



# GANAS GRADUATE PATHWAYS

GRANT YEAR 3 REPORT

OCTOBER 1, 2022 - SEPTEMBER 30, 2023

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# MESSAGE FROM GANAS GRADUATE PROGRAM DIRECTOR



Grant Year 3 for GANAS Graduate Pathways (2022-2023) was a continuation of the successful launch of our activities that initiated in Grant Year 2, all while navigating unique campus and geographic challenges and continuing to innovate in the ways that we provide services to our students.

Fall 2022 included a labor strike of which most of our graduate students were part of and which limited in-person, on-campus activities during the latter part of the fall quarter. Returning in winter quarter 2023, after the labor strike, this new term had its own unexpected circumstances - primarily the torrential rain that was classified as a natural disaster that hit our area throughout January and February. We continued planning for our summer programs - SIURP and DSB, offering VOCES and LIFT services, and teaching another course under our First-Year Experience (FYE) activity.

In winter and spring VOCES presented “Drafting Stages” a series of intimate conversations with speakers working inside and outside of academia and at different points in their careers about writing as an evolving and non-linear process. There were grant presentations at two national conferences, AHSIE and NASPA, and a campus conference - the UCSC Advising Forum.

With spring came the second offering of Art 177: Careers in the Creative Economy and the administration of the campus biennial Graduate Student Survey. We provided feedback to our institutional research office regarding questions that were asked on campus-wide survey. The questions were related to our GANAS Graduate measurable objectives about writing and sense of belonging. We held programs to encourage graduate students to complete the survey and in the coming months we will be able to report on these specific measurable objectives for the first time.

In summer 2023 LIFT welcomed its third cohort and we offered our signature summer programs, the second annual Summer Introduction to Undergraduate Research Program (SIURP) and Doctoral Summer Bridge (DSB). These took place over the course of three back-to-back weeks in July that once again were transformational for students and provided lifelong memories.

We could not have executed our work or impacted our students without the numerous on- and off-campus partners critical to our work. While you will read the names of these people and departments throughout this report, special thanks to our HSI team members who are a critical part of our day-to-day work.

Sara Sanchez, January 2024

## THANK YOU

**María Fernanda Alcantara**, HSI Project Consultant  
**Roxy Davis**, Education Grants & Evaluation Specialist  
**Mari Garcia**, Contract & Grant Financial Analyst  
**Charis Herzon**, HSI Initiatives Director  
**Giselle Perez**, Student Intern  
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**Elena Valencia**, Grant Administrative Specialist  
**Lydia Zendejas**, HSI Project Director

# GANAS GRADUATE PATHWAYS

## GRADUATING AND ADVANCING NEW AMERICAN SCHOLARS

Year 3 Grant Summary | UC Santa Cruz | Hispanic-Serving Institution (HSI) Grant | U.S. Department of Education

### Grant Objectives

- Increase the number of Latinx Graduate Student enrolled at UCSC by 35%
- Increase Latinx graduate students' writing proficiency by 3%
- Increase Latinx graduate students' sense of belonging by 12%
- Increase Graduate degree completion for Latinx, low-income and graduate students of color by 3%

### Key Partners

- Cal State Monterey Bay
- Division of the Arts - Art Department
- Education Department
- Educational Opportunity Programs
- The Writing Center
- Division of Graduate Studies
- Merrill College

### Grant Overview

**Grant Type\*:** Title V, Part B, PPOHA: Promoting Postbaccalaureate Opportunities for Hispanic Americans

**Grant Active Dates:** October 1, 2020 - September 30, 2025

**Grant Funding Amount:** \$2,997,591

\*Title V, Part B, PPOHA: 1) expand postbaccalaureate educational opportunities for, and improve the academic attainment of, Hispanic students; and (2) expand the postbaccalaureate academic offerings as well as enhance the program quality in the institutions of higher education.

The GANAS Graduate 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 Latinx, low-income, and students of color from UCSC and California State University, Monterey Bay (CSUMB) to apply and succeed in graduate programs. Institutional strengths and weaknesses guided the design of eight project interventions aligned with two areas of focus along the academic pipeline: 1) Graduate School Pathway Interventions; and 2) Graduate Degree Completion Programs, to advance Latinx, low-income, and students of color. Interventions are strategically positioned to **overcome institutional barriers and equity gaps** that impede the academic success of Latinx, low-income, and graduate students of color in the areas of preparation, retention, advancement to candidacy, and degree completion.

