WELCOME!

In recent years, the University of Missouri’s faculty and students have seen the campus’ readiness to have hard conversations about race and inclusivity. HHMI THRIVE Project’s goal is to develop a culture of inclusive excellence or, in other words, extend quality education to all students, welcome those students into academic communities, and empower participants in the practice of science. THRIVE has established several new communities for students and faculty to create an improved teaching culture. These include a student group, Faculty Learning Community, and research group, whose findings will help demonstrate effective routes for institutional change. THRIVE also offers several paid opportunities for undergraduate students looking to further their careers and gain valuable experience. Many more exciting events for THRIVE are still on the horizon as, this October, we will host the next PIC conference on campus, where teams of four HHMI IE projects will come together. (For more information on the event, visit thrive-ie.missouri.edu.)

STUDENT COMMUNITY OF PRACTICE
MIZZOU GRAD STUDENTS HELP UNDERGRADS BECOME LEADERS

In the past year, in order to transform the learning experiences for new majority students across the natural sciences, the HHMI THRIVE student group was created to develop intergenerational Peer Mentoring Networks.

Dr. Terrell Morton and Dr. Charlie Nilon, Co-PI of THRIVE project, recruited and trained a group of graduate students in the natural sciences to serve as mentors to undergraduate students in the same program. Before they could begin, the graduate students participated in a series of training sessions to prepare them as mentors. Once they had completed their training, the graduate students then set out to plan and implement weekly seminars for the undergrads for the Spring of 2019.

The group hopes to enhance the feeling of welcoming and belonging at Mizzou. “Higher education is plagued with the thought that students should be passive recipients of knowledge and experiences,” Dr. Morton says. “Despite theories and research suggesting otherwise, we as a field do not tend to support the development and inclusion of student voices in our everyday praxis and engagement. The THRIVE student community of practice strives to change this. We strive to model what a true collected learning experience could look like where students have the agency and feel empowered to shape their learning experiences.”
To create an inclusive, welcoming culture for all students at a University, the faculty of that University must be able to learn how to do so effectively. Because of this, HHMI THRIVE developed the first THRIVE Faculty Learning Community (FLC). Led by PI Siegel, CoPI Schul, as well as Astrid Villamil from IDE and Tori Mondelli from T4LC, this group of 12 members met biweekly throughout the 2019 Spring semester to discuss different topics regarding inclusive teaching.

In these meetings, the group was able to learn about inclusive teaching practices, reflect on their own teaching and learning, and understand how to make necessary changes in their daily practices. The group has also held meetings with the students themselves and has discussed the changing nature of STEM. As one THRIVE participant stated, "The insights the FLCs are developing have the potential to change the assumptions that we make about our students, who we teach about when we present material, and how we engage students."

"We had a wonderful first FLC starting last semester and I am so excited to inform that our HHMI THRIVE project has just selected the second-year FLCs," said Van Nguyen, Project Coordinator. Dr. Siegel explained, "Starting this Fall, two new FLCs will form. Experienced mentors from last semester will be in both FLCs, so that we can provide an experienced team atmosphere with facilitators who are ready to take our teaching to the next level. We cannot wait to see how the two FLCs grow next semester."
EVALUATION AND RESEARCH
THRIVE FINDS WAYS TO LEARN ABOUT THE STUDENT EXPERIENCE

Employing an innovative research and evaluation approach, THRIVE research groups, including graduate students, PI members, and undergraduate students, are developing two draft instruments to learn about the lived experiences of undergraduate students majoring in the sciences. These two instruments, including one survey and one interview protocol, have three focus areas: Belonging, Support, and Representation on three different levels:
1. Institutional (University),
2. Science Department/Program, and
3. The Classroom.

In order to better design these instruments, THRIVE research groups went through many procedures including an institutional review board, recruiting and conducting pilot interviews with students, and asking for feedback on these drafts from PIC members and experts in the field. Moreover, the evaluators of the project are conducting research videos with students and collecting data from student classrooms and their learning experience.

“THRIVE project seeks to cultivate an educational culture wherein all students could flourish to their best,” Mojtaba Khajeloo said. All of these efforts have been implemented in order to measure the impact of the project’s activities and bring necessary changes for all students’ achievements.

