Welcome

Thank you for your interest in the Center for Teaching, Learning & Mentoring! We are pleased to share our inaugural annual report with you and to highlight the incredible partnerships and conversations that we are a part of across campus.

This is an exciting time in the development of our young center. While UW–Madison has long been recognized for excellence in teaching, until CTLM formed in July 2021, there had never been a campus-wide center to support that work. Talented professionals from DoIT Academic Technology, the Division of Continuing Studies, and the Collaborative for Advancing Learning and Teaching came together to form our center. We are part of the Division for Teaching and Learning in the Office of the Provost.

CTLM’s mission is to improve learning for all students by advancing the craft of teaching at UW–Madison. We work with instructors in all disciplines and at all career stages. Our team has expertise supporting teaching and learning with evidence-based practices through consulting, instructional design, professional development, and the creation and use of instructional media. Many of us also have taught or continue to teach at the undergraduate and graduate level in a variety of disciplines.

As we begin our third year, our growing body of work illustrates successful collaborations with individual instructors, academic departments, and entire schools and colleges. These partnerships advance the craft of teaching and enhance student learning experiences. We hope that learning about what we’re doing will inspire you to reach out with your own questions, opportunities, and challenges.

As you’ll see, nearly everything CTLM does is done in partnership. On a large campus like ours, that’s essential to creating meaningful and lasting impact. I want to thank our current partners for their enthusiasm, trust, and collaborative spirit. And we look forward to welcoming new partners in the year ahead!

Megan Schmid, Ph.D.
Associate Vice Provost and Managing Director
Supporting departmental, school/college, and campus priorities

One aspect of our work is to collaborate with academic departments and with schools and colleges to explore and address their distinct teaching and learning opportunities and challenges. Partnerships like these energize instructors and have a powerful impact on the student learning experience. This work can take many forms and is driven by the priorities of each partner.

Encouraging a School’s transition to a new instructional model

The School of Nursing is implementing a new clinical judgment model to ensure students are prepared to succeed on the NCLEX national licensing exam, which now puts more emphasis on this area. The School and CTLM have formed a multi-year partnership to support instructors in this transition.

“Our experience with CTLM has been amazing and very School/learner-centered,” says Dean Linda Scott.

“The staff members took the time to truly understand our unique needs and frameworks. They were thoughtful about how to partner with and support the faculty throughout the process of planning and conducting the fellowship. The result was an engaging experience that reflects the deep expertise and commitment of our faculty and the added value of professional consultation from CTLM staff. There have been many positive aspects, but students will be the greatest beneficiaries of this partnership.”

The partnership included a fellowship program in spring 2023 that brought together eight instructors and two administrative staff to develop recommendations for integrating the clinical judgment model throughout the School, including developing a common language instructors can use to create a more consistent experience for students.

CTLM is also engaged at the course/program level on projects within the College of Agricultural & Life Sciences, the College of Engineering, the College of Letters & Science, and the School of Veterinary Medicine.
Thoughtful course design to support online learners

CTLM has a team of instructional designers who work closely with UW–Madison online courses and programs. We support instructors in the creation of course and curricular materials and program templates and with quality review and universal course design to make courses more accessible to all students. As part of our strategy to welcome new students to the online space, we’ve created a robust “Getting Started” module to onboard students into each course effectively.

Fostering shared learning for a growing department

In the Department of Mechanical Engineering, which is welcoming a number of new faculty, department leaders saw an opportunity to engage in shared learning related to equity, diversity, and inclusion. Prof. Dave Rothamer, who chairs the department’s Inclusion and Diversity Committee, worked with CTLM in collaboration with the Center for Engineering Education and Teaching Effectiveness to plan a workshop on inclusive teaching at a department retreat.

CTLM worked with faculty to explore a framework for teaching inclusively, including understanding social identities, using active learning methods, and considering the accessibility of course content and assessments.

Feedback from participants “far exceeded expectations,” Rothamer says. Even faculty who recently had participated in similar training reported gaining additional insights and ideas. The workshop prepared the department to begin taking additional steps to build inclusive teaching practices, including planning regular check-ins during faculty meetings and exploring opportunities via active learning classrooms and tools such as Top Hat.

What’s ahead in 2023-24

Include, Engage, Challenge Program: CTLM is launching this initiative to invest in the work of departments as they renew undergraduate courses and programs. Departments will bring courses into a multi-year development process that is driven by departmental goals for improving student learning with support from CTLM in designing inclusive, transparent, and relevant learning environments. This is an exciting opportunity to apply evidence-based practices that promote student engagement and learning. Our team will assist instructors in adopting new teaching practices and integrating feedback and reflection into courses to support and sustain continual improvement. If you’d like to explore participating, please contact us.
Making it easier for instructors to find help

UW–Madison offers many teaching and learning resources but on a big, decentralized campus, it can be challenging for instructors to know what’s out there and how to connect. CTLM makes that easier by serving as a hub for teaching and learning resources and amplifying the great work being done by partners across campus.