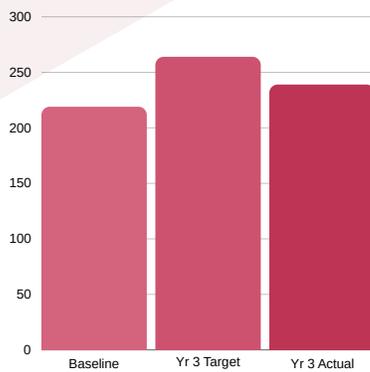


# MEASURABLE OBJECTIVES SUMMARY

Presented below is an overview of the progress made towards meeting our measurable objectives through Grant Year 3. This data provides insights into our progress and areas that continue to require attention. We appreciate the dedication of all involved and remain committed to the continued success of our initiatives.

**Objective 1:** By Sept. 30, 2025, Increase the number of Latinx graduate students enrolled at UCSC by 35%.

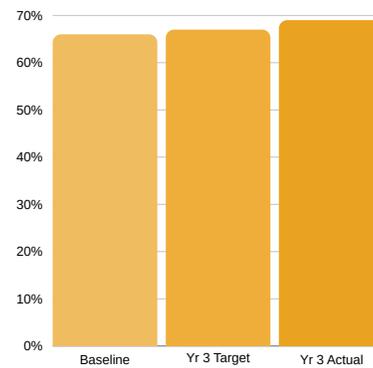
- Baseline: 219
- Year 3 Target: 264
- Year 3 Actual: 239
  - **9.1% increase from baseline**



Source: IRAPS Dashboard: Enrollment by Student Characteristics

**Objective 2:** By Sept. 30, 2025, Increase Latinx graduate students' writing proficiency by 3%.

- Baseline: 66%\*
- Year 3 Target: 67%
- Year 3 Actual: 69%
  - **3.0% increase from baseline**



Source: UC Graduate Student Experience Survey (2023)

**Objective 3:** By Sept. 30, 2025, increase Latinx graduate students' sense of belonging to UCSC by 12%.

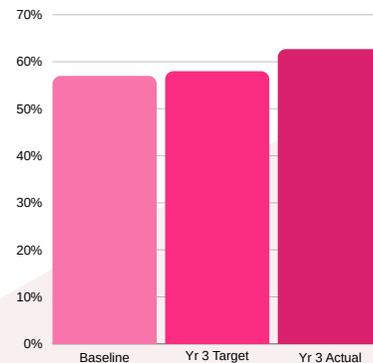
- Baseline: 51%
- Year 3 Target: 57%
- Year 3 Actual: 38%
  - **25.5% decrease from baseline**



Source: UC Graduate Student Experience Survey (2023)

**Objective 4:** By Sept. 30, 2025, increase graduate degree completion for Latinx students by 3 percentage points.

- Baseline: 57%
- Year 3 Target: 58%
- Year 3 Actual: 62.7%
  - **10.0% increase from baseline**



Source: UCSC Academic Information System

\*Note: The original baseline of 66% was established based on an approximate statistic (two-thirds) of an average of several writing-related items on the 2017 UC Graduate Student Experience Survey. Our reporting on this objective for Year 3 is based on the percentage of Latinx students who rated their confidence in expressing ideas/arguments in a clear and concise manner as "confident/very confident" on the 2023 UC Graduate Student Experience Survey. We plan to report on this same writing question from the 2025 UC Graduate Student Experience Survey for our Year 5 reporting.

# Summer Introduction to Undergraduate Research Program (SIURP)

## Program Description

The Summer Introduction to Undergraduate Research Program (SIURP) for Educational Opportunity Program (EOP) students at CSUMB and UCSC is a summer residential program that exposes Latinx and other underrepresented students to undergraduate research, graduate school pathways, and careers in academia.



