



June 20, 2023

Educational Development and Technologies

NED Talk: Equity Outcomes Realized

Board of Trustees: Joint Meeting of ASA and OEI Committees

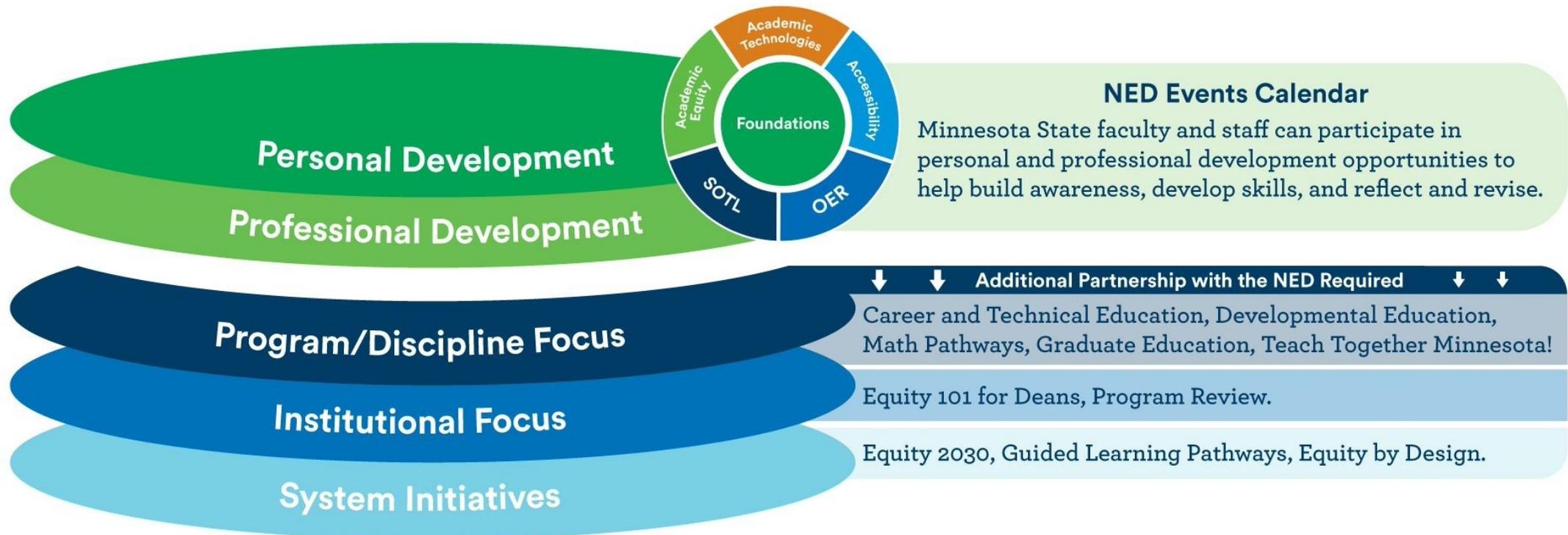
Kim Lynch, Sr. System Director for Educational Development and Technology

Ed Minnema, Equity Coach

Melissa Williams, Instructional Designer

Cindy Aamlid, Sociology Professor, Southwest Minnesota State University

Network for Educational Development (NED): Offerings





JANUARY - DECEMBER
2022 YEAR IN REVIEW

104
Webinars

1,041
faculty and staff members participated with an average of
2.8
registrations per person

