

Center for Teaching and Learning

Annual Report

2023-2024



PHOTOS:

Top: Faculty Writing Retreat, May 21-23 at Mission San Luis Rey

Bottom: End of Year Faculty BBQ Lunch

Center for Teaching and Learning
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AUG 2024
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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, Classroom Observations & Conclusion	13
Appendix A: Budget Information: FY2023-2024	14
Appendix B: Salary and Budget Information	15



Ross Oakes Mueller presenting one of his many informative iPad Workshops in the Fall 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 becomes an expression of faith. Being of Wesleyan heritage, we aspire to be a learning community where grace is foundational, truth is pursued, 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, and
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 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.

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.
 - **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 (FDD)**
 - **Getting Wiser About the Ways We Offer Feedback with Michael Corke (ADD, FDD)**
 - **Establishing an Antiracist Classroom. Guest presenter Krishauna Hines-Gaither**
 - **Anti-Bias and Anti-Racist Pedagogy Workshop with Jimiliz Valiente-Neighbours (FDD)**
 - **PEGrants for Inclusive Practice presented at Faculty Development/Scholarship Day**
 - **Learning Cohorts as simultaneously a prime pedagogical practice and a lesson in cultural formation. Jamie Gates**
 - **Preparing school leaders to employ equitable practices. Lori Kall**
 - **Using the Whiteboard as a Creative Workspace. Matt Boyne**
3. Critical and creative thinkers who practice intellectual curiosity and apply their knowledge in a variety of settings.
 - **Backward Design and Active learning series with Mike Dorrell, Hadley Teaching Fellow for Fall 2023**
 - **Canvas Tech Workshop with Brandon Sawyer**
 - **Engaging with Student Writing Series with Holland Prior**
 - **PEGrants for Inclusive Practice presented at Faculty at Faculty Development/Scholarship Day**
 - **What's for Dinner? Embracing Student Food Choices, Encouraging Cultural Curiosity, Alisa Ward**

4. Faithful individuals offering their passions, intellect, and talents to fulfill God’s calling on their lives.

- **Faculty Development and Scholarship Day**
- **Adjunct Development Day**
- **Internal Grant Fair Workshop** with PEGrants, Wesleyan Grants, and RASP Grants
- **Excellence in Teaching Award Recipients** and Recognition Luncheon
- **Faculty Writing Retreat**

Faculty Development Committee from 2023-2024

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

Faculty Development Committee 2023-2024

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 listed below:

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: Jennifer Agajanian, Bond Academic Center, Office 20

CTL Goals: 2023-2024

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 9-10.

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

Benchmarks:

- Krishauna Hines-Gaither: Establishing an Antiracist Classroom
- iPad Showcase: Transforming your Classroom with Ross Oakes Mueller and Nicole Cosby (FDD)

- Hadley Fellow with Mike Dorrell: Backward Design, Active Learning & Formative Assessment and Flipping the Classroom
 - Generations with Jean Twenge
 - 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 85 individual meetings, including teaching observations and consultations with faculty.

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

Benchmarks:

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

CTL sponsored several Faculty Learning Communities including Holland Prior’s series of Writing Workshops and Mike Dorrell’s series of Backward Design Workshops.

Every year, CTL funds Pedagogical Enrichment Grants on Inclusive Pedagogy, and 9 faculty members participated in this grant process during the 2023-2024 academic year, which includes lunch get-togethers to share ideas & report on their progress. Awardees were Alisa Ward (Kinesiology), Jen Kineback (SOE/BIO), Lori Kall (SOE), Matt Boyne (FSB), Breanne Kirby (LJWL), Rachelle Wong (School of Ed), Grace Fantaroni (School of Ed), Sam Stoneburner (Chemistry) and Anthony Cortez (Physics & Engineering). Many of these awardees will present their findings at Faculty Development & Scholarship Day in the Fall of 2024.

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 Orientation, Adjunct Faculty Development Day, Faculty Scholarship Day, and Faculty Development Day at the beginning of each academic year. We continue throughout the year with workshops, guest speakers, Faculty Learning Communities, NFS, 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 help 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 19, 2023, to June 16, 2024, the Center for Teaching and Learning hosted **Adjunct Development Day** and **Faculty Convocation, Development, and Scholarship Day**, as well as 35 professional development events and several Faculty Learning Communities which met throughout the year. Overall, more than 180 individual full-time and part-time faculty, and 90 adjunct faculty attended CTL events from all 19 academic departments, with a total of over 300 individual attendees at CTL events during the 23-24 Academic Year.

CTL worked with the Faculty Development Committee's effort to honor exemplary teaching at PLNU through the fifth 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 in attendance.

