

PART 3: DO THIS NOW!

Next Gen STUDENT SUCCESS

Next Gen Students are Harvard undergraduate and graduate students who are the first in their families to pursue a degree in the U.S., and they are dynamic! Next Gen Students come from: rural and urban communities; all SES backgrounds; undocumented, DACAmented and mixed-status households; international and domestic cities.

NEXT GEN STUDENT SUCCESS = HARVARD SUCCESS

THE MINDSET



Ensuring that all students achieve the learning goals you set, feel included, seek help, and build a relationship with you is both critical and possible.

Although there isn't one universal Next Gen background or Harvard experience, you CAN anticipate some common challenges students may face and reimagine your supporting role in their paths to becoming "firsts."

Many of these best practices align with the natural flow of the semester and the actions you are already taking.

THE ROAD TO NEXT GEN SUCCESS STARTS HERE:

#1 BACK TO SCHOOL

PLAN: Inclusivity Course Plan Review
REFLECT: Bias and Pedagogy exercises

#2 CLASS HAS BEGUN

RELATE: Your Story, Office Hours
MODEL: Fight invisibility, Feedback
RESOURCES: Teaching Team, Tech

#3 WRAP IT UP

REPORT: Growth-focused reporting
HIGHLIGHT: Demonstrate how diversity and inclusion advanced the course

1

BACK TO SCHOOL: PLAN & REFLECT



Review your course plan - from syllabus to lesson plans, deliverables to guest speakers. Does the language reflect a growth mindset? Have you demonstrated value for counterarguments and diverse perspectives?

DOING SO WILL PROMOTE STUDENT SUCCESS AND CLASSROOM ENGAGEMENT FOR ALL STUDENTS!

TRY IT TODAY

Take a look at your syllabus and identify the percentage of authors who are NOT white and/or male.

Whose perspectives are missing from the conversation your syllabus ignites around the table?

KEEP IT GOING: GOT 15MIN?



Select three days over the next month during which you will spend 5 minutes each day discussing one aspect of the "hidden curriculum" at Harvard or in your academic discipline. This information is valuable and less accessible for many Next Gen students.

TECH + EQUITY = NEXT GEN SUCCESS

Inequities can develop unintentionally when we fail to reflect on the relationship between patterns in our teaching and student engagement. Consider using tech (e.g., Teachly) to identify over- and under-representation in class participation by demographic categories or even seat location! Adjusting your practice based on observable trends will increase student engagement and ensure all students feel responsible for contributing to classroom learning.

2

CLASS IS IN SESSION: RELATE & MODEL



Students are looking to you as both an academic expert and classroom leader. Leaders who model the behaviors they value -- e.g., learning collaboratively and engaging in critical discussions with others -- can have a positive influence on educational and developmental outcomes for their students.

TRY IT TODAY

Proactively build relationships with students:

- Use pre-set office hours (not "by appointment" only)
- Share your intellectual journey
- Establish expectations that teaching fellows will meet with all students 1x+

KEEP IT GOING: ALL SEMESTER LONG



Model scholarly inclusivity:

- Explaining how diverse perspectives, methods, and forms of knowledge have enriched your subject area
- Don't shy away from opportunities to discuss the influence of power, prejudice & structural violence on a source, scholarly debate, or technique

KEEP IT GOING: WITH SWEET TECH TOOLS



Use tech to achieve 3 key Next Gen success mediators:

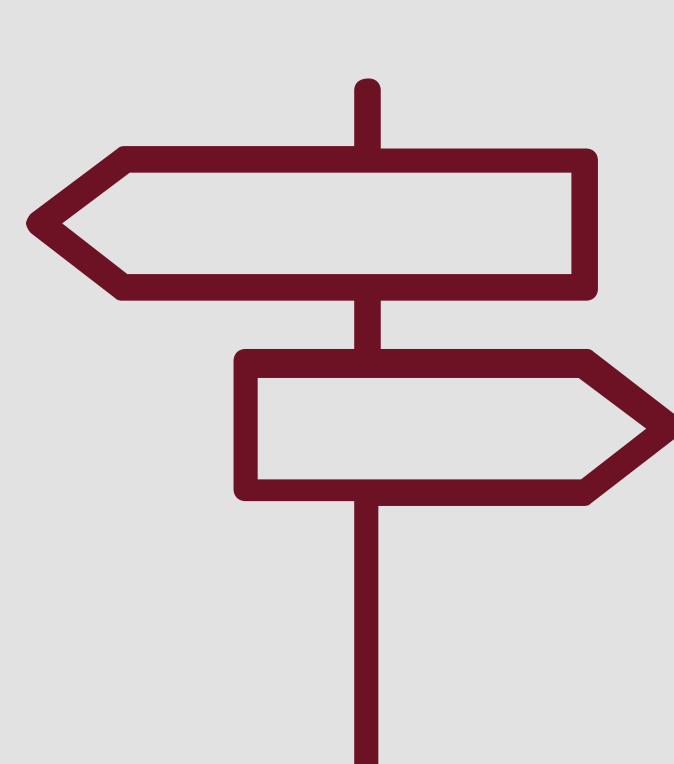
- Get to know student profiles
- Connect student experiences to classroom discussions
- Assess your teaching practices and blindspots

OFFICE HOURS AND IMPOSTER SYNDROME

Office hours "by appointment only" may be efficient for you, but it can also keep many students away. Many Next Gen students can be nervous about sitting 1:1 with an instructor for the first time, worry about "bothering you" with a "dumb question," or are nervous about revealing what they fear to be true - that they "need" an appointment because they are less prepared than peers.

3

SCHOOL'S OUT!: REPORT & HIGHLIGHT



Planning your final class and summer send-off message? This is the time to remind students where they started collectively, the growth they've achieved, and how the active engagement of ALL voices contributed to our collective learning.

TRY IT TODAY

When discussing midterm results, final exams, projects or term papers, emphasize growth over grades (and the dreaded or beloved curve). This ensures that even students who struggled in the course can connect their effort to a feeling of accomplishment.

TRY IT TODAY: GOT 15 MIN?



Demonstrate the power of inclusion by adding 1 slide to your presentation that reminds students when and how counterarguments and student experiential data advanced the class understanding and application of course material. And be specific! Name student(s) who introduced new arguments. Cite supporting and counter-examples discussed.

RESOURCES

Check out rest of the Next Gen Digital Toolkit series:

- Advising and Mentoring Next Gen Students at Harvard
- Teaching for Next Gen Student Success

Harvard Teaching & Advising Tools:

- HGSE Instructional Moves
- Bok Center for Teaching & Learning: Inclusive Teaching



SCAN ME