

DEVELOPING FUTURE FACULTY INITIATIVE

IN COLLABORATION WITH CIRTL
ANNUAL REPORT 2020-2021





SUMMARY

Teaching & Learning Innovation's Developing Future Faculty (DFF) initiative supports the professional development of graduate students and postdoctoral associates who aspire to become future faculty by advancing their knowledge and skills related to teaching and learning.

Programs and resources during the 2020-2021 academic year were entirely online and included campus workshops, departmental seminars, a faculty support network, and multiple courses for certifications as part of the Center for the Integration of Research, Teaching, and Learning (CIRTL). The CIRTL Network plays a significant role in the DFF initiative by providing UT campus participants access to workshops and resources from 43 network institutions, as well as opportunities to network with colleagues from across the country. The following report details the programs and outcomes of the DFF initiative and work with the CIRTL Network.

TEACHING & LEARNING INNOVATION



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Director of
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CIRTL Institutional Leader



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Postdoctoral Scholar for
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AMBER GRIFFIN

Graduate Research Assistant

CENTER FOR THE INTEGRATION OF RESEARCH, TEACHING & LEARNING

500+

NEW CIRTL
members

415

OF WHOM WERE
graduate
students

The University of Tennessee, Knoxville, has been a member of the Center for the Integration of Research, Teaching & Learning (CIRTL) since 2016. The 43 CIRTL member institutions seek to improve teaching and learning by providing local and network professional development opportunities for graduate students and postdoctoral associates.

The table below highlights the demographics of individuals from UT who have joined the CIRTL network to access their resources.

UT Membership in CIRTL	
Role	2020-2021
Graduate Students	415
Postdoctoral Associates	23
Faculty	35
Staff	45
Total	518



CERTIFICATION OPPORTUNITIES

Three levels of certification – associate, practitioner, and scholar – are awarded to participants when they complete seminars on best practices and discipline-specific research on teaching and learning. Teaching & Learning Innovation offered three certification courses to the UT campus. Additionally, students could also earn certification by completing designated teaching-related courses led by faculty in their specific disciplines. The table below offers a summary of the ways in which participants earned UT CIRTLL related certificates and the number of certificates that were awarded.

UT CIRTLL Certificates	
Course	Certificates Awarded
FUEL Fall 2020	16
FUEL Spring 2021	13
FUEL Summer 2021	28
Assoc. Level Online Course	7
How to Teach Online Seminar	12
CIRTLLized Seminars Taught by UT faculty	28
Total	94

Description of Certification Opportunities

As indicated in the table above, there are a number of ways to earn certification. Below are detailed descriptions of campus-based opportunities for graduate students and postdoctoral fellows to earn the different levels of certification.



FACILITATING UNDERGRADUATE EVIDENCE-BASED LEARNING (FUEL)

Facilitating Undergraduate Evidence-based Learning (FUEL) is a 6-module seminar that introduces participants to a holistic framework for understanding and growing in their teaching practices. Throughout the seminar, participants explore course content through the lens of their discipline while exploring the concepts of learning through diversity, teaching as research, and collaborative learning. Outcomes of the seminar include completion of a teaching philosophy statement and presenting a discipline-specific lesson plan following outcomes-driven design. This year, DFF offered FUEL in the fall semester, spring semester, and summer mini-term. Participants were awarded a UT CIRTLL Associate Certificate after completing the seminar.

FUEL Seminar Topics:

- Beliefs about Teaching & Learning
- Teaching Philosophy Statements
- Effective Course Design
- Evidence-based Teaching & Collaborative Learning
- Inclusive Assessment



CIRTL ASSOCIATE LEVEL ONLINE COURSE FOR TEACHING & LEARNING

This asynchronous online course parallels the FUEL seminar but allows participants to engage the content and complete assignments at their own pace. In this course, participants design a learning unit using appropriate instructional methodologies, examine personally held beliefs about teaching and learning, and consider teaching practices that are inclusive of students from diverse backgrounds and experiences. Those who complete this online course also earn CIRTL certification at the Associate Level.



HOW TO TEACH ONLINE: CERTIFICATION SEMINAR FOR GRADUATE STUDENTS

Offered in collaboration with the Office of Online Learning and Academic Programs, this seminar introduces participants to the principles and practices associated with building an online course. This seminar covered the fundamentals of designing and teaching online courses, universal design and accessibility in online education, engaging students in online courses, and technology in the online course. Students who completed this received CIRTL Practitioner Level certification.

Online Teaching Seminar Topics:

- Universal Design and Accessibility
- Student Engagement in Online Courses
- Effective Use of Technology for Online Learning



CRTLIZED SEMINARS TAUGHT BY UT FACULTY

Each year, a handful of departments and faculty invest their time in courses that teach graduate students evidence-based teaching strategies from the perspective of their shared academic discipline. These courses, often taught by faculty serving on the CIRTLL Advisory Board, help first and second-year graduate students grow in their teaching practice.

