

# EDUCATION, SCHOLARSHIP, AND SERVICE (ESS) RECOMMENDATIONS

## Table of Contents

[Recommendation: Support Pedagogical Innovation](#)

[Recommendation: Enrich Student Learning Environments](#)

[Recommendation: Celebrate Creativity and Research](#)

## Recommendation: Support Pedagogical Innovation

### Overview

**Encourage and provide support for faculty in incorporating culturally inclusive pedagogy and universal design in learning (UDL) into their curriculum.** We honor the wealth of knowledge, cultural diversity, and lived experiences our students bring to the classroom. This initiative will provide opportunities for faculty to develop culturally responsive and sustaining practices and re-envision the space they create in their classrooms. Our goal is to encourage faculty to connect with their students, to learn from diverse perspectives, and to create transformational and liberatory learning environments for faculty and students alike.

### Executive Council/ALT Champion(s)

- Susan Jeffords, Provost and Vice President for Academic Affairs
- Kirk Kelly, Vice President for Information Technology and CIO
- Michele Toppe, Vice Provost for Student Affairs

### Co-Drivers / Champions (individuals)

- Michelle Giovannozzi, Associate Vice Provost for Academic Innovation
- Andrea Garrity, Program Manager, Students First
- President, ASPSU

## Primary Agents (units)

- Office of Academic Innovation
- Union Representatives
- Student Affairs
- Students First
- Chair, Graduate Council
- Chair, Undergraduate Curriculum Committee
- Andreen Morris, Curriculum Coordinator
- AAUP (*as partner*)
- Center for Black Studies
- Cultural Resource Centers

## Prioritized Action Items

- Create/extend professional development programs for faculty and staff in culturally responsive and sustaining curriculum.
- Create a funded faculty development opportunity to support culturally responsive and sustaining curriculum
- Survey/interview BIPOC students regarding their positive classroom experiences

## Key Performance Indicators

- Student feedback (stipend / fellowship)
- BIPOC feedback (stipend / fellowship)

## Pathways for further exploration

- Interrelation with RESR (Race and Ethnic Studies Requirement)

## **Recommendation: Enrich Student Learning Environments**

### Overview

**Infuse student learning experiences with racial equity, inclusion, and cultural responsiveness.** With this initiative, we hope to create learning environments where ethical integrity and cultural responsibility are centered and all students feel welcome, valued, and included in classroom experiences. We are committed to anti-racist, anti-oppressive, and transformative experiences for all students at PSU. For us to make progress toward our equity goals, it is imperative that all students have culturally responsive learning experiences and be empowered as co-creators in their learning. By strengthening and creating the mechanisms that infuse racial equity throughout the curriculum we demonstrate our commitment to this work. For example, each academic

program should include discipline-specific DEI coursework such as having education students work directly with DACA recipients in their studies. We recommend a student or group of students to lead this work.

### Executive Council/ALT Champion(s)

- Ame Lambert, Vice President for Global Diversity and Inclusion
- Susan Jeffords, Provost and Vice President for Academic Affairs
- Michele Toppe, Vice Provost for Student Affairs

### Co-Drivers / Champions (individuals)

- Andreen Morris, Curriculum Coordinator
- Cindy Baccar, Associate Vice Provost & University Registrar
- Vice Provost for Undergraduate Curriculum
- Rossitza Wooster, Dean of the Graduate School
- Rowanna Carpenter, UNST
- Linda George, UNST
- Yves Labissiere
- Theresa McCormick

### Primary Agents (units)

- Faculty Senate and specific committees
- Registrar's Office
- University Studies
- Chair, Graduate Council
- Chair, Undergraduate Curriculum Committee
- School of gender race and nations (SGRN)
- Race and Ethnic Studies Requirement (RESR) Committee

