



# TRANSFORMING INSTITUTIONS

Oxford Abstracts program is here: <https://virtual.oxfordabstracts.com/event/74272/program>

Additional conference information is here: [https://ascnhighered.org/ASCN/transforming\\_institutions/2025/index.html](https://ascnhighered.org/ASCN/transforming_institutions/2025/index.html)

2025 Transforming Institutions Conference

Rowing in the Same Direction: Aligning Change Efforts Across Higher Education

June 9-11, 2025 | St. Louis, MO

The Transforming Institutions Conference is jointly hosted by the Accelerating Systemic Change Network (ASCN) and APLU's Network of STEM Education Centers (NSEC).

## 9th Jun 2025

	Station Master Room	Plenary	Midway Suites 1/2	Midway Suites 3/4	Midway Suites 5	Midway Suites 6
10:00am - 1:00pm					Invite Only: Learning Community Cluster 4	
1:00 - 2:00pm						
2:00 - 3:00pm	Registration Opens					
3:00 - 3:30pm	<b>Opening Session/Welcome</b> More information is at the Transforming Institutions Conference website here: <a href="https://ascnhighered.org/ASCN/transforming_institutions/2025/index.html">https://ascnhighered.org/ASCN/transforming_institutions/2025/index.html</a>  <b>Welcome and Orientation</b> <a href="#">Kacy Redd</a> APLU					
3:30 - 5:00pm	<b>Virtual Plenary Panel: Community Colleges: Building Partnerships &amp; Transforming Communities</b> Dr. Keith Curry, President/CEO, Compton College					

Dr. Michael Gavin, President, Delta College  
Dr. Russell Lowery-Hart, Chancellor, Austin Community College District  
Dr. Karen Stout, President and CEO, Achieving the Dream  
Dr. Melissa M. Haswell (moderator), Associate Dean Science and Mathematics Division, Delta College

#### Resources

Compton College 2035 Comprehensive Master Plan  
Compton College Institutional-Set Goals Dashboard  
Dr. Keith Curry, President/CEO, Compton College  
Dr. Michael Gavin, President, Delta College  
Dr. Russell Lowery-Hart, Chancellor, Austin Community College District  
Dr. Karen Stout, President and CEO, Achieving the Dream  
Dr. Melissa M. Haswell (moderator), Associate Dean of Science and Mathematics Division, Delta College  
Bios are available here: [https://docs.google.com/document/d/1YkxcwQZ3Bn\\_r0HDwiAl\\_oNwUS3RymfKAo-CiPXwwyLU/edit?tab=t.0](https://docs.google.com/document/d/1YkxcwQZ3Bn_r0HDwiAl_oNwUS3RymfKAo-CiPXwwyLU/edit?tab=t.0)

#### Virtual Plenary Panel: Community Colleges: Building Partnerships & Transforming Communities

Keith Curry<sup>1</sup>, Michael Gavin<sup>2</sup>, Russell Lowery-Hart<sup>3</sup>, Karen Stout<sup>4</sup>

<sup>1</sup>Compton College. <sup>2</sup>Delta College. <sup>3</sup>Austin Community College District. <sup>4</sup>Achieving the Dream

5:00 - 5:15pm

#### Transition

5:15 - 5:55pm

#### Poster Session 1A and Networking Break

##### PROBING DISCIPLINARY DIFFERENCES AND COMMONALITIES IN SENSE OF BELONGING: USING STUDENTS' VOICES TO INFORM DEPARTMENTAL CHANGE

Gili Marbach-Ad, Sara Gliese, Ilcia Hernandez, Kaci Thompson

*University of Maryland College Park*

##### Centering Instructional Innovation in Undergraduate Mathematics Through Values-Centered Collaboration

Rachel Rupnow<sup>1</sup>, Seth Ricarte<sup>2</sup>, Kristen Vroom<sup>2</sup>, Mik Mieczkowski<sup>1</sup>

<sup>1</sup>Northern Illinois University. <sup>2</sup>Michigan State University

##### Grassroots Leadership for Inclusive Change: Transforming STEM Faculty Culture in a Primarily Undergraduate Institution

Jennifer Schuttlefield-Christus<sup>1</sup>, Denise Roseland<sup>2</sup>, Samantha Larson<sup>1</sup>, Amy Hardy<sup>1</sup>, Beth Bouche<sup>1</sup>

<sup>1</sup>University of Wisconsin-Oshkosh. <sup>2</sup>University of Wisconsin-Whitewater

##### Faculty Leadership for Institutional Change

Amanda Gunning<sup>1</sup>, Daniela Martinez<sup>2</sup>, Meghan Marrero<sup>1</sup>

<sup>1</sup>Mercy University & Mercy University Center for STEM Education. <sup>2</sup>Mercy University Center for STEM Education

##### From Reflection to Research to Campus Impact: The Growth of a Community of Practice

DYAN MORGAN, KAILA COLYOTT, CARMEN ORTH-ALFIE, STEPHEN POLITZER-AHLES, LAURA KIRK, DREW VARTIA

*University of Kansas*

##### Strategically increasing impactful undergraduate research opportunities at Colorado State University

Courtney Ngai, Louise Allen

*Colorado State University*

**Sonogram: a next-generation Decibel Analysis machine learning algorithm to help researchers and administrators understand classroom environments through audio recordings.**

