

Advancing Educational Equity at a Hispanic Serving University

Charis Herzon, Assistant Director HSI Initiatives

John Tamkun, Professor of Molecular, Cell and Developmental Biology

Pablo Reguerin, Assistant Vice Provost Student Success

University of California, Santa Cruz

Goals

- 1. Understand the academic trajectory of UCSC STEM intended students**
- 2. Identify barriers that impede the success of Latino and low-income students**
- 3. Eliminate achievement gaps between traditionally marginalized students and their privileged peers**

Approach

- **Identified potential STEM majors who entered in Fall 2012 based on course enrollment patterns**
- **Analyzed courses attempted, grades earned, majors declared, and retention and graduation rates over next four years**
- **Disaggregated data by gender, ethnicity, first generation, and EOP (low-income proxy)**

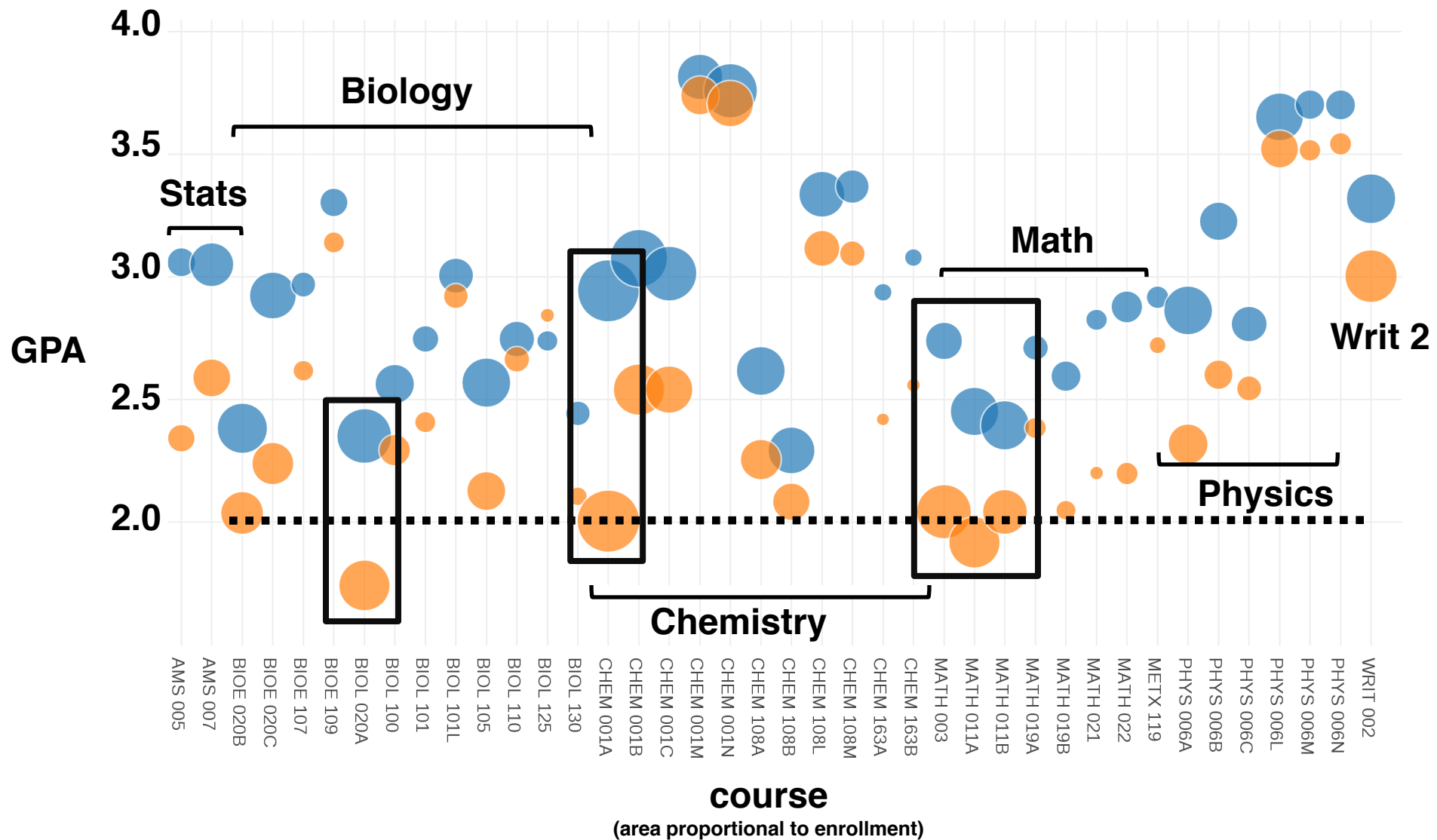
Profile of 1438 potential life sciences majors who entered as freshmen in the fall of 2012

