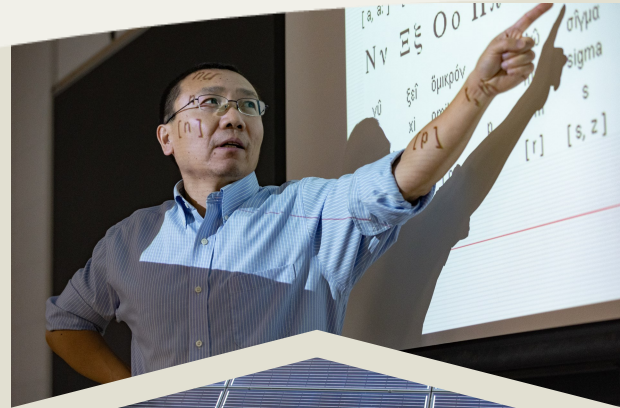




Center for Inclusive Teaching and Learning
 University College
 University of Wisconsin - Stevens Point

2023

Annual Report



COMMUNITY

EFFICIENCY

EXPERTISE



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Message from the Director

Dear Colleagues,

As we wrap up the 2022-2023 academic year, I wanted to take a moment to reflect on the challenges we faced and express my sincere appreciation for your commitment to teaching and learning. This year, despite our hopes for a return to normalcy, we encountered a new set of obstacles in higher education. From student mental health concerns to the introduction of ChatGPT and other generative AI models, our faculty and instructors once again had to adapt to a shifting landscape while managing their own workload and burnout.

Through it all, I witnessed the unwavering commitment of faculty and instructors across all three campuses to support our students and foster a more inclusive and equitable environment at UWSP. Your efforts have not gone unnoticed, and I continue to be inspired by your dedication.

This year also brought significant changes for the CITL team. Last summer we relocated from Albertson Hall to the 4th floor of Collins Classroom Center, only to temporarily move again in the fall. Additionally, we welcomed a new director and made adjustments to our programming to align with the UWSP Growth Initiative. Our staff faced a lot of uncertainty this year and I am incredibly fortunate to have such a resilient and exceptional team.

Since assuming the role of director in December, my focus has been on building and strengthening relationships across campus and to better understand how CITL can support teaching and learning at UWSP. Our team has been actively engaging with stakeholders, analyzing survey data, and developing programming plans for the upcoming 2023-2024 academic year that is responsive to the needs expressed. We are excited to reintroduce outside speakers and faculty fellows, and we look forward to our collective growth and development. To all those who took the time to complete surveys, provide feedback on programming, or reach out with questions and concerns, I extend my thanks. Your active engagement with CITL is crucial in helping us improve and evolve.

Last, but not least, thank you all for your unwavering commitment, resilience, and dedication to our students and the UWSP community. It is an honor to work alongside such incredible colleagues, and I am grateful for the opportunity to continue to work with you to make a positive impact on the lives of our students.

With gratitude,



Dr. Erin D. Speetzen

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.

By the Numbers



700

TEACHING TIP video views

50%

of UWSP faculty/instructors
consulted with the CITL team

155

participated in TRAINING AND
WORKSHOP sessions

102

attended EVENTS

166

POINTER PRAISE submissions

19,225



STUDENT EXAM SHEETS
scanned for test scoring

\$64,500

in GRANT FUNDS awarded



1,021

scheduled CONSULTATIONS
with faculty and staff
members

The CITL Team

2022-23 Professional Activities



Erin Speetzen
Director

Student Engagement

- Instructor CHEM 298 (Fall 2022) and CHEM 333 (Spring 2023)

University Service

- Member, Integrated Planning Advisory Committee
- Member University Professional Development Committee
- Member, Purpose Made Possible Implementation Team, Theme 3
- Member, Search and Screen Committee, Associate Vice Chancellor for Program Growth

Regional Service

- Member, UW-System Office of Professional and Instructional Development (OPID) Advisory Council
- Member, OPID Signature Programs Committee
- Member, OPID Mentoring Committee
- Campus Coordinator, Wisconsin Alliance for Louis Stokes Minority Participation in STEM (WiscLSAMP)
- Member, UW-System Open Educational Resource team

Professional Development

- Faculty College
- POD Network Institute for New Educational Developers
- Inclusive Leadership: The Power of Workplace Diversity Certificate (University of Colorado System and Coursera)
- Professional Development for Emerging Educational Researchers (PEER) Field School
- POD Network Annual Conference
- InstructureCon 2022
- 2022 Digital Accessibility Conference
- Indiana University 4th Annual Learning Analytics Summit

Scholarship

- National Science Foundation, Scholarship Program in Science Technology Engineering and Math: S-STEM, "Targeted Support of Pell-Eligible Students in Biology, Chemistry, and Biochemistry from First Year to Graduation at a 4-year Regional University," 2022 - 2028, \$1,499,922, Funded.



