

# Postdoctoral Professional Development: Creating and Teaching a TA Training Workshop on Inclusive Teaching

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# What Is It?

*A Workshop for graduate student TAs developed and taught by postdoctoral scholars.*

Goal is to prepare future faculty (current graduate TAs) to teach effectively by establishing a positive and inclusive classroom climate.

- Postdocs work in groups of 3-4 to facilitate the workshop using case studies and other active learning methods.
- The workshop is offered every academic quarter.
- Postdocs train other postdocs to become facilitators in subsequent quarter.

# How Did the Program Emerge?

1. Concern about loss of talented students from STEM disciplines (lack of diversity in STEM disciplines) → need to change how we are teaching → change the training of future faculty, i.e., today's TAs.
1. Postdocs are in a unique position to contribute to the development and facilitation of TAs.
2. Many postdocs wish to pursue career in academe, but formal training in teaching and working with TAs do not exist.
1. Most college and universities and private sector employers expect that job applicants have an awareness of diversity and can express contributions to diversity.

# What Is It – Really – What Needs Does It Address?

- 1. *Training Program for graduate TAs***
- 2. *Professional Development Program for Postdocs:***

By developing and teaching a workshop to improve teaching skills of TAs, post docs :

- develop understanding of diversity and equity at the university
- hone ability to cohesively express contributions to diversity at job interviews
- learn how to develop a course that uses active learning techniques
- improve teaching and mentoring skills
- think about and practice how to teach effectively
- learn how to prepare graduate students to become effective TAs

By training the next generation of trainers, postdocs:

- hone team working and leadership skills

# How Was It Put Together

- Associate Dean, faculty responsible for TA Training and postdocs met to develop framework and learning objectives.
- CIRTl ([cirtl.net](http://cirtl.net)): provided course on diversity and other resources.
- Postdocs developed and taught workshop.
- Formative and summative evaluation used to fine-tune workshop.

# How Do We Know That The Program Is Effective?

## *Three Explicit Goals*

1. Creating a meaningful professional development program for postdocs

*Metrics:*

- job interview success
- Continuing engagement of postdocs in divisional educational efforts
- Postdocs seeking additional professional development opportunities

2. Preparing TAs to teach in an inclusive manner

*Metrics:*

- Pre- and post-workshop questionnaires; eval survey at end of quarter
- direct observation in classroom by TA trainer

3. Ensuring sustainability of the program