

University of California, Santa Cruz Hispanic-Serving Research Institution (HSRI) Integrated Logic Model

October 2022

UCSC HSI Mission: Building Equity in Higher Education Opportunities and Attainments and Disrupting Institutional Barriers to Equity for Latinx, Low-Income, and All Students

Inputs	Activities Theories of Change: Hurtado et al. (2012); Dowd & Bensimon (2015); Herrera & Jain (2013)	Outputs Equity Analysis	Short- and Intermediate-Term Outcomes Equity Analysis	Long-Term Outcomes Student and Institutional Outcomes Equity Analysis
<p>Resources</p> <ul style="list-style-type: none"> • U.S. Department of Education, UC system and UCSC focus on equity research, policy, and practice • Latinx and low-income students increasingly represent CA demographics • Engaged faculty, staff, administrators, students, and families • UCSC advising and support programs • Community college partners • Undergraduate and graduate research opportunities • Academic departments <p>Needs and Challenges</p> <ul style="list-style-type: none"> • Pandemic challenges • Low-performing K-12 schools • Underprepared faculty, staff, and students • Institutional barriers 	<p>Math, Writing, and STEM Pathways</p> <ul style="list-style-type: none"> • Redesigned equity-focused courses <p>Holistic Advising and Support</p> <ul style="list-style-type: none"> • Holistic advising, financial literacy, STEM success cohort programs, STEM skills sessions and tutoring, Supplemental Instruction <p>Sense of Campus Belonging</p> <ul style="list-style-type: none"> • Family orientation and welcome programs, peer cohort programming <p>Transfer Pathways</p> <ul style="list-style-type: none"> • STEM transfer and summer transition programs, Cross-campus advising <p>Career Pathways</p> <ul style="list-style-type: none"> • Internships, Career coaching, Research experiences, Careers in Creative Economy and STEM courses <p>Graduate Student Pathways</p> <ul style="list-style-type: none"> • Navigating Graduate School Application and First-Year Experience courses; Doctoral Summer Bridge; VOCES Graduate Student Writing Center; Latinx Initiative for Future Teachers <p>Professional Development, Department and Practitioner Inquiry, and Equity Research and Evaluation</p>	<p>All Activities</p> <ul style="list-style-type: none"> • # attending • Who came? • Who was missing? <p>Disaggregated by race-ethnicity, first-generation, gender, and low-income (eligible for Equal Opportunity Program - EOP)</p>	<p>Grades and Passing Rates</p> <ul style="list-style-type: none"> • Entry Level Writing Requirement, STEM gateway and upper-division courses <p>Persistence Year to Year</p> <ul style="list-style-type: none"> • # declaring STEM majors, UCSC GPA and STEM courses at/above 3.0 <p>Sense of Campus Belonging</p> <ul style="list-style-type: none"> • Lower perceived prejudice and social identity threat <p>Transfer Pathways</p> <ul style="list-style-type: none"> • Transfers applying and enrolling from partner community colleges <p>Career Pathways</p> <ul style="list-style-type: none"> • National Association of Colleges and Employers (NACE) Career Competencies, # graduate school applications and research experiences, STEM identity <p>Graduate Student Pathways</p> <ul style="list-style-type: none"> • Writing proficiency, financial and food insecurity, career preparation <p>Mentoring & Teaching Practices</p> <ul style="list-style-type: none"> • increase practitioners culturally relevant strategies <p>Presentations and Publications</p> <ul style="list-style-type: none"> • Faculty, staff, and graduate and undergraduate students 	<p>Persistence/Retention</p> <ul style="list-style-type: none"> • At major declaration milestones, including STEM <p>4- and 6-year Graduation Rates</p> <p>Sense of Campus Belonging</p> <p>Transfer Pathways</p> <ul style="list-style-type: none"> • # from partner community colleges, 2- and 4-year graduation rates <p>Career Placement</p> <ul style="list-style-type: none"> • Earnings, alumni placement <p>Graduate Enrollment and Degrees</p> <ul style="list-style-type: none"> • # Latinx undergraduates from UCSC and CSUMB enrolled in graduate school, Latinx and graduate students of color enrolled and completing graduate degrees at UCSC <p>Disrupting Institutional Barriers to Equity</p> <ul style="list-style-type: none"> • Hiring equity-minded faculty in gateway STEM courses • Staff and faculty sustaining holistic support • Professional Development with Teaching Assistants • Teaching-Learning Communities • Waiving fees for cross-enrollment of community college students at UCSC • Campus data dashboard and coaching for equity analysis • Revised Academic Literacy Curriculum

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