

CHAPTER 9

STEM FACULTY DEVELOPMENT FOR CREATING LEARNING ENVIRONMENTS THAT PROMOTE INCLUSIVE EXCELLENCE

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7KH ,QFOXVLYH ([FHOOHQFH 7HDFKHU 6FKRODU :RUNVKRS ,(76: ZDV D \HDU ORQ
WR FUHDWH LQFOXVLYH VSDFHV :LWK D IRXQGDLRQ RI IDFXOW\ FXOWUDO FRP
WKHLU FRXUVHV ~~SHUWHU~~ LFDO DSSURDFK EHVYDOXU DWL RQ SDUDGLJPV

,QLWLDO HQJDJHPHQW VHVVLRQV ZHUH XVHG ZKHQ WKH WRSLF ZDV FKD

The who of who we are varied. It can be who we are DV LQGLYLGXDOV ZKR RXU VWXGHQWV DUH w
we are DV 67(0 ID FwKOW WKH UDFLDO RSSUHVVLQR VHVVLQR LV VWXGHQWV RI
EHFDXVH LW LV FKDOOHQJLQJ IRU :KLWH SHRSOH WR VHH UDFLDO RSSUH
WR JDLQ LQVLJKW LQWR WKH OLYHG H[SHULHQFHV RI VWXGHQWV PLQRUL
UDFLDO RSSUHVVLQR DV LW SOD\ RXW LQ WKH FODVVURRP 7KH VHVVLQR
YLGHG TXRWHV IURP VWXGHQWV WR LOOXVUDWH KRZ VWXGHQWV ³HPXOD

- +RZ GR RXU JUDGLQJ SROLFLHV LPSDFW VWXGHQW VXFFHVV" &57 7&
- +RZ FDQ ZH XVH GLVDJJUHJDWHG GDWD WR XQGHUVWDQG LQHTXLWLH

7KH IRXUWK HOHPHQW RIRKXUZZRDMVHRS VWXGHQWVDOH DUQLQJ 3DUWLF
SKLORVRSK\ DOLJQH ZLWK WKHLU DVVHVVPHQW SUDFWLFHV WKH QHHG
WRUV ZH DGYDQWDJH RU GLVDGYDQWDJH SDUWLFXODU JURXSV RI VWXO
JUDGLQJ VFKHPD WKH LPSRUWDQFH RI IHHGEDFN DOORZLQJ IRU PLVWD
LQJ D FDVH DJDLQVW WKH ± JUDGLQJ V\ VWHP DQG WKH QHJDWLYH LP
7KH FDVH DJDLQVW WKH]HUR VHVVLQR EHJDQ ZLWK D WKRXJKW H[HUF
XUH 3DUWLF LSDQWV UHÅHFWHG RQ ZKHWKHU WR RQO\ XVH WKH ZHL
¿VK WKH VWDQGDUG DSSURDFK WR DVVHVVPHQW LQ ,+(RU GHFLGH WK

Barriers

7KURXJKRXW WKH ;YH \HDUV ZH KDYH EHHQ GHYHORSLOJ UH;QLQJ DQ OHQJLQJ EDUULHUV DQG LGHQWL;HG VRPH VWUDWHJLHV WR DGGUHVV WK DQG KRZ LW LPSDFWV VWXGHQWV LQ 67(0 ZHUH FKDOOHQJLQJ 6WUDWHJ UHODWHG WR WKH GLVFLSOLQDU\ H[SHUWLHV LQ WKH URRP DQG SURYLG RXU SDUWLFLSDQWV ZHUH DOPRVW H[FOXVLYHO\ :KLWH 7R DYRLG DVNLC UHDGLQJV YLGHRV DQG DFWLYLWLHV GHYHORSHG E\ SHRSOH RI FRORU WKH URRP ZKLFK LV LPSRUWDQW EHFDXVH LW PDNHV WKH LPSDFWV RI U about student experiences.

CONCLUSIONS

:H OHDUQH G PFK DERXW KRZ WR GR WKL V ZRUN ZLWK IDFXOW\ RYHU WK RXU DFWLYLWLHV RU FUHDWH WKHLU RZQ DUH DOLJQH ZLWK RXU WKH *UDYHWW FKDQJH GHSHQGV RQ VXUIDFLQJ DQG FKDOOHQJLQJ ,(V DQG OHDUQLQJ 6HFRQG IURP &57 %HOO ZH KDYH OHDUQH V WR GR VR 7R LQFOXGH RWKHU LGHQWLWLHV DOORZH G IDFXOW\ WR DYRL KSSSHQG ZH IRFXVHG RQ VPDOO EXW LPSDFWIXO FKDQJHV LQ SUDFWLF WR LPSOHPHQW FKDQJH)LQDOO\ ZKHQ GHVLJQLQJ VHVLRQV DURXQG V WHDFK D WKHRU\ ,QVWHDG ZH DSSOLHG WKHRU\ WR WKH FRQWH[W SDU 7KH ,(76: SURJUDP ZDV VXFFHVVIXO EHFDXVH SDUWLFLSDQWV ZHUH ZL DFDGHPLF \HDU 6R ZH FRQFOXGH WKH FKDSWHU ZLWK D TXRWH IURP D FXOWXUDO DZDUHQHV DQG WKHLU WHDFKLQJ SUDFWLFHV

, IHHO WKDW WKH PRVW ODVWLQJ FKDQJH IRU PH LV UHODWHG WR LQFUHDVHG FDQ IDFH VWXGHQWV ZKR GRQ\W ;W WKH VDPH PROG DV HYHU\RQH HOVH ZKHV PLQRULWLHV \$OVR WKH UHDO]DWLRQ RI WKH H[WHQW RI WKH LPSDFW RI UD SDUWLFLSDQW

ACKNOWLEDGMENTS

:H WKDQN RXU ,(76: FR IDFLOLWDWRUV 'UV &LQG\ 6KHOOLWR &KHOVLH HQJDJLQJ LQ FXUULFXOXP GHVLJQ DQG LPSOHPHQWDWLRQ DQG 'U (OL] tributions to the evaluation.

7KH DXWKRUV DFNQRZOHGJH IXQGLQJ IURP WKH +RZDUG +XJKHV OHGLF ZKLFK VXSSRUWHG WKH GHYHORSPHQW RI ,(76:)RU DGGLWLRQDO LQIRUPDWLRQ DERXW ,(76: YLVLW JR XQFR HGX 67(0

Author Note

:H KDYH QR NQRZQ FRQÀFW RI LQWHUHVW WR GLVFORVH &RUUHVSRRGHQFH FRQFHUQLQJ WKL V DUWLFOH VKRXOG EH DGGUHVVH 50120 6WUHHW *UHHOH\ &2 (PDLO 6XVDQ .HHQDQ#XQFR HGX

REFERENCES

\$SSV - : /HDGHUVKLS IRU WKH HPHUJLQJ DJH 7UDQJOSSEYBASS SUDFWLFH L \$UFKHU 0 6 0DNLQJ RXU ZD\ WKURXJK WKH. Cambridge University Press HÅH[LYLW\ DQ %DLQ . :KDW WKH E.Harvard University Press WHDFKHUV GR %HOO ' \$)DFHV DW WKH ERWWRP. Basic Books 14 ZHO 7KH SHUPDQHGFH RI UDF %DQ•ÅÅ 00

