

Center for Teaching and Learning

Annual Report

2025-2026



Center for Teaching and Learning
Point Loma Nazarene University

AUG 2026

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Excellence in Teaching Luncheon Recipients: Ray Posey, Ben Coleman (MACC), Arianne Jansam (Chem), Amy Nantkes (Poli Sci), Mike Dorrell (Bio), Alexandra Bitter (Psych), Kim Hogelucht (Bus), Liz Holbrook (Acct), Jessica Matthews (Health Science), C. K. Kelley (Nursing), Johnny Capra (Comm)
Missing: James Wicks (Comm), Ross Brunett (Health Science)

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: 2025-2026

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 6-12

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

Benchmarks:

- *Tag-You're it! How Course Tags Work for Your Courses* with Kelli McCoy & Catherine Crockett
- *Getting Students to read like a Pro-fessor: Creating Assignments that Build Critical Reading Skills* with Bettina Pedersen & Mike Dorrell
- *Bridging Divides: Understanding, Supporting and Connecting Across Differences* with Max Butterfield
- *Teaching and Learning with AI* with Randal Schober, April Cordero & Daphney Wadley
- *Promoting Engagement and Academic Success Through a Culture of Radical Hospitality* with RiKo Ramos & Rachelle Wong
- *Applying Radical Hospitality and Engagement to Support Neurodiverse Students* with Denise Necoechea & Amber Mirko
- *Detecting AI by Eye* with guest speaker Bradley Emi
- *Teaching for Integrity in the Age of AI* with guest speaker Tricia Bertram Gallant
- *Responding to Disruptive Behavior in the Academic Setting* with Jen Lineback, RiKo Ramos, Grace Fantaroni, Nick Pertler, Danielle Friberg, Robin Lang, Lisa Raser, Amy Nantkes and Jo Clemmons
- *Designing AI-inclusive Assignments Workshop* with guest speaker Ashley Evans

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:

- Faculty Development & Scholarship Day
- Adjunct Development Day
- New Faculty Seminar, CTL leads 7 sessions on pedagogy and best practices of teaching and learning. This seminar is provided every Fall for new faculty.
- The Hadley Teaching Fellowship recipient, Ross Oakes Mueller, led 3 workshops on Moral and Virtue Development with 20-25 participants.
- Pedagogical Enrichment Grants on AI consisted of 10 PEGrant winners
- Christian Pedagogy Faculty Learning Community
- PEGrant for AI
 - **Matt Boyne**, AI's idea: "How Concept Mapping + AI Transform Test Performance"
 - **Kellye Carroll**, AI Feedback in the Asynchronous Space: Navigating Student Trust and Perception
 - **Walter Cho**, Studies in Biodiversity and Biogeography of Deep-sea Benthic Communities
 - **Yoojin Choi**, From Green Algae to Grad School- Transfer of Knowledge and Skills From Undergraduate Research
 - **Kristen Kellogg**, (2027 Presenter)
 - **Mary Beth McCabe**, More You and Less AI Anxiety in the Classroom
 - **Mike Leih**, If you build it, they still may not come: Integrating AI tools into the classroom
 - **Christine Tokunaga**, Structured AI Literacy Instruction in Educator Preparation: Inclusive and Ethical Instructional Planning.
 - **Catherine Walter**, Structured AI Literacy Instruction in Educator Preparation: Inclusive and Ethical Instructional Planning
 - **James Wicks**, Piloting a New Course in AI Communication, Literacy & Ethics

These awardees met 3 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 in August 2026.