Mark Baillie, Connor Young, Thien Duong, Jan P Springer  
*University of Arkansas at Little Rock*  
**Sustaining change efforts: Application of theory to maintain momentum of the Transformational Change Initiative**  
Erika Offerdahl, Laura Hill, Samantha Swindell  
*Washington State University*  
**Supporting Change Agent Leadership in a Networked Improvement Community: Lessons Learned from the Mathematics Teacher Education Partnership**  
Wendy Smith<sup>1</sup>, Alyson Lischka<sup>2</sup>, W Gary Martin<sup>3</sup>  
<sup>1</sup>*University of Nebraska-Lincoln*. <sup>2</sup>*Middle Tennessee State University*. <sup>3</sup>*Auburn University*  
**Creating a Culture of Inclusivity Across a College Campus**  
Cayla McBee, Lynne Lawson, Maria Carroll, Marla Tipping, Kelly Warmuth  
*Providence College*  
**Weaving the Threads of Change: Building Supportive Policy and Practice for Effective Teaching**  
Julie Kalnin<sup>1</sup>, Tamar More<sup>1</sup>, Jacqueline Van Hoomissen<sup>2</sup>  
<sup>1</sup>*University of Portland*. <sup>2</sup>*Gonzaga University*  
**Student STEM Ambassador Program: Students as change agents for transforming undergraduate education**  
Maurina Aranda, Rachel Bradley, Cristina De Meo, Brittany Peterson, Sharon Locke  
*Southern Illinois University Edwardsville*  
**ASCN Working Group 6 - Aligning Incentives with Systemic Change**  
Christine Broussard<sup>1</sup>, Melissa Haswell<sup>2,3</sup>, Kadian Callahan<sup>4</sup>, Pat Marsteller<sup>5</sup>, Stephanie Salomone<sup>6</sup>, Elizabeth Ambos<sup>7</sup>  
<sup>1</sup>*University of La Verne*. <sup>2</sup>*Delta College*. <sup>3</sup>*BioQUEST*. <sup>4</sup>*Kennesaw State University*. <sup>5</sup>*Emory University*. <sup>6</sup>*Portland University*. <sup>7</sup>*Ambos Consulting*  
**Mini-activities: Capacity-building to foster conversations and explore instructional change**  
Amy Chan Hilton, William Elliott, Shelly Blunt  
*University of Southern Indiana*

5:55 - 6:05pm

**Flip Posters**

6:05 - 6:45pm

**Poster Session 1B and Networking Break**  
**A Delphi Study to Establish Consensus on the Levers for Change for Implementing Biology Graduate Student Teaching Professional Development**  
Grant Gardner<sup>1</sup>, Eric Akuoko<sup>2</sup>, Gili Marbach-Ad<sup>3</sup>, Kristen Miller<sup>4</sup>, Elisabeth Schussler<sup>5</sup>  
<sup>1</sup>*Middle Tennessee State University*. <sup>2</sup>*St. John's University*. <sup>3</sup>*University of Maryland*. <sup>4</sup>*University of Georgia*. <sup>5</sup>*University of Tennessee-Knoxville*  
**Creating spaces that strengthen faculty social networks around teaching and learning**  
Varun Kathpalia, John Morelock  
*The University of Georgia*  
**Fostering Inclusive Teaching Through a Variety of Professional Development Programs at a Small Liberal Arts School**  
Paige Sturley, Sonia Chaidez  
*Whittier College*  
**CHAT-ing about Change in STEM: New Perspectives for Change Agents from Cultural Historical Activity Theory**  
Russ DeForest, Alicia Dowd, Marinda Kathryn Harrell Levy, Roderick Lee, Ashley Patterson, Elizabeth Seymour  
*Penn State University*  
**Supporting Faculty in Adapting to Generative Artificial Intelligence**  
Sara Wilson, Douglas Ward  
*University of Kansas*

### **Coalescing around a shared vision: From theory to practice in departmental change**

Kathy Quardokus Fisher

*University of Notre Dame*

### **Incorporating Undergraduates into Informal Engagement Programs**

Christal Huber, Sara Vassmer

*The Connector*

### **Implementing Challenge-Based Learning Across Institutional Boundaries**

Benjamin Bruxvoort<sup>1</sup>, Nehemiah Emaikwu<sup>1</sup>, Kim Trenbath<sup>1</sup>, Jason Schmidt<sup>2</sup>

<sup>1</sup>*National Renewable Energy Laboratory*. <sup>2</sup>*Oak Ridge National Laboratory*

### **Sustaining Change Efforts Through Turnover: Exploring and Reflecting on Effective Leadership Strategies**

Wendy Smith<sup>1</sup>, Dana Franz<sup>2</sup>

<sup>1</sup>*University of Nebraska-Lincoln*. <sup>2</sup>*Mississippi State University*

### **Project EMBER: Eliminating Math Barriers through Evidence-based Reforms**

Kadian Callahan<sup>1</sup>, Dave Kung<sup>2</sup>, Howard Gobstein<sup>3</sup>, Deb Carney<sup>4</sup>, Joe Glover<sup>5</sup>, Gavin LaRose<sup>6</sup>, Melissa Lindsey<sup>7</sup>, Mary Pilgrim<sup>8</sup>, Chris Rassmussen<sup>8</sup>, Natasha Speer<sup>9</sup>, Megan Tesene<sup>3</sup>, Scott Wolpert<sup>2</sup>

<sup>1</sup>*Kennesaw State University*. <sup>2</sup>*Transforming Post-Secondary Education in Mathematics*. <sup>3</sup>*Association of Public Land Grant Universities*. <sup>4</sup>*Colorado School of Mines*.

<sup>5</sup>*University of Florida*. <sup>6</sup>*University of Michigan*. <sup>7</sup>*University of Wisconsin - Madison*. <sup>8</sup>*San Diego State University*. <sup>9</sup>*University of Maine*

### **Defining Inclusive Teaching for the Purposes of Tenure and Promotion at a Small Liberal Arts College**

Jane Liu, Dylan Worcester

*Pomona College*

### **Guided Pathway for Change: A Multi-Phase Academic Advising Model for STEM Student Success at a Hispanic-Serving Institution**

Belinda Rosario

*Inter American University of Puerto Rico - Metropolitan Campus*

### **Maximizing the impact of learning assistants**

Marisa Albarran, Thomas Clements, Heather Johnson, Grace Lee, Suhaah Nadir, Sabriya Rosemond, Marques Watson, Cristina Zepeda, Cynthia Brame

