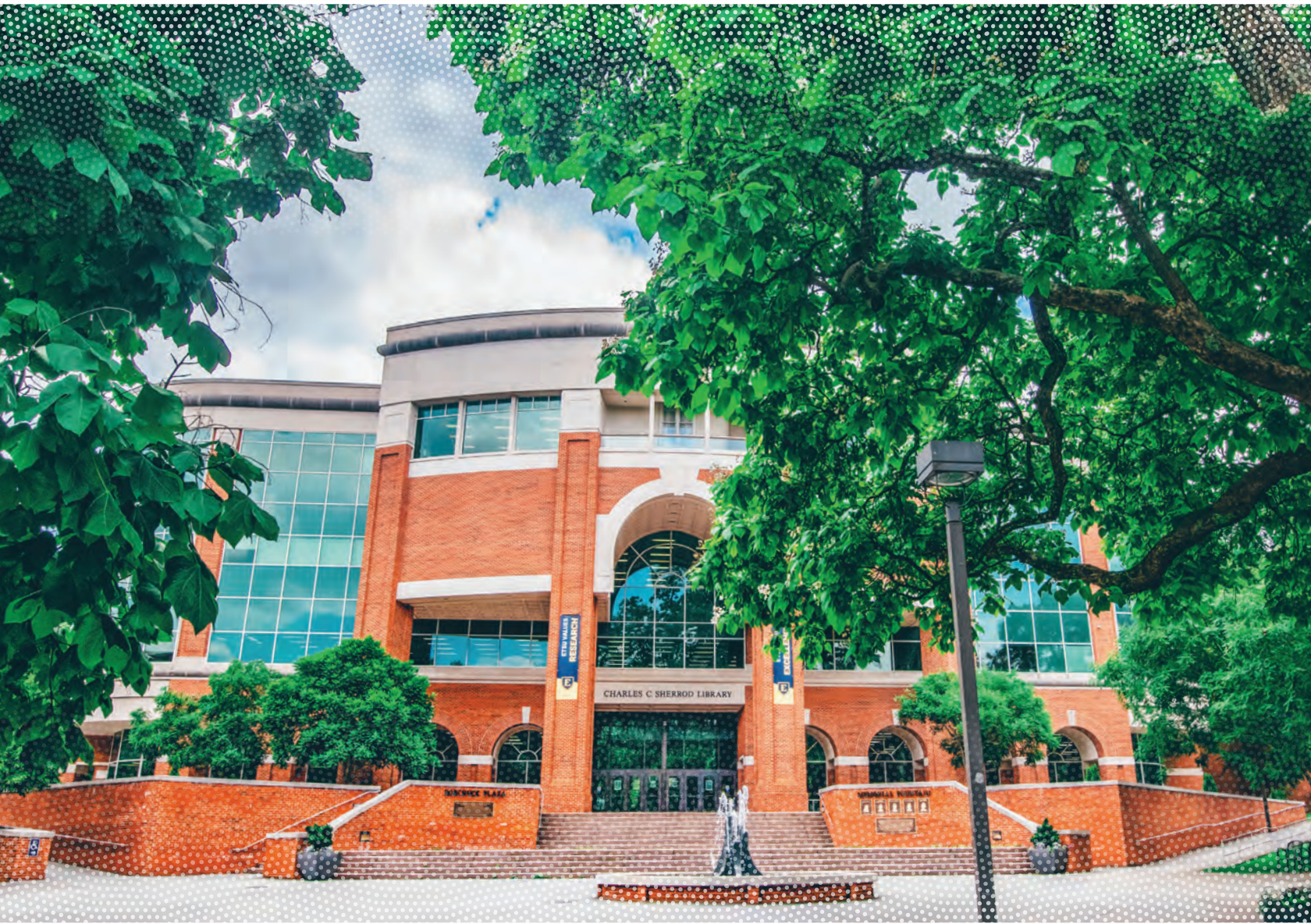




CENTER FOR
Teaching Excellence



ANNUAL REPORT

2023-2024



EAST TENNESSEE STATE UNIVERSITY

Center for Teaching Excellence

Our Purpose

The purpose of the Center for Teaching Excellence (CTE) is to foster equity and success for all students by nurturing excellence in teaching.

Our Values

We Value ...