Committees and other groups Jo Clemmons served on in 2025-26

- *Faculty Development Committee 2025-26:*
Jo Clemmons, ex-officio, CTL; Katie Jacobson, ex-officio, OIT; Chaz Celaya, Music; Dianne Anderson, Biology; Jacob Goodin, Kinesiology; Rachelle Wong, SOE; Schuyler Eastin, LJWL
- *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
- *New Faculty Seminar,* facilitator
- *Christian Pedagogy Faculty Learning Community Balboa Campus,* facilitator

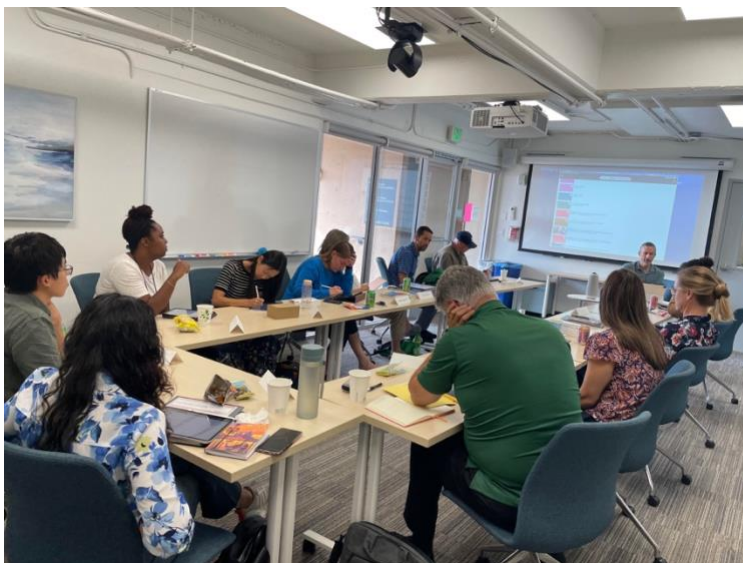
CTL Activities, Workshops, and Assessments

In 2025-2026 CTL supported professors in a wide variety of ways offering ongoing development through many avenues beginning with New Faculty Orientation, Adjunct Faculty Development Day, Faculty Development & Scholarship Day at the beginning of each academic year. We continue throughout the year with workshops, guest speakers, Faculty Learning Communities, New Faculty Seminar, individual classroom observations and consultations, and the end-of-year Faculty Writing Retreat. Overall, more than 180 full-time faculty members and administrators, and over 90 adjunct faculty attended CTL events from all schools and academic departments.

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.

The 2025-2026 Hadley Teaching Fellow , Ross Oakes Mueller facilitated a 3-workshop series on Moral and Virtue Development at the PLNU campus, with 20-30 participants.



August 2026

The **Faculty Writing Retreat** was in its eighth iteration this summer, May 20-23, 2026, which was located at the Mission San Luis Rey in Oceanside. We were able to sponsor 16 faculty from the Biology, LJWL, SOE, SON, Theology, Child Development and Psychology Departments.

Feedback from a few of this year's Writing Retreat experience:

- *I am grateful for this retreat...the ability to read, think and writes in such a calm, and focused environment is one of the true delights of my year*
- *I love our meals and game nights together. I was hyper-productive, but I also found space to swim and to take a much-needed nap. I find the retreat to be pretty perfect.*
- *I truly loved the opportunity to meet and connect with colleagues from across campus. Especially being a new faculty at PLNU, I found that aspect particularly exciting.*

