

2013-2014 Student Fee Review Board  
Funding Request Application

**Project for New Mexico Graduates of Color (PNMGC)**

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Name of Department

**Julia Coonrod**

**Dean, Graduate Studies**

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Dean/Director

**SUB Lobo Lair, Room 1046**

Title

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3.15/FTE

\$ \_\_\_\_\_

Amount requested per Full Time Enrollment (FTE)

(As a guideline, this year's FTE is **23,620**. Amount above x FTE = Total estimated allocation.)

**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.

Stephanie M. Sanchez

12/16/2013

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Submitted By (Print Name)

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Department Head Signature

Date

Please submit an electronic version of this form via email to [sfrb@unm.edu](mailto:sfrb@unm.edu) and a hard copy original of this form plus 15 copies to the GPSA Office, SUB # 1021.

**By Monday December 16, 2013, 5:00 PM.**

**\*Late applications will not be accepted**

## **Introduction**

- 1) Provide a description of the services provided by your department/program, and how they support the mission of the University.

Project for New Mexico Graduates of Color (PNMGC) is a student-led organization that works to build community among historically underrepresented groups on campus. PNMGC is governed by a Steering Committee comprised of graduate and undergraduate students, project assistants, and a Graduate Studies (GS) representative.

Our Vision Statement reflects the overall aims of our organization:

PNMGC is committed to being a hard-lined funded, interdisciplinary organization that builds communities of collective leadership that are dedicated to social justice and creating voices of agency in institutions throughout society;

PNMGC engages our community with support, power and agency to succeed and inspire service;

PNMGC seeks to provide mentorship, leadership development, and networking opportunities to underrepresented students.

Our mission statement further explains our role on campus as “working to retain students of color through ongoing peer mentoring that provides academic, social, cultural and emotional support.” In order to achieve this, we have adopted four “Strategic Areas” upon which all of our programming is based. These “Strategic Areas” are:

- 1) Mentorship
- 2) Academic Development
- 3) Leadership Initiative
- 4) Social Networking

These Strategic Areas reflect a dedication to PNMGC’s current and future efforts to recruit and retain students of color and other underrepresented minority populations. These efforts are directly aligned with the mission of the University. PNMGC is strongly committed to our identity as an organization created by and maintained for UNM students. The programs and services offered by PNMGC are open to all UNM students, staff, faculty, and community members. PNMGC events focus on research, development, and networking that will impact underrepresented and minority communities, promote social justice, and create spaces for critical dialogues.

## **MENTORSHIP**

PNMGC was originally created in 2003 out of the perceived and expressed need for institutional support of graduate peer relationships among underrepresented students. The needs of minority students are unique, particularly first-generation university students, international students, and other minority groups in academia. Peer mentoring has the capacity to provide institutional support on a personal, one-to-one basis that is critical for the successful negotiation of the

structures and procedures particular to academia. The mentorship program includes graduate students, undergraduate students, faculty, and staff, and participants are paired based upon categories and requests unique to each student. For example, a student may want to be matched with a more advanced student in their department, with a student who speaks the same language, comes from the same culture, or who identifies in some similar way. Research has shown that students thrive in a setting in which they feel they are part of a community, and peer mentors in a minority serving student organization are best suited to this task. As in traditional mentoring programs, peer mentors embody different roles in relation to their mentees, from confidant, advisor, role model, guide, coach, friend, or teacher. These personal relationships are the cornerstone of PNMGC programming, providing access to a community of care to address the needs of the whole student.

All applicants for the PNMGC Peer Mentoring Program attend one of two program orientations held at the start of each semester, during which they are familiarized with best practices in peer mentoring, as well as provided with their choice of workshops and events that PNMGC sponsors to foster relationships of trust among mentors and mentees. Participants are also given information on other campus-wide programming and activities that provide further opportunities for socializing with their partner or as a group.

During the 2013-2014 academic year, the PNMGC mentoring program had 114 registered members. Participants represent an interdisciplinary group of graduate, professional, and undergraduate students. Our organization has been focused on building a more institutionalized peer mentoring presence by targeting specific populations of students—namely cohorts of students within particular departments or programs that have expressed a desire to include a mentorship component. One of our strongest partners in this effort has been the Community Engagement Center of UNM. The students who participate in CEC are actively engaged in service learning projects, many of which are directly related to the students' college majors or career pursuits. Through working with CEC interns and participants, PNMGC has been able to establish and foster mentorship relationships between CEC students and PNMGC members. PNMGC collaborates with CEC to provide a monthly 3-hour long, off campus meeting for CEC students and PNMGC members, during which students engage in critical dialogues about our communities and experiences, and participate in leadership and mentoring activities (**CEC/Critical Issues Roundtables**). PNMGC also works to recruit mentorship participants from El Centro de la Raza students, the Men of Color Initiative, and the international student population. These different networks have provided mentorship representation from an interdisciplinary group of graduate, professional, and undergraduate students, staff, and even community members.

The Mentorship Program workshops are formal and informal opportunities for students to network—one of the primary goals students have expressed through feedback—and to build trust and communities of support among peers. Formal mentoring workshops such as our **Cluster Mentorship Meetings** allow students in groups to share and gain knowledge necessary for graduate or professional programs and future career moves. Students are able to ask questions and share experiences and strategies for success. Informal meetings, such as the Homework sessions (**Homework Club** and **Homework & Movie**), allow partners to study and work together while watching a movie or listening to music. These are opportunities to seek help from one's mentor, to get to know one another in a relaxed setting, and to build trust. All mentorship participants are invited and encouraged to attend the annual Student Leadership Retreat as

another opportunity to improve upon one's leadership skills and wellness along with one's mentoring partner.