Faculty Fellow

Lisa Sanderson
Associate Lecturer—Voice, Department of Music (COFAC)

The CITL Team

2022-23 Professional Activities



Sean Ruppert

Canvas Administrator, Instructional Technology Support Specialist

University Service

- Member, Search and Screen Committee, CITL Director

Regional Service

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



Eric Simkins

Online Program Manager

Student Engagement

- Instructor, CNMT 100 (Fall 2022)
- Instructor, EDUC 331 (Fall 2022)
- Instructor, CNMT 100 (Spring 2023)

University Service

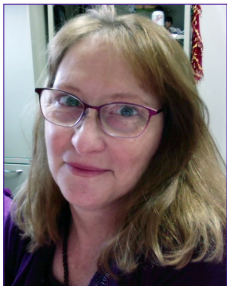
- UWSP Graduate Council – non-voting member 2022-2023
- Digital Maturity Self-Assessment Committee - member

Regional Service

- WI Online Advisory Council (UW System) – Provost appointed UWSP representative

Professional Development

- Online Learning Consortium (OLC) Innovate Conference in Nashville, TN



Nancy Shefferly

Instructional Designer

University Service

- Co-Chair, University Assessment Subcommittee
- Co-Presenter, New Faculty Orientation
- Co-Presenter, Faculty Lunch and Learn Series
- Fall 2022 Book Club: What Inclusive Instructors Do
- Author, Teaching Tip Tuesday Outreach

Professional Development

- Diversity, Equity, and Inclusion for All Certificate, Linked in Learning
- UPCEA Annual Conference, Washington, D.C.
- UW Navigate Conference
- Completed Courses on Learning Courses
 - Accessibility for Web Design, by Derek Featherstone
 - React: Accessibility, by Kiara Contreras
 - Gamification for Interactive Learning, by Karl Kapp
 - Creating Fun and Engaging Video Training
 - The How, by Rob Glass
 - Inclusive Mindset, by Dereca Blackmon
 - Equity First: The Path to Inclusion and Belonging, Mary-Frances Winters
- 47th Annual POD Network Conference, Seattle, WA



Sara Olsen

Multimedia Designer

University Service

- Member, UWSP Website Rebuild Team
- Member, Search and Screen Committee, CITL Director
- Interim Web Developer

Professional Development

- LinkedIn Learning:
 - Introduction to Web Design and Development
 - WordPress Essential Training
- TechSoup courses:
 - Leveraging Global Diversity Awareness Month for Inclusion
 - Improve Your Website User Experience

Consultations

The consultations held with faculty and staff members 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

1,021 scheduled consultations were held with CITL staff.

An additional 7,800 unscheduled phone/email consultations were also held.

Exam Scoring

Test scoring services using Remark software are offered as a free service to UWSP instructors. A variety of report styles are available and an email is sent with a secure link to results. The Remark answer sheets are ordered through campus Print and Design and the Remark software produces results that provide easy import into Canvas.

**Exam packets processed: 452
(19,225 sheets scanned)**



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. Individual departments or instructors who teach 100% online courses can choose to use Honorlock. Honorlock is fully funded by the DE Service Fee for 100% online courses. Instructors or departments electing to use Honorlock for courses that are not fully online must pay for usage from department funds.

2,426 exams were proctored using Honorlock during the 2022-2023 academic year.

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 are sent anonymously to a UWSP faculty or staff member.

166 individual submissions were received and sent to deserving faculty and staff members in FY23.

Program Development Grants

CITL offers three types of Program Development Grants: Online Credit Program Grants, Online Non-credit Program Grants, and Hybrid 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 that are awarded grants receive instructional design support and grant funds both to develop courses and to revise courses one time following initial development. During the 2022-2023 year, CITL continued development of the Masters of Music Education, Doctor of Education Ed. D. in Educational Sustainability, Online Medical Laboratory Technician (AS) to Clinical Laboratory Science: Medical Technology (BS) degree completion, and the Accelerated Certification in Elementary Education (ACEE) program. The Psychology Department elected to cancel development of the Online Psychology Degree after the Summer 2022 term, so no courses were developed for that program during the 2022-2023 academic year.