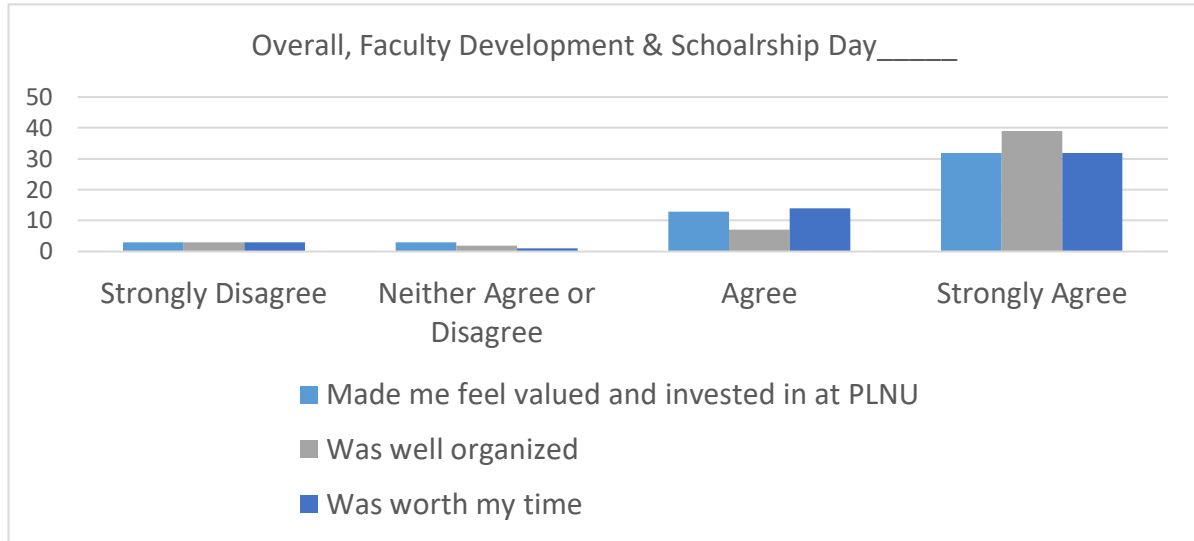


CTL continues our successful **Pedagogical Enrichment Grants (PEG)** program, allowing faculty to pursue research, implementation, and to create successful AI assignments in their classrooms. This grant opportunity offers a total of \$500 to recipients along with group meetings and support to help develop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

List of Workshops

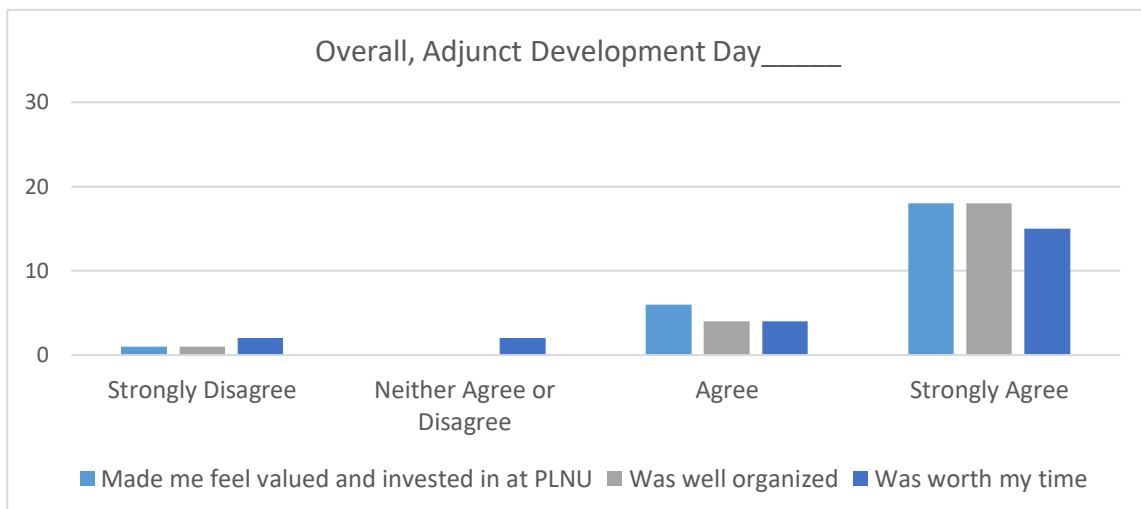
08/20/25 Faculty Development & Scholarship Day

- Presentation 1: ***Tag-You're it! How Course Tags Work for Your Courses*** with Kelli McCoy & Catherine Crockett
- Presentation 2: ***Getting Students to read like a Pro-fessor: Creating Assignments that Build Critical Reading Skills*** with Bettina Pedersen & Mike Dorrell
- Presentation 3: ***Bridging Divides: Understanding, Supporting and Connecting Across Differences*** with Max Butterfield
- Presentation 4: ***Teaching and Learning with AI*** with Randal Schober, April Cordero & Daphney Wadley



