

Academy of Teaching Executive Council Meeting
November 28, 2017
12:30–1:30 p.m.
211 Younkin Success Center

Attendees:

Lisa Cravens-Brown
Ann Christy
Alex Grieco
Scott Jones
Katherine Kelly
Ben McCorkle
Jennie Williams

Lisa's Meetings Regarding the University Institute for Teaching and Learning (UITL)

Lisa recently had meetings with both Kay Halasek and Ben Givens regarding her thoughts about the UITL and its relationship with the Academy. At the end of the conversation, we wondered if we needed to formalize our relationship with the UITL more. Summaries of each discussion follow.

Kay Halasek

- Kay acknowledged the existence and value of the Academy and explained her vision for the institute.
- Lisa and Kay discussed the difference/relationship between the Academy of Teaching as a whole and the Executive Council.
- Kay was supportive of the idea raised in a previous meeting that we might have Andrew Heckler speak at a brown bag.
- It sounds like the UITL will have some money to use toward support of Scholarship of Teaching and Learning.
- They discussed the importance and challenge of creating a culture shift to emphasize the importance of teaching at Ohio State. They talked about the new Endorsements program, but they also discussed the desire to incentive engagement in teaching development programs at the *department* level versus the *individual* level. This would create a culture shift from the top down.

Ben Givens

Lisa's conversation with Ben differed from the above in that it emphasized her perceived lack of understanding from upper leadership about the resources for teaching development that already exist on our campus. She suggested the UITL might be a body that could better inform upper leadership about what already exists. Rather than the UITL reinventing the wheel and creating/doing new things, they could facilitate and provide resources for what we already have (e.g., UCAT, Conference on Excellence in Teaching and Learning).

Graduate Teaching at Ohio State

We had a brief side conversation about graduate teaching at Ohio State — its prevalence and necessity. How can we best support Graduate Teaching Associates? Perhaps the UITL could be a hub for information about how each department is supporting its GTAs.

Innovate Conference Relationship

I (Jennie) met with Jessica Phillips, Abby Mangan, and Sam Craighead from ODEE to discuss potential collaboration between our two conferences starting in 2019. It was a positive and favorable conversation. We discussed the possibility of the Academy of Teaching sponsoring a particular track within Innovate that focuses on Ohio State teachers showcasing their most effective teaching practices, and perhaps a networking event that brings Ohio State teachers together. The Academy could effectively “co-sponsor” Innovate. I emphasized the importance of retaining the identity of our group and our conference, as well as the focus on Ohio State

faculty. The ODEE team is drafting a document that captures our conversation and running it by their leadership. They'd like us to discuss this document at a future meeting.

Call for Proposals for May 3 Conference

- We did some copy editing of the Call for Proposals, which is set to launch on Friday to clarify and streamline the language.
- Lisa and Alex will pilot the proposal form by Thursday.
- Jennie will update the PDF version of the CFP to reflect the changes we made today.

Therese Huston

- We reviewed the four abstracts Therese Huston sent for us to consider for her keynote at the conference. We seemed to agree that we liked the second abstract about stereotype threat, and thought that would be the most applicable topic.
- We might also see whether the provost or Council of Deans would convene a special meeting of deans or department chairs during the conference so that she could also facilitate her workshop on campus climate with that audience.
- All executive council members seemed interested in being involved in the planning call that Therese had suggested scheduling. Jennie will facilitate the planning of this call.

Next Meeting

We would like to try to meet the week of December 11 to focus on our brown bag lunch series. Jennie will send out a Doodle poll.

Therese Huston's abstracts

1) Holding on to Good Faculty: Creating an Inclusive Climate That Works

Department chairs are often working to diversify their departments. We see a gap and we work to fill it. But many of us run into the same conundrum: we hire someone with a unique background, perspective, or identity and that person seems happy initially, but not for long. In some cases, that person leaves for another job.

We'll explore an important but often unrecognized reason this happens: stereotype threat. Stereotype threat is the splinter of anxiety you feel when you're anxious you're about to live up to someone else's negative beliefs. It's common among people who feel they don't belong. Research shows that some work environments trigger this splinter of anxiety more than others, and it can lead capable professionals to look for work elsewhere.

In this interactive workshop, we'll identify when stereotype threat happens, why people who care about doing outstanding work are more susceptible to this threat than people who phone it in, and what you can do to prevent it from literally getting the best of you and your department.

2) Overcoming Stereotypes and the Burden to Prove Them Wrong

Everywhere you look, marginalized groups are receiving advice about how to succeed. They're told to adopt everything from power poses to the growth mindset. What if you believe in yourself, but you're trying to do your best work in an environment where subtle stereotypes prevail? Could other people's beliefs hinder your performance?

We'll explore stereotype threat – the splinter of anxiety you feel when you're afraid you're about to live up to someone else's negative beliefs. Research shows that splinter of anxiety can lead students and faculty to underperform on difficult tasks and challenging decisions.

In this interactive workshop, we'll identify when stereotype threat happens, why people who care about doing outstanding work are more susceptible to this threat than people who phone it in, and what you can do to prevent to it from literally getting the best of you.

3) Why Josh is More Likely to Speak for His Group Than Jessica: Breaking Biased Habits

The next time you have students work in small groups, notice who speaks for each group when you ask them to report out. Chances are you'll hear from more men than women, even if women participated heavily in the discussion and offered thoughtful contributions up until that moment.

Why does this happen? And do similar patterns emerge in, say, department meetings? We'll look at some of the ways popular culture treats men as having more intellectual heft and more valuable decision-making skills. How might these all-too-common assumptions about gender and judgment encourage students to participate at some times and not others? How do these habits also unconsciously play out in how we, as faculty, behave?

In this workshop, we'll develop strategies for curbing gender bias in our classrooms and our professional lives. We'll share approaches for bringing everyone's best ideas to the table.

4) How Women Decide: What's True, What's Not, and Why it Matters

Women have been receiving a lot of advice lately. They've been told to lean in, ask for what they want, strike power poses, and close the confidence gap. These messages embolden women to take their proper seats at the table.

But how is a woman's judgment received once she gets there? Is a woman's experience making a tough call any different from a man's? Many of us don't realize it, but we're unconsciously biased to trust men's judgment and second-guess women's.

In this talk, Seattle University cognitive psychologist Therese Huston and author of *How Women Decide*, tackles popular stereotypes about women as decision-makers. Is it really a woman's prerogative to change her mind? How do we respond to women taking risks, and do we respond any differently to men making those same choices? Most important, does all of this second-guessing change how women decide? Huston reveals what the science has to say and opens up the conversation about how we can best shape our habits, perceptions, and strategies to transform our culture and bring out the best decisions – regardless of who's making them.