*Vanderbilt University*

### **Pedagogical Partnerships for Inclusive Teaching**

Gregory Davis<sup>1</sup>, Jane Liu<sup>2</sup>, M. Geneva Murray<sup>3</sup>, Matthias U. Nollert<sup>3</sup>, Dylan Worcester<sup>2</sup>

<sup>1</sup>*Bryn Mawr College*. <sup>2</sup>*Pomona College*. <sup>3</sup>*University of Oklahoma*

### **Modernizing Scholarship for the Public Good: An Action Framework for Universities**

Kacy Redd<sup>1</sup>, Elyse Aurbach<sup>2</sup>, Jessica Bennett<sup>1</sup>

<sup>1</sup>*APLU*. <sup>2</sup>*Michigan State University*

	Station Master Room	Plenary	Midway Suites 1/2	Midway Suites 3/4	Midway Suites 5	Midway Suites 6
7:30 - 8:00am	Silence in Community (morning meditation practice)	Breakfast	Registration Desk			
8:00 - 8:45am						
8:45 - 9:00am						
9:00 - 9:15am		Workshop: Evaluating Program Sustainability – a rubric to help you plan and measure progress	Departmental Action Teams can catalyze sustained change at individual, group, and organization levels	The (STEM)2 Network: Accelerating transformation by bridging disciplinary and institutional silos	Building More Effective Collaboration in STEM Education Reform	Student-Faculty Partnerships for STEM Transformation
9:15 - 9:30am		Evaluating Program Sustainability – a rubric to help you plan and measure progress <a href="#">Elizabeth Litzler</a> , <a href="#">Jana Foxe</a> <i>University of Washington CERSE</i>	Departmental Action Teams can catalyze sustained change at individual, group, and organization levels <a href="#">Sarah Wise</a> <sup>1</sup> , <a href="#">Courtney Ngai</a> <sup>2</sup> , <a href="#">Joel Corbo</a> <sup>1</sup> <sup>1</sup> <i>U. of Colorado Boulder.</i> <sup>2</sup> <i>Colorado State University</i>	The (STEM) <sup>2</sup> Network: Accelerating transformation by bridging disciplinary and institutional silos <a href="#">Alison Hyslop</a> <sup>1</sup> , <a href="#">Jessica Santangelo</a> <sup>2</sup> <sup>1</sup> <i>St. John's University - Queens.</i> <sup>2</sup> <i>Hofstra University</i>	Building More Effective Collaboration in STEM Education Reform <a href="#">Evangeline Su</a> <sup>1,2,3,4</sup> , <a href="#">Lucas Hill</a> <sup>1,2,3,4,5</sup> <sup>1</sup> <i>Wisconsin Center for Education Research.</i> <sup>2</sup> <i>University of Wisconsin-Madison.</i> <sup>3</sup> <i>SEER Institute.</i> <sup>4</sup> <i>NSF INCLUDES Aspire Alliance.</i> <sup>5</sup> <i>CIRTL Network</i>	Student-Faculty Partnerships for STEM Transformation <a href="#">Daniel Sanford</a> <i>Boise State University</i>  Evaluating drivers of change in faculty mindset across science and math departments  Evaluating drivers of change in faculty mindset across science and math departments <a href="#">Cynthia Brame</a> , <a href="#">Lily Claiborne</a> , <a href="#">Katherine Friedman</a> , <a href="#">Brenda McKenzie</a> <i>Vanderbilt University</i>
9:30 - 9:45am						Guiding Faculty Development with Strong Structuration

						<b>Guiding Faculty Development with Strong Structuration</b> <u>Christopher Hass</u> <sup>1</sup> , Charles Ruggieri <sup>1</sup> , Philip Brown <sup>1</sup> , Corey Ptak <sup>2</sup> , Stacey Blackwell <sup>1</sup> , Mary Emenike <sup>1</sup> <sup>1</sup> <i>Rutgers New Brunswick.</i> <sup>2</sup> <i>Columbia University</i>
9:45 - 10:00am					Transition	
10:00 - 10:15am			<b>Using Instructor Insights to Generate Scalable Metrics</b>  <b>Using Instructor Insights to Generate Scalable Metrics</b> <u>Chris Moore</u> , Tracie Reding <i>University of Nebraska at Omaha</i>	<b>Transforming Teaching Evaluation: Building an International Alliance for Systemic Change</b>  <b>Transforming Teaching Evaluation: Building an International Alliance for Systemic Change</b> <u>Andrea Follmer Greenhoot</u> <sup>1</sup> , <u>Noah Finkelstein</u> <sup>2</sup> , <u>Ann Austin</u> <sup>3</sup> , <u>Gabriela Weaver</u> <sup>4</sup> <sup>1</sup> <i>University of Kansas.</i> <sup>2</sup> <i>University of Colorado Boulder.</i> <sup>3</sup> <i>Michigan State University.</i> <sup>4</sup> <i>University of Massachusetts Amherst</i>	<b>Equitable Undergraduate Student Success Through Integrating and Scaffolding Research Throughout Degree Programs: Coaching, Measuring, and Sustaining Change</b>  <b>Equitable Undergraduate Student Success Through Integrating and Scaffolding Research Throughout Degree Programs: Coaching, Measuring, and Sustaining Change</b> <u>Elizabeth Ambos</u> <sup>1</sup> , <u>Melissa Haswell</u> <sup>2</sup> , Mitchell Malachowski <sup>3</sup> , Kerry Karukstis <sup>4</sup> , Jillian Kinzie <sup>5</sup> , Jeffrey Osborn <sup>6</sup> <sup>1</sup> <i>Ambos Consulting.</i> <sup>2</sup> <i>Delta College.</i> <sup>3</sup> <i>University of San Diego.</i> <sup>4</sup> <i>Harvey Mudd College.</i>	<b>When Grassroots Take Root: Using Participatory Design and Faculty Governance to Drive Institutional Change in Student Evaluations of Teaching</b>  <b>When Grassroots Take Root: Using Participatory Design and Faculty Governance to Drive Institutional Change in Student Evaluations of Teaching</b> <u>Terri Dunbar</u> , Erin Dolan, Tessa Andrews, Peggy Brickman, Paula Lemons <i>University of Georgia</i>
10:15 - 10:30am						<b>Evaluation Perspectives of the STEM Education Research Institute’s Contributions in Advancing Innovative Practices</b>