08/23/25 Adjunct Faculty Development Day

- Presentation 1: ***Radical Hospitality in the Online Environment*** with Rachelle Wong
- Presentation 2: ***Promoting Engagement and Academic Success through a Culture of Radical Hospitality*** with RiKo Ramos & Rachelle Wong
- Presentation 3: ***EAC-Applying Radical Hospitality and Engagement to Neurodiverse Students*** with Denise Necoechea & Amber Mirko



List of Workshops

Fall 2025 New Faculty Seminar (13 sessions)

9/23/25 *Detecting AI by Eye* with Bradley Emi

10/07/25 Grant Office Workshop with April Cordero & Marvin Milian

10/14/25 *Teaching Values or Cultivating Virtue* with Ross Oakes Mueller

11/04/25 *Cultivating & Measuring Virtue* in the Classroom with Ross Oakes Mueller

11/10/25 AI:IDEA Evaluations with Jo Clemmons

11/13/25 SoTL #1 with Jen Lineback

11/14/25 PEGrant Lunch #1

12/02/25 *Smart Phones, Social Media, AI & Virtue Development* with Ross Oakes Mueller

12/8/25 SoTL Workshop #1 with Brent Alvar

12/15/25 Grant Fair vis Zoom with Rob Thompson, Daphney Wadley, Jo Clemmons & Marvin Milian

12/18/25 *Teaching for Integrity in the Age of AI* with guest speaker Tricia Bertram Gallant

1/26/26 Excellence in Teaching Luncheon

1/27/26 *Responding to Disruptive Behavior in the Academic Setting* with Jen Lineback, RiKo Ramos, Grace Fantaroni, Nick Pertler, Danielle Brown Friberg, Robin Lang, Lisa Raser, Amy Nantkes & Jo Clemmons

2/10/26 *Designing AI-inclusive Assignments Workshop #1* with guest speaker Ashley Evans

2/11/26 *Responding to Disruptive Behavior in the Academic Setting (Zoom)*

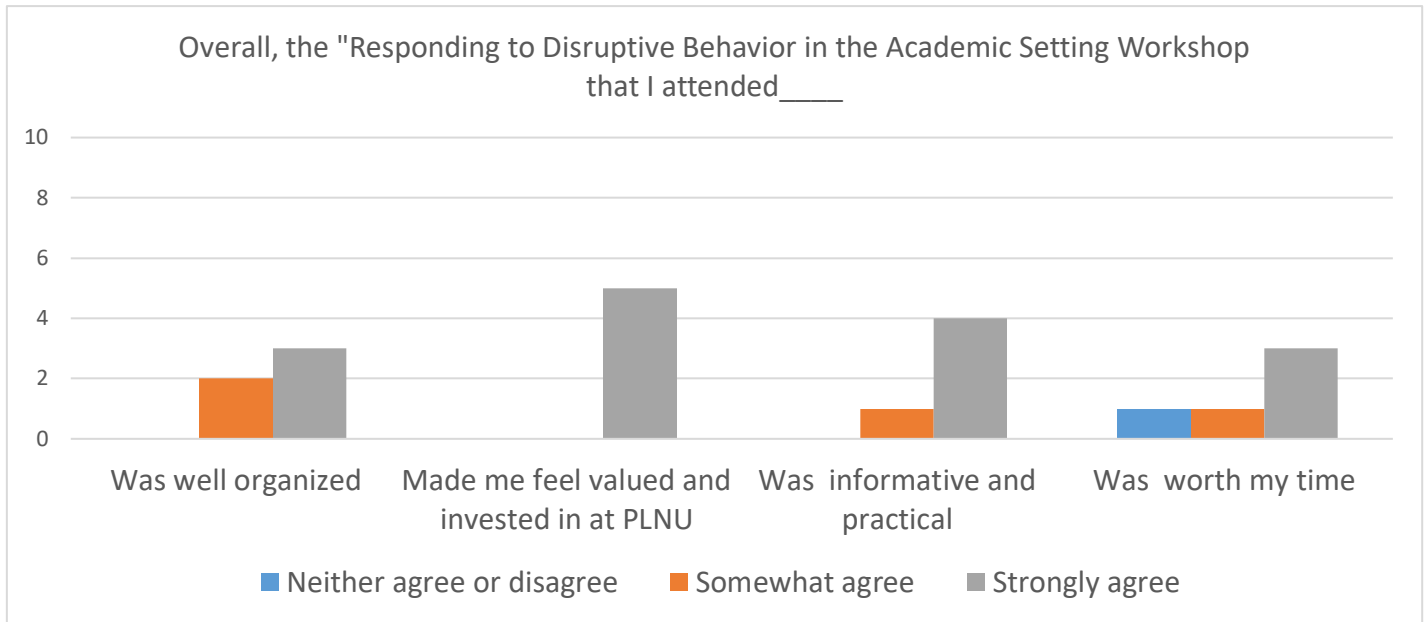
Spring 2026 Christian Pedagogy FLC at Balboa (Spring 2026)

