



## Frequently Asked Questions about the Experiential Learning Series

**1. Who is running these workshops? Who developed these workshops? Where have they been organized before?**

- a. Experiential Learning Series is hosted by the Faculty Success program out of the Provost's office. The workshop features an NSF-supported evidence-based tool specifically developed for leaders in academic units. The tool was first developed by Dr. Stephanie Shields, a psychology professor at Penn State, and was later tested and expanded by an interdisciplinary team of researchers at multiple institutions. CSU's [Faculty Success Advocates](#) will facilitate the workshops. These workshops have been offered at CSU since fall 2022.

**2. How are these workshops similar to or different from other Faculty Success workshops?**

- a. The different Faculty Success workshops and events have similar overall goals around furthering faculty equity, but they are presented in different formats with different outcomes for learning and action. This series of workshops features an interactive in-person workshop that employs a game (based on extensive research) to examine how equity issues can influence promotion. The Experiential Learning Series focuses on how structural equity issues play out across the span of academic careers.

**3. How does the game format work?**

- a. The activity is structured in a board game format, similar to the Game of Life. The objective of the game is to advance through the ranks of academic life and be the first participant to become a Distinguished Professor.

The activity uses real-world examples of problematic behavior, inequitable structures, and effective interventions. Discussions about our identities and professional lives are sensitive, so throughout the activity, facilitators take time to foster a respectful and supportive environment.

**4. What is the goal of the workshop?**

- a. The overall goal is to illustrate equity issues in promotion. The first part of the workshop is the activity (the board game playing through the career of a faculty member), and the second part is a discussion of the players' experience with and reflection on the game.

This activity is valuable to faculty members of all ranks and roles. One of the most powerful takeaways comes from observing and engaging with colleagues at the workshop. In addition to expanding your own awareness of specific examples of equity issues, each participant benefits from learning about the experiences of other participants and observing others' understandings of these issues.

**5. Is it ok for people to participate if they need to leave early for their next commitment? Or arrive late?**

- a. Yes, it's ok for folks to arrive a little late or leave early. Participants will get the most out of the experience by being there for as much of the workshop as possible, but the facilitators can fold people in or transition people out of the activity as needed and it's still a valuable experience. The activity only takes about 90 minutes.