SIURP 2023 Participants at Elkhorn Slough at Moss Landing for kayaking

## Partnerships

- CSU Monterey Bay, Undergraduate Research Opportunity Center (UROC)
- UCSC Educational Opportunity Program (EOP)
- Arts Division HSI-Doctoral Diversity Initiative (DDI)

## Student Reflections

“Before this program I was not considering grad school at all, but after learning about it and weighing my options I am open to it.”  
- Participant, Summer 2023

“It’s a lot more than just an academic program, you get really close with the other participants while in the 2 weeks.”  
- Participant, Summer 2023

“It was a very helpful experience and very needed because without it I would still be lost on what to do after college.”  
- Participant, Summer 2023

## Impact

- Undergraduate students served Summer 2023: 22
  - 16 UCSC
  - 6 CSUMB
- UCSC students served
  - Latinx students: 14
  - EOP students: 9
  - First-generation students: 9
- 5 graduate student mentors
- Engaging both undergraduates and graduate students in high-impact practices (research, mentoring, internships).
- Financial compensation for participants at all levels.

43 undergraduate students served throughout years 1-3 of the grant

## Small Group Research Projects

- *Building Belonging: Understanding the Experiences of Minoritized Students in an Undergraduate Research Program*
- *Community Protection and Care*
- *Harmony for Well-being: Exploring Pleasant Sounds Impacting Mental Health Through Soundscapes and Feminist Methods*
- *Latinx/e FGCS’s Family Support on Sense of Belonging and Psychological Well Being*
- *Joy Mode: Visions for Graduate & Professional School Applications*

## Webpage(s)/Links ✨

- [Summer Introduction to Undergraduate Research](#)

# Pathways to Graduate School Course Series (MERR 35A & 35B)

## Program Description

This activity is designed to serve Latinx, low-income, underrepresented, and Educational Opportunity Program (EOP) undergraduate students who are unfamiliar with graduate school and its application process and equip them with strategies to pursue this next stage in their education.

### Fall 2022- MERR 35B:

9 students

Culminating assignment: Graduate School Mock Interview

### Spring 2023 - MERR 35A:

23 students

Culminating assignment: Faculty Informational Interview

## Student Reflections

"The class overall really helped me in many aspects for graduate school and feel like I wouldn't have been prepared to apply without this course."

- Student, Fall 2022, MERR 35B

"This class has definitely solidified my desire to pursue graduate studies. And because of this class, I now feel like graduate school is much more of a real, tangible possibility for me since I have come to know a lot about what it will take and require of me to get there."

- Student, Spring 2023, MERR 35A

"The major takeaway that I took from this course is that all good things take time and work and that pursuing graduate school is an attainable goal, thus it is not as far-fetched as I once made it seem."

- Student, Spring 2023, MERR 35A

## Impact

- Students Served Year 3: 32
  - Latinx Students: 19
  - EOP Students: 28
  - First Generation Students: 24
- Over 98 students were interested in the course series

51 undergraduate students served throughout years 1-3 of the grant

## Partnerships

- Merrill College
- CSUMB UROC
- UCSC EOP
- Academic Advisers
- Faculty and Staff Guests



MERR 35A Students, Spring 2023

## Webpage(s)/Links ✨

- [Pathways to Graduate School](#)

# Careers in the Creative Economy Course (ART 177)

## Program Description

This course provides students with information, tools, and strategies to embark on arts career exploration and preparation, including strategies for addressing challenges and opportunities related to diversity, equity and inclusion. Students explore their career values; network with guest speakers in creative fields (alumni, faculty, graduate students, professional artists); and create career-related documents (update resumes, cover letters, project proposals) while learning about a variety of Arts careers through guest speakers, readings, videos, and podcasts.



ART 177 students with guest speaker Kajahl (Spring 2023)

## Student Reflections

"Because these art fields are rapidly changing, my main takeaways are to stay adaptive and to equip yourself with the necessary digital tools for the future of the Creative Economy."

- Student, Spring 2023

"Smith not only enlightened me about the intricacies of artist proposals and grants, but also provided valuable insights into the workings of funding within non-profit organizations. Smith's experiences working in the non-profit sector has been both enlightening and enjoyable, deepening my understanding of the vital role that community plays in supporting artistic endeavors and facilitating meaningful impact."