PNMGC is dedicated to peer mentoring and the sharing of information. As such, the PNMGC Lead Project Assistant, Undergraduate Project Assistant, and Steering Committee Chairperson presented on peer to peer mentoring strategies at the 2013 Hispanic Association of Colleges and Universities Annual Conference in Chicago, where we were able to connect with other Hispanic Service Institutions across the country who are now faced with issues of recruiting and retaining Hispanic students.

## **ACADEMIC DEVELOPMENT**

Project for New Mexico Graduates of Color (PNMGC) is fully committed to the recruitment, retention, and graduation of students at the undergraduate and graduate level. PNMGC's Academic Development initiative offers services that directly impact students' success in higher education. Our recruitment efforts included the **Graduate Student Orientation** held at the beginning of the fall semester in collaboration with Graduate Studies, Graduate & Professional Student Association (GPSA), the Graduate Resource Center (GRC), the Graduate Student Funding Initiative (GSFI), and the Global Education Office. Within the past year, PNMGC has also co-sponsored the **Jumpstart Orientations**, which have become important recurring events each semester, providing students with necessary information related to funding, healthcare, and campus resources.

Building an academic pipeline from the undergraduate to graduate level is also an important cornerstone of our Academic Development Strategic Area. PNMGC has had an ongoing partnership with KAPLAN Test Prep to provide any PNMGC member with a ten percent discount for any graduate and professional school exam (i.e., GRE, LSAT, MCAT) and one scholarship for any KAPLAN course (valued at roughly \$1000) per semester.

For PNMGC, academic development includes the skills necessary for success in academia. Each semester, PNMGC hosts the **New Visions Research Colloquium**. This event, held between two and three times a semester, provides graduate and undergraduate students an opportunity to present their work at any point in the research process, to receive valuable input in a friendly setting, and to practice for an upcoming conference or class presentation. These are all experiences essential to academia, but which are not necessarily cultivated within departments or are simply new experiences for first generation college students. The New Visions Research Colloquium highlights student research about or involving issues affecting communities of color, as well as work that engages novel research methods or theories. From spring 2012 to fall 2013, PNMGC hosted both graduate and undergraduate presenters from Anthropology, Communication and Journalism, the Graduate Resource Center, Linguistics, LLSS, and OLIT. During the fall 2013 semester, PNMGC partnered with the Raza Graduate Student Association to co-sponsor the New Visions-RGSA Research Showcase in an effort to streamline two events that had common objectives and audiences.

PNMGC also co-sponsors the annual **Shared Knowledge Conference (SKC)**, a regional event planned and hosted by students and partners of the University of New Mexico. Intent on celebrating diversity, multiple forms of research, and scholarly endeavors, the SKC organizers encourage presentations covering a range of formats and topics. The goal of the conference is to

provide an opportunity for students from a variety of academic institutions and disciplines to share their scholarship, gain access to new ideas, and develop their professional leadership skills.

PNMGC believes that it is essential to have a critical perspective within academic to better understand and negotiate the structures and institutions in which students live, learn, and work. Each semester, PNMGC hosts **Critical Issues Roundtables (CIR)**, which take a more critical look at particular situations within academic and community life that affect minority students at UNM. In spring 2013, PNMGC **CIR**'s focused on Art and Education and Violence in Media. In fall 2013, PNMGC has partnered with the Community Engagement Center to provide critically-engaged monthly workshops. These three workshops focused on Financial Literacy, Community Healthcare, and Communication. Our collaboration with CEC has not only established a relationship between our two organizations, it has allowed PNMGC Project Assistants and members to become involved in off-campus community organizations and issues.

## **LEADERSHIP INITIATIVE**

Project for New Mexico Graduates of Color (PNMGC) aims to provide leadership development opportunities to underrepresented students at the University of New Mexico.

In spring 2013, PNMGC hosted a **Queer Leadership Workshop** in which a community member shared her experiences as a transgender woman as she became a leader within her various communities. Mentorship partners and PNMGC members were also invited to participate in a **Low Ropes Course** that focused on developing trust and leadership among various campus relationships.

In collaboration with the Community Engagement Center, El Centro de la Raza, the Graduate Resource Center, the Men of Color Initiative, and the South Valley Economic Development Center, PNMGC hosted a one-day **Leadership Retreat** in which graduate and undergraduate students were provided with workshops on yoga and the power of breathing, résumé and CV-building, strategies for the academic job market, and a panel on academic and community engagement. The Leadership Retreat is an annual opportunity for UNM students of different levels and with various career goals to network with community organizers, staff, and faculty, and to acquire strategies and resources to help them succeed and grow as leaders on campus and beyond. From our first Leadership Retreat in 2012, the event has continued to grow and include new cohorts of students and community members, and will continue to expand into one of PNMGC's cornerstone events.

The **PNMGC Steering Committee** is a community of active students of color, underrepresented minorities, and allies who advocate for change and promote diversity. It is responsible for providing the vision for PNMGC, as well evaluation of programs and initiatives. The Steering Committee continuously identifies campus issues affecting underrepresented communities, and positively acts to affect change within these issues. The PNMGC Steering Committee provides a space to build teamwork, communication, facilitation, outreach, and strategic planning skills. As a Steering Committee member, a student has the opportunity to build relationships with UNM peers, professionals and community. Members come from a variety of departments on campus, and most are actively involved in other campus student organizations and social justice activism. PNMGC also hosts an annual Steering Committee Retreat each semester to identify areas of growth and change, and those areas where more emphasis is needed. The Retreat allows a space to have open discussion and brainstorm ideas to increase PNMGC's

visibility on campus, re-evaluate our strategic goals and program operations, and review and revise the long-term mission and vision of PNMGC. The Steering Committee Retreat allows for better interaction among leaders who will guide PNMGC in the coming academic year. The Retreat revitalizes our Steering Committee, and serves as an opportunity to develop new and exciting initiatives.

