

Center for Teaching and Learning

Annual Report

2024-2025



Center for Teaching and Learning
Point Loma Nazarene University

AUG 2025

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Jim Daichendt at the Excellence in Teaching Celebratory Lunch

University 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.

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: 2024-2025

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 the list of workshops on page 8-10

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

Benchmarks:

- *What We're Thinking About AI and How We're Using It* with Liz Holbrook, Christina Kalberg, José Manjarrés, Ryan Nokes, Julie Sweeney
- *What Works in Online Teaching* with Barbara Klett
- *Using AI Throughout the Teaching Journey: Practical Strategies for Professors* with Jeremy Caplan, Guest Speaker
- *Transparent Design* with Mary-Ann Winkelmes, Guest Presenter
- SoTL Workshops with Jen Lineback
- *Bridging Divides: Understanding, Supporting and Connecting Across Differences* with Max Butterfield

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 100 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:

- New Faculty Seminar, CTL leads 6 sessions on pedagogy and best practices of teaching and learning. This seminar is provided every Fall for new faculty.
- The Hadley Teaching Fellowship recipient, Jen Lineback, led a series of workshops on the Scholarship of Teaching and Learning with over 40 participants.
- Pedagogical Enrichment Grants on Inclusive Pedagogy consisted of 16 PEGrant winners:

PEGrant Benchmark (cont.)

- **Grace Fantaroni**, SOE, “Inclusive Higher Education: Evaluating the Impact of Peer Mentorship for Students with Exceptionalities”
- **Michelle Jackson**, SON, “From Cases to Confidence: Collaborative Learning and Diagnostic Reasoning in an Asynchronous Online Environment”
- **Lori Kall**, SOE, “The Learning Space as Catalyst: Supporting Student Growth from Formation to Leadership”
- **Jen Lineback**, SOE, “Teacher Education Students’ Productive Use of ChatGPT to Design Lessons”
- **Amy Nantkes**, Poli Sci, “From Polarized to Productive: Rethinking Political Dialogue in Higher Education”
- **Holland Prior**, LJWL, “Spiritual Threshold Concepts in the Writing Classroom”
- **RiKO Ramos** and **Rachelle Wong**, SOE, “Promoting Engagement and Academic Success Through a Culture of Radical Hospitality”
- **Monique Sawyer**, SON, “From Surviving to Thriving: Empowering Nursing Students Through Holistic Development”
- **Jorji Siegmundt**, Chemistry, “Incorporating Pictures and Stories of Diverse Scientists in Gen-Chem lab to Change Perceptions of Diversity and Create a New Norm”
- **Sam Stoneburner**, Chemistry, “Redesigning Gen-Chem Labs to be accessible and inclusive”
- **Christine Tokunaga, Catherine Walter & Lori Kall**, SOE “Enhancing Inclusive Teaching Through AI: A Pedagogical Enrichment Study”
- **Amy Vu**, PA, “Student Perceptions in Service Elective Rotations”
- **Montague Williams**, TCM, “Gamifying Classroom Dialogue”

These awardees met 4 times throughout the year to share their work, their struggles, and support each other’s endeavors. Many of these awardees will present their findings at Faculty Scholarship Day on August 20, 2025.

Committees and other groups Jo Clemmons served on in 2024-25

- Faculty Development Committee 2024-2025

Jo Clemmons, ex-officio, CTL; Holland Prior, LJWL; Katie Jacobson, OIT; Chaz Celaya, Music; Bettina Pedersen, LJWL; Dianne Anderson, Biology; Jacob Goodin, Kinesiology

- Interprofessional Education Committee

Ryan Nokes, chair, Jo Clemmons, Nicole Cosby, Alfonso Esquer, Rebecca Kenyon, Sarah Mayer, Amanda Higginbotham, Kristine Mandani, Chris Sanchez, Beth Sullivan, Cindy Swann, Ronald Ungar, Amy Zheng

- AI Working Group

April Cordero, Corey Fling, co-chair, Lee Butler, Jo Clemmons, Cheryl Gaughan, Pamela Harris, Holly Irwin, Katie Jacobson, Kendall Johnson, Christina Kalberg, José Manjarrés, Nicole Morales, Ryan Nokes, Chris Sanchez

CTL Activities, Workshops, and Assessments

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.

