

Santa Monica College - Equity and Diversity Committee

Meeting Minutes

Location: Zoom (<https://us06web.zoom.us/j/95534437834>)

Date: November 14, 2022

Time: 12:30-1:30pm PST (Pacific Standard Time)

Members Present: Sara, Mark, Chante, Amber, Valerie

Interested Parties:

I. Call to Order & Approval of Agenda

- Motion to approve agenda: Mark
- Second: Sara
- Approved by vote

II. Mindfulness Moment (led by Mark)

III. Public Comments

- Global motion – event 7:30pm at Board Stage

IV. Approval of Minutes from October 31, 2022 Meeting

- Motion to approve minutes: Amber
- Second: Mark
- Minutes approved via vote

V. Old Business

- None

VI. New Business

- **Report on feedback from Adjunct Committee re: SMC Self-Evaluation form**
 - Steph provided feedback from the Adjunct Committee visit regarding
 - Questions regarding *how* the updated self-evaluation form will be used – what’s its *actual* purpose? (i.e., to be intended for professional development or actually a high-stakes evaluation?)
 - Currently there is no agreed shared understanding about what faculty will be evaluated/observed on so how can there also be a self-reflection?
 - There are things on the form that are not relevant to PT faculty (e.g., club advisor)
 - There is nothing there about pedagogy on current form
 - Useful to have actual questions (as opposed to categories) that would drive self-evaluation

- “catch-22” of extracurricular involvement:
 - a. Not actually a part of contract, but many engage in it – where would that go? But don’t want it to be listed in a way that makes it seem like a “should” because being involved on campus is not a part of the PT job
- What role does technology and Canvas play in evaluation?
- Comments from committee:
 - Much of the feedback from PT faculty is similar to what our committee has identified
 - No agreed sense of agreed-upon criteria of what constitutes evaluation (in terms of self-evaluation and peer evaluation)
 - This lack of alignment is an issue of fairness to faculty
 - Faculty also do not receive training on *how* to observe/evaluation their peers
- **Analysis & discussion of other models of self-evaluation**
 - Can we use the ESAT as the basis of self-evaluation?
 - We don’t have instructional designers at SMC
 - Steph shared created document that mapped the Boise and Critical Teaching Behavior models onto the ESAT
 - Question about where and how to include technology/access
 - a. Can technology be both a separate criteria and integrated throughout?
 - There are some classes where technology is less central (e.g., dance)
 - What does it mean to evaluate (self as well as peers)? We were all sort of doing what we think is best
 - There needs to be guidance in regard to how and based upon what criteria needs to be
 - “directions for use”
 - a. How do we help someone who isn’t used to evaluating be set up for success?
 - b. With self-evaluation and peer evaluations there needs to be exemplars of what constitutes “effective” or “emerging” for the various categories
 - Many of us like the scaling of ESAT
 - a. How would that translate, though, to the current “satisfactory, needs improvement, and unsatisfactory”
 - b. In clinical evaluation in nursing – “emerging” is “passing”
 - What is the ultimate “product” we will be offering: just a list of recommendations or an actual, updated self-evaluation form?
 - For the next meeting – Steph will draft our committee’s “recommendations” for discussion

VII. Adjournment – 1:35pm