



Student Fee Review Board Application Checklist

Project for New Mexico
Graduates of Color (PNMGC)

- Cover Sheet

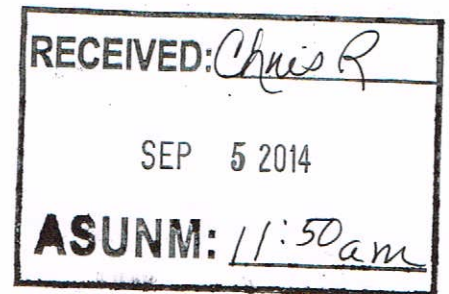
- Executive Summary

- Application Questions

- Budget Form A

- N/A Budget Form B (**funding increases and one-time requests**)

- Budget Form C (**non-SFRB funding**)



Please submit an electronic version of this application via email to SFRB@unm.edu and a 15 hard copies of this application plus to the ASUNM Office, Student Union Building suite 1016.

DEADLINE September 5, 2014, 5:00 PM.

***Late applications will not be accepted**



Student Fee Review Board Funding Application for Fiscal Year 2015-2016

Project for New Mexico Graduates of Color (PNMGC)

Name of Unit

Julie Coonrod, Ph.D.

Dean of Graduate Studies

Dean/Director

Lobo Lair 1046, MSC 03 2180

Title

Campus Address

277-7397

gradpeer@unm.edu

Campus Phone

74,000.00

E-mail Address

\$

Total Amount Requested

CERTIFICATION

I certify that the statements herein are true and complete to the best of my knowledge and accept the obligation to comply with the terms and conditions of the Student Fee Review Board. I understand that the SFRB is a **recommendation** body and that its funding allocations are subject to revision by the Budget Leadership Team before final approval.

Stephanie M. Sanchez

Submitted By (Print Name)

Julie Coonrod

9/4/14

Department Head Signature

Date

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SFRB Executive Summary 2014-2015
Project for New Mexico Graduates of Color
September 1, 2014

The **Project for New Mexico Graduates of Color (PNMGC)** is a unique organization on campus that offers a peer mentoring program as well as workshops and activities focused on academic and leadership development and social support. Graduate students of color who wanted to organize and provide underrepresented students with various forms of support to succeed in academia founded PNMGC in 2002-03. PNMGC programs and events are open to all students, staff, and faculty. PNMGC has consistently maintained comparable undergraduate and graduate participation in our activities, which demonstrates our commitment to student success at all levels.

PNMGC offers students and the UNM community:

- Over 20 activities per semester
- \$4,000 in peer mentoring scholarships per semester
- Student Leadership Retreat each Fall
- Faculty of Color Awards each Spring
- Student representation on PNMGC Advisory Board
- Diverse spaces to encourage learning communities among students

In addition to these opportunities, PNMGC collaborates with numerous campus organizations and departments, as well as with community partners to provide students with workshops, presentations, panels, and social activities that enrich their academic experiences. Some of our partners include the Community Engagement Center, El Centro de la Raza, the Graduate Resource Center, Graduate Studies, Kaplan Test Prep, La Plazita, McNair-ROP, Out Queer Grads, Raza Graduate Student Association, Student Health and Counseling, and the South Valley Economic Development Center.

Roughly 65% of PNMGC funding comes from student fees. PNMGC continues to use \$74,000 in SFRB funds to plan and execute peer mentoring, various workshops, trainings, panels, and social/community activities in support of student recruitment, retention, and graduation. Student fees also provide three project assistantships in the PNMGC office. PNMGC also receives I&G funding that supports the salary of one Program Manager, a position that provides the organization more stability as it grows and continues local and national outreach. Other than I&G, PNMGC does not receive any other funding, but consistently works to collaborate with others and leverage our resources to serve students. PNMGC is *not* requesting a funding increase.

