

Dear Colleagues,

The Center for Teaching and Learning announces a final round of Mellon Inclusive Teaching and Advising Grants. These grants support groups of faculty collaborators who wish to undertake a yearlong examination of pedagogical practices that foster equity in the learning environment. **A one-page application is due December 15th, 2020.**

Specifically, these grants are intended to help faculty identify impediments to student learning and implement strategies that will improve learning outcomes. **In this final round, applicants especially are encouraged to support the college's efforts to end systemic racism.** Potential areas of investigation include lessening bias (racial, class, gender and heteronormative) in the classroom and in course content, developing antiracist teaching, addressing systemic inequities in the classroom or on campus, fostering diversity in faculty hiring, maintaining best practices for advising, applying universal design, and responding to the characteristics of a changing student body. Faculty from a particular division, or faculty who teach introductory level classes—such as first-year seminars—could address impediments to student learning that arise from the structure and content of their courses. Another group might be interested in conducting interviews, surveys, and focus group studies of students in order to learn how to challenge racism in the classroom. Departments or programs that aim to diversify their hiring could self-study and develop a set of strategies for attracting a diverse group of candidates.

Collaboration groups must be composed of **two to four continuing faculty**. These faculty groups can represent one or more departments and programs. Each team member will receive a stipend of \$1,500, paid out in two phases. Participants receive \$500 upon completion of Phase I: Discovery and Plan (March 12, 2021). Participants receive the remaining \$1000 upon completion of both Phase II: Implementation of Action Plan (August 27, 2021) and Phase III: Sharing and Reflection (December 3, 2021).

**Phase I:** Discovery and Plan (between late fall 2020 and spring 2021). Groups submit for approval a one-page description of the project **by December 15, 2020**. Between December 2020 and March 12, 2021, groups will research and develop an Action Plan for implementation in the fall 2021 semester. The Action Plan should identify the problem being addressed and explain the specific strategies groups will employ. The goal of this first phase is to allow time for research and thoughtful planning.

**Phase II:** Implementation and Action Plan (due August 27, 2021). Groups will implement their plan over the course of the spring semester and summer 2021. They will meet at least twice, once during the spring semester, and once during the summer.

**Phase III:** Sharing and Reflection (due fall semester 2021). Groups will evaluate the effectiveness of the Action Plan in order to determine what changes may be necessary to make the plan more effective. In consultation with CTL, groups will decide how to share information about their project, both at Trinity and more broadly. Reports are due December 3, 2021.

Sincerely,  
Sean Cocco and Dina Anselmi

## Detailed Timeline

<p><b>PHASE I</b></p> <p><b>By December 15, 2020</b></p> <p><b>By March 12, 2021</b></p>	<p>Submission of one-page description of the project.</p> <p>Each team develops a 4-page plan, an annotated literature review, and any draft teaching materials created over the summer.</p> <p>The Action Plan should include:</p> <ol style="list-style-type: none"> <li>1. A description of the issue(s) addressed by the plan.</li> <li>2. A description of the actions the group will take.</li> <li>3. An explanation of how you will measure the effectiveness of the plan.</li> <li>4. A timeline.</li> </ol> <p>Appended to the plan:</p> <ol style="list-style-type: none"> <li>1. A brief annotated literature review.</li> <li>2. Any teaching materials your group created over the summer.</li> </ol> <p><i>It is important to understand that if your project requires assistance from Institutional Research, you must begin to work with IR as soon as possible in order to determine the feasibility of your requests.</i></p>
<p><b>PHASE II</b></p> <p><b>Spring Semester 2021 and Summer</b></p> <p><b>Due August 27, 2021</b></p>	<p>While the expectation is that groups will be meeting throughout the spring semester, as well as the summer. Two formal group meetings with a brief written report are required. One of these formal meetings should occur during the spring and one during the summer. As this implementation phase draws toward completion, groups should begin to plan ahead with respect to assessing and sharing their work.</p>
<p><b>PHASE III</b></p> <p><b>Fall 2021</b></p> <p><b>Due December 3, 2021</b></p>	<p>Groups should evaluate the effectiveness of their work and consider what changes are necessary. In consultation with the CTL co-directors, the group will determine the best way to share a final report. Sharing can occur locally at a department meeting or another relevant faculty venue. In can also occur more broadly online, in the form of a conference presentation, or in a publication.</p> <p>Final report.</p>