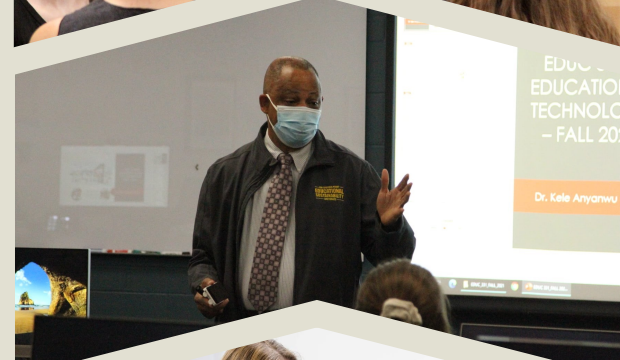
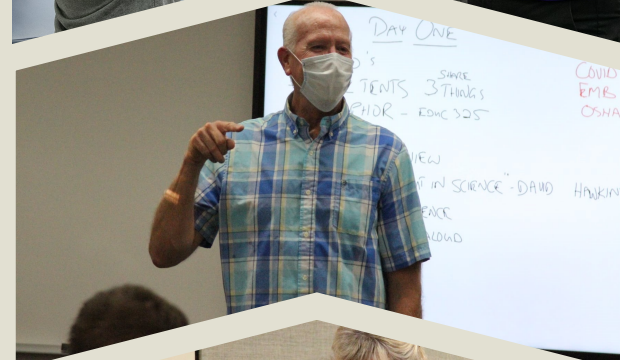




Center for Inclusive Teaching and Learning
 University College
 University of Wisconsin - Stevens Point



2021

Annual Report

COMMUNITY

EFFICIENCY

EXPERTISE

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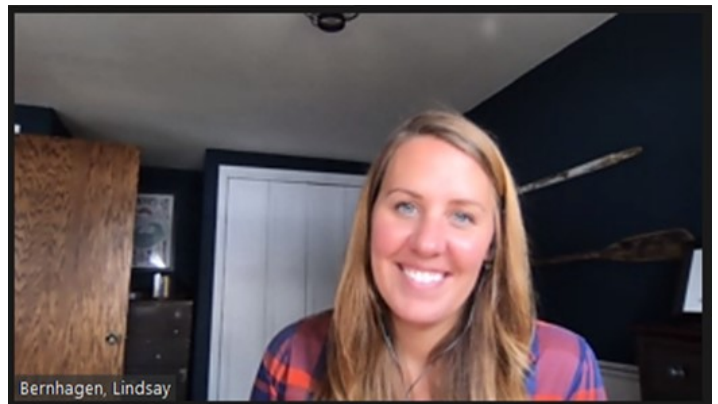
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Message from the Director

Lindsay Bernhagen



Dear Colleagues,

When I imagined writing this opening note for CITL's annual report earlier this summer, I thought I'd be able to adopt a celebratory tone regarding a triumphant return to post-COVID-19 normal. I'll admit that I am disheartened to once again be navigating life at UWSP socially distanced from my colleagues and students, and through a mask.

That disappointment, however, is tempered by pride in what CITL—and UWSP more broadly—was able to accomplish over the last year, despite the challenges presented by the pandemic.

For one, thanks to the availability of funds collected through the Distance Education fee, CITL was able to bring on two instructional designers with a wealth of UWSP teaching experience and perspective: Erin Speetzen (Chemistry) and Nancy Shefferly (Biology). Adding these two brilliant, creative, and energetic professionals to our team has been a source of great inspiration, even in their short time as part of our team.

Though it was hopefully not too detectable to those of you who reached out to CITL for online instructional or technological support, demand for CITL support grew exponentially. Eric Simkins and Sean Ruppert handled 968 individual, scheduled consultations—a 50% increase over the prior year. We also ran several Online Course Design Institutes, giving 73 instructors an opportunity to infuse best practices in online teaching while also getting ideas and collegial support in a community of peers.

Despite the additional need for CITL services, we also managed to keep up with our more rote responsibilities and special projects as well. Sara Olsen kept the office and our communications running smoothly—including sometimes daily updates to our web resources as the landscape shifted under our feet—while also assisting with the UWSP website rebuild.