Application Questions

- 1. Describe the history and mission of your unit, and how its services support the mission of the University. Please address each of the following bullet points in your answer.**
 - a. What services does your unit specialize in that are not offered in a similar form elsewhere within the University?**
 - b. How does your unit serve the University's commitment to diversity?**

Project for New Mexico Graduates of Color, also known as PNMGC, was originally established in 2003 out of the perceived and expressed need for support among underrepresented students at the University of New Mexico. After more than 10 years of service toward student success, PNMGC continues to be a student-led organization working to recruit and retain students of color through ongoing peer-mentoring that provides academic, social, cultural and emotional support to all UNM students, staff, faculty and community members. PNMGC's programs and activities are aligned with UNM's Mission Statement, and support the University's cornerstones of purpose, which serve to "educate and encourage students to develop the values, habits of mind, knowledge, and skills they need to be enlightened citizens, contribute to the state and national economies, and lead satisfying lives;" "discover and disseminate new knowledge and creative endeavors that will enhance the overall well-being of society;" and "actively support social, cultural, and economic development in our communities to enhance the quality of life for all New Mexicans."

PNMGC's commitment to diversity is reflected through our objectives to be an interdisciplinary organization that represents UNM's multicultural campus and the diverse state in which we live. Our organization works to build communities of collective leadership that are committed to social and educational justice. Our programs and events are researched and designed for underrepresented students with particular needs or challenges, which can result from being a first-generation college student, a non-English speaking individual, or even from expressing a marginalized identity. PNMGC engages our UNM community with support, passion, and power to succeed and inspire service. Through workshops, discussions, and activities, PNMGC provides an environment for our diverse students to learn from one another and generate new knowledge that helps us celebrate and value our differences.

- 2. Briefly describe each program/project in your unit that is funded specifically by student fees. What are the outcomes, so far, of each program/project?**

All PNMGC events and workshops fall within one or more of our Strategic Areas, which are: 1) Mentorship 2) Academic Development 3) Leadership Initiative and 4) Social Networking

Our **Peer Mentoring Program** is a program unto itself within PNMGC. It is the foundation on which PNMGC was established. PNMGC envisions peer mentoring as a mutually beneficial relationship in which partners or cohorts, often comprised of peers in different stages of post-secondary education, who provide one another with support, guidance, and the necessary tools to navigate academia. The PNMGC peer mentoring program works to build partnerships that meet students' individual academic and cultural needs. Our matching process allows students to select specific criteria on which they are paired, such as one's native language, cultural background, gender, or academic association. Once in the program,

participants have a number of opportunities to attend workshops, social mixers, or special activities with their mentor or cohort. PNMGC believes that mentorship can occur in informal and formal spaces, and through various forms of communication. We encourage our participants to interact with their partner or cohort through any communicative process that engages and benefits the parties involved.

Over the past two years, we have steadily increased student participation and have developed a more formalized, high quality mentorship program that takes traditional mentoring practices that are widely used within business models and applied them to a particular student population--underrepresented students, many of whom are ethnic minorities, international students, or first generation college students. The work we have done with our Peer Mentoring model is based on the latest literature on mentoring relationships, high educational impact practices, and studies of retention, recruitment, and graduation rates of minority students across the country. We believe we can further institutionalize our Peer Mentoring Program and, more broadly, positively contribute to a mentoring culture among students at UNM.

PNMGC is fully committed to the recruitment, retention, and graduation of students at the undergraduate and graduate levels, and offers services through our **Academic Development** initiative that directly impact students' success in higher education. Our recruitment efforts focus on new student orientations, including the Graduate Student Orientation, the Jump Start Orientation, and the International Student Orientation, as well as activities at the Hispanic Association of Colleges and Universities (HACU) National Conference and the Alliance of Hispanic Serving Institution Educators (AHSIE) National Conference. Retention activities revolve around providing our unique student population with the tools, skills, and strategies to remain in higher education while performing at high academic levels. This includes our ongoing partnership with KAPLAN Test Prep services, which offers PNMGC members with a ten percent discount for any graduate or professional school exam (i.e., GRE, LSAT, MCAT) and one scholarship for any KAPLAN course (valued at roughly \$1,000) per semester. Additionally, PNMGC hosts the New Visions Research Colloquium, an event that provides graduate and undergraduate students an opportunity to present their work at any point in the research process. Students can use the New Visions Research Colloquium to receive valuable input in a friendly setting, and to practice for upcoming conferences, class presentations, or even dissertation defenses. These are all experiences essential to academia, but which are not necessarily cultivated within departments or are simply new and daunting experiences for first generation college students. The New Visions Research Colloquium is also an excellent opportunity to begin nurturing research-oriented undergraduates as they can present themselves or simply learn from more advanced students. PNMGC also co-sponsors the annual Shared Knowledge Conference (SKC), a regional event intended to celebrate the diversity of scholarly endeavors and forms of research. The purpose of the SKC is for students from a variety of academic institutions and disciplines to share their scholarship, gain access to new ideas, and to develop their professional leadership skills.