					<sup>5</sup> <i>Indiana University Bloomington.</i> <sup>6</sup> <i>The College of New Jersey</i>	<b>Evaluation Perspectives of the STEM Education Innovation and Research Institute’s Contributions in Advancing Innovative Practices</b> <u>Patrick Wilson</u> , Grant Fore, Pratibha Varma-Nelson <i>Indiana University at Indianapolis</i>
10:30 - 10:45am						<b>Innovations in Faculty Evaluation: The Elevate IVE Model for Valuing Impactful Activities</b>  <b>Innovations in Faculty Evaluation: The Elevate IVE Model for Valuing Impactful Activities</b> Loretta Bass, Amy Cerato, Paola Conte, Mashhad Fahes, <u>Keri Kornelson</u> , Lori Snyder <i>University of Oklahoma</i>
10:45 - 11:00am	<b>Transition</b>					
11:00am - 12:00pm	<b>Keynote: Resilient by Design: Sustaining and Advancing Student-Ready STEM Education</b> Dr. Tia Brown McNair Partner, SOVA This interactive session explores emerging approaches for sustaining and advancing student-ready STEM education structures and practices that prioritize resilience and equitable outcomes. Participants will examine how educational institutions can continue to advance STEM education goals to serve all student populations through intentional design strategies that are mission-aligned and value-centered. Through collaborative engagement and practical frameworks, attendees will discuss actionable strategies to implement at their own institutions to maintain and create accessible, supportive, and effective STEM education pathways. Bios are available here: <a href="https://docs.google.com/document/d/1YkxcwQZ3Bn_r0HDwiAl_oNwUS3RymfKAo-CiPXwwyLU/edit?tab=t.0">https://docs.google.com/document/d/1YkxcwQZ3Bn_r0HDwiAl_oNwUS3RymfKAo-CiPXwwyLU/edit?tab=t.0</a> <b>Keynote: Resilient by Design: Sustaining and Advancing Student-Ready STEM Education</b> <u>Tia Brown McNair</u> SOVA					
12:00 - 1:15pm	<b>Lunch</b>					

1:15 - 1:30pm	Transition					
1:30 - 1:45pm		<p><b>Workshop: Leading Systemic Change Using the Change Leadership Toolkit (CLT)</b></p> <p><b>Leading Systemic Change Using the Change Leadership Toolkit (CLT)</b>  <a href="#">Susan Elrod</a>  <i>Indiana University South Bend. Change Leadership Group</i></p>	<p><b>Advancing Faculty Diversity in Community Colleges: A Guide to Change Leadership and Institutional Transformation</b></p> <p><b>Advancing Faculty Diversity in Community Colleges: A Guide to Change Leadership and Institutional Transformation</b>  <a href="#">Gianina Baker</a>, Karla Velasco, Jeongsan Hwang  <i>University of Illinois Urbana-Champaign</i></p>	<p><b>Driving a Thriving Student Experience: UTSA's Data-Informed Learning Innovation for Faculty and Student Success</b></p> <p><b>Driving a Thriving Student Experience: UTSA's Data-Informed Learning Innovation for Faculty and Student Success</b>  <a href="#">Tammy Wyatt</a>, Heather Shipley, Melissa Vito, Mark Appleford, Kelly Nash  <i>University of Texas at San Antonio</i></p>	<p><b>Workshop: Roadmapping Resources from the Propagating Research ethics around Sexual Marginalization and Transgender Issues Conference (PRISMATIC)</b></p> <p><b>Roadmapping Resources from the Propagating Research ethics around Sexual Marginalization and Transgender Issues Conference (PRISMATIC)</b>  <a href="#">Madison Fitzgerald-Russell</a><sup>1</sup>, Wendy Smith<sup>2</sup>, Matt Voigt<sup>3</sup>, Elizabeth Lewis<sup>2</sup>, Kelsey Quaisley<sup>4</sup>, Tim McEldowney<sup>5</sup>, Raine Kuch<sup>3</sup>  <sup>1</sup><i>University of Iowa.</i>  <sup>2</sup><i>University of Nebraska-Lincoln.</i> <sup>3</sup><i>Michigan State University.</i> <sup>4</sup><i>Oregon State University.</i> <sup>5</sup><i>West Virginia University</i></p>	<p><b>From Catalyzing to Institutionalizing Change in 2- to 4-year STEM Transfer in Wisconsin</b></p> <p><b>From Catalyzing to Institutionalizing Change in 2- to 4-year STEM Transfer in Wisconsin</b>  <a href="#">Sarah Sweger</a><sup>1</sup>, <a href="#">Kevin Mirus</a><sup>2</sup>, Amanda Butz<sup>1</sup>, Janet Branchaw<sup>1</sup>  <sup>1</sup><i>University of Wisconsin - Madison.</i> <sup>2</sup><i>Madison Area Technical College</i></p>
1:45 - 2:00pm						
2:00 - 2:15pm						<p><b>Transforming Classroom Practices Through Data-Driven Communities of Practice: The Ascend Initiative</b></p> <p><b>Transforming Classroom Practices Through Data-Driven Communities of Practice: The Ascend Initiative</b>  <a href="#">Rachael Hannah</a><sup>1</sup>, Kathryn Johnson<sup>2</sup>, Sushilla Knottenbelt<sup>3</sup>, <a href="#">Christine Rodriguez</a><sup>4</sup>, Karen Schmeichel<sup>5</sup>, Joseph Suilmann<sup>3</sup>  <sup>1</sup><i>University of Alaska Anchorage.</i> <sup>2</sup><i>Xavier University.</i> <sup>3</sup><i>University of New Mexico.</i> <sup>4</sup><i>Fairfield</i></p>



