

## **Student Equity Workgroup**

Thursday, March 19 2015

2:30 – 4:00 p.m.

Members present: Micaela Agyare (Library), Hilda Fernandez (faculty tri-chair), Chen Li (Equity Researcher), Paul Starer (LA/Library Dean, Admin Tri-Chair), Bill Ziegenhorn (History), Suzie Huerta (ENGL), Andrew LeManque (Associate VPI), April Henderson (Staff), Kate Jordahl (Photo), Christine Johnson (Transfer Center), John Fox (SOSC), Richard Mills (ENGL).

- **Approval of Minutes** from Feb 26, 2015 (unanimous)
- **Introduction of our new Equity Researcher, Chen Li**

Chen was a community college graduate who completed his undergraduate degree at Berkeley and his MA at the University of Maryland in Statistics and Economics. He also has classroom experience as a graduate TA. Andrew LeManque explained that his initial tasks will include updating our equity data, working with the equity plan, and getting a handle on existing ongoing projects. Paul Starer asked about the process for requesting research assistance: Andrew responded that requests still first need to be made through Elaine Kuo, our Institutional Researcher. Student Services has hired an additional research analyst focused on testing and placement and the 3SP Plan. ETS is also hiring a programmer/analyst who can help provide support behind the scenes.
- **Proposal for Embedded Tutors for Math 48A Pre-Calculus.** This proposal was approved by the Basic Skills Committee earlier this week, but our approval process is separate and not contingent on this result. Paul Starer commented that it is crucial to determine if the tutoring actually reaches the targeted groups. Hilda Fernandez asked if it would be possible to give actual numbers of targeted students in these courses. Andrew LeManque pointed out that the total number of students is reported at 110, but we don't (yet) know how many of the students in the targeted groups are in this cohort. Hilda added that having targeted research is crucial. "How can the equity lens illuminate the process?" April Henderson added that she wants to know how students from targeted groups can or will be recruited to use the tutors. Andrew responded that this can be answered in the aggregate, but not in terms of daily hourly one-on-one interactions. Chen Li pointed out that it might be more useful to compare success rates of students in the targeted group before/after versus comparing their success to the total student population. Kate Jordahl clarified that there are actually six sections total, of which three would be given Embedded Tutors—hence the other three sections would automatically be controls. Scott Lankford pointed out that in future it would be nice to have more face-to-face dialog in the approval process. Roberto Sias pointed out that the SEW Proposal Evaluation Criteria were not clearly referenced – and should be in future. **SEW approved the**

**request unanimously**, provided that our questions and concerns are conveyed to the faculty involved (with the expectation of further follow-up later).

- **Shared Cameras for English 1S/1T Pathway and Photo 5** to be offered Winter/Spring 2016. They are requesting camera equipment for shared use in class. The proposal came out of conversations between Jordahl and Fong about how to combine their classes. One equity barrier they observed was the quality of the cameras students were able to supply for the assignments: the shared cameras would help to eliminate these barriers. Once again questions were asked about the total number of targeted students in these classrooms. **SEW approved the proposal by consensus.**
- **National Institute for Women in Trades, Tech and Science** to send a trainer to lead two full-day sessions on recruitment and retention of women in STEM. Once again the committee would like to see data on longterm before/after impacts on targeted population members and the resultant action plans that come from the training. **SEW wants to strongly encourage the application with some revisions** – and even higher funding levels to incentivize participation for adjunct faculty.
- **Summary of all Embedded Tutor Proposals:** Katie Ha presented an overview of all currently-funded embedded tutor programs in various classes and departments. Some effort has been made to identify courses with low success rates as first-in-line for embedded tutor funding.
- **Equity Coordinator Stipend/Reassigned Time** was discussed at the tri-Chairs' planning meeting. We perceive a continuing need for an Equity Coordinator at the college level. Making sure that Equity duties are shared equitably among committee members is a related ongoing concern. Scott Lankford offered to draft a proposal. April Henderson added that the upcoming Equity Retreat, as well as her own area-wide EOPS meetings, confirm that this is a priority.
- **FACCC Advocacy and Policy Conference:** Richard Mills presented a report on the recent Sacramento Conference (which both he and Bill Ziegenhorn attended). Discussions of equity among faculty was a notable conversation – such as providing paid adjunct faculty office hours. Prohibitions on funding previously-existing programs with proven success (such as EOPS) were challenged as dysfunctional. FACCC thinks the equity funding will be ongoing. Workforce and STEM will pay a large part, although some faculty had concerns.