- Student, Spring 2023

## Impact

- Students Served: 28 (all undergraduate)
  - Latinx Students: 11
  - EOP Students: 14
  - First Generation Students: 11

51 undergraduate students served throughout years 1-3 of the grant

## Spring 2023 Guest Speakers

- Kajahl, **Adjunct Faculty** at the New York Academy of Art
- Eric Rosales, **Feature Film Department Manager**, Pixar Animation Studios
- Christina Weiland, **Technical Director**, Pixar Animation Studios
- Hesiquio Mendez Alejo, **Technical Designer**, Tender Claws
- Andrew C. Smith, **Executive Director**, Indexical
- Binh Danh, **Associate Professor**, Department of Art and Art History at San Jose State University
- Angelica Muro, **Chair**, Visual and Public Art Department at San Jose State University
- Zach Andrews, **Program Director**, Diversity Apprenticeship Program (DAP) at The Broad in Los Angeles
- Davidra Jackson, **Art Preparator** at LA County Museum of Art (LACMA)

## Webpage(s)/Links ✎

- [Careers in the Creative Economy Course](#)

# Graduate Services Counselor

## Program Description

The GANAS Graduate Services Counselor (GSC) serves as a one-stop resource for Latinx (aka Latine; Latino; Latina, etc.), POC, first-generation, and low-income graduate students to address non-academic challenges that impede transition and degree completion. Services are designed to provide a safe space for **holistic counseling**.

## Year 3 Highlights

- Provided lead advising to the Women of Color (WOC) graduate student group.
- Continuation of vital events such as Café con Galletas and Wellness Walks that serve as spaces of community building for graduate students.
- Improvement to the appointment sign-up system increased appointment utilization by 155% from September 2022 to September 2023, streamlining this process for graduate students to connect with the GSC.
- GSC continues to cultivate working partnerships and ongoing referral processes with other student support entities and groups on campus such as SlugSupport, the VOCES Graduate Writing Center, and the inaugural 2023 Black Academy: Grad Edition.

## Student Reflections

“The GANAS Holistic Counseling 1:1 appointments are essential to my academic success at UC Santa Cruz. Angel Dominguez provides a safe space to discuss diverse issues and contemplate their solutions. Unlimited meetings provide graduate students, like myself, flexible check-ins that allow for continued conversations. UC Santa Cruz benefits when their BIPOC/First-Gen/Low-income graduate students are cared for.”

- GANAS Grad Student, Fall 2023

“Thank you so much for your help earlier this summer, your guidance has allowed me to have a smooth and successful fall quarter.”

- GANAS Grad Student, Fall 2023

## Impact

Individual Appointments: 75

- Unique Students Served: 38
  - Unique Latinx Students Served: 24
- GANAS GSC collaborated and participated in 8 events and workshops for graduate students.

137 appointments completed throughout years 1-3 of the grant

## Partnerships

- EOP
- Graduate Division
- Humanities Division
- LALS
- Lionel Cantu Queer Center
- P2R Mentoring
- SlugSupport
- VOCES



Doctoral Summer Bridge participants (Summer 2023)

## Webpage(s)/Links ✎

- [Graduate Services Counselor](#)

.....  
**Contact Information: Angel Dominguez | GANAS Graduate Service Counselor | adomingu@ucsc.edu**

# Doctoral Summer Bridge Program

## Program Description

A one-week residential Doctoral Summer Bridge Program focusing on students' transition to the graduate school environment to help them complete MFA or doctoral degrees.



Doctoral Summer Bridge Cohort, Summer 2023

## Impact

- Unique Students Served: 14
  - Latinx Students Served: 9
- 3 Latinx graduate student mentors
- Graduate Division provided \$7,000 for participant stipends
- Arts Division provided \$1,500 via HSI DDI grant for 4 students in Arts & Humanities.
- DSAS SSE provided funding for Dr. Genevive Bjorn & the CERIC Method
- EOP Wellness provided funding for Petroglyph community building experience

27 graduate students served throughout years 1-3 of the grant

## Campus Partnerships

- Athletics and Recreation
- UCSC Basic Needs Team
- CAPS Counseling Services
- Chicanx/Latinx Resource Center, El Centro
- CRES Designated Emphasis
- Center for Racial Justice
- Digital Scholarship Commons
- First Gen Grads Group
- Disability Resource Center (DRC)
- Graduate Student Commons
- Graduate Division (DEI & Pro Dev)
- ID Card Services
- Lionel Cantú Queer Center
- Norris Center
- Campus Libraries & Special Collections
- SlugSupport
- The Learning Center
- UCSHIP Health Insurance
- VOCES Graduate Writing Center

100% of GANAS DSB Student participants reported an increase in...

