

ABSTRACT

The *Graduating and Advancing New American Scholars (GANAS) - Career Pathways* HSI Title V Project represents a major step in the evolution of the University of California, Santa Cruz as a Hispanic-Serving Research Institution. In the last 25 years, UCSC has doubled in size and more than tripled its Latina/o student population. Currently, Latina/o students comprise 27% of UCSC's 17,500 students. The GANAS Project aims to support Latina/o, low-income/EOP, and underrepresented students to, through, and beyond UCSC by addressing curricular, co-curricular, and institutional barriers. Following an extensive review of disaggregated student outcomes, campus reports/strategic plans, and relevant research, the following four goals and corresponding activities were developed to improve students' academic and career outcomes while building UCSC's institutional capacity to increase racial equity.

Goal 1: To increase achievement (passing rates) and equity (reducing racial/social disparities) in Calculus, the GANAS Project Activity *Redesigning Calculus in the Life Sciences* will implement a comprehensive overhaul of curriculum and pedagogy with active learning and problem-solving sessions and focus on inclusiveness and equity. This redesigned course sequence will be initially taught by instructors whose refinements will inform the final framework. More faculty will be trained and supported in adopting the framework, which will strengthen consistency and coherence in students' academic pathways.

Goal 2: To increase achievement (passing rates) and equity (reducing racial/social disparities) in key gateway major courses through co-curricular Supplemental Instruction (SI), the GANAS Project *Supplemental Instruction (SI) and Leadership Program* will prepare and assign highly trained SI student leaders to key gateway courses with DFW rates (students making Ds, Fs, or withdrawing) of 20% or higher. SI Leaders will provide small group sessions to support students with how and what to learn. SI leaders will be provided with professional development, mentoring, and consistent feedback to improve their leadership and impact.

Goal 3: To increase career advising, internship opportunities, and financial literacy of Latina/o, low-income, and underrepresented students, the GANAS Project *Career Pathways Internship Program and Financial Literacy Coaching Activity* will develop year-long career-based internships in a co-curricular cohort experience. Internships will focus on California's workforce needs across Bio-Tech, Health, Agriculture, Accounting/Finance, Teaching/Education, and STEM. Interns will take a concurrent career readiness/financial literacy course and participate in quarterly career advising sessions.

Goal 4: To build institutional capacity by providing coaching support to academic and student services departments to identify and disrupt barriers in practices and policies that contribute to racial inequity, the GANAS Project *Department and Practitioner Inquiry as a Driver of Change ("Departmental Selfie") Activity* will build departments' capacities by: a) producing annual reports (Selfies) of disaggregated data that map students' progress along academic milestones and points of intervention by "outing" racial disparities; b) developing interventions in practices and policies that contribute to inequity; and c) evaluating these interventions to improve departments' capacities to make ongoing positive impacts on equity outcomes.

The GANAS Career Pathways Project is a campus partnership including: UCSC HSI Initiatives, Career Center, Center for Innovations in Teaching & Learning, Educational Opportunity

Programs, Learning Support Services, and the Mathematics Department. A steering team will also be developed to guide this project which includes members from our HSI Leadership Committee including: Nandini Bhattacharya (Continuing Lecturer in Mathematics and Associate Director for Teaching, UCSC Center for Innovations in Teaching and Learning, UCSC HSI Team Faculty), Co-PI Dr. Catherine Cooper (Professor of Psychology and UCSC HSI Team Research Advisor); Aaron Jones (Interim EOP Director); Project Director Lydia Zenedejas (Project Director, UCSC HSI Grants); Charis Herzon (Director of UCSC HSI Initiatives and Learning Support Services Director), Co-PI Dr. Juan Poblete (Professor of Literature and UCSC HSI Team Faculty), and PI Dr. Jennifer Baszile (Interim Vice Chancellor for Student Affairs and Success). Upon receiving a funding award, the partnership will be broadened to include employers and campus departments who wish to join this initiative.

Funds Requested: UC Santa Cruz is requesting \$3 million dollars over five years (10/1/2020 - 9/30/2025) to support the four GANAS Project activities.

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