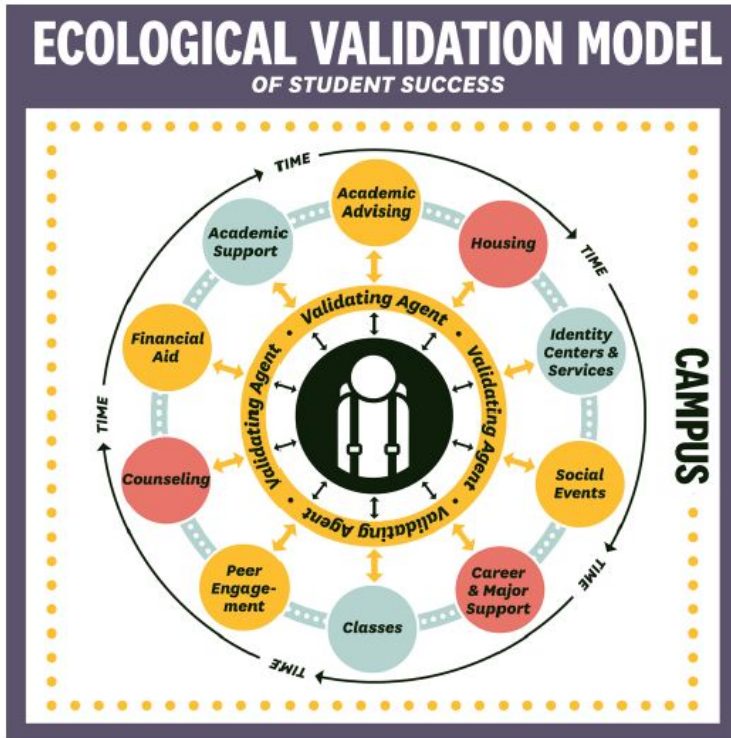


Equity Definition (in Progress)

We acknowledge the current systemic, structural, and institutional barriers that have historically oppressed and minoritized specific people and communities. To establish fairness and justice, we must unapologetically remove institutional barriers, build a culture of inclusivity, restore humanizing relationships, and direct resources, services, and opportunities to eliminate gaps in student outcomes.



Graduate Student Support



Doctoral Summer Bridge

Graduate Student Employment

Experiential Learning

Sense of Belonging

Student Access

Academic and non-Academic

Career Planning

Ecological Validation Model

Data Analysis

Grants for Change

GANAS Graduate

- Charis Herzon/Angel Dominguez

GANAS Career

- Charis Herzon/Lydia Iyeczohua Zendejas

Cultivamos Excelencia

- Charis Herzon/Sara Radoff

CULTURA

- Charis Herzon/Xiomara Lopez

Central Coast K-16 Collaborative

- PVUSD/Cabrillo/UCSC



Closing