Four new Certificate Program Grants were awarded during the 2022-2023 academic year and work commenced in September 2022 for all new certificate programs. The School of Education was awarded a grant to develop the Trauma and Resilience Certificate program. The Department of Music was awarded grants to develop online certificates in Music History, Jazz, and Music Conducting.

\$58,500 was awarded to faculty and staff through Program Development Grant programs during the 2022-2023 year.

Support for online program development shifted to the Growth Initiative, under the direction of the Associate Vice Chancellor for Program Growth, in 2023.

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 the development of new online courses or for the revision of existing online courses. During the 2022-2023 academic year one course, FOR 232, was developed under these grant programs.

\$3,000 was awarded to faculty and staff through the New Online Course Grant program during the 2022-2023 year.

Support for Online Course Development and Revision Grants was suspended in 2023 as part of the Growth Initiative.

Online Program Revision Grants

Eric Simkins, UWSP Online Program Manager, developed the Online Program Revision Grant Program in 2021 to support departments in the revision of existing online programs. The School of Health Sciences received the first Online Program Revision Grant to revise the Health and Wellness Coaching Certificate program. Work to revise this program began in fall 2021 and was completed in 2023.

\$3,000 was awarded to faculty and staff through the Online Program Revision Grant program during the 2022-2023 academic year.

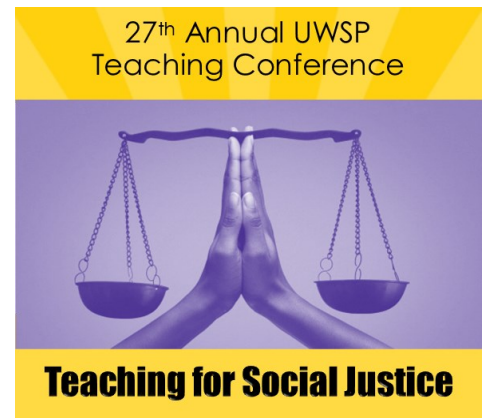
Teaching Conference



The 27th Annual UWSP Teaching Conference, **Teaching for Social Justice**, was held on Friday, January 20, 2023. The conference opened with "**Practicing Hope: Instructor Burnout as a Social Justice Issue**" presented by a panel of our colleagues. The keynote set the stage for afternoon breakout sessions focusing on applied, practical strategies for incorporating social justice into teaching and learning practices and classroom policies.

Registered: **101**
Attendees: **78**
Breakout Sessions: **12**

Total expenses: **\$1,497.50**



Pandemic Impact on Students Workshop

The Center for Inclusive Teaching and Learning (CITL) hosted a Zoom meeting on Wednesday, April 26, 2023, with Gretel Stock, University College Dean, and Troy Seppelt, Assistant Vice Chancellor for Student Affairs and Dean of Students, focusing on pandemic impacts on our students.

Facilitators: **Erin Speetzen, Gretel Stock, Troy Seppelt**

Attendees: **39**

Supporting Student Retention Workshop

On Wednesday, March 29, 2023, Director of Student Retention, Andrew Cinoman, shared the presentation "Supporting Student Success Using Purpose First Strategies" with UWSP colleagues with Professors Erin Speetzen and Brad Hinaus contributing to the conversation.

Facilitators: **Andrew Cinoman, Erin Speetzen, Brad Hinaus**

Attendees: **11**



Conversations on Entering Student Data Survey Results

UWSP faculty, staff, and administration were invited to join Andrew Cinoman, Director of Student Retention in conversations held on October 20 and November 17. Andy provided a brief overview of the key data from the Entering Student survey and learned from the participants what areas they thought deserved exploration/deeper discussion.

Facilitators:

**Andrew Cinoman
Erin Speetzen**

Attendees: **30**

What it means to be a student-ready campus and how entering student survey data can inform that work, was discussed in the second conversation on November 17. Participation across all units on our campuses was encouraged as we worked to continue to discover a better understanding of who are students are and how we can promote student success.

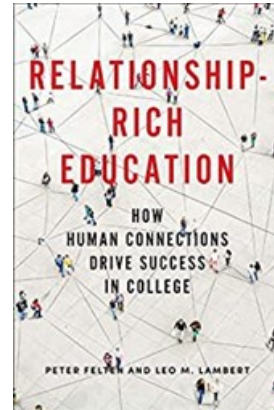
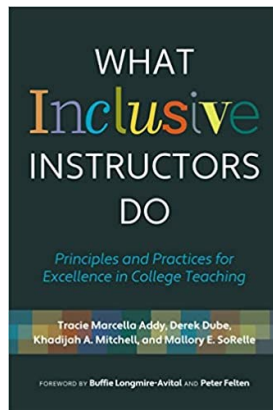
COLLABORATE

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 facilitated by a CITL team member.