- Connection to UCSC campus.
- Sense of readiness/preparedness to begin graduate school.
- Understanding of on-campus resources and support networks.
- Readiness to build community.

## Student Reflections

"I'm honored to be a part of the GANAS Fam where I know I've already got not just friends but another chosen family for life that I'll continue to treasure! I appreciate the way the GANAS team (esp. Angel!) was able to help foster a safe, positive, diverse, fun, and inclusive space for our whole time in the program and beyond!"

-DSB Student, Summer 2023

"As a first-generation woman of color, it's not easy to start a Ph.D. program as I am the first person in my family ever to imagine getting into a Ph.D. Angel Dominguez and the DSB program have given me the knowledge to feel more confident as I start my Ph.D. program this Fall, 2023. There is a great need for more programs like GANAS DSB to ensure more students of color can equitably succeed in spaces like academia..."

-DSB Student, Summer 2023

## Webpage(s)/Links ✨

- [Doctoral Summer Bridge](#)



# VOCES Graduate Student Writing Center

## Program Description

In collaboration with the UCSC Writing Center (WC), VOCES supports Latinx and all graduate students' in their writing development. VOCES offers exceptional one-on-one writing support and graduate student writing groups in collaboration with professional writing coaches and mentors.

This year VOCES continued offering writing tutoring sessions led by trained writing tutors who altogether served 59 graduate students specifically through **309 one-on-one consultations**.

Additionally, with the leadership of Faculty Advisor Gina Athena Ulysse, VOCES presented the **Drafting Stages** series featuring 4 guest speakers, aiming to demystify the writing process as an evolving and non-linear process while providing practical writing tips to graduate students.

## Student Reflections

"[Drafting Stages] helped me relate my experiences and difficulties in writing to my peers and professionals. Offered practical advice on how to overcome focus and self care difficulties during writing."

- Graduate Student, Spring 2023



Adela and Betania after the Navigating the Job Market Workshop (Spring 2023)

## Impact

- 88 unique graduate students served through all activities in AY 22-23.
  - Latinx Students Served: 34
- 33 students attended the Drafting Stages speaker series.
- 11 students participated in the Navigating the Job Market Workshop offered at the Politics of Care Conference hosted by El Centro.
- Leveraging peer tutors, writing groups, faculty engagement, and professional coaches to cultivate graduate student writers.

256 graduate student participants throughout years 1-3 of the grant

## Services offered

- One-on-one writing support
- Group writing support
- Quarterly "Psychology of Writing" Workshops
- Drafting Stages speaker series
- Writing retreats and/or workshops

## Partnerships

- Graduate Studies Division
- Colibrí Writing Circles, in collaboration with the Chicanx Latinx Resource Center, El Centro

## Webpage(s)/Links ✨

- [writingcenter.ucsc.edu/voces](https://writingcenter.ucsc.edu/voces)
- [ucsc.mywconline.com](https://ucsc.mywconline.com)

# Graduate Student First-Year Experience Course: Introduction to the Discipline through Collective Learning

## Program Description

These graduate seminars are designed to introduce first-year graduate students to a discipline through a team-taught approach involving six faculty and direct exposure to their research.

This is a problem and research-based team-taught introduction to the discipline and its different disciplinary ways of considering an issue or problem, as well as an introduction to the culture of the graduate seminar. The latter aspect involves significant time spent in unearthing the hidden curriculum of graduate school life:

- How do you read and annotate a text with an eye towards its use in your research and thought?
- How do you build thinking from multiple sources?
- How do you begin conceptualizing a research project?