15
Faculty Learning Communities

42
Short Courses

440
NED Members

Representation of faculty from
100% of Minnesota State campuses



6
themes for deeper exploration

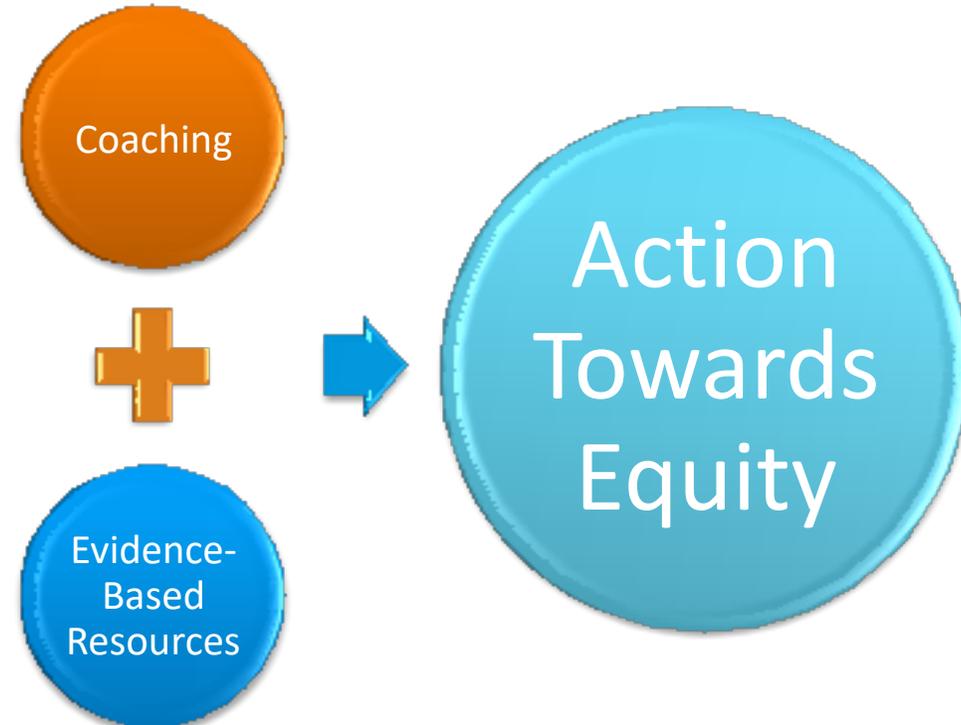
Discipline-Specific Faculty Learning Communities (FLC): Conceptual Framework

Coaching establishes a culture of trust, inquiry, and support amongst FLC participants

Increases Equity awareness in:

- Rigor
- Relevance
- Relationships

Offers evidence-based resources to create personalized Equity action plans



Discipline-Specific Faculty Learning Communities (FLC): Structure



Equity Rubric & Action Plans

Be Intrusive

Digital Literacy
Survey & Supports

Pre-semester
outreach &
onboarding

Accessible course
materials

Be Relational

“Bumper” videos

“Student” (rather
than “office”)
hours

Intelligent Agents
for connection &
retention

Be Culturally Relevant and Affirming

Diverse
community
service learning
projects

Diverse chemists
exploratory
assignment

“Math in your
daily life” learning
activities

Be Community Focused

Creative,
collaborative
exam reviews

Student-guided
community
agreements

History
gamification
projects

Be Race Conscious

Proactive
microaggressions
activity

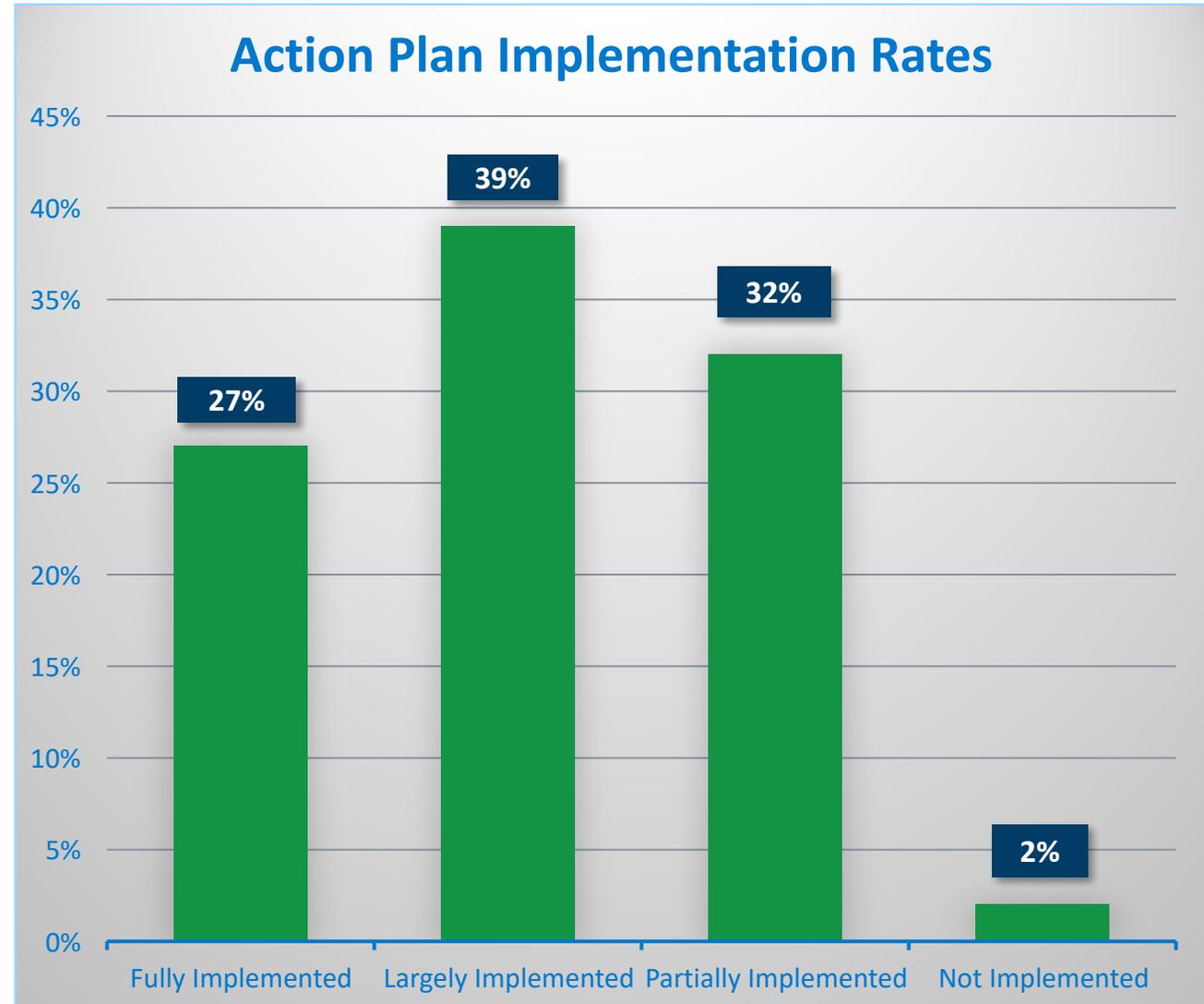
Student cultures
story theater
projects

Partnering with
diverse local
businesses for
class projects

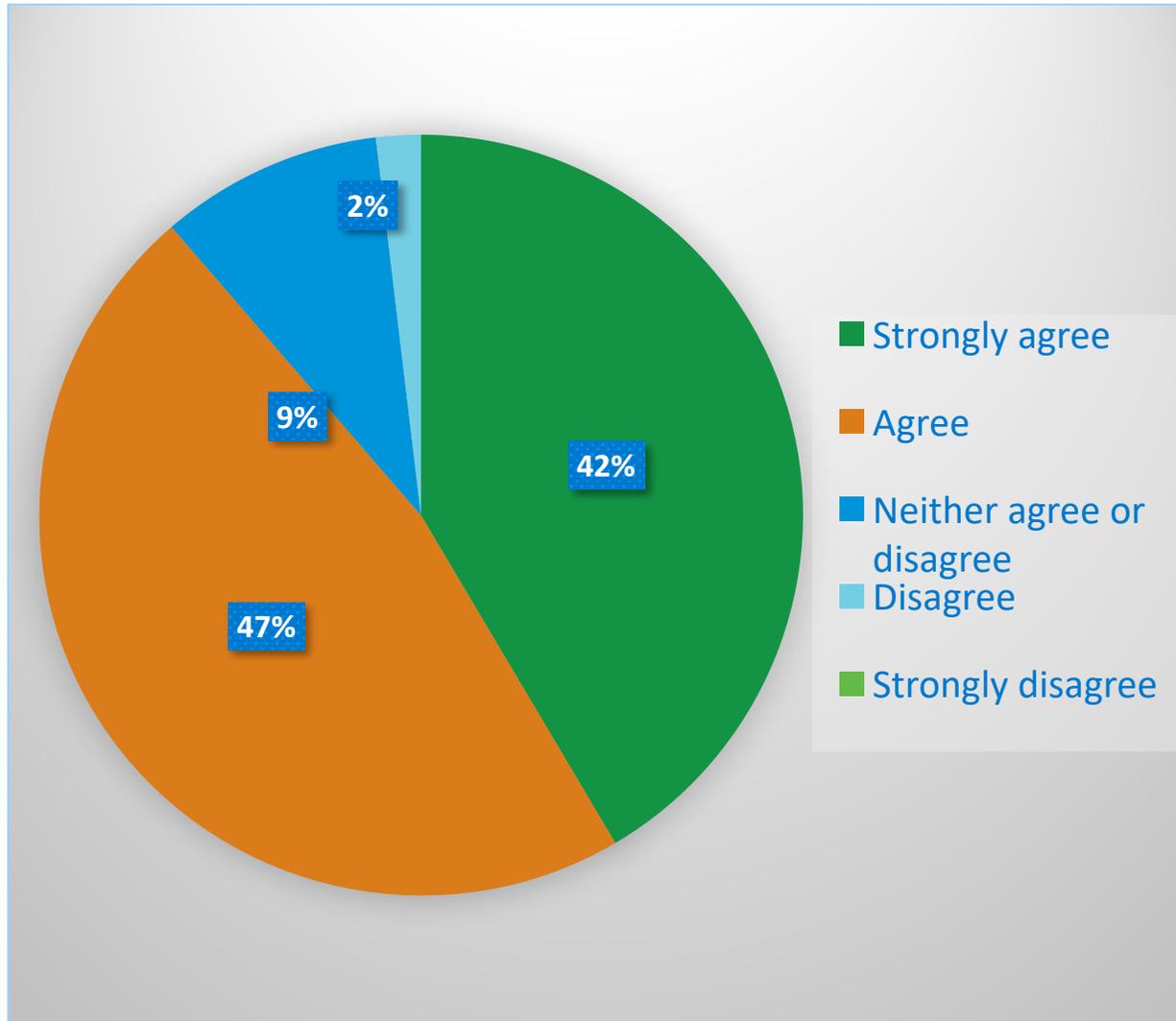
Action Plan Implementation Rates

- First two cohorts (Sp22 & Su22)
- 40% response rate
- N=56

I need the structure and timeline to keep myself working through the material and reflecting with others.