					University. <sup>5</sup> Oglethorpe University
2:15 - 2:30pm		Transition			
2:30 - 2:45pm		<p><b>Building Institutional Alignment through High-Impact Relationships</b></p> <p><b>Building Institutional Alignment through High-Impact Relationships</b>  <a href="#">Kate Williams</a>, Laura Carruth, Rebecca Watts Hull  <i>Georgia Institute of Technology</i></p>	<p><b>Teaching TRIOS: Lessons Learned through A Strength-Based Approach to Peer Observation</b></p> <p><b>Teaching TRIOS: Lessons Learned through A Strength-Based Approach to Peer Observation</b>  <a href="#">Sarah Bleiler-Baxter</a>, Alyssa Freeman, Gregory Rushton, Cassandra Mohr, Andrew Puente, Abigail Nkuah, Cory Wang, Aspen Malone, Grant Gardner  <i>Middle Tennessee State University</i></p>	<p><b>Leveraging Networked Improvement Community Tools and Processes as Boundary Objects in Collaborations for Systemic Change</b></p> <p><b>Leveraging Networked Improvement Community Tools and Processes as Boundary Objects in Collaborations for Systemic Change</b>  <a href="#">Alyson Lischka</a><sup>1</sup>, <a href="#">Wendy Smith</a><sup>2,3</sup>, <a href="#">Dana Franz</a><sup>4</sup>  <sup>1</sup><i>Middle Tennessee State University.</i> <sup>2</sup><i>Center for Science, Mathematics, and Computer Education.</i> <sup>3</sup><i>Department of Mathematics, University of Nebraska-Lincoln.</i> <sup>4</sup><i>Office of Institutional Research and Effectiveness: Director of Academic Quality Mississippi State University</i></p>	<p><b>Hang together or Hang Separately? Organizing for the Future of STEM Reform</b></p> <p><b>Hang together or Hang Separately? Organizing for the Future of STEM Reform</b>  <a href="#">Eliza Jane Reilly</a><sup>1</sup>, <a href="#">Michelle Withers</a><sup>2,3</sup>, <a href="#">Debra Pires</a><sup>4</sup>  <sup>1</sup><i>National Center for Science and Civic En.</i> <sup>2</sup><i>Binghamton University.</i> <sup>3</sup><i>STEM Educator, Center for Learning and Teaching, Binghamton U..</i> <sup>4</sup><i>University of California Los Angeles</i></p>
2:45 - 3:00pm					<p><b>Sharing the Work of the Roundtable on Systemic Change in Undergraduate STEM Education of the National Academies of Sciences, Engineering, and Medicine</b></p> <p><b>Sharing the Work of the Roundtable on Systemic Change in Undergraduate STEM Education of the National Academies of</b></p>

3:00 - 3:15pm

**Sciences, Engineering,  
and Medicine**  
*Kerry Brenner, Beth Cady  
National Academies of  
Sciences, Engineering,  
and Medicine*

**Creating an Equitable  
Leadership for Change**

**Creating an Equitable  
Leadership for Change**  
*Srividhya Swaminathan<sup>1</sup>,  
Anupama Seshan<sup>2</sup>  
<sup>1</sup>St. John's University.  
<sup>2</sup>Emmanuel College*

3:15 - 3:30pm

**Transition**

3:30 - 4:15pm

**Lightning Round/Roundtable Pitches**  
**“Mentoring at Scale” to Expand the STEMM Community**  
*Tekla Nicholas  
Florida International University*  
**Are you working to change your department? Let’s talk!**  
*Joel Corbo<sup>1</sup>, Courtney Ngai<sup>2</sup>, Jaclyn Rivard<sup>3</sup>, Sarah Wise<sup>1</sup>  
<sup>1</sup>University of Colorado Boulder. <sup>2</sup>Colorado State University. <sup>3</sup>University of Southern Mississippi*  
**The Culture of Chemistry Project: an initial analysis of values and assumptions in the discipline of chemistry**  
*Courtney Ngai  
Colorado State University*  
**Change Insight through the SEER Institute**  
*Evangeline Su  
Wisconsin Center for Education Research, University of Wisconsin-Madison*  
**Positioning Centers for Teaching and Learning and STEM Education Centers for maximum impact: successes and challenges**  
*Andrea Follmer Greenhoot<sup>1</sup>, Gregory Rushton<sup>2</sup>  
<sup>1</sup>The University of Kansas. <sup>2</sup>Middle Tennessee State University*  
**Sustaining commitment to our work**  
*Eliza Jane Reilly  
National Center for Science and Civic Engagement*  
**Educational impacts of emerging technology and AI**  
*Sara Wilson, Douglas Ward  
University of Kansas*  
**Building promotion and compensation structures to support faculty pedagogical development and course transformation**

Christopher Hass

*Rutgers New Brunswick*

**Balancing metrics for success for administrators and the need to engage all faculty in the change**

Kathy Quardokus Fisher

*University of Notre Dame*

**Sustaining Change Efforts Through Turnover**

Wendy Smith

*University of Nebraska-Lincoln*

**Establishing and Sustaining Communities of Practice**

Brittany Peterson

*Southern Illinois University Edwardsville*

**Minority Serving Institutions, advising, and student success**

Belinda Rosario

*Inter American University of Puerto Rico - Metropolitan Campus*

4:15 - 5:00pm

**Roundtable Discussions: Small Breakout Groups**

Table 1. Running a Center of Teaching and Learning or STEM Education Center – Dea Greenhoot/Gregory Rushton

Table 2. How can Minority-Serving Institutions design and implement structured academic advising systems to improve retention and equity in STEM education – Belinda Rosario

Table 3. Sustaining commitment to our work – Eliza Jane Reilly

Table 4. Educational impacts of emerging technology and AI – Sara Wilson/Doug Ward

Table 5. Building promotion and compensation structures to support faculty pedagogical development and course transformation – Christopher Hass

