



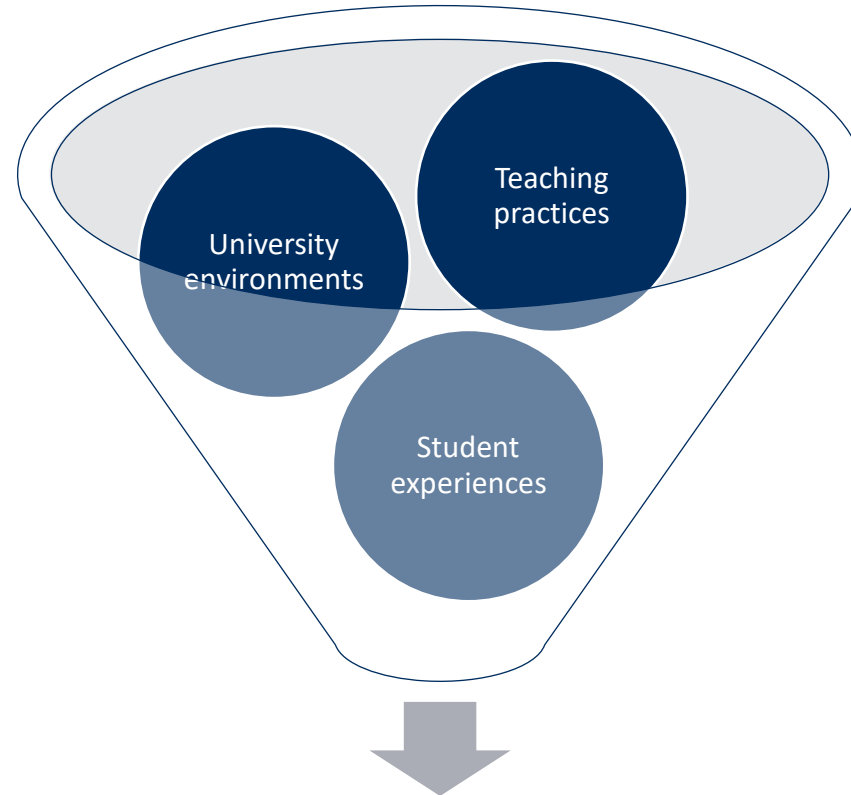
# Fostering Environments that Motivate Teaching Excellence at Hispanic Serving Institutions