Our Staff: 2023-2024



Dr. Alison Barton
Director
*Professor, Educational Foundations
& Special Education*



Mr. Phil Smith
Assistant Director
Adjunct Instructor, FYE Courses



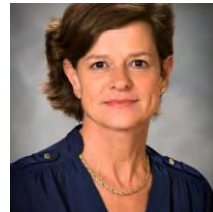
Dr. Patrick Brown
CTE Faculty Fellow
Associate Professor, Health Sciences



Dr. Scott Jenkinson
CEL* Faculty Fellow
*Assistant Professor, Educational
Foundations & Special Education*
**Community-Engaged Learning*



Dr. Susan Epps
CTE Faculty Associate
*Professor, Educational Leadership &
Policy Analysis*



Dr. Laurie Schroder
CTE Faculty Associate
Assistant Professor, Physical Therapy



Ms. Chelsea Gilbert
CTE Coordinator, 2024
*Adjunct Instructor, Literature &
Language & ETSU 1020*



Mr. Kelechi Onyenemezu
CTE Graduate Assistant
Master's Program, Public Health



Ms. Leah Knotts
CTE Coordinator, 2023

Executive Summary, 2023-2024

434	64	2414	49
Unique individuals served	Campus departments or units	Learning hours provided	Offered workshops
8	7	5	3
Special Events, Institutes, & Teaching Retreats	TED Lunch-&-Learns	Learning Communities	Book Clubs

ETSU Units Served

Academic Affairs	Criminal Justice & Criminology	History	Rehabilitative Sciences
Academic Technology Support	Cross-Disciplinary Studies	Information Technology Computing Services	Rehabilitative Sciences – Physical Therapy
Accountancy	Curriculum & Instruction	Institutional Effectiveness & Assessment	Roan Scholars Leadership Program
Allied Health Sciences	Early Childhood Education	Literature & Language	Social Work
Appalachian Studies	Economics & Finance	Management, Marketing & Supply Chain	Sociology & Anthropology
Art & Design	Educational Foundations & Special Education	Media & Communication	Sport Exercise Research & Kinesiology
Art History	Educational Leadership & Policy Analysis	Medical Education	Student Organization Resource Center
Audiology & Speech Pathology	Engineering, Engineering Technology, & Surveying	Music	Student Services
Biological Sciences	Family Practice Residency, Johnson City	Office of Admissions	Theater & Dance
Biostatistics & Epidemiology	First-Year Studies (College of Business & Technology)	Office of Sponsored Programs	Undergraduate Nursing
Center for Experiential Learning	Geosciences	Office of the Provost	University Advisement
Center for Global Engagement	Global Sport Leadership Education	Pharmaceutical Sciences	University Libraries
Center for Interprofessional Development	Graduate Nursing	Pharmacy Practice	University Relations
Chemistry	Health Sciences	Philosophy & Humanities	University School
Communication & Performance	Health Services Management & Policy	Political Science & International Affairs	
Community & Behavioral Health		Professional Development	
Computing		Psychology	
Counseling & Human Services			

Addressing Current Issues

The CTE is committed to addressing faculty instructional needs as they arise. Two such needs we directly addressed this academic year were Artificial Intelligence and ETSU's General Education Compass Core Curriculum Redesign.

Artificial Intelligence, Instruction, and Student Cheating Concerns

The CTE remains aware of concerns surrounding the development and availability of Artificial Intelligence (AI) to students as a means of bypassing the learning process. In addition, we see the advantages of using AI in designing and carrying out instruction.

To address these points, the CTE offered several opportunities in 2023-2024 to tap into the potential and learn about the capabilities and limitations of AI. We Zoomed in an expert guest speaker, Flower Darby, to speak to these issues. In addition, in coordination with Academic Technology Services (ATS), we updated and regularly offered an online workshop specifically addressing AI questions, concerns, and advantageous uses.



Speaker Flower Darby

The CTE also offered an "AI Demystify" Learning Community that met monthly to explore various AI in real time and test out assignments against AI capacities. Further, our Flash Mentors offered 30-minute Zoom sessions about ways they are incorporating AI into their instruction.

We continue to keep an eye on the development of AI and the ways it impacts instruction and learning.

General Education Compass Core Curriculum Redesign



[High-Impact Teaching Practices \(HITPs\) Toolkit](#)

How can you integrate effective teaching practices in small or big ways in your classes? Check out the many options here.

Upon recommendation of the General Education Redesign Committee, one new required aspect for General Education courses is that they incorporate High-Impact Instructional Practices (HITPs).