Table 6. Balancing metrics for success for administrators and the need to engage all faculty in the change – Kathey Quardokus Fisher

Table 7. Sustaining change efforts through turnover – Wendy Smith

Table 8. Establishing and sustaining communities of practice – Brittany Peterson

Table 9: The Culture of Chemistry Project: an initial analysis of values and assumptions in the discipline of chemistry - Courtney Ngai

Table 10: Departmental Change Network - Joel Corbo -

Table 11: “Mentoring at Scale” to Expand the STEMM Community - Tekla Nicholas

Table 12: Change Insight through the SEER process - Lucas Hill

5:00 - 5:15pm

5:15 - 5:55pm

**Poster Session 2A and Networking Break**

**Finding Our North Star: An Archival Exploration of the University of Minnesota's Land-Grant Mission Over Time**

Sammi Dittloff

*University of Minnesota*

**Positioning Faculty Experts as Change Agents**

Kristin Wobbe, Kimberly LeChasseur

*Worcester Polytechnic Institute*

**Institutional Strategies to Transform Teaching Evaluation: Developing Theories of Change**

Sandra Laursen, Valerie Williams

*U. Colorado Boulder*

### **Characterizing the Emerging Field of Departmental Change**

Joel Corbo<sup>1</sup>, Courtney Ngai<sup>2</sup>, Jaclyn Rivard<sup>3</sup>, Sarah Wise<sup>1</sup>

<sup>1</sup>University of Colorado Boulder. <sup>2</sup>Colorado State University. <sup>3</sup>University of Southern Mississippi

### **Building a Culture of Improvement – Using a Systems Approach to Scaling the Gateway Project**

Tekla Nicholas, Leanne Wells

Florida International University

### **Designing Effective Structures to Foster Distributed Leadership in a Large, Multi-institutional Change Network**

W Gary Martin, Marilyn Strutchens

Auburn University

### **ORIC: a multi-institutional approach to Enhance Organizational Research Impact Capacity**

Susan Renoe<sup>1,2</sup>, Sara Vassmer<sup>1,2</sup>

<sup>1</sup>University of Missouri. <sup>2</sup>Center for Advancing Research Impact in Society

### **Assessing the Success of a 14-Institution Collaborative Undergraduate STEM Education Inclusivity Initiative**

Madison Fitzgerald-Russell<sup>1</sup>, Renee Cole<sup>1</sup>, Erin Shortlidge<sup>2</sup>, Christy Wentz<sup>3</sup>

<sup>1</sup>University of Iowa. <sup>2</sup>Portland State University. <sup>3</sup>Hamilton College

### **Initiating an ecosystem approach to student success**

Jennifer Smith, Alessandra York, Michael Cahill, Heidi Kolk

Washington University in St. Louis

### **The BioQUEST Curriculum Consortium: A Community of Educators Supporting Evolution and Revolution in STEM Education**

Melissa Haswell<sup>1,2</sup>, Sarah Prescott<sup>2,3</sup>, Deborah Rook<sup>2</sup>, Drew Lamar<sup>4,5</sup>, Sam Donovan<sup>2</sup>

<sup>1</sup>Delta College. <sup>2</sup>BioQUEST. <sup>3</sup>University of New Hampshire. <sup>4</sup>College of William and Mary. <sup>5</sup>BioQUEST/QUBES

### **From SAGE 2YC to C-ChanGe: Building on a Successful PD Model for Disciplinary Change**

John McDaris<sup>1</sup>, Cailin Huyck Orr<sup>1</sup>, Jabari Jones<sup>2</sup>, Dyanna Czeck<sup>3</sup>, Pamela Eddy<sup>4</sup>, Heather Macdonald<sup>4</sup>, Eric Baer<sup>5</sup>

<sup>1</sup>Carleton College. <sup>2</sup>Bowdoin College. <sup>3</sup>University of Wisconsin Milwaukee. <sup>4</sup>College of William and Mary. <sup>5</sup>Highline College

### **Behind the Research: A Team Building and Productivity Case Study**

Aspen Malone, Sarah Bleiler-Baxter, Alyssa Freeman, Grant Gardner, Cassandra Mohr, Abigail Nkuah, Andrew Puente, Gregory Rushton, Cory Wang

Middle Tennessee State University

### **Canoeing the Mountains: Navigating Change to Transform [Mathematics] Departments for the Future**

Karen Gaines

AMATYC

### **Creating a Culture of Inclusive Excellence: A Multi-Year Initiative at SIUE**

Brittany Peterson, Maurina Aranda, Sharon Locke

Southern Illinois University Edwardsville

### **Interdisciplinary Research as a Catalyst for Systemic Change in Higher Education**

VINODH KUMAR CHELLAMUTHU

Utah Tech University

5:55 - 6:05pm

### **Flip Posters**

6:05 - 6:45pm

### **Poster Session 2B and Networking Break**

### **Characterizing STEM Departmental Teaching Culture: A Literature Review of the How, the Why, and the What**

Cassandra Mohr, Alyssa Freeman, Sarah Bleiler-Baxter, Aspen Malone, Abigail Nkuah, Andrew Puente, Cory Wang, Grant Gardner, Gregory Rushton

*Middle Tennessee State University*

**OrganicERs: Increasing Evidence-Based Instructional and Assessment Practices in Organic Chemistry Courses Throughout the United States**

Jennifer Muzyka<sup>1</sup>, Justin Houseknecht<sup>2</sup>, Alexey Leontyev<sup>3</sup>, Catherine Welder<sup>4</sup>

<sup>1</sup>Centre College. <sup>2</sup>Wittenberg University. <sup>3</sup>North Dakota State University. <sup>4</sup>Dartmouth College

**Facilitating Sustainable Change: A Strategic Path to Inclusive Excellence**

Allison D'Costa<sup>1</sup>, Latanya Hammonds-Odie<sup>1</sup>, Clay Runck<sup>1</sup>, Yi Ding<sup>1</sup>, Omar Villanueva<sup>1,2</sup>