ADVISING

This year, Dr. Siegel and Dr. Schul met with advisors and staff to plan a new professional community for Year 2. Next year, the Advising Professional Community will meet regularly to discuss ways to be inclusive and remove obstacles for students during advising. In future years, the advisor and FLC groups will include external partners to smooth pathways for transfer students and increase the capacity of inclusive environments at local sites. These external partners include St. Louis Community College, Moberly Area Community College, and Metropolitan Community College - Kansas City, MO.

(Left to Right)
Joineé Taylor, Brad Curs, Mojtaba Khajeloo,
Charles Nilon, Marcelle Siegel
This year, HHMI THRIVE Project led by Dr. Siegel invited a number of notable speakers from other institutions around the world to deliver their valuable expertise at Mizzou. These talks have provided the project’s student and faculty groups, as well as other students, faculty, and institutional leaders across Mizzou’s campus (and others) opportunities to discuss and learn more about equity and how to enhance student engagement and learning.

One notable talk came from Dr. Derek Alderman, Professor of Geography at the University of Tennessee, who was invited to the University of Missouri at the bequest of CoPI Morton who served on the University’s MLK committee. Dr. Alderman, encouraging the university writ large to consider the power of monuments on higher education campuses, supported a collaborative endeavor between the student CoP and FLC to interrogate representation in course spaces, places, and syllabi. Following his talk, THRIVE held a workshop with students and FLCs.

Abell Conversations about College Science Teaching is an ongoing series that is enhanced through the HHMI THRIVE project. Other sponsors for the interactive sessions include the Undergrad Studies office, College of Agriculture, Food and Natural Resources, Department of Physics and Astronomy, Department of Chemistry, and College of Education.

For more information about the Abell Conversations, please visit: https://collegescienceteaching.missouri.edu/
**THrive**

**Our Programs**

**Teaching Focused**
- Enhance the inclusive capacity of instructors and advisors through:
  - Team Mentoring with both inclusion and pedagogy experts
  - Reflective Data and Video Interventions
  - A resource library for inclusive teaching and mentoring
  - Faculty Learning Communities

**Student Focused**
- Enhance the inclusive learning environment of new majority undergraduates through:
  - Developing intergenerational Peer Mentoring Networks
  - Establishing Communities of Practice to enhance belonging and growth
  - Implementing Leadership Development on the importance of diversity, equity, and inclusion
  - Synergizing with existing academic and extracurricular programming

**Institution Focused**
- Enhance the inclusive culture of new majority undergraduates through:
  - Team mentoring with both inclusion and pedagogy experts
  - Developing a data repository and intervention training to enhance access to and understanding of student progress
MU PARTNERS

Our partnerships with various resources at Mizzou have allowed us to create many new opportunities. As one Advisory Board Member stated, there are “Strong indications that THRIVE has cultivated robust and responsive partnerships with key, institutionalized entities and departments at MU. This isn’t always easy to do on campuses.” We have partnered with one such entity, the MU Division of Inclusion, Diversity, and Equity in several ways, including working with programs such as the McNair Scholars Program, the Pre-McNair Scholars program (Discover), and the Missouri Louis Stokes Alliance for Minority Participation program. The Division has provided staff time to co-facilitate FLCs and professional staff communities and we are also incorporating campus-wide programming from IDE into the requirements for faculty and staff participation.

Another of our MU partners, The Teaching for Learning Center, has been supporting FLCs through co-facilitation and has agreed to continue FLCs after the five-year grant period. Similarly, we have strived to build capacity of facilitators to lead FLCs.

UPCOMING PIC MEETING AT MIZZOU

The HHMI THRIVE project will be hosting the next PIC summit at the University of Missouri, from October 16 to October 20, 2019. The campus will host members of four national projects funded by HHMI (The Howard Hughes Medical Institute), including Mizzou’s THRIVE Project. The event will provide the opportunity for these educators from around the country to meet and discuss Inclusive Excellence for undergraduate education. Jaime Lester of George Mason University will give a talk on institutional change, and there will be multiple meetings and receptions over the course of the event that we hope you will attend. The PIC Summit is funded by a special supplement from HHMI. More information about the event’s agenda will be available soon on THRIVE project’s website: thrive-ie.missouri.edu.
WE'RE HIRING
Project Coordinator (part-time)
Data Visualization Specialist (part-time)
Research Associate/Postdoctoral Fellow (full or part-time)

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