

Cultivating Servingness through Culturally Responsive Faculty Development



THE UNIVERSITY
OF ARIZONA

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La Guitarrista by Tucson artist Ignacio Garcia

Our Focus

- Faculty Capacity Building
- Strategic Visioning
- Storytelling
- Culturally Responsive Lens
- Faculty Development Examples
- Structural Considerations
- Faculty Development Opportunities



The overall goal of Strategic Initiative 3.1B: Institutionalize Commitment to Hispanic Advancement, is to build institutional capacity for excellence and HSI servingness in the areas of: faculty recruitment, hiring, retention and promotion; research; teaching, and service.

Example:
**Institutionalize Commitment to
Hispanic Advancement**



Example: Institutionalize Commitment to Hispanic Advancement

- Objective 1: Facilitate the clustering of faculty teams who will work together on HSI research and teaching initiatives.
- Objective 2: Facilitate a strategic vision for HSI-related grant development efforts in partnership with key stakeholders.
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- Objective 3: Lead efforts to advance research initiatives that strengthen understanding of HSIs and inform the development of transformative practice.
- Objective 4: Create the conditions needed to support successful recruitment, retention, and promotion of faculty from diverse backgrounds.

How can we reimagine “clustering” of faculty?

What resources already exist?

Who is currently engaged in the work?

Where are our “gems?”

What frameworks help us center the work?



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A Culturally Responsive Lens



Culturally Relevant

- Validation; integrating prior knowledge of students into curriculum

(Ladson-Billings, 1995; Lee, 2017; Moll, Amanti, Neff, & Gonzalez, 1992)



Culturally Responsive

- Incorporates attributes of & knowledge from students' cultural backgrounds into content to improve their academic achievement.
- Sociopolitical & Critical Consciousness

(Gay, 2002; Howard, 2012; Ladson-Billings, 1995)



Culturally Sustaining

- Focus on sustaining linguistic, literate, & cultural pluralism, sustain culturally inherited ways of navigating the world to move towards social transformation and liberation.

(Alim & Paris, 2017; Lee, 2017; Paris & Alim, 2014)



Clustering through Scholarship of Servingness

Centering Servingness Webinar Series



ALLOCATE MORE RESOURCES
AND POWER TO THOSE PEOPLE
AND PROGRAMS CARRYING
OUT THE WORK.

over 700

Registrants from the UA and across
the country each year

7

Part Series

10 - 12

Faculty & Staff
Featured

Sponsored originally by Faculty Affairs and HSI Initiatives, this year-long webinar series features the scholarship of UArizona faculty and staff, who engage in servingness efforts that honors cultures and lived experiences of Latina/o/x, Black, Indigenous, and underrepresented students, and communities.



CENTERING SERIVINGNESS

WEBINAR SERIES

Creative Pathways to Servingness through the Arts

February 16, 2023 1:00PM



Amelia (Amy) Kraehe, Ph.D.
Associate Vice President,
Equity in the Arts
Associate Professor, Art

Arizona Arts serves as a gateway to the visual and performing arts assets, experiences, and educational programs on the University of Arizona campus. Presenters from Arizona Arts share three new student programs -- the JustArts Fellowship for Student Leaders in the Arts, Student Artist Live Opportunity Night, and Rehearsals in Anti-racism.

By centering student creativity and agency, these unique programs expand access to meaningful arts experiences while also contributing to a university environment in which students from diverse backgrounds may flourish.



Tioni Collins, M.F.A.
Student Diversity
Programs Specialist
College of Fine Arts



Gloria J. Wilson, Ph.D.
Associate Professor, School
of Art
Co-Director, Racial Justice
Studio



K. Lynn Robinson, M.A.
Arts Equity Program
Coordinator
Arizona Arts

RSVP Link:
<https://bit.ly/centeringservingness>

FOR MORE INFORMATION CONTACT: JKiyama@ARIZONA.EDU



CENTERING SERIVINGNESS

WEBINAR SERIES

Culturally Responsive Mentoring via Low-Cost Approaches in Neuroscience to Increase Retention

SEPTEMBER 15, 2022 1:00PM



Ulises M. Ricoy, Ph.D.
Associate Research Scientist & Faculty Director, NSCS
Dept of Neuroscience

Dr. Ulises Ricoy's teaching, research, outreach, and leadership practices at the University of Arizona are focused on serving underrepresented (URM) students through culturally enhancing, equitable approaches that offer transformative experiences leading to both academic (e.g., course completion, graduation, post-graduation jobs) and non-academic (e.g., science identity, aspirations, leadership) outcomes. The vehicle Dr. Ricoy has used to reach URM populations utilizes low-cost research/education approaches in neurophysiology/neuroethology.

