Diverse Contributions, Inclusive Curriculum: The Extended Diversity Experience Faculty Model

Presenter:

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Many higher education institutions are reviewing and assessing ways to bring multiple approaches to their faculty development programs on diversity and inclusion. This session presents a faculty learning community (FLC) model that involves faculty, teaching consultants and librarians at one large urban, public institution in the United States. Using a flowchart, participants will have opportunity to learn about the stages of this faculty development model. Time will be provided for discussion on the model in relations to other diversity/inclusive faculty development efforts at postsecondary institutions.

Abstract

ENGAGEMENT
COLLABORATION
CHALLENGE
CONTROL
RELEVANCE
PERSONALIZATION

Faculty Learning Communities:
Literature Review (Cox, 2004; 2016)
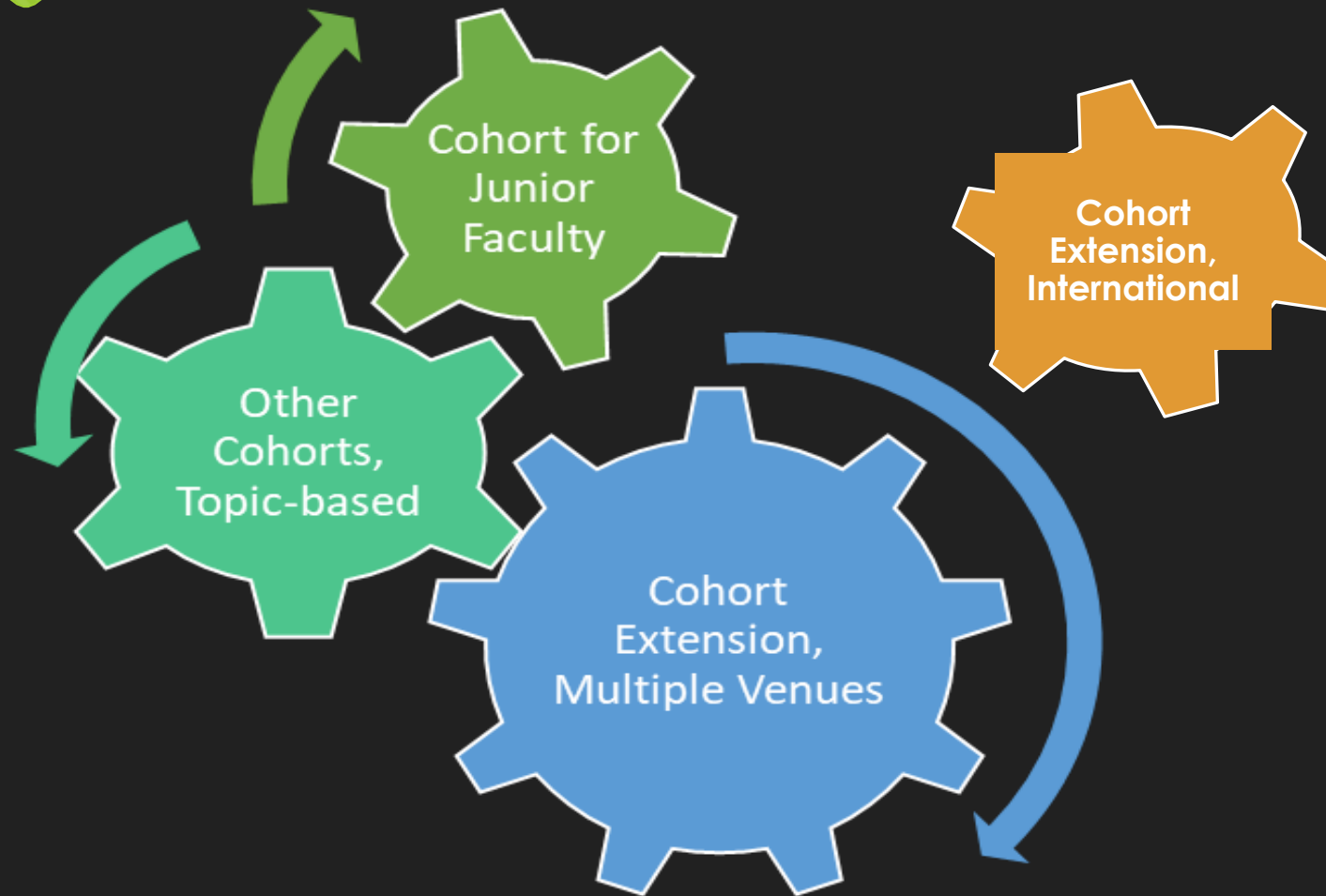
Extended Diversity Experience:
Purpose & Objectives