Faculty design these courses in consultation with the TLI Director for Faculty Development to ensure they meet the CIRTLL learning outcomes for certification. Upon completion of the course, students are awarded CIRTLL Associate level certificates.



CAMPUS BASED EVENTS & RESOURCES

In addition to those professional development opportunities that are related to our CIRTTL membership, DFF develops and participates in several UTK based events. Below are the activities that we engaged in to support local graduate students and postdoctoral fellows.



FACULTY SUPPORT NETWORK FOR DEVELOPING FUTURE FACULTY

Each year, a handful of departments and faculty invest their time in courses that teach graduate students evidence-based teaching strategies from the perspective of their shared academic discipline. These courses, often taught by faculty serving on the CIRTTL Advisory Board, help first and second-year graduate students grow in their teaching practice.

Faculty design these courses in consultation with the TLI Director for Faculty Development to ensure they meet the CIRTTL learning outcomes for certification. Upon completion of the course, students are awarded CIRTTL Associate level certificates.

GRADUATE STUDENT ORIENTATION

Each year, the graduate school offers an orientation for all graduate students at UT. This event usually has 500+ participants. During this event, DFF presented on the resources that are available to those who are going to be GTAs and who may want to teach in the future.



GRADUATE TEACHING ASSISTANT ORIENTATION

Each year, the graduate school offers an orientation specifically designed for those graduate students who will be serving as teaching assistants. During this event, DFF facilitated a conversation between the nearly 300 participants about what they thought they brought to teaching that would enhance the learning of their students and what support they thought they needed to be most effective.



13

attendees at
GRA-lead
workshop

GRADUATE & PROFESSIONAL STUDENT APPRECIATION WEEK

To celebrate the work that graduate students do for the University of Tennessee, Knoxville, one workshop related to teaching was offered:

Applications and Strategies to Reduce and Ultimately Eliminate Academic Bullying in Higher Education

A TLI Graduate Research Assistant facilitated a workshop that helped participants think through what academic bullying looks like and how they can reduce its prevalence. There were 13 individuals who attended this workshop.

approx.

70

grad students
served

CAMPUS OUTREACH

The DFF staff presented at departmental gatherings of graduate students to share the programs and opportunities offered by the Developing Future Faculty program as well as specific workshops on topics of interest. Departmental presentations included Earth and Planetary Sciences, Political Science, Chemistry, Physics, and Communications. With these opportunities, we served approximately 70 graduate students.

CIRTL ADVISORY BOARD MEETINGS

Twice a semester the CIRTL Institutional Leadership hosts advisory board meetings to report on CIRTL Institutional initiatives and seek input from the advisory board for new programming. For the 2020-2021 academic year, the advisory board meetings were held on September 15, 2020; November 19, 2020; February 26, 2021; and April 8, 2021.

CIRTL Advisory Board Membership	
Name	Position & Department
Barnes, Christiane	Lecturer, Director of General Chemistry
Brodskiy, Nikolay	Professor, Associate Department Head, Mathematics
Brothers, Ernest L	Associate Dean, The Graduate School
Ellis, Kelsey	Associate Professor, Geography
Fly, Mark J	Professor, Forestry, Wildlife & Fisheries
Giffin, Amber	PhD Candidate, Educational Psychology & Counseling
Goode, Christina	IT Specialist III, OIT
Hubert, Mali	PhD Candidate, Ecology & Evolutionary Biology
Jennings, William	Senior Lecturer, Political Science
Jones, Kate	Professor, Physics & Astronomy
Schussler, Elisabeth	Associate Professor, Ecology & Evolutionary Biology

CIRTL NETWORK OPPORTUNITIES

This year, UT CIRTL facilitated one workshop that was included in CIRTL's cross-network courses and workshops. Cross-network events are open to anyone associated with a CIRTL institution. The title and description of this year's event is provided below.

Trauma-Responsive Teaching

This workshop focused on general principles and practices associated with trauma-responsive teaching. Participants learned what trauma-responsive teaching is, how trauma affects learning and classroom behavior, and techniques that they could bring back to your own classrooms. Attendance across the CIRTL network for this event was 108.



CIRTL VIRTUAL MEETINGS

The CIRTL Institutional Leader, Co-Administrative Leader, and Postdoc represented UTK at the National CIRTL Virtual Meetings on October 8-9, 2020, and March 4-5, 2021. The meetings provided the opportunity for university leaders to gather and to engage in discussions, presentations, and workshops aimed at advancing STEM undergraduate education through faculty development.



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