**Examples of Project Development**

Below, you can find links to presentations that include more information and further explain our findings.

This presentation summarizes our findings from interviews with project leaders. We describe how we developed our initial model of instructional change teams, and explain what it means. We focus primarily on the five team inputs in the model.

<https://www.dropbox.com/s/epctr4kgwgc8iay/Olmstead%20AAPT%20summer%202018.pptx?dl=0>

This presentation summarizes our preliminary analysis of interviews with team members of two instructional change teams. We explore how teams’ structure and their teamwork processes inform our initial model. The first team consisted of members that had similar ranking (mostly junior faculty) that were initially friends. This team developed easily shared vision and managed to sustain the instructional changes by keep meeting weekly after having reached the goals. The second team had a highly prescribed and assigned task by people who were not on the team. This led to many task-related conflicts and impeded the team to develop shared vision. The lack of shared vision resulted in opposing views between the team members on whether the team has achieved its goals. Results from both teams support the importance of shared vision.

<https://www.dropbox.com/s/naqoyokg0dp3tcx/Sachmpazidi%20%28talk%29-AAPT%20%282018%29.pptx?dl=0>

This presentation summarizes our preliminary analysis of interviews with team members from a third team whose composition changed over time. We found that the team processes and outcomes of this team shifted significantly as the team composition changed. The findings presented here indicate the importance of team boundaries for team cohesion.

<https://www.dropbox.com/s/d23r183je8m0ce0/MI%20AAPT%20Fall%202018_Final%20version.pptx?dl=0>

This paper and presentation apply a framework for team diversity from the business management literature to higher education instructional change teams. The framework conceptualizes diversity in three different ways, each with a different kind of influence on how teams work together.

Link to presentation on diversity:

<https://www.dropbox.com/s/8hurzvav7cke2ka/AAPT_talk_2017.pptx?dl=0>

Link to paper on diversity:

<https://www.dropbox.com/s/ixs6728pbf3z00e/Olmstead_PERC2017_final.pdf?dl=0>