

**Teaching Excellence Grant 2022**  
**Front Range Community College**  
**Final Report**

*Prepared by Dr. Krishna Pattisapu (they/them pronouns), Executive Director of Equity and Inclusion*

From Spring through Fall 2022, a total of 43 Front Range Community College (FRCC) instructors successfully completed the Equity Academy for Instruction (EAI). This intensive, peer-led, cohort-based teaching development experience is intended to focus on closing equity gaps through teaching excellence and building inclusive classroom environments. During the EAI, participants engage with readings and activities that promote critical self-reflection about the social identities and lived experiences that influence approaches to teaching. Peer-based learning experiences are centralized throughout the Academy, with participants spending time observing one another's instruction and providing detailed feedback and support for one another.

Each instructor worked toward developing an equity and inclusion-based "tool" that integrates their learning from the Academy into a course they currently teach or that they will teach in the future. To support this work, the EAI covered the cost of one equity-focused book of each instructor's choosing to aid their continued equity work. Additionally, upon completion of the program, a subset of EAI participants elected to redesign a course they teach or supervise. These instructors received additional funding to support their projects. A few outstanding course redesign projects include: a History and Philosophy instructor's creation of an Intro to Ethnic Studies syllabus; two Writing instructors' development of a proficiency-based grading scale; and an English instructor's complete redesign of gateway English courses through equity and inclusion lenses.

FRCC's Executive Director of Equity and Inclusion, Dr. Krishna Pattisapu (they/them pronouns) shared a reflection on EAI at the 2022 Teaching Excellence Conference hosted by CCCS. This presentation provided several opportunities for participants to engage with the exercises that EAI cohort members experience as part of the program. This presentation initiated a conversation between FRCC and members from the instructional team at Red Rocks Community College who have designed and lead a similar, asynchronous program.

Priorities for continued growth and improvement of the EAI include: 1) Translation of the curriculum into an asynchronous version so that more instructors can participate, 2) Establishing communities of practice so that individuals who have completed the EAI have access to ongoing support and conversation, and 3) Integration of the EAI into the offerings catalogue of FRCC's forthcoming Teaching Excellence Center.

## Final Financial Report

The financial report includes participant compensation, books, course redesign compensation, facilitator and training-the trainer compensation along with consultant fees. Additional fees are outlined in the table below. For travel to each of the in-person sessions, participants received mileage reimbursement, as well as complementary lunches. These benefits are in addition to their base compensation and fringe benefits. Participants who elected to complete an optional course redesign project following their completion of the EAI received additional funding. To develop the initial curriculum for the EAI, FRCC enlisted the support of a consultant from Idea Labs. Below is a table that details the costs associated with the grant for Spring and Fall of 2022.

Expense	Number of Participants	Total Amount
Participant compensation	43	\$45,666.00
Books for participants	42	\$1,440.40
Course redesign project compensation	8	\$4,800.00
Faculty participation in train-the-trainer program	3	\$4,098.00
Facilitator compensation	3	\$14,535.00 (two facilitators in Spring 22 and three in Fall 22)
Consultant fees	1	\$15,000.00
Program administration (Equity & Inclusion Office staff; in-kind funded by FRCC)	2	\$19,585
Mileage reimbursement (in-kind funded by FRCC)	43	\$1,879.48
Food (in-kind funded by FRCC)	\$600 x 6 sessions	\$3,600.79
<b>Total</b>		<b>\$110,604.67</b>