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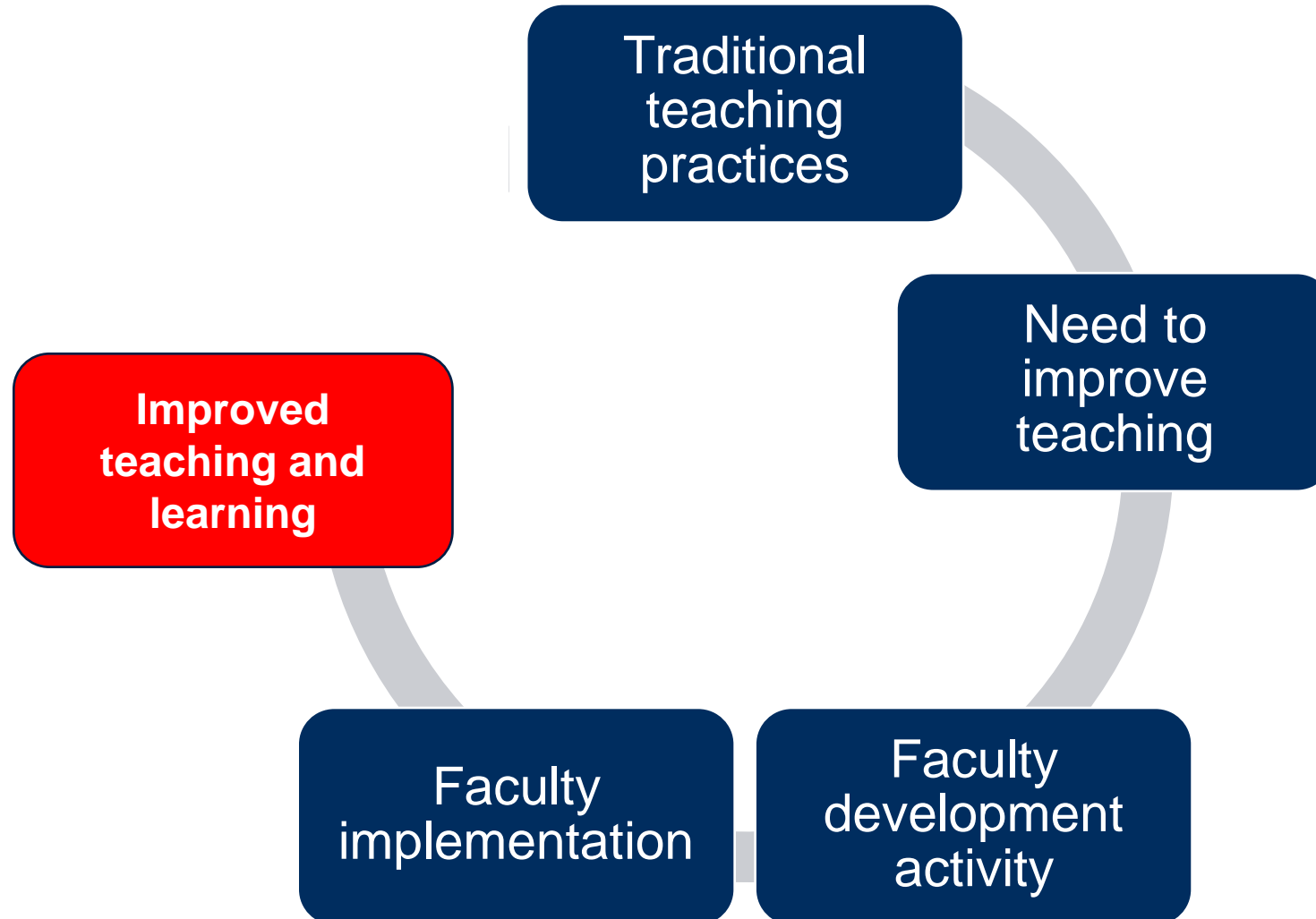
Presented at the 2022 Alliance for Hispanic Serving Institution Educators, New Mexico