To address the questions and concerns that arose from instructors regarding this new requirement, the CTE created a living "HITPs Toolkit" that is available online as a reference at any time. We also offered workshops to all instructors, as well as bringing workshops upon request to departments such as Biological Sciences, Psychology, and Philosophy. A workshop about HITPs will also be given to new First-Year Experience instructors in late summer, 2024.

Further, HITPs were showcased for a small group of General Education instructors who attended the General Education Instructors Institute in May, 2024. (More on this Institute below.)

New Initiatives

The CTE rolled out several new initiatives in 2023-2024.

CTE Affiliates & Faculty Associates Program

We launched a pilot year of targeted service, available for instructional faculty and staff, with overwhelming success. We welcomed **17 CTE Affiliates** (see p. 18), who provide 6 or more hours of focused service to the CTE. Affiliates receive recognition and attend special community-building events. Of note, our Affiliates included adjunct instructors, Assistant Professors, Associate Professors, Professors, and administrative officials. Our Affiliates helped us extend our offerings and supported or led events such as learning communities, Flash Mentoring sessions, workshops, Teaching and Learning Consultations (TLCs), and mid-semester feedback sessions.

In addition to our Affiliates, we welcomed **two CTE Faculty Associates**, who provide 16 or more hours of focused service to the CTE, as well as being considered staff for the academic year; as such, they also attended staff meetings to contribute to CTE event design and problem-solving. Faculty Associates receive all of the benefits given to Affiliates, as well as staff recognition and a modest honorarium. Our Associates helped support our newsletter articles, learning communities, curricular consultations, Teaching and Learning Consultations, and workshops for our special events, such as Teaching Retreats.

Organization of this many new volunteers was challenging and will be examined for better efficacy in 2024-2025. However, the program was successful and a community of dedicated support around teaching excellence is growing from this initiative.

New Faculty Orientation: Sustained Onboarding Model

In its second year of supporting the Provost's office by organizing and leading our New Faculty Orientation, the CTE piloted a new model of **Sustained Onboarding**: A single in-person day of information, followed with the expectation that new faculty attend 6 additional workshops or information events from units across campus (the equivalent of a second day) over the course of the academic year.

The CTE learned about the complications of notifying new faculty of events from various on-campus units, as well as tracking new faculty attendance at these events. Discussions about ways to pare down the Sustained Onboarding expectations without reverting to in-person, start-of-term overload are underway, with promising adjustments for the upcoming academic year.

Open Teaching Week

In response to faculty requests and repeated suggestions from our Advisory Council, we instituted an **Open Teaching Week** for both Fall 2023 and Spring 2024. During this week, we invited faculty known to teach actively and with innovation to open their classrooms for observation by other instructors.

Participating observers were encouraged, but not required, to register. Those who registered received a Reflection Form and, if completed, received credit for their participation in CTE attendance logs.

As of this academic year, observational attendance with reflection has been light, with under 10 observers per semester. However, we anticipate announcing future Open Teaching Weeks early enough to permit for pre-planning by several interested faculty and graduate assistants who have become appreciatively aware of this opportunity. Further, offering collegial observations is a key step to creating an institutional Culture of Thinking, which our CTE aims to support.

Teaching for All Symposium



Teaching for All Symposium

Friday, October 6, 2023

A day dedicated to learning how we can teach so that our amazingly diverse student body can ALL be as successful as possible!

Recognizing that our goal of equitable education in all classrooms aligns with those of **Access ETSU**, an on-campus unit that offers supplemental support to young adults with intellectual disabilities, we collaborated with this unit to develop a full-day **Teaching for All Symposium**, which included online and on-ground workshops and panels that address the instruction of the broad variety of students who show up in our classrooms.

We were pleased to invite other units and faculty to share their expertise in workshops on this day: TRIO, International Enrollment & Services, Academic Technology Services, Disability Services, Dr. Lisa Dunkley (for a workshop about minoritized students and students of color), and Dr. Mickey White (for a workshop about LGBTQIA+ students). The QEP was also represented through a workshop led by Dr. Scott Jenkinson, and our partnership with Dr. Jessamyn Neuhaus at SUNY Plattsburg resulted in an online session that she led to start the day. Across the day, approximately 32 instructors attended one or more of the workshops.

