Designing a University Ready for African American and Latinx Learners

Social Mobility Symposium
June 9, 2021

Overview of Session

Welcome

Overview of Innovate Monarchs Lumina

Show & Tell: Hearing From Our Designers

Open Dialogue

INNOVATE MONARCHS

Administrators:

Jenn Grimm

Lisa Mayes

Brian Payne

Karen Sanzo

Participants:

Karly Grieves

Yanice Melendez-Rivera

Jose Ramos

Marquita Snow

Passion Studivant

Goals

- Create a vision and plan for becoming a "student-ready" university for learners of color.
- Increase our social mobility ranking by five spots in the next five years.
- Develop a national model for using design thinking practices by students and faculty and have those practices identified as a high impact practice.
- Build a collaborative network of ODU students and faculty committed to using innovative strategies designed to solve local and statewide problems learners of color face.

Workplan

- Monthly meetings of the leadership council using design thinking lens
- Becoming a Student-Ready College: A New Culture of Leadership for Student Success
- Using INNOVATE Monarchs program and electronic portfolios
- Finalizing strategies to make ODU "student-ready" for African American and LatinX learners
- Using what we have learned to create a cultural awareness training program for faculty and staff
- Hosting a social mobility conference
- Creating a plan for improving learning for learners of color

Outcomes

- A plan for improving learning for learners of color

- Training video teaching students of color how to develop an electronic portfolio

- A vision statement for improving learning for learners of color, endorsed by president's cabinet

- The identification of ten barriers to success for African American and Latinx students.

- Up to five policy changes designed to reduce barriers for African American and Latinx students

- Two new programs/initiatives for learner of color

- A cultural awareness training program

- Implementation of up to five policies to improve success for learners of color

- Ten case studies showing how design thinking was used to address problems African American and Latinx students face

- 25 electronic portfolios highlighting the work of the students as it relates to this project

- 95% of the students participating in the design thinking will be retained to the following semester

- Hosting a National Social Mobility Symposium focused on African American and Latinx learners.

Innovate Monarchs Lumina Faculty (22) & Students (30)

- Identifying barriers to success for African American and Latinx students.
- Possible programs, initiatives, and ideas; possible policy changes
- Ten case studies showing how design thinking was used to address problems African American and Latinx students face
- 25 electronic portfolios highlighting the work of the students as it relates to this project - *Students*
- Presenting at Social Mobility Symposium focused on African American and Latinx learners.

How Might We Design a University Ready for African American and Latinx Learners?

This program from the Center for High Impact Practices empowers selected Designers to identify a challenge or issue facing ODU Monarchs and develop innovative solutions to address the root causes to that challenge.


