



Request for 2024 Funding Services and Activities Fee Committee

BUDGET PROPOSAL CONTACT INFORMATION

Department Name: First Generation Student Initiatives

Create Date: 01/31/2024

Due Date: 02/07/2024

Submitter Name: Dominic Jay Crisostomo

UW Email Address: djcrisos@uw.edu

Phone Number: 2536925678

Department Head Approval:

Department Head: Amanda Figueroa

Requested Amount: **\$119,768**

Departmental Information

STUDENT UTILIZATION

1. FG provides support and fosters a strong sense of community where first-generation students are empowered and validated through engagement and outreach opportunities such as signature events, student cohort programming, and pre-collegiate outreach efforts.
2. FG serves as a resource for students, departments, faculty, and staff by assisting with outreach and retention efforts and helping support the experience of a broad spectrum of first-generation students and their families.
3. FG encourages student academic, personal, and professional growth as well as well-being by providing financial wellness programming, career development workshops, peer success mentorship support, and research opportunities geared towards aiding in the success of this population.
4. FG connects students to appropriate individuals, programs, community agencies, on-campus resources, and prospective employers, through our academic and professional development workshop series.
5. FG provides leadership development for students and on-campus job opportunities in our office.
6. FG increases visibility and collaborations on a national level by connecting with the NASPA Center for First Generation Student Success while being recognized as a First Gen Forward Institution. This is the nation's first recognition program acknowledging higher education institutions for their commitment to first-generation student success. FGF has also being recognized as a member of the First Scholars Network.
7. FG strengthens the relationships and supports to first-gen students from UWT faculty, staff, and alumni through advocacy.

CORE VALUES/MISSION ALIGNMENT**Strategic Priority #1: Students**

FG is part of the campus initiatives that empower students to achieve their goals by fostering a sense of belonging and help them develop college success skills. FG helps to increase student awareness about the availability and accessibility of UW Tacoma resources, support and infrastructure. FG aligns with these goals by increasing participation of first gen students through high impact practices that increase self-efficacy, engagement, and well-being through quarterly cohort programming and annual signature events.

Strategic Priority #2: Communities:

In partnership with Admissions, FG collaborates with the surrounding community by providing workshops to partnership school districts and community based organizations. FG is also a part of curriculum-to-career advisory group that involves stakeholders from UWT, Tacoma Community College, and local community based organizations that seeks to strengthen not-for-credit internship experiences for first gen, economically marginalized and racially marginalized students. FG works with Career Development specifically to promote and host workshops that center on providing students with internship, job, and career opportunities during and post-graduation.

Strategic Priority #3: Scholarship:

FG has been recognized at a national level by the NASPA Center for First Generation Student Success by gaining the designation of a First Gen Forward Institution and are sought out by other institutions for program design and implementation. This year, the MultiCare Endowed Fund for First Generation students has been established to provide broad-based financial support to undergraduate and/or graduate students at UW Tacoma doing research with faculty.

Strategic Priority #4: Equity:

FG cohort quarterly programming, physical space, and signature events have taken steps to be more universally designed while asking for feedback to continually improve annually. Targeted recruitment has been aimed at first generation and low income students.

Strategic Priority #5: Vitality: FG hosts signature events annually and quarterly that are open to the campus to honor and recognize the importance of first generation students, staff, faculty, and alumni contributions. Through these events and workshops, we aim to enhance a sense of purpose and sense of belonging for those that attend and engage.

SAF-FUNDED PROGRAM OR SERVICES GOALS AND OUTCOMES

Workshop Series (18-22/qtr)

- Aim: Professional and personal growth; academic skills, career development, & financial wellness.
- Collaboration: STS, Academic Advising, Career Development, Financial Aid, Global Affairs, Milgard, PAWS, OSAS, TLC, NSFP, WSECU, & Sound Outreach.
- 2022-2023: 647 attendees / 2023-2024: 407 attendees (as of Win)

Signature Events (3-4/qtr)

FG Stoles Ceremony & Celebration

- Collaboration: STS, Student Life, CEI
- Aim: Celebration graduation of first generation students
- 2022-2023: 152 attendees / 2023-2024: N/A (occurs in Spring)

