

innovate
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College of

EDUCATION

Inclusive Excellence

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Monthly Newsletter

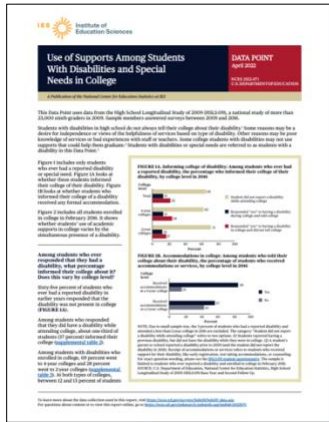
As we prepare for Thanksgiving later this month, there is much to be thankful for in the College of Education. From new colleagues to new opportunities for engagement, 2022 has been full energy in the diversity, equity, and inclusion space! If you have DEI research, resources, or opportunities you would like to have highlighted, please contact a member of the CoE Strategic Plan Implementation Team.

Spotlight on DEI Research



The College of Education has been very fortunate to welcome Dr. Brandi Hinnant-Crawford to its ranks this year as Associate Professor of Educational Leadership. A self-described motherscholar, critical pragmatist, liberation theologian, and aspiring scholar-activist, her research agenda has two broad, intimately connected strands: the first is equity, inclusion and access, which deals with the pedagogy, policies and practices within P-16 education. The other is organizational improvement that examines the effectiveness of continuous improvement methodologies and the role of different stakeholders in the realization of improvement. Together, these two strands explore how improvement can lead to greater equity, inclusion, and access for those in the margins. A leading voice in improvement scholarship, her recent book: ***Improvement Science in Education A Primer***, reconceptualizes improvement as a pursuit of justice. Hinnant-Crawford joined the Inclusive Excellence Implementation Team in her first semester on campus, a testament to her drive to practice the ideals underpinning her research. She asks scholars and scholar practitioners to consider equity not only as an outcome of improvement but to ensure equity in the process by continuously asking who is involved (who is defining the agenda, who is given decision making authority) *and* who is impacted (who benefits and who bears the burden of the work). Hear more about her less conventional approach to improvement on the [UnBoxed Podcast](#).

Teaching Resources



The Americans with Disabilities Act has provided increasing opportunities over the last 30 years for students with disabilities to enroll in and graduate from college. Students at institutions of higher education across the country have access to numerous programs and services once they inform their institution of their disability. Surprisingly, a 2022 report from that National Center for Education Statistics ([NCES, 2022](#)) suggests that only about one third of students inform their college or university of their disability, even though once they have done so, a majority of students gain access to supports such as tutoring, study groups, writing centers, and even extra time with professors. In response to these findings, the November issues of [Faculty Focus](#), included an article with strategies for accommodating students with disabilities in college classrooms. Considering both in-person and online courses, this

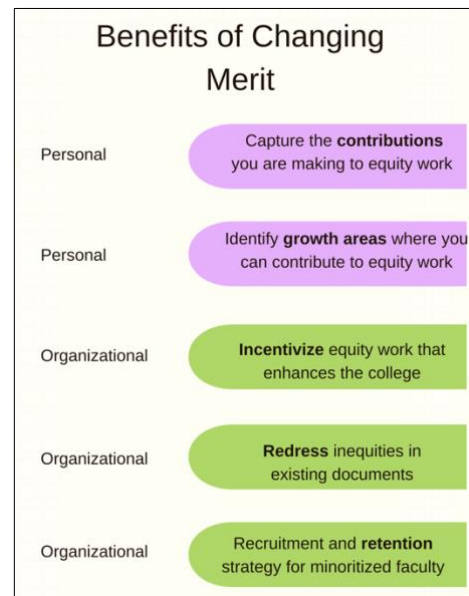
article suggests easily implemented strategies that can support students with documented disabilities, but if used as standard classroom practice, may introduce added support for students who may not have informed their institution of a need for accommodation.

Upcoming Engagement Opportunities

Native American Heritage Month: In honor of National Native American Heritage Month, the Watt Family Innovation Center will be holding an evening of [Indigenous Storytelling with Lowery Begay](#) on Wednesday, November 30 at 7:00 p.m. Begay is a member of the Navajo tribe and an internationally known Native American dancer, artist, and musician.

Merit Guideline Review: On December 2, the CoE faculty meeting will include an opportunity to interact with faculty members across departments on the topic of equity-minded merit pay policies. If you have questions about the timing and rationale for addressing merit pay procedures, please review the following in advance of the meeting:

- **Why Focus on Merit?:** This three-and-a-half-minute video addresses the rationale for the timing of this goal on the CoE Strategic Plan for Inclusive Excellence.
- **Reasons for Incorporating DEI into Merit:** This six-minute video further clarifies how merit pay can be a lever in moving institutional culture towards greater equity-mindedness and brings both personal and organizational benefits.



If equity-minded merit pay policies are important to you, please join your departmental ad hoc committee and lead your department's revision efforts. We all have an important part to play!