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

2025

Annual Report

COMMUNITY   **EFFICIENCY**   **EXPERTISE**

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Construction of the new Library & Student Resource Center is continuing through 2025. The CITL office will be located on the fourth floor of the new building. We look forward to serving you from our new location in early 2026.

Message from the Director

Dear Colleagues,

This year, the Center for Inclusive Teaching and Learning made meaningful strides toward achieving the goals and outcomes we outlined last year. From expanding web-based resources to increasing the number of faculty development programs we offer, our work has been guided by a clear vision: to work with UWSP educators to create a campus community committed to student learning within a culture of inclusivity and diversity.

We enhanced our web-based resources, increased the number and learning communities we offer, and aligned our offerings more closely with UWSP's strategic priorities. Through book clubs, consultations, communities of practice, and our annual teaching conference, we supported instructors across all three campuses in their efforts to create more equitable, engaging, and student-centered learning environments. These efforts go beyond programming – they are about building relationships, sharing ideas, and cultivating a community of scholarly teachers at UWSP.

We also made intentional progress in key strategic areas, including High-Impact Practices (HIPs), the Scholarship of Teaching and Learning (SoTL), and Open Educational Resources (OER). Our work in these areas reflects our belief that when we support our educators, our students thrive.

Looking ahead, we are excited to build on this momentum. In the upcoming year, we will launch new professional development opportunities around SoTL, OER, and HIPs and continue to make spaces for meaningful conversations about teaching and learning.

I continue to be deeply grateful to the faculty, staff, and leadership who engage with and support this work. Thank you for being a part of our story. Together, we are creating a stronger and more equitable teaching environment at UWSP.

Sincerely,

Mission Statement

The Center for Inclusive Teaching and Learning's (CITL's) mission is to cultivate a vibrant campus community committed to student learning within a culture of inclusivity and diversity.

Core Services

CITL's core services bring University College's core values of **collaborating**, **supporting**, **connecting**, and **engaging** to life in our daily work.

HOLISTIC TEACHING SUPPORT

CITL provides **support** to faculty and instructors covering all aspects of teaching and learning. CITL programming offers opportunities to **collaborate** and **engage** with others across disciplines and campuses. Our support begins with New Instructor Orientation, where we provide the *New Faculty and Instructor Guide to Teaching and Learning*. The support continues with workshop opportunities, Faculty Learning Communities, the Annual Teaching Conference, and weekly Teaching Tip videos.

Attendance at CITL events - 258   **Teaching Tip video views - 1,660**

COURSE AND PROGRAM DESIGN SUPPORT

CITL course and program design provides solid **support** to faculty and instructors as they create course materials. CITL's design support programming produces opportunities for **engagement** and **connection** with colleagues. We are with UWSP instructors every step of the way in the design process and provide grant funds for participation in our Course Design Shorts program.

Course Design consultations - 387   **Grant funds earned - $2,600**

INSTRUCTIONAL TECHNOLOGY SUPPORT

CITL **support** to faculty and instructors on instructional technology aids them in **engaging** and **connecting** with students. Our team delivers campus support for Canvas and Honorlock, as well as training and guidance using artificial intelligence tools, videos, and other technologies. Bubble sheet test scoring service is also offered to faculty and instructors on all UWSP campuses.

Canvas consultations - 116   **Test Scoring sheets scanned - 24,724**

Strategic Priorities

High-Impact Practices

Both UWSP and the Universities of Wisconsin have the expansion and prioritization of High-Impact Practices (HIPs) in their strategic plans. In support of this initiative, CITL developed a **webpage featuring information and resources on HIPs.** Additionally, CITL secured $20,000 in funding from the Universities of Wisconsin to support faculty and instructors in implementing these practices. This year, CITL facilitated two communities of practice on HIPs – one led by Dona Warren and the other by Erin Speetzen. Sixteen instructors participated, designing or revising course activities to align with the recognized markers of quality for high-impact practices. These enhanced learning experiences are expected to impact nearly 500 students each year.

Scholarship of Teaching and Learning

UWSP continues to champion the use of evidence-based practices, innovative technologies, and equity-minded pedagogies in teaching and learning. In alignment with this goal, CITL has been working to build institutional capacity to more formally support the Scholarship of Teaching and Learning (SoTL). Guided by the SoTL Scaffold Model (Cruz, et. al, 2019) we focused this year on raising awareness, sparking curiosity, and laying the foundation for sustained SoTL engagement.