Using the design thinking approach to problem-solving, Designers participate in field work (such as observing or asking questions of ODU students/faculty/staff), dig into key topics, test ideas, challenge assumptions, and lend a student perspective to the issue identified. Finally, Designers present their work at a final showcase to ODU stakeholders at the end of the project timeline.
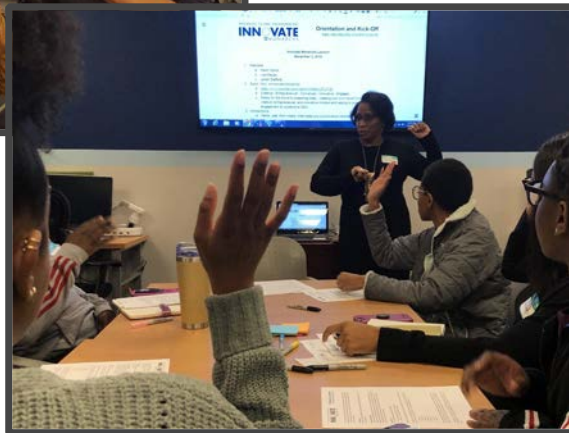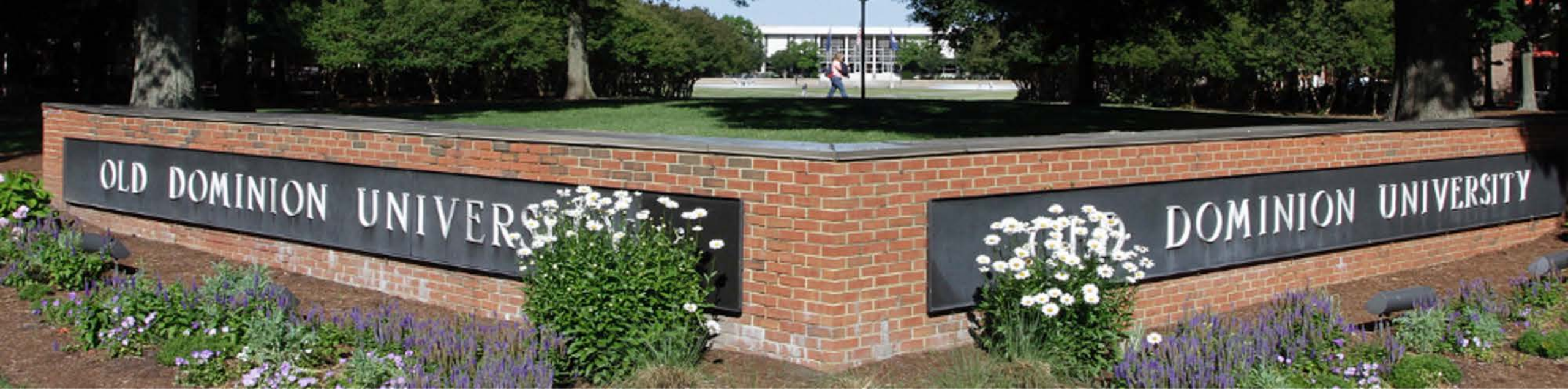
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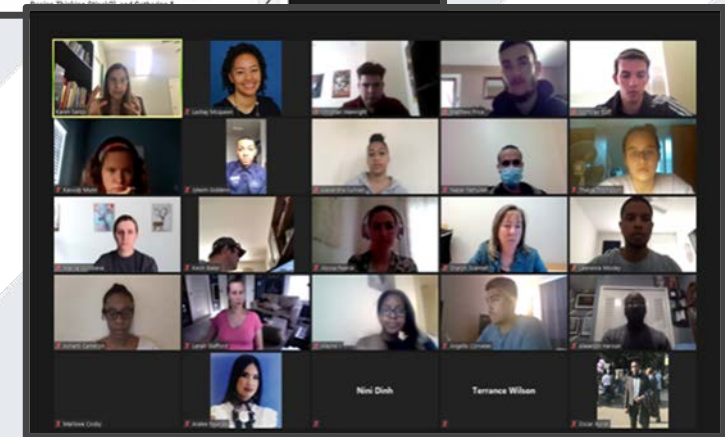
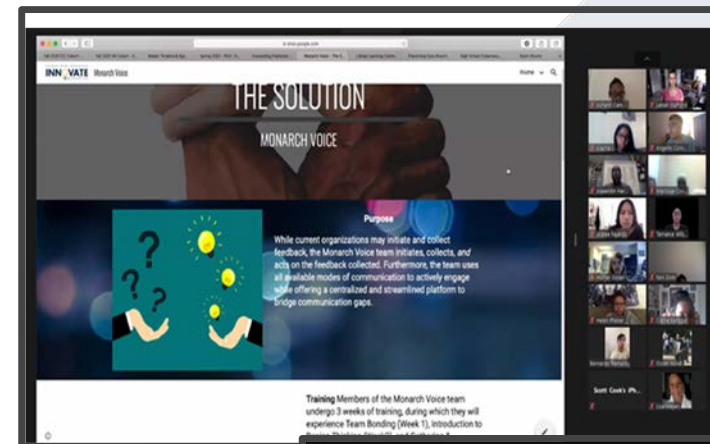# Human-Centered Design
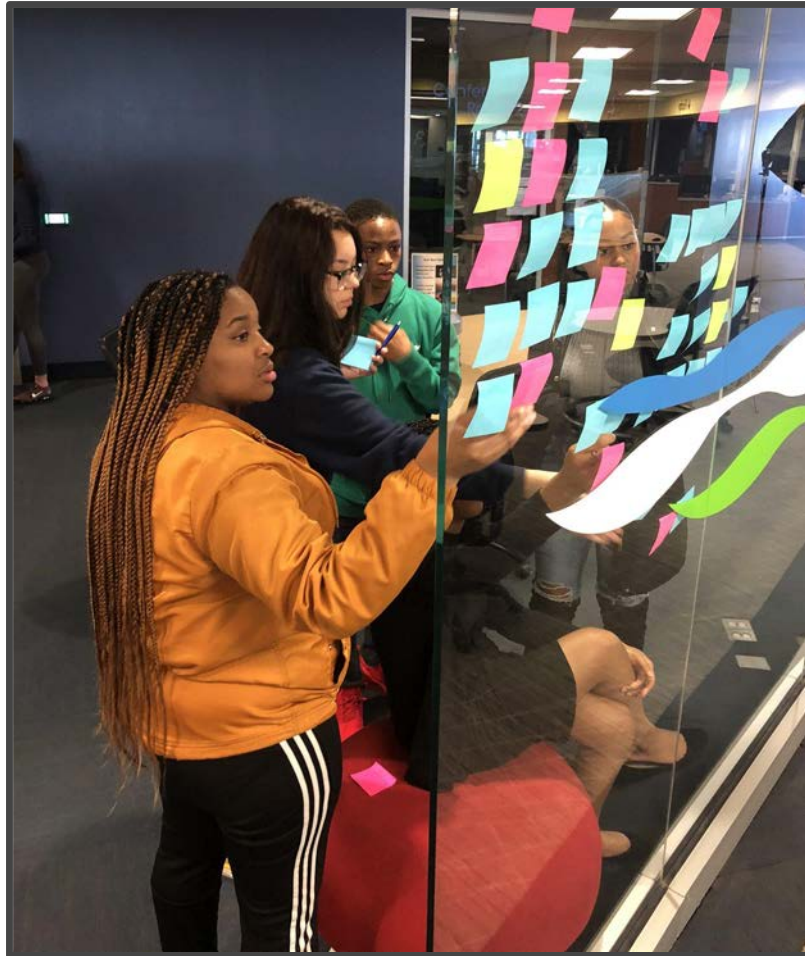
Innovate Mindsets:

- Innovation is for Everyone
- Know Your Why
- Show and Tell
- Radical Collaboration
- Empathetic and Human-Centered
- Embrace Ambiguity
- Iterate, iterate, iterate

# ODU has a culture of Entreprenurialism and Innovation.

INNOVATION IS FOR EVERYONE

- Spring 2020: Innovate Monarchs & Innovate Cyber
- Fall 2020: Innovate Monarchs & Innovate Cyber
- Spring 2021: Innovate Monarchs Lumina

Design Thinking

Design thinking encourages organizations to focus on the people they're creating for and leads to human-centered products, services, and internal processes. The core of design thinking is about getting actionable and knowing your questions. It's about simple mindset shifts or ways of asking questions differently - a new way to look at problems.
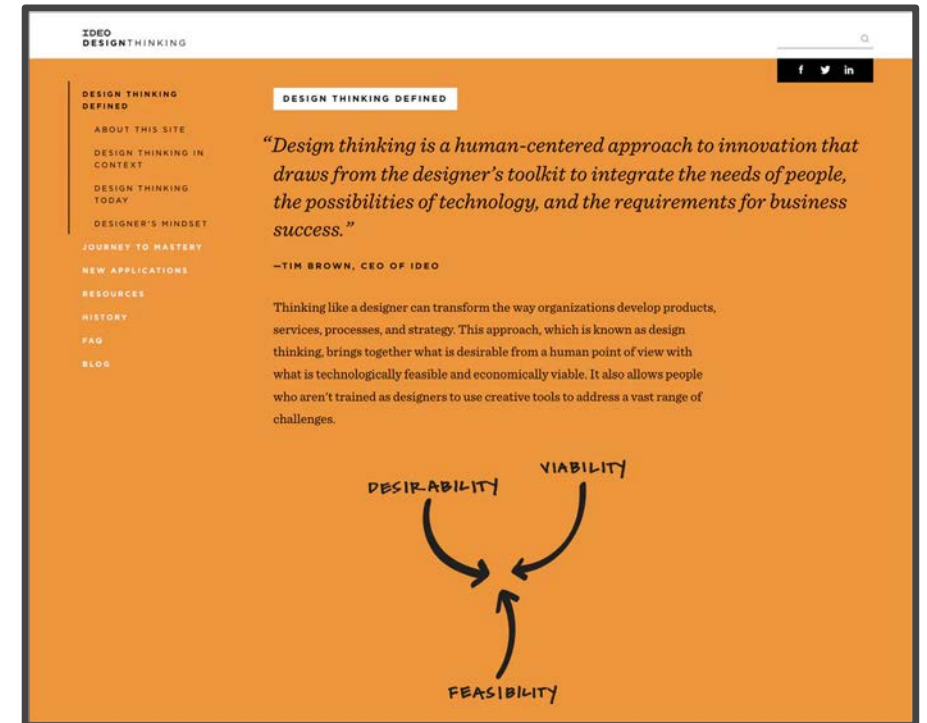
Design Thinking

