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

Powered by Old Dominion University’s Center for High Impact Practices
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.

Powered by Old Dominion University’s Center for High Impact Practices
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.
Your system is perfectly designed to achieve the results you are getting.
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 Entrepreneurialism and Innovation.

**INNOVATION IS FOR EVERYONE**

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

Powered by Old Dominion University’s Center for High Impact Practices
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:
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

Powered by Old Dominion University’s Center for High Impact Practices
Our participants learned to...

- Define problems
- Embrace contradictions
- Engage in innovative and creative thinking
- Work as a team
- Develop their entrepreneurial identity and commitment
INNOVATE MONARCHS

Empathy ➔ Define ➔ Ideate ➔ Prototype ➔ Test

Powered by Old Dominion University’s Center for High Impact Practices
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

Powered by Old Dominion University’s Center for High Impact Practices
Show & Tell

Check out these prototypes!


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

Monarch Reach
THESource Fair
Hearts Together Campaign
The Shadowing Experience
Monarchs Flipping the Classroom
Wear Your Crown Proud

Powered by Old Dominion University’s Center for High Impact Practices
INNOVATE Participants Panel

Karly Grieve  Yanice Melendez-Rivera  Marquita Snow

Jose Ramos  Passion Studivant