To highlight the excellent SoTL work already happening on our campus, we featured a series of SoTL spotlights in the CITL newsletter and launched a **dedicated SoTL webpage** with resources for those interested in exploring SoTL further. We are thrilled to announce that James Berry, Associate Professor of English, will serve as a CITL Faculty Fellow next year. He will run our first year-long SoTL Learning Community, where seven participants will engage in individual SoTL projects throughout the academic year.

In addition, we have begun conversations with established SoTL scholars at UWSP to explore how we can better support ongoing work and foster a community of SoTL scholars across campus.

Open Educational Resources

The Universities of Wisconsin has established an Open Educational Resources (OER) Community of Practice to support and expand the use of OER across the system. This group – comprised of representatives from libraries and teaching centers across the state – provides guidance and resources to help faculty and instructors integrate OER into their courses. Both the UWSP Library and CITL have representatives on this group.

At UWSP, CITL and the University Library have been working together to build campus infrastructure that supports OER adoption. In addition to launching a **dedicated OER webpage**, we secured funding from the text rental fee to encourage the adoption, adaptation, and creation of OER by UWSP faculty. We've also begun developing support materials and have recruited faculty participants for a summer pilot program to advance this work.

Mission Goals

⮕ *Critically reflect on the teaching practices*

We provide events and resources to share multiple perspectives to the practice of teaching and learning. Connecting theory to practice brings self-awareness that challenges assumptions and provides critical reflection.

⇒ **New Faculty Orientation**

⇒ **Fall Teaching Extravaganza**

⇒ **Election Support Brown Bag Series**

⇒ **Annual Teaching Conference**

⮕ *Increase equity in their teaching praxis*

We assist instructors in intentionally creating learning environments and practices that acknowledge and address unique needs, backgrounds, and experiences of all students.

⇒ **Assignment Re-Design Workshop**

⇒ **Communities of Practice**
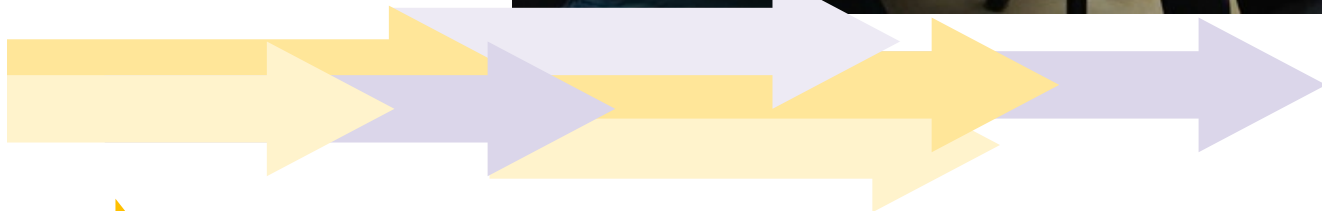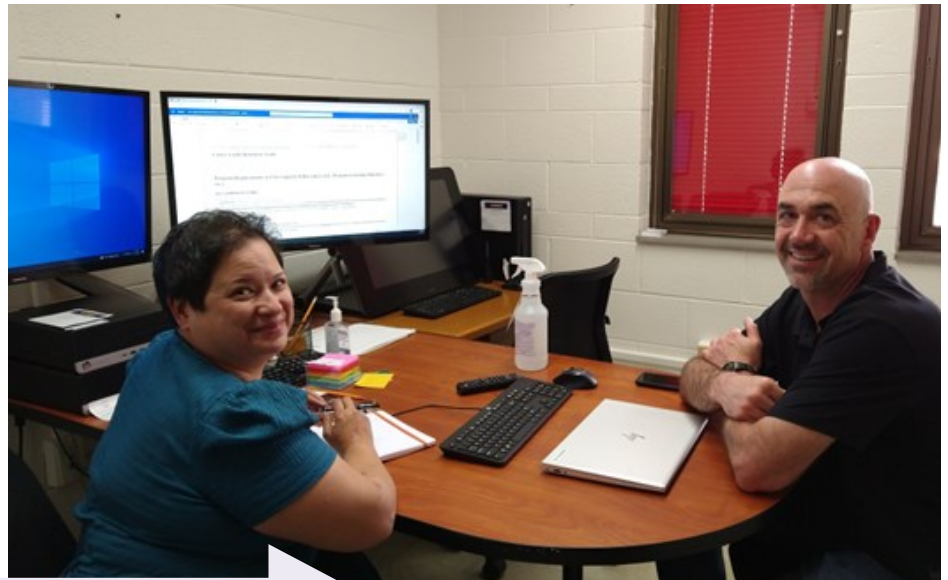
⇒ **Faculty Learning Communities**

