

Overview: Draft Proposals for Faculty Development to Implement DETF Recommendations

- DETF recommendations fall into 4 “buckets” of ideas for undergraduate curriculum change, each of which necessitate support for faculty development.
 - These include: improvements to first-year initiatives (e.g., UNIV100, First Year Book); General Education diversity requirement modification; adoption of diversity microcredentials; and discipline-specific diversity learning outcomes for all undergraduate majors.
- Full adoption of the DETF recommendations is uncertain; hence, implementation planning remains in the early stages.
 - Proposed changes to General Education are under consideration by the University Senate & its Educational Affairs Committee.
 - The TerrapinSTRONG program, which was proposed independently of the DETF, are being phased in.
- Several cross-campus committees and working groups are assembling ideas and proposals, *which are summarized here in draft form*.
 - We extend particular thanks to the Office of Diversity & Inclusion (Dr. Carlton Green, Jazmin Pichardo), UGAP assistant and associate deans, members of the Provost’s Commission on Learning Outcome Assessment (Alan Socha, Jennifer Littlefield, Jamie Edwards) and TLTC (Alice Donlan).
 - Members of the DETF and its planning partners welcome recommendations and ideas for how to improve implementation.

Curriculum Map: Knowledge & skill development needs to implement DETF recommendations

Knowledge & Skill Areas for Faculty Development	First Year Activities: TerrapinSTRONG, UNIV100, 1 st Year Book	General Education: USRI and NDSE courses	Diversity/Civic Engagement Microcredentials	Diversity Learning Outcomes in Majors
Learning outcome assessment	Helpful for those involved in continuous improvement	May be beneficial for continuous improvement	Helpful for those involved in assessment	Helpful for those involved in assessment
Skills to foster inclusive classroom environments/mitigate inequitable norms and practices in courses	Valuable for TerrapinSTRONG, UNIV100 & 1 st Year Book	Important for those involved in teaching both courses	Valuable for those involved in programs	May be relevant & beneficial depending on learning outcomes
Intra-/Interpersonal and cross-group skills for dialogical instruction	May be relevant or useful for some aspects	Important for those involved in teaching both courses	Valuable for those involved in programs	May be relevant & beneficial depending on learning outcomes
Content related to race/racism and anti-racism at all levels (e.g., internalized, interpersonal, institutional, ideological)	May be relevant or useful for some aspects	Important for those involved in teaching both courses	Valuable for those involved in programs	May be relevant & beneficial depending on learning outcomes
Pedagogical skills for teaching praxis (applying theory to practice)		Important for those involved in teaching NDSE courses	May be valuable for those involved in programs	May be relevant & beneficial depending on learning outcomes

Proposed Approach for Faculty Development