"We Are First Generation" Photo Campaign

- Collaboration: Advancement
- Aim: Highlight first gen faculty, staff, students, & alumni
- 2022-2023: 53 attendees and 13 individuals spotlighted / 2023-2024: 54 attendees and 13 individuals spotlighted

Swipe Right for Success

- Collaboration: STS, Career Development, Pack Advisors, CSI, CEI, Champions
- Aim: Speed-networking event for students to hone elevator pitches to future employers and get real-time feedback
- 2022-2023: 31 attendees / 2023-2024: N/A (occurs in mid Feb)

Breakfast for Finals

- Collaboration: Pack Advisors, CSI, CEI
- Aim: Provide encouragement, nourishment, & community
- 2022-2023: 71 attendees / 2023-2024: 33 attendees (as of Win)

Welcome (Back) to Campus Brunch

- Collaboration: Pack Advisors, CSI
- Aim: Support to new & returning students to campus, encouragement, and recommitment
- 2022-2023: 125 attendees / 2023-2024: 92 attendees (as of Win)

National FG College Celebration

- Collaboration: UW Tri-campus, Advancement
- Aim: Weeklong November celebration showcasing first generation students, faculty, staff, & alumni
- 2022-2023: 105 participants / 2023-2024: 115 participants

Cohort Initiatives

First Generation Fellows Cohort

- Collaboration: STS, Academic Advising, Global Affairs, Financial Aid, PAWS, TLC, Career Development, OSAS,
- Aim: Students benefit from support programs, services, workshops, and networking opportunities. Students earn up to a \$200 book stipend per quarter for meeting requirements.
- 2022-2023: 97 cohort members / 2023-2024: 68 cohort members (as of Win)

Financial Wellness Cohort

- Collaboration: WSECU, Sound Outreach, Financial Aid, Sound Credit Union, OSAS, CEI, & Milgard, Champions

- Aim: Students learn financial wellness skills through workshops & 1-on-1 financial coaching sessions. Students earn up to a \$300 book stipend per quarter for meeting requirements.
- 2022-2023: 69 cohort members / 2023-2024: 52 cohort members (as of Win)

Internship Preparation Cohort (NEW COHORT LAUNCHING SPRING 2024)

- Collaboration: Career Development, Financial Aid, Key Bank, Champions
- Aim: Students learn to be competitive for and obtain internships specific to major and career path. Students earn up to a \$300 clothing stipend per quarter for meeting requirements.

Peer Success Mentors

- Collaboration: TLC, AAPI THRIVE
- Aim: NASPA Certified Peer Educators provide 1-on-1 peer coaching to support study habits, set academic goals and develop learning strategies; provide information about resources on campus.
- 2022-2023: 79 participants / 2023-2024: N/A (As of Win)

FG Weekly Newsletter

- Aim: Weekly e-newsletter for upcoming workshops, internships, jobs, & learning opportunities.
- 2022-2023: 136 recipients / 2023-2024: 341 recipients (As of Win)

FG Advisory Board

- Collaboration: Faculty, staff, and alumni provide expertise: Academic Instruction, Academic Advising, Career Development, NSFP
- Aim: Provide recommendations to program development; advocates within respective areas; create awareness impact first-generation students' academic; resources for staff and faculty across campus.

STUDENT UTILIZATION (COMPARISON OVER PAST 2 YEARS)

Due to intentional and continuous collaboration with UWT offices, departments, registered student organizations, FG allies, community based employers, and local non-profit organizations, FG participation and engagement has doubled in some areas of engagement and nearly tripled in other areas, over the past year and a half.

FG cohort based programs (First Gen Fellows and Financial Wellness) applications swelled exponentially upward from 15 to 30 applications per quarter to over 100 applications per quarter for each respective cohort in the past year and half.