RSVP Link
<https://bit.ly/centeringservingness>

FOR MORE INFORMATION CONTACT: JKiyama@ARIZONA.EDU

Centering Servingness Webinar Series

IMPROVING STEM EDUCATION AT HSIS THROUGH EDUCATIONAL RESEARCH AND ASSESSMENT



January 16, 2025 at 1:00pm



Heather Haeger, PhD
Research Director,
STEM Learning
Center



Sy Simms, PhD
REEDS
Postdoctoral
Research Fellow



**Hannah Hyun
White, PhD**
REEDS
Postdoctoral
Research Fellow



**Judy Marquez
Kiyama, PhD**
Professor,
Center for the Study of
Higher Education

Despite efforts to make STEM education more accessible and inclusive to students of color, first-generation college students, transfer students, students with disabilities, and students from other marginalized communities, inequities in which students stay in STEM and the quality of their experiences in STEM education persist. Without deliberate and critical reflection, the ways we measure and assess STEM education can aid in the reproduction of this status quo. This session will explore how changing the ways we assess STEM education can create more humanizing and culturally-responsive experiences for students. We will provide examples of how we conceptualize servingness in the research process through the NSF funded Research on Educational Equity and Diversity in STEM (REEDS) postdoctoral research program.

RSVP: bit.ly/centeringservingness25

Centering Servingness Webinar Series

HISPANIC SERVING INSTITUTIONS AND STEM WORKFORCE DEVELOPMENT



NOVEMBER 21, 2024 at 1:00pm



Dr. Rey Rivera
President,
Estrella Mountain
Community College



Dr. Paula Livingston
Interim Vice President,
Academic Affairs,
Estrella Mountain
Community College

Join us for a panel with Estrella Mountain Community College which has been involved in developing and supporting programs aligned to industry STEM workforce needs. This will be a candid conversation where panelists will share lessons learned in working with industry, how to develop partnerships and some of the successes/challenges associated with sustaining these programs.

RSVP: bit.ly/centeringservingness25

How can we reimagine “clustering” of faculty?

What are the needs of faculty?

What resources exist?

Who are our collaborators?

What structures are necessary to advance the work?



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Example: Institutionalize Commitment to Hispanic Advancement

COLLABORATORS:

HSI Initiatives

Faculty Affairs

Research, Innovation, & Impact

Office of Strategic Initiatives

Native American Initiatives

Native American Advancement & Tribal Engagement

Center for University Education Scholarship

University Center for Assessment, Teaching and Technology

Human Resources / EDGE

Arizona HSIs

Departments & Colleges

UA Libraries

Faculty Recruitment / Hiring Efforts

Search Committee Guidelines

Faculty Search Committee Training

Strategic Priorities Faculty Initiative (SPFI)

Grant Development Support

HSI Grant Tracking

Grant Development Institute

HSI Seed Grants

Centering Servingness Webinar Series

Steps in the Scholar Journey Program

Culturally Responsive Curriculum Development Institute

AZ HSI Consortium & Summit



Example: Institutionalize Commitment to Hispanic Advancement

Structures

- Buy-In
 - Faculty, Deans, Dept Heads
- Space / Location
- Human Resources
- Time
- Data
- Funding
 - Stipends
- Grants
- Learning Management Systems

Faculty Recruitment / Hiring Efforts

Search Committee Guidelines

Faculty Search Committee Training

Strategic Priorities Faculty Initiative (SPFI)

Grant Development Support

HSI Grant Tracking

Grant Development Institute

HSI Seed Grants

Centering Servingness Webinar Series

Steps in the Scholar Journey Program

Culturally Responsive Curriculum Development Institute

AZ HSI Consortium & Summit



Clustering through Support of Research

HSI Seed Grants Overview

- ❑ Program Goal: established in 2021, to support scholarly research and creative work among faculty which enriches the UArizona's designation as an HIS, advances scholarship that directly impacts BIPOC QT (Black, Indigenous, and People of Color, Queer, and Trans) populations, and fulfills UArizona's Purpose and Values.
- ❑ Applications from single investigators for up to \$15,000.
- ❑ Multidisciplinary applications from two or more eligible investigators representing different departments and disciplines may request up to \$25,000.
- ❑ Open to all faculty, early career scholars prioritized.
- ❑ Proposals are reviewed on their commitment to advance scholarly research and creative work impacting BIPOC QT populations, and merit.

