

# Online Seminar on Undergraduate Mathematics Education

## Teaching TRIOS: A Strength-Based Approach to Advancing the Culture of Teaching in STEM

**Sarah K. Bleiler-Baxter**  
**Middle Tennessee State University**

Since 2014, Teaching TRIOS at Middle Tennessee State University has introduced an innovative peer observation model for STEM educators. TRIOS, based on being Time-sensitive, Reciprocal, Inclusive, Operative, and Strength-Based, transforms observation from evaluative to reflective, focusing on faculty strengths to drive change. In this OLSUME talk, I'll discuss a decade's worth of lessons from practice, theory, and empirical research. Practically, I'll detail structuring TRIOS groups in STEM departments, offering guidance for adopting this strategy. Theoretically, I'll discuss our NSF-funded ACT-STEM project, which combines positive psychology, self-determination theory, and innovations diffusion to foster educational transformation. Empirically, I'll share research findings on how a strength-based approach in peer observation boosts faculty reflection and alignment with teaching values.



**Noon ET, April 1, 2025**

Zoom link: <https://cornell.zoom.us/j/92415199317>, passcode olsume

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