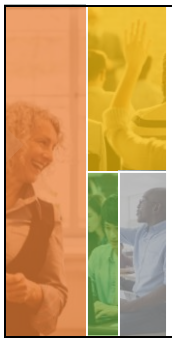

Faculty Teaching Environments: Supporting & Retaining Diverse Faculty

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Slides available here:

https://hdl.handle.net/2022/28626

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1

What We Know

- Inequities and discrimination are built into the systems and structures of higher education.
- These issues, plus faculty's sense of competence, perceived ability to make choices about their work, and relationships with students and colleagues, directly impact faculty motivation for and quality of teaching.
- There are no frameworks that guide our understanding of how institutions create teaching environments with the purpose of increasing quality teaching and supporting diverse faculty.

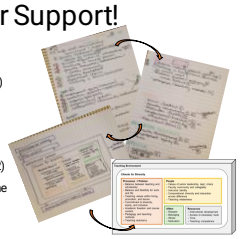
2

Rely on the Literature for Support!

The journey to creating such a framework began with four foundational frameworks from the literature:

- Self-Determination Theory (Ryan & Deci, 2000; 2017)
- Supportive Teaching Cultures (Feldman & Paulsen, 1999)
- Rethinking Academic Work (Gappa et al., 2005)
- Diverse Learning Environments (Hurtado et al., 2012)

Next, we scoured the literature for research on how the environment impacts the support and retention of diverse faculty



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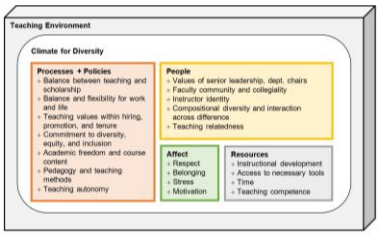


These five components, create a foundation for a healthy teaching environment where faculty can do their best work as instructors.

4

Climate for Diversity

- Processes with group-based privileges like tenure, promotion, hiring, and curriculum decisions need to be supportive of diversity
- Notable, pervasive amount of diversity in the curriculum
- Regular reflection by faculty on how their personal and professional identities impact their classroom practices and scholarship
- Ubiquitous use of inclusive pedagogies
- Opportunities to interact with diverse others
- Legitimate respect for diversity in all forms

5

Teaching Processes + Policies

Formal and informal processes, within the control of the institution or individual faculty member

- Balance between teaching and scholarship
- Balance and flexibility for work and life
- Teaching values within hiring, promotion, and tenure
- Commitment to diversity, equity, and inclusion
- Academic freedom and course content
- Inclusive pedagogy and teaching methods
- Teaching autonomy
- Institutional recognition for inclusion of diversity in the curriculum

6

People: Leaders, Colleagues, Self

- Values for teaching, direct and indirect from senior leadership, department chairs, faculty colleagues, students and faculty themselves
- Faculty community and collegiality, group values for teaching
- Positive identity as an instructor
- Compositional diversity and interaction across difference
- Commitment to acquire and retain diverse students and employees
- Teaching relatedness, a culture of mutual care and support

7

Resources and Support Structures

- Opportunities for instructional development
- Incentives and encouragement for use of informal and formal professional development
- Competence in teaching content, using inclusive pedagogies, and advising and mentoring
- Adequate physical or virtual space
- Access to necessary technological and other teaching tools
- Time for preparation, reflection, and professional development

8

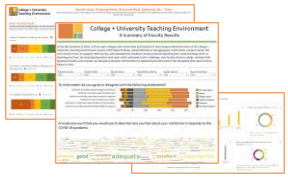
Affective Components

- Respect for teaching and for diversity
- Sense of belonging, collegiality
- Intrinsic motivation to complete work activities
- Alleviating stress by appreciating faculty as academics, instructors, and human beings with unique identities and needs
- Care and respect for faculty well-being

9

The College + University Teaching Environment Survey

- Try starting with an assessment of your current teaching environment
- The largest national surveys of faculty focus on teaching behaviors and job satisfaction, most climate assessments are done locally
- The CUTE survey provides results for institutions to learn about the extent to which they are achieving the goals of this framework



10

Will you commit to investigating one aspect of the framework on your own campus?

11

Thanks for joining us!

You can find our slides and more information about the CUTE project at our website:

w: https://cutesurvey.iu.edu/

e: cutesurv@iu.edu

Slides available here:

https://hdl.handle.net/2022/28626

College + University Teaching Environment

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