### Prioritized Action Items

- Recognize an evolving collective vision
- Create a certificate or pathway
  - Undergraduates can earn and highlight on diploma/resume
- Create a diversity designation
  - To be included in banner for courses
  - For capstone opportunities
  - For graduate practicums
- Support UNST mentor training to entail DEI KPIs
- Find ways to include the Urban Honors College

- Find ways to include graduate students
- Find ways (especially) to find space in STEM pedagogy

## Key Performance Indicators

- All-campus presence that exceeds work of Race and Ethnic Studies Requirement (RESR)
- Student feedback (stipend / fellowship)
- BIPOC feedback (stipend / fellowship)

## Pathways for further exploration

- All-campus presence that exceeds work of RESR

## Recommendation: Celebrate Creativity and Research

### Overview

**Support, acknowledge, and prioritize the culturally responsive creative work of faculty, staff, and students and create opportunities for increased student involvement in anti-racist work.**

We aim to empower the agents for change who are already engaged in the fight for racial justice. We are inspired by the commitment so many have shown and the eagerness of our students to get involved. We recognize the hard work they are doing and hope to create a thriving interconnected network and direct resources to where they are needed most. If we are successful, we will be able to attract more students, faculty, and staff who are dedicated to equity and inclusion to help us lead the way to a better future.

### Executive Council/ALT Champion(s)

- Susan Jeffords, Provost and Vice President for Academic Affairs
- Kevin Neely, Vice President for University Relations
- Rossitza Wooster, Dean of Graduate Studies
- Academic Leadership Team (All)
- VP for Research

### Co-Drivers / Champions (individuals)

- Amy Spring
- Yves Labissiere
- Development Officer (TBD), Foundation
- Darrell Grant and Suzanne Savaria, Artist as Citizen Initiative

## Primary Actors/Agents (units)

- Director, UNST
- Director, McNair
- Director, EXITO
- Director, LSAMP
- Director, JSMA
- Director, TRIO
- Director, Student Activities and Leadership Programs
- AVP, DMSS
- Director, MRS
- Mary Coniglio, Alumni Association
- RAPS
- Sarah Schwarz, PSU Foundation
- Harold McNaron, Teaching, Learning, and Engagement Associate
- Center for Black Studies
- Cultural Resource Centers
- School of Gender, Race, and Nations

## Prioritized Action Items

- Create a university-funded DEI Faculty Excellence Award
- University Communications marketing of DEI work on campus, both internal and external, through channels such as press releases and social media, for prospective students and faculty and for both the internal and external community.
- Be more intentional about actively showcasing the culturally responsive creative work of faculty, staff, and students through various departments/units such as Research Graduate Studies, Jordan Schnitzer Museum of Art, cultural resource centers, the School of Gender, Race, and Nations, etc..
- Direct marketing to students using various student communication channels to join and contribute to anti-racist work at the university, college/school, department, and student levels.
- Negotiate a fundraising goal toward this work

## Key Performance Indicators

- # of students engaged in anti-racist creative work
- UComm would be actively looking for this and writing press releases. Ideally at least one UComm position would have this in its portfolio.
- Regular features in Currently
- # of DEI / anti-racist events on campus
- Number of faculty requesting to have their course meet Race and Ethnic Studies req.
- Number of students registering for Race and Ethnic Studies Requirement

- designated Fundraising goal set by the foundation that they are determined to meet
- Fundraising goal has been negotiated
- Faculty and student hours toward this work (these metrics also promoted by UComm)

## Pathways for further exploration

- Computer science practicum led by faculty
- Internal LinkedIn
- Actively Showcase the culturally responsive creative work of faculty, staff, and students.
- Faculty Elevator Pitches for the Website
- Podcasts Promoting Leaders in the Community
- Experiential learning through practicums, Capstones (ie. Computer science department could sponsor project to build DEI network database)
- Volunteer opportunities with community partners serving BiPOC community (ie. Holla Mentors)
- Graduate assistantships supporting DEI research
- Convince HECC to give this area precedence and put pressure on all state universities to increase this work.