



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

TEACHING & LEARNING INNOVATION



2021-2022

Developing Future Faculty

Annual Report

Director of Professional Development

Dr. Ferlin McGaskey

CIRTL Institutional Leader

Dr. Robert Jacobsen

Faculty Consultant for Professional Development

Dr. Anoff Cobblah

821 Volunteer Blvd Greve

Hall 618

tli@utk.edu

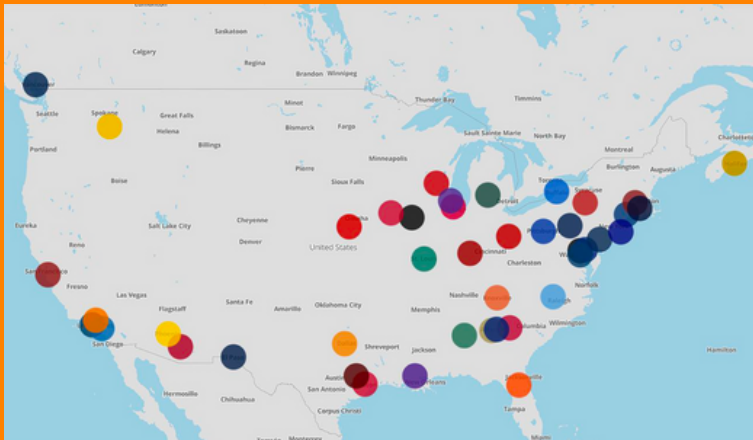
www.teaching.utk.edu

Summary



Teaching and Learning Innovation (TLI) is committed to advancing the teaching and career success of UT graduate students and postdoctoral associates. Recognizing these individuals as emerging leaders and valued contributors to the university's educational mission, TLI supports the Developing Future Faculty (DFF) area of excellence to make available professional development workshops and courses. TLI has also partnered with the Center for the Integration of Research, Teaching, and Learning (CIRTL).

The CIRTL Network consists of 42 R-1 universities collaboratively producing opportunities and resources that are open to all members of network institutions. The UT membership in the CIRTL Network multiplies the workshops and resources available to graduate students and postdoctoral associates. This report describes DFF programs and outcomes as well as work accomplished with the CIRTL Network.

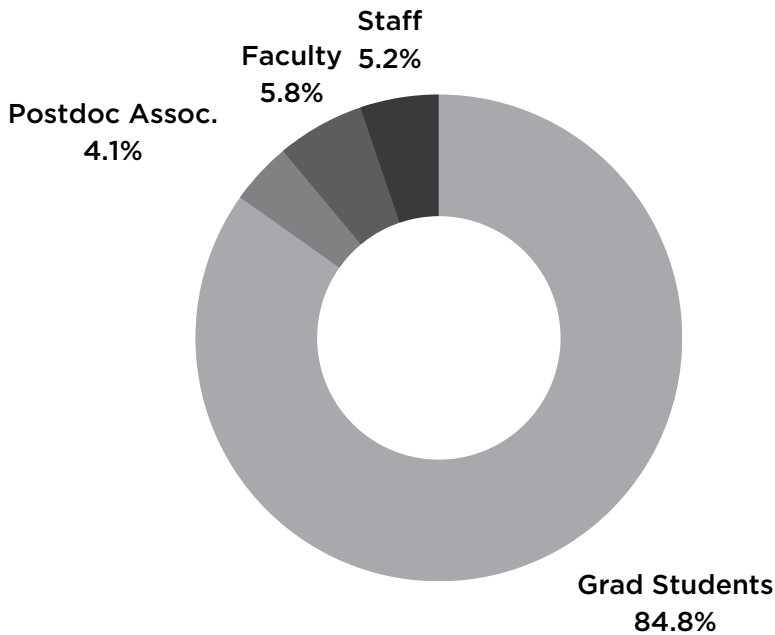


Center for the Integration of Research, Teaching & Learning Member Institutions

Arizona State University, California Institute of Technology, Columbia University, Cornell University, Dalhousie University, Drexel University, Emory University, Georgia Institute of Technology, Howard University, Indiana University, Iowa State University, Johns Hopkins University, Louisiana State University, Michigan State University, Northwestern University, Ohio State University, Pennsylvania State University, Stanford University, Texas A&M University, University at Buffalo, State University of New York, University of Alabama at Birmingham, University of Arizona, University of British Columbia, University of California Irvine, University of California Los Angeles, University of Connecticut, University of Florida, University of Georgia, University of Houston, University of Idaho, University of Illinois at Chicago, University of Iowa, University of Maryland- Baltimore County, University of Massachusetts Amherst, University of Nebraska - Lincoln, University of North Carolina at Chapel Hill, University of Pittsburgh, University of Tennessee- Knoxville, University of Texas at Arlington, University of Wisconsin-Madison, Washington University in St. Louis, Yale University