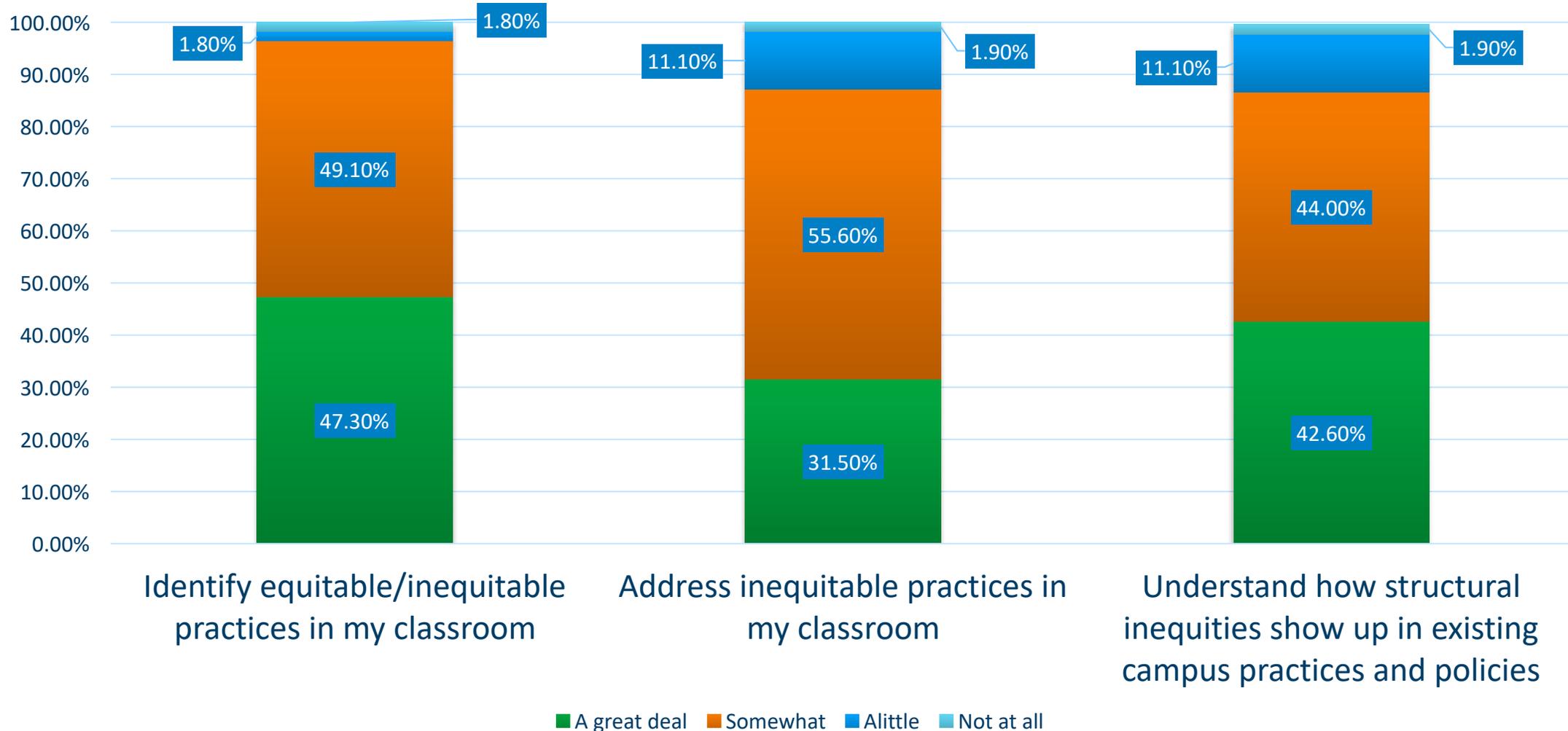


The FLC Prepared Me to Successfully Implement My Selected Equity Practice:



This course was designed meticulously, and the instructors modeled equity in their approach.

Equity in the Classroom and on Campus: Did Participating in the FLC Increase Your Ability to do the Following?



Equity Action Project: Specs Grading & Bumper Videos

Cindy Aamlid, Sociology Professor
Southwest Minnesota State University

Specs Grading

Equity Dimension #1: Be Intrusive

Providing transparency and agency to students to manage their own learning

	D	C	B	A
Assignments	4 of 8	5 of 8	6 of 8	7 of 8
Quizzes	6 (>70%)	7 (>75%)	8 (>80%)	9 (>80%)
Exams	2 (>60%)	2 (>70%)	2 (>70%)	2 (>80%)
Projects	0	0	1	2
Engagement	-	Average	Most	Most

Specs Grading Chart for SOCI 101

Assignments:

"Meet Expectations" on all criteria

- Submitted on time in correct format
- Clear writing in own words
- Responds to all components of prompt
- Concepts accurately applied
- Meets word length

