

Marian's HHMI inclusive excellence project

Jason Chan (PD), HHMI team

Howard Hughes Medical Institute

Private foundation that traditionally funded STEM programs, including

- Faculty and trainee research
- Gillman Fellowships to advance diversity in STEM workforce
- Science programs (HHMI BioInteractive, SEA-PHAGES)
- **Inclusive excellence in institutions of higher education**



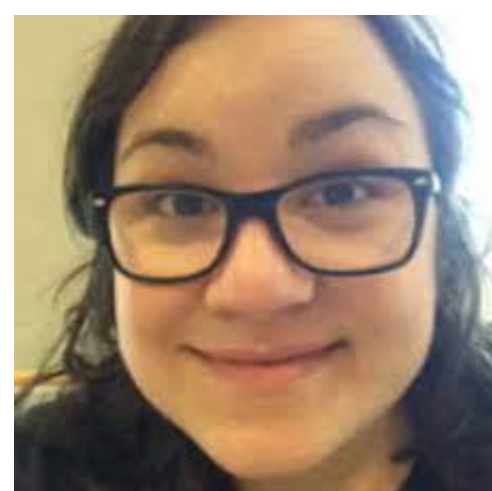
HHMI GOALS

- **All students**, regardless of where they come from and where they are going, deserve a meaningful and positive experience in science...and engage in scientific thinking and discovery.
- We aim for a community of university faculty, staff, students, and administrators to be engaged in discussions and practices to **increase their institution's capacity for inclusion**