2/17/26 *Designing AI-inclusive Assignments Workshop #2* with Ashley Evans

Spring 2026 TNT Classroom Observations and Lunch Workshops with Tim Hall

5/19/26 Writing Retreat at Mission San Luis Rey

Workshop Assessments



Survey Results & Feedback from this Workshop:

- *The most useful information was the clarification on the intervening before a dysregulated student gets to crisis mode and the best possible approach...it's clearly better to implement a proactive strategy before the crisis truly erupts. (anonymous Qualtrics response)*
- *Practical de-escalation strategies. There was a striking overlap with what I hear as parenting advice, especially when dealing with young and/or neurodiverse children. (anonymous Qualtrics response)*



Workshop: Teaching for Integrity in the Age of AI with guest speaker Tricia Bertram Gallant

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

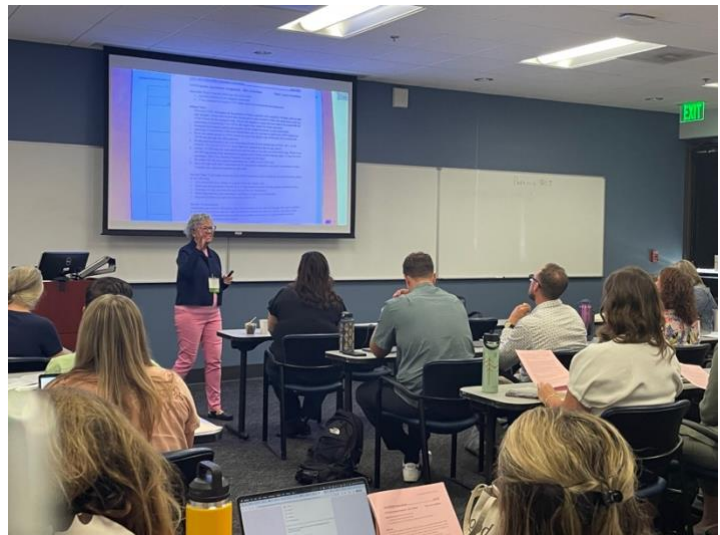
We have collected data on our largest annual event, Faculty Development & Scholarship Day:

- 161 participants and 39 presenters
- 59 survey respondents
- 77% 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.