- **60% women**
- **1.7% African-American, 29.6% Asian, 31.6% Hispanic or Latino, 29.6% white.**
- **46.5% first generation**
- **46.3% EOP**

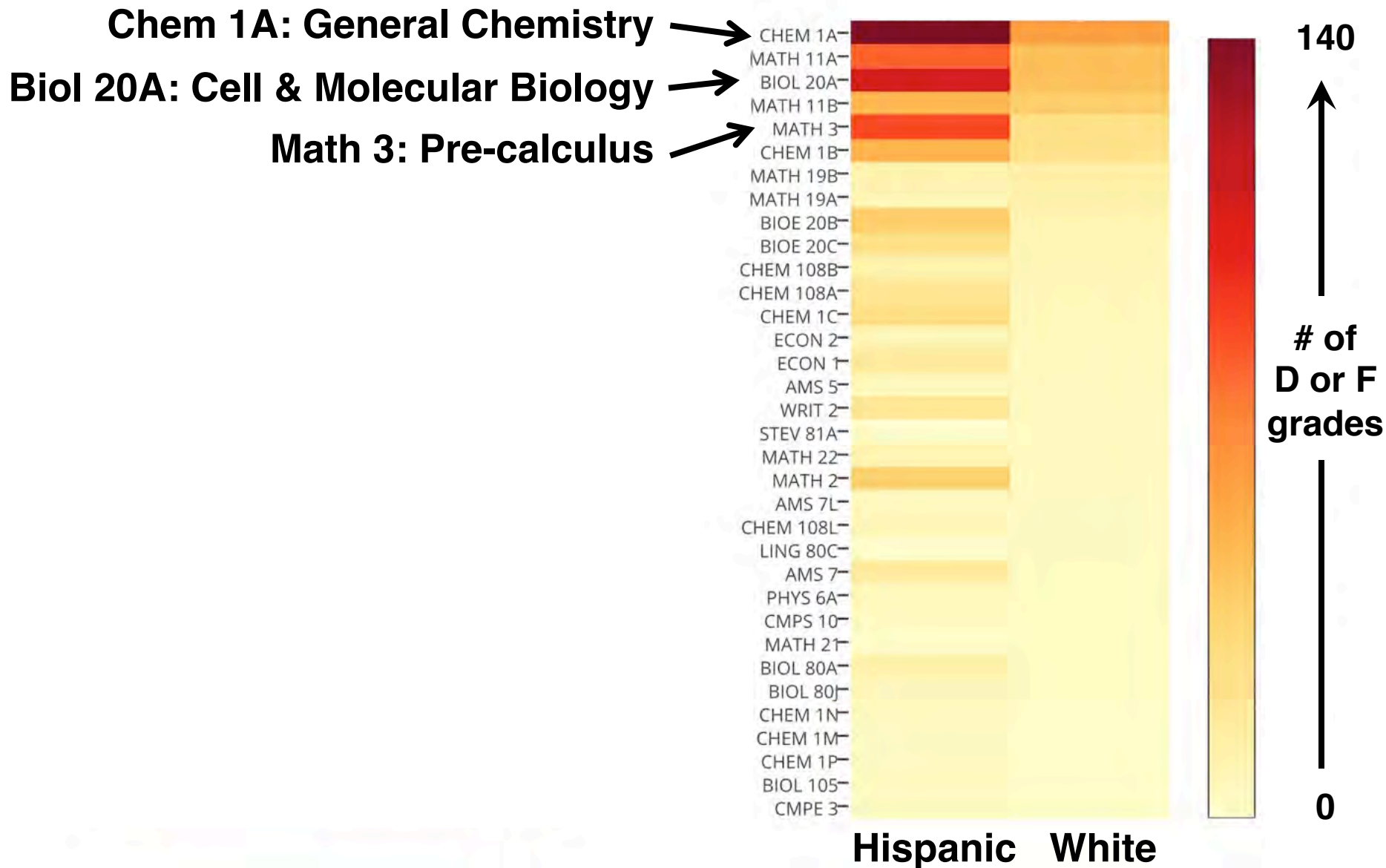
Course history disaggregated by ethnicity

White

Hispanic/Latino



Poor performance in a small number of courses reduces the diversity of STEM majors



Strategies and Intervention

Continue to raise awareness and build solutions for educationally effective and equitable outcomes through:

- **Curricular improvements**
- **Support Services: Advising, Tutoring, Problem Solving Sessions**
- **Addressing sense of belonging**
- **Frequent data analysis**