In relation to applicants for each cohort, participation from students that commit and complete the necessary requirements for each respective cohort has more than doubled. To add, FG expanded the amount of participants for each cohort by seeking out outside funds for financial incentives i.e. book stipends. By expanding the number of participants of each cohort that provides more students with the ability to learn new skill sets and have added networking opportunities and word of mouth, peer-to-peer recruitment. To elaborate, in Fall 2022, the First Gen Fellows cohort was capped at 20 participants per quarter. The Financial Wellness cohort, in Fall 2022, was capped at 15 participants per quarter. Due to the expansion efforts by FG, the First Gen Fellows cohort now offers up to 30 participants per quarter to participate and the Financial Wellness cohort has expanded to provide up to 40 students per quarter to engage. SAF funds provide the student staffing salaries and supplemental items (i.e. light refreshments and instructional materials) to provide high quality programming and a sense of belonging.

Regarding engagement across FG workshops and signature events, FG has utilized an iterative approach to gauge the regularity of messaging and reminders to maximize student attendance. From gathering survey data collected from students and real-time anecdotal feedback via conversations, FG is able to strengthen what is being done well and pivot when changes are needed to be more student-centric. Whether that is the platform communication (Instagram, Handshake, email, print marketing, weekly newsletter or verbal reminders) or the locations we occupy (FG office space and lounge) FG prides its ability to meet students where they are and provide what they ask for regularly.

A breakdown of unduplicated students will be provided via the First Gen Service Data Excel document. As a prelude, each category will show positive growth in every offering SAF provides funding for.

COLLECTION OF FEEDBACK & IMPROVEMENTS

For both quarterly cohort programs, we use a bit.ly and QR code that syncs directly to Qualtrics to track student attendance, participation, and follow up communications.

With the Financial Wellness cohort, a program requirement is for students to do either a 1-page written reflection or 3-minute video recording reflection about their experience over the quarter and ways to implement what they learned. In addition to this reflection component, each student in the Financial Wellness cohort is required to do a Pre-Test Survey (before programming begins) and Post-Test Survey toward the end of the quarter. With these requirements and student reflections, the FG team uses their results to document progression, adjust accordingly and to share with campus stakeholders and community partners.

With the First Gen Fellows cohort, a survey is provided at the conclusion of each quarter to ask for feedback as well as ask for suggestions regarding future content to maximize buy-in and attendance.

Lastly, in addition to the use of Qualtrics, this academic year FG has utilized Handshake to monitor click rates and analyzed data analytics to forecast the best time to contact students for premium engagement.

By having regular survey intervals with both cohorts, the FG team takes said data and feedback to plan for future programming. Taking into consideration what has been done well, as well as planning for the next quarter's content, while also utilizing best and promising practices from a network of national first-generation professionals, the iterative approach to feedback loops continually which makes the programming offered by FG accessible and engaging for students.

SERVICE BENEFITS TO STUDENTS

For the last year and half, FG increased the following: submitted applications for cohort programs, active participants for quarterly cohort programs, and attendance with FG signature events. In addition to the increased engagement, FG has increased informal drop-in's via the FG office space (MAT 213) for studying, community building, and connection.

Regarding the most meaningful and significant ways FG benefit students, it is worth noting that the FG community and connections to resources as well as first generation peers are pride points.

One way we know FG this is through a question we pose via our cohort applications and surveys. By posing the question, "How can FG support you?" the aim is to be relational with students not just transactional. By focusing on what FG can provide, the focus is tailored each quarter based on what students seek. A common theme that students express is the desire for support, a community to rely on, and connection to others. Below are quotes gathered from students that completed FG programming that demonstrate themes of community and connection:

- "What I enjoy the most about FG is being able to meet new people and have countless of opportunities to network and engage within the community".
- "I enjoyed everything, but particularly the people, the sense of community and the information provided during the sessions".
- "It was great to have a chance to get to know fellow students that have both similar and different experiences than mine".
- "I really liked the community that FG built; just going to the FG office after a class or even before class was quite refreshing and helped me make new friends."
- "I appreciated that this exists with us in mind. Those who don't have the advantage of wisdom from the previous generation. Also that there is always a door open."