## **SOCIAL NETWORKING AND SUPPORT**

Project for New Mexico Graduates of Color's Social Networking and Support area is focused on providing students and families from underrepresented groups the opportunities and spaces to connect socially, feel supported, find resources, and build community. This stems from the idea that solid social foundations and a sense of community can positively contribute to the retention and graduation of students.

At the start of each semester, PNMGC hosts a **Bienvenida/Welcome Back Event** to welcome new and returning students. Students are encouraged to bring family and friends because PNMGC recognizes that family and friend support is crucial in the retention and graduation of students. Each Bienvenida features refreshments and food, prizes, and information on PNMGC and our campus collaborators. The "Bienvenida" is a venue to meet returning students and form a support network as the semester begins. Additionally, PNMGC also hosts an **End of Semester Event** in which we thank our committed members, mentors, and Steering Committee members, as well as provide students with a general show of support as they head into finals and complete their semesters.

**Monthly Membership Meetings** provide a safe space for members to reconnect, re-energize, and also offer an opportunity to get feedback from our membership and allies about PNMGC's work and specific needs of the student community. Members have routinely requested opportunities to network as they graduate or are considering going on to graduate or professional schools. The Monthly Membership Meetings also provide space for other campus student organizations, departments, and community speakers to share information and resources. Our ability to conduct outreach among all disciplines across the university as well as connect students with resources such as the Graduate Resource Center or a potential mentor is a crucial component to the social networking Strategic Area.

While PNMGC is committed to students, we recognize the important of faculty as resources, mentors and role models. The **Faculty of Color Awards** has become a signature event for PNMGC, and honors faculty, staff, and graduate instructors of color, as well as community organizers and allies, who are exceptional mentors, teachers, and researchers. This event recognizes faculty of color for their often overlooked and unrewarded perseverance in providing encouragement, mentorship, and resources to historically underrepresented students in and out of the classroom. Nominees come from a variety of disciplines and colleges on Main and North Campus, and are nominated by undergraduate and graduate students. A committee of students selects the recipients based upon criteria including the nominating letter, contributions to UNM and the community, and dedication to student success. The 2013 recipients were selected out of a pool of 33 nominees, with several nominees receiving more than one letter of nomination. The number of nominees has increased with each year, demonstrating our efforts to increase visibility and participation across campus. The 2013 event was a tremendous success with over 125 people

in attendance at the National Hispanic Cultural Center's La Fonda Restaurant, and featured keynote speaker Dr. Harold Bailey.

PNMGC events, spanning a range from peer mentorship to social support, all focus on a holistic approach to student success and involvement.

- 2) Provide a brief description of the history and future plans of your department/program. Please briefly describe services offered that are unique to the University.

Project for New Mexico Graduates of Color (PNMGC) is a student-led organization that began during the fall 2002 semester. The program was created by a group of UNM graduate students who saw the need for an organization that could provide them with many levels of support and opportunities to build community for underrepresented graduate and professional students in various departments across campus. UNM is recognized as a Hispanic Serving Institution, as well as a Carnegie Doctoral/Research University (Extensive). UNM has been successful in recruiting and retaining Hispanic students in its undergraduate population, but the numbers of students color in graduate programs do not reflect the diversity of New Mexico or the nation. There is a tremendous need in higher education for the recruitment and retention of underrepresented populations. Innovative methods are needed in order to expand and support diversity at the graduate level. Project for New Mexico Graduates of Color was created in order to accomplish these objectives. Project for New Mexico Graduates of Color (PNMGC) looks forward to be able to continue providing support for all the services and programs as it did in the spring and fall 2013 semesters.

PNMGC is a dynamic organization and in the coming year we hope to expand outreach to a diverse population of students, faculty and the UNM community. Among the future goals of PNMGC are to build upon our Mentorship Program, with tremendous efforts already underway, to establish ongoing workshops and roundtables devoted to social justice and diverse student issues, to increase and promote academic scholarship of underrepresented students, to provide even more comprehensive programming that includes guest speakers and invited scholars, and to install a permanent and thorough method of program evaluation. As a student-based organization PNMGC anticipates and looks forward to building and continuing partnerships with other campus organizations and departments, such as the Community Engagement Center, El Centro de la Raza, the Graduate Resource Center, and the Raza Graduate Student Association.

PNMGC is unique to the UNM community because we are a multicultural organization that is entirely student-based and student-led. The students who comprise our core membership, Steering Committee, and constituency are often non-traditional or underrepresented on campus or within their specific programs. Minority and other marginalized groups are at the center of our programming and events, which are open to and benefit the entire student body. Our mentoring program is one of a handful in the country that establish mentorship relationships among peers (Flores-Scott & Nerad 2012: 76), and we continue to expand and build upon an obvious need for formal peer-mentoring.

### **SFRB Budget Overview**

- 3) Specifically state which line items will be covered and to what extent by SFRB funds. What is the anticipated impact on the student population?

Student Fee Review Board Funds, \$73,990, will go to support all program initiatives and services offered by PNMGC. This includes costs for all sponsored and co-sponsored events (catering and space reservations), conference travel, and funds for office supplies and technology. Funds from PNMGC will also go to support part of the salary and health care coverage of three graduate student Project Assistants, which includes a Lead Project Assistant.

The organization has grown tremendously since its inception. With over 2478 students in general membership, and roughly 25 events per semester, which does not include campus and community outreach efforts, three project assistants and an undergraduate student employee are necessary and effective in providing services to the students, maintaining increased collaborative networks with other departments and organizations, and in addressing the concerns of minority populations across campus.

