Sabbatical Leave Taken
Spring 2016

Mindfulness, Motivation, and Cultural Diversity in Schools

Dr. Revathy Kumar
Professor of Educational Foundations and Leadership
Judith Herb College of Education
The University of Toledo
Sabbatical Report

Spring 2016

Revathy Kumar
Professor, Educational Psychology
Foundations of Education
Judith Herb College of Education
Sabbatical Report
Revathy Kumar

Purpose of Sabbatical

I had three major objectives for the spring 2016 sabbatical. They were:

1. Expanding collaborative cross-cultural research opportunities.
2. Submission of research grants applications for the study of mindfulness, teacher beliefs and practices, and student outcomes.
3. Submission of at least three research manuscripts.

Work Accomplished during the Sabbatical from January 2016 to May 2016

Objective 1: Expanding collaborative cross-cultural research opportunities.

The first half (January 15th to March 15th, 2016) of the sabbatical was devoted to exploring opportunities for cross-cultural collaborative work with scholars in India. To this end, I conducted two-day workshops for Higher Education and Administration students at Azim Premji University, and for faculty at Teacher Foundation, Bangaluru, India (Appendices 1 and 2). The first session was on motivational theories and implications for teachers and school administrators and the second session was a presentation of my research work titled “Toward an Integrated Approach to Creating Adaptive, Culturally Diverse Learning Environments.” Both these workshops were very well received. Several students from Azim Premji University have been communicating with me for advice on conducting research on enhancing students’ motivation to learn and teachers’ motivation for their profession. My presentations along with discussions with director, Dr. Maya Menon, and her colleagues at the Teacher Foundation have proved to be very fruitful in leading to the kind of cross-cultural work I envisioned. I am involved in examining the effectiveness of whole school intervention designed to create safe and sensitive schools (SASS). I am piloting the first intervention effectiveness evaluation at the Kamala Niketan school (includes grades 3 to 12), Trichy, Tamil Nadu, India (Appendices 3 and 4).

I was invited to give a talk on February 9th, 2016, in the Psychology Department, Delhi University by Drs. Nandita Babu and Ishita Upadhaya (Appendix 5). This talk was a consequence of discussions we had initiated at the biennial conference of the International Association of Cross-Cultural Psychology in the summer of 2014. I also visited the principal of the government school affiliated with the Psychology department. My talks exploring venues for collaborative research with faculty at Delhi University are ongoing.

I presented my research and discussed the cultural underpinnings of motivation and its implications for business management in the Indian Institute of Management, India (Appendix 6). My presentation at the Institute was well received, and I believe, that I could offer similar seminars at the University of Toledo. I intend to meet the Business School Dean at the
University of Toledo to discuss if the course “Motivation, Theory and Application” that I offer every alternate year may be of interest to students majoring in business. At the Indian Institute of Management, I met Dr. Ritu Tripati who shares my interest in cross-cultural research. (Appendix 7). I have to follow up on these discussions.

Finally, I met with two faculty members at Azim Premji University engaged in Mindfulness intervention work (Appendix 8). I wanted to explore opportunities for extending my research on Mindfulness and Motivation; however, it is unlikely that this is going to result in any long term collaboration.

**Objective 2: Submission of research grants proposals**

From mid –March to the end of summer, I have focused my energies in writing several grant proposals. Thus far I have submitted following major grant proposals:

1. Research-Practice Partnership Grant to the **Spencer Foundation**.
   Proposal title
   “Creating Cross-Culturally Inclusive and Responsive Curricular Learning Environments (CIRCLEs): A Research-Practice Partnership.”
   Principal Investigator: Dr. Revathy Kumar
   Co-Investigators: Dr. Stuart Karabenick, University of Michigan & Consultant Dr. Phyllis Noda and Dr. Marianne Ochalek, Warren Consolidated Schools.