Faculty Development & Scholarship Day (FDD) and Adjunct Development Day (ADD)

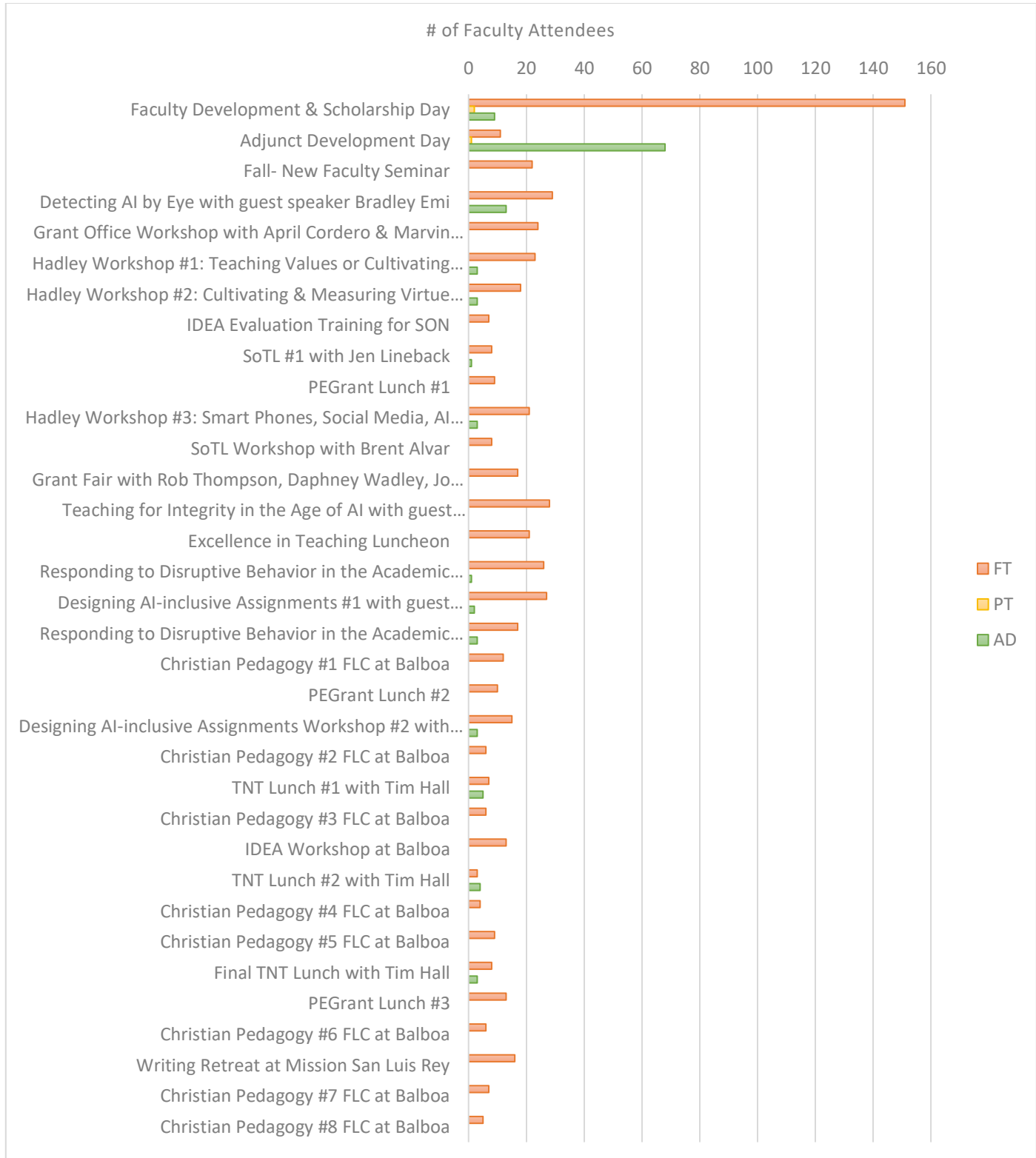
Selected survey responses:

- o *I thought it was a really wonderful opportunity to hear other's ideas and learn from other faculty. I also enjoyed learning about other faculty members' research! (FDD)*
- o *Loved these presentations. Very worthwhile and valuable information, thank you Jo! (ADD)*
- o *I felt the workshop was well organized and incredibly useful. Thank you! (ADD)*
- o *Excellent sessions. I walked away from each session with something I could apply immediately to my teaching practice (FDD)*
- o *A wonderful day. I was not sure I wanted to go and then was very glad I was there for the entire day (FDD)*
- o *Really enjoyed the talk/sessions I attended. It is wonderful to learn more about what my colleagues are doing (FDD)*



Faculty Workshop Attendance:

Table 1: This chart represents faculty participants (full time, part time, and adjunct faculty) who attended CTL events over the 2025-2026 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 over 170 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 - FY2025-2026

Spend Category	Actuals	Commitment	Total	Budget	Variance	%
Cost Center: CC-5143 CTL						
6312 - Honorariums	\$2,600.00	0.00	\$2,600.00	\$12,000.00	\$9,400.00	78.3%
6318 - Photo/Graphics Service	0.00	0.00	0.00	\$2,000.00	\$2,000.00	100.0%
6320 - Other Service	\$8,011.00	0.00	\$8,011.00	\$700.00	(\$7,311.00)	(1,044.4%)
6323 - Catering-Sodexo	\$7,302.22	\$0.00	\$7,870.78	\$8,000.00	\$129.22	1.6%
6326 - Catering-NonSodexo	0.00	0.00	0.00	\$4,000.00	\$4,000.00	100.0%
6404 - Supplies	\$1,648.77	0.00	\$1,648.77	\$1,000.00	(\$648.77)	(64.9%)
6405 - Film & Video Purchase	0.00	0.00	0.00	\$500.00	\$500.00	100.0%
6699 - Gift Cards	\$15,560.15	(\$2,250.00)	\$13,310.15	\$12,000.00	(\$1,310.15)	(10.9%)
6702 - Membership - Institution	0.00	0.00	0.00	\$300.00	\$300.00	100.0%
6704 - Travel Meals & Entertainment	\$60.70	0.00	\$60.70	\$400.00	\$339.30	84.8%
6705 - Local Meals & Entertainment	\$9,988.59	\$0.00	\$9,988.59	\$1,500.00	(\$8,488.59)	(565.9%)
6705 - Snacks/Beverages	\$680.33	\$0.00	\$680.33	\$700.00	\$19.67	2.8%
6706 - Workshop-Seminars-Conferences	\$500.00	0.00	\$500.00	\$1,500.00	\$1,000.00	66.7%
6708 - Travel - Airfare	\$500.00	0.00	\$500.00	\$1,000.00	\$500.00	50.0%
6708 - Travel-Auto	\$469.61	0.00	\$469.61	0.00	(\$469.61)	0.0%
6709 - Lodging	\$967.52	0.00	\$967.52	\$1,500.00	\$532.48	35.5%
6710 - Other Expenses	\$2,017.89	0.00	\$2,017.89	\$200.00	(\$1,817.89)	(908.9%)
6713 - Training & Development	\$7,350.00	0.00	\$7,350.00	\$1,000.00	(\$6,350.00)	(635.0%)
6803 - Dept Charge - Print Services	\$1,300.62	0.00	\$1,300.62	\$1,100.00	(\$200.62)	(18.2%)
6808 - Department Charge - Postage	\$15.60	0.00	\$15.60	\$70.00	\$54.40	77.7%
6906 - Computer Peripherals	0.00	0.00	0.00	\$100.00	\$100.00	100.0%
6910 - Books	\$2,461.04	0.00	\$2,461.04	\$3,500.00	\$1,038.96	29.7%
6911 - Periodicals	0.00	0.00	0.00	\$200.00	\$200.00	100.0%
Total	\$61,434.04	(\$2,250.00)	\$59,752.60	\$53,270.00	(\$6,482.60)	(12.2%)

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
2025-2026	\$53,270.00	\$61,434.04