The **Faculty Writing Retreat** was in its fifth iteration this summer, May 21-24, 2024. 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 2023-2024 to **Mike Dorrell**, from Biology. During the 23-24 academic year, Mike Dorrell facilitated seven meetings covering 4 different topics in person and on zoom, under his workshop series, Backward Design, Active Learning & Formative Assessment, and Flipping the Classroom and Creating a Teachable Unit.

The Hadley Fellowship was awarded to **Jen Lineback** for her SoTL Projects for 2024-25 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. Nine faculty successfully participated in the PEGrant process this academic year.

List of Workshops

08/19/23 **Adjunct Faculty Development Day**

Resource Fair featuring:

- Dr. Pam Harris, Director of Educational Access Center (EAC)
- Dr. Denise Nelson, Director of Ryan Library
- Melanie Wolf, Associate Dean of Student Care
- Dr. Nick Pertler, Associate Dean of GPS
- Dr. Holly Irwin, Vice Provost for Academic Administration

Presentation 1 *Getting Wiser About the Ways We Offer Feedback with Michael Corke (SOE)*

Presentation 2 *Canvas Tools for Providing Student Feedback with Barbara Klett (GPS)*

08/23/23 **Faculty Development & Scholarship Day**

Presentation 1 *Getting Wiser About the Ways We Offer Feedback with Michael Corke*

Presentation 2 *Improving Student Presentations with Melissa Newman*

Presentation 3 *Teaching Slow While Students Think Fast: Using the Whiteboards as a Creative Workspace with Matt Boyne*

Presentation 4 *Anti-Bias and Anti-Racism Practices Towards Pedagogy of Wholeness with Jimiliz Valiente-Neighbors*

Presentation 5 *iPad Showcase: Transforming your Classroom and your Teaching using iPad Apps with Ross Oakes Mueller*

Fall 2023 **New Faculty Seminar**

09/21/23 *Backward Design with Mike Dorrell*

09/27/23 *Backward Design with Mike Dorrell (Zoom)*

10/5/23 *Active Learning & Formative Assessment with Mike Dorrell*

10/09/23 *Teaching Apps for the iPad with Ross Oakes Mueller*

10/26/23 *Flipping the Classroom with Mike Dorrell*

10/27/23 *PEGrant Lunch (Fall)*

10/30/23 *Grading Apps for the iPad with Ross Oakes Mueller*

11/02/23 *Establishing an Antiracist Classroom with Krishauna Hines-Gather*

11/09/23 *Creating a Teachable Unit with Mike Dorrell*

11/16/23 Study Abroad Faculty Panel with Kris Koudelka, Lindsay Lupo and David Carlson

11/28/23 Generations with Jean Twenge (SDSU)

12/06/23 iPad Training Workshop with Ross Oakes Mueller

12/07/23 Grant Fair

02/06/24 Understanding your IDEA Student Reports

02/13/24 Engaging Student Writing with Holland Prior

02/15/24 Jean Twenge (Zoom)

02/23/24 PEGrant Lunch (Spring)

02/27/24 Designing Rubrics for Writing Assignments with Holland Prior

03/19/24 Designing Effective Writing Prompts and Assignments with Holland Prior

03/26/24 Supporting Neurodiversity Students with Pam Harris

04/12/24 Roundtable Discussion on Chat GPT/AI

04/16/24 Getting Ready for Writing Instructive Courses with Holland Prior

04/18/24 Canvas Tech Workshop with Brandon Sawyer

05/01/24 Final PEGrant Lunch

05/14/24 Scholarly Publishing Workshop with James Campbell

05/16/24 GE Transparent Design in Chem Lab

05/21/24 Writing Retreat at Mission San Luis Rey

06/13/24 Inclusive Practices with Lori Kall

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 our future programming. 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:

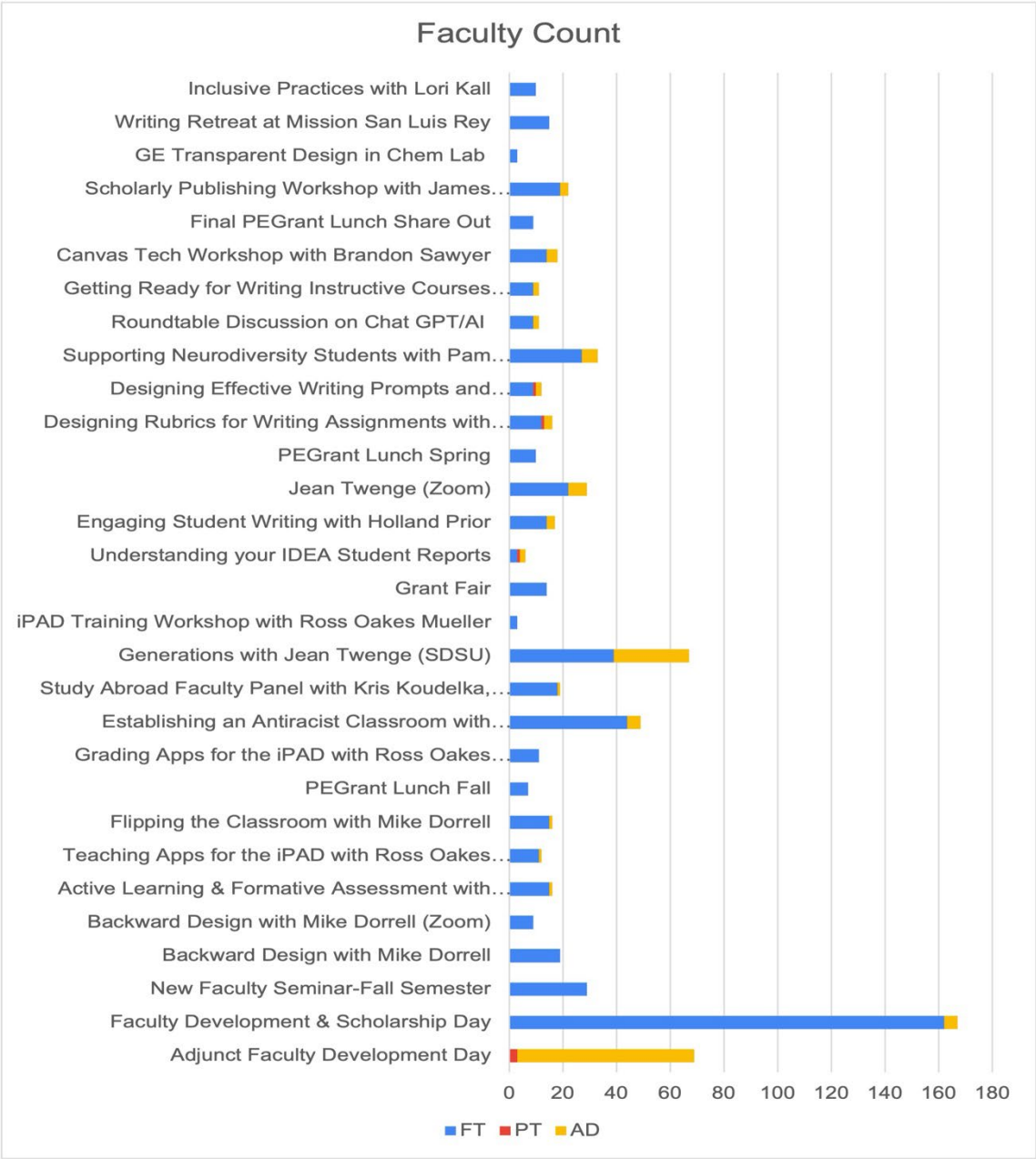
- Workshop, Events and FLC attendance. (See below)
- Workshop and event evaluations.
- Results from smaller surveys to collect information on faculty interest in topics/presenters/dates/times for workshops.
- Improvements in teaching, IDEA reports
- Requests for teaching observations and personalized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

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

- 170 participants and 30 presenters
- 91 survey respondents
- 94% of respondents agreed or strongly agreed that these events 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 Faculty Development & Scholarship Day and Adjunct Development Day:
 - *I liked meeting other adjunct faculty and connecting over lunch. It made me feel welcomed as this is my first semester teaching at PLNU. (ADD)*
 - *I think for me, it provided community which is so rare as an adjunct. (ADD)*
 - *Thank you for all the support you provide new faculty. (FDD)*
 - *These sessions were SO useful, that I wish they were in the large hall for the entire audience. (FDD)*
 - *It's always a great experience to see the research our faculty are doing! Thank you for providing a space for this. (FDD)*

Faculty Workshop Attendance:

Table 1: *This chart represents faculty participants (full time, part time, and adjunct faculty) who attended CTL events over the 2023-2024 Academic Year.*



Individual Consultations and Classroom Observations



During the academic year, Dr. Jo Clemmons, CTL Director, conducts 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 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. The 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 development of faculty in a variety of venues throughout the Academic Year. CTL is purposeful in its approach to faculty development, creating meaningful opportunities for PLNU faculty to grow as teachers and researchers. CTL is careful to assess the effectiveness of the workshops and FLCs offered, as well as to follow the direction the University is heading in its mission.