Transparency, diversity of viewpoints, and exploring multiple research and professional paths are particularly important for students of color and/or first-generation students.

## Student Reflections

"This was an extremely helpful class. Learning how to read history works was something never taught to me and now I know so much better how to approach sources!"

-Student, Grant Year 3

## Faculty that supported the HIST 200B course

- Marc Matera, Professor
- Kate Jones, Associate Professor
- Juned Shaikh, Associate Professor
- Elaine Sullivan, Associate Professor
- Alice Yang, Associate Professor

## Upcoming Courses

- Lora Bartlett, Education teaching Fall 2023
- Jennifer Horne, Film and Digital Media, Spring 2024

## Impact

- Courses taught: History 200B (winter 2023)
  - Unique Students Served: 3
- Pedagogical methods that are evidence-based for graduate education
- Goal: Five total courses total will be developed and taught

8 graduate students served throughout years 1-3 of the grant

## Partnerships

- Literature Department
- History Department



Kathleen Gutierrez, History 200B Instructor

## Webpage(s)/Links ✨

- [See Partnering Faculty](#)



# Latinx Initiative for Future Teachers

Cohort 2 (Summer 2022 - Spring 2023)

## Program Description

LIFT provides undergraduate Latinx students interested in teaching with a supported pathway into the Master's in Education and Teaching Credential (MA/C) Program, mentorship and financial support upon enrollment. LIFT Scholars earn both a Master of Arts degree and a California preliminary teaching credential in just twelve months.

This year the program supported 16 Education Masters/Credential students as part of LIFT Scholars, 12 funded by GANAS Graduate and 4 funded by the Education Department (\$2,000 scholarships). Students were further supported with specialized workshops to prepare for credentialing exams and mentorship from local educators.

The program also hosted a speaker series featuring two guest speakers who shared about their journey and experiences as educators of color, and the importance of culturally sensitive pedagogy.



LIFT Scholars, Cohort 2

## Student Reflections

"I will be taking a job at Aptos High School next year teaching Ethnic Literature Honors 2! I'm so excited and I really feel that this program has prepared me well to bring in these big conversations with students surrounding race and ethnicity in the United States."  
-LIFT Scholar, Cohort 2

## Impact

- 16 unique students served in AY 2022-2023.
- 3 compensated current-teachers mentors
- 2 individual talks featuring special guest speakers
- 4 instructors hired to provide CalTPA testing support

28 graduate students served throughout years 1-3 of the grant

## Partnerships

- Education Department

## Conference Presentations

- "Racial Affinity Groups in Teacher Education" at the STENT 4th Annual Virtual Conference

## Guest Speakers

- "Lessons for Pre-Service Teachers of Color Resisting Racism and Reclaiming Education" by Rita Kohli, Associate professor of Teaching and Teacher Education
- "A Seed in the Sun - The Role of Historical Fiction, Women, Activism, and Movements for Positive Social Change in Literature for Children" by Aida Salazar, Author

## Webpage / Links ✨

- [Latinx Initiative for Future Teachers](#)

# EXECUTIVE COMMITTEE

## GANAS GRADUATE PATHWAYS



**Juan Poblete**  
GANAS Graduate Co-PI



**Marcia Ochoa**  
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**Peter Biehl**  
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**Lorato Anderson**  
Director DEI Graduate Studies



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**Cynthia Lewis**  
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Writing and Professional Communication Associate  
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**Stephanie Moore**  
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**John "Buck" Banks**  
Director, Undergraduate Research  
Opportunity Center: UROC, CSUMB



**Sara Sanchez**  
GANAS Graduate Program Director



**Charis Herzon**  
GANAS Graduate Project Director & PI

# PARTNERS & COLLABORATORS

## GANAS GRADUATE PATHWAYS



California State University  
**MONTEREY BAY**



Undergraduate Research Opportunities Center

# UROC

California State University, Monterey Bay

## EDUCATION Department



# UC SANTA CRUZ



# Arts



# UC SANTA CRUZ

DIVISION *of* GRADUATE STUDIES



## Slug Support



# The Humanities Institute

UC SANTA CRUZ

# THANK YOU



Doctoral Summer Bridge participants (Summer 2023)