

BOARD OF TRUSTEES	ACTION
Santa Monica Community College District	December 2, 2014

MAJOR ITEMS OF BUSINESS

RECOMMENDATION NO: 2-A

SUBJECT: **STUDENT EQUITY PLAN APPROVAL AND ACCEPTANCE OF FUNDING**

SUBMITTED BY: Vice-President, Academic Affairs

REQUESTED ACTION: It is recommended that the Board of Trustees approve the Student Equity Plan and accept funding from the State of California in the amount of \$1,089,834.

SUMMARY: There are three overarching goals for the Santa Monica College Student Equity Plan.

- To build institutional capacity to address the achievement gap by engaging in systematic quantitative and qualitative inquiry using a practitioner-researcher model and by implementing interventions and student support that directly address the identified equity gaps.
- To establish a standing college committee on Student Equity which will monitor progress on the plan, submit required annual reports, and develop future plans.
- To develop consensus on determining the performance measures for monitoring progress toward achieving the desired outcomes and establish target dates for achieving these outcomes.
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These overarching goals will be accomplished through two pathways: 1. Research and inquiry and 2. Intervention and student support. These two pathways will culminate in an evaluation process in order to determine as a college community the most successful practices and how they can be brought to scale in order to have a broad and significant impact on closing the achievement gap.

The Student Equity Plan Taskforce has selected a primary focus for each year, however, activities that address *all* equity indicators are supported in this plan. Year 1 of this three year plan will focus on Indicator C, ESL and Basic Skills Completion. Year 2 will focus on Course Completion. Year 3 will focus on Degree and Certificate Completion as well as Transfer. The target group students who experience the greatest disproportionate impact across indicators were African American and Latino/a students, particularly male students. Planned activities include the following:

Research and Inquiry

- *Minority Male Community College Collaborative (M²C³):* Santa Monica College (SMC) will engage Dr. Frank Harris Co-Director of the Minority Male Community College Collaborative at San Diego State University at both an institutional and departmental level. At the institutional level, SMC will contract with Dr. Frank Harris to conduct the Community College Survey of Men (CCSM), a comprehensive instrument for assessing the needs of men of color in community colleges. In addition he will conduct focus groups with all involved constituents (students, faculty) and deliver follow up professional development for faculty campus wide as well as for the Math department specifically. This project will inform all indicators of the SMC Student Equity Plan.

- *Equity Research Analyst*: SMC will hire a Research Analyst to assist the Equity Plan Task Force and research/inquiry committees with identifying baseline data for equity performance measures, determining standards for achievement, and conducting a variety of inquiry projects. The analyst will work with pilot projects to determine efficacy and sustainability of efforts to close identified equity gaps.

Intervention and Student Support

In addition to the many student and instructional support services offered at Santa Monica College, the Student Equity Plan Taskforce has selected projects that provide new or enhanced support services to students to improve course, degree, certificate, and transfer achievement and minimize the equity gaps experienced by target group students.

Access:

- Improve identifying and access to services for foster youth.
- Improve identification of Veterans in need of Disabled Student Programs and Services (DSPS) and access to those services.
- Improve access to Disabled Student Programs and Services (DSPS) services overall.
- Improve access to technical majors for basic skills students.

Course Completion

- Assess the overall efficacy of student instructional support services and better promote their use among groups experiencing disproportionate impact in course completion.
- Develop a rigorous plan for faculty and staff professional development to address the issues contributing to academic underperformance of Latino/a, African American, Veteran, and male students.
- Support projects in history, sociology, and other academic disciplines to support successful course completion by target group students.
- Expand access to instructional support services for target group students.

ESL and Basic Skills Completion

- Under the guidance of the Center for Urban Education at USC, interdisciplinary inquiry groups made up of faculty, administrators, and support staff will engage to systematically investigate practices to build our capacity to address Basic Skills course completion disparities.
- Invest in interventions that create pathways from basic skills to college level courses. Examples of these interventions include the English Academy and STEM Academy.
- Expand access to instructional support services for target group students.

