

**UCSC HSI Initiatives Briefing Document
Graduating and Advancing New American Scholars - GANAS**

In July 2019, UC Santa Cruz (UCSC) submitted a new HSI proposal, **Graduating and Advancing New American Scholars (GANAS)**, to the US Department of Education (USDE) HSI Division - Promoting Postbaccalaureate Opportunities for Hispanic Americans (PPOHA) Program. For this grant competition, the USDE established two competitive preference points to guide proposal development, 1) collaboration with another institution of higher education, and 2) financial literacy and personal financial education. A campus work group was formed from a campus call for collaborators which included faculty, staff and graduate students.

The GANAS Project has been designed to unleash the potential of UCSC as a public Hispanic-Serving Research Institution (HSRI) – one of the few HSIs that is an R1 doctorate-granting university (indicating "very high levels of research activity" in the Carnegie Classification of Institutions of Higher Education) – by increasing the readiness of Latina/o, low-income and students of color from UCSC and California State University Monterey Bay (CSUMB) to apply and succeed in graduate programs.

The extensive inquiry conducted by the PPOHA Grant Development Work Group revealed evidence of institutional strengths and weaknesses that guided the design of interventions on two major components aligned with two phases along the academic pipeline: 1) Graduate Student Pipeline Interventions (INPUT); and 2) Graduate Degree Completion Programs (THROUGHPUT AND COMPLETION) to advance Latina/o, low-income and students of color. These components are mapped and linked to the PPOHA program goals and long-term outcomes in the UCSC GANAS Project logic model (attached).

The GANAS Project includes interventions strategically positioned to overcome institutional barriers that impede Latina/o, low-income and graduate students of color in the areas of preparation, retention, advancement to candidacy, and degree completion. This will be accomplished through eight project activities under two areas of focus:

- **Graduate Student Pipeline Interventions**
 - Activity 1: Summer Undergraduate Research Opportunity Program;
 - Activity 2: Navigating Graduate School Application Process Course;
 - Activity 3: Careers in the Creative Economy Course - Pathways to Graduate Degrees in the Arts.
- **Graduate Degree Completion Programs**
 - Activity 4: Financial Planning/Literacy, Holistic, and Basic Needs Counselor;
 - Activity 5: Doctoral Summer Bridge Program;
 - Activity 6: VOCES Graduate Student Writing Center;
 - Activity 7: Graduate Student First-Year Experience Course: Induction to the Discipline through Collective Learning;
 - Activity 8: Latina/o Teacher Credential and Master's Degree Initiative.

The design of the GANAS Project interventions was informed by the institutional gaps as well as research on high-impact practices, with evidence to support their effectiveness. The chart below outlines how the GANAS Project interventions align with our campus gaps.

Identified Institutional Gaps and Weaknesses	How GANAS Project Interventions Address Each Gap
Gap 1: There is a relative lack of representation of Latina/o graduate students at UCSC and in higher education nationally	The GANAS Project includes graduate school exposure, preparation, and graduate school readiness activities that address critical barriers for Latina/o, low-income and students of color. These interventions address financial challenges through direct support and education and high-touch support through the graduate school application process.

	<ul style="list-style-type: none"> • Summer Undergraduate Research Program • Navigating Graduate School Application Course • Latina/o Teacher Credential and Master’s Degree Initiative • Careers in the Creative Economy Course - Pathways to Graduate Degrees in the Arts
Gap 2: There is a difference in advancement to candidacy between White and Hispanic/Latina/o doctoral students.	<p>The GANAS Project has developed transition and on-boarding support that is culturally responsive and thoughtful in avoiding pitfalls that can impact the mastery, sense of belonging and identity of students as graduate scholars.</p> <ul style="list-style-type: none"> • Doctoral Summer Bridge Program • Graduate Student First-Year Experience Course: Induction to the Discipline through Collective Learning
Gap 3: UCSC graduate students, including Latina/o, low-income, and students of color, experience <i>writing challenges</i> .	<p>The GANAS Project includes the development of a graduate student writing center offering an array of services to Latina/o, low-income, and graduate students of color. The proposed strategies correspond to our <i>UCSC Graduate Student Survey</i> analysis and needs.</p> <ul style="list-style-type: none"> • VOCES Graduate Student Writing Center
Gap 4: Non-academic barriers, including financial planning/ literacy, basic needs, and lack of personal support, can impede and slow students’ progress and completion.	<p>The GANAS Project includes a one-stop resource for graduate students, with expert financial support in planning and counseling. Basic needs and housing supports are embedded to increase affordability and reduce financial barriers by leveraging student support services available on campus.</p> <ul style="list-style-type: none"> • Financial Planning/Literacy, Holistic, and Basic Needs Counselor

The measurable objectives established for the project are:

Objective 1: By Sept. 30, 2024, Increase the number of Latina/o a graduate students enrolled at UCSC by 35%.
Objective 2: By Sept. 30, 2024, Increase Latina/o graduate students’ writing proficiency by 3 percentage points.
Objective 3: By Sept. 30, 2024, Increase Latina/o graduate students’ sense of belonging to UCSC by 12%.
Objective 4: By Sept. 30, 2024, Increase graduate degree completion for Latina/o, low-income, and graduate students of color by 3 percentage points.

The five-year total budget request is **\$2,997,591**. The USDE will notify applicants of funding awards by Sept 30, 2020 and if funded, the GANAS Project period would be 10/1/2020 – 9/30/2025.

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