Our organization aims to grow and support leaders among underrepresented students at UNM through our **Leadership Initiative**, which offers a series of workshops, community-based events, and an annual Leadership Retreat. Through the workshops and community-based events, students engage with faculty, community organizers, and student leaders to not only learn about different leadership styles and experiences, but also to network with individuals who can act as role models for our students. Each academic year, PNMGC hosts a one-day Leadership Retreat in which graduate and undergraduate students are provided with academic, professional, and wellness workshops. The Leadership Retreat

focuses on community capacity building and supporting students on multiple levels, not simply academically or professionally. From our first Leadership Retreat in 2012, the event has continued to grow and include new on campus partners, cohorts of students, and community members. PNMGC will continue to expand the Leadership Retreat into one of our cornerstone events of the academic year.

Our **Social Support and Networking Forum** is one of the most important facets of PNMGC and is also one of the most organic processes of the organization. Social support is cultivated through every PNMGC workshop and activity as our events provide opportunities for students to connect, feel supported, find resources, and build community. These include our Bienvenida/Welcome Back Event that takes place at the start of each semester, monthly membership meetings, and End of Semester Celebrations. Social events such as these not only contribute to one's experience on campus, but are also a result of undergraduate and graduate students' expressed desire for more networking opportunities outside of their specific academic departments. Through communities of support and learning, student success is emphasized and strengthened.

- 3. Describe any increase in SFRB funding you are requesting, and provide justification detailing how raising student fees will improve your unit's impact on the student population.**
 - a. Please complete Budget Form B for funding increases and one-time requests.**

PNMGC is not requesting an increase in SFRB funding. We are asking that our 2015-2016 SFRB funding remain at \$74,000.

- 4. Describe student participation in your unit, and any plans to improve it, addressing each of the following bullet points.**
 - a. How are students involved in the governance/decision-making of your unit?**
 - b. How many students do you employ (including graduate assistants, interns, etc.)?**

There are two primary ways in which students can become involved in PNMGC--through attending events and workshops or by participating in our Peer Mentoring Program. During fall 2013, 430 students attended PNMGC events; in spring 2014, this number increased to 645 students. In fall 2013, 49 students participated in the Peer Mentoring Program (17 undergraduates, 24 graduates, and 8 faculty/staff members), and in Spring 2014, this number increased to 65 students who participated in the program (29 undergraduates, 33 graduates, and 3 staff members). From one semester to the next, it is clear PNMGC has increased student involvement through deliberate partnerships with other on campus departments and through Albuquerque-wide community engagement.

As a student-based organization, PNMGC relies upon a Steering Committee comprised entirely of students to advise and provide guidance for our Project Assistants. The Steering Committee is open to any undergraduate or graduate student who wishes to take an active role in campus life and social justice causes, as well as those interested in leadership development.

PNMGC employs three graduate Project Assistants and one undergraduate student employee who carry out the day to day tasks and event planning. Aside from our events, workshops, and Peer Mentoring

Scholarships, employing graduate and undergraduate students is one way to directly and positively impact students with SFRB funds.

5. Describe specific improvements your unit has made in the last fiscal year to the visibility/accessibility of its services, and any plans to further improve visibility/accessibility.

PNMGC has strived to improve our organizational visibility and accessibility on campus and in the wider Albuquerque community through a number of outreach approaches. These included increasing and improving our social media presence, which is critically important among the student population; establishing community outreach to various non-profit organizations and local movements; and presenting at national conferences, which has garnered attention and interest in PNMGC among other similar university and college organizations. Just as PNMGC works to build community among underrepresented students, PNMGC is also committed to forging strong local and national networks with other student services, leadership development and mentoring organizations.