<sup>1</sup>Georgia Gwinnett College. <sup>2</sup>Beyond Benign

**Transforming the Doctoral Experience: Partnering with students for high-impact practice**

Jaclyn Rivard<sup>1</sup>, Veronica Wilson<sup>2</sup>, Marki Alexander<sup>3</sup>, Jamie Pang<sup>4</sup>

<sup>1</sup>University of Southern Mississippi. <sup>2</sup>National Louis University. <sup>3</sup>University of Tulsa. <sup>4</sup>Elgin Community College

**Crossing Boundaries to Transform Secondary Mathematics Teacher Education**

Marilyn E. Strutchens, Wayne G. Martin

*Auburn University*

**The SCIENCE Collaborative: Collectively Increasing Institutional Capacity for STEM Undergraduate Education Reform**

Kathryn Johnson<sup>1</sup>, Nykara Brown<sup>1</sup>, Anna Flaming<sup>2</sup>, Rachael Hannah<sup>3</sup>, Gabie Smith<sup>4</sup>, John Tansey<sup>5</sup>, Shoshana Zeisman-Pereyo<sup>6</sup>

<sup>1</sup>Xavier University. <sup>2</sup>University of Iowa. <sup>3</sup>University of Alaska Anchorage. <sup>4</sup>Elon University. <sup>5</sup>Otterbein University. <sup>6</sup>Portland State University

**Hunter-gatherers: The Student's Journey of Foraging for Academic, Social, and Communication Resources**

Omar Safir

*University of Kansas*

**Re-envisioning Office Hours to Increase Participation and Engagement**

Ana Paula Benaduce, Lisa Brinn

*Florida International University*

**Unpacking Department Teaching Culture Through the Lens of Self-Determination Theory**

Alyssa Freeman, Cassandra Mohr, Grant Gardner, Aspen Malone, Abigail Nkuah, Andrew Puente, Gregory Rushton, Cory Wang, Sarah Bleiler-Baxter

*Middle Tennessee State University*

**Leveraging Collaborative Expertise to Drive Educational Change Among Faculty at an Urban University**

Ashley Gartner

*University of Nebraska at Omaha*

**Matching strategies to support organizational culture change: Enhancing faculty research translation via continuation of the Promotion & Tenure – Innovation & Entrepreneurship (PTIE) project**

Purim Junkham, Jana Bouwma-Gearhart, Jesenia Rosales, Rachael Cody, Rich Carter

*Oregon State University*

**ASCN Working Group 5: Actions on Social Justice, Equity, Diversity and Inclusion**

Patricia Marsteller<sup>1,2</sup>, Melissa Haswell<sup>3</sup>, Sharon Homer Drummond<sup>4</sup>, Sarah Prescott<sup>2</sup>

<sup>1</sup>Emory. <sup>2</sup>BioQUEST. <sup>3</sup>Delta College. <sup>4</sup>NSF

**Empowering STEM Faculty: A Theory of Change Grounded in Self-Determination and Strengths-Based Reflection**

Andrew Puente<sup>1</sup>, Cory Wang<sup>1</sup>, Abigail Nkuah<sup>1</sup>, Gregory Rushton<sup>1</sup>, Sarah Bleiler-Baxter<sup>1</sup>, Alyssa Freeman<sup>2</sup>, Grant Gardner<sup>1</sup>, Aspen Malone<sup>1</sup>, Cassandra Mohr<sup>1</sup>

<sup>1</sup>Middle Tennessee State University. <sup>2</sup>asf3x@mtmail.mtsu.edu

**Redesigning STEM Culture. Advancing Institutional Transformation Through Faculty Professional Development for (JEDI-focused) Inclusive Teaching Excellence**

Karlita Warren<sup>1</sup>, Vanessa Preisler<sup>2</sup>, Christine Broussard<sup>2</sup>

<sup>1</sup>The Kizo Effect, LLC. <sup>2</sup>The University of La Verne

	Station Master Room	Plenary	Midway Suites 1/2	Midway Suites 3/4	Midway Suites 5	Midway Suites 6
7:30 - 8:00am	Silence in Community (morning meditation practice)	Breakfast				
8:00 - 8:45am						
8:45 - 9:00am	Transition					
9:00 - 9:45am		<b>Community-Gathering: Leveraging networks for sustained systemic change: what to do when the funding ends</b>  <b>Leveraging networks for sustained systemic change: what to do when the funding ends.</b> <i>Christine Broussard University of La Verne</i>	<b>Driving Evidence-Informed Educational Improvement through Collaborative Inquiry</b>  <b>Driving Evidence-Informed Educational Improvement through Collaborative Inquiry</b> <i><u>Andrea Follmer</u> Greenhoot, <u>Omar Safir</u>, Joshua Potter University of Kansas</i>	<b>Sustaining Joy (in life/in higher education)</b> Attendees are invited to engage in a creative foresight activity. Oh, and there are prizes too.	<b>Inclusive Excellence@OSU: Sharing the impacts of 5 years of faculty development</b>  <b>Inclusive Excellence@OSU: Sharing the impacts of 5 years of faculty development</b> <i>Holly Cho, <u>Victoria Sellers</u>, Martin Storksdieck, Devon Quick, Lori Kayes, Carmen Harjoe, Mary Beisiegel Oregon State University</i>	<b>Advancing STEM teaching nationwide through 500+ trained local learning community facilitators</b>  <b>Advancing STEM teaching nationwide through 500+ trained local learning community facilitators</b> <i><u>Bennett Goldberg</u><sup>1</sup>, Diane Coddington<sup>1</sup>, Sarah Hokanson<sup>2</sup>, Alex Yen<sup>3</sup> <sup>1</sup><i>Northwestern University.</i> <sup>2</sup><i>Boston University.</i> <sup>3</sup><i>Massachusetts Institute of Technology</i></i>
9:45 - 10:00am			Transition			
10:00 - 10:45am			<b>Strengthening Systemic Change Initiatives through Scaffolding Processes: Insights for Change Leadership Teams</b>	<b>Sustaining Joy (in life/in higher education)</b> Attendees are invited to engage in a creative foresight activity. Oh, and there are prizes too.	<b>Change can happen quickly: An engaging physical sciences faculty learning community</b>  <b>Change can happen quickly: An engaging</b>	<b>Empowering change: Exploring multiple perspectives on benefits and challenges of an instructional change initiative that engages faculty and</b>

