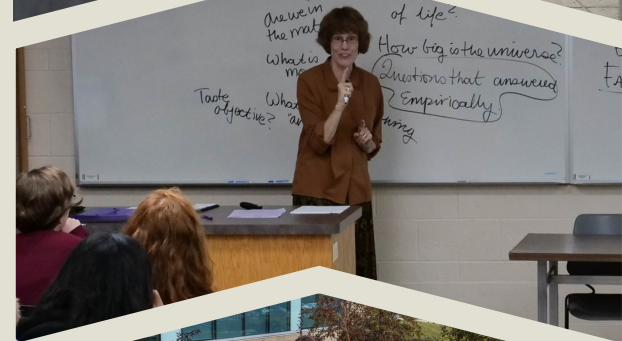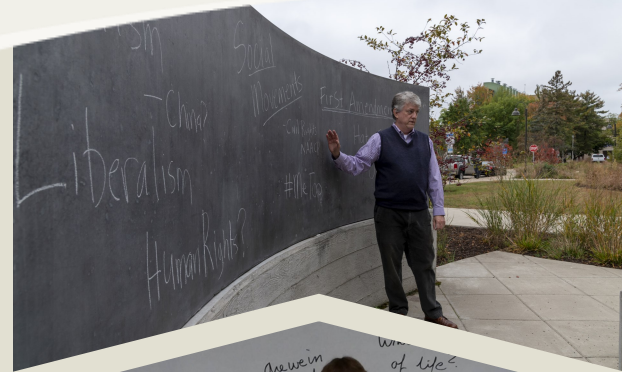Center for Inclusive Teaching and Learning
University College
University of Wisconsin–Stevens Point

2022

Annual Report

Albertson Hall   1970 - 2022

Table of Contents

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.

We offer opportunities for you to engage with members of the UWSP **COMMUNITY** who are as committed to enhancing the student learning experience as you are.

We know that your time is a scarce resource, so we prioritize helping you do your work more effectively and **EFFICIENTLY**.

We bring our **EXPERTISE** to complement yours, working in partnership to make UWSP a more inclusive and effective place for student learning.

By the Numbers

318
TEACHING TIP
video views

178
attended EVENTS

25
BOOK GROUP participants

164
participated in
TRAINING sessions

62%
increase in POINTER PRAISE
submissions

16,672
STUDENT EXAM SHEETS
scanned for test scoring

984
Scheduled CONSULTATIONS with
faculty and staff members

$92,500
in GRANT FUNDS awarded

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

984 scheduled consultations were held with CITL staff. (Phone calls and email inquiries for consultations are not included in this number.)

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 arre sent anonymously to a UWSP faculty or staff member.

161 individual submissions were received and sent to deserving faculty and staff members in FY22.

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. During the COVID-19 pandemic, Honorlock was available for exam proctoring in courses offered in all modalities. With the return to largely in-person courses starting with the Fall 2021 term, Honorlock was only funded by the Distance Education (DE) service fee for fully online courses from that term forward. Instructors or departments electing to use Honorlock for courses that are not fully online must pay directly for usage.

2057 exams were proctored using Honorlock during the 2021-2022 academic year.

Exam Scoring

Test scoring services returned in Fall 2021 after a hiatus with the COVID–19 pandemic lockdown. We transitioned from the Scantron format to a new Remark software which provides the following benefits:

- Simplified forms
- Easier import to Canvas
- More secure results
- Expanded reporting options

**Exam packets processed:
511
(16,672 sheets scanned)**
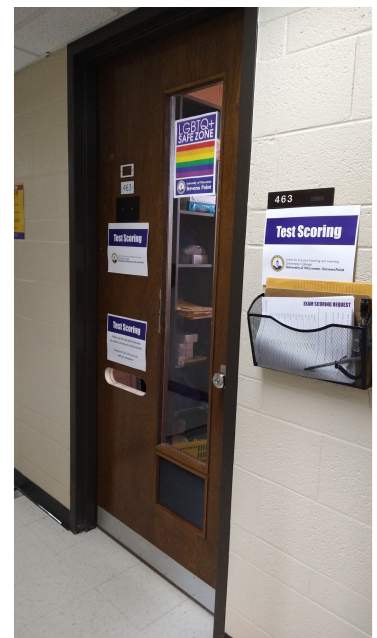
Program Development Grants
(Online and Hybrid)

CITL offers three types of Program Development Grants:

> Online Credit Program Grants
> Online Non-credit Program Grants
> Hybrid Credit 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 awarded grants receive instructional design support and grant funds both to develop courses and to revise courses two times following initial development. CITL continued the Masters of Music Education, Doctor of Education in Educational Sustainability, Online Medical Laboratory Technician (AS) to Clinical Laboratory Science: Medical Technology (BS) degree completion, and Wellness Series programs this year.