6. How does your unit collaborate with other campus units and/or off-campus entities?

PNMGC strongly believes our success as an organization is dependent upon our collaborations with other campus and community partners. These partnerships have resulted in joint efforts such as the Shared Knowledge Conference and the First Annual Mentoring Dinner. On another level, PNMGC works with other campus organizations or departments to provide students with comprehensive workshops and panels. Examples of this include our collaboration with RGSA to combine our New Visions Research Colloquium with RGSA Research Showcases rather than offering competing events. Other collaborations are more in depth, such as our partnership with the Community Engagement Center to provide their Service Corps students with mentoring and assist with the planning and implementation of monthly community workshops. These opportunities support PNMGC outreach efforts, contributes to creating a mentoring culture on campus, and further adds to university-wide unity and a sense of community.

7. What methods have been used in evaluating your unit's impact on the student population (e.g. surveys, focus groups, interviews), and how effective have those methods been?

In order to better impact and serve our student population during FY2013-14, PNMGC hired a Graduate Assistant to develop and implement different methods of assessments and evaluations to further increase student capacity within PNMGC. The goal of the Program Reviewer was to evaluate the organizational program strategies, conduct and produce thorough and insightful analyses including program evaluations, and progress reports, to identify strategic goals and target-settings, and to help develop a resulting framework for the organization.

Drawing from the methodology of the Ventura Philanthropy Partners, *The Capacity Framework* was used as a tool to qualitatively assess the strengths and gaps of the organization. The assessment evaluated the aspirations of the organization, the strategy of PNMGC as an organization, the organizational skills of PNMGC, human resources, systems and infrastructure, and the organizational structure.

The Spring 2014 Evaluation survey helped the organization gather data and information on how students find out about PNMGC events during the semester, the availability or flexibility of students' schedules, which PNMGC events students attended and why, and in what ways our programs impacted students' academic success. The goal with the Spring 2014 Evaluation survey and ongoing event evaluations is to better improve our marketing plans and advertising methods, to be more mindful of student's schedules and learning outcomes for each of our events.

- 8. What are your unit's current non-SFRB sources of funding (e.g. Instructional & General, state or federal grants, self-generated revenue), and if applicable, what additional funding sources are you seeking this fiscal year?**
 - a. What increases or decreases from non-SFRB funding sources do you anticipate compared to your budget last year?**
 - b. Please complete Budget Form C for non-SFRB income.**

PNMGC has two funding sources for all program expenses--SFRB and Institutional & General. The SFRB provides the majority of PNMGC program funding (\$74,000.00 or 64.9%), while I&G funds supply the remaining (\$40,000 or 35.1%) of our total budget. PNMGC does not anticipate changes to I&G funding. At this time, PNMGC has not identified additional funding sources for FY 2015-2016. Budget Form C Attached.

- 9. What are your unit's current plans to address the recommendations of last year's SFRB? We understand that these plans are subject to change in response to any unexpected developments later in the fiscal year.**

PNMGC did not receive official recommendations from last year's SFRB. However, based on last year's SFRB process, PNMGC has worked to increase outreach across the UNM community, including among undergraduates and with faculty. PNMGC has also improved efforts to collect, analyze, and present data that demonstrates the effectiveness of our organization. This has included a full program review and ongoing strategic planning based upon the Program Reviewer's recommendations.

- 10. Provide any other information or a narrative that will assist the SFRB in making its decision to fund your unit.**

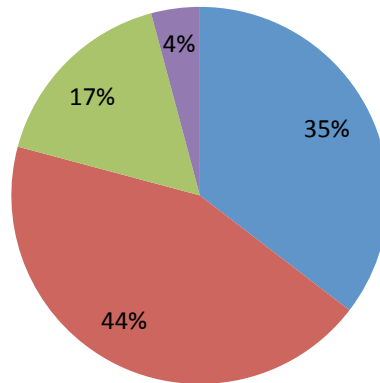
PNMGC has continually strived to provide underrepresented students with the tools and support systems to succeed and compete academically and professionally at high levels. We believe we provide thoughtful and comprehensive programming, while operating with a smaller budget and office team. We are a unique part of the UNM community, and would appreciate continued funding to continue our work. Attached are graphs illustrating participation in our programs for each semester (according to status and self-identified race/ethnicity).

Thank you for your consideration.

