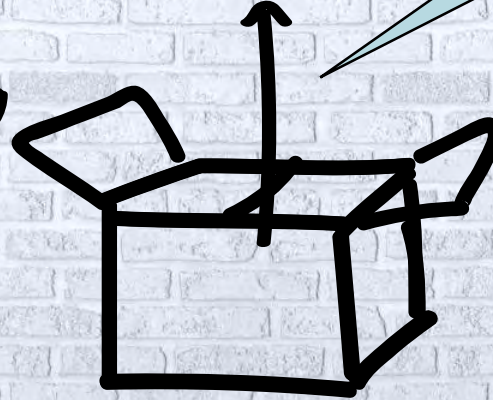


So
what
is it?

A question was
raised at the Student
Equity Committee
meeting.



WHAT AN
IDEA!!

How do we increase engagement of
our students and faculty in ways
that are meaningful, strategic, and
measurable for
student success and that close
equity gaps ?

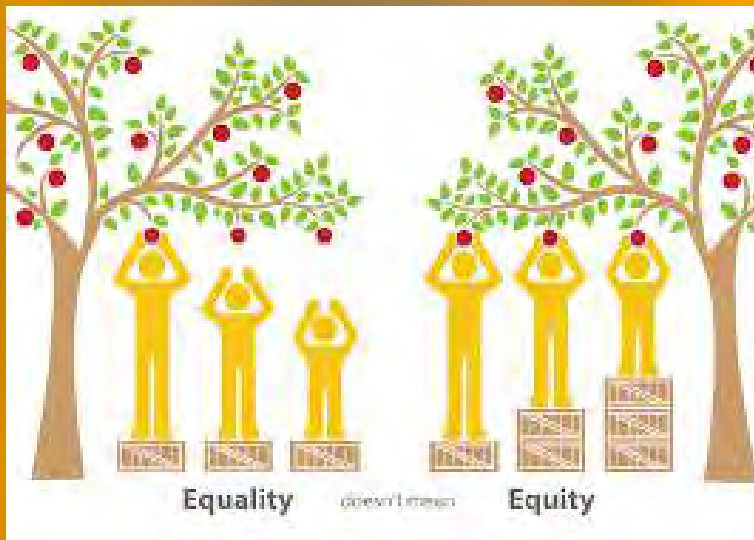
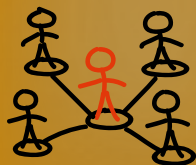
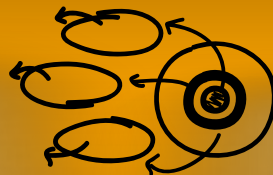
Allow adjunct faculty to
be paid for student
engagement activities
that support and enhance
student learning &
increases student success.

And that is...

**Connecting
With
Students
outside of
the
“classroom” ...**

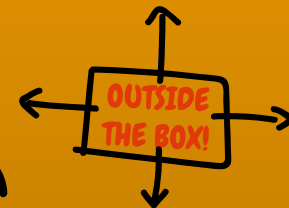


Give adjunct faculty members opportunity to develop activities that allow all students the ability connect and have deeper understanding and enhanced learning opportunities.



An equity gap in education is...

What is an Equity Gap?



Where can I find information about Equity Gaps?

Antelope Valley Student Equity Report

This report details our campus data for equity gaps in:

- Access
- Course Completion
- Basic Skills: ESL and Course Completion
- Degree and Certificate Completion
- Transfer
- Other College or District-wide Initiatives Affecting Several Indicators

To apply go to
Student Equity's Webpage:





CAMPUS BASED RESEARCH:


COURSE COMPLETION, Fall 2014



Target Populations	Enrollment Count	Success Count	Success Rate	Comparison to Average/ PPD**
Black/African-American	3,469	4,666	55.10%	-13.83%
American Indian/Alaska Native	172	123	71.51%	2.59%
Asian	1,308	1,048	80.12%	11.20%
Hispanic	18,828	13,272	70.49%	1.57%
More than one race	1,994	1,378	69.11%	0.18%
Native Hawaiian/other Pacific Islander	64	35	54.69%	-14.24%
Unknown	454	310	68.28%	-0.64%
White Non-Hispanic	9,379	7,198	76.75%	7.82%
AVC Credit Courses Total	40,668	28,030	68.92%*	
Females	23,543	16,529	70.21%	1.28%
Males	16,957	11,368	67.04%	-1.88%
Individuals with Disabilities	2,062	1,426	69.16 %	0.24%
Current or former foster youth	1,838	946	51.47 %	-17.45%
Veterans	891	658	73.85 %	4.93%
Low-income students*	19,896	13,367	67.18%	-1.74%


HIGHEST DISPROPORTIONATE IMPACT GROUPS

Student Group	The # of Students in Cohort Groups	PPD	# of Students* "Lost"
Current or former foster youth	1,838	17.45%	321
Black/African-American	3,469	13.83%	1,171
Males	16,957	1.88%	319
Low-income students	19,896	1.74%	346

- 
- **Must be an Adjunct Faculty Member at AVC.**
 - **Must create activities that support and enhance student learning.**
 - **Completion of required training.**
 - **Completion of required paperwork (*Student sign in sheet, payroll form, etc.*).**
 - **Meet student contact obligation.**


Program Requirements



- 
- **Adjunct faculty must seek approval by the Dean of Student Life by detailing a program of engagement.**
 - **Faculty must keep track of students participating so that success outcomes can be measured, but participation cannot be used in their grade calculation.**
 - **Submit student participation tracking to Student Equity Office.**

Program Requirements





Adjunct Faculty will be **required** to provide students a detailed outline of their program specifics.

It is important to emphasize that this program **cannot** consist of one-on-one counseling as traditional office hours do. This supplemental instruction must be directed toward a **group of students**.

Compensation is at the rate of:
Five hours per term for faculty teaching at least **3 LHE's**,
Ten hours per term for faculty teaching at least **6 LHE's**, and
Fifteen hours per term for faculty teaching at least **9 LHE's** during the course of the semester.

More Program Specifics...



NOTE:

Activities may **NOT** be required on your syllabus or figured into the students grade.

Faculty–student engagement activities may be done in a designated appropriate locations that are academically appropriate.

Details on scheduling an available meeting rooms will be provided. Details on seeking special approval for outside activities will also be provided by the **Student Equity Office**.


Note:


Activities **MUST** **BE** available to all AVC Students to sign-up to participate.


Remember Engagement Activities cannot generate FTES.



AVC Student Equity funds have been made available for adjunct faculty to support students through increased student-faculty contact opportunities.

- **Faculty who wish to participate in this program will be compensated for their efforts and will help AVC address the student equity gaps.**
 - **Compensation for service will be the same as the adjunct hourly rate.**
- 

- 
- **Work that is compensated through this fund cannot be used to fulfill professional development obligations.**
 - **Compensation is considered income and therefore is subject to all applicable taxes and deductions.**
 - **Compensation for work done by adjunct faculty does not count towards load in terms of the 67% rule.**



Compensation shall be paid
at the end of each
semester, after approved
work is completed.
Supplemental Pay Forms
will be turned into payroll
by **December 2nd**.

Checks will be issued
during the next regular
pay cycle in **January**.

Supplemental Forms will be sent
to you by the
Student Equity Office.
Student_Equity@avc.edu

A man in a red shirt and tie is standing on the left side of the image, pointing towards a white rectangular board. The background is a stone wall with three hanging lamps. The floor is made of dark wood planks.

<https://www.avc.edu/administration/organizations/equity>

**For additional information
Contact the Student Equity Office at:
661-722-6300 x 6375**

**To apply go to
Student Equity's Webpage:**

A white arrow starts from the bottom right text and points towards the white board.