2. Proposal submitted to **National Science Foundation** - Collaborative Research Initiation
   Proposal title:
   “Factors Affecting Underrepresented Minority Student Success and Pathways to Engineering Careers at Majority and Minority Institutions”
   Principal Investigator: Dr. Lesley Berhan (College of Engineering)
   Co-Principal, Investigator: Dr. Revathy Kumar (Educational Psychology)
   *This proposal has been recommended for funding.*

3. Proposal submitted to **National Science Foundation**
   NSF Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM)
   Proposal title:
   “Academic Success through Counseling, Enrichment, Networking, and Training (ASCENT)”
   Principal Investigator: Dr. Lesley Berhan (College of Engineering)
   Co-Principal, Investigator: Dr. Revathy Kumar (Educational Psychology)

4. Proposal submitted to **National Science Foundation**
   NSF Scholarships
   Proposal title:
   Engineering vs. Technology: Understanding the Psychological and Structural Barriers Influencing the Career Pathways of African American Students
Principal Investigator: Dr. Lesley Berhan (College of Engineering)
Co-Principal, Investigator: Dr. Revathy Kumar (Educational Psychology)

See Appendices 9 and 10

**Objective 3: Submission of at least three research manuscripts**


1. "Culturally Inclusive and Responsive Curricular Learning Environments (CIRCLEs): Minority and Mainstream Students’ Perceptions and Experiences in U.S. Schools"
2. "Cultural Beliefs and Instructional Intentions: Do Experiences and Tenure in Teacher Education Matter?"

See Appendices 11 and 12

I received the reviews on both manuscripts in July. I have been asked to revise and resubmit the first study. The second manuscript included three studies: one qualitative and two quantitative. I have been advised to submit this as two separate manuscripts to the journal instead of one such that they are both published simultaneously. I am currently working on these revisions.

**Additional Work Completed during Spring and Summer 2016**

1. As Historian for Division 15 (Educational Psychology), American Psychological Association (APA), I worked with Persis Driver, graduate student at the University of Illinois, Chicago and Christopher Biltz, University of Toledo to write a Newsletter piece on the 2013-2014 Division president, Theresa Thorkildsen. This is part of the series on Division 15 Past Presidents’ accomplishments that I have been documenting over the last three years. This piece was completed in early January and appears in the most recent Newsletter.
2. I have continued to work on the adhoc Diversity committee with Dr. McKether during my sabbatical.
3. During the sabbatical, I have also been working on the College Retention Project in collaboration with Dr. McKether and colleagues from other colleges.
4. As part of the outreach for the Teach Toledo initiative undertaken by Dr. Lynne Hamer, I talked with community members on issues related to implicit biases and teacher practices in April 2016.
5. I have also initiated work on the Fulbright Specialist Fellowship for my trip to Israel in December 2016.
submitted a paper proposal to be presented at this symposium. The paper is titled: Pre-Service Teachers’ Implicit and Explicit Attitudes toward Minority Students and Proposed Classroom-Practices: A Person-centered Approach.

7. As Associate Editor of Developmental Psychology, I continued to address my editorial responsibilities during my sabbatical.
APPENDIX 1
Dear Revathy,

It was very good to talk to you this morning. I am very excited about the workshop and I think the overall plan fits well with the students beginning to think of these issues administratively as well.

In order to send the information about the workshop to the students, request you to email me a short bio as well as a very brief intro to the workshop.

Also if you could send me the handouts that you require, will organise for them to be printed out.

Please send me the details of your pick up address – I will organize a cab to pick you up on Wednesday morning.

Regards
Sujatha

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From: Kumar, Revathy [mailto:Revathy.Kumar@utoledo.edu]
Sent: Friday, February 19, 2016 8:07 PM
To: Sujatha Rao
Subject: RE: Workshop

Dear Sujatha,

Just returned from a trip to Hyderabad this evening. I would like to talk to you. Please let me know what time would work well for you tomorrow and I will call you.