Exceptional Teaching: Get Inspired

As part of our goal to openly and frequently celebrate teaching excellence, we held a new inaugural event on February 1, 2024:

Exceptional Teaching: Get Inspired. At this event, we invited the winner of our ETSU 2023-2024 Faculty Excellence in Teaching Award, Dr. Jessica Burchette, to speak about her teaching, and invited all College-level teaching award winners, as well as those awarded an Instructional Development Grant, to participate in two rounds of "digital poster sessions," where they shared their teaching innovations and advancements.



The CTE plans to make this an annual event, and to integrate micro-awards for various dimensions of teaching as we proceed into 2024-2025.

Asynchronous Workshops

Our instructors are not all on campus; some serve our satellite locations and others, such as adjuncts, teach remotely and work at other jobs. As such, the need for offering professional development opportunities that are flexible and accessible to these instructors became evident.

In 2023-2024, the CTE developed 3 online workshops for instructors and departments: Community of Learners, Study Skills for Students, and Peer Feedback/Reviews. To date, a handful of participants have registered and completed these online offerings, but we anticipate that registrations may grow as awareness of their availability grows.

Annual and Special Events

Conference for High-Impact Instructional Practices (CHIIPs)

Held each August, the CTE sponsors a full-day conference dedicated to the advancement of teaching. The conference is free for ETSU affiliates and we welcome attendees from regional institutions for a low cost.

August 9, 2023 CHIIPs

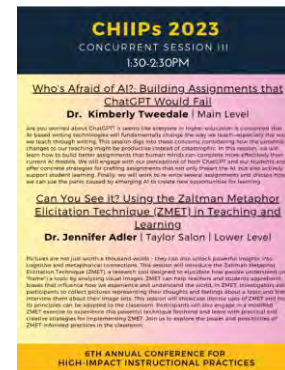
“Mirror, Mirror on the Wall, Who’s the Fairest of Them All?”



Keynote: Dr. Jessamyn Neuhaus



106 Attendees



6 Faculty-Led Sessions

Micro-Conference for High-Impact Instructional Practices (Micro-CHIIPs)

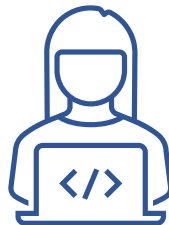
The CTE also sponsors a half-day, “booster” conference online in January, prior to the start of Spring classes. The conference is free to all registrants.

January 8, 2024 Micro-CHIIPs

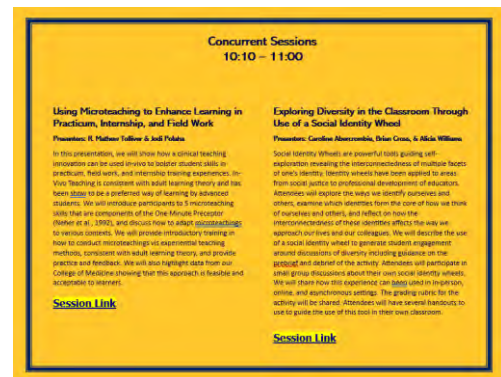
“Cultivating Student Growth: Grading and Beyond”



Keynote: Dr. David Clark



56 Attendees



2 Faculty-Led Sessions & 1 Plenary

Teaching Retreats

Providing the opportunity to reflect on a semester just finished, as well as to prepare and revise courses for the upcoming semester, the CTE offers an on-campus Teaching Retreat each January prior to the Spring semester and an off-campus Teaching Retreat each May after the Spring semester ends.

Programming and retreat structure varies, but offers opportunity for community-building, learning, and time for course design and planning.



General Education Instructors' Institute



With support from the Provost's office, the CTE was able to offer a General Education Instructors' Institute, "Creating *Cultures of Thinking* Using High-Impact Instructional Practices." Held over 6 instructional days in May, 2024, this Institute was specifically available for instructors of General Education courses. Scholars of the Institute received a stipend for attendance, and will meet as a support

community in the Fall semester, as well as present their refreshed ideas for teaching at the CHIIPs conference in August and their reflections on teaching at the Micro-CHIIPs conference in January, 2025. A total of 17 General Education instructors (comprised of full-time faculty, part-time faculty, and teaching assistants) attended the institute, representing 11 departments: Art & Design, Biological Sciences, Chemistry, Communication Studies, Health Sciences, Literature & Language, Physics, Political Science, Psychology, Sociology, and Theater & Dance.

"From participating in this Institute, I feel better prepared to incorporate [High-Impact Teaching Practices] in a more structured and consistent manner."

- Institute Scholar

Regularly Offered Learning Events

The CTE offered several types of learning events and learning communities in 2023-2024.

