

INCLUSIVE EXCELLENCE @ OSU

OUR MISSION: to make inclusive excellence intrinsic to excellence in STEM pedagogy at OSU

THE PROGRAM AT A GLANCE

THE HOWARD HUGHES MEDICAL INSTITUTE

- OSU is one of 57 institutions to receive a \$1 million, 5-year grant from HHMI
- In partnership: the STEM Research Center, the College of Science, and the Office of Undergraduate Education

IE@OSU FELLOWS

- 5 annual cohorts of about 20 STEM faculty from OSU, Linn-Benton, and Lane Community Colleges
- To date (Year 2 of 5), we have reached 36 fellows across 11+ departments at OSU and the community colleges

LEARNING IN COMMUNITY

- Quarterly Peer Learning Community help strengthen bonds within the IE community
- Faculty Food and Fun events create opportunities for fellows to connect with the broader OSU community

THE FELLOWSHIP EXPERIENCE

INCLUSIVE EXCELLENCE ACADEMY

- IE@OSU fellows participate in an intensive academy that challenges them to incorporate equity and justice into their mindsets as educators, and introduces them to social justice pedagogy

ACTION PLANS

- Each fellow creates and implements an action plan to create change within their sphere of influence
- Action plans are broad in scope, and have the ultimate goal of making STEM teaching and learning more equitable, just, and inclusive

COVID-19 ADJUSTMENTS

- Remote Academy held over Fall-term, rather than a 1-week in-person event during the summer
- Synchronous and asynchronous engagement with enrolled fellows

OUR THEORY OF CHANGE

INSPIRING STEM FACULTY

MOVE MINDSETS

- Generate a sense of responsibility and agency over social justice in the classroom
- Reflect on identity and power



SHIFT PRACTICES

- Marry inclusive excellence to STEM pedagogy and instruction
- Enable faculty to generate pedagogical tools in an experimental and reflective way

PROMOTE STUDENT SUCCESS

- Increased sense of belonging in the STEM classroom and at their institutions
- Improved academic metrics

INSTITUTIONAL TRANSFORMATION

ΔHEARTS

- Inclusive pedagogy is normalized, rewarded & actively encouraged by departments

ΔMINDS

- IE@OSU becomes a part of OSU's broader inclusion strategies
- Effective practices are disseminated

IE IS CHAMPIONED

- Faculty and administrators act as champions for IE
- Students expect inclusive pedagogy in their classrooms

IE@OSU IS SUSTAINED AT OSU

- IE@OSU lives on beyond grant period
- Students' classroom experiences are mutually supported by their institutional experiences
- Inclusive practices are intrinsic to STEM pedagogy