Adding to the first question, FG also asks: "How do you anticipate to contribute to the FG community at UWT?" Common themes that arise are the desire amongst students to either pay it forward or give back to FG by sharing their experiences and wisdom with other first generation students – current and future. As a result, FG also builds in opportunities to either pay it forward by sharing, or by structuring time to provide and gain wisdom from one another. Below are quotes that demonstrate themes amongst students that speak to the inclusiveness of FG:

- "I enjoyed the sense of community and connections that I have made with people. I enjoyed the opportunity to get connected with various campus resources and grow as a student and eventual job candidate."
- "The fellowship and all the events that brought everyone together!"
- "I enjoyed having a place on campus where I felt most safe and comfortable, and having many opportunities to network and talk to and meet faculty and people around campus."

Staff Budget Requests

Category	Details	Amount Requested
Student Staff ³	<p>The First Generation Fellows Leadership Development Coordinator (FGFLDC) is an integral member of the FG team. The FGFLDC is a student leadership position that is responsible for leading First Gen Fellows cohort programming and signature events that empower and celebrate first-generation students by cultivating curricula that meet cohort member's needs.</p> <p style="text-align: right;">E001</p>	
	Student Staff Wages:	\$16,020
	Fringe @ 20.5%:	\$3,284
Student Staff ³	<p>The Financial Wellness Leadership Development Coordinator (FWLDC) is an integral member of the FG team. The FWLDC is a student leadership position that is responsible for leading Financial Wellness cohort programming program that empower students to grow skills sets around financial literacy. The FW LDC is responsible for coordination and communication for cohort members and community partners as well as supporting signature events.</p> <p style="text-align: right;">E002</p>	
	Student Staff Wages:	\$16,020
	Fringe @ 20.5%:	\$3,284
Student Staff ³	<p>The First Generation Fellows Marketing Coordinator (FGFMC) is an integral member of the FG team. The FGFMC is a student leadership position that is responsible for creating marketing material that promote programs and workshops that support First Gen Fellows and signature FG events. The position requires developing and strengthening relationships with FG colleagues, faculty, staff, and community partners to create, deploy, and assess the effectiveness of marketing strategies.</p> <p style="text-align: right;">E003</p>	
	Student Staff Wages:	\$16,020
	Fringe @ 20.5%:	\$3,284
Student Staff ³	<p>The Financial Wellness Marketing Coordinator (FWMC) is an integral member of the FG team. The FWMC is a student leadership position that will be responsible for creating marketing material that promotes programs and workshops that support the Financial Wellness cohort and Internship Preparation cohort. The position will require developing and strengthening relationships with FG colleagues, students, and staff to create, deploy, and assess the effectiveness of marketing strategies.</p> <p style="text-align: right;">E004</p>	
	Student Staff Wages:	\$16,020
	Fringe @ 20.5%:	\$3,284
Student Staff ³	<p>The First Generation Internship Preparation Cohort Leadership Development Coordinator (IPLDC) is an integral member of the FG team. The IPLDC is a student leadership position that is responsible for leading Internship Preparation cohort programming program that empowers students to grow skills sets around career preparedness and job competitiveness. The IPLDC is responsible for coordination and communication for cohort members and campus partners.</p> <p style="text-align: right;">E005</p>	
	Student Staff Wages:	\$16,020
	Fringe @ 20.5%:	\$3,284
PERSONNEL TOTAL:		\$96,518

Other Budget Requests

Category	Details	Amount Requested
Other Services	Speaker Series. National First Gen Celebration. Swipe Right for Success networking event. Welcome Back to Campus Brunch. Breakfast for Finals. First Gen Graduate Celebration and Stole Ceremony. S001	\$9,350
Travel	NASPA First Gen Conference (First Gen Training and Professional Development) S002	\$3,500
Non-Food Supplies & Materials	Office supplies and computer software updates and upgrades. S003	\$1,850
	Marketing, outreach materials, and printing materials. S004	\$5,500
Food	Light refreshments for FG workshop series. Cohort Monthly Lunch & Learns. Staff Training. S005	\$3,050
SUPPLEMENTAL TOTAL:		\$23,250

PERSONNEL TOTAL:	\$96,518
SUPPLEMENTAL TOTAL:	\$23,250
COMPLETE PROPOSAL TOTAL:	\$119,768

Supplemental Documents



FIRST GEN SERVICE DATA

Student Participant data for the Office of First Generation Student Initiatives since 2019.



FIRST GEN BUDGET PROPOSAL

Detailed budget proposal to sustain First Gen programs.