<p>Workshops</p> <p>Offered in-person, synchronously online, asynchronously online (limited), and on demand for departments or colleges</p>	<p>Flash Mentoring</p> <p>30-minute Zoom events led by 2 faculty Mentors (often CTE Affiliates and Associates) who share their tips and then open the session to discussion</p>	<p>TED Lunch & Learns</p> <p>Participants are served a complimentary lunch and watch a TED Talk, then discuss its implications for teaching</p>
<p>Learning Clubs</p> <p>We offer multiple Learning Clubs which meet regularly but which do not demand consistent attendance from participants. Our various Learning Clubs are listed below</p>	<p>Learning Communities</p> <p>This year, the CTE continued to host a New Faculty Learning Community, where a dedicated group of new faculty met monthly to discuss teaching topics of interest</p>	<p>Book Clubs</p> <p>The CTE hosted 3 Book Club meetings for instructors to discuss various aspects of teaching; some free books are awarded to registrants and others are made available for check-out</p>
<p>SoTL Writing Group</p> <p>2-hour blocks of time are set aside for faculty to meet, receive online community support, and spend dedicated writing time toward their SoTL projects</p>		

SoTL Show & Tell
(Led by CTE Affiliates Kara Boynewicz & Julie Fox-Horton)

Teaching First-Year Students Club
(Led by CTE Affiliate Jillian Alexander)

Alternative Grading Club
(Led by CTE Associate Susan Epps)

AI Demystify
(Led by CTE Assistant Director Phil Smith)

2023-2024 Learning Clubs

2023-2024 Book Clubs

Grading for Growth
by David Clark & Robert Talbert
Spring, 2024

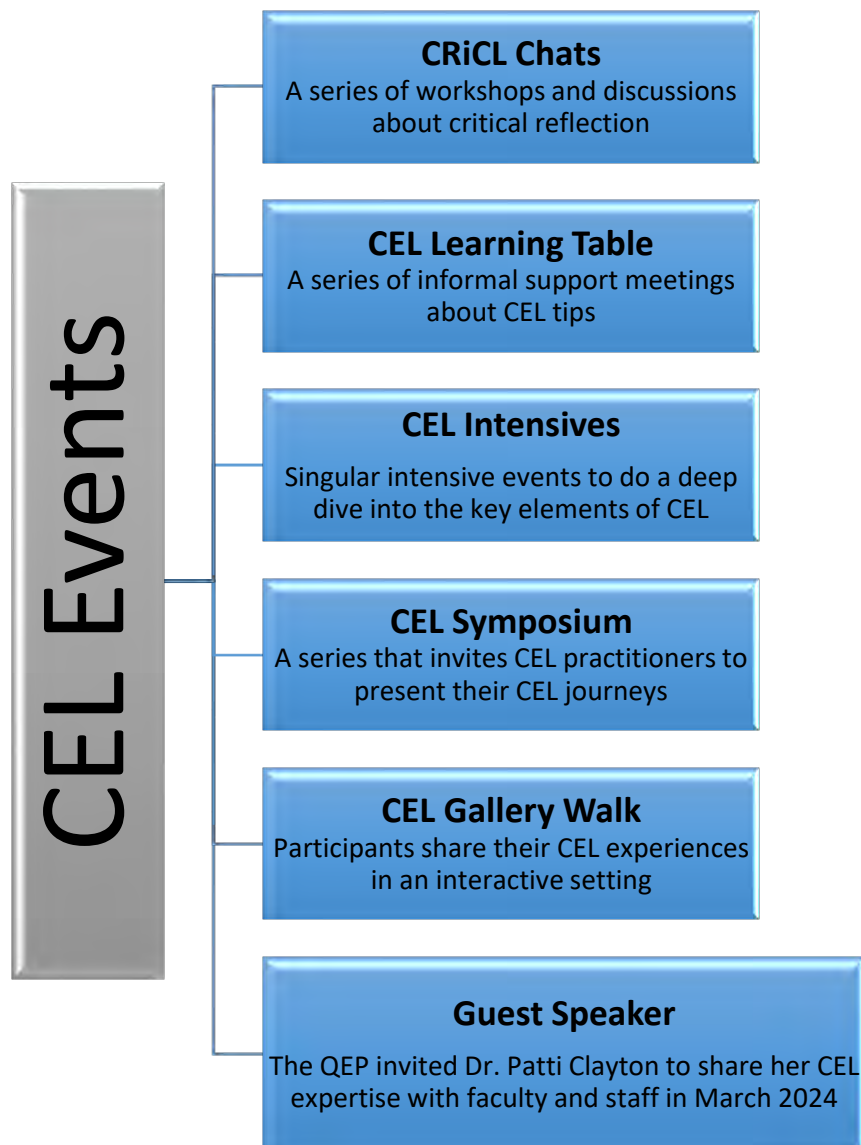
The Inspired Teacher
by Donna Quesada
Summer, 2024

