

# Cohort-based PD for faculty can support positive departmental, institutional, and disciplinary change.

## Goals/Objectives

- Empower faculty participants with research about creating inclusive academic departments.
- Demonstrate the efficacy and achievability of positive cultural change in academic geoscience.
- Create a visible national network of projects working to create positive change in the culture of academic geoscience departments.

## Activities

7 two-week units of **virtual professional development** on topics of inclusion, belonging, and making and sustaining change.

- Asynchronous preparation: reading articles, watching videos, individual writing, working in teams
- Synchronous meetings: facilitated discussions, guest speakers, webinars

### Annual face-to-face workshop\*

- Action planning and community development

### Participant-led departmental workshops\*

- Share project materials with colleagues

**Small groups related to implementing** instructional and programmatic changes\*

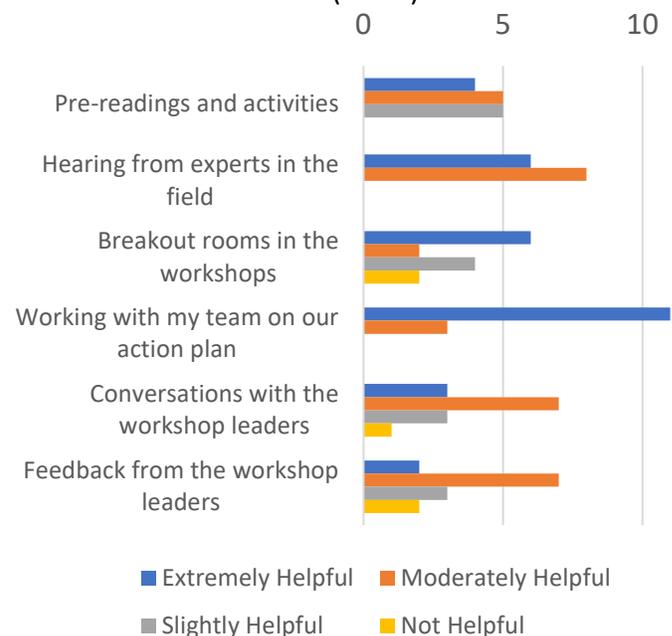
- Direct support from peers and leaders

\* Planned but not implemented prior to grant cancellation

## Results

- Cohort 1 of change agents was a third of the way through the first year of their work when the grant was cancelled

Feedback from Cohort 1 (N=14):



## Challenge Areas

- Scheduling synchronous events is complicated with ~30 individual calendars involved.
- Federal funding for this program was cancelled.

## Cultural Change in Geoscience (C-ChanGe):

### Transforming Departmental Culture through Faculty Agents of Change - DUE 2403844

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