

*Developing a*  
**Center for Excellence in  
Teaching and Learning**

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### Overview

- Introduction
- Getting Started
- Programs, Services, Resources
- Facilitating and Impeding
- Lessons Learned
- Visions of the Possible



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### Introduction



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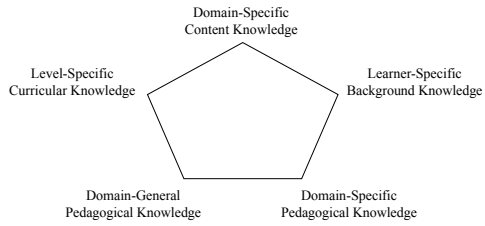
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## Expertise and Pedagogy



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## Getting Started: The Basics



What's the purpose of a CTL?

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## Getting Started: The Basics

- Mission
- Director
- Focus of Center
- Scope of Center
- Advisory Committee
- Institutional Support
- Year-End Report



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## Getting Started: The Basics

### ■ Mission

The Instructional Advancement Center encourages, supports, and recognizes the instructional activities by the Faculty in order to enhance teaching and learning at the *University of Miami*.

- ✓ Encourages instructional activities
- ✓ Supports instructional activities
- ✓ Recognizes instructional activities

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## Getting Started: The Basics

### ■ Mission

The Center for Instructional Development and Educational Research (CIDER) fosters the design, development, and implementation of disciplinary and interdisciplinary learner-centered instruction; promotes and recognizes excellence in higher education instruction; supports and conducts cutting-edge research on the scholarship of teaching and learning; and collaboratively advocates for a campus climate that values educating the whole student through effective, innovative and transformative instruction.

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## Getting Started: The Basics

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Fosters the design, development, and implementation of disciplinary and interdisciplinary learner-centered instruction;

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## Getting Started: The Basics

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Supports and conducts research on the scholarship of teaching and learning; and

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## Getting Started: The Basics

### ■ Director

- Full-time or Part-time
- Faculty Member or Professional Development Specialist
- Length of Hire
- External or Internal Hire

### ■ Staff

- Number of Staff Members
- Types of Staff Members

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## Getting Started: The Basics

School	Senior Staff	Faculty Fellows	Admin Support	Grad Assistants	Other
Auburn University	4	1	1	2	0
Virginia Tech	3	0	1	1	2
Mississippi State Univ	4	0	1	0	1
Southern Methodist Univ	2	0	1	0	0
University of Georgia	27 (5)	0	1	?	0

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## Getting Started: The Basics

- Focus of Center
  - Faculty and Teaching
  - Students and Learning
  - Assessment or Technology
  - Scholarship of Teaching and Learning
- Scope of Center
  - Has the center absorbed other centers?
  - Will the center absorb other centers?

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## Getting Started: The Basics

- Advisory Committee
  - Number of Members
  - Rank of Members
  - Advisory Role
- Institutional Support
  - President, Provost, Dean, Faculty Buy-In
  - Base Budget or One-Time Funding
  - Personnel Allotment

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## Getting Started: The Basics

- Goals & Objectives
  - Goals
    - Major Areas
    - Align with University Strategic Plan
    - Align with University Initiatives
  - Objectives
    - Align with Goals

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## Getting Started: The Basics

- Year-End Report
  - Assess year-end reports of similar institutions
  - Gauge activity and size
  - Use year-end report as a measuring stick



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## Getting Started: The Basics

- Mission
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- Year-End Report

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## Needs Assessment

- Need for a Needs Assessment
- 2008-2009, 2011-2012
- 2011-2012 CTL Needs Assessment
  - 1,711 Surveyed; 686 Responded (40% response rate)
  - 49% Male; 51% Female
  - 28% Full; 28% Assoc; 23% Assist; 11% Instr; 10% Oth

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## Needs Assessment

- We ask that you divide 100 points across 4 categories to show the value or importance you place on each one.
  - Pedagogy
  - Research
  - Recognition
  - Collaboration

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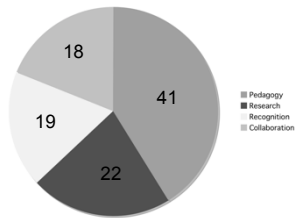
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## Needs Assessment



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## Needs Assessment

- What programming can the center develop to address these issues?
  1. How do I teach so students learn more?
  2. How do I get students engaged?
  3. I need more time to plan and grade, and more time to engaged in both teaching and research.
  4. How can I use technology to increase student learning or support the implementation of class?
  5. How do I teach large classes?

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## Needs Assessment

- A needs assessment can guide the development of center programming, personnel support, and budget requests.