Picture a Professor
by Jessamyn Neuhaus
Fall, 2023

Partnership with the Quality Enhancement Plan (QEP)

The CTE has been pleased to support the initiatives of the **Quality Enhancement Plan**, led by Dr. Susan McCracken, that center on faculty development. The Quality Enhancement Plan's focus is on Community-Engaged Learning.

The CTE provided infrastructure and staff support for QEP-led workshops and other support events, as organized and led by **Dr. Scott Jenkinson**, CEL Faculty Fellow. Faculty development-oriented CEL events are described below.



Dr. Patti Clayton

Individual Support

With the assistance of Affiliates and Associates, the CTE staff provides individual consultations and support in a number of ways.

Individual Services			
TLCs Teaching & Learning Consultations: Requesting instructors meet with a Peer Consultant to discuss an area of focus and receive a detailed set of suggestions in a formative process.	Casual Consults An abbreviated form of TLC, where Peer Consultants and the requesting instructor meet for a short brainstorming discussion around a teaching point of focus.	Teaching Philosophy Consultations Peer Consultants meet with requesting faculty to assist them in writing a strong Teaching Philosophy statement.	Mid-Semester Feedback A CTE representative meets with a requesting instructor's class in a focus-group style discussion and distills feedback into useful points to share back with the instructor.

Advisory Council & Student Advisory Board

Advisory Council

We are pleased to receive the input and advice from a group of colleagues who serve on our **Advisory Council** and represent several units and all colleges at ETSU.

Caroline Abercrombie/Amy Johnson

Quillen College of Medicine

Amber Arsenault

College of Nursing

Kate Beatty

Faculty Senate/College of Public Health

Prasun Bhattacharjee

College of Business & Technology

Stacy Brown

Gatton College of Pharmacy

Wesley Buerkle

Academic Chairs Representative

Lisa Dunkley

College of Clinical & Rehabilitative Health Sciences

Susan Epps

Clemmer College of Education & Human Development

Julie Fox-Horton

College of Graduate & Continuing Studies

Lydia Gwyn

Sherrod Library

Anthony Kiech

Academic technology Services

Janice Levasseur/Jake Alspaugh

Center for Academic Achievement

Karla Leybold

Honors College

Josh Reid

College of Arts & Sciences

Alison Barton

CTE Director (ex-officio)

Patrick Brown

CTE Faculty Fellow (ex-officio); College of Public Health

Phil Smith

CTE Assistant Director (ex-officio)

The Advisory Council met twice per semester and at each meeting addressed a key topic about teaching and learning at ETSU:

- What does it mean to be an **effective instructor**? What does it look like and how is it measured?
- **Teaching development committees**: What is the best process for encouraging colleges that do not have one to create one? What is the best way to establish connection and coordination among these units?
- What concerns are faculty and departments currently voicing about **Artificial Intelligence**? How are instructors using AI?
- What **changes** are we seeing among our students that are worth noting as instructors? What updates to CTE practices need to be made to help inform and support instructors regarding these changes?

Student Advisory Board

Annually, under the facilitation of **CTE Affiliate Brittany Butler**, we recruit and solicit input from a diverse group of students who serve on our **Student Advisory Board**.

Twelve students were selected from 35 applications to serve on the Board, eleven of whom attended the meetings. Members included 2 graduate students, 5 seniors, 3 juniors, and 1 sophomore, and students represented a range of degree programs: Health Sciences, International Affairs, Biological Sciences/Biomedical Sciences, Studio Art, English, Nursing, Educational Leadership, Criminal Justice and Criminology, Communication and Storytelling, Geoscience, and Psychology.

The Board met three times during the 2023-2024 academic year, addressing focus topics for discussion.