Professional development

- Throughout the year, the Teaching at UW series offered programming on evidence-based practices, such as active learning and inclusive teaching, as well as on timely topics, including adapting coursework to generative artificial intelligence and navigating challenging conversations in the classroom. Pre-semester one-day workshops provided just-in-time support for those about to start teaching for the semester.
- The Enhancing Online Education series offered webinars and micro-courses for instructors teaching online and hybrid courses.
- In May, CTLM helped organize the return of the in-person Teaching and Learning Symposium with the theme “Fostering Belonging, Bridging Divides.” The day-long event featured engaging presenters from across campus, welcoming remarks from Chancellor Jennifer Mnookin, and a keynote address on why belonging matters in higher education by Geoffrey Cohen of Stanford University. More than 400 people attended.

95% of participants said they were very or extremely likely to use what they had learned.

92% of participants said they were very or extremely likely to recommend the program.

Feedback

“It is very impactful to be surrounded by people with teaching as a top priority.”

“It got me thinking creatively and processing through a slightly different lens.”

“The session created ways for me to reflect on my current practice and simultaneously provided ideas for change.”
Campus-wide communications

CTLM has created a number of channels to share teaching and learning information and resources from across campus with instructors and those who support instruction:

• The Teaching at UW newsletter goes out to nearly 12,000 faculty, instructional academic staff, and teaching assistants.

• Prior to the start of each semester, we work with campus partners to compile a teaching and learning resource bundle that is shared through the InsideUW newsletter and other campus channels.

• Our website, ctlm.wisc.edu, pulls together information from across campus to provide a comprehensive guide to UW–Madison teaching and learning support. It generated nearly 40,000 views from more than 11,600 unique users.

Resource and referral

Instructors can reach out to CTLM via ctlm.wisc.edu/contact to ask questions and seek support. We coordinate with our partners in schools and colleges to find the resource that best matches each request, whether that is in CTLM or in one of our school or college partners.

Common requests include customized workshops, help with assessments and class activities, media production, and instructional design. We are hearing from instructors across UW–Madison — in 2022–23, we worked with requesters from 10 different schools and colleges.

What’s ahead in 2023–24

We’ll announce our fall slate of Teaching at UW programming in September. Visit ctlm.wisc.edu/learn-and-engage/ to find out more about upcoming programs. We are also developing more self-guided web resources that instructors can access on demand, on topics such as generative artificial intelligence, designing a course, and more.
Supporting instructors in new and innovative ways

Recognizing that every instructor has unique aspirations and needs, CTLM provides a range of options for both one-on-one and group support. We can help instructors consider evidence-based course design, delivery, and assessment strategies to deepen learning, build community, and save time. We can also visit a course (in person and virtual) to observe and provide supportive feedback.

Helping launch new courses

CTLM and campus partners hosted the inaugural UW–Madison Course Design Institute in May, welcoming 32 participants (primarily instructors with some instructional support staff) from the College of Agricultural and Life Sciences, College of Engineering, College of Letters & Science, School of Education, School of Human Ecology, School of Medicine & Public Health, School of Veterinary Medicine, and the Wisconsin School of Business. This immersive, collaborative three-day experience guided instructors through the process of designing or redesigning a course in a supportive environment with an emphasis on learner-focused syllabi, active learning, and inclusive teaching. It will be offered again in May 2024.
Feedback

“Provided a lot of great resources.”

“I appreciated conversation and presentations around transparency in course design, assignment creation, student-focused learning, and diverse ways students learn.”

“It not only changed the class I’m creating, but I’ll use it in other courses.”

90% said they are extremely likely to use what they learned in their teaching.

Using animation to address a sticking point

CTLM’s media group helps instructors plan and develop effective instructional media, including graphics, photos, videos, and animation. While media is most often used to demonstrate or explain concepts, it can also be a powerful tool for making something abstract become concrete, or something microscopic and dynamic become visible. CTLM is currently working with an instructor whose students often get “stuck” understanding a change that happens within the human genome. We’re collaborating to take a complex concept normally presented as a two-dimensional textbook graphic and bring it to life as an animation. Using animation allows the instructor to slowly reveal the changes in the genome that happen over time, with the option to pause and allow questions. Students can access the animation again through the course Canvas pages to review until they have mastered the concept.
Welcoming new instructors

Starting to teach on a new campus can be overwhelming. CTLM is working to ease the transition and help new instructors connect with the resources that will be most helpful to them as they get started. **Madison Teaching and Learning Excellence (MTLE)** is a two-semester program for early career faculty. Our team meets with incoming faculty at the annual **New Faculty Welcome** and in August 2023, we are partnering with the Office of the Secretary of the Academic Staff and the Office of Human Resources on a new program for instructional academic staff, the **Teaching and Learning Welcome**. We’ve also developed a webpage for new instructors, [ctlm.wisc.edu/for-new-instructors/](https://ctlm.wisc.edu/for-new-instructors/).

What’s ahead in 2023–24

Learning communities provide an effective framework for cohorts of instructors to meet regularly, share knowledge, and build relationships. The Madison Teaching and Learning Excellence (MTLE) program is a well-established learning community for new faculty. CTLM is exploring starting additional learning communities with an emphasis on supporting instructors from a diverse range of backgrounds and identities. Instructional academic staff are one area of focus.
Connect with us

To learn more about CTLM and how we can help you advance teaching and learning, please visit ctim.wisc.edu. There you can meet our team, learn more about our mission and values, and explore the various ways we support instructors at all career stages. You can also contact us with questions and requests.