HSI Seed Grants

Examples of funded projects

- Pascua Yaqui Breast Cancer Patients, Survivors and Caregivers: Experiences of the Cancer Treatment Process
- Food Insecurity Among College Students: Understanding Hunger at the University of Arizona
- HSI-PAH Artist-in-Residence Program: Arts Praxis, Servingness & the Public Humanities
- Creative Resistance among Undergraduates at Two Hispanic Serving Institutions: Arts Integrated Youth Participatory Action Research
- Salud Sin Fronteras
- The Future of Food and Social Justice: A Multimedia Storytelling Project

Over \$620,000 funded

Funded by Research, Innovation, & Impact (RII), HSI Initiatives & HEERF

6 – 7

Projects awarded each
year

<https://hsi.arizona.edu/hsi-faculty-seed-grants>



Shefali Milczarek-Desai
Assistant Clinical Professor of Law
Director, Workers' Rights Clinic
James E. Rogers College of Law



Tara Sklar
Professor of Health Law
Director, Health Law & Policy Program
James E. Rogers College of Law

HSI Faculty Seed Grant Recipient

Racial Justice in Long-Term Care: Amplifying the Voices of Immigrant Workers

This research project utilizes qualitative methods to elicit the narratives of im/migrant, Latinx, and/or BIPOC women working as long-term care aides. The collection of first-hand information will fill a crucial gap in information about the operation of employment, labor, and workplace safety laws by identifying shortcomings in these existing laws in long-term care settings.

Learn More:
<https://bit.ly/2XBebU7>



Aminata Kilungo
Assistant Professor of Practice,
Community, Environment & Policy,
Mel & Enid Zuckerman College of
Public Health



Mónica Ramírez-Andreotta
Associate Professor, Environmental
Science, College of Agriculture & Life
Sciences

HSI Faculty Seed Grant Recipient

Prevalence of H. pylori, Arsenic and Associated Health Outcomes in the Arizona-Mexico Border

This research project aims to improve understanding of potential exposures to Helicobacter pylori (H. pylori), a carcinogenic microorganism associated with gastric cancer, and arsenic, associated with diabetes and obesity, to reduce health disparities in the Arizona-Mexico border communities. The objectives are to; 1) identify potential environmental sources of H. pylori and arsenic in surface and private well water sources; 2) improve understanding of the prevalence of these environmental sources and prevalence of distal gastric cancer, diabetes and obesity in Arizona; and 3) inform public health interventions and share all information collected with participating families to increase environmental health literacy.

Learn More:

<https://bit.ly/2XBebU7>

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AZ HSI G.A.T.E. FUNDING OPPORTUNITIES

APPLICATIONS NOW OPEN

The AZ HSI Grants for Advancing Talent & Equity at HSIs (GATE) funding opportunities will support individuals and teams from single AZ HSIs in leading efforts that align with the aims of the AZ HSI Consortium and provide a direct response to either of the two funding tracks. A desired outcome of funded projects includes a subsequent readiness to pursue competitive proposals to the NSF and other federal agencies and foundations.

ELIGIBILITY:

- ✓ The AZ HSI GATE funding opportunities are open to faculty and staff at Arizona HSIs (including tenure-eligible/tenured, continuing-eligible / continuing status, and/or career track faculty across all disciplines and ranks).

- **Track 1: AZ HSI Consortium Challenge Grants**
 - **Purpose:** Awards will support projects at Arizona HSIs that identify barriers to and within higher education for Latinx learners, engage in institutional problem solving, implement solutions that support Latinx learner success, and document how change at Arizona HSIs was implemented.
- **Track 2: AZ HSI STEM Hub Grants**
 - **Purpose:** Awards will support projects at Arizona HSIs that stimulate and support equity-focused change and research that enriches our understanding of effective and culturally responsive practices for broadening participation in STEM at HSIs.

<https://hsi.arizona.edu/az-hsi-gate-funding-opportunities>

NSF AWARD # 2311013



HeliOS
Education Foundation

DUE NOVEMBER 01, 2024



Clustering around Teaching & Curriculum

Cultural Responsiveness and our HSI Designation

HSIs have a unique opportunity to integrate “servingness” into curriculum and pedagogy.

- Hispanic and Latinx-enhancing organizations enact a “social justice curriculum and culturally relevant programs, services, and practices” (Garcia, 2019, p. 116).
- Providing curricula grounded in justice and equity are an integral step at reframing practices at HSIs (Garcia, 2019).