Revathy

Revathy Kumar
Professor Educational Psychology
Judith Herb College of Education,
University of Toledo
Associate Editor, Developmental Psychology
2801 W. Bancroft Street, MS #921
Toledo OH 43606-3390
Phone: 419-530-2481
Fax: 419-530-8447

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From: Sujatha Rao [sujatha.rao@apu.edu.in]
Sent: Tuesday, February 16, 2016 4:25 AM
To: Kumar, Revathy
Subject: RE: Workshop

Dear Revathy

Yes this sounds like it would work. We have a class of around 45 students, most of whom engage well when they have
APPENDIX 2
First Session

1. Presentation of Research Project “Toward an Integrated Approach to Creating Adaptive, Culturally Diverse Learning Environments.” (one hour to one and a half).
   This should be interactive so participants can ask questions and discuss its meaningfulness and relevance to school contexts (urban, rural; private schools/ government schools etc.) in India. One of the studies I will present in some detail is “Teachers’ Implicit Attitudes, Explicit Beliefs and the Mediating Role of Respect and Cultural Responsibility on Mastery and Performance Focused Instructional Practices.” I will also cover Achievement Goal Theory – one of the motivational theories integral to this project.

Second Session

2. Discussion of key social cognitive theories of motivation
   a. Attribution Theory and Beliefs about Intelligence
   b. Self Determination Theory
   c. Achievement Goal Theory
   d. Expectancy Value Theory (time permitting)

Participants will engage in interactive and collaborative analysis of case studies to better grasp these theories.

3. Discussions of the implications of these theories for teacher beliefs and practices.
APPENDIX 3
To
Ms. Maya Menon,
Director
The Teacher Foundation
Bangalore.

Dear Ms. Maya,

Sub: Granting permission to carry out the Safe & Sensitive Schools Impact Study in Kamala Niketan Montessori School, Trichy.

We are pleased to be associated with The Teacher Foundation for Safe & Sensitive Schools (SASS) program. In response to the request put forth, we would like to grant permission to The Teacher Foundation to carry out the SASS Impact Study in association with Prof. Revathy Kumar, Professor of Educational Psychology, Toledo, USA, with the teachers and students of our school.

Warm regards,

Geethanjali Sathiamoorthy
CORRESPONDENT
APPENDIX 4
Dear Revathy,

We could discuss this on Thursday when we meet. Yes I would be interested in us collaborating with you :-)!
But we are essentially a training and solutions provider for schools. So we have to choose our research projects carefully - since they need to inform our work better

Looking forward to seeing you again...

Warm regards

Maya

Maya Menon
The Teacher Foundation
37/10 Yellappa Chetty Layout
Ulsoor Road
Bangalore 560042

Phone 080-41131930, +919845390914 (Mobile)
Website: www.teacherfoundation.org
Link to us on Facebook: http://www.facebook.com/teacherfoundation
Link to us on Twitter: http://twitter.com/ttfUpdates

On Wednesday 24 February 2016 08:41 AM, Kumar, Revathy wrote:

Dear Maya:

As I had mentioned in my earlier email, I would like to discuss some venues for research collaboration with you. Please let me know if you would be interested as well.

Look forward to hearing from you.

Revathy

Revathy Kumar
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APPENDIX 5
Dear Revathy ji,
I am glad you liked your interaction with us. We also felt good in the same.
Shall send you the summary soon.
Warmly,
Ishita

On Feb 20, 2016 11:20 AM, "Kumar, Revathy" <Revathy.Kumar@utoledo.edu> wrote:
Dear Ishita and Nandita:
It was a real pleasure to meet both of you again. I really enjoyed meeting your students as well. Thank you for taking me to visit the school the second day.
Upon returning from Delhi, I immediately left for Hyderabad and returned last evening. Hence my delay in emailing both of you.
Ishita, please send me the summary of our conversation that you documented. Look forward to talking to both of you again soon.
Revathy

Revathy Kumar
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APPENDIX 6
Dear Revathy:

I am glad that your seminar was so successful. Further, you got connected to Ritu.

I was a great opportunity to meet you and know you.

All the best during your sabbatical.

Sincerely,
Ramadhar Singh, Ph. D. (Purdue)
Distinguished Professor
Indian Institute of Management
Bannerghatta Road, Bangalore 560076

Phone: +918026993020
Fax: +91802658 4050

Homepage
http://www.iimb.ernet.in/webpage/ramadhar-singh

-------- Original message --------
From: "Kumar, Revathy" <Revathy.Kumar@utoledo.edu>
Date: 23/01/2016 23:03 (GMT+05:30)
To: Ramadhar Singh <ramadhar@IIMB.ERNET.IN>
Cc: Srinivasan Rangan <srinivasanr@IIMB.ERNET.IN>
Subject: RE: Seminar presentation on 22nd Jan

Dear Dr. Ramadhar Singh:

Thank you for welcoming me so warmly to IIIMB. It was a pleasure to meet you. I had a veryproductive conversation with Dr. Ritu Tripathi. We found that we share common research interests as well.
I hope we get an opportunity to meet again before I leave Bangalore.

