Equity in Action Grant Program

Grant Final Report Form

Principal Investigators (PIs) are required to submit final reports within **60 days** of their EIA grant end date. A delinquent report may jeopardize or delay future Network funding. The information you provide helps us improve and justify the continuation of this grant program. The Network may also contact PIs for longer-term impact reporting and may request permission to use elements of these reports in Network activities (Conference sessions, Academy sessions, etc.) and communication both within the CSU system and to external stake-holders.

Summary Grant Information

Grant Title:	Early Academic Intervention Faculty Fellows
PI Name:	Adam Peteresen
PI Campus:	California State University, San Marcos
Grant Start Date (month/YYYY):	June 2022
Grant End Date (month/YYYY):	December 2023
Final Report Submission Date:	October 21, 2024

Major Outcomes

1. Summarize your project's outcomes against the original goals proposed for advancing equitable student learning, engagement, progression, and completion.

The project was originally intended to support our Early Academic Intervention (EAI) initiative by developing a Faculty Fellows program to enhance faculty feedback, guide and train instructors on student resources, and help streamline communication to instructors in EAI courses. We were able to recruit seven participants, four lead Fellows and three regular Fellows, from three of the five academic departments we work with in EAI (our first-year seminar and our GE math and writing programs). We followed our original plan with these seven Fellows, meeting twelve hours over the course of the Fall term and four more for the leads. They gathered very valuable feedback from their fellow instructors, which we used to produce two separate reports on first-year student struggle in Fall 2022. We considered this a very successful pilot that added to the successful implementation of our larger EAI project.

2. Comment on additional outcomes not directly associated with the project (partnerships formed, additional funding support gained)

Although we have not been able to continue the Faculty Fellows program with EAI without any extra funding, faculty have routinely referenced it as an impactful step toward full implementation of EAI and have continued to ask for us to do it again. We've considered setting aside a small bit of funding to "save up" and make the Faculty Fellows program a regular part of EAI assessment that we run every three or so years.

3. Specify any unanticipated project developments (i.e. unanticipated barriers or unexpected wins)

We ran into some difficulty early on with our Faculty Affairs office initially rejecting the planned payments to faculty. After several meetings with them over the course of the summer, we worked out a plan to pay the faculty as Special Consultants, which was the original plan but required a more complicated justification. This meant we were unable to send out the call for participation until after faculty came back on contract for Fall 2022, one week before classes started, which constrained our faculty pool.

4. If applicable comment on any longer-term outcomes, you anticipate from your Equity in Action Grant funded project. Also, please estimate anticipated achievement dates (month and year.)

Assessment and Communication

5. Describe efforts to communicate and disseminate project outcomes with your campus.

Communication was written into our original plan, and we executed on that plan with both a mid-term and post-term report on EAI in Fall 2022 that included insights gained from our Faculty Fellows. These reports were very well received by Academic Affairs leadership and very positively received by the Department and Program Chairs that run the courses from which our Fellows were drawn. It is relatively rare that faculty—especially lecturer faculty—can report directly to administrators about what's going on in their classrooms, and we were happy to provide this opportunity to the Faculty Fellows and the faculty they represented.

6. Provide a summary of your assessment activities and results, where available.

This project was in and of itself an attempt to assess our EAI program through the perspective of our faculty. Please see their feedback on EAI practice and process in the end-of-term report (EAIFF_InterimReport_01.06.23.docx) in the section titled "Trends Emerging about Faculty Use/ Understanding of EAI Program."

Lessons Learned

7. As you reflect on the strategies and activities implemented during this grant, which were successful?

We believe our success with this grant is tied to two strategies: first, it is important that we used this grant as a supplement to an existing project. The grant funding allowed us to add something to a project that was sorely needed—faculty reflection—but that we'd been unable to find the resources for either financially or in terms of energy. If we tried to use the grant to start a brand new project, I'm not sure we would have been successful, but it is the perfect amount of funding for this kind of supplementary work, or even more specifically, this kind of assessment work.

Secondly, building something in partnership with faculty is a key strategy, not just for this grant but for the whole EAI project. In the terms following Fall 2022, we've been able to lean on what we learned from the Faculty Fellows to refine not just the process of EAI but its theoretical scope, and a big part of that is our ability to say that it was built in a true partnership.

8. By comparison, what strategies did you find were unsuccessful?

We continue to have difficulty providing compensation for faculty outside of their official contracts and we will continue to have this problem unless and until we find a more appropriate way to compensate them.

9. Given your experience with the Equity in Action Grant Program, what changes would you recommend to better support you toward your goals?

As noted above, we attributed a large portion of our success to the ability to use this funding to supplement an existing program. Looking back, I think it might be helpful to use the Equity in Action program in a more targeted way: to highlight existing programs that are impactful for students. The funding could be used exclusively for assessment, reporting, and communications activities, things that our busy colleagues might not have fully mapped out as they build their programs from scratch. The Network could even approach this as a sort of consultancy, offering "pro bono" (i.e. EIA-grant-funded) support for project teams to demonstrate their impact and disseminate their work.

10. What can the CSU Student Success Network do to help our campus in its efforts to identify, understand and disrupt inequities in our system?

The Network can continue to highlight the good work being done on our campuses across the system.