

To: CPP Faculty  
From: Victoria Bhavsar  
Subject: The value of small practices  
Date: Thursday, Feb 29, 2024

Dear faculty,

I've been pondering this short article, [Busting the System Myth](#), from one of my favorite academic thinkers. To summarize, "If you are in a position to [make big reforms]...great, go for it! But if you're in a situation where the best you can do is one small thing, then there is good news. Doing one small thing is real progress...."

So here is a tiny idea to help your student learn more: Increase your "wait time." Most instructors give a wait time of **less than three seconds** after posing a question or discussion prompt to students, which is barely enough time for students to mentally process the end of the sentence, let alone formulate an answer they are confident enough to verbalize, especially if you've asked a pretty good question! See if you can wait 15, or even 30 seconds. You can say, "I'm going to give you some time to make some notes on the question I just asked." Giving students a small task helps alleviate the discomfort of silence. Meanwhile, you can count the seconds. See [Ingram & Elliott](#) (2014) for a scholarly treatment of wait time.

Also, please consider sharing your ideas and expertise -- presentation proposals for CAFE, Student Success, and IRPA's [Equity in Practice](#) symposium are due tomorrow, Friday March 1! No idea is too small, or too large, to share.

Take care,

Victoria

--

**In this email:**

- [Equity in Practice Symposium](#): FINAL call for presentations!
- [Teacher-Scholar](#): Golden Leaves nominations
- [Faculty Career](#): Parenting faculty group lunch
- [Teaching Nuts & Bolts](#): "De-escalating dialogues" workshop
- [Friends of CAFE](#): "Free speech – What everyone needs to know"

--

**["Equity in Practice" Symposium: LAST CALL for presentations!](#)**

CAFE, the Office of Student Success, and IRPA invite faculty and staff to offer presentations and posters describing your work toward student success. Our goal is to illuminate and amplify effective practices and to spread the word about campus resources. Tell everyone about your

work! [Presentation proposals](#) are due Friday, March 1, 5pm (requires CPP log-in). Contact [Victoria Bhavsar](#) for questions.

#### Teacher-Scholar:

- **[Nominate yourself or a colleague for Golden Leaves!](#) Due March 15.** Golden Leaves celebrates members of the CPP community (faculty, staff, students, alumni, and retirees) who have authored or edited a book in the preceding year. See the [Golden Leaves website](#) for information and the nomination form.
- **“CAFE Creates” Weekly Writing: Wednesdays 10:30am – 12:30pm and Thursdays 9:00 – 11:00am.** Join other faculty [via Zoom](#) to write in a low-pressure, high-productivity environment. Step 1: State your goals. Step 2: Sit and write. Step 3: Cheer each other on! For questions or to get a calendar invitation, contact [Amy Dao](#) (Geography).

#### Faculty Career:

- **Parenting Faculty Group: [Meet for lunch on March 14](#) and hear from Nick von Glahn, CFA Chapter President!** This informal community is open to all lecturers and tenure-line faculty who are parents or parents-to-be -- with "parenting" defined expansively. If you consider yourself a parent, you are one! Join us for lunch on March 14, when we will hear from Nick about the CFA agreement and provisions for parents. [Please register](#); contact [Julie Shen](#) for questions.

#### Teaching Nuts & Bolts:

- **[De-Escalating Dialogues Workshop: March 14, 12:00 – 1:30pm, via Zoom.](#)** Join Michelle Elrod (EODA) and Victoria Bhavsar (CAFE) to get strategies for de-escalating conflicts with students, especially ones that bubble up over email. Discuss course design & policy strategies that head off conflicts with students to begin with. [Please register](#).
- **Fearless Classroom Series:** Learn strategies to provide a class environment that reduces fear and stress for students, so that they can concentrate on learning! Join [Fearless First Fridays](#) via Zoom on March 1, April 12, and May 3 from 9:00 – 10:00am (meeting ID 708 755 2823, passcode 640591) for discussions and resources. Join the [Fearless Classroom Intro Workshop](#) via Zoom on March 15, 10:00am – 12:00pm for an overview of the Fearless Classroom concept.

#### Friends of CAFE:

- **[Kellogg Inclusive Excellence Speaker Series: Tuesday, March 19, 12:00 - 1:30pm, BSC Ursa Major](#) (in person, with lunch; [please register](#) by March 10). **Free Speech: What Everyone Needs to Know.** The Office of Inclusive Excellence presents Nadine Strossen, New York Law School professor emerita and former president of the American Civil Liberties Union, speaking about free speech and responding to hate speech.**
- **[2024-25 Common Read Nominations: Due April 8.](#)** This community initiative encourages all CPP faculty, staff and students to read and engage with the same book. In FYE courses,

students participate in activities tied to the book's themes. Learn more on the [Common Read website](#) and [submit a book nomination](#).

- **Scholarship Fest is back!** It's scholarship season and the university is awarding *millions of dollars* to students of all majors. Encourage students to apply at [CPP Scholarships](#).
- **Innovation Incubator Carnival of Opportunities: Tuesday, April 30, 11:30am-1:00pm, International Center Bldg 1-104** (in person, with lunch; [please register](#)). Explore innovative educational initiatives like Micro-internships, Digital Badging, PolyX, and Pop-up Courses.

--

**Victoria Bhavsar, Ph.D.**

Director, Center for the Advancement of Faculty Excellence

[vbhavsar@cpp.edu](mailto:vbhavsar@cpp.edu) | [www.cpp.edu/cafe](http://www.cpp.edu/cafe) | Chat or call me on [MS Teams](#)

California State Polytechnic University, Pomona

**Get Canvas help from CAFE:** Submit a [Canvas ticket using this link](#) OR call 909-869-3099, M-F 8am – 5pm.