Marian's HHMI leadership team



Jason Chan (PD)
Biology



Carina Collins
Biology



Matt DeLong
Math



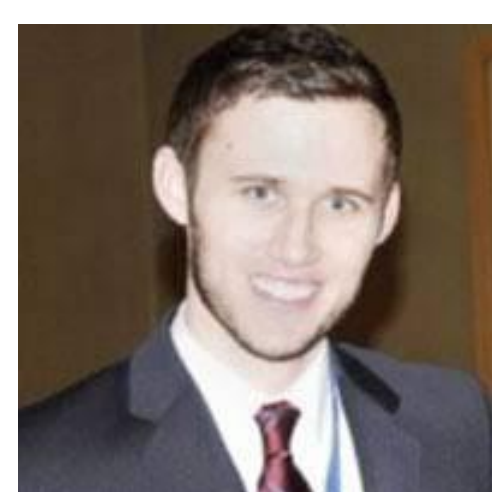
Naama Lewis
Math



Brooke Kile
Institutional Research



Liz Osika
Associate Provost



Tony Ribera
CTL

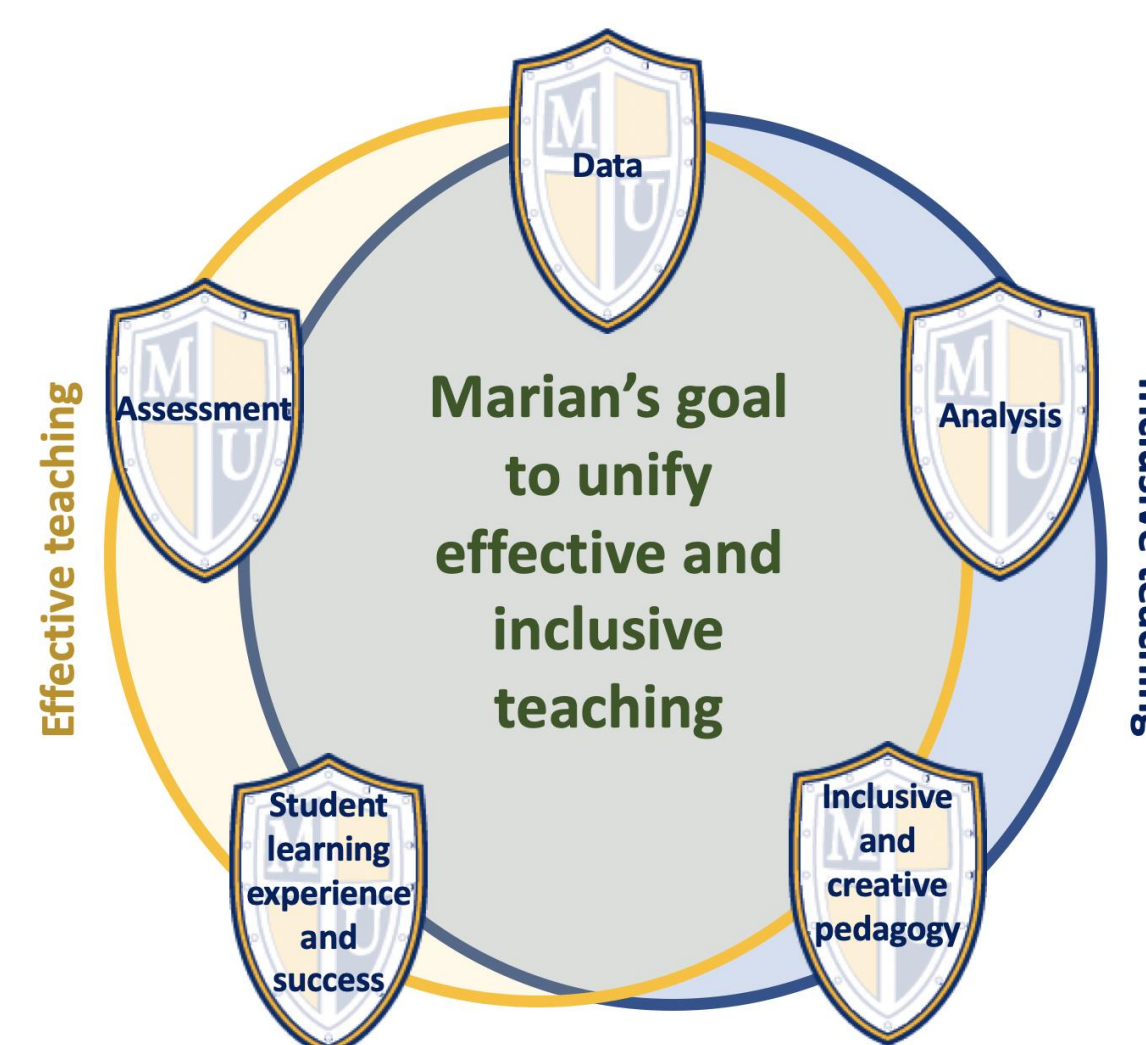


Jennifer Plumlee
Academic Engagement

Marian's inclusive excellence project

Fall '19

HHMI discussions
on ie3 challenge



January '20

Table 1. Course passing rates ("C" or above) in STEM.

Academic years (2017-2019)		
Students	n	Percent passing
Total STEM	3722	80.8%
White STEM	2758	83.0%
Underrepresented STEM	621	72.3%

Marian submits a **Pre-proposal** to HHMI's specific funding challenge:

- *Meaningful evaluation of effective and inclusive teaching, which will inform faculty practices, including promotion and tenure decisions*
- Our group focuses on how to use data to drive informed decision making

Spring '20

Advanced to
next stage, but...

HHMI changed
funding mechanism

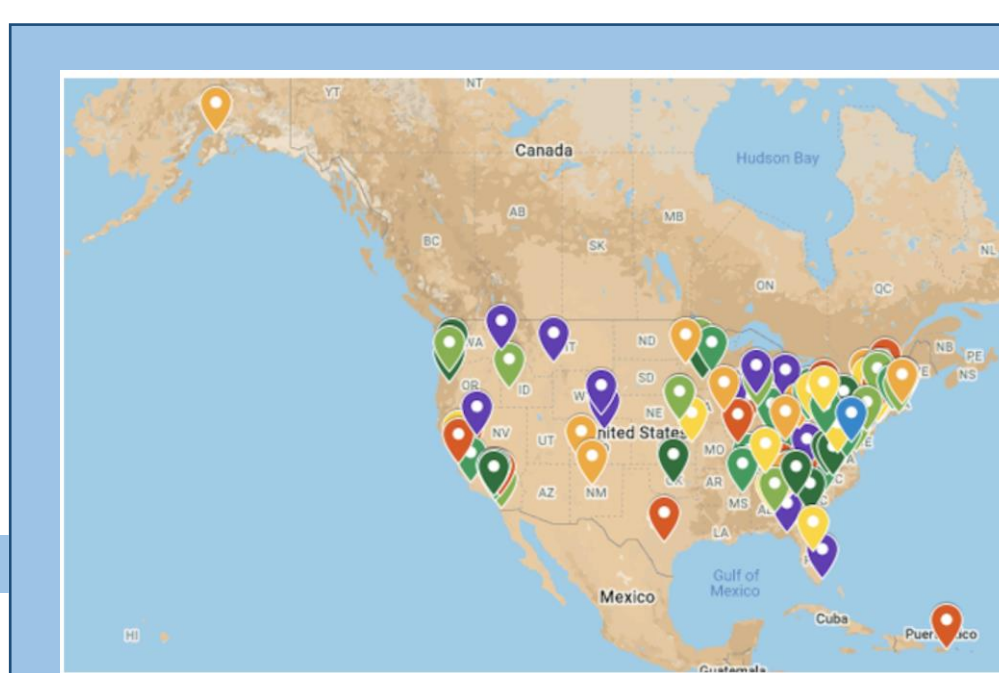


Collaboration
100 institutions work
together through
common goals

over

Competition
100 institutions
fight for awards

Winter '21



HHMI funds 106
schools and forms ie3
learning communities
(ie3LCs)

Go Team!



Summer '21

Marian awarded a
\$30,000 ie3LC
Learning grant

Marian's HHMI team
develops Marian Learning
Communities (MLCs)

Five MLC groups (25 people) on:
Equitable Assessment
Equitable Access
Student Voices

MLC
Marian Learning Community

What's going on now and what's next?

2021-22 – Marian Learning Communities discuss important topics, including

- Demystifying tenure and promotion, specifically for female faculty
- Grading practices, and alternative grading
- Writing and brainstorming as a group
- Metacognitive activities for students; understanding pre-requisite knowledge for current assessments
- survey on faculty perception of teaching practices
- what are we hearing and seeing in classes; a possible student auditing process of departments

2021-22 – Marian continues to participate in ie3LC, where 16 institutions are

- actively discuss what inclusive, equitable, and anti-racist approaches to teaching means
- developing ideas to "evaluate and reward inclusive teaching"

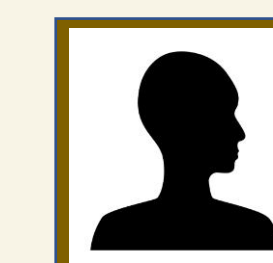
HHMI Launches \$2 Billion, 10-Year Investment to Advance Diversity and Inclusion in Science

October 2021 – HHMI commits approx. \$8 million dollars to support the work of each ie3LC

Sp/Su 2022 – Our ie3LC (16 institutions) will develop "projects" that meaningfully evaluate effective and inclusive teaching

Join our work...

How do we collect, use,
and learn from DATA?



How do "evaluate"
inclusive teaching?

How do include
student voice?

How do we incentivize and
reward efforts towards
inclusive teaching?

Let's continue discussions,
reflections, and engagement

What are your ideas?

As early as Fall 2022, there will be opportunities for grants and stipends to participate. Inclusive excellence is a Marian Community effort. We hope you join the discussion.