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## Programs, Services and Resources



A Content Analysis of 100 CTLs

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## Programs, Services and Resources

- Typical Programs, Services and Resources
  - Grants
  - Workshops
  - Formal Discussions
  - Informal Discussions
  - Scholarship of Teaching and Learning
  - Information Publications
  - Online Resources
  - Awards
  - Consulting

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## Programs, Services and Resources

- Grants
  - Instructional Improvement Grants
  - Instructional Assessment Grants
  - Curriculum/Course Development Grants
  - Technology Integration Grants
  - Interdisciplinary Development Grants
  - Scholarship of Teaching and Learning Grants
  - Diversity Initiative Grants
  - Summer Institute Grants
  - Course Release Grants

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## Programs, Services and Resources

- Workshops
  - Technology Integration (CMS, YouTube, Podcasts, Twitter)
  - Assessment (Rubrics, Grading, Portfolios)
  - Instructional Strategies (Discussions, Lecturing, Case Studies)
  - Reading & Writing (Motivate Read/Write, Writer's Block)
  - How Students Learn (Learning, Motivation, Memory)
  - Course Design (Instructional Design, Syllabus Writing)
  - SoTL (SoTL Research, Grants, Publishing)
  - Class Types (Large Classes, Labs, Fieldwork)

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## Programs, Services and Resources

- Formal Discussions
  - Faculty Study Groups
  - Faculty Learning Communities
  - Seminar Series
  - Conferences
- Informal Discussions
  - Talks with Teachers
  - Coffees
  - Faculty Book Club
  - Brown Bag Lunch Discussions



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## Programs, Services and Resources

### ■ Scholarship of Teaching and Learning

- Workshops
- Grants
- Awards
- Conferences
- Journal and Publishing
- Information Links
- Articles and Books



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## Programs, Services and Resources

### ■ Information Publications

- Newsletters
- Strategy Guides
- "How To" Guides
- Research Summaries
- "Pedagogy in Practice"



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## Programs, Services and Resources

### ■ Online Resources

- Instructional Support
- Technology Support
- Podcasts and Videos
- Link Farms of Resources
- Links to Other CTLs



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## Programs, Services and Resources

- Awards
  - Faculty Fellows/Scholars
  - Outstanding Teacher Award/Excellence in Teaching Award
  - Award for Teaching Introductory Courses
  - Scholarship of Teaching and Learning Award
  - Award for Excellence in Technology and Teaching
  - University Outstanding Department Award
  - Academy of Distinguished Teaching Scholars
  - Outstanding Teaching Assistant Award

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## Programs, Services and Resources

- Consulting
  - One-on-one Consulting
  - Class Video Taping
  - Mid-Semester Formative Evaluation
  - Peer Review of Teaching/Class Observation
  - Course Design/Redesign
  - Assessment Design and Interpretation
  - Semester Mentoring

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## Programs, Services and Resources

- Typical Programs, Services and Resources
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  - Workshops
  - Formal Discussions
  - Informal Discussions
  - Scholarship of Teaching and Learning
  - Information Publications
  - Online Resources
  - Awards
  - Consulting



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## Programs, Services and Resources

### ■ Atypical Programs, Services and Resources

- University Teaching Conference ([Virginia Tech](#))
- Teaching Certification Program ([U Illinois](#), [U-C](#))
- Faculty Teaching Orientation ([U Minnesota](#))
- Thank a Professor ([Georgia Tech](#))
- MicroTeaching ([MIT](#))
- Instructional Material Feedback ([U Oregon](#))
- Student Observer Program ([U Toledo](#))

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## Facilitating and Impeding



30 CTL Directors

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## Facilitating and Impeding

### ■ Facilitating

1. Commitment and support from the administration
2. Support of the faculty - listening and advisory comm
3. Alignment with the University's strategic plan/mission
  
4. Communication with CTL staff, faculty, administrators
5. Promotion of local examples of T & L excellence

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## Facilitating and Impeding

- Impeding
  1. Lack of administrative (and financial) support
  2. Lack of communication with staff, faculty or admin
  3. No vision for the center, including a marketing plan
  4. Proceeding without a needs assessment
  5. Lack of acknowledgement of where the faculty “are”

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What was the number?



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## Lessons Learned

- Think Big, Plan to Fail, Enjoy Success
- Strategize, Prioritize, and Publicize (be visible)
- Budget Creatively
- Develop Bottom-Up and Top-Down
- Court the Non-Usual Suspects
- Develop Relationships
  - Provost, VPs, Deans, Dept Heads, Faculty, Staff
- Hire or Steal the Best

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## Visions of the Possible



What do *you* think?

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