- 4) What outside sources of funding (i.e. not SFRB funding) has your department or program sought out in the last fiscal year? Please distinguish individual departments within UNM in which funds were requested.

PNMGC has not sought out other funding sources in the last fiscal year. However, in addition to SFRB funding, PNMGC has UNM I&G funds, which provides \$40,000 of our entire funding. I&G funds support part of the salary and health care coverage of three graduate Project Assistants and provides \$5000 in program funding (included on budget sheet).

- 5) What budgetary increases or decreases from other funding sources (i.e. not SFRB funding) do you anticipate compared to your budget from last year? Please explain.

PNMGC does not anticipate any budgetary decreases or increases.

- 6) Describe in specific detail any increase in SFRB funding being requested and how that increase in your department/program will directly impact the UNM student population.

PNMGC is not requesting an increase in SFRB funding.

- 7) If last year's SFRB budget items were spent on other expenses please provide a brief explanation.

Not applicable.

### **Relationship to and Cooperation with the UNM Community**

- 8) UNM Hispanic/Minority serving institution. How has your department or program contributed to or engaged in this mission?

PNMGC is a student-based organization that is working to build community among historically underrepresented/minority groups in the University of New Mexico. PNMGC aims to increase the retention of students of color through academic, social, cultural and emotional support and to ultimately build a more diverse population within the University of New Mexico undergraduate, graduate and professional programs.

Data from our program reflects PNMGC's dedication to students in a Hispanic Serving



Institution (HSI). In the academic year 2012-2013, PNMGC peer mentoring program was comprised of 73.5% of students that self-identify as Hispanic/Latino.

During spring 2012 and fall 2013, PNMGC had an attendance of 722 undergraduate and graduate students who identify as either Hispanic origin or of a minority group. Fifty-two percent (52%) of these attendees self-identify as Hispanic/Latino, six percent (6%) as Asian/Pacific Islander, five percent (5%) as Black/African-American and four percent (4%) as Native American. As we expand, we hope to increase participation among these other minority groups.

Project for New Mexico Graduates of Color has supported and partnered with Title V programs such as Graduate Resource Center that work to increase retention and graduation rates of Hispanic and low-income students through providing quality and professional services. In addition, PNMGC has presented its initiatives' strategies and progress about building undergraduate and graduate pipeline through peer mentoring at UNM at the Hispanic Association of Colleges and Universities (HACU). This national educational association represents more than 400 colleges and universities that are considered Hispanic-Serving Institutes and are committed to Hispanic higher education success.

9) How does your department/program collaborate with other departments/programs?

PNMGC works with a number of different groups and departments on campus with the goal of providing students with the tools they need to negotiate their academic career and disseminate new knowledge to pursue their professional goals. Through this initiative, PNMGC has been instrumental in bringing different groups together to address issues that affect unique populations of students, as well as the larger University community.

Events such as the Share Knowledge Symposium, the Graduate Student Orientation, the Critical Issues Roundtables, Raza Junta, Lobo Talks, Que Sigue?, are all collaborative efforts. We also support other groups and departments with their events, which often include the LGBTQ Resource Center, Raza Graduate Student Organization, American Indian Students Services, BGPSA, GRC and Kaplan Test Prep. PNMGC's goal of helping transition undergraduates into graduate and professional schools has been enriched by our partnership with Kaplan Test Prep, who generously sponsors one test prep exam scholarship per semester for PNMGC members. The Kaplan Test Prep scholarship has been a tremendous success and we will continue partnering as part of our aim to increase student retention and advancement through academic support.

PNMGC has recently partnered with the Community Engagement Center to provide peer mentoring and cluster mentoring workshops for CEC interns and UNM Service Corps members. These peer-mentoring initiatives are helping to expand PNMGC's outreach strategy by pulling undergraduates and graduates students' participation that we did not have access before. The academic, social, cultural and emotional support that PNMGC has been providing for years is now reaching the involvement for UNM students who are enrolled in the CEC initiatives that are based on community and service learning in almost 40 community based organizations located in approximately 30 communities and neighborhoods within the city of Albuquerque.

10) Describe improvements your department/program has implemented in the last year to improve services and accessibility of the service you provide.

As a student-run initiative of the University, PNMGC is in position to provide services to underrepresented students, faculty, and staff, as well as advocate for and mobilize students of color. The work PNMGC carries out with and for underrepresented students can not only increase access to the university but can shift the paradigm of the institution to be more aware and inclusive of the needs of students, and to value the contributions of underrepresented students to the University's academic mission.

In previous years, PNMGC actively recruited undergraduate representation to the Steering Committee and in program events. We have made significant progress in this area, and have continued increasing undergraduate membership and participation in social and academic events. One example of this progress is the increased number of undergraduates enrolled in our fall 2013 Peer Mentoring Program, which has almost doubled from last year. The academic year of 2012-2013 enrolled 114 UNM students in the Peer Mentoring Program, 58% are graduate students and 48% are undergraduates. The majority of the undergraduate students are mentees of graduate and professional students, which illustrates the pipeline model on which PNMGC focuses. PNMGC is committed to better understanding the needs of undergraduate students and to provide these students with an opportunity to emerge as strong campus and community leaders.

PNMGC has continued to use a variety of communication methods in order to stay connected with members, promote events, and outreach to new faces and partners. PNMGC has increased its online presence with our Facebook page and our revamped website that will include more opportunities for internet-based interaction, information-sharing, and multimedia communication. We continually update the PNMGC database and listserv (2450 members) to ensure the broadest range of connection with students through our weekly e-newsletter, The Weekly Grind, in which we promote our events, and the events of our campus and community partners. The greatest improvement PNMGC has made within the past year is with the structure, implementation and evaluation of the Peer Mentoring Program, which allow us to better serve and understand the unique needs of the underrepresented students. PNMGC has implemented a Peer Mentor Handbook that keeps track of the Peer Mentoring Experience that graduate and undergraduate students are living. Also, it is a tool of performance evaluation and documentation by keeping record of the Mentor/Mentee goals and progress throughout the year.

