

**Traveling Workshops Program
Annual Report
September 1, 2021—August 31, 2022**

Executive Summary

The Traveling Workshop Program (TWP) in the FY 2021-2022 remained slow to start the year, but by the end of the year showed promise of returning to a more normal pace after disruptions caused by the COVID-19 pandemic. The Traveling Workshop Program Management Team received and reviewed 6 applications for workshops, approving 5 of them. Three of the requests were for Building Strong Departments, one for Becoming Inclusive Geoscience Leaders (BIG-L), and one for Cross-Campus Sustainability Programs. Interest remained high for diversity, equity, and inclusion content in each workshop type requested. Six workshops—four in-person and two virtual—with a total participation of at least 97, were conducted during the year. All combined, the workshops received a weighted aggregate evaluation rating of 8.8 on a 10-point scale, consistent with previous years' ratings.

We anticipate continuing to offer programs the option of in-person or virtual formats. One workshop that was postponed because of the Covid-19 pandemic was finally held, but unfortunately several others indicated that they are unlikely to occur due to financial constraints or changed priorities. It is unlikely that any of the remaining postponed workshops will be held.

Materials continue to be updated and refined. David Blockstein led an effort to revise Building Strong Departments materials based on the Spring 2021 workshops held for TWP facilitators. Sue Ebanks and Joan Ramage led development of the Becoming Inclusive Geoscience Leaders workshop through NSF funding acquired by Reginald Archer and David Blockstein. Both efforts will continue this coming year. Professional development for facilitators included four NAGT webinars on diversity, equity, and inclusion, held through the NSF grant for the Early Career Workshop and open to all.

Overall, the program remains valuable, but efforts should be increased to advertise the offerings to programs. A return to in-person conferences should help, but targeting advertising to heads and chairs may be worth exploring.

Management Team Leads: Names and Emails

- Catherine Riihimaki (Chair) ('18-'22)
- Walt Robinson (Co-Chair)

- Reginald Archer ('21-'24)
- SERC web team member - Mitchell Awalt (ex officio)
- David Blockstein ('21-'24)
- Edith Davis ('21-'24)
- Diane Doser ('20-'23)
- Walt Robinson ('19-'22)
- Cindy Shellito ('20-'23)
- Rachel Teasdale ('19-'22)
- Gary Weissmann ('20-'23)

TWP Facilitators

The list of active TWP facilitators is: Reginald Archer, Kathryn Baldwin, Julie Bartley, Rachel Beane, Patrick Belmont, Pete Berquist, David Blockstein, Kate Darby, Edith Davis, Diane Doser, Sue Ebanks, Anne Egger, Kathy Ellins, Carolyn Eyles, Sarah Fortner, David Gosselin, Richard Gragg, Deborah Gross, Cynthia Hewitt, Michelle Kinzel, Kaatje Kraft, Ellen Metzger, Steven Mulkey, Cailin Orr, Rod Parnel, Ginny Peterson, Laura Rademacher, Joan Ramage, Gigi Richard, Catherine Riihimaki, Walt Robinson, Mary Savina, Cindy Shellito, Stefany Sit, Rachel Teasdale, Sean Tvelia, Joshua Villalobos, Karen Viskupic, Gary Weissmann, and Karl Wirth.

This year, we continued to use Google Forms for facilitators to indicate interest in facilitation. Finding volunteers to co-lead workshops has been straightforward, but ensuring engagement by all and equitable workload distribution across the group remain challenges for the program. One facilitator, Dallas Rhodes, formally removed their name from the list of active TWP facilitators. A few others have not participated in activities this year nor responded to the Google Forms surveys, even to indicate their uninterest in facilitating for now.

Meetings of TWP Management Team Members or Facilitators

- Management Team meetings: The TWP Management Team met three times in FY 2021-2022, all to review applications received during that quarter: October 19, 2021, January 6, 2022, and June 17, 2022.

