

Center for Teaching and Learning

Annual Report

2022-2023



Photos:

Top: Faculty Writing Retreat, May 23-26 at Mission San Luis Rey

Bottom: Adjunct Development Day, Aug 20, 23, Michael Corke, presenter

Center for Teaching and Learning
Point Loma Nazarene University
AUG 2023

Email: ctl@pointloma.edu

Website: ctl.pointloma.edu

Contents

University Mission & Strategic Goals	3
Faculty Development Committee	5
CTL Mission	6
CTL Goals	6
CTL Activities Overview, list of Workshops, and Assessment	7
List of Workshops and FLCs	9
Faculty Workshop Attendance	12
Individual Consultations and Classroom Observations	13
Conclusion	13
Appendix A: Budget Information: FY2022-2023	14
Appendix B: Salary and Budget Information	15



President Bob Brower addressing faculty at the Excellence in Teaching Award Luncheon, March 17, 2023.

University Mission & Strategic Goals

PLNU Mission

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where truth is pursued, grace is foundational and holiness is a way of life.

PLNU Strategic Goals include developing faculty who are:

1. Spiritually vital people whose lives and identities are grounded in Christ.
2. Multi-culturally proficient individuals who communicate and collaborate effectively.
3. Critical and creative thinkers who practice intellectual curiosity and apply their knowledge in a variety of settings.
4. Faithful individuals offering their passions, intellect, and talents to fulfill God's calling on their lives.

PLNU's Mission and Strategic Goals, as we see it, describe the role of the CTL, and demonstrate why PLNU places such a high priority on faculty development. CTL seeks to support faculty through our workshops, events, and Faculty Learning Communities so that they can in turn support their students to meet these Strategic Goals.

These Strategic Goals were achieved through our various workshops, events, and Faculty Learning Communities (FLC) that CTL sponsors to best address the needs of faculty. Outlined below are some of the ways we met the Strategic Goals listed on page 3. (See page 9 for a complete, chronological list of CTL events.)

1. Spiritually vital people whose lives and identities are grounded in Christ.
 - **Adjunct Development Day (Christian Practice in the Classroom)**
 - **New Faculty Seminar (Wesleyan values and teaching practices)**
2. Multi-culturally proficient individuals who communicate and collaborate effectively.
 - **Improving Student Presentations workshop with Melissa Newman**
 - **Anti-Bias and Anti-Racist Pedagogy workshop series with Jimiliz Valiente-Neighbours**
3. Critical and creative thinkers who practice intellectual curiosity and apply their knowledge in a variety of settings.
 - **Teach Your Students How to Learn workshop with Sandra McGuire**
 - **Strategic Learning workshop with Sandra McGuire**
 - **Giving Your Students a Voice Through Peer-Review with Brandon Sawyer**
4. Faithful individuals offering their passions, intellect, and talents to fulfill God's calling on their lives.
 - **Faculty Development and Scholarship Day**
 - **Internal Grant Fair Workshop** with PEGrants, Wesleyan Grants, and RASP Grants
 - **Excellence in Teaching Award** recipients and a recognition luncheon
 - **Faculty Writing Retreat**

Faculty Development Committee

The Faculty Development Committee acts as an advisory board and meets monthly throughout the academic year. Each member brings his or her expertise as a teacher, disciplinary knowledge, and viewpoint.

Faculty Development Committee 2022-2023

Jo Clemmons, ex-officio, CTL

Ray Posey – School of Education

Katie Jacobson, ex-officio, OIT

Paul Schmelzenbach – Physics & Engineering

Bettina Pedersen, Chair – LJWL

Bruce Mansfield – Music

Jacob Goodin – Kinesiology

Faculty Development Committee responsibilities are to:

1. Strategize, identify, prioritize, and promote a variety of faculty development efforts on campus.
2. Determine the effectiveness of development programs for first year faculty and advise the Deans and the Provost on the New Faculty Seminar Program.
3. Determine the effectiveness of teacher mentor programs to assist new full-time faculty, in improving their teaching skills and advise the Deans and the Provost.
4. Encourage and support departments in developing teacher mentor programs for part-time, adjunct, and visiting professors, in improving their teaching skills.
5. Develop, monitor, and work with the Deans to ensure the reliability and effectiveness of all aspects of the faculty evaluation process, including Student Evaluation policies and practices.
6. Develop a means to recognize excellence in teaching, service, and scholarly endeavors.