In addition, PNMGC has increased the number of general membership, semester events, partnerships and UNM undergraduate/graduate students' participation. PNMGC is operated by four Project Assistants that represent the UNM diversity campus culture. The PA operating system makes PNMGC a more effective organization.

11) What role does your department/program play in student recruitment, retention, and graduation?

Recruitment and retention are the core principles of PNMGC's mission and vision. In addition to PNMGC's history of sponsoring events for students, the organization had dramatically increased outreach to undergraduate and graduate students on campus. The four Strategic Areas of PNMGC clearly emphasize the importance of student recruitment and retention. PNMGC programs and events are developed to provide students a sense of community and mentorship to aid in advancement in higher education, and ultimately, successful completion of their degree. We

feel that when students can see the path for reaching their academic goals, they are more inclined to stay in and complete their degree program. The Peer Mentoring Program, social events such as our Mentorship Meetings, academic events, and leadership workshops provide students with necessary tools to negotiate college and graduate as strong leaders. In addition, PNMGC is continuously engaged with the community to outreach to members who are considering graduate and professional education, and those who may not see higher education as an option. Indeed, PNMGC's fall 2013 UNM Student Leadership Retreat embraced the four strategic areas by holding a community career exploration panel and professional/academic workshops. UNM students participated in a working sessions to learn strategies of how to build a résumé and CV, to explore the job market for their professional goals, and a panel focused on the intersection of community and academic engagement as leadership development.

### **Student Involvement**

12) How are students involved in the decision making process of your department/program?

PNMGC is a student-led organization and initiative founded by graduate students. The core of PNMGC's organizational structure is graduate student Project Assistants who manage office tasks and program efforts on a daily basis. The Projects Assistants are continuously interacting with students, staff, and community to get feedback about programs, plan and coordinate events, and generate ideas for new workshops and collaborations. The PNMGC office also includes one undergraduate employee who works alongside the graduate PA's to carry out the goals and objectives of the organization.

The overall vision and mission of PNMGC is overseen by a Steering Committee. It is comprised of six graduate students, three undergraduate students, three Project Assistants, and a representative from Graduate Studies. The Steering Committee meets monthly to review and evaluate recent activities, discuss upcoming events and initiatives, and to identify issues affecting underrepresented groups on campus. Since the Steering Committee and office staff are comprised of students, PNMGC ensures the decision-making process and program implementation will continue to understand and serve the needs of undergraduate, graduate, and professional students at the University of New Mexico.

13) How do you plan to increase student participation in your department/program and improve service and accessibility to the students of UNM?

As a student-run initiative, there is a continual process of gathering and integrating feedback into our program to better serve the needs of current and future students. This is achieved both through formal methods such as meetings and event evaluation surveys, and informal methods such as face-to-face interaction.

During Spring and Fall 2013, PNMGC has seen a participation increase in the Mentoring Program. Peer-to-Peer matches have been more effective, making more areas of the University available to students. Matches are based on specific preferences a student requests during the application process. PNMGC's PA's then search communities on and off campus to find a person, or group of people, that will be of most help to the mentee. Mentors can also make requests as to whom they would like to be matched with. PNMGC has recently made

connections with the Men of Color Initiative and the Community Engagement Center to pair their participants with mentors within the UNM community.

PNMGC has increased its visibility and outreach through collaborations with a number of organizations and departments on campus, and maintaining a strong presence using social media. This provided stronger student input, service, and accessibility, which encourages PNMGC to meet the ever changing needs of students.

14) Describe your program's level of participation.

a) How many students are actively involved in your department/program? Please provide a brief example.

PNMGC has over 700 students actively involved in the program. Active involvement includes students who participate in the Graduate Student Orientation, Faculty of Color Awards, Bienvenida/Welcome Back, Critical Issues Roundtables, New Visions Research Colloquium, The New Mexico Shared Knowledge Conference, UNM Student Leadership Retreat, Leadership Workshops, Mentorship Program, Homework Clubs, and End of Semester Mixers. More generally, the PNMGC database has over 2,480 undergraduate, graduate, professional, and faculty and staff who receive information and support from the organization.

b) How many students are impacted by your department/program? Please provide a brief example.

In this past year, PNMGC has helped organize between 40-50 events with roughly 1,500 students affected by the program. Passive involvement is defined as students who from time to time attend an event organized by PNMGC. At all such events, PNMGC has a sign-in sheet for documentation and data collection purposes. In addition, PNMGC has partnered with numerous campus departments and student organizations such as, Graduate Resource Center, El Centro de la Raza, Men of Color Initiative, LGBTQ Resource Center, Community Engagement Center, and others. All events hosted by PNMGC are open to all students at the University of New Mexico, and community.

15) How many students do you employ, including graduate assistants, interns, etc?

PNMGC employs three graduate Project Assistants who are all full-time at 20 hours per week. PNMGC also employs one undergraduate student employee who works full-time at 20 hours per week.

### **Self-Evaluation**

16) Describe in detail the systems in place for tracking the UNM student population and non-UNM student populations served by your department/program. This includes how you track the students you serve on a repeat basis and the students that are served just once. Comment on the system's effectiveness, changes made this year, and plans needed for improvement. (Note: We realize that tracking systems will vary across departments/programs.)

PNMGC maintains an extensive database with information on event participation, minority graduate students, and allies currently enrolled in a degree program at UNM, supportive faculty

and administrators, as well as community collaborators. Also included in the database is PNMGC alumni contact information for individuals who can provide future professional advice and opportunities.