Thank you and best wishes
Revathy

Revathy Kumar
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Fax: 419-530-8447
Dear Prof. Kumar:

My name is Ritu Tripathi, and I am an Assistant Professor in Organisational Behaviour at IIMB. I am very excited about your talk tomorrow, and am looking forward to it. Incidentally, my research interests closely match yours—just that I study culture and motivation among working professionals. I guess the basic themes and principles would be the same. Please let me know if you would be free for some time after your talk. I would love to meet you outside the seminar. Don’t worry if it doesn’t work out. I understand it’s a short notice.

Like you, I also have a Ph.D in Psychology. This was from the University of Illinois at Chicago in 2010. One of my papers on culture and achievement motivation is attached for your perusal.

Again, looking forward to your talk!

regards,

Ritu

--

Ritu Tripathi, Ph.D
Assistant Professor (OB/HRM)
Indian Institute of Management Bangalore
Bannerghatta Road
Bangalore 560 076, India
http://www.iimb.ernet.in/user/183/ritu-tripathi
Associate Editor, South Asian Journal of Human Resources Management
http://hrm.sagepub.com/

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APPENDIX 8
Dear Dr. Revathy Kumar,

Thanks for writing. I am glad to hear that you are interested in collaborating with colleagues in India in teaching and research. I am sure it will be a great learning experience to work with you given your vast experience in this field.

Right now, I am teaching two post graduate courses in “Philosophy of Education” and “Planning, Management, and Evaluation of Early Childhood Education programs”. I am sure that there are a lot of areas that would overlap in our interests. I was also pleasantly surprised to see your interest in Mindfulness. I am a student of Buddhism (at a very initial level) and exploring the concepts of Mindfulness in relation to education.

I am sure, it would be really interesting to work together either in research or teaching. However, it might take some time for me to talk to my colleagues here and figure out the modalities of such a partnership. I am new here, so, I don’t know the organizational structures much in these situations. If it is ok with you, I will respond in a week or two. Have you already contacted anyone else from the Azim Premji University? If you have, please let me know. I can then talk to them and see what can be done.

Please keep me updated if you have received an offer to collaborate from other universities too.

I sincerely hope that we can establish a mutually worthwhile learning relationship.

Best Wishes
Ajita R

From: Kumar, Revathy [mailto:Revathy.Kumar@utoledo.edu]
Sent: Saturday, September 19, 2015 10:47 PM
To: ajita.raghavendra@apu.edu.in
Subject: Request for collaboration during my sabbatical January to March_2016

Dear Dr. Ajita Raghavendra:

I am a professor at the University of Toledo, Ohio, U.S.A. I will be on sabbatical in early 2016 and will be in Bangalore from January to March 2016. I want to take the opportunity during this time to meet and collaborate with colleagues in India. I am specifically emailing your because you state on your website that you “engaged in the creation and promotion of an organizational culture based on respect, responsibility, collective ownership and deliberative democracy. In this role, he had the opportunity to understand that teacher morale and productivity is not only affected by problems they face in the classrooms but also by organizational leadership and oppressive societal structures.” This resonates with my work in the area of culture and motivation.

Please could you let me know if I could visit and work with you during my sabbatical in spring 2016. As I said, I am very interested in working and collaborating with colleagues in India in both research and teaching. It has been a while since I moved to the U.S. It was after I did my B.Ed. and M.Ed. at Bangalore University. Subsequently, I completed my Ph.D. from the University of Michigan. I am including a brief summary of my research and teaching background below and attaching my vita and two recent articles.