CTL Mission

The Center for Teaching and Learning is committed to cultivating a culture at PLNU that values and facilitates ongoing professional development and growth. CTL exists to provide leadership, encouragement, advocacy, and resources to enhance teaching, learning, and scholarship for all faculty.

CTL Staff

Director: Dr. Jo Clemmons, EdD, Bond Academic Center, Office 21

Assistant: Chase M. Mahan, MA, Bond Academic Center, Office 20

CTL Goals: 2022-2023

1. To provide faculty with opportunities to learn about and implement best practices in teaching and learning through workshops, and other events utilizing PLNU expertise and nationally recognized experts.

Benchmarks: See workshops on page 9.

2. To provide useful, time relevant presentations and workshops for faculty.

Benchmarks:

A semester-long series of workshops titled, "Pedagogy Towards Wholeness: Practicing Anti-Bias and Anti-Racism". These were specifically organized to tackle issues surrounding bias and racism within the classroom. Faculty learned that by having grace for each other and themselves, practicing reflective praxis, exhibiting cultural humility, committing to decolonization, and studying and practicing liberation pedagogy, they can better equip themselves to practice anti-bias and anti-racism.

CTL hosted two virtual seminars on the topic of A.I. chat-bots. Our visiting experts were Tim Laquintano (Lafayette College) and Jeremy Caplan (CUNY), each of whom discussed how to

not be afraid of A.I. chat bots such as “ChatGPT” and instead provided our faculty with resources, tools, and education to help them decide how to navigate this new emerging technology.

3. To support professors through individual consultations and classroom observations as they seek effective strategies to engage all students in learning and seek to develop their curriculum and their craft.

Benchmarks:

The CTL director had over 75 individual meetings, including teaching observations and consultations with faculty.

4. To provide opportunities for faculty to develop collegiality by discussing pedagogy and best practices of teaching and learning.

Benchmarks:

CTL is involved with New Faculty Seminar and leads 5 sessions on pedagogy and best practices of teaching and learning. This seminar is provided every Fall for new faculty.

CTL sponsored a Faculty Learning Community concerning teaching research methods courses in the Social Sciences. Jamie Gates, from the department of Sociology, Social Work, and Family Sciences, facilitated in-person sessions on the Main Campus where professors shared their materials and ideas with each other. This FLC met four times during the academic year and a total of 5 different departments attended.

Every year, CTL funds Pedagogical Enrichment Grants for “Inclusive Pedagogy”. A total of 7 faculty members participated in this grant process during the 2022-2023 academic year. Awardees included Alisa Ward (Kinesiology), Jamie Gates (SSWFS), Michael Corke (SOE), Lori Kall (SOE), Matt Boyne (FSB), Anthony Cortez (Engineering), & Schuyler Eastin (LJWL). They presented their findings at Faculty Development & Scholarship Day in the Fall of 2023.

CTL Activities Overview, List of Workshops, and Assessment

CTL supports professors in a wide variety of ways offering ongoing development through many avenues beginning with New Faculty Seminar, Adjunct Faculty Development Day, Faculty Scholarship Day, and Faculty Development Day at the beginning of each academic year. We continue this support throughout the year by hosting workshops, guest speakers, Faculty Learning Communities, individual classroom observations and consultations, and the end-of-year Faculty Writing Retreat. As central to PLNU’s mission, CTL helps faculty envision and develop practices to integrate Christian faith into their curriculum and classrooms through workshops and individual consultations.

The CTL website ctl.pointloma.edu/ offers a repository of resources including our in-house videos and resources, as well as a plethora of outside resources on a wide variety of topics to aid faculty in their search for best practices. In addition, the CTL library offers books for loan on a wide range of topics relevant to teaching, learning, scholarship, writing and research. CTL staff continue to develop the website in conjunction with Mile 3, a third-party Marketing company hired by PLNU.

Activities Overview

From August 20, 2022, to May 21, 2023, the Center for Teaching and Learning hosted **Adjunct Development Day, Faculty Convocation, and Faculty Development and Scholarship Day**.

Additionally, we held 30 professional development events and several Faculty Learning Communities throughout this time. Overall, more than 150 individual full-time and part-time faculty, and 76 adjunct faculty attended CTL events from all 19 academic departments, with a cumulative total of over 516 attendees at all events during the 22-23 Academic Year.