Personally, I accepted the Provost's request that I serve as the Diversity Officer for Academic Affairs—a volunteer role that has allowed me to wrap my arms around all of the great equity, diversity, and inclusion (EDI) work that is both already underway and being planned within the division. The fact that faculty and staff across the colleges mustered time and energy to imagine and undertake EDI initiatives amid the difficulties of the pandemic is a testament to UWSP's commitment to move this urgent work forward.

As we have already seen, the 2021-2022 academic year will be full of changes, challenges, and opportunities of all stripes. Though you may not be able to sense our joy and excitement in supporting UWSP for another year, you'll just have to trust that we're smiling under our masks!

Be well,



Mission

The Center for Inclusive Teaching and Learning (CITL) is devoted to providing opportunities for professional and personal growth of the teaching and learning community by supporting pedagogy, instructional technology, and instructional design for all modes of instruction and has, as the central tenet of its mission, the goal of fostering a dynamic campus committed to student learning within a culture of inclusivity and diversity.

We offer opportunities for you to engage with members of the UWSP **COMMUNITY** who are as committed to enhancing the student learning experience as you are.

We know that your time is a scarce resource, so we prioritize helping you do your work more effectively and **EFFICIENTLY**.

We bring our **EXPERTISE** to complement yours, working in partnership to make UWSP a more inclusive and effective place for student learning.

By the Numbers

8
INCLUSIVITY
TRAINING
SESSIONS

1,143
CONSULTATIONS with
faculty and staff
members

99 POINTER PRAISE
submissions 



97
BOOK GROUP participants

\$67,100
in GRANTS AND INCENTIVES
distributed



73
participated in an
ONLINE COURSE
DESIGN INSTITUTE
(OCDI)

50%
increase in
CONSULTATIONS

Student Engagement

Lindsay Bernhagen

- ❖ Instructor, Sociology 395: Sociology of Sexuality (Fall 2020)
- ❖ Instructor, Educational Sustainability 900: Introduction to Doctoral Studies (Summer 2020)
- ❖ Doctoral Committee Chair: Yvonne Eaton, Eleva Potter, and Rebecca John, EdD in Educational Sustainability Candidates
- ❖ Faculty Advisor for Sigma Delta Rho, Waterski and Wakeboard Team, and College Democrats

Erin Speetzen

- ❖ Instructor, CHEM 105 (Fall 2020 and Spring 2021), CHEM 335 (Fall 2020) and CHEM 333 (Spring 2021)

Nancy Shefferly

- ❖ Instructor, Biology 101 (Fall 2020, Spring 2021)
- ❖ Instructor, Biology 287 (Spring 2021)

Eric Simkins

- ❖ Instructor, CNMT 100 (Fall 2020)

Sean Ruppert

- ❖ Supervisor, student staff

Sara Olsen

- ❖ Supervisor, student staff



Consultations

The consultations held with faculty and staff are really the backbone of what we do in CITL. Our team members offer both one-on-one consultations and group consultations for entire departments or smaller groups of faculty and staff. Team members can provide, training, and assistance in your office, in our office, remotely via Zoom, or during classroom instruction. The CITL team offers consultations on many aspects of teaching and learning:

- inclusive pedagogy
- general teaching pedagogy for all instructional modalities (face-to-face, hybrid, or online)
- instructional design/course design
- teaching with technology
- creating accessible courses
- curriculum design
- organizational development
- other topics as requested

This year, a record 1,143 scheduled consultations were held with CITL staff.

Honorlock

In August 2020, UWSP secured a three-year contract with Honorlock to provide online exam proctoring. Honorlock offers many features that can help prevent cheating on online exams. In response to the COVID-19 pandemic, Honorlock was used to proctor exams in some non-online courses during the Summer 2020, Fall 2020, and Winter 2021 terms.

A total of 7,847 exam sessions were proctored by Honorlock in 2020-2021.

Pointer Praise

Pointer Praise, a platform to praise the faculty and staff members who rise to challenges and beneficially impact others, was created by CITL. Students, faculty, and staff members are invited to submit uplifting messages that will be sent anonymously to a UWSP faculty or staff member.



99 individual submissions were received and sent to deserving faculty and staff members in FY21.

Exam Scoring

The suspension of in-person classes after Spring Break in March of 2020, caused by COVID-19, eliminated the availability of Scantron testing for instructors, so the service was not needed.