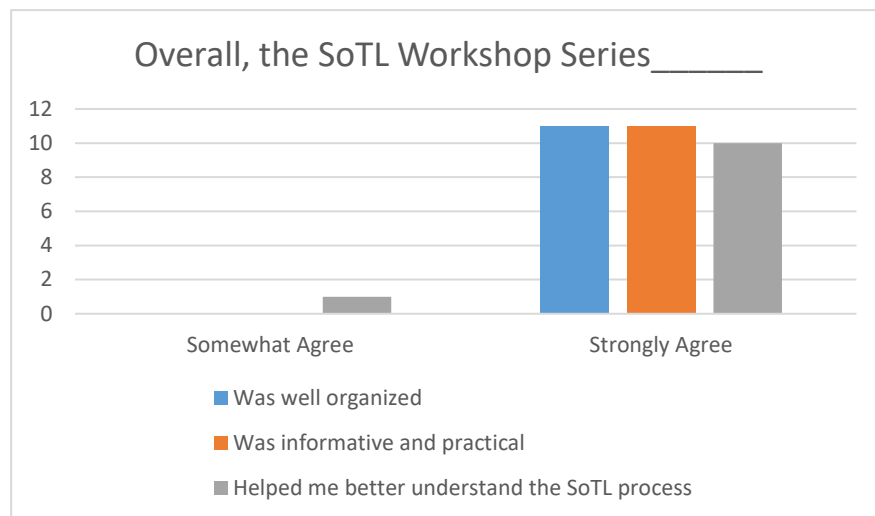
CTL Activities, Workshops and Assessments (cont.)

In 2024-2025, CTL hosted **Adjunct Development Day** and **Faculty Development, and Scholarship Day**, as well as 28 professional development events and several Faculty Learning Communities which met throughout the year. Overall, more than 180 full-time faculty members and administrators, and over 90 adjunct faculty attended CTL events from all schools and academic departments.

Dr. Jen Lineback, the 2024-25 Hadley Wood Teaching Fellowship facilitated a series of 4 SoTL workshops at the PLNU and Balboa campuses with 40 participants, including a few participants on Zoom.



SoTL Workshop with Jen Lineback left: Point Loma campus; right: Balboa campus



Survey from SoTL workshops

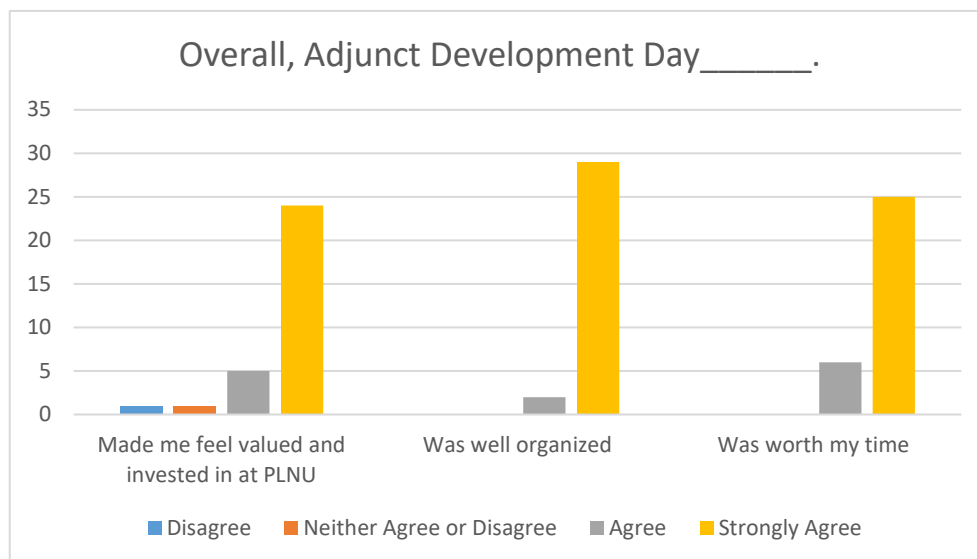
CTL continues our successful **Pedagogical Enrichment Grants (PEG)** program, allowing faculty to pursue research, implementation, and reflection on Inclusive Pedagogy in their classrooms. This grant opportunity offers a total of \$500 to recipients along with group meetings and support to help develop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

The **Faculty Writing Retreat** was in its fifth iteration this summer, May 20-23, 2025, which was located at the Mission San Luis Rey in Oceanside. We were able to sponsor 13 faculty from the Biology, LJWL, SOE, SON, Theology, Child Development and Psychology Departments.