CTL worked with the Faculty Development Committee's effort to honor exemplary teaching at PLNU through the fourth annual **Excellence in Teaching Award**, presented to 25 full time faculty members. A celebratory luncheon was held in the President's Dining Room with President Bob Brower and Provost Kerry Fulcher in attendance.

The **Faculty Writing Retreat** was in its fourth iteration this summer, May 21-24, 2022. We were able to sponsor 15 faculty on the Writing Retreat to Mission San Luis Rey in Oceanside.

The **Hadley Wood Teaching Fellowship** was awarded in 2021-2022 to **Dr. Jimiliz Valiente-Neighbours**, from Sociology, Social Work, and Family Science. During the Fall of 2022, Dr. Valiente-Neighbours facilitated 7 meetings under her workshop series, "Anti-Bias and Anti-Racism Practices for a Pedagogy Towards Wholeness". She provided tools, resources, and research to faculty on creating a more inclusive classroom. Topics discussed included Reflexive Praxis, Cultural Humility, and Liberation Pedagogy. The Hadley Fellowship was awarded to **Dr. Mike Dorrell** for the 2022-2023 academic year.

CTL continues our successful **Pedagogical Enrichment Grants (PEG)** program, allowing faculty to pursue research, implementation, and reflection on Inclusive Pedagogy in their classrooms. This grant opportunity offers a total of \$500 to recipients along with group meetings and support to help develop high caliber ideas and implementation while building a community around inclusive teaching practices. Seven faculty successfully participated in the PEGrant process this academic year.

List of Workshops

08/20/22 Adjunct Faculty Development Day

Presentation 1 *Bringing Christian Pedagogy and Practice into your Classroom* presented by Jo Clemmons, Dianne Anderson, Mark Maddox, and Pat Maruc

Presentation 2 *Where do we go from here? Helping students get back on track* presented by Max Butterfield, Jo Clemmons, and Gayle Solfrank

08/20/22 Faculty Development Day

Presentation 1 Invisible Disabilities and How to Navigate Accommodations presented by Denise Nelson

Presentation 2 Utilizing Career High Impact Practices to Get Your Students Market-Ready presented by Tre Watkins & Peter Alkatib

Presentation 3 Inclusive Pedagogy: Strategies and Structures That Help Students Overcome Barriers to Learning presented by Walter Cho & Liz Holbrook

Presentation 4 Where Do We Go from Here? Helping Students Get Back on Track presented by Max Butterfield, Jo Clemmons, and Gayle Solfrank

Fall 2022 New Faculty Seminar

Fall 2022 Faculty Learning Community: Science Teaching with Ariane Jansma

Fall & Spring Faculty Learning Community: Social Science Research Methods with Jamie Gates, 4 meetings

09/22/22 Hadley Fellow FLC: Reflective Praxis Jimiliz Valiente-Neighbours

09/28/22 Teach Your Students How to Learn: Workshop with Sandra McGuire (Virtual)

09/29/22 Giving Students a Voice Through Peer Review: Workshop with Brandon Sawyer

10/06/22 Hadley Fellow FLC: Cultural Humility with Jimiliz Valiente-Neighbours

10/11/22 Hadley Fellow FLC: Cultural Humility with Jimiliz Valiente-Neighbours (Virtual)

10/12/22 Strategic Learning, the Key to Acing Courses and Life: Workshop with Sandra McGuire (Virtual)

11/02/22 Improving Student Presentations: Workshop with Melissa Newman

11/10/22 Hadley Fellow FLC: Liberation Pedagogy Pt.1 with Jimiliz Valiente-Neighbours

11/12/22 Hadley Fellow FLC: Liberation Pedagogy Pt. 1 with Jimiliz Valiente-Neighbours (Virtual)

12/01/22 Hadley Fellow FLC: Liberation Pedagogy Pt. 2 with Jimiliz Valiente-Neighbours

12/06/22 Hadley Fellow FLC: Liberation Pedagogy Pt. 2 with Jimiliz Valiente-Neighbours (Virtual)

12/08/22 Grant Fair

Spring 2023 Teachers Noticing Teachers with Karl Martin, observations and 3 meetings

01/23/23 ChatGPT and its Effects on Teaching and Learning with Tim Laquintano (Virtual)

