# Faculty Learning Community Action Plan

## Choose an action

**What goal is your first priority?**

Dimension #5 (Be Race Conscious). I recognize that historical systemic inequities in education, financial support, and housing have led to disparities in economic standing along race lines. In order to provide equitable educational opportunities, that means educational opportunities need to be affordable. My goal is to create high quality, affordable laboratory kits for online Human Anatomy and Physiology I and II students.

**What is the action you want to pursue to accomplish this goal?**

In order to create affordable and high quality laboratory experiences for online students, I will create laboratory kits in house that are 1/3 to 1/4 of the cost of similar commercially available kits. I need to get appropriate approvals for: safety, liability, deparment financial support, and bookstore coordination. I will also need to develop quality demonstration and instructional material, as well as interactive assignments for lab groups to compare their results.

**Why do you believe that this action will help you accomplish your goal? (Here, you can reference a reading, provide a link, or simply describe how this action is based in research on equity practices.)**

When we think of equity in education, it is important to consider the racial wealth gap. In the film series Race: the Power of an Illusion: How the Racial Wealth Gap was Created (2003), executive producer Larry Adelman, sheds light on systemic factors that have lead to a gap in wealth along racial lines. Historical patterns of discrimination exist in banking and loans, housing, education, hiring, and more. This has lead to stark constrasts in the resources students have available as they enter higher education. In order for higher education to be equitable, it needs to be affordable for all students. During the COVID-19 pandemic, many classes shifted quickly to the online environment. Some classes, especially lab classes, were forced to reduce the quality of the laboratory experience for students. Some classes maintained rigorous quality by utilizing expensive commercially made lab kits. If the cost of the kits of over $300, in some cases, is passed on to the student, I believe this creates an inequitable educational environment. Only students that have higher wealth will be able to participate in high quality courses that allow the flexibility many of our working adults need. My plan is create less expensive lab kits within our department in order to decrease the cost to students. I will create high quality instructional materials associated with each lab. In this way, affordable education will be accessible to all. Adelman, Larry, Christine Herves-Sommers, Tracy Strain, Llewellyn Smith, and Jean Cheng. (2003) Race: The Power of an Illusion: How the Racial Weath Gap Was Created. California Newsreel.

## To-Dos, Dates, and Challenges

**What are the concrete steps and dates for your action? NOTE: you have 10 lines for this exercise, so keep that in mind as you list out your steps and dates.**

Laboratory Kits for Human Anatomy and Physiology I and II Spring 2022: Consult all appropriate stake-holders, including: student survey of cost, laboratory supervisor, department chair, Dean of STEM, bookstore coordinator, anatomy and physiology instructor colleagues, system office safety officer, system office legal council. July 1, 2022: At the start of the next fiscal year, order the materials for laboratory kits July 2022: Assemble laboratory kits August 2022: Lab kits available in the bookstore Summer 2022: Create video instructional tutorials and laboratory assignments for the first half of the semester Summer 2022: Create safety videos, safety quiz, and safety contract Fall 2022: Create video instructional tutorials and laboratory assignments for the first second of the semester

**Potential Challenges or Unanswered Questions**

I have overcome many challenges so far, including approval from a safety standpoint, particularly for sending scalpels to students to do at home dissections. I have also already trouble-shot partial department funding and agreements between the bookstore and department regarding building, selling, and shipping of kits. I still have a lot of work to do on actual design of laboratory materials, lab manual style instructions, video instructions, assignment development. I anticipate that I will need support of others in these details.

**Resources to help you**

I have been working with our Teaching and Learning support staff in regards to technology needs for instructional videos: Camtasia, OneNote, Document Video Camera, and drawing with Wacom tablet. I have been working with peers from the Equity Learning Community of Biology Faculty on design of specific online laboratory modules and support material for them. I imagine there will be much more collaboration as we move forward.

## Evaluating Effectiveness

**What resources are available to you to quantitatively measure the effectiveness of your action plan for students?**

I don't believe I can quantitatively measure grade outcomes as I won't have a proper control study. One section of students is currently using who are using the commercial kits with COVID money. In a survey of students from Fall 2021, 100% of students (16/16) indicated that if they were asked to pay $300 for the lab kit, they would be deterred from taking this course. Eighteen percent of student (3/16) indicated that if they were asked to pay $100 for the lab kit, they would deterred from taking this course. Our lab kits are expected to fall around $50-70. I could do a survey of current students to find out if the $50-70 fee would deter them.

**What additional ways will you determine the effectiveness of your action plan for students?**

I will create "cognitive wrapper" questions for students to answer at the end of each lab or lab unit to find out if the laboratory material has been effective for learning.

**What about you? Is this plan something you can sustain? How will you determine if you need to make adjustments to help you avoid things like burnout or work overload? What efficiencies can be built in? What would be your sign that you need to stop this action?**

I believe I can sustain this. I have already invested a lot of time. I used Science Interactive kits funded through a grant in Fall 2021. Then, I switched one course to a partial kit and experimented with some distribution methods that were ineffective. I almost gave up and switched to pre-set Carolina distance learning kits. I received further pushback from lab staff about the amount of work this means for them and from my department chair about the safety involved in giving students scalpels. I think that once it is set up once, I will be able to use the majority of the material many times over.

## Prioritize Your Goals

**High Priority**

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