List of Workshops

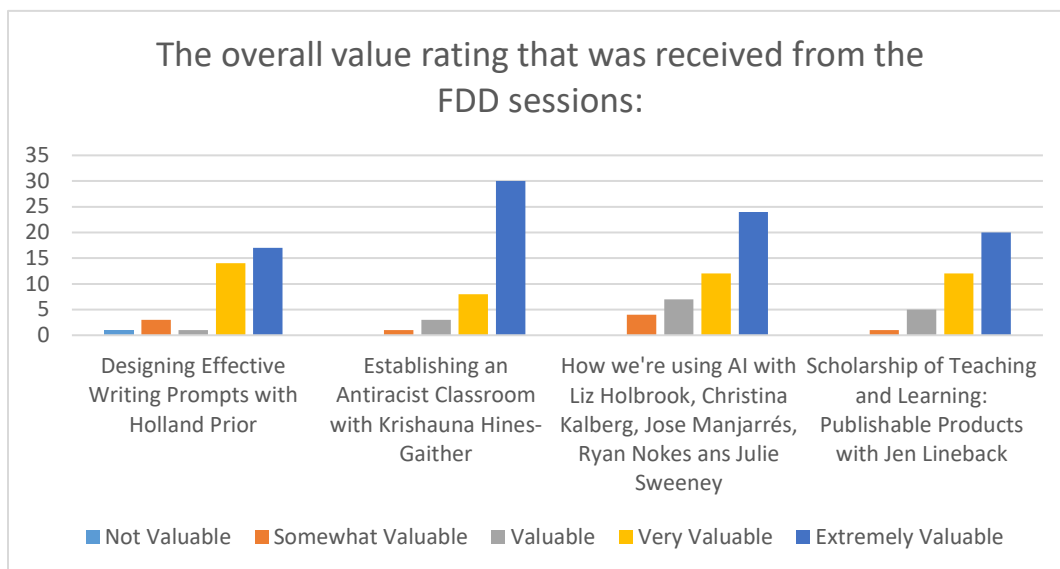
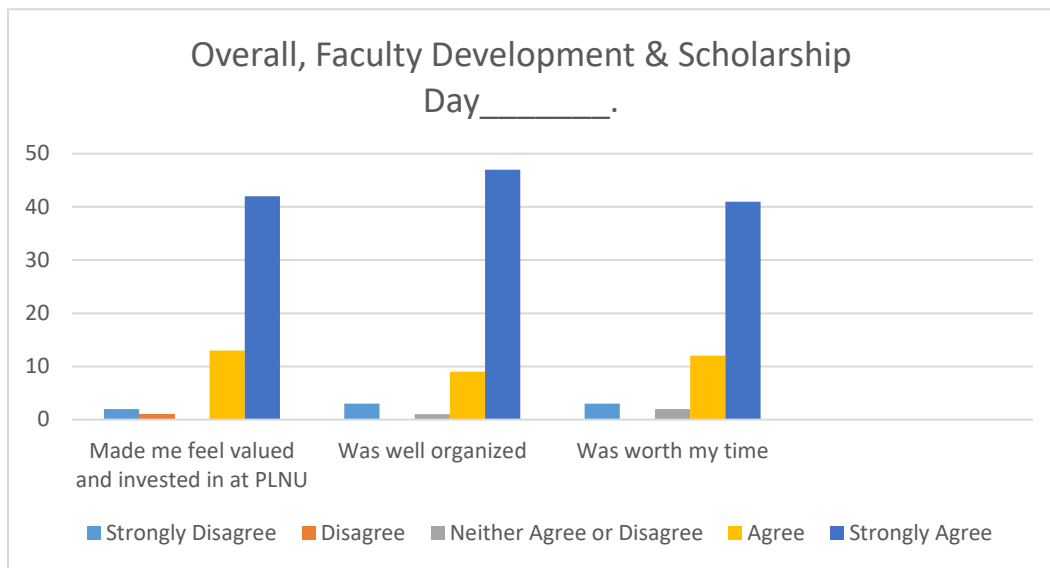
08/24/24 Adjunct Faculty Development Day