Align course components to promote the achievement of learning outcomes

CITL team members work with faculty and instructors using the backward design approach and assist in aligning the elements of a course to the intended student learning outcomes.

⇒ **Course Design Shorts**

⇒ **Consultations**

Make evidence-based instructional decisions

Our CITL team members are versed in current research and data on evidence-based practices for instruction in higher education. UWSP faculty and instructors are encouraged to meet with CITL team members on any teaching and learning topic.

⇒ **Consultations**

⇒ **Teaching Tip Videos**

Use instructional technology to enhance student learning

We offer assistance using instructional technology to not only increase engagement, motivation, and personalized learning experiences for students; but also improved instructor productivity and efficiency.

⇒ **Canvas Administration/Support**

⇒ **AI Petting Zoo Workshops**

⇒ **AI Course (Auburn University)**

⇒ **Faculty Learning Community - Online Videos**

⇒ **Honorlock Administration/Support**

⇒ **Test Scoring Service**

Develop professional relationships that enhance teaching

CITL programs and services foster trust, empathy, and collaboration and provide many opportunities to assist all of us in developing strong, professional relationships with colleagues.

⇒ **Scholarship of Teaching and Learning (SoTL)**

⇒ **Faculty College**

⇒ **Book Groups**

⇒ **Pointer Praise**

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The CITL Team

Erin Speetzen
Director

Student Engagement
- Instructor, CHEM 106 (Fall 2024)
- Instructor, CHEM 333 (Spring 2025)

University Service
- Member, University Professional Development Committee
- Member, Purpose Made Possible Implementation Team, Theme 3
- Member, Common Council
- Member, Chancellor's Commission on Freedom of Expression and Civil Discourse
- Member, Title II Planning Group

Regional Service
- Member, Universities of Wisconsin Office of Professional and Instructional Development (OPID) Advisory Council
- Member, Universities of Wisconsin Open Educational Resources Community of Practice
- Chair, Universities of Wisconsin Open Educational Resources Community of Practice Professional Development Subcommittee
- Member, Universities of Wisconsin Open Educational Resources Community of Practice Executive Committee
- Member, Universities of Wisconsin High-Impact Practices Community of Practice
- Campus Coordinator, Wisconsin Alliance for Louis Stokes Minority Participation in STEM (WiscLSAMP)

National Service
- National Science Foundation panelist

Professional Development
- Faculty College
- POD Network Annual Conference
- Completion of Student Success with Open and Affordable Resources course
- Rural S-STEM Investigations Network Group Summer Institute
- UWSP Course:
  Digital Accessibility 101 - (Instructional Staff)

Sean Ruppert
Canvas Administrator, Instructional Technology Support Specialist

University Service
- Member, Title II Planning Group
- Author, Canvas Course: Digital Accessibility 101

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

Professional Development
- UWSP Course: Digital Accessibility 101

Eric Simkins
Online Program Manager

Student Engagement
- Instructor, CNMT 100 (Fall 2024)

University Service
- Member, UWSP Graduate Council
- Member, Navigate Leadership Team
- UWSP Sustainability in Academics and Curriculum Workgroup
- Co-Facilitator, AI Petting Zoo Series

Regional Service
- Provost appointed UWSP representative, Wisconsin Online Advisory Council (WOAC) - Universities of Wisconsin System)
  - ❖ Chair, Except For Subcommittee (WOAC)
  - ❖ Member, Online Metrics Subcommittee (WOAC)

Professional Development
- UWSP AI Innovations at Work Conference
- Educause Leadership Series – 8 Dimensions of AI Literacies
- Virtual Digital Accessibility Summit
- UWSP Course:
  Digital Accessibility 101 (Instructional Staff)