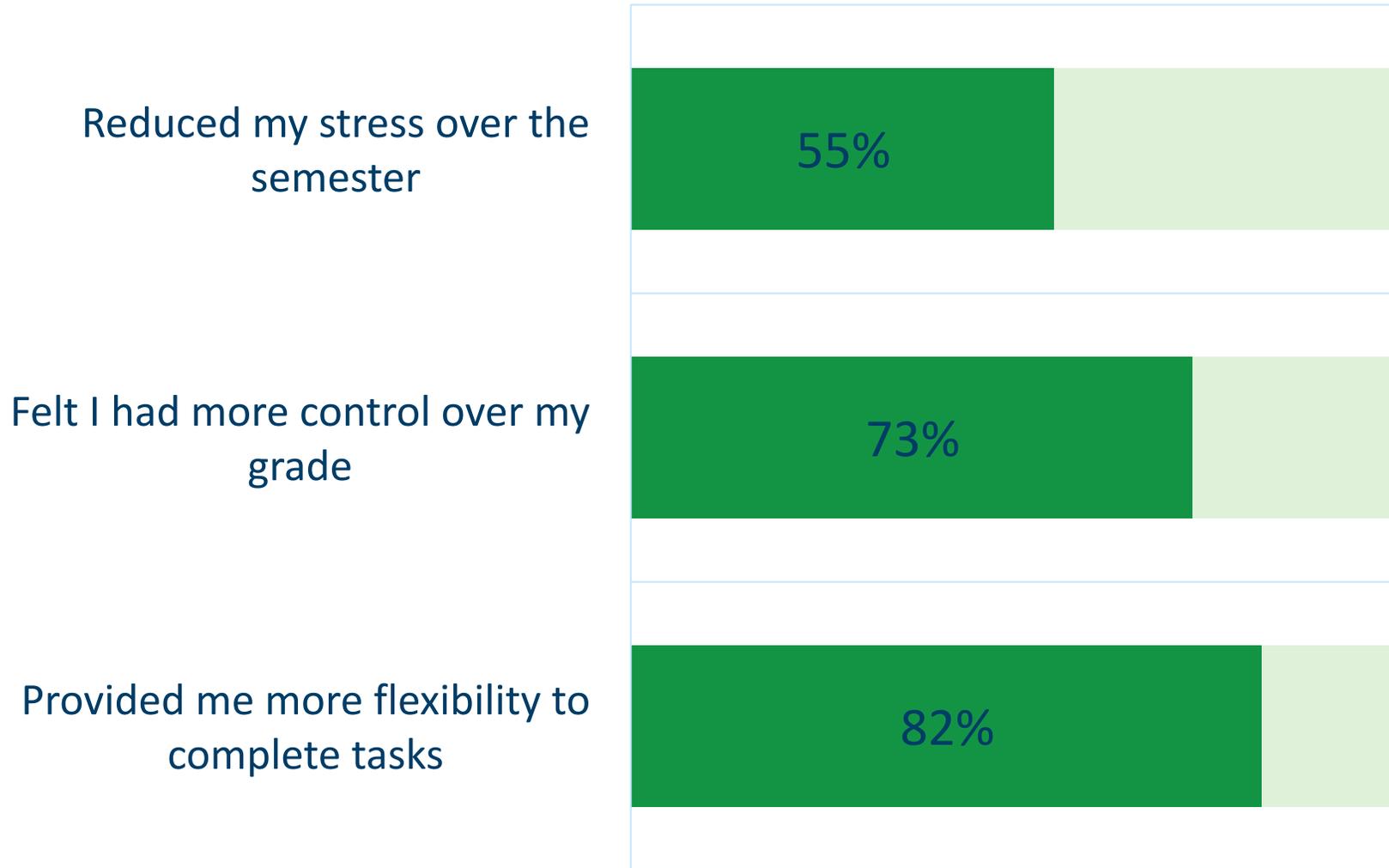
Virtual Tokens:

Redeem for...

- *Revise assignment*
- *2-day extension*
- *Another attempt on quiz*
- *Any other bending of course rules...(not related to expectations of each grade bundle)*

Student feedback: specs grading

■ Strongly Agree



I really enjoyed this grading method because it gave me flexibility in how I do my weekly work. I enjoyed how I could plan ahead with my weekly schedule and how I would know what my grade it could be.