Culturally Responsive Curriculum Development Institute

136

Faculty
Participated

56,100

Students
Served

140

Courses
Redesigned

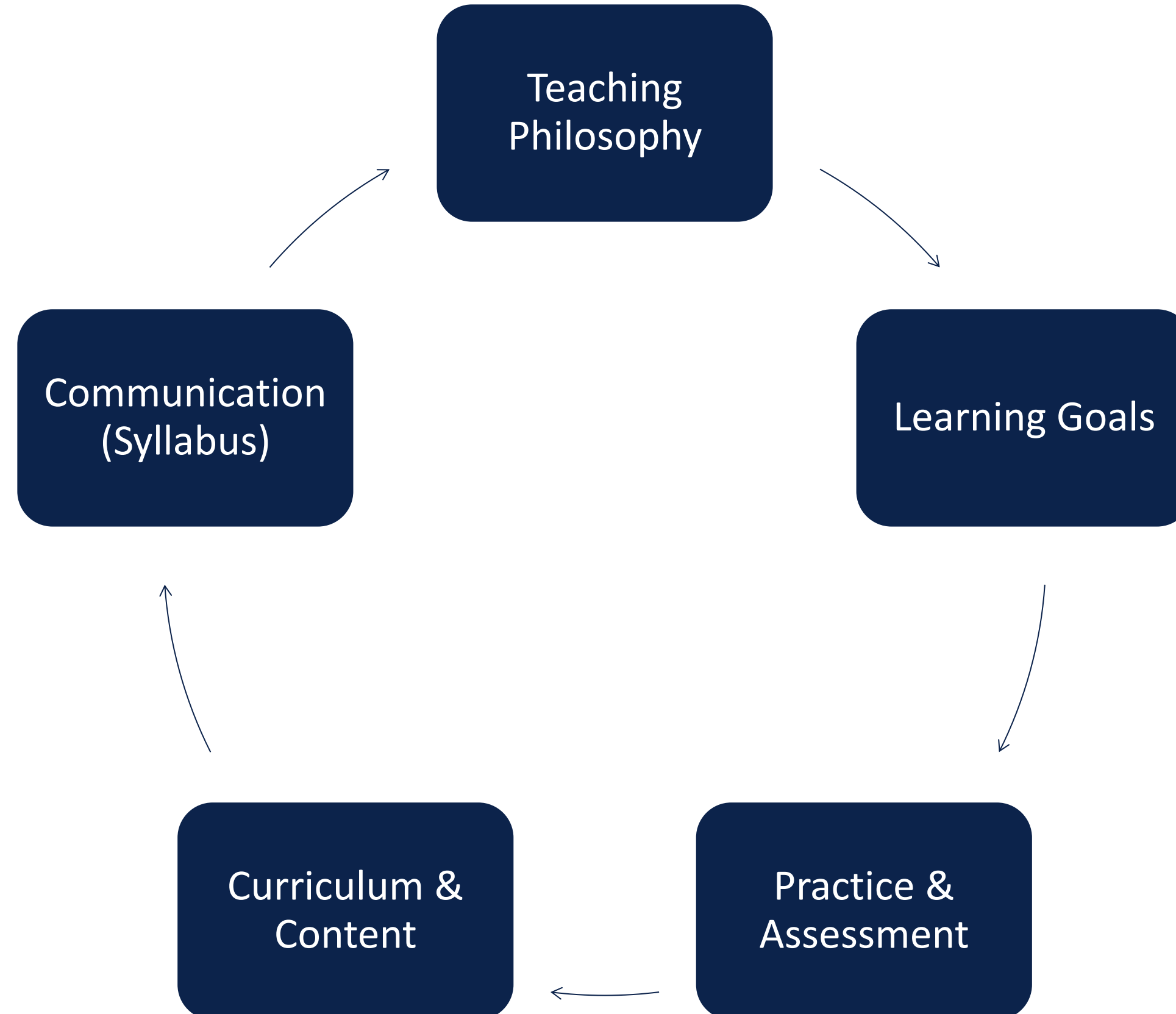


The CRCDI is a week-long, summer immersion focused on coaching faculty and instructors towards implementation of culturally responsive practices and pedagogy into existing courses of all modalities, including distance and online learning environments.

The CRCDI is partially supported through UArizona's Project CREAR. Project CREAR is 94.1% funded through the U.S. Department of Education Hispanic Serving Institutions STEM and Articulation Program, Title III, Part F, for the amount of \$4,989,496.00 across a five-year award period and 5.9% funded through the University of Arizona for the amount of \$313,302 across a five-year period.

The CRCDI is partially supported through UArizona's Project LISTO (NSF award #2311013).

Where will we focus our attention?



Culturally Responsive Curriculum Development Institute

May 19 – 23, 2025
University of Arizona

<https://bit.ly/crcdi25>



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Strategic Visioning

- ❑ Mission and Designation Alignment
- ❑ Financial commitment and budget modeling
- ❑ Data!!!
- ❑ Faculty evaluation processes
- ❑ Faculty and staff parity
- ❑ Recruitment & retention
- ❑ Curriculum Development
- ❑ Assess and document your progress



T H A N K Y O U



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Dept of Educational Policy Studies & Practice; Univer...



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