Pilot testing of a new version of the Remark software used to process scanned exams and generate reports will be completed in August 2021 to provide exam processing services for UWSP beginning in Fall 2021.

Benefits of the new process include:

- Simplified forms
- Easier import to Canvas
- More secure results
- Expanded reporting options

Program Development Grants (Online and Hybrid)

CITL offers three types of Program Development Grants: Online Credit Program Grants, Online Non-credit Program Grants, and Hybrid Credit Program Grants. Program Development Grants are awarded to units and ensure development support for courses in the program. Grants are paid to course authors (faculty or instructors) when courses are developed. Departments awarded grants receive instructional design support and grant funds both to develop courses and to revise courses two times following initial development. CITL continued development of the Masters of Music Education and Doctor of Education Ed. D. in Educational Sustainability programs this year.

Two new Program Grants were awarded during the 2020-2021 academic year. The School of Health Sciences and Wellness was awarded a grant to develop an Online Medical Laboratory Technician (AS) to Clinical Laboratory Science: Medical Technology (BS) degree completion program. The School of Health Sciences and Wellness was also awarded a grant to develop a 5-7 course Wellness Series consisting of 1-credit online topic-specific wellness courses.

\$52,000 was awarded to faculty and staff through Program Development Grant programs during the 2020-2021 year.

Online Course Development and Revision Grants

The purpose of course development grants is to promote the development of high quality, inclusive, and student-centered online courses that align with UW-Stevens Point and UW-System goals. Additionally, the grant programs are designed to promote consistency in the university's online offerings. Online Course grants are awarded for new or revised courses. During the 2020-2021 academic year, grant recipients worked with CITL team members to create four new online courses: PSYC 200, PSYC 300, PSYC 402, and BIO 398. One grant was awarded for the revision of BUS 339.

\$13,500 was awarded to faculty and staff through the New Online Course and Online Course Revision Grant programs during the 2020-2021 year.



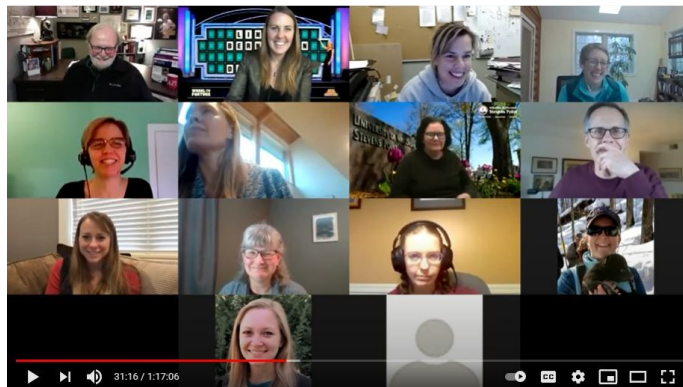
Becoming an Anti-Racist Educator Workshop

2 Sessions, 104 Participants
Facilitator: Lindsay Bernhagen

The recent surge of racial injustice, sparked an interest in anti-racist pedagogy. CITL Director Lindsay Bernhagen hosted two virtual sessions of the interactive workshop “Becoming an Anti-Racist Educator.” The first session held in October 2020 brought together 44 attendees and the February 2021 session welcomed an even larger group of 60 attendees.

The workshop explores anti-racist pedagogy, using principles from Ibram X. Kendi’s book, *How to Be an Anti-Racist*, and insights from critical race theory. Topics included choosing content and teaching methods with antiracism in mind, as well as critical aspects of building equitable relationships within the classroom.

