

GANAS CAREER PATHWAYS

Year 4 | UC Santa Cruz | Hispanic-Serving Institution (HSI) Grant | U.S. Department of Education

Grant Overview

Grant Type: Title V, Part A*

Grant Cycle: Oct. 2020 - Sep. 2025

Grant Year 4: Oct. 2024 - Sep. 2025

Grant Funding Amount: \$2,999,997

*Title V, Part A Funding: Assist HSIs in expanding educational opportunities for and improving the attainment of Hispanic students. Grants also enable HSIs to expand and enhance their academic offerings, program quality, and institutional stability.

The GANAS Career Pathways grant strives to support Latinx, low-income, and underrepresented students by removing barriers that impede their success at UCSC and by **preparing** them for **rewarding careers** once they graduate. The goals were developed to improve students' academic and career outcomes while building UCSC's institutional capacity to increase racial equity and eliminate equity disparities. Following are outcomes to date; please note all data in yellow boxes are cumulative counts.

Goals to Increase

- Achievement and equity in Calculus
- Achievement and equity in gateway STEM courses through co-curricular Supplemental Instruction (SI)
- Career advising, internship opportunities, and financial literacy of Latinx, low-income, and underrepresented students
- Equity outcomes by identifying and improving departmental practices and policies

Grant Components

Redesigning Calculus in the Life Sciences - Math 11A & 11B

Grant faculty implemented a comprehensive overhaul of curriculum and pedagogy. Faculty and Graduate Students were trained and supported in adopting the framework, strengthening the consistency and coherence in students' academic pathways.

Redesigned courses: 13
Students served: 1596

Group	Baseline Passing Rate	2022-23 Overall Passing Rate	Change from Baseline	2023-24 Overall Passing Rate	Change from Baseline
Math 11A Latinx	60.1%	68.0%	+7.9%	67.2%	+7.1%
Math 11A EOP	63.4%	64.6%	+1.2%	73.8%	+10.4%
Math 11B Latinx	70.6%	92.9%	+22.3%	79.0%	+8.4%
Math 11B EOP	72.6%	89.2%	+16.6%	75.5%	+2.9%



Math Summit

For three years, the HSI staff and Mathematics Department engaged in collaborative discussions on inclusive curriculum and equity-minded practices.

Graduate Students, Staff, and Instructors served: 102

"Facilitating teaching teams, implementing projects, applications matter!"

- Math Summit Graduate Student 2024

Department and Practitioner Inquiry as a Driver of Change ("Departmental Selfie")

The HSI Initiatives, Teaching and Learning Center (TLC), and Institutional Research, Assessment, and Policy Studies (IRAPS) have teamed together to develop and deliver a workshop series to support Student Success and build our institutional capacity by:

- developing interventions in practices and policies to mitigate inequality;
- producing annual reports of disaggregated data that map students' progress along academic milestones and points of intervention; and
- evaluating interventions to improve departments' capacities to make positive impacts on equity outcomes.

Departments served: 6
Computational Media and Computer Science & Engineering

Career Pathways Internship Program and Financial Literacy Coaching

Career Success coordinated two unique internship programs, one of them being the GANAS Career Internship Program. The staff outreached to Latinx, low-income and underrepresented students and provided support with the application and interview processes for both programs.

Students served: 91

GANAS Career Interns received a scholarship along with coaching on career readiness and financial literacy. The career readiness skills covered are foundational in preparing students for success in the workplace. In this grant year, mentors rated their interns as having on average a .5% increase in these skills over the course of their internship.

Supplemental Instruction and Leadership Program

Supplemental Instruction (SI) prepares and assigns highly trained student leaders to provide small-group sessions to support students with *how* and *what* to learn in gateway STEM courses.

Equity gaps in pass-rates between EOP and non-EOP students were smaller among students who participated in SI compared to their peers who did not participate in SI.

The SI leadership program utilizes high-impact practices and professional competencies established from the National Association of Colleges and Employers (NACE). Our pre-post survey analysis exhibited that the trained leaders gained confidence in communication, equity and inclusion, and leadership.

NACE Career Readiness Competencies*

- Career and Self Development
- Communication
- Critical Thinking
- Equity and Inclusion

*These apply to both the Supplemental Instruction and Internship Programs

Sections: 49
Students served: 1902
Students employed: 112

"It's more of a feeling than any action. [My mentor is] very friendly and supportive...I feel so much more comfortable as a person and that carries on into my session. Additionally, they showed me what successful strategies for learning were, and I incorporated them into my own sessions. Those things made me a stronger tutor..and an amazing mentor."

- SI Leader on their Mentor and the Leadership Program, 2023

Summer Introduction to Undergraduate Research Program (SIURP)

This year's program was planned, organized, and coordinated by 5 graduate student mentors, 1 graduate student program fellow, and HSI staff support. The program engaged students in a series of workshops, presentations and events designed to introduce them to research methods, graduate school pathways, and research opportunities at UCSC. The SIURP was sunset following the successful completion of the 2024 program.

Students served: 79
61 UCSC | 15 CSUMB | 2 Cabrillo | 1 Hartnell



Careers in the Creative Economy (ART 177)

This year the course served 27 students and hosted 6 guest speakers in creative fields to provide students with opportunities for networking and teachings about the possibilities of careers in the arts. After three successful years, Careers in the Creative Economy Course is now funded by GANAS Career as of summer 2024.

"...Getting to hear individuals who also struggled with their career choices or personal setbacks is so crucial, especially to students like me who are first-generation and are learning how to manage this college lifestyle. Getting to have dinner with Davidra Jackson was one of the highlights of my quarter as I got to hear her personal growths and struggles with such authenticity, it makes me believe in myself a little more."

- ART 177 Student, Spring 2024



Sections: 3
Students served: 78

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