

## *Graduate School of Education and Psychology* **Faculty Multicultural Professional Development**

*The Graduate School of Education and Psychology (GSEP) of Pepperdine University embraces human diversity – which we believe to be the natural expression of God’s creation – in our work to advance learning and service. GSEP advances, sustains, and advocates for multicultural proficiency.*

*The strategies for accomplishing this mission are:*

- 1. Promoting discourse that values each member’s background, experiences, and perspective;*
- 2. Recruiting, retaining and advancing diverse students, staff and faculty;*
- 3. Developing curricular models for practice in educational and psychological environments; and*
- a. Reaching out to broader communities to promote understanding and facilitate solutions to diversity challenges.*

*Our spirit, energy, and actions will be an inspiration to education and psychology communities.*

### **Application Guidelines for Multicultural Professional Development Support**

It is expected that all faculty members continue to enhance their multicultural understanding in order to create a classroom learning environment that values each member’s sociocultural background, experiences, and perspective. To this end, insofar as possible, the Graduate School of Education and Psychology (GSEP) would like to support the Multicultural Professional Development (MCPD) of faculty members. *Multicultural* encompasses a multiplicity of cultural contexts that influence human existence, including ethnicity/race, socioeconomic status, gender, religion/spirituality, sexual orientation, developmental and acquired disabilities, indigenous heritage, national origin, and age.

This year, the Dean will allocate a pool of funds for multicultural professional development. These funds are made available to help defray part or all of the costs associated with MCPD. The proposals (Form-MCPD) for MCPD of up to \$1,200 from faculty members are reviewed by a sub-committee of the GSEP Diversity Council and recommendations for funding MCPD are forwarded to the Dean’s Office.

The following criteria are considered in making recommendations for MCPD funding:

1. Education/training experiences that
  - a. Enhance multicultural relevance of course curricula and methods of instruction.
  - b. Promote multicultural understanding of diverse communities.
2. Products that are outgrowths or generated from the experiences, such as
  - a. Re-conceptualization of how courses are taught.
  - b. Recommendations for program curricular changes.
  - c. Recommendations for creating a learning environment that values diversity of backgrounds, experiences, and perspectives.
  - d. Development of projects that facilitate solutions to diversity challenges.
3. Plan for disseminating knowledge gained from experience with colleagues, students, and staff.

Reimbursed expenditures could include any one or both of the following:

1. Travel, lodging, and per diem costs for training fellowships that are congruent with the MCPD purpose, either locally or nationally.
2. Registration and/or tuition fees for attending conferences, seminars, institutes, or workshops at local, state, or national levels.

Requests for MCPD should be submitted on **Form-MCPD**.

Please return your completed request **electronically** to the **Dean’s Office 60 days prior** to the training experience.