

To overcome the barrier of faculty buy-in, the REALISE team championed tracking inclusive pedagogy on the university-wide faculty annual reporting system and worked with the new dean to require the use of inclusive pedagogical practices to earn tenure and promotion at the college level. Partnerships with the Center for Innovative Teaching and Learning (CITL), as well as with non-STEM faculty with

Kennedy, S., and Curtis, A. "Using the lens of inclusive excellence to redesign and assess the general chemistry laboratory experience," American Chemical Society (ACS) national meeting, Orlando, Fla., April 2019.

Curtis, A., Kennedy, S., and Mekolichick, J. "Assessment of Students' Sense of Belonging, Science Identity, and Self-Efficacy to Measure the Effects of Inclusive Excellence Initiatives," HHMI PIC meeting, Blacksburg, Va., June 6, 2019.

Stefaniak, K.R., Lau, J.K., Herman, R.B., and Phelps-Durr, T.L., "Creating Inclusive Classrooms through Project-based Learning," Teaching and Learning conference, Elon University, Elon, N.C., August 15, 2019.

Kennedy, S.A., and Winfrey, M. "Curricular reform in light of inclusive pedagogy: Faculty development and student support," ACS national meeting, San Diego, Calif., August 2019.

Taylor, B.E., Herman, R.B., Liss, S., Rutkowski, T.C., Jaronski, W.S., Huston, S.M., Freed, M.S., and Watts, L.T., "Radford University – Physics Year 3 Update and Successes," CUR Transformations Project, Rice University, Houston, Tex., October 5, 2019.

Mekolichick, J., and Kennedy, S. "Institutional change toward inclusive excellence: Case study & conversation," AAC&U, Chicago, Ill., November 7-9, 2019.

Firebaugh, A., Phelps-Durr, T.L., and Mekolichick, J., Kennedy, S.A., Herman, R.B., Rutkowski, T.C., and Jackson, M.S. "STEM Peer Role Models Build Strong, Sustainable STEM Communities," AAC&U Transforming STEM Higher Education, Chicago, Ill., November 7-9, 2019.

Rutkowski, T.C., and Herman, R.B., "Project-Based Learning in Physics – Seeing the Physicist Within," AAC&U Transforming STEM Higher Education, Chicago, Ill., November 7-9, 2019.

Mekolichick, J., Jones, S.B., Penven, J., Lovelace, L.S., and Corey, D. "Leveraging Resources, Building Alliances, and Creating Capacity for Change," AAC&U Diversity, Equity, and Student Success, New Orleans, La., canceled due to COVID but scheduled for March 19-21, 2020.

Kennedy, S., and Winfrey, M. "Inclusive pedagogy toolkit for chemistry curriculum delivery," ACS national meeting (virtual), August 2020.

Raimer, A.C., Jackson, M.S., Lau, J. "REALising Inclusive Science Excellence (REALISE): Changing the Ways in which Students Perceive Their Science Identity and Sense of Belonging," AAC&U (virtual), November 4-6, 2021.

Kennedy, S., and Elkins, K. "Challenges and Successes on the Road to Inclusive Excellence in Chemistry," ACS national meeting, March 22, 2022.

Raimer, A.C. "Building STEM Identity and Community through Peer Mentoring," Luce Colloquium on Inclusive Excellence (virtual), April 21-22, 2022.

Foltz, S., *McLaughlin, J., Mekolichick, J., Monceau, C., Raimer, A., *Richard, G. (*student presenters). "Reflection on Radford's REALISE Program," HHMI IE PIC meeting, Towson, Md., June 2, 2022.

Raimer, A.C., and Kennedy, S.A. "REALising Inclusive Science Excellence (REALISE) Student Peer Mentoring: Building Community, Identity, and Belonging within STEM," AAC&U, Arlington, Va., November 3-5, 2022.

DeBoy, C.A., Gough, L., Raimer, A.C., Sible, J.C., and Kennedy, S.A. "Sustaining Inclusive Excellence through Communities of Practice", AAC&U, Arlington, Va., November 3-5, 2022.

Fox, J., Herman, R., Kennedy, S., Lau, J., Mekolichick, J., and Raimer, A. "REALISE Project Successes and Challenges," HHMI IE PIC meeting-Big PIC, Radford, Va., June 1, 2023.

Stefaniak, K., Kennedy, S., and Raimer, A. "REALISE Student peer mentoring: Building community, identity, and belonging within STEM," ACS meeting, March 2023.

Grants

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Mekolichick, J., Jones, S., and Keith, H. \$25,000 from the HHMI Faculty and Staff Forums on Diversity and Inclusion Initiative for the "Radford University Engaging Differences Program," 2019.

Kennedy, S., and Elkins, K. (of Towson University). a \$6,500 Innovative Project Grant for Divisional Enhancement from the ACS Committee on Divisional Activities for "Inclusive Excellence in Chemical Education" (to host symposia at national ACS meetings), 2019.