Purpose:

This year-long faculty development program focuses on diversity and inclusion in teaching and brings faculty, librarians and instructional designers together to collaboratively enhance their pedagogical work.
This program is aligned with The Plan for Pitt (strategic plan), Goal 1: Advance Educational Excellence, Goal 3: Strengthen Communities, and Goal 5: Embrace Diversity and Inclusion.

Learning Objectives:

❖ Adapt and apply multiple worldviews, experiences and perspectives within their individual Diversity Teaching Project.

❖ Select and develop inclusive experiences, drawn from a variety of contexts to illuminate concepts/theories/frameworks within or across disciplines.

❖ Create lessons to synthesize and transfer student learning to diverse situations within a discipline or across a curriculum.

❖ Engage peers and students to constructively facilitate sensitive conversations.

❖ Evaluate changes in own teaching and learning practices for diversity in curriculum.

Extended Diversity Experience:
Highlights

Monthly Sessions
(Sept; Oct; Nov; Jan; Feb; Mar)

Competitive Application Process
Stipends

Faculty-Teaching Consultant-Librarian Liaison

Celebration Event
Poster Presentation

Sponsored by Office of Provost
Facilitated by Teaching Center

Extended Diversity Experience: Cohorts/Participants

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Extended Diversity Demographics	2016-17 Cohort #1	2017-18 Cohort #2	2018-19 Cohort #3
Faculty Gender	6 females	9 females 3 males	5 females 2 males
Faculty Ranks	1 lecturer 3 assistant professors 1 associate professor 1 research assist professor	5 lecturers (instructors) 5 assistant professors 2 associate professors	4 lecturers (instructors) 1 assistant professor 2 professors
Faculty Disciplines	❖ Administrative & Policy Studies (Education) ❖ Languages & Literatures (Italian) ❖ Mechanical Engineering ❖ Public Health (Epidemiology) ❖ Social Work ❖ Special Education	❖ Bioengineering ❖ Biology ❖ Communication (2 faculty) ❖ Engineering ❖ Gender, Sexuality & Women's Studies ❖ Music (Jazz) ❖ Nursing ❖ Political Science ❖ Psychology ❖ Religious Studies ❖ Special Education	❖ Behavioral & Community Health Sciences ❖ Communication ❖ Counseling (Rehabilitation Science & Technology) ❖ Gender, Sexuality & Women's Studies ❖ Geology/Environmental Science (2 faculty) ❖ Legal Research
Additional Personnel	❖ 4 Teaching Consultants ❖ 5 Liaison Librarians	❖ 1 Facilitator/ Teaching Consultant ❖ 5 Teaching Consultants ❖ 11 Liaison Librarians ❖ 1 Postdoctoral (Research Project)	❖ 1 Facilitator/ Teaching Consultant ❖ 4 Teaching Consultants ❖ 6 Liaison Librarians ❖ 1 Postdoctoral (Research Project)

Extended Diversity Experience:
Stages

Fall Semester	Spring Semester	Summer (Optional)
• Introductions/Process • Guest Speakers • Project Overview (Handout)	• Guest Speakers • Project Update (Handout) • Poster Presentation • Evaluation (Qualtrics)	• IRB Study - Audio Interview • Writing Groups

Extended Diversity Experience:
Session Outline

Each Session – 90 mins total

30 mins – diversity/inclusion topic

60 mins – collaboration time

Extended Diversity Experience:
Visit Webpage

https://teaching.pitt.edu/diversity/extended-diversity-experience/

What is one **challenge** from this model that could hinder your diversity/inclusive faculty development programs? Why?

What is one **opportunity** from this model that could strengthen your diversity/inclusive faculty development programs? Why?

Discussion Questions

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