Degree and Certificate Completion

- Create experiences for students that promote a connection to their academic goals including research opportunities at universities, attendance at leadership and resiliency conferences and events.
- Enhance services offered by categorical and other special programs that promote degree and certificate completion among target group students.

Transfer

- Assess the overall efficacy of our student transfer support services in promoting their use among groups experiencing disproportionate impact.
- Develop a rigorous plan for faculty and staff professional development to address the issues contributing to academic underperformance of Latino/a, African American, Veteran, and Disabled students with regards to transfer metrics.
- Create experiences for students that promote a connection to their academic goals including research opportunities at universities, attendance at leadership and resiliency conferences and events.
- Enhance services offered by categorical and other special programs that promote transfer among target group students.

SB 860 Requirements

Foster youth, Veterans, and low-income/disadvantaged student data have been included in the “campus-based research” to the extent data are available. In some cases data were not collected for these student groups until a later date than the cohort specified for the equity plan. In the annual update to the Student Equity Plan, we will disaggregate data by gender within target groups. All revised data requirements included in SB 860 will be reviewed by the Dean, Institutional Research in order to insure these are included in our annual update. There was close collaboration with categorical and special support programs on campus that work directly with target group students throughout the planning process.

Resources Budgeted

The Student Equity Plan funds have been allocated based on the disproportionate impact study in order to address identified equity gaps in each of the indicators following the funding guidelines provided by the Chancellor’s Office in September 2014. In addition to the activities supported by Student Equity Plan funding, there are many, ongoing institutional activities that address equity gaps in academic achievement for target group students that are supported by the general fund, grants such as Title V, SSSP, and other categorical funds.

The budget for Santa Monica College has been categorized by object code as follows:

Revenue (2014 – 2015)		
8600	State	\$1,089,834
Expenditures		
1000	Academic Salaries	\$ 354,328
2000	Non Academic Salaries	\$ 347,312
3000	Employee Benefits	\$ 176,848
4000	Supplies & Materials	\$ 36,956
5000	Other Operating Expenditures	\$ 174,390

MOTION MADE BY: Louise Jaffe
 SECONDED BY: Barry Snell
 STUDENT ADVISORY: Aye
 AYES: 7
 NOES: 0

BOARD OF TRUSTEES	ACTION
Santa Monica Community College District	December 2, 2014

MAJOR ITEMS OF BUSINESS

RECOMMENDATION NO: 2-B

SUBJECT: **STUDENT EQUITY PLAN - SUBCONTRACTUAL AGREEMENT**

SUBMITTED BY: Vice-President, Academic Affairs

REQUESTED ACTION: It is recommended that the Board of Trustees approve the following subcontractual agreement which is a key component for implementing the research and inquiry portions of the Student Equity Plan.

Subcontractor: Minority Male Community College Collaborative

Contract Amount: Not to Exceed; \$45,000

Funding Source: Student Equity Plan Funds

Performance Period: December 2, 2014 – September 30, 2015

Purpose of Contract: The Minority Male Community College Collaborative (M2C3) is a project in San Diego State University’s (SDSU) Community College Leadership Doctoral Program housed within the Interwork Institute. M2C3 is co-directed by Drs. Frank Harris III and J. Luke Wood, Associate Professors at SDSU and scholars who are actively involved in research on community college student success, college men and masculinity, and research and evaluation methods.

- Administer the Community College Survey of Men (CCSM) to conduct a comprehensive needs assessment of male students at SMC.
- Conduct focus groups with a representative sample of men of color at SMC
- Develop and deliver a professional development workshop series tailored specifically for faculty and staff at SMC and informed by key insights that are derived from the CCSM and student focus group findings.
- Conduct focus groups with purposefully selected faculty and staff to obtain insights about their experiences in working with men of color at SMC.

MOTION MADE BY: Nancy Greenstein

SECONDED BY: Margaret Quiñones-Perez

STUDENT ADVISORY: Aye

AYES: 7

NOES: 0