02/08/23 Understanding your IDEA Student Evaluations: Interactive Workshop with Jo Clemmons

02/09/23 ChatGPT Roundtable Discussion

02/14/23 Understanding your IDEA Student Evaluations: Interactive Workshop with Jo Clemmons

02/24/23 Pedagogical Enrichment Grant Recipient Luncheon Discussion on Inclusion Strategies

03/16/23 IPAD Applications Workshop with Ross Oakes Mueller

03/17/22 Excellence in Teaching Award Luncheon

05/16/23 Putting ChatGPT to Work: Webinar by Jeremy Caplan (CUNY)

5/21-24/23 Faculty Writing Retreat, Mission San Luis Rey

Assessment

CTL keeps extensive records of attendance, and numerous end-of-workshop assessments. Our Qualtrics surveys assess opinions and collect feedback from attendees and participants of CTL workshops, especially at large events like Faculty Development Day. We also document the number of individual observations and consultation meetings done per year. These measurements are significant to us, helping inform our work and guide future planning. Attendance numbers are themselves a measure of success. They signify that faculty and adjuncts find our work meaningful and helpful enough to attend our events, as well as the frequency of use of our online resources.

To formally measure effectiveness, we use several types of assessment. These include:

- Workshop, Events and FLC attendance (See below)
- Workshop and event evaluations
- Results from smaller surveys to collect information on faculty interest in topics/presenters/dates/times for workshops
- Improvements in teaching, IDEA reports
- Requests for teaching observations and personalized feedback
- Requests for consultations on IDEA Student Reports.

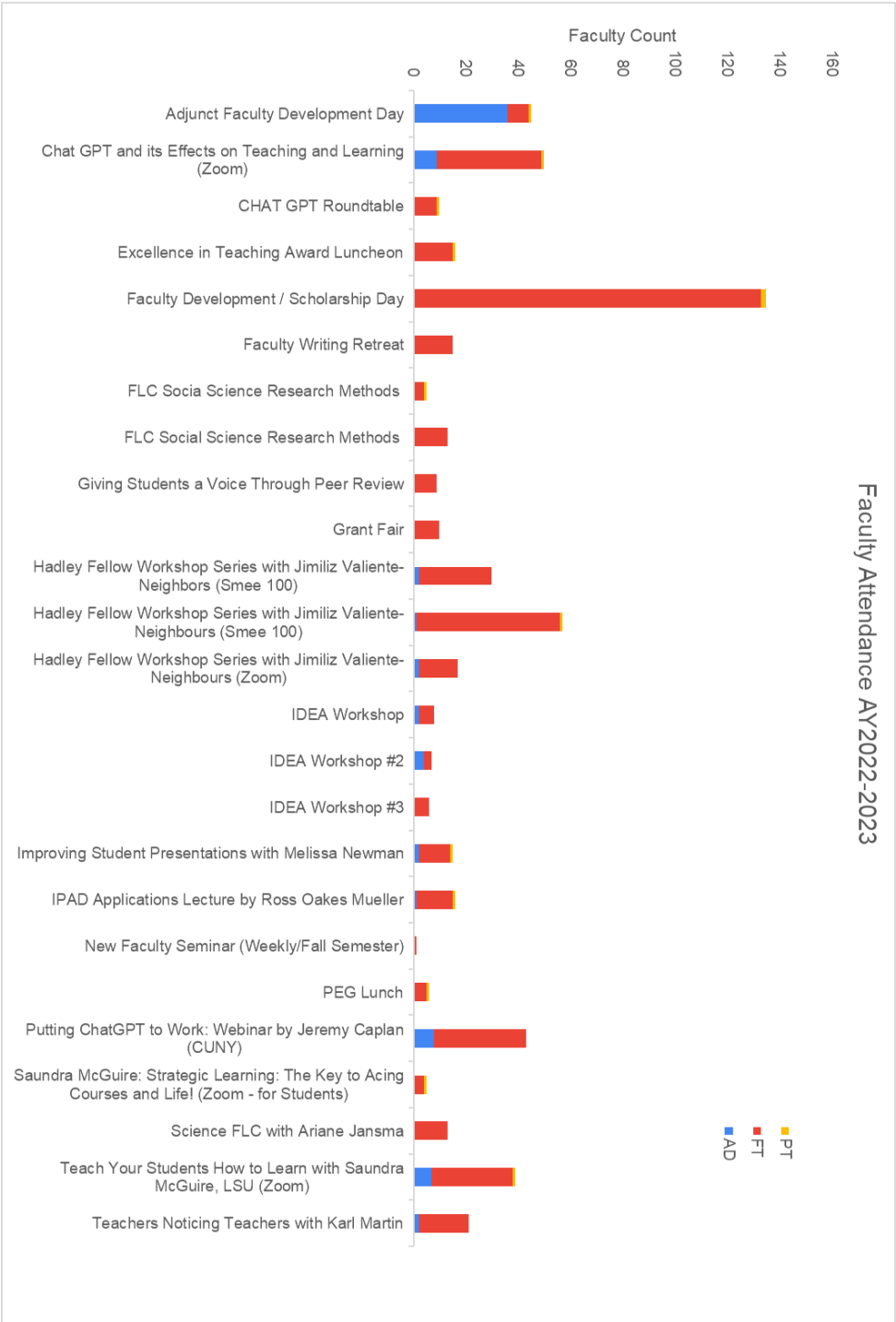
We have collected data on our largest annual event for faculty, Faculty Development and Scholarship Day, which was combined with Faculty Convocation for August 22, 2022.