I would appreciate it if you can get back to me and let me know if such collaborative work is feasible.
A Brief Summary of my Research and Teaching Background

I define my interest as being broadly in the area of culture and motivation. Indeed I am teaching a post graduate course this semester on “Cultural Perspectives in Learning and Development,” and the last semester I taught “Motivation, Theory and Application.”

My work has focused thus far on issues of identity development, particularly for immigrant and minority adolescents. Here I take a sociocultural, historical, political and contextual view of identity development. I am also interested in the role of schools in adolescents’ academic and psychological development. Here I have examined teachers’ implicit and explicit attitudes toward minority and immigrant students and its’ impact on their instructional practices and, more broadly, the motivational climate they maintain in the classroom. I am attaching two of my recently published article on this issue.

More recently I received a grant to examine Mindfulness among pre-service teachers and ways in which mindfulness relates to pre-service teachers' attitudes and the instructional strategies they are likely to pursue.

I teach the following doctoral seminars: Motivation: Theory and Application; Cultural Perspectives in Learning and Development; and Self and Identity. I am happy to share these syllabi with you if you think I could offer a short seminar to your students. If you think your students may be interested, I am happy to give a talk/conduct a workshop on the intersection of culture and motivation. In particular, and would really like to engage in collaborative research work with you and your colleagues on issues that are relevant, timely, and meaningful.

Thanks and look forward to hearing from you.

Best wishes
Revathy

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APPENDIX 9
Dear Dr. Kumar,

Thank you for your proposal submission to the Spencer Foundation Research-Practice Partnership program entitled "Creating Cross-Culturally Inclusive and Responsive Curricular Learning Environments (CIRCLEs): A Research-Practice Partnership." It is now under review and you can anticipate notification of the Foundation's funding decision in November 2016.

If you have any questions in the meantime, please feel free to contact me.

Sincerely,

Annie

Annie Brinkman  
Grants Manager  
312-274-6511  
abrinkman@spencer.org
Proposal Status | MAIN ▶

Organization: University of Toledo

Search for Proposals by any of the following:

Proposal Number: (Enter 7 digits)
Received By NSF Date Range (mm/dd/yyyy)
From: To:

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All Proposals by Status:
To view detailed proposal status information, click the "Proposal Number" (e.g.: 0003337) link below. Sort results by clicking column titles.

Principal Investigator's Name: Revathy Kumar

3 proposals found, displaying 1 to 3

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APPENDIX 11

To: Kumar, Revathy

04-May-2016

Dear Dr. Kumar:

Your manuscript entitled "Cultural Beliefs and Instructional Intentions: Do Experiences and Tenure in Teacher Education Matter?" has been successfully submitted online and is presently being given full consideration for publication in American Educational Research Journal.

Your manuscript ID is AERJ-16-0272.

Please mention the above manuscript ID in all future correspondence or when calling the office for questions. If there are any changes in your street address or e-mail address, please log in to ScholarOne Manuscripts at https://mc.manuscriptcentral.com/aerj and edit your user information as appropriate.

You can also view the status of your manuscript at any time by checking your Author Center after logging in to https://mc.manuscriptcentral.com/aerj.

Thank you for submitting your manuscript to American Educational Research Journal.

Sincerely,

APPENDIX 12
on behalf of AERJ + aera.net@manuscriptcentral.com on behalf of AERJ + aera.net

Sent: Wednesday, May 04, 2016 2:13 PM
To: Kumar, Revathy

04-May-2016

Dear Dr. Kumar:

Your manuscript entitled "Culturally Inclusive and Responsive Curricular Learning Environments (CIRCLEs): Minority and Mainstream Students’ Perceptions and Experiences in U.S. Schools" has been successfully submitted online and is presently being given full consideration for publication in American Educational Research Journal.

Your manuscript ID is AERJ-16-0275.

Please mention the above manuscript ID in all future correspondence or when calling the office for questions. If there are any changes in your street address or e-mail address, please log in to ScholarOne Manuscripts at https://mc.manuscriptcentral.com/aerj and edit your user information as appropriate.

You can also view the status of your manuscript at any time by checking your Author Center after logging in to https://mc.manuscriptcentral.com/aerj.

Thank you for submitting your manuscript to American Educational Research Journal.

Sincerely,