Two new Program Grants were awarded during the 2021-2022 academic year. The School of Education was awarded a grant to develop the Accelerated Certification in Elementary Education (ACEE) program. The Department of Psychology was also awarded a grant to develop an Online Psychology B.S. program. Work on both programs commenced in September 2021.

$77,000 was awarded to faculty and staff through Program Development Grant programs during the 2021-2022 academic year.

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 new or revised courses. During the 2021-2022 academic year, grant recipients worked with CITL team members to create four new online courses: PSYC 480, BUS 350, MATH 111, and PSL 104. One grant was awarded for the revision of POLI 305.

$12,500 was awarded to faculty and staff through the New Online Course and Online Course Revision Grant programs during the 2021-2022 year.

Online Program Revision Grants

Eric Simkins 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.

**$3,000 was awarded to faculty and staff through this Online Program Revision Grant.**

Teaching Conference

The 26th Annual UWSP Teaching Conference was held on Friday, January 21, 2022. Students of he UWSP Interactive Theater Project, led by Faculty Fellow Lisa Sanderson, provided the keynote which was presented in-person and via webinar. The interactive presentation raised awareness and understanding about microaggressions.

A variety of sessions in two online room tracks followed the opening keynote using the general categories of Innovative Solutions, Timeless Best Practices, and Tending to Burnout.
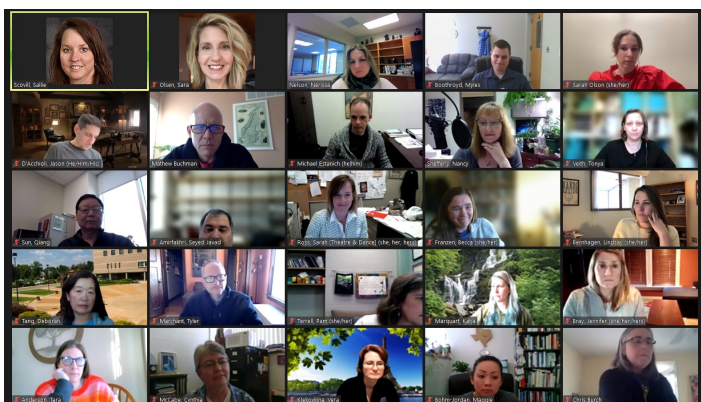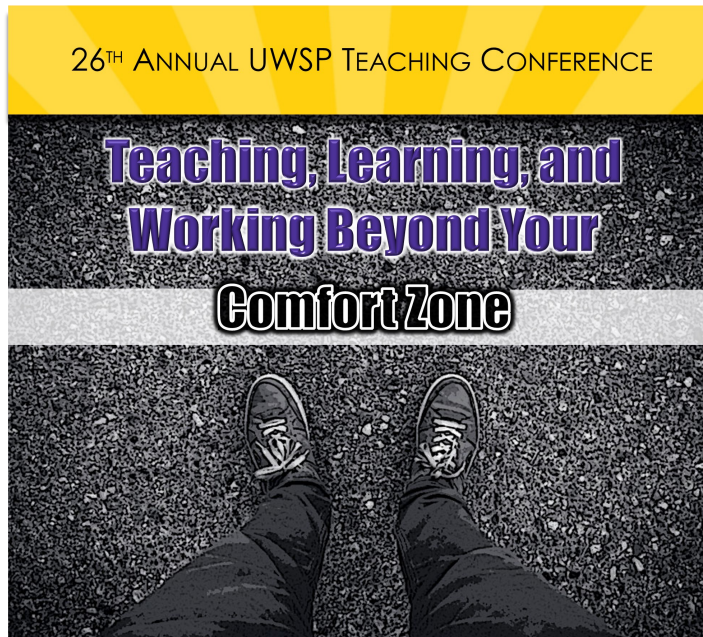
Registered: 114
Attendees: 94
Session Presenters: 18

Total expenses: $1,000. (lunch)

Guest Speaker - Cathy O'Neil

We all know that algorithms determine which social media ads you see, but have you considered how they are deciding your fate? Algorithms decide who gets the job, who gets into college, and which dating candidates you see. In some companies, AI performance reviews determine who gets fired or promoted. Some of the biggest moments in your life are decided by algorithms.

