

DEI-AB Professional Development Plan for Music, Theatre, and Dance 2024–2025 Academic Year

1. DEI-AB Goal(s)/Outcome(s)

Goal: The Department of Music, Theatre, and Dance would like to increase faculty and staff engagement with DEI-AB professional development opportunities offered by Grand Valley State University. In the short term, we will focus our efforts on increasing engagement among tenure track faculty. In the long term, we will expand our efforts to include affiliate faculty, adjunct faculty, and staff.

Outcome: In the short term, we hope the outcome of increased faculty participation in DEI-AB professional development opportunities will expand current Music, Theatre, and Dance tenure track faculty inclusive practices in the performing arts. Longer term goals include expanding inclusive practices among all faculty and staff in the department.

2. Objectives

In 2024-2025, tenure track faculty will participate in DEI-AB training. After engaging with DEI-AB training, faculty will be able to:

1. Evaluate current instruction and performance approaches for inclusive practices.
2. Identify areas of instruction and performance that could benefit from more intentional implementation of inclusive practices.
3. Summarize the ways in which their increased understanding can be applied to their instructional situations.
4. Modify approaches to instruction and performance to create more inclusive opportunities for student engagement.

3. Strategies

1. Tenure track faculty will vote to select which DEI-AB related professional development videos, lectures, webinars, or self-paced courses to review and complete. Voting will allow faculty to have some choice in directing their professional development. The shared selection of a common professional development activity will allow for more depth of discussion among faculty on the chosen topic.
2. Tenure track faculty will discuss ways to implement inclusive teaching practices in their own classroom and rehearsal settings.

4. Professional Development Activities

1. In Fall semester, tenure track faculty will vote to select one or more DEI-AB professional development activities to be completed by all tenure track faculty. For example, faculty might choose from the list of webinars available through the National Center for Faculty Development and Diversity or from the 20-Minute Mentor Commons Inclusive Excellence Online Workshops
2. Tenure track faculty will discuss reviewed instructional videos in small groups.
3. In Winter semester, tenure track faculty will meet to provide examples of increased DEI-AB activities in classes because of those discussions.

5. Metrics

1. Percentage of tenure track faculty participating in small group discussion meetings.
2. Numbers of faculty reported examples of increased DEI-AB activities.

6. Timeline

August/September 2024: Tenure track faculty vote to select a common DEI-AB professional development activity to complete.

October – November 2024: Faculty meet in small groups to discuss the shared professional development as well as ways to implement inclusive practices within their own instruction.

December 2024: Small groups report participation numbers to Assessment Coordinator.

March/April 2025: Faculty will report any inclusive practices they have implemented.

April 2025: Assessment Coordinator will record number of faculty reported examples of DEI-AB activities.