Keeping Your Faculty Culturally Relevant
Outline of this Session

• A first note: the intersection of academic freedom and cultural understanding.
• What are the issues that intersect the most (historically)?
• A Quick Flyover of Generational Understanding
• Some Tips for Gen Z
A Case Study in Cultural Relevance

Academic Freedom and Cancel Culture

https://www.city-journal.org/academic-freedom-cancel-culture
What are the issues that intersect academic freedom and cultural relevance the most (historically)?

- The Origins Debate (at least since the 1920s)
- Sexual and Gender Identity
- Gender, Race, and Ethnicity
- Government Restrictions and Accreditation Uncertainties
Do Our Faculty Know What is Coming?
Generations Workshop
with Michael Jackson
Why This Session Matters
Why This Session Matters

• All people, and that includes you and me, are deeply and profoundly affected in our thinking and even our beliefs by the time period in which we were born.

• For the first time in recorded history, we have five different generations living together in organizations.

• The speed of information has changed at a lightning pace and is affecting the learning styles and patterns of emerging generations.

• Family systems and the way children have been raised has changed dramatically in the last 50 years.
Critical Competencies for Generational Understanding

• Lived vs. Learned Experiences (Sbanotto)

• Generalizations vs. Stereotypes

• Ghost Stories (Shaw)
Generational Ghost Stories

- Traditionalists (Born Before 1945)
- Baby Boomers (Born 1946-1964)
- Generation X (Born 1965-Early 1980’s)
- Millennials (Born Early 1980’s to Late 1990’s)
- Generation Z (Born Late 1990’s to ?)
Common Points of Conflict

- Communication (this one may surprise you)
- Work Ethic
- Decision-Making
- Respect
Do You Know Your Demographics?

• We will focus next on Generation Z specific strategies, but many of our institutions and programs are not Generation Z specific!

• We must be intentional to nuance to faculty and support staff the complexities of generational differences in the workplace and in the classroom.

• There isn’t a substitute for awareness of the demographics of your student population.
Generation Z Strategies (Seemiller & Grace)

MAXIMIZING LEARNING

• Preferences for logic and mathematical-based approaches and experiential learning (think “trial and error”)

• Career, Career, Career (Barna, *What’s Next for Biblical Higher Education?*)

• Instantaneous Information encourages
  • “Noncanonical” learning (think ”everything is my teacher”)
  • Finding, rather than acquiring, information
  • Credibility secondary to accessibility
Generation Z Strategies (Seemiller & Grace)

MAXIMIZING LEARNING

• Creativity is a myth
• Collaboration is a myth
• Multitasking is a myth
• Teacher as Facilitator AND Sage
• Learning Spaces are Critically Important (+Music)
• Fancy Libraries are a myth

Generation Z Strategies (Seemiller & Grace)

MAXIMIZING LEARNING

• Tech savvy doesn’t mean tech-heavy
• "Digital" communication preference is a myth
• Parents are partners, no longer “helicopters”
• SAFETY FIRST IN EVERYTHING- this means physical, emotional, spiritual, etc. spaces
• Money Matters (Dorms, food, course fees, etc.)
• Binging is culturally-assisted habit (assignment structure)
Generation Z Strategies (Seemiller & Grace)

MAXIMIZING LEARNING

• Global experiences
• Leadership capacity
• Be wary of “Do Not Enter” signs on social media or trends/fads