Teaching About Race and Racism Effectively



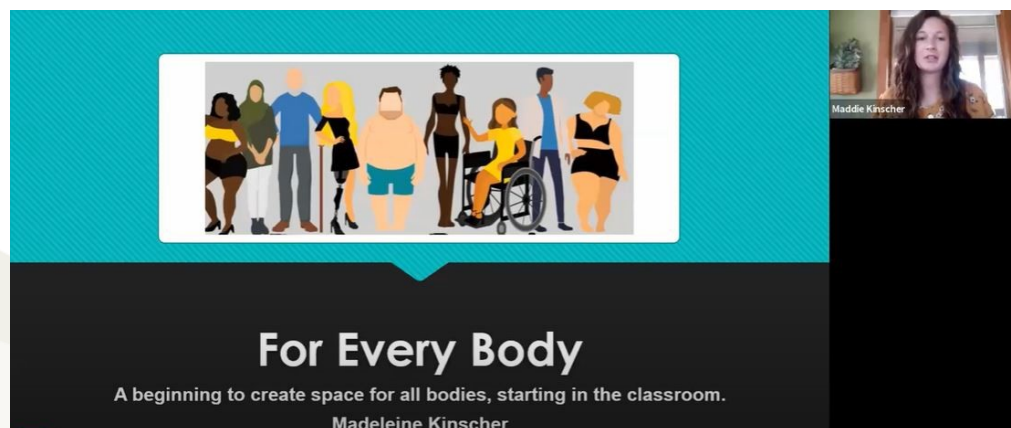
14 Participants
Facilitator: Cyndi Kernahan

As a follow-up to CITL’s September Book Group, Dr. Cyndi Kernahan, author of *Teaching About Race and Racism in the College Classroom*, joined us via Zoom for a 90-minute workshop and discussion on teaching effectively about race and racism.

For Every Body - An Educational Program

CITL student intern Maddie Kinscher facilitated an educational program, “For Every Body” on Thursday, October 8. Based on her research, including surveying the UWSP student body, Maddie shared important information relating to body stigma and biases, and how content on body diversity can be incorporated into the classroom.

8 Participants
Facilitator: Maddie Kinscher



Race and Identity Workshop

23 Participants

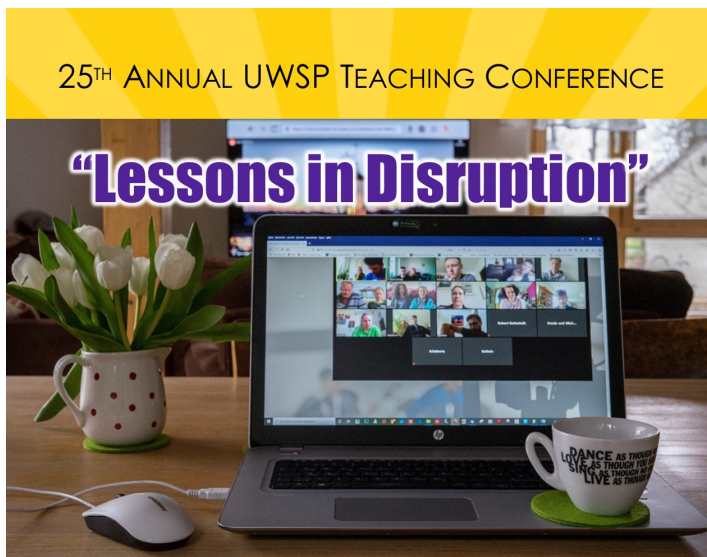
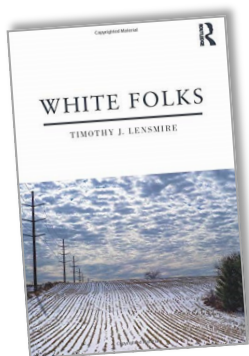
Facilitator: Timothy Lensmire

Dr. Timothy J. Lensmire, author of *White Folks - Race and Identity in Rural America*, facilitated an in-depth workshop for UWSP Faculty/Staff and area educators on December 10, 2020.



White Folks examines how white people learn to be 'white' and reveals how white racial identity is dependent on people of color—even in situations where white people have little or no contact with racial others. Current antiracist work is often grounded in a white privilege framework that has proven ineffective — in part because it reduces white people to little more than the embodiment of privilege. Lensmire provides an alternative that confronts the violence at the core of white racial

selfes that has become increasingly visible in American society and politics, but that also illuminates conflicts and complexities there.



Teaching Conference

The 25th Annual UWSP Teaching Conference was held virtually on Friday, January 15, 2021. The UWSP Interactive Theater Project provided the keynote presentation, sharing student perspectives on e-learning and online engagement. Compassion, flexibility, and innovation were the session themes as our colleagues shared with us what they have learned about teaching during a pandemic.