Project Assistants maintain hard-copy sign-in sheets to keep track of attendance at every PNMGC activity, and the data from those sign-in sheets are transferred into our database for records and analysis. On each sign-in sheet, students indicate whether they are already on our listserv, wish to be added, or do not want to be added. This allows us to track repeat participants, new participants, and others who do not wish to become members, but who are attending for other, specific purposes. Students can also optionally provide their departmental affiliation, ethnicity, and class status (undergrad, grad, faculty, or staff). This provides rich data, which we hope to use in the future not only in support of PNMGC, but in support of Title V efforts on campus. Whereas other departments are able to use programs such as Student Tracker, we rely upon hard copy sign in sheets and a Google database. We are currently exploring other options of tracking and documenting attendance and participation that will make the data easily accessible and analyzable, and that will decrease our use of paper in the office.

17) What methods have been used in evaluating your department/program (for example, surveys, focus groups, interviews), and have these methods proved to be effective?

PNMGC uses electronic feedback forms to garner important information related to participants' motivations for attending our events, the facilitation of the strategic areas, the utility and relevance of the event topic, suggested improvements, and other topics participants would like to see addressed in future events. New events and workshops are created each semester and existing programming is improved based upon this student feedback. These methods have been successful in the implementation of workshops and events, but PNMGC would like to implement a formal evaluation and data-collection process. This will not only provide us with valuable data in support of our work, but can indicate areas of improvement. This formal evaluation can also be used toward the larger UNM Title V Education Grant evaluation.

Formal evaluations of Project Assistants' performances and individual work plans occur each semester and Steering Committee members are evaluated based upon specific attendance and participation criteria as established in our bylaws.

### **Use and Effects of Funds and Action on Prior Recommendations**

18) State your objectives for the funding you received through the previous SFRB process. Describe how you met those objectives, and if you did not, please explain why.

c) Provide a short outline of each program/project SFRB funds are used for. How long has each program/project been in operation? What are the outcomes of each program/project?

All events, both sponsored and co-sponsored, are funded through the SFRB. PNMGC objectives are to build communities of learning and support for underrepresented students on campus in an effort to recruit, retain, and successfully graduate minority populations that enrich the diversity and critical pedagogies of a Hispanic Serving Institution and flagship university of a majority-minority state. PNMGC believes we have met these objectives and will continue to do so as we work to serve underrepresented students at UNM through comprehensive academic and

leadership workshops, peer mentorship, and social justice events. Each and all of our events approach academic success as interconnected with identity, culture, belonging, and community. A detailed description of these events is found on pages 2-7.

19) Specifically address and comment on each recommendation made to your departments/program by last year's SFRB.

**Note:** If you do not have the letter from last year's SFRB process that included recommendations, please contact the GPSA (277-3803) or ASUNM (277-5528) offices for a copy.

No recommendations from last year's SFRB process were made to PNMGC. However, PNMGC is always looking for feed back to improve and the raise the bar in terms of providing excellent services to students, staff, and faculty and community members while supporting the mission of the University. Any recommendations from the Student Fee Review Board will be taken as high priority and discussed at length at the Steering Committee Retreat.

### **Summary**

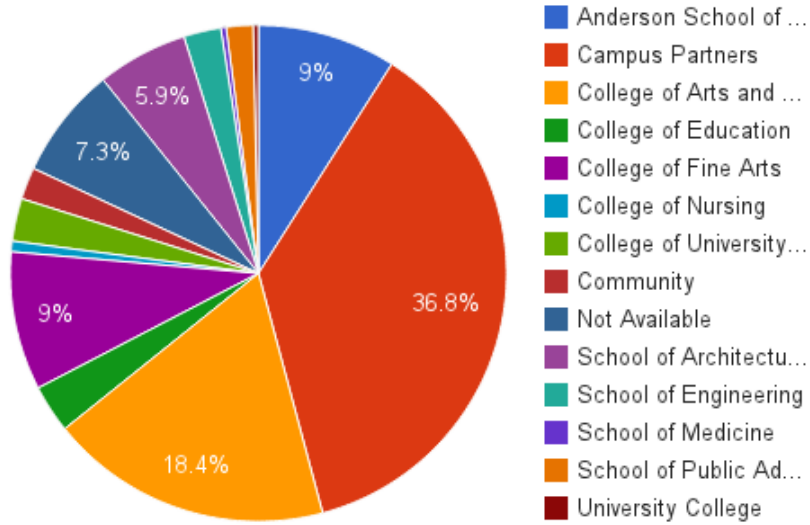
20) Provide any other information or a narrative that will assist the SFRB in making a decision to grant your department/program funding.

PNMGC continues to achieve recognition as an organization that is student-centered, scholarly-driven, community-connected and focused on providing underrepresented students and our allies with high quality programming and standards of excellence. Our organization recognizes that student success is facilitated not only through academic and leadership opportunities, but also through social and cultural wellness. PNMGC wants to provide opportunities for a diverse UNM student population to excel and parlay their college success into further academic and professional opportunities. Our goal is to ensure UNM's multi-cultural population is celebrated and that their unique student needs are met to enrich the academic environment of all of UNM.