Nancy Shefferly
Instructional Designer

University Service
- Member, University Assessment Committee
- Co-Presenter, New Faculty Orientation
- Facilitator, Assignment Re-Design Workshops
- Facilitator, October Book Group
- Facilitator, November Book Group
- Co-Facilitator, AI Petting Zoo Series
- Facilitator, Election Brown Bag Series
- Author, Teaching Tip Tuesday Outreach

Angie Servi
Instructional Designer

Student Engagement
- Instructor, BUS 390 (Fall 2024)
- Instructor, BUS 328 (Spring 2025)
- Instructor, BUS 325 (Fall 2024 and Spring 2025)

University Service
- Facilitator, Faculty Learning Community - Online Videos
- Co-Facilitator, AI Petting Zoo Series

Regional Service
- President, School District of Athens Board of Education

Sara Olsen
Multimedia Designer

University Service
- Member, UWSP Website Rebuild Team

Professional Development
- Mental Health First Aid course and certification - National Council for Mental Wellbeing
- Adobe Training:
  Design Made Easy-Adobe Express
- Adobe Webinar:
  Get the Most Out of Adobe Acrobat with Automation and Generative AI
- LinkedIn Learning Course:
  Learning Infographic Design
- UWSP Course:
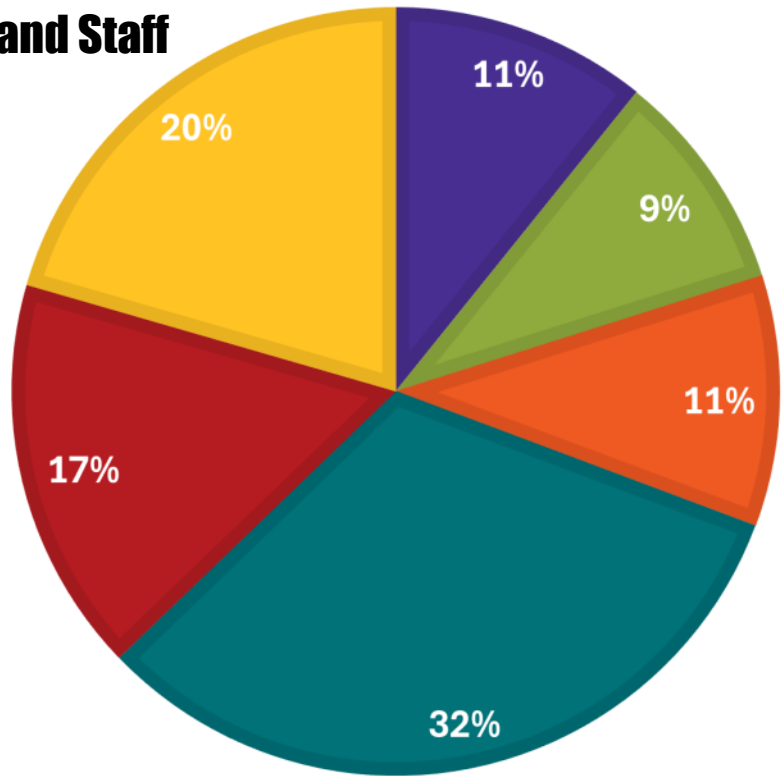 Digital Accessibility 101 - (Non-Instructional Staff)

Faculty Fellow
Sallie Scovill
Professor
School of Health Sciences and Wellness

Outreach and Impact

CITL Interactions with Faculty and Staff

- University College
- College of Natural Resources
- College of Fine Arts and Communication
- College of Letters and Science
- College of Professional Studies
- Other
  (Non–college staff; units like Housing, Facilities, Information Technology, etc.)

11%
9%
11%
32%
17%
20%

> " This is a very productive use of time. You'll leave your CITL sessions feeling like you got work done and improved your course. (I can say more good things...ask me, I'm a BIG fan of this process.) "
>
> Rachel Brashier, Ph.D.

> " Great job! It was a well-run and engaging conference. "
>
> UWSP Annual Teaching Conference attendee

107% increase in Teaching Tip video views

POINTER **praise**

31% increase in Pointer Praise submissions

48% increase in the number of Test Scoring packets processed

24% increase in faculty/ instructors Consulting with the CITL team

The CITL team supports UWSP faculty and staff and champions their significant impact on our students.

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