Registered: 112 Attendees: 87

Session Presenters: 25

Total expenses: \$0



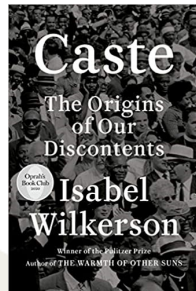
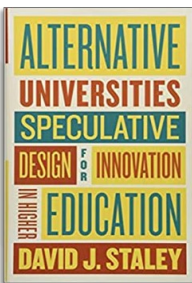
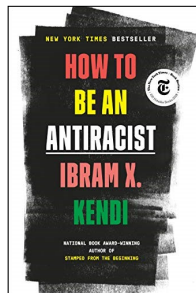
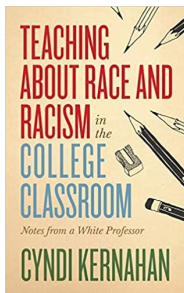
COLLABORATE

Programs

Book Group

Book discussions bring faculty and staff members from across our campuses together to share ideas and thoughts on timely books on a variety of topics of interest. Participants met virtually during multiple sessions for book discussions. Sessions are facilitated either by the CITL director, Lindsay Bernhagen, or a UWSP faculty or staff member. This year, because sessions were virtual, two of the authors were able to attend.

Campus members are encouraged to inquire about leading a book group through CITL or organizing a book read within their department. A variety of books, including previous Book Group titles, are available in quantities for checkout from the CITL resource library.



Fall 2020

Teaching About Race and Racism in the College Classroom: Notes from a White Professor by Cyndi Kernahan

28 Participants

Facilitator: Lindsay Bernhagen and Cyndi Kernahan

Fall 2020

How To Be An Anti-Racist by Ibram X. Kendi

34 Participants

Facilitator: Lindsay Bernhagen

Spring 2021

Alternative Universities: Speculative Design for Innovation in Higher Education by David J. Staley

15 Participants

Facilitator: Greg Koepel and David J. Staley

Summer 2020

Caste: The Origins of Our Discontents by Isabel Wilkerson

20 Participants

Facilitator: Lindsay Bernhagen

Programs

Online Course Design Institute

The Online Course Design Institute (OCDI) was developed in June 2019 as an in-person small group professional development opportunity to support UWSP faculty and staff in the design of online courses. In response to the COVID-19 pandemic, CITL staff redesigned the OCDI making it a fully online training for larger groups of faculty. CITL offered the final COVID-19 larger group online OCDI in July 2020 for 33 UWSP faculty and staff.

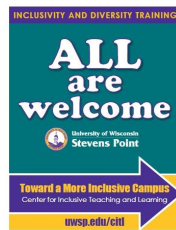
Beginning in Fall 2020, CITL returned to offering small group OCDIs three times annually. OCDIs are now offered online or in-person annually during April, July, and November and are limited to 10 participants. Participants who complete all OCDI requirements are eligible for \$200 in Professional Development funds from CITL.

\$1,600 in CITL Professional Development funds were awarded to OCDI participants during the 2020-2021 academic year.

Inclusivity Training

8 Sessions, 129 Participants
Facilitator: Lindsay Bernhagen

The inclusivity training “Toward a More Inclusive Campus” offers research and awareness on implicit bias and inclusive pedagogy, and aims to create a campus climate that values diversity. The four-part training for UW-Stevens Point faculty and staff includes a one-hour workshop for a department or unit each semester. After these initial training sessions are completed, units will participate in an updated inclusivity training each year.



Safe Zone Training

The CITL office, in joint partnership with the Faculty and Staff Gender Sexuality Alliance, provides Safe Zone Training for faculty and staff members.



Each of us has an identity based on our background, including our gender, sexuality, race/ethnicity, age, mental health, disability, education, socioeconomic status, veteran status, etc. This combination is unique for each of us. We call that uniqueness our intersectionality. Unfortunately, many backgrounds have been marginalized against, and even targeted with violence in the past and today. We create Safe Zone spaces to allow people to be their true selves, without fear of such threats.

By completing Safe Zone training and displaying the Safe Zone placard, you open your door as a supportive and safe ally. You communicate that others can openly confide in you about their identities and experiences. You don't need to be an expert to display the placard. However, your placard indicates your commitment to ally-ship with the LGBTQ+ community.