UNM PNMGC Peer Mentoring Program Fall 2013

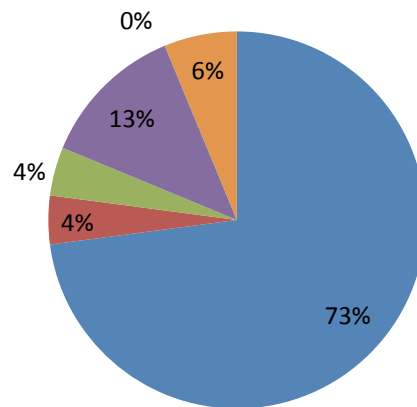
UNM Status

■ Undergrad ■ Graduate ■ Staff ■ Faculty

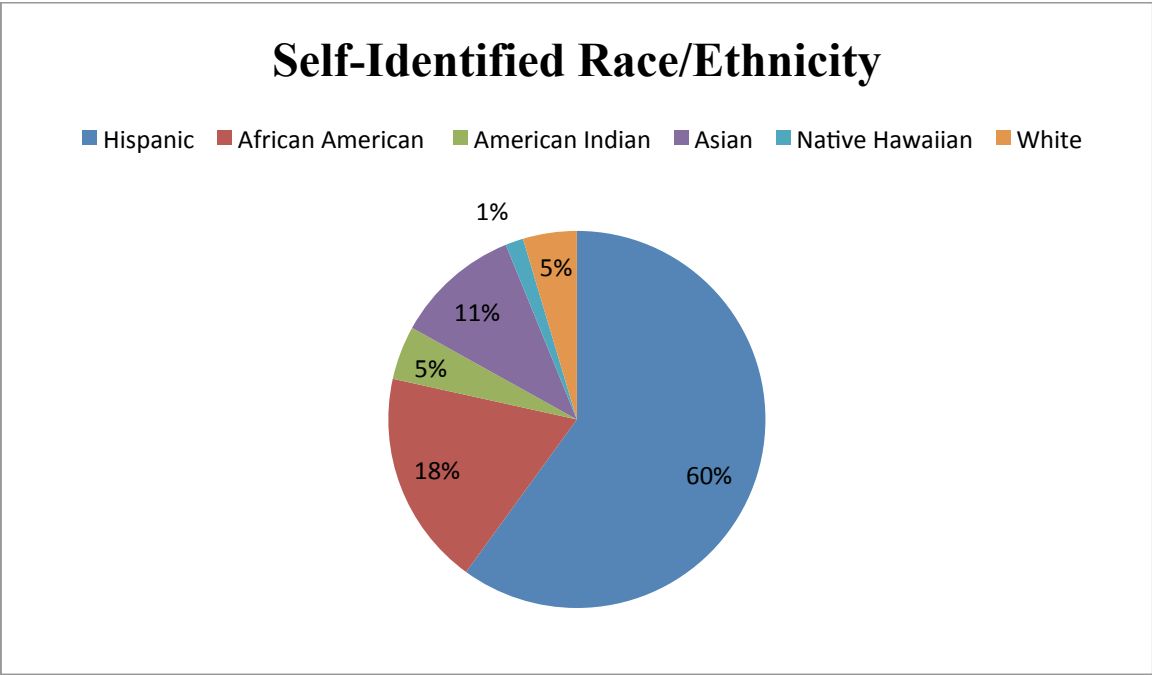
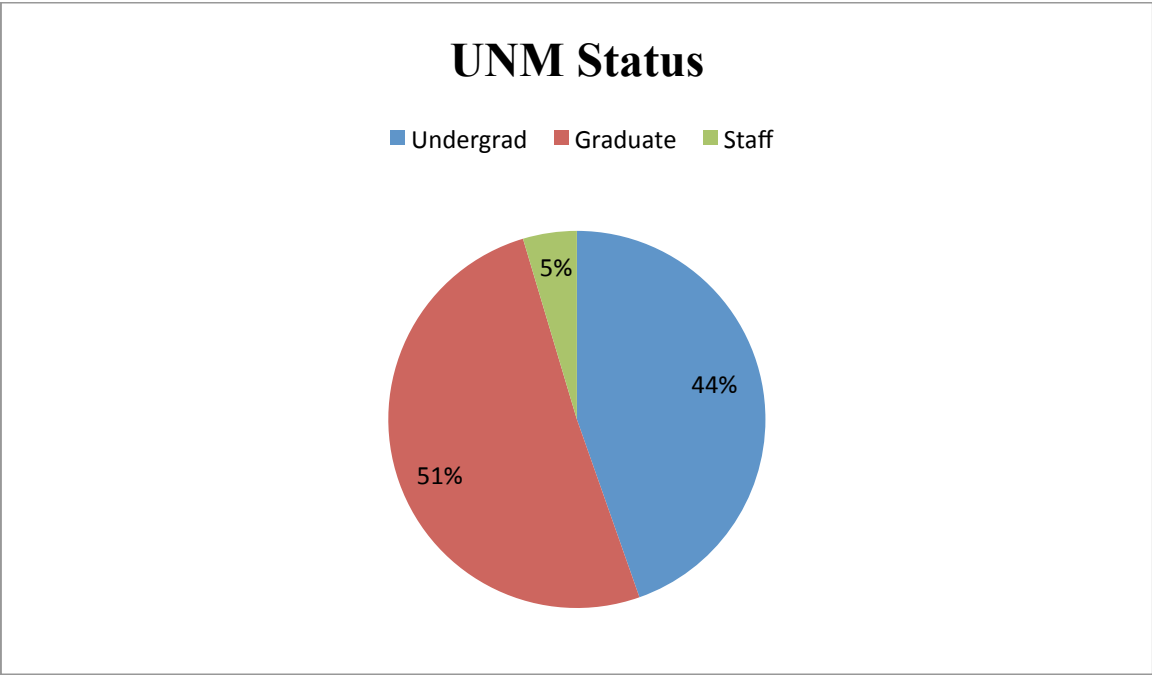