- 141 participants and presenters
- 50 survey respondents
- 94% of respondents agreed or strongly agreed that this event made faculty feel valued and invested in as a PLNU faculty member. And 100% of respondents agreed or strongly agreed that this event was informative and practical.

- Selected comments from the combined Faculty Convocation / Faculty Development and Scholarship Day:
 - *Excellent faculty development day. Very practical, informative, and enjoyable.*
 - *Probably one of the more important aspects of this time is getting reacquainted with one another and connecting with new colleagues. Something more intentionally social would be a welcome addition.*
 - *I really enjoyed the interdisciplinary panels. I do wish people in the same departments weren't scheduled against each other, but I know it's hard to help that.*

Faculty Workshop Attendance:

Table 1: *This chart represents faculty participants (full time, part time, and adjunct faculty) who attended CTL events over the 2022-2023 Academic Year.*



Individual Consultations and Classroom Observations



During the academic year, Dr. Jo Clemmons, CTL Director, conducts numerous individual consultations and classroom observations for faculty members.

Jo works closely with faculty to help them identify their strengths as teachers and to jointly devise strategies for course improvement. She helps faculty members to enhance their teaching by collecting information from classroom observations, IDEA Evaluation forms, and examination of teaching materials including course syllabi and Canvas materials.

Consultations are strictly confidential. This includes the identities of those with whom we work, the information they share, and the data gathered on their behalf via classroom observations, interactions, and IDEA forms. Consultations are voluntary, and Jo is happy to meet with anyone who contacts her.

CTL Reports to the Faculty with an “End of Year Letter”

At the end of the Academic Year, the Center for Teaching and Learning disseminates an End of Year Letter to each Full Time Faculty member. These individualized letters contain a list of the events each participated in over the past Academic Year.

Conclusion

The Center for Teaching and Learning helps to fulfill the larger PLNU Mission and Strategic Goals through its support of faculty in a variety of venues throughout the Academic Year. CTL is purposeful in its approach to faculty development and strives to create meaningful opportunities for PLNU faculty to grow as teachers and researchers.

Appendix A:

Budget Information - FY2022-2023

Spend Category	Actuals	Obligations	Commitment	Total	Budget	Variance	% Remaining
Cost Center: CC-5143 Center For Teaching & Learning							
6312 - Honorariums	\$7,000.00	0.00	0.00	\$7,000.00	\$8,500.00	\$1,500.00	17.6%
6318 - Photo/Graphics Service	\$1,800.00	0.00	0.00	\$1,800.00	0.00	(\$1,800.00)	0.0%
6320 - Other Service	\$681.81	0.00	0.00	\$681.81	0.00	(\$681.81)	0.0%
6322 - Faculty Workshops	\$8,400.00	0.00	0.00	\$8,400.00	\$5,000.00	(\$3,400.00)	(68.0%)
6323 - Catering-Sodexo	\$8,080.76	\$0.00	\$0.00	\$8,080.76	\$6,000.00	(\$2,080.76)	(34.7%)
6326 - Catering-NonSodexo	\$26.29	0.00	0.00	\$26.29	\$500.00	\$473.71	94.7%
6404 - Supplies	\$4,538.66	\$0.00	\$0.00	\$4,538.66	\$2,000.00	(\$2,538.66)	(126.9%)
6405 - Film & Video Purchase	\$425.00	0.00	0.00	\$425.00	0.00	(\$425.00)	0.0%
6699 - Gift Cards	\$8,364.26	0.00	0.00	\$8,364.26	\$6,000.00	(\$2,364.26)	(39.4%)
6702 - Membership - Institution	\$115.00	0.00	0.00	\$115.00	0.00	(\$115.00)	0.0%
6703 - Membership - Personal Development	\$60.00	0.00	0.00	\$60.00	\$200.00	\$140.00	70.0%
6704 - Travel Meals & Entertainment	0.00	0.00	0.00	0.00	\$300.00	\$300.00	100.0%
6705 - Local Meals & Entertainment	\$2,953.82	0.00	0.00	\$2,953.82	\$1,500.00	(\$1,453.82)	(96.9%)
6705 - Snacks/Beverages	\$696.73	0.00	0.00	\$696.73	\$350.00	(\$346.73)	(99.1%)
6706 - Workshop-Seminars-Conferences	\$625.00	0.00	0.00	\$625.00	\$4,000.00	\$3,375.00	84.4%
6707 - Car Rental	0.00	0.00	0.00	0.00	\$250.00	\$250.00	100.0%
6708 - Travel - Airfare	\$537.20	0.00	0.00	\$537.20	\$1,500.00	\$962.80	64.2%
6708 - Travel-Auto	\$10.00	0.00	0.00	\$10.00	\$200.00	\$190.00	95.0%
6709 - Lodging	\$1,115.53	0.00	0.00	\$1,115.53	\$2,500.00	\$1,384.47	55.4%
6710 - Other Expenses	\$114.80	0.00	0.00	\$114.80	\$300.00	\$185.20	61.7%
6713 - Training & Development	\$949.62	0.00	0.00	\$949.62	0.00	(\$949.62)	0.0%
6803 - Dept Charge - Print Services	\$810.13	0.00	0.00	\$810.13	0.00	(\$810.13)	0.0%
Spend Category	Actuals	Obligations	Commitment	Total	Budget	Variance	% Remaining
6804 - Department Charge - Copier	0.00	0.00	0.00	0.00	\$500.00	\$500.00	100.0%
6808 - Department Charge - Postage	\$35.84	0.00	0.00	\$35.84	\$100.00	\$64.16	64.2%
6810 - Department Charge - Media Services	0.00	0.00	0.00	0.00	\$500.00	\$500.00	100.0%
6901 - New Equipment < \$5K	0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	0.0%
6906 - Computer Peripherals	\$69.25	0.00	0.00	\$69.25	0.00	(\$69.25)	0.0%
6910 - Books	\$1,272.22	0.00	0.00	\$1,272.22	\$1,500.00	\$227.78	15.2%
6911 - Periodicals	\$71.00	0.00	0.00	\$71.00	\$350.00	\$279.00	79.7%
Total	\$48,752.92	\$0.00	\$0.00	\$48,752.92	\$42,050.00	(\$6,702.92)	(15.9%)

Appendix B: Salary and Budget Summary Chart

Fiscal Year	Revenue Source	Total expenses includes salaries and program	CTL Program Budget
2012-2013	PLNU 100%	\$87,282.75	\$32,500
2013-2014	PLNU 100%	\$106,210.08	\$32,500
2014-2015	PLNU 100%	\$122,759.53	\$32,500
2015-2016	PLNU 100%	\$186,511.87	\$42,470
2016-2017	PLNU 100%	\$179,748.94	\$44, 246
2017-2018	PLNU 100%	\$172,974.10	\$42,470
2018-2019	PLNU 100%	\$217,000.29	\$42, 470 (+\$10,087.93)
2019-2020	PLNU 100%	\$199,895.31	\$42,470.00 (Spent - \$30,871.47)
2020-2021	PLNU 100%	\$216,083.60	\$30,300.00 (Spent - \$40, 280.04)
2021-2022	PLNU 100%	TBD	\$42,470.00 (Spent - \$40,787.71)
2022-2023	PLNU 100%	TBD	\$42,050.00 (Spent - \$48,752.92)