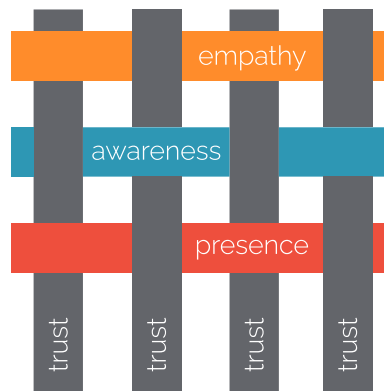# HOW & WHY TO
# HUMANIZE
## YOUR ONLINE CLASS
### #HumanizingSTEM

## WHAT IS HUMANIZING?

In humanized online courses, positive instructor-student relationships are prioritized and serve "as the connective tissue between students, engagement, and rigor" *(Pacansky-Brock et al., 2020, p. 2)*. In any learning modality, human connection is the antidote for the emotional disruption that prevents many students from performing to their full potential and in online courses, creating that connection is even more important *(Jaggars & Xu, 2016)*.

❤️ + ℹ️ = 🧠

## THE PRINCIPLES

empathy

awareness

presence

trust   trust   trust   trust

## THE PEDAGOGY

Humanizing intentionally cultivates a "welcomeness to engage" in an asynchronous online course through trust, mutual respect, and authentic care *(Wood & Harris III, 2015)* before moving on to course content. Positive instructor-student relationships are leveraged to hold students to high standards, validate their effort and ability, and support them with achieving their goals. Students are more likely to lean in and apply themselves at a higher level when they know their instructor believes in them *(Gay, 2000; Hammond, 2015; Ladson-Billings, 1994)* and the same principles hold true in online courses *(Glazier, 2016)*.

## HIGH OPPORTUNITY ZONES

### WEEKS 0-1

Feelings of social isolation can worsen when students learn at a distance from their peers and instructor. To lower this barrier, humanized online courses incorporate kindness cues of social inclusion *(Estrada et al, 2018)* into the "high opportunity zone" of an online course—the week prior to the start of instruction and the first week of a class.

### STEM

The culture of STEM education offers a microcosm of inequity. Black, Latinx, and Indigenous students leave STEM fields at greater rates than their White peers, and this problem is worse in STEM than other discipline clusters *(Riegle-Crumb et al., 2019)*. Traditional, deficit-based instructional paradigms have created a "weed out" culture in undergraduate STEM courses.

# THE 8 ELEMENTS / KINDNESS CUES OF SOCIAL INCLUSION

**LIQUID SYLLABUS**
**1**

**HUMANIZED HOMEPAGE**
WELCOME
**2**

**GETTING TO KNOW YOU SURVEY**
**3**

**WARM, WISE FEEDBACK**
**4**

**SELF-AFFIRMING ICE BREAKER**
**5**

**WISDOM WALL**
**6**

**BUMPER VIDEO**
**7**

**MICROLECTURE**
**8**