Appendix A:

Budget Information - FY2023-2024

Budget to Actual							
Organization	Cost Center: CC-5143 Center For Teaching & Learning						
Period	FY2023/24 - June						
Spend Category	Actuals	Obligations	Commitment	Total	Budget	Variance	% Remaining
Cost Center: CC-5143 Center For Teaching & Learning							
6312 - Honorariums	\$3,000.00	0.00	0.00	\$3,000.00	\$9,000.00	\$6,000.00	66.7%
6318 - Photo/Graphics Service	0.00	0.00	0.00	0.00	\$2,000.00	\$2,000.00	100.0%
6320 - Other Service	\$2,100.00	0.00	0.00	\$2,100.00	\$1,000.00	(\$1,100.00)	(110.0%)
6322 - Faculty Workshops	\$7,000.00	0.00	0.00	\$7,000.00	\$2,500.00	(\$4,500.00)	(180.0%)
6323 - Catering-Sodexo	\$6,413.69	\$0.00	\$0.00	\$6,413.69	\$6,000.00	(\$413.69)	(6.9%)
6326 - Catering-NonSodexo	0.00	0.00	0.00	0.00	\$300.00	\$300.00	100.0%
6404 - Supplies	\$2,068.65	0.00	0.00	\$2,068.65	\$4,000.00	\$1,931.35	48.3%
6405 - Film & Video Purchase	0.00	0.00	0.00	0.00	\$500.00	\$500.00	100.0%
6699 - Gift Cards	\$11,404.96	0.00	0.00	\$11,404.96	\$7,000.00	(\$4,404.96)	(62.9%)
6702 - Membership - Institution	\$150.00	0.00	0.00	\$150.00	\$120.00	(\$30.00)	(25.0%)
6703 - Membership - Personal Development	0.00	0.00	0.00	0.00	\$200.00	\$200.00	100.0%
6704 - Travel Meals & Entertainment	0.00	0.00	0.00	0.00	\$400.00	\$400.00	100.0%
6705 - Local Meals & Entertainment	\$6,968.22	0.00	0.00	\$6,968.22	\$3,000.00	(\$3,968.22)	(132.3%)
6705 - Snacks/Beverages	\$604.71	0.00	0.00	\$604.71	\$700.00	\$95.29	13.6%
6706 - Workshop-Seminars-Conferences	0.00	0.00	0.00	0.00	\$4,000.00	\$4,000.00	100.0%
6708 - Other Travel	\$32.92	0.00	0.00	\$32.92	0.00	(\$32.92)	0.0%
6708 - Travel - Airfare	\$1,567.66	0.00	0.00	\$1,567.66	\$2,000.00	\$432.34	21.6%
6708 - Travel-Auto	0.00	0.00	0.00	0.00	\$200.00	\$200.00	100.0%
6709 - Lodging	\$5,308.48	0.00	0.00	\$5,308.48	\$2,500.00	(\$2,808.48)	(112.3%)
6710 - Other Expenses	\$201.62	0.00	0.00	\$201.62	\$200.00	(\$1.62)	(0.8%)
6713 - Training & Development	\$264.61	0.00	0.00	\$264.61	\$1,000.00	\$735.39	73.5%
6720 - Insurance	\$58.17	0.00	0.00	\$58.17	0.00	(\$58.17)	0.0%
6803 - Dept Charge - Print Services	\$900.57	0.00	0.00	\$900.57	\$1,000.00	\$99.43	9.9%
6808 - Department Charge - Postage	\$18.52	0.00	0.00	\$18.52	\$50.00	\$31.48	63.0%
6810 - Department Charge - Media Services	\$495.00	0.00	0.00	\$495.00	\$100.00	(\$395.00)	(395.0%)
6906 - Computer Peripherals	0.00	0.00	0.00	0.00	\$100.00	\$100.00	100.0%
6910 - Books	\$855.44	0.00	0.00	\$855.44	\$1,500.00	\$644.56	43.0%
6911 - Periodicals	0.00	0.00	0.00	0.00	\$200.00	\$200.00	100.0%
Total	\$49,413.22	\$0.00	\$0.00	\$49,413.22	\$49,570.00	\$156.78	0.3%

Appendix B: Salary and Budget Summary Chart

Fiscal Year	Revenue Source	CTL Program Budget
2012-2013	PLNU 100%	\$32,500
2013-2014	PLNU 100%	\$32,500
2014-2015	PLNU 100%	\$32,500
2015-2016	PLNU 100%	\$42,470
2016-2017	PLNU 100%	\$44, 246
2017-2018	PLNU 100%	\$42,470
2018-2019	PLNU 100%	\$42, 470 (+ \$10,087.93)
2019-2020	PLNU 100%	\$42,470.00 (Spent - \$30,871.47)
2020-2021	PLNU 100%	\$30,300.00 (Spent - \$40, 280.04)
2021-2022	PLNU 100%	\$42,470.00 (Spent - \$40,787.71)
2022-2023	PLNU 100%	\$42,050.00 (Spent - \$48,752.92)
2023-2024	PLNU 100%	\$49,570.00 (Spent- \$49,413.22)