

Growth Mindset - Implicit Bias Classroom Intervention

High Impact Strategy	Provide faculty development around issues of implicit bias and support the implementation of specific classroom interventions that can be used to counteract implicit bias.	
Rationale	<p>Many students face significant challenges during their transition to college increasing their risk of dropping out.</p> <p>Lay theory interventions have been shown to improve student success for unrepresented populations. This project is designed to broaden number of courses in which these interventions occur and the types of interventions that are employed.</p>	
Desired Result	Research shows that a sense of belonging can be improved with specific interventions, which improves both performance and retention. Preliminary research on Parkside campus suggests that interventions to combat stereotype threat are effective, particularly for students of color, but in fact all students who participated benefitted from the intervention.	
Work Team	Jim Robinson, Natalia Taft and faculty volunteers	
Potential Costs	Outside Evaluation support	\$2500.00
	Presenter	\$1500.00
	Faculty Stipends	\$1000.00
	Spring Faculty Summit	\$1000.00
	TOTAL PROJECT COST	\$5000.00
	Institutional Financial Support	\$0.00
Deliverables & Timeline	Faculty and administrative workshops by Cyndi Kernahan	August 2017
	Organizational meeting for interested faculty	August 2017
	Implementation of the affirmation intervention in participating fall courses (Biology, Geology, Philosophy, Psychology and English)	Sept 2017
	Monthly follow-up meetings for participating faculty	Sept – Dec 2017
	Implementation of the affirmation intervention in participating spring courses	February 2018
	Analysis of the results for courses	February 2018
	Planning for spring summit	March 2018
	Spring faculty summit in collaboration with GTC: participating faculty reporting out on goals, process and results	May 2018
	Development of 2018-19 intervention plan	June 2018
Measures of Success	Data from the intervention instruments, Increased faculty awareness/participation in implicit bias-related development and implementation of interventions	
	NOTE: Talent Hub will cover all of the identified costs listed above.	