

MAKING THE FAMILIAR SEEM NEW AGAIN: USING PRINCIPLES OF ENGAGEMENT TO DESIGN EFFECTIVE PROFESSIONAL DEVELOPMENT

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Origin Story

Creating a Lesson on Bias in University Selection Committees

- Diversity Officer's Goals:
 - Engage learners
 - Make learners want to take action
 - Provide asynchronous facilitated learning experience
- Potential Pitfalls
 - "Training fatigue"
 - Reinforcing pre-existing biases

Key Elements of Solution

Engaging Learning Activities

- Storytelling / Attitudinal change
- Social presence – facilitator and learners
- ARCS
 - Attention
 - Relevance
 - Confidence
 - Satisfaction
- ANDRAGOGY
 - Self-directed
 - Learn from experience
 - Problem-centered/practical
 - Internally motivated

Technology Options

Technology used

- Video
- LMS features
 - Polling
 - Discussion board
- Scenario based interactions

Gaining Institutional Acceptance

Four inter-dependent aspects

- Organizational Structure level: engaging leadership in a development of policy and support to organization with a unified approach
- Group Dynamics: comprising actions to navigate relationships within the organizational structure
- Individual: including initiatives that help faculty and staff achieve their mission, encouraging them to innovate and to support improvements
- Shared Goals: development of shared goals throughout all aspects to gain institutional support

Questions?

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