Topics Discussed and Summary Input from Student Advisory Board **2023-2024**

"Good" Teaching	Areas for Improvement	Ways to Help Students Feel Included
<ul style="list-style-type: none">• Positive attitude• Clear expectations• Scaffolding• Engaging class time• Multiple (lower-stakes) assessments• Student feedback solicited	<ul style="list-style-type: none">• Instructor responsiveness• Better instructional variety/teaching quality• Eliminate high-stakes testing• Increase interest in/use of student feedback• Demonstrate interest in student learning• Create an atmosphere where students feel comfortable and empowered	<ul style="list-style-type: none">• Vary case question prompts to represent student diversity• Avoid making assumptions about student interests• Avoid talking down to students• Demonstrate humility• Create student-teacher partnerships• View learning as a process

Recognition of Teaching Excellence

The CTE is dedicated to lifting up teaching excellence in all forms. In addition to our *Exceptional Teaching: Get Inspired* event, current recognition programs emphasize student acknowledgement of good teaching, as well as exemplary time spent on instructional development:

CTE Superusers

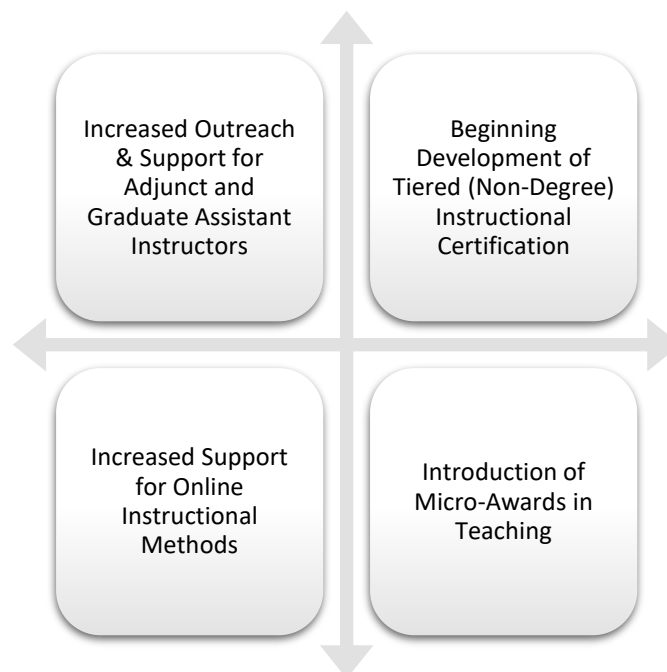
- Recognition of faculty, staff, or graduate students who spend **6+ learning hours** each semester at CTE events (excludes CHIIPs & Teaching Retreats)
- **Fall 2023:** 11 Superusers
- **Spring 2024:** 12 Superusers

Thank-a-Teacher

- Active encouragement of students to send **thank-you notes** to effective instructors
- **Fall 2023:** 75 thank-you notes to 56 instructors
- **Spring 2024:** 81 thank-you notes to 69 instructors

Looking Ahead

The CTE has several goals for 2024-2025:



2023-2024 CTE Faculty & Staff Affiliates

The CTE extends its gratitude to the ETSU volunteers who helped to make the 2023-2024 year successful.

Jennifer Adler

*Assistant Professor
Dept. of History*

Jillian Alexander

*Lecturer, COBT Director of First-Year Experience
Dept. of Management, Marketing, & Supply Chain*

Lana Becker

*Associate Professor
Dept. of Accountancy*

Kara Boynewicz

*Associate Professor
Dept. of Physical Therapy*

Brittany Butler

*Senior Lecturer
Dept. of Chemistry*

Randy Byington

*Professor
Dept. of Allied Health*

Julie Fox-Horton

*Associate Professor
Dept. of Cross-Disciplinary Studies*

Jennifer Hunt

*Senior Lecturer/Coordinator
Dept. of Health Services Management & Policy*

Karla Leybold

*Assistant Dean
Honors College*

Mildred Maisonet

*Associate Professor
Dept. of Biostatistics & Epidemiology*

Whitney Oliver

*Lecturer
Dept. of Health Services Management & Policy*

Heather Osborne

*Adjunct Instructor
Dept. of Sociology & Anthropology*

Josh Reid

*Associate Professor, Associate Chair
Dept. of Literature & Language*

Stephen Rice

*Assistant Professor
Dept. of Health Sciences*

Betsy Weems

*Adjunct Instructor
Dept. of Literature & Language*

Chelsea Wessels

*Associate Professor
Dept. of Literature & Language*

PiMing Yeh

*Associate Professor
Nursing Graduate Programs*