



UW-Madison Collaborative for Advancing Teaching and Learning

Professional development programming for UW-Madison faculty to promote inclusive teaching: A Proposal

Submitted to the College of Agricultural & Life Sciences Equity & Diversity Committee by:

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"I have come to realize that what actually was more valuable to me was having a space to talk about those things and thus the notion of realizing the ways in which our university perpetuates inequity and that it does take explicit conversation on the part of faculty and students to change that."

Faculty participant, MTLE Inclusive Teaching module

The University of Wisconsin-Madison strives to be a diverse, equitable and inclusive campus. Yet disparities exist, and our work as a campus is far from complete. This proposal outlines a professional development program for faculty that is designed to raise awareness of issues impacting minoritized students and provide faculty with knowledge and skills to teach more inclusively.

The Collaborative for Advancing Teaching & Learning (the Collaborative), cooperatively with the Multicultural Student Center (MSC), and the Center for Leadership & Involvement (CfLI) is offering a series of two, 4hr workshops for faculty and instructional staff. **Participants in these workshops will:**

- **increase awareness of systemic inequities and discuss how they impact student learning,**
- **reflect on individual and student identity and the impact identity has on the learning environment,**
- **learn about and engage inclusive teaching practices; and**
- **explore leadership principles and discuss how to be an advocate and agent for institutional change.**

This programming aligns directly with the goals of the campus Education Innovation initiative¹ as well as the campus' Strategic Diversity Framework² and the emerging core concept of "Purposeful Action" articulated in the Wisconsin Experience.³ We are excited to offer this programming to College of Agricultural & Life Sciences faculty and instructional staff, and to work with the college to advance and sustain this discussion.

¹**Education Innovation.** Goal 1: Pivot the student experience toward pervasive, active learning; Sub-point 3: Align EI-sponsored initiatives with UW-Madison's goals for diversity and inclusion, to improve learning outcomes and academic achievement for all students. <http://edinnovation.wisc.edu/category/faq/#post-1216>

² **Diversity Framework 2014.** Recommendation 1.5: Promote the use of teaching strategies and content where difference contributes to learning, and build a classroom climate that supports difference and risk-taking. Provide opportunities to learn new teaching methods, create new curriculum, adapt courses, assess effectiveness, and share with others. Provide incentives to faculty, academic staff and Teaching Assistants to build inclusive approaches and incorporate content that broadens student ability to live and work in an increasingly diverse world. Pg. 27 in http://diversityframework.wisc.edu/documents/FrameworkforDiversityMay192014_2.pdf

³ **Wisconsin Experience (Draft).** Core Concept - "Purposeful Action: Lead for Positive Change". https://uwmadison.co1.qualtrics.com/jfe/form/SV_1ZU0s6yrisMyrYh