- Presentation 1: ***Anti-Bias and Anti-Racism Practices Towards a Pedagogy of Wholeness with Dr. Jimiliz Valiente-Neighbours***
- Presentation 2: ***Responding to Student Writers: Giving Feedback to Get Results with Dr. Holland Prior***



08/20/24 Faculty Development & Scholarship Day

- Presentation 1: ***Establishing an Antiracist Classroom, 2.0!*** with guest presenter, Dr. Krishauna Hines-Gaither
- Presentation 2: ***Scholarship of Teaching and Learning: Terrific Teaching and Publishable Products*** with Jen Lineback
- Presentation 3: ***Designing Effective Writing Prompts and Assignments*** with Holland Prior
- Presentation 4: ***What We're Thinking About AI and How We're Using It*** with Liz Holbrook, Christina Kalberg, José Manjarrés, Ryan Nokes and Julie Sweeney



Survey results from Faculty Development & Scholarship Day

List of Workshops (Cont.)

- Fall 2024 New Faculty Seminar (13 sessions)
- 9/16/24 Grade Scope with Howard Fooksman and Kathryn Maloney
 - 9/17/24 What Works in Online Teaching with Barbara Klett
 - 9/26/24 Using AI Throughout the Teaching Journey with Jeremy Caplan
 - 10/15/24 Meet & Greet with Jonathan Derby
 - 11/8/24 PEGrant Luncheon #1 with April Cordero and Jo Clemmons
 - 12/5/24 Transparent Design #1 with Mary-Ann Winkelmes
 - 12/12/24 Transparent Design #2 with Mary-Ann Winkelmes
 - 12/13/24 Grant Fair with Zachary Bates, Rebecca Laird, Jenn Kritsch & Jo Clemmons
 - 1/30/25 SoTL Workshop #1 with Jen Lineback
 - 2/7/25 Excellence in Teaching Luncheon
 - 2/16/25 IDEA Workshop #1 with Jo Clemmons
 - 2/18/25 Bridging Divides Workshop with Max Butterfield
 - 2/20/25 SoTL Workshop #2 with Jen Lineback
 - 2/27/25 IDEA Workshop #2 with Jo Clemmons
 - 2/28/25 PEGrant Luncheon #2 with April Cordero and Jo Clemmons
 - 3/3/25 IDEA Workshop #3 with Jo Clemmons
 - 3/27/25 SoTL Workshop #3 with Jen Lineback
 - 4/10/25 SoTL Workshop #4 with Jen Lineback
 - 5/8/25 Final PEGrant Lunch with April Cordero and Jo Clemmons
 - 5/20/25 Writing Retreat at Mission San Luis Rey



Transparent Design with Mary-Ann Winkelmes

Workshop Assessments (cont.)

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:

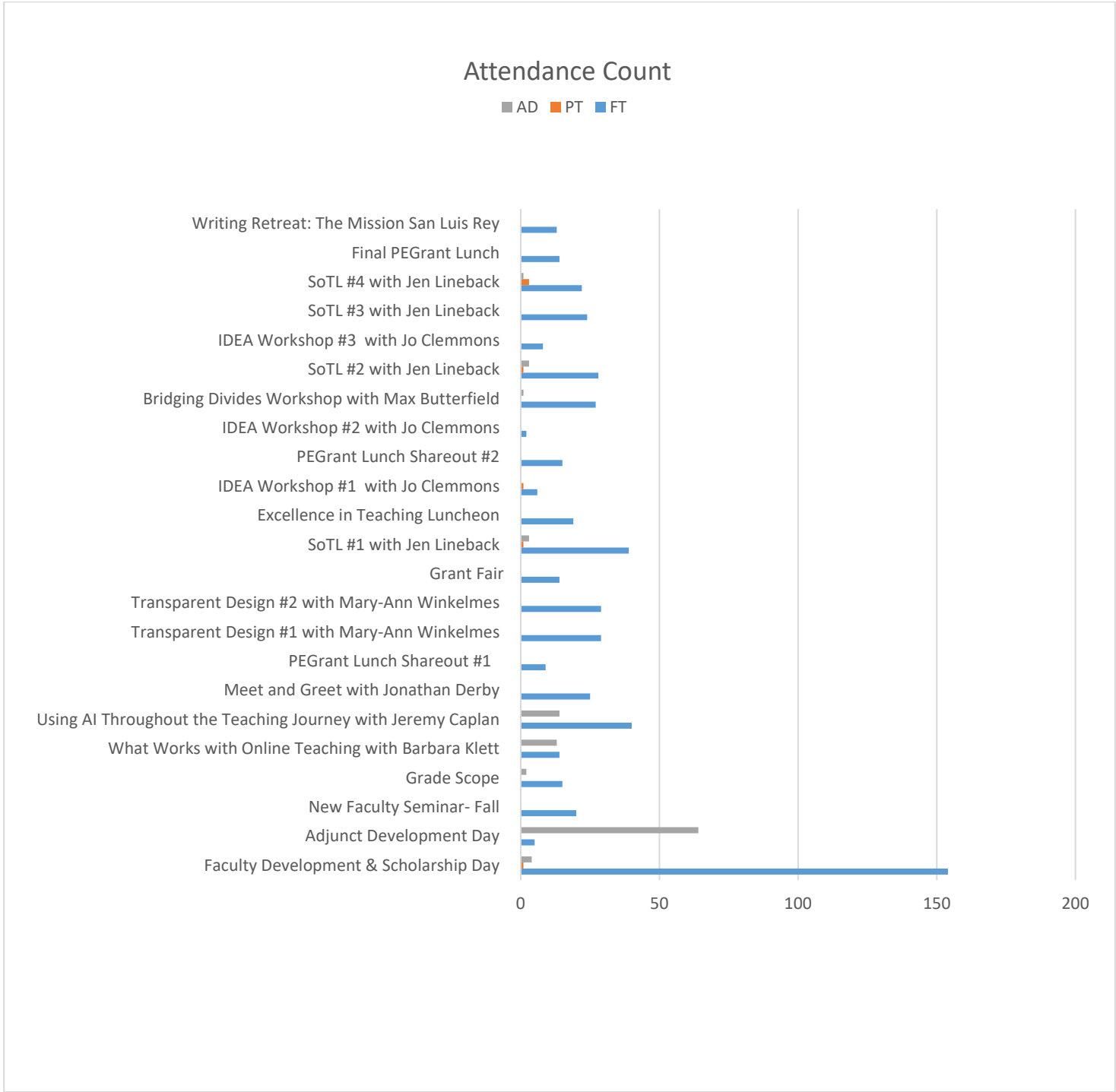
- Workshop, Events and FLC attendance. (See below)
- Workshop and event evaluations.
- Results from smaller surveys to collect information on faculty interest in topics/presenters/dates/times for workshops.
- Improvements in teaching, IDEA reports
- Requests for teaching observations and personalized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

We have collected data on our largest annual event, Faculty Development & Scholarship Day:

- 160 participants and 34 presenters
- 62 survey respondents
- 92% 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 survey comments from Faculty Development & Scholarship Day and Adjunct Development Day:
 - *It was a great opportunity to connect with other faculty, see the work that they are doing and learn new techniques and methods for teaching (FDD).*
 - *Excellent sessions. I walked away from each session with something I could apply immediately to my teaching practice (FDD).*
 - *The AI presentation was especially helpful. Loved hearing about the difference faculties were using AI to improve their teaching (FDD).*
 - *As a first-time adjunct I was so impressed with the sincere welcome, the quality of the presentations and the overall warm and caring atmosphere. I have been so impressed with the team approach and the extensive supports that are available to us. Thank you! (ADD).*
 - *This day always helps me get mentally and spiritually prepared for the coming semester (ADD).*

Faculty Workshop Attendance:

Table 1: This chart represents faculty participants (full time, part time, and adjunct faculty) who attended CTL events over the 2024-2025 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. **This year we distributed 180 letters to faculty. This number is an indication of the impact CTL has at PLNU.**

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:

CTL Budget Information - FY2024-2025

Spend Category	Actuals	Commitment	Total	Budget	Variance	% Remaining
Cost Center: CC-5143 CTL						
6304 - Consultants	\$3,500.00	0.00	\$3,500.00	0.00	(\$3,500.00)	0.0%
6304 - Supplier Reimbursable Expenses	\$1,046.14	0.00	\$1,046.14	0.00	(\$1,046.14)	0.0%
6312 - Honorariums	0.00	0.00	0.00	\$9,000.00	\$9,000.00	100.0%
6318 - Photo/Graphics Service	0.00	0.00	0.00	\$2,000.00	\$2,000.00	100.0%
6320 - Other Service	\$7,800.00	0.00	\$7,800.00	\$1,000.00	(\$6,800.00)	(680.0%)
6322 - Faculty Workshops	0.00	0.00	0.00	\$2,500.00	\$2,500.00	100.0%
6323 - Catering-Sodexo	\$6,499.47	\$0.00	\$6,499.47	\$6,000.00	(\$499.47)	(8.3%)
6326 - Catering-NonSodexo	\$1,250.74	0.00	\$1,250.74	\$300.00	(\$950.74)	(316.9%)
6404 - Supplies	\$1,706.31	0.00	\$1,706.31	\$4,000.00	\$2,293.69	57.3%
6405 - Film & Video Purchase	0.00	0.00	0.00	\$500.00	\$500.00	100.0%
6699 - Gift Cards	\$9,005.55	\$3,000.00	\$12,005.55	\$12,000.00	(\$5.55)	(0.0%)
6702 - Membership - Institution	0.00	0.00	0.00	\$120.00	\$120.00	100.0%
6703 - Membership - Personal Development	\$152.00	0.00	\$152.00	\$200.00	\$48.00	24.0%
6704 - Travel Meals & Entertainment	0.00	0.00	0.00	\$400.00	\$400.00	100.0%
6705 - Local Meals & Entertainment	\$6,018.03	\$120.00	\$6,138.03	\$3,000.00	(\$3,138.03)	(104.6%)
6705 - Snacks/Beverages	(\$1,534.06)	0.00	(\$1,534.06)	\$700.00	\$2,234.06	319.2%
6706 - Workshop-Seminars-Conferences	\$3,390.92	0.00	\$3,390.92	\$3,000.00	(\$390.92)	(13.0%)
6708 - Mileage	\$151.20	0.00	\$151.20	0.00	(\$151.20)	0.0%
6708 - Travel - Airfare	0.00	0.00	0.00	\$2,000.00	\$2,000.00	100.0%
6708 - Travel-Auto	\$20.00	0.00	\$20.00	\$200.00	\$180.00	90.0%
6709 - Lodging	\$4,275.00	0.00	\$4,275.00	\$2,500.00	(\$1,775.00)	(71.0%)
6710 - Other Expenses	\$605.07	0.00	\$605.07	\$200.00	(\$405.07)	(202.5%)
6713 - Training & Development	\$1,926.97	0.00	\$1,926.97	\$1,000.00	(\$926.97)	(92.7%)
6803 - Dept Charge - Print Services	\$1,519.88	0.00	\$1,519.88	\$800.00	(\$719.88)	(90.0%)
6808 - Department Charge - Postage	\$17.57	0.00	\$17.57	\$50.00	\$32.43	64.9%
6810 - Department Charge - Media Services	0.00	0.00	0.00	\$100.00	\$100.00	100.0%
6906 - Computer Peripherals	0.00	0.00	0.00	\$100.00	\$100.00	100.0%
6910 - Books	\$1,635.72	0.00	\$1,635.72	\$1,500.00	(\$135.72)	(9.0%)
6911 - Periodicals	0.00	0.00	0.00	\$200.00	\$200.00	100.0%
Total	\$48,986.51	\$3,120.00	\$52,106.51	\$53,370.00	\$1,263.49	2.4%

Appendix B: Budget Summary Chart

Fiscal Year	CTL Budget	CTL Budget Spent
2020-2021	\$30,300.00	\$40,280.04
2021-2022	\$42,470.00	\$40,787.71
2022-2023	\$42,050.00	\$48,752.92
2023-2024	\$49,570.00	\$49,413.22
2024-2025	\$53,370.00	\$52,106.51