Trauma-Informed Education for Faculty from a Faculty Developer Perspective

Here are the steps that I am hoping to take with my project:

## 1. Promote Awareness of Trauma's Impact on Learning

- Offer workshops or resources on how trauma affects brain function, attention, and engagement.
- Encourage faculty to recognize signs of trauma in students, such as disengagement, heightened emotions, or difficulty concentrating.
- Provide case studies or examples illustrating how trauma manifests in classroom settings.

## 2. Foster Psychological Safety in Faculty Development Spaces

- Create professional development sessions that model trauma-informed practices (e.g., setting clear expectations, providing content warnings, and allowing participation flexibility).
- Acknowledge that faculty may also experience secondary trauma from supporting students in distress.
- Build a culture of trust and empathy by validating faculty concerns and experiences.

## 3. Encourage Flexible and Compassionate Teaching Practices

- Support faculty in designing course policies that balance academic rigor with flexibility (e.g., trauma-informed syllabus policies, flexible deadlines, multiple forms of assessment).
- Encourage faculty to incorporate student choice and autonomy in learning to foster a sense of control.
- Provide strategies for managing difficult discussions and emotional responses in the classroom.

## 4. Promote Self-Care and Well-Being for Faculty

- Offer resources on burnout prevention, stress management, and work-life balance.
- Facilitate peer support networks where faculty can share experiences and strategies.
- Normalize discussions about emotional labor in teaching and advocate for institutional support.