Big data scientist, algorithm expert, and New York Times best-selling author Cathy O'Neil joined us as a guest speaker on Tuesday, March 29, 2022 to share "**Algorithms Don't Predict the Future, They Cause the Future**." Cathy revealed the bias inherent in these algorithms and how this is impacting our lives.

The event was funded by a grant from the Tommy G. Thompson Center on Public Leadership and sponsored by Inclusive Excellence Institute, JusticeWorks, and the Center for Inclusive Teaching and Learning (CITL).

Registered: 109
Attendees: 73
(24 in-person, 49 virtually)

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. Sessions are facilitated by a CITL team member or a UWSP faculty or staff 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.
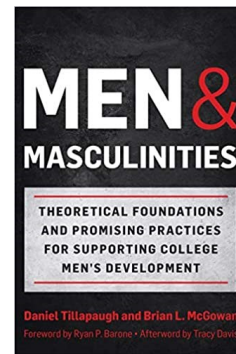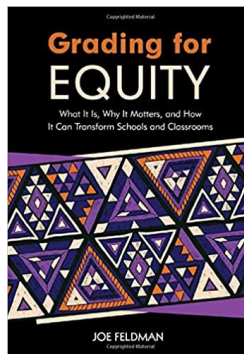
Fall 2021
Grading for Equity
> 8 Participants
> Facilitator: Lindsay Bernhagen

Spring 2022
Men and Masculinities
> 17 Participants
> Facilitator: Nancy Shefferly

Programs

Course Design Short Program

The Course Design Short Program was developed in 2021 to replace the Online Course Design Institute. The program was offered in Fall 2021, Spring 2022, and Summer 2022. The Program is designed to provide customized one-on-one support to faculty or staff members and assists instructors in the development or revision of courses in any modality. This six-week program is offered three times annually in March-April, June-July, and October-November. 10 participants are accepted during each cycle and are eligible for $200 in professional development funds from CITL if all requirements are met.

During the 2021-2022 academic year eight instructors completed the Course Design Short Program and seven additional participants are currently completing the program.

$1,600 in CITL professional development funds were distributed to participants who completed the program during the 2021-2022 academic year.

Inclusivity Training

4 Sessions, 64 Participants
Facilitator: Lindsay Bernhagen

The inclusivity training "Toward a More Inclusive Campus" offers research and awareness on implicit bias and inclusive pedagogy, and aims to create a campus climate that values diversity. The four-part training for UW-Stevens Point faculty and staff includes a one-hour workshop for a department or unit each semester. After these initial training sessions are completed, units can participate in an updated inclusivity training each year.

Safe Zone Training

8 Sessions, 47 Participants

Facilitators:
Lee Burke and Shelley Auer

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.

The CITL Team

2021-22 Professional Activities

Lindsay Bernhagen, Ph.D.
Director

Student Engagement

- Instructor, SOC 395: Sociology of Sexuality (Fall 2021)
- Instructor, SOC 395: Gender, Race, and Popular Culture (Spring 2022)
- Co-Instructor, EDSU 900: Introduction to Doctoral Studies in Educational Sustainability (Summer 2021)
- Co-Instructor, EDSU 820: Social Justice in Education for Sustainability (Fall 2021)
- Instructor, EDSU 920: Dissertation Seminar and Writing (Spring 2022)
- Doctoral Committee Chair: Yvonne Eaton, Rebecca John, Erin Lee, Jay Benedith
- Faculty Advisor: Sigma Delta Rho, Waterski and Wakeboard Team, and College Democrats

University Service

- Diversity Officer for Academic Affairs
- Athletics Diversity and Inclusion Designee
- Inclusive Excellence Institute Development Team Lead
- Member, Equity, Diversity and Inclusion Policy Committee

