

## CHAPTER 9

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# STEM FACULTY DEVELOPMENT FOR CREATING LEARNING ENVIRONMENTS THAT PROMOTE INCLUSIVE EXCELLENCE

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7KH ,QFOXVLYH ([FHOHQFH 7HDFKHU 6FKRODU :RUNVKRS ,(76: ZDV D \HDU ORQ  
WR FUHDWH LQFOXVLYH VSDFHV :LWK D IRXQGDWLRQ RI IDFXOW\ FXOWXUDO FRP  
WKHLU FRXUVHV ~~that Good teaching~~ FDO DSSURDFQFH VHYHOU\ & DFLRQ SDUDGLJPV



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

7KH IRXUWK HOOPHQW RI KRRXUZ ZZR DMVHRS VVWVIGHHQ WDQH DUQLQJ 3DUWLF SKLORVRSK\ DOLJQHG ZLWK WKHLU DVVHVVPHQW SUFWLFHV WKH QHHG WRUV ZH DGYDQWDJH RU GLVDGYDQWDJH SDUWLFXODU JURXSV RI VVXO 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 VHVVLRQ EHJDQ ZLWK D WKRXJKW H[HUF  
XUH 3DUWLFSDQWV UHÀHFHWG 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 GHYHORSLQJ UH¿QL-QJ DQH QJLQJ EDUULHUV DQG LGHQWL¿HG VRPH VWUDWHJLHV WR DGGUHVV W DQG KRZ LW LPSDFWV VVXGHQWV 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 DVNL 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 OHDUQHG PXFK DERXW KRZ WR GR WKLV ZRUN ZLWK IDFOW\ RYHU WKH RXU DFWLYLWLHV RU FUHDWH WKHLU RZQ DUH DOLQHG ZLWK RXU WKH \*UDYHWW FKDQJH GHSHQGV RQ VXUIDFLQJ DQG FKDOOHQJLQJ ,+(V DQG OHDUQLQJ 6HFRQG IURP &57 %HOO ZH KDYH OHDUQHG WR GR VR 7R LQFOXGH RWKHU LGHQWLWLHV DOORZH GIDFXOW\ WR DYRL KDSSHQHG ZH IRFXVHG RQ VPDOO EXW LPSDFWIXO FKDQJHV LQ SUDFWLF WR LPSOHPHQW FKDQJH )LQDOO\ ZKHQ GHVLJQLQJ VHVVLRQV DURXQG V WHDFK D WKH RU\ ,QVWHDG ZH DSSOLHG WKH RU\ WR WKH FRQWH[W SDU 7KH ,(76: SURJUDP ZDV VXFHV VVIXO 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 VVXGHQWV ZKR GRQ\W ¿W WKH VDPH PROG DV HYHU\RQH HOVH ZKH PLQRULWLHV \$OVR WKH UHDOL]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 DXWKRUUV DFNQRZOHGJH IXQGLQJ IURP WKH +RZDUG +XJKHV 0HGLF ZKLFK VXSSRUWHG WKH GHYHORSPHQW RI ,(76: )RU DGGLWLRQDO LQIRUPDWLRQ DERXW ,(76: YLVLW JR XQFR HGX 67(0

## Author Note

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

## REFERENCES

\$SSV - : /HDGHUVKLS IRU WKH HPHUJLQJ DJH 7UDQWSSYLQJ SUDFWLFH L \$UFKHU 0 6 0DNLQJ RXU ZD\ WKURXJK WKH Cambridge University Press HÀH[LYLW\ DQ %DLQ . : KDW WKH E.Harvard University Press\ HDFKHUV GR %HOO ' \$ )DFHV DW WKH ERWWRP. Basid/Bloch 14 ZHOO 7KH SHUPDQHQFH RI UDF %DQÀÀ ĐO

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