Applications During FY 2021-2022

The Traveling Workshop Program Management Team received and reviewed 6 applications for workshops, approving 5 of them. One of the approved workshops was for the Becoming Inclusive Geoscience Leaders theme to be held at the University of Texas at Austin program in Fall 2022. Another was for a Building Strong Geoscience Departments workshop for San Francisco State University, one of the programs that applied prior to the Covid-19 pandemic but opted to wait for in-person workshops to return. Three additional programs requested workshops for Building Strong Geoscience Departments or for Cross-Campus Sustainability Programs, an indication that departments are returning to strategic planning needs post-pandemic. One workshop was not approved because it was not appropriate for the TWP program; the applicant is from an institution in Kathmandu, Nepal, and the management team felt that we could not meet their needs. The TWP still has a backlog of 6 workshops that were approved prior to the pandemic, but local hosts have indicated that for a variety of reasons they are unlikely to proceed with a workshop.

Workshops Conducted During FY 2021-2022

Six workshops were conducted during FY 2021-2022, despite the ongoing COVID-19 pandemic.

- Mississippi State University: September 31-October 1, 2021
- Central Washington University: November 18-19, 2021
- Illinois State University: February 3-4, 2022
- Georgia State University: February 10-11, 2022
- West Virginia University: May 16-17, 2022
- San Francisco State University: August 18-19, 2022

Four of the workshops were Building Stronger Geoscience and Environmental Science Departments and Programs, and the remaining two were Supporting the Success of All Students (UT-Austin and CSU-Chico). Two of these workshops were virtual, in part because of Covid concerns and in part to allow for greater flexibility in scheduling. The Illinois State workshop in particular had the unexpected issues of needing a new facilitator at a late date because of a family emergency and then a snowstorm, so the virtual format was an excellent fallback option.

Overall, workshops reached approximately 97 participants across research institutions (R1 and R2). No PUI institutions hosted workshops in 2021-2022. Demographic information by such traits as gender or race/ethnicity is not tracked by NAGT.

The End-of-Workshop (EOW) evaluations were overwhelmingly positive, with an overall rating of 8.8/10 from 58 participants. These are broken down as follows:

- Mississippi State University: 27 participants, 20 evaluations, rating 8.84/10
- Central Washington University: 19 participants, 11 evaluations, rating 8.73/10
- Illinois State University: 10 participants, 5 evaluations, rating 8.4/10
- Georgia State University: 20 participants, 12 evaluations, rating 9/10
- West Virginia University: 15 participants, 5 evaluations, rating 9.4/10
- San Francisco State University: 6 participants, 5 evaluations, rating 8/10

In-person workshop facilitators noted that the return to in-person workshops was valuable because of the energy in the room and the engagement of in-person activities like gallery walks. However, the virtual format remains an important tool because it allows for flexibility in scheduling. Illinois State had to pivot to a virtual format because of a snowstorm, one of a few logistical wrinkles that affected that workshop. They were able to add a gap of two weeks between the two workshop days, allowing for homework to be done in the interim. Even for some in-person workshops, facilitators met with administrators virtually, relieving some time pressure during in-person workshops.

Facilitators consistently noted that pre-workshop surveys and the SWOT analysis were valuable for revealing commonalities and differences in participants' views. Several workshops faced challenges of tension between faculty members that were only revealed in private or anonymously. Action planning was also valuable, especially for programs that are in transition. Diversity, equity, and inclusion were topics covered in all workshops, including the Building Stronger Departments/Programs workshops.

Almost all EOW evaluation respondents were able to articulate one or more things that were learned and that were valuable. Ongoing challenges include managing diverse expertise and interest of participants, and assessing the long-term impacts of each TWP.

Progress on Workshop Development

There are four needs facing the TWP that require development efforts moving forward.

- Finish revising materials based on NSF-funded workshops, including long-term tracking of impacts, incorporation of DEI content, and further training of facilitators in facilitation techniques
- Determine an appropriate fee structure for virtual workshops versus in-person workshops
- A sustainable model for membership on the management committee and in the pool of facilitators to allow for distributed leadership responsibility, to ensure that our facilitators remain engaged throughout their time in the TWP, and to offer professional development as facilitators to more NAGT members

- Better marketing for the program to ensure that there continue to be robust numbers of applications

Next year's contact for report

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