Departmental Action Teams

DAT

A DAT ... a ... f
ab ... 6 ... 8 fac ..., ...aff,
a d/ ... de ... ...
a c ...-c ... ... e a ed
... de ad a e ed ca ...
... e de a ... e ...

T e DAT ... ed b
e ... e a fac ... ... a e
e e ... e : be ... ac ce ...
c c , ... c ... , a d
a ... e ... e ...; fac ... a ... a d
... d a c ...; a ... a
c ... e; a d ed ca ... e ea c ...

Core Principles

O ... ded b ...
c e ... a ... ... effec ... e
de a ... e ... a c ... a e:

1. S ... de ... a e a ... e ...

2. W ... f c ... e
ac ... e c ec ... e
... e ... c ... e ...

3. Da a c ec ... , a a ...,
a d ... e e ... a ... f
dec ... - a ... .

4. C ab a ... be ... ee
... e be ...
... ... a ... , d c ... e,
a d e a d ... .

5. C ... ... e e ...
a ... ed ac ... ce.

6. W ... ded b a ... e ...
... d ... e ... a d c ... .

For educators who care about STEM education

Typical dissemination of educational reforms [koof][ ][lan]

While there exists a breadth of knowledge about best practices for STEM education, research shows that there has not been widespread adoption of these practices. For these innovations to take hold, one must attend to the departmental structures and practices that support (or inhibit) sustainable change.

This project takes a holistic approach to reforming STEM education by focusing on shifting departmental structures and culture to sustain improvements to education.

Using research-based change strategies

Our approach involves adapting organizational change literature that was primarily developed in business settings to higher education. Additionally, we conduct ongoing research on the DAT model to iteratively design and test its effectiveness. Products from this research can be used to guide educational reform at other institutions.

Impacts of the DAT model

We have implemented DATs across several disciplines (e.g., physics, psychology, electrical engineering) to support a range of outcomes:

- Improved climate for women and underrepresented minorities
- Restructured a course sequence to better support majors' transition to upper division
- Provided instructors with dedicated time for cross-course coordination

The DAT cultivates a departmental culture that is open to continuously improving undergraduate education. This benefits

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