# Problem

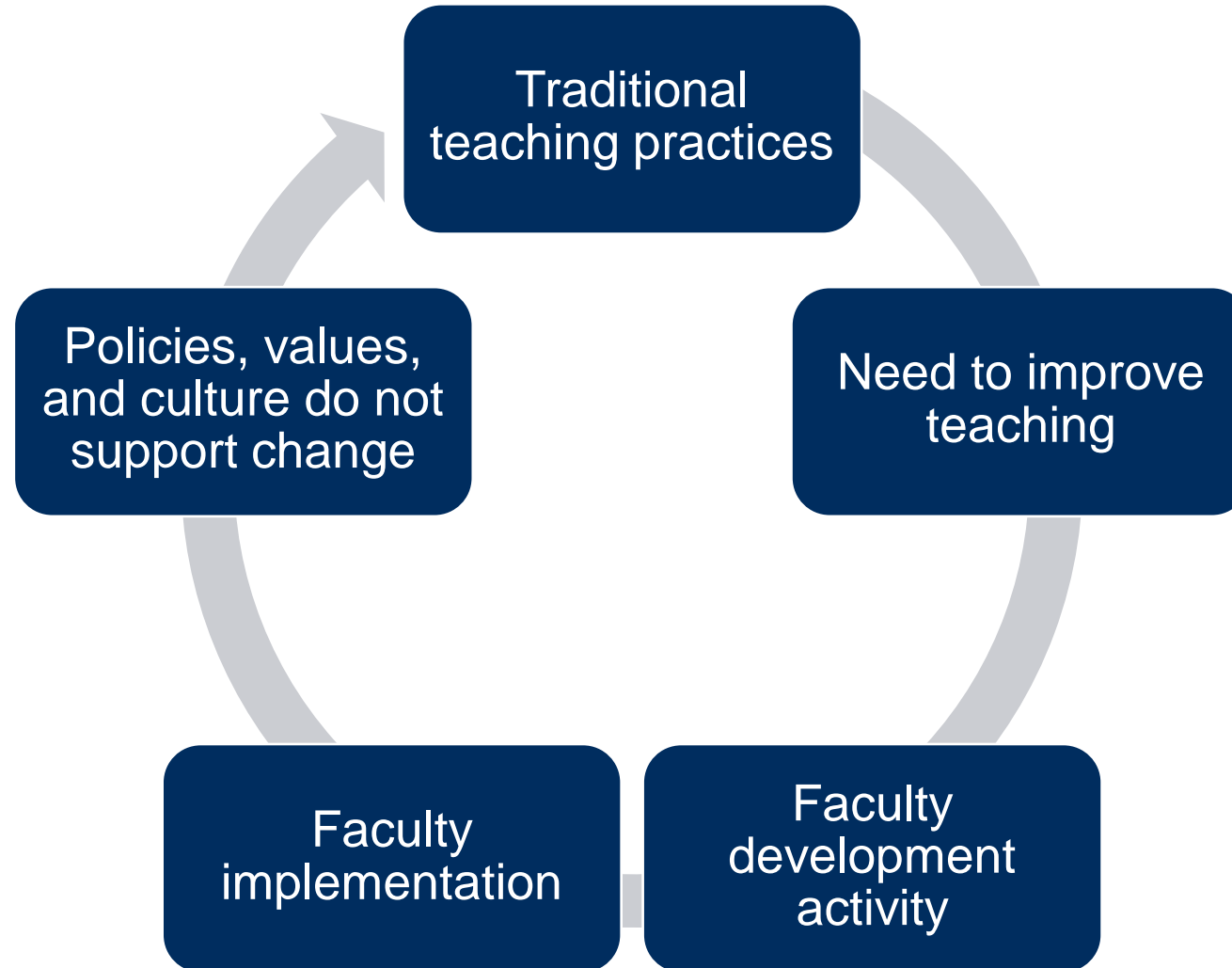


Teaching and learning experiences that perpetuate privilege despite intentions of individuals