- Hands-on, user-centric approach to problem solving
- Cyclical and recursive process
- Six phases:

| EMPATHIZE | DEFINE | IDEATE | PROTOTYPE | TEST | IMPLEMENT |
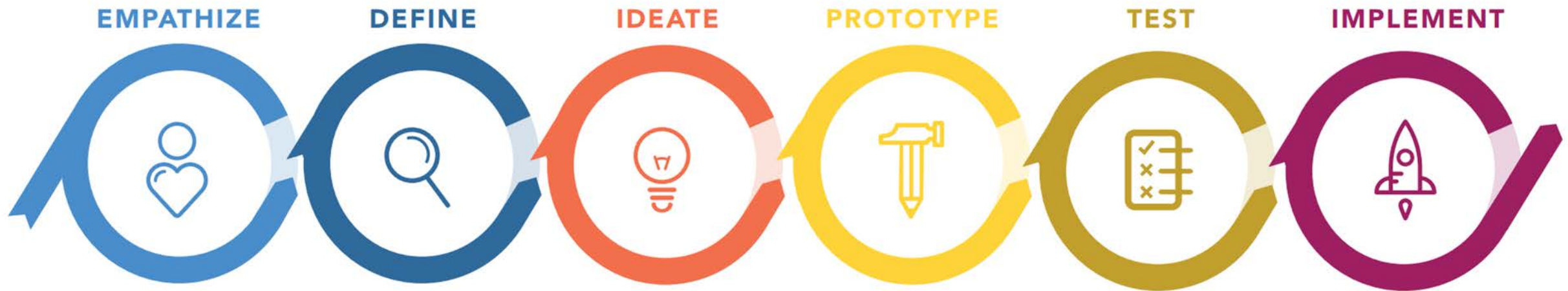
Nielsen Norman Group

Embrace Ambiguity

The problem is likely deeper than the surface of the challenge.

Don't jump to conclusions or rest in familiarity.
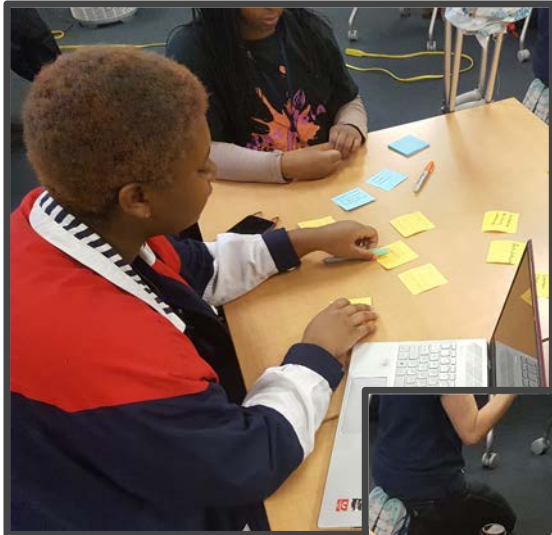
Be comfortable with the journey.

Program Overview

- Semester-long collaborative project
- Teaches the design thinking approach to problem-solving
- Provides active, experiential learning opportunities to work in a team environment
- Embraces entrepreneurial-focused activities as a high-impact practice

Our participants learned to...

- Define problems

- Embrace contradictions

- Engage in innovative and creative thinking

- Work as a team

- Develop their entrepreneurial identity and commitment

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Nuts & Bolts: CHIP's role behind the scenes

- Recruitment-Selection-Hiring

- Accountability-Attendance-Deliverables-Payments

- Collecting Feedback

- Mini ePortfolio Reflections

- Marketing

- Pitch Event Planning & Management

Show & Tell

Re-Imagining Major Exploration:
The Monarch Nation Plan

Re-Imagining Experiential Learning: Faculty
XL Certificate + Learning Community

Re-Imagining Math Success: RE-Imagine
the Math & Science Resource Center

Re-Imagining Academic Warning &
Mentoring: The Umbrella Project

Check out these prototypes!
http://bit.ly/social
mobility21lumina

Monarch Reach

THESource Fair

Hearts Together Campaign

The Shadowing Experience

Monarchs Flipping the Classroom

Wear Your Crown Proud

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INNOVATE Participants Panel

Karly Grieve   Yanice Melendez-Rivera   Marquita Snow

Jose Ramos   Passion Studivant