- Member, University Awards Subcommittee
- Member, General Education Committee
- Member, Graduate Council
- Member, Common Council
- Member, Integrated Planning Advisory Committee
- Member, Implementation Team for Strategic Plan Theme 3
- Member, Honors Advisory Board
- Member, Burnout Working Group
- Member, Bias Response Team
- Member, Flag-a-Policy Team
- Chair, Teaching-Scholarship-Service Document Working Group

Scholarship

- Bernhagen, L. & Gravett, E.O. (forthcoming 2022). The Difficulties of Removing the Pink Collar: Affective Labor and Educational Development. *Terms of Service: Emotional Labor in Alt-Ac Careers*, ed. L. Skallerup-Bessette.
- Editor-in-Chief. *To Improve the Academy: A Journal of Educational Development*

Regional/National Service

- Advisory Board, UW-System Office of Professional and Instructional Development (OPID)
- Member, OPID Mentoring Committee
- Transitional Editorial Board, *To Improve the Academy*
- Board of Directors & Co-Chair of DEI Committee, Central Wisconsin Community Foundation
- Board President, JusticeWorks Ltd.
- Board President, Monteverdi Master Chorale

Presentations & Podcast Appearances

- White Humility, Season 2, Episode 5 - *Anti-Racist Pedagogy* (2022)
- Wonder Woman 84, Season 1, Episode 1 – *No Cure for Curiosity* (2021)
- Addressing Bias and Harassment, Women in Natural Resources Student Group (2022)
- Implicit Bias. State of Wisconsin Office of Children's Mental Health (2022)
- Intervening in Biased Behavior. American Camp Association Winnekota Leadership Summit. (2022)
- Fostering Diversity, Equity, and Inclusion, Childcaring, Inc. (2021)

Faculty Fellow

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

The CITL Team

2021-22 Professional Activities

Erin Speetzen
Instructional Designer

Student Engagement
- Instructor, CHEM 335 (Fall 2021), CHEM 333 (Spring 2022), CHEM 105 Lab (Fall 2021 and Spring 2022)

University Service
- Member, Academic Affairs

Regional Service
- Member, UW-System Office of Professional and Instructional Development (OPID) Advisory Council
- Member, OPID Signature Programs Committee
- Campus Coordinator, Wisconsin Alliance for Minority Participation in STEM (WiscAMP)

Professional Development
- OPID Faculty College
- OPID Spring Conference
- Completion of Inclusive STEM Teaching Project online course

Eric Simkins
Online Program Manager

Student Engagement
- Instructor, CNMT 100 (Fall 2021)
- Instructor, CNMT 100 (Spring 2022)

Regional Service
- Co-chair, UW-System Learning Technology Development Council – DLE Canvas Data and Analytics Workgroup

Presentations
- Distance Education in Today's World | UWSP Learning is Forever (LIFE) (October 2021)
- A Recipe for Designing, Launching, and Sustaining a Successful Online Program | UWSP Annual Teaching Conference (January 2022) [Presented with Rachel Brashier Ph.D.]
- A Recipe for Designing, Launching, and Sustaining a Successful Online Program | UW-System Learning Technology Development Council (LTDC) Virtual Showcase (June 2022) [Presented with Rachel Brashier Ph.D.]
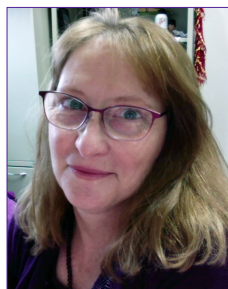
Nancy Shefferly
Instructional Designer

University Service
- Member, University Assessment Subcommittee
- Member, Instructional Technology Council
- Member, GEP Advisory Committee
- Instructor, Assessment Training
- Author, Teaching Tips Outreach

Professional Development
- Completion of Canvas Certified Educator Program
- Earned The Diversity, Equity, and Inclusion in the Workplace Certificate offered by Muma College of Business at the University of South Florida

Sean Ruppert
Instructional Technology Support Specialist

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

Sara Olsen
Multimedia Designer

University Service
- Chair, Relocation Communications Planning Team
- Member, UWSP Website Rebuild Team
- Member, Albertson Hall Building Committee

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