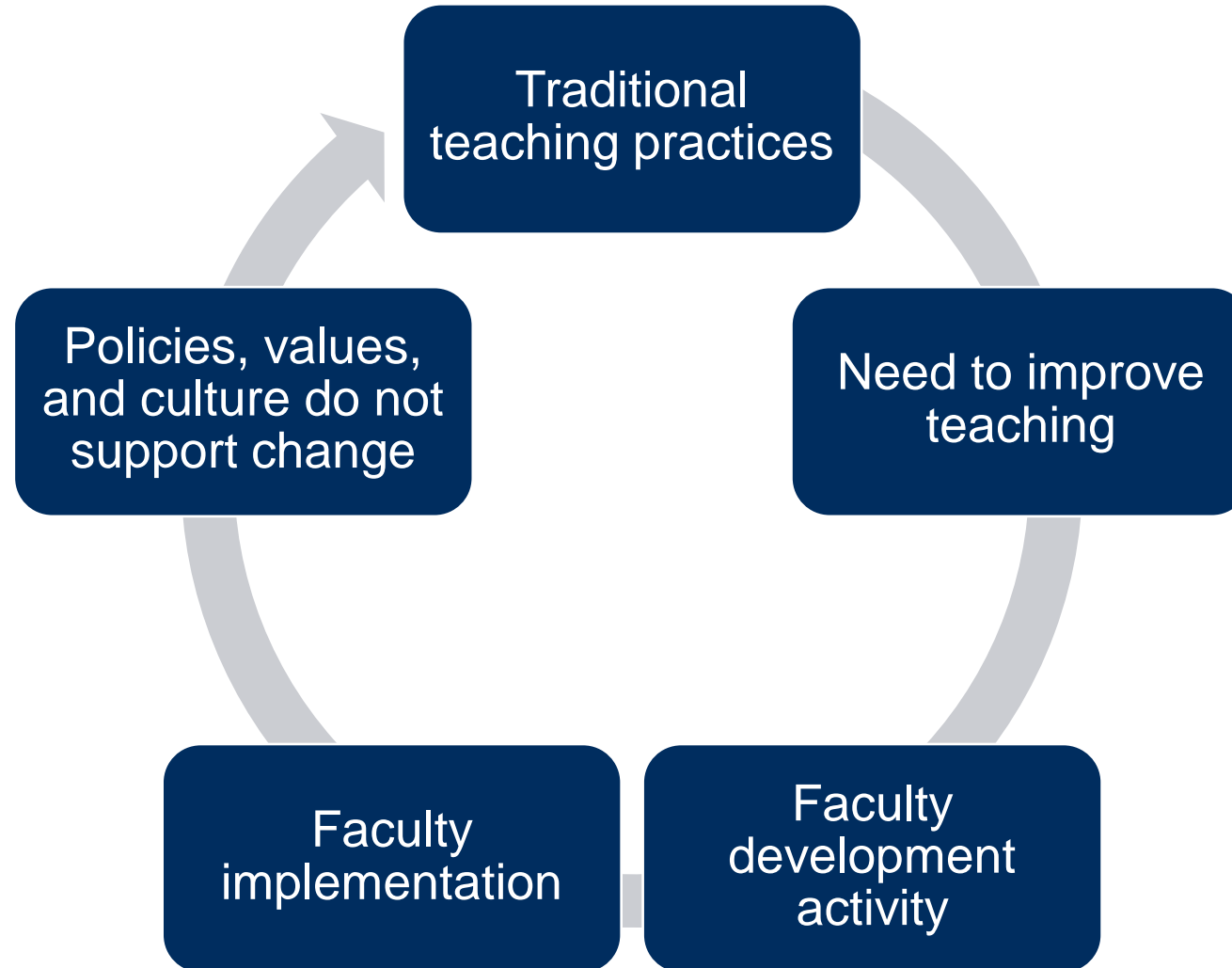
# Goal of Faculty Development



# Reality of Faculty Development Loop



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# Teaching Environments

How do we disrupt this loop and create systemic change to foster environments that motivate teaching excellence in HSIs?