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 2022

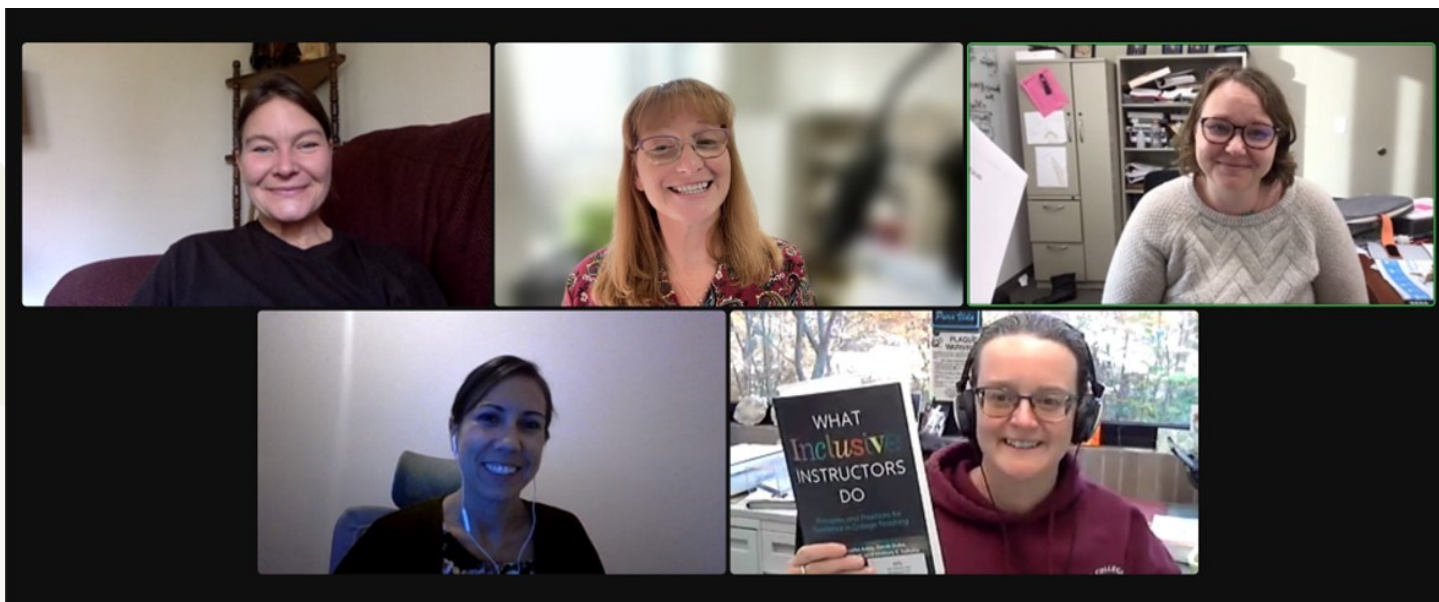
What Inclusive Instructors Do: Principles and Practices for Excellence in College Teaching

6 Participants
Facilitator: **Nancy Shefferly**

Spring 2023

Relationship-Rich Education: How Human Connections Drive Success in College

10 Participants
Facilitator: **Erin Speetzen**



Programs



Course Design Short Program

The Course Design Short Program is designed to provide customized one-on-one support to faculty or staff. The program supports instructors in the development or revision of courses in any modality. This program lasts six weeks and is offered three times annually in March-April, June-July, and October-November. The Course Design Short Program is limited to 10 participants during each cycle. Participants who meet all requirements are eligible for \$200 in Professional Development funds from CITL.

During the 2022-2023 academic year, twelve faculty or staff completed the Course Design Short Program and seven additional participants are currently completing the program.

\$2,400 in CITL professional development funds were distributed to participants who completed the program during the 2022-2023 academic year.



Safe Zone Training

8 Sessions, 77 Participants

Facilitators:

Lee Burke

Xochipilli Bustamante

Trescha Kay

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. The intersectionality of all facets of our lived experience creates our unique identities. Unfortunately, many backgrounds and identities have been marginalized, stigmatized, and sometimes targeted with violence and oppression. 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.



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