Self-Identified Race/Ethnicity

■ Hispanic ■ African American ■ American Indian ■ Asian ■ Native Hawaiian ■ White

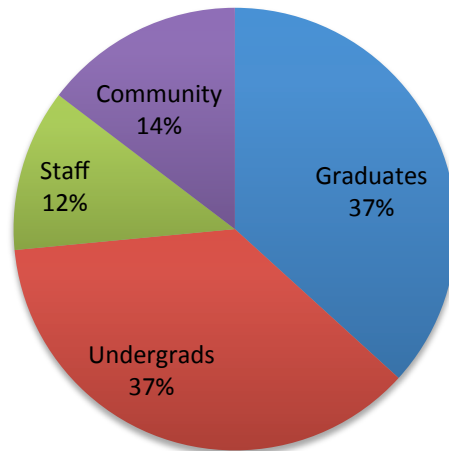


UNM PNMGC Peer Mentoring Program Spring 2014

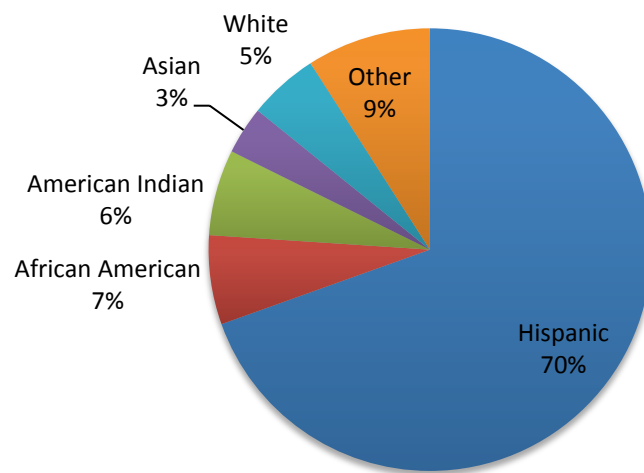


UNM PNMGC General Programming Fall 2013

UNM Status

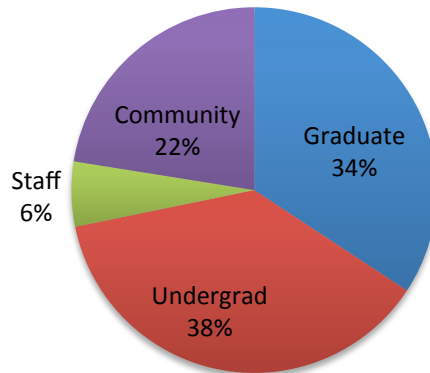


Self-Identified Race/Ethnicity



UNM PNMGC General Programming Spring 2014

UNM Status



Self-Identified Race/Ethnicity