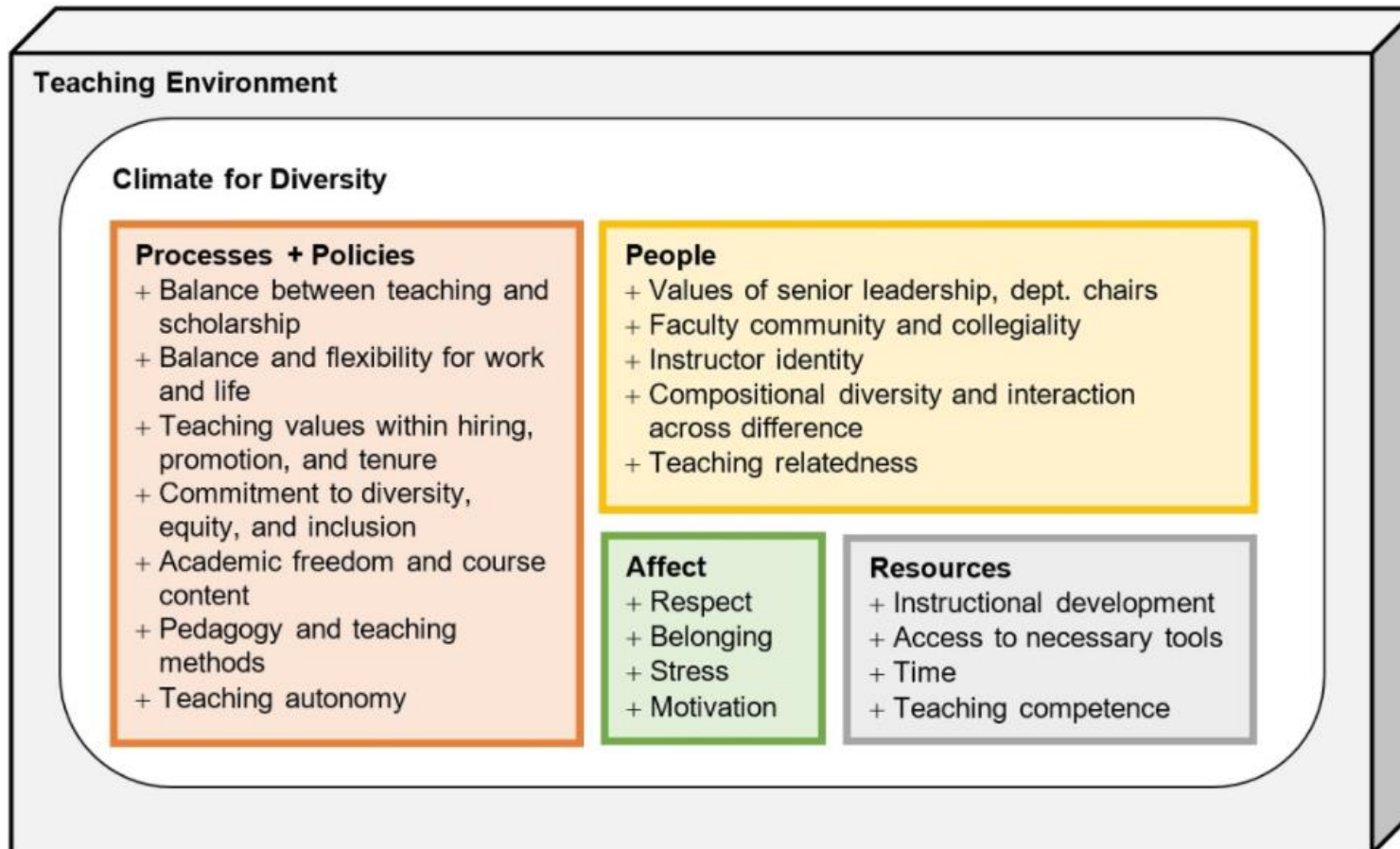
## College + University Teaching Environment (CUTE)

- **Framework:** <https://cutesurvey.iu.edu/findings-reports/agg-findings.html>
- **Assessment tool:** <https://cutesurvey.iu.edu/instrument/index.html>

What does servingness look like in teaching?  
How do you encourage and support servingness through teaching?



# College + University Teaching Environment Framework



How do we create teaching environments that support the faculty retention and effective teaching practices?

## Teaching Environment

### Climate for Diversity



#### Processes + Policies

- + Balance between teaching and scholarship
- + Balance and flexibility for work and life
- + Teaching values within hiring, promotion, and tenure
- + Commitment to diversity, equity, and inclusion
- + Academic freedom and course content
- + Pedagogy and teaching methods
- + Teaching autonomy

#### People

- + Values of senior leadership, dept. chairs
- + Faculty community and collegiality
- + Instructor identity
- + Compositional diversity and interaction across difference
- + Teaching relatedness

#### Affect

- + Respect
- + Belonging
- + Stress
- + Motivation

#### Resources

- + Instructional development
- + Access to necessary tools
- + Time
- + Teaching competence



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# Using Data to Inform Practice

- Learn from other institution's experiences
  - <https://cutesurvey.iu.edu/findings-reports/agg-findings.html>
- Assess your own teaching environments
  - <https://cutesurvey.iu.edu/administering-cute/index.html>
  - Fall and spring administration
  - Individualized institution reports with comparison to other institutions



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  - Fall and spring administration
  - Individualized institution reports with comparison to other institutions
- Participate in a collaborative project focused on teaching environments at HSIs
  - Contact Heather Haeger at [heather3@arizona.edu](mailto:heather3@arizona.edu))



Questions? Please email us:

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Thanks so much for joining us!