Reaching New Heights:
Faculty Impact on Underrepresented Student Achievement

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Intercultural Competence

- Awareness: Self Analysis
- Understanding: Different World Views
- Skills: Building Bridges

Awareness of Self

Scripts
Privilege

You don’t have to check your identity when you enter a space

Understanding
of other perspectives

Borderland Identities

Place
Belonging
Authenticity
Voice
Self Authorship
Skills to build bridges

ARC Theory

A student’s capacity to succeed in higher education is strongly influenced by her ability to make sense of her PLACE, PURPOSE, and RELATIONSHIPS within the institution.

A student’s capacity to succeed in the classroom is influenced by his ability to make connections with the classroom ENVIRONMENT, CONTENT, and PEOPLE.
Connection

An Inclusive Professor:
- Creates conditions for connectivity early and often
- Creates peer-mentoring opportunities (learning communities, group reflection, peer accountability)
- Seeks out formal and informal mentoring moments
- Engages students in multiple campus touch points
- Provides timely and thorough feedback on assignments
- Invites potential role models and mentors into classroom
- Merges classroom navigation with institutional navigation
- Is clear about communication channels and availabilities

Authenticity

An Inclusive Professor:
- Learns the names of the students (pronunciation)
- Values difference as enhancing rigor
- Validates student identities and does not force them to subtract cultural narrative
- Recognizes strengths (strengths assessment)
- Shares control of the educational experience with students (discussion ground rules, teaching opportunities)

Relevance

An Inclusive Professor:
- Communicates and demonstrates the value of the course content in career, higher education experience, and/or life
- Shows genuine passion for course content (nerd zone)
- Engages students in real-life challenges/scenarios including community-based service learning
- Creates opportunities for students to take ownership of their learning (conditions for voice and authorship)
- Creates capstones that lead to meaningful deliverables
- Focuses on early, short assignments that allow students to gain confidence about their abilities while simultaneously lowering the likelihood that they check out.

Borderland Identities

Place
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Mahalo

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