10 Sessions, 115 Participants

Facilitators: Sylf Bustamante, Brianna Burke, Kym Buchanan, Sheri Rehman

The CITL Team

2020-2021 Professional Activities



Lindsay Bernhagen, Ph.D.
Director

University Service

- Chair, Diversity Council
- Chair, Course Evaluation Ad Hoc Subcommittee
- Member, Common Council
- Member, Executive Committee
- Member, General Education Committee
- Member, Assessment Subcommittee
- Member, Integrated Planning Advisory Committee
- Member, Honors Advisory Board
- Member, Critical Thinking Center Advisory Board

Regional/National Service

- Advisory Board, UW-System Office of Professional and Instructional Development (OPID)
- Member, OPID Mentoring Committee
- Member, OPID Anti-Racism and Equity, Diversity, and Inclusion Committee
- HHMI Inclusive Excellence Grant Advisory Board

Professional Development

- POD Network Annual Conference
- UW-Madison Diversity Forum
- UW System Office of Professional and Instructional Development (OPID) Spring Conference
- OPID Faculty College

Scholarship

- Editor-in-chief. *To Improve the Academy: A Journal of Educational Development*
- Gravett, E.O. & Bernhagen, L. (2021). Saying 'No' to Get to 'Yes.' *Thriving as Women in Leadership in Higher Education: Stories and Strategies for Your Peers*. Academic Impressions.
- Reviewer: *International Journal of Academic Development, Men and Masculinities, Feminist Media Studies, Women and Music,*

Presentations

- Better Together: Faculty Development and Assessment. Keynote. WASC Academic Resource Conference. Online. (with Jillian Kinzie and Gianina R. Baker)
- Implicit Bias and the Educational Pipeline. Keynote. Aspiring Educators of Wisconsin Annual Conference. Online.
- Emotional Labor in the Time of COVID-19, EDUCAUSE
- Seminar in Integrating Teaching, Learning, and Assessment, Higher Learning Commission
- Becoming an Anti-Racist Educator. University of Wisconsin Office of Professional and Instructional Development Annual Spring Teaching and Learning Conference.
- Recognizing Bias: Strategies for Helping Staff Become Familiar and Responsive to Unintentional Behavior. American Camp Association Annual Conference. (with Cathy Scheder)
- Leadership Series: Inclusive Leadership, UW-Stevens Point Continuing Education
- Becoming a White Anti-Racist, City Year New York Anti-Racist and Inclusive Course Design, University of Pittsburgh
- Inclusive Pedagogy, University of Missouri-Kansas City Medical Center
- Becoming an Anti-Racist Educator, University of Wisconsin-River Falls (2021) and University of Wisconsin-Eau Claire
- The Importance of Diversity and Inclusivity in Your Community, Good Ideas Summit, Wausau, WI
- Building an Inclusive Culture, League of Women Voters
- Blindspots and Their Consequences, Holy Spirit Parish
- The Challenge and Benefits of Diversity and Inclusivity, Rotary Club



Faculty Fellow

Sarah E. Ross
Assistant Professor,
Scenic Design
Department of
Theatre and Dance
(COFAC)



Office Assistant

Ana Wolff
Senior, Chemistry;
Geoscience



Intern

Maddie Kinscher
Senior, Health
Promotion and
Wellness

The CITL Team

2020-2021 Professional Activities



Sean Ruppert
Instructional Technology Support Specialist

Regional Service

- Executive Committee member, Learning Technology Development Council (LTDC) - appointed by the Provost in 2017



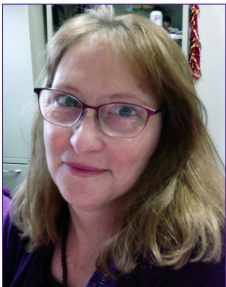
Eric Simkins
Online Program Manager

University Service

- Member, Academic Staff Council
- Member, Merit Rating Scale Subcommittee (ASC)

Regional Service

- LTDC—DLE Canvas Data Analytics and Canvas Reporting workgroup
- Panelist—Lessons Learned from the Pandemic @ LTDC Virtual Showcase, June 2021



Nancy Shefferly
Instructional Designer

University Service

- Member, University Assessment Subcommittee

Professional Development

- Canvas Certified Educator Program, Core 1-4



Erin Speetzen
Instructional Designer

University Service

- Member, Academic Affairs Committee



Sara Olsen
Information and Operations Manager

University Service

- Member, UWSP Website Rebuild Team
- Member, Albertson Hall Building Committee





Center for Inclusive Teaching and Learning
University College
University of Wisconsin - Stevens Point

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