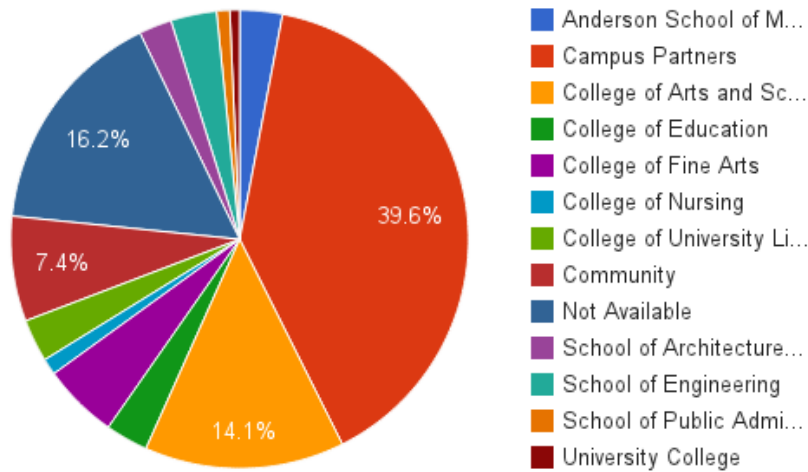
**Note:** Please be sure to focus on the programs and services that are funded by SFRB funds. It is always a pleasure to hear about all the great things departments are doing, but the focus of the application should be on SFRB funded programs and services.

Please remember that a completed application consists of a signature from your Department Head, as well as a comprehensive, itemized budget for your entire department, including all funding sources. Your application will be considered incomplete if it is missing either of these components.

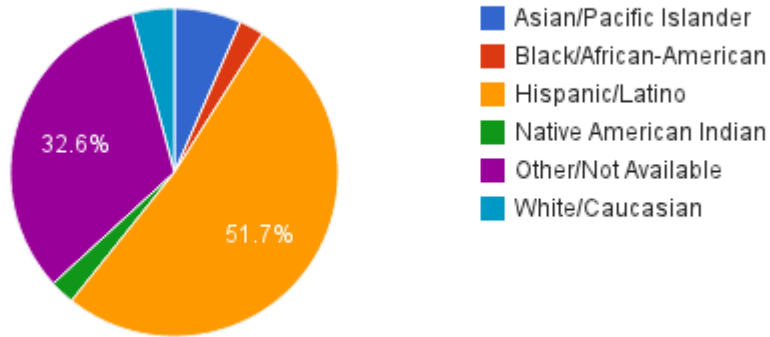
### College/School Attendance Percentages Spring 2013



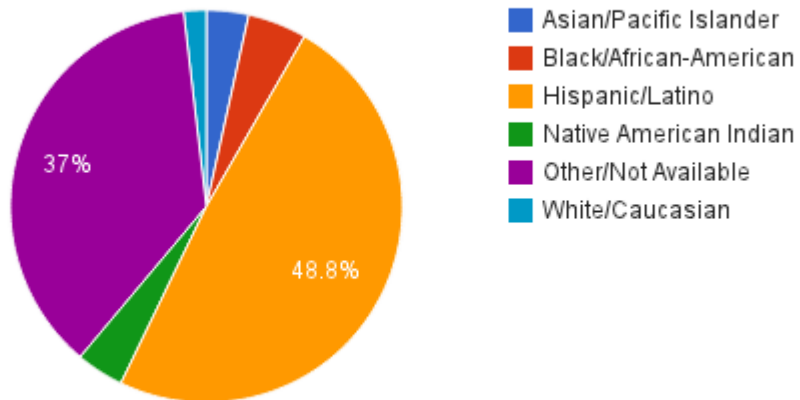
### College/School Attendance Percentages Fall 2013