Bumper Videos

Equity Dimension #2: Be Relational

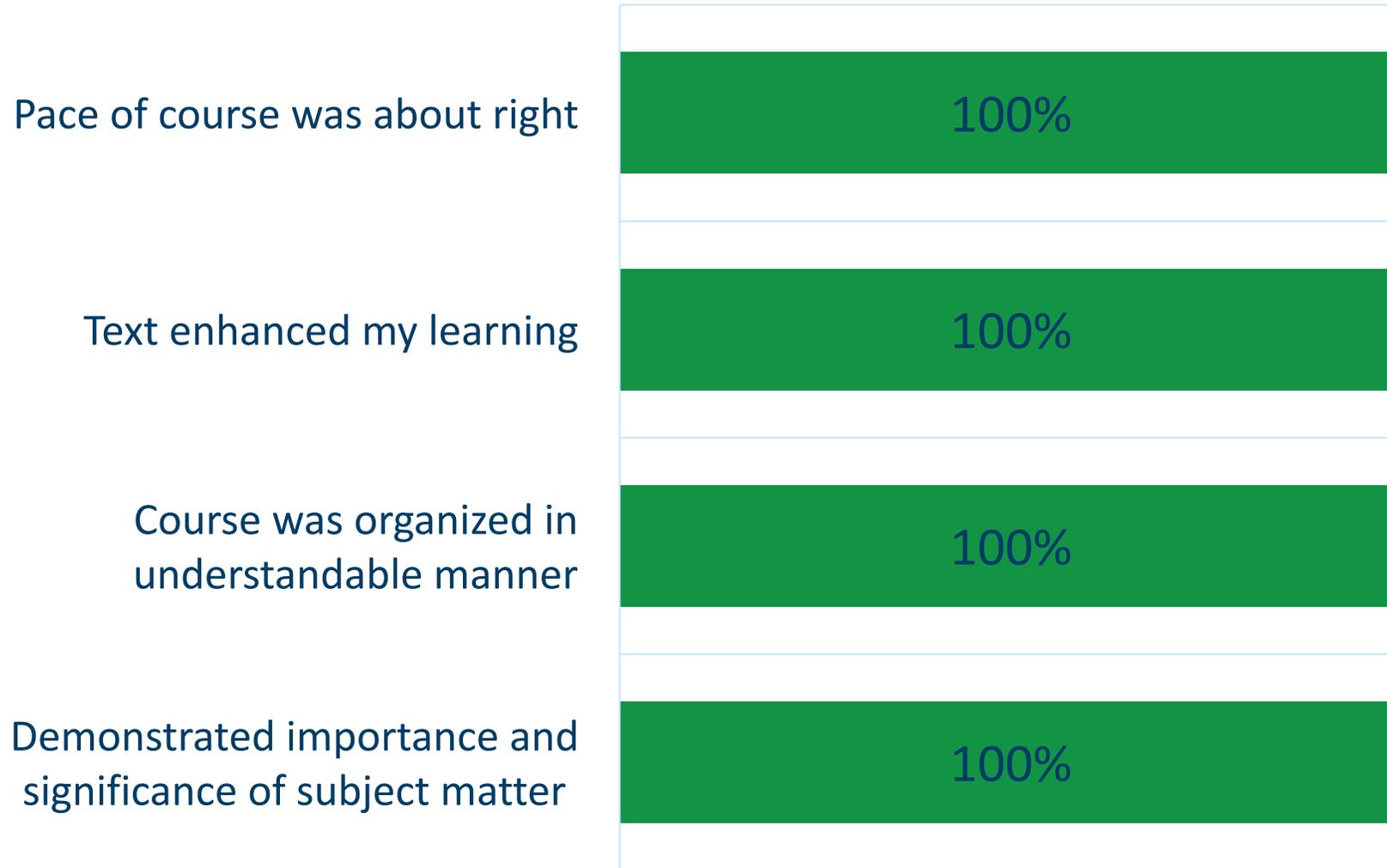
Created weekly videos for online course to introduce topic and readings

Equity Action Project: Bumper Videos

Cindy Aamod, Sociology Professor
Southwest Minnesota State University

Student feedback: bumper videos

■ Agree or Strongly Agree



I liked the videos of you explaining the week.

The videos and how they thoroughly explained everything.

I never had to question what was due or expected of me.



Questions and Feedback

Acknowledgement



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Resources

- [Network for Educational Development \(NED\)](#)
- [Faculty Learning Communities for Culturally Responsive Teaching](#) (public version of the FLC course shell, licensed under [Creative Commons Attribution-NonCommercial 4.0 International License](#))
- [Hartnell College Equity Rubric for Teaching & Learning](#) (licensed under [CC BY-NC-SA 4.0](#))
- [Employing Equity-Minded and Culturally-Affirming Teaching and Learning Practices in Virtual Learning Communities](#), by Dr. Frank Harris III and Dr. J. Luke Wood, from the [Center for Organizational Responsibility and Advancement \(CORA\)](#).