			<p><b>Strengthening Systemic Change Initiatives through Scaffolding Processes: Insights for Change Leadership Teams</b></p> <p><u>Ann Austin</u><sup>1</sup>, <u>Sandra Laursen</u><sup>2</sup>, <u>Kris De Welde</u><sup>3</sup>, Diana Roque<sup>2</sup></p> <p><sup>1</sup>Michigan State University. <sup>2</sup>University of Colorado Boulder. <sup>3</sup>College of Charleston</p>		<p><b>physical sciences faculty learning community</b></p> <p>Shanna Shaked, <u>Rachel Kennison</u>, Albert Courey, K. Supriya, Harrison Parker</p> <p><i>UCLA</i></p>	<p><b>undergraduate students in improving STEM courses together</b></p> <p><b>Empowering change: Exploring multiple perspectives on benefits and challenges of an instructional change initiative that engages faculty and undergraduate students in improving STEM courses together</b></p> <p><u>Hannah Castro</u><sup>1</sup>, <u>Tyler Atkinson</u><sup>1</sup>, Alicia Montecinos<sup>1</sup>, Eleanor Close<sup>1</sup>, Madison Fitzgerald-Russell<sup>2</sup>, Kylie Hedge<sup>1</sup>, Alexis Kerr<sup>3</sup>, <u>Alice Olmstead</u><sup>1</sup></p> <p><sup>1</sup>Texas State University. <sup>2</sup>University of Iowa. <sup>3</sup>Sam Houston State University</p>
10:45 - 11:00am	Transition					
11:00 - 11:45am			<p><b>Building Lasting Momentum: Engaging Faculty in Evidence-Based Teaching Through MoSI, CoPs, and local Communities of Transformation.</b></p> <p><b>Building Lasting Momentum: Engaging Faculty in Evidence-Based Teaching Through MoSI, CoPs, and local Communities of Transformation.</b></p>	<p><b>A CIRTl Change Leadership Development Program for Early Career Educators to Advance Inclusive STEM Teaching and Learning: Lessons Learned from an NSF-Funded Pilot</b></p> <p><b>A CIRTl Change Leadership Development Program for Early Career Educators to Advance Inclusive STEM Teaching and Learning: Lessons</b></p>	<p><b>Resource Analysis &amp; Planning: Leveraging Strategic Financial Practices for Student Centered Transformation</b></p> <p><b>Resource Analysis &amp; Planning: Leveraging Strategic Financial Practices for Student Centered Transformation</b></p> <p>TERRI DAUTCHER<sup>1</sup>, <u>Michael Dennin</u><sup>2</sup></p> <p><sup>1</sup>NACUBO. <sup>2</sup>UC Irvine</p>	

			<p><u>Lundon Pinneo</u>, Mark Baillie, Michael Moore  <i>University of Arkansas at Little Rock</i></p>	<p><b>Learned from an NSF-Funded Pilot.</b>  <u>Rachel Kennison</u><sup>1,2</sup>, Kelly Clark<sup>3,4,2</sup>, <u>Lucas Hill</u><sup>5,2</sup>, L.J. McElvary<sup>6</sup>  <sup>1</sup><i>University of California, Los Angeles.</i> <sup>2</sup><i>Center for the Integration of Research Teaching and Learning.</i> <sup>3</sup><i>Johns Hopkins University.</i> <sup>4</sup><i>Krieger School of Arts and Sciences.</i> <sup>5</sup><i>University of Wisconsin.</i> <sup>6</sup><i>University of Nebraska-Lincoln</i></p>		
11:45am - 12:45pm	<b>Lunch and Sustaining Joy (in life/in higher education) (optional activity)</b>					
12:45 - 1:00pm						
1:00 - 1:15pm	<p><b>Plenary: Transforming Undergraduate STEM Education: Supporting Equitable and Effective Teaching</b></p> <p>Presenters            Dr. Kerry Brenner            Senior Program Officer            Board on Science Education            National Academies of Sciences, Engineering, and Medicine</p> <p>Dr. Michael Dennin            Professor of Physics &amp; Astronomy and            Vice Provost for Teaching and Learning            University of California, Irvine</p> <p>Bios are available here: <a href="https://docs.google.com/document/d/1YkxcwQZ3Bn_r0HDwiAl_oNwUS3RymfKAo-CiPXwwyLU/edit?tab=t.0">https://docs.google.com/document/d/1YkxcwQZ3Bn_r0HDwiAl_oNwUS3RymfKAo-CiPXwwyLU/edit?tab=t.0</a></p>					
1:15 - 1:20pm						
1:20 - 3:00pm	<p><b>Closing Keynote: Happiness 101</b></p> <p>Dr. Timothy Bono,            Lecturer in Psychological &amp; Brain Sciences, Washington University in St. Louis</p> <p>Dr. Tim Bono is a faculty member in the Department of Psychological &amp; Brain Sciences at Washington University in St. Louis where his teaching and research focus on positive psychology and college student development. His work has been featured in a number of national media outlets including NBC News, CNN, Fast Company, and the Associated Press. Over the last decade, thousands of students have taken his popular courses on the Psychology of Young Adulthood and</p>					



the Science of Happiness. He summarizes the research from those courses, along with how his students have put that information into practice in their own lives, in his book, Happiness 101: Simple Secrets to Smart Living & Well-Being.

**Happiness 101**

[Timothy Bono](#)

*Washington University in St. Louis*