### Event Attendance by Ethnicity for Spring 2013

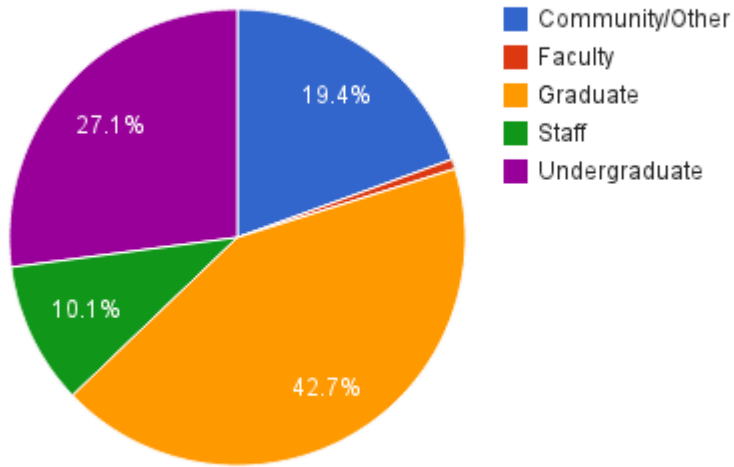


### Event Attendance by Ethnicity for Fall 2013

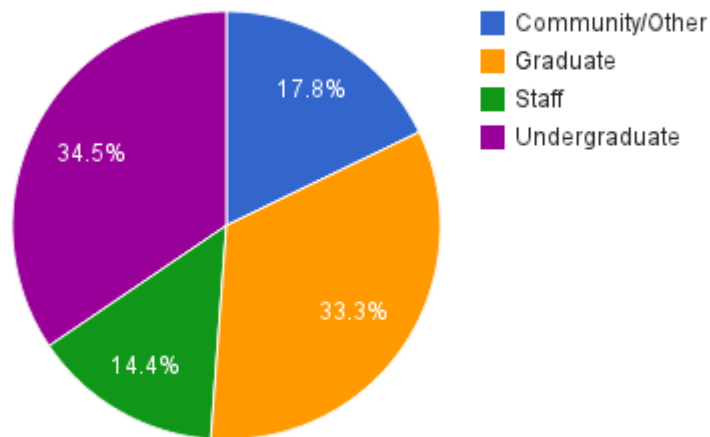




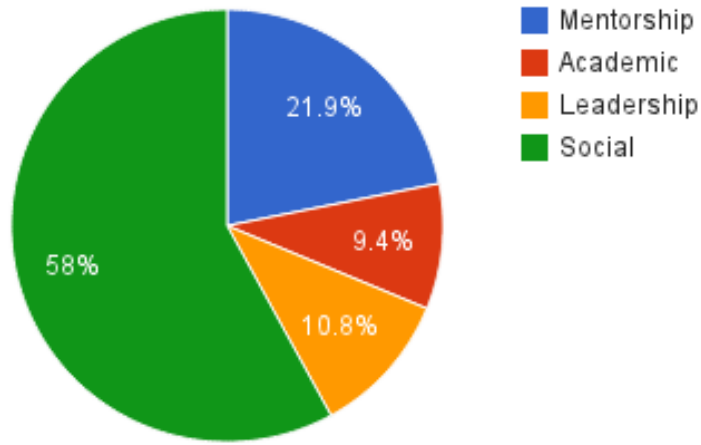
### Event Attendance by Academic Level for Spring 2013



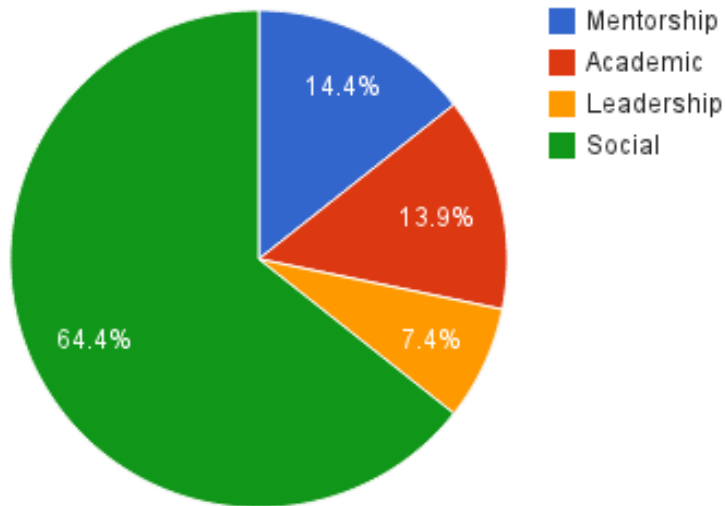
### Event Attendance by Academic Level for Fall 2013



### Event Attendance Percentages Spring 2013



### Event Attendance Percentages Fall 2013



STUDENT FEE REVIEW BOARD  
FISCAL YEAR 2014-2015

DEPARTMENT \_\_\_\_\_  
VICE PRESIDENT \_\_\_\_\_  
INDEX # \_\_\_\_\_

	A	B	C	D	E	F	G
DESCRIPTION	TOTAL 2013-2014 BUDGET	DEPARTMENT OPERATING BUDGET 2013-14	SFRB BUDGET 2013-2014	SFRB BUDGET REVISIONS 2013-2014	TOTAL 2014-2015 BUDGET	DEPARTMENT OPERATING BUDGET 2014-15	2014-2015 BUDGET REQUESTED FROM SFRB
1 Faculty salaries	-	-	-	-	-	-	-
2 Staff salaries	-	-	-	-	-	-	-
3 <b>SUBTOTAL NON-STUDENT SALARIES (Line 1+2)</b>	-	-	-	-	-	-	-
4 Student (student employment & workstudy)	65,000	65,000	25,000		65,000	65,000	25,000
5 GA, TA, RA - Pay and Benefits							
6 Fringe Benefits on Staff & Faculty salaries							
7 <b>TOTAL COMPENSATION (Lines 3 thru 6)</b>	<b>65,000</b>	<b>65,000</b>	<b>25,000</b>		<b>65,000</b>	<b>65,000</b>	<b>25,000</b>
<b>GENERAL EXPENSES</b>							
8 Programming	43,990	43,990	18,990		43,990	43,990	18,990
9 Travel - Present at HACU conference	5,000	5,000	5,000		5,000	5,000	5,000
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24 <b>TOTAL GENERAL EXPENSES (Line 8 thru Line 23)</b>	<b>48,990</b>	<b>48,990</b>	<b>23,990</b>		<b>48,990</b>	<b>48,990</b>	<b>23,990</b>
25 <b>GRAND TOTAL EXPENSES (Line 7 + Line 24)</b>	<b>\$ 113,990.00</b>	<b>\$ 113,990.00</b>	<b>\$ 48,990.00</b>		<b>\$ 113,990.00</b>	<b>\$ 113,990.00</b>	<b>\$ 48,990.00</b>
<b>REVENUE</b>							
26 SFRB	73,990	73,990	73,990		73,990	73,990	73,990
27 I & G Funding	40,000	40,000			40,000	40,000	
28 SALES							
29 OTHER (Identify Source)							
30 <b>GRAND TOTAL REVENUE (Lines 26 - 29)</b>	<b>\$ 113,990.00</b>	<b>\$ 113,990.00</b>	<b>\$ 73,990.00</b>		<b>\$ 113,990.00</b>	<b>\$ 113,990.00</b>	<b>\$ 73,990.00</b>

To: Dr. Julie Coonrod, Dean, Graduate Studies

Thru: Strategic Budget Leadership Team

From: Andrew Cullen, Associate VP, Office of Planning, Budget & Analysis

Date: April 10, 2013

Re: **SBLT Allocation 2013-2014**  
**Project for NM Graduates of Color (PNMGC): Index 457003**

*Handwritten initials/signature*

Below please find your 2013-2014 SBLT Allocation.

Please prepare your budget for next year based on that amount.  
Please use the revenue account code of **02Z1** on your budget.

**Your 2013-2014 SBLT Allocation** **\$ 73,931**

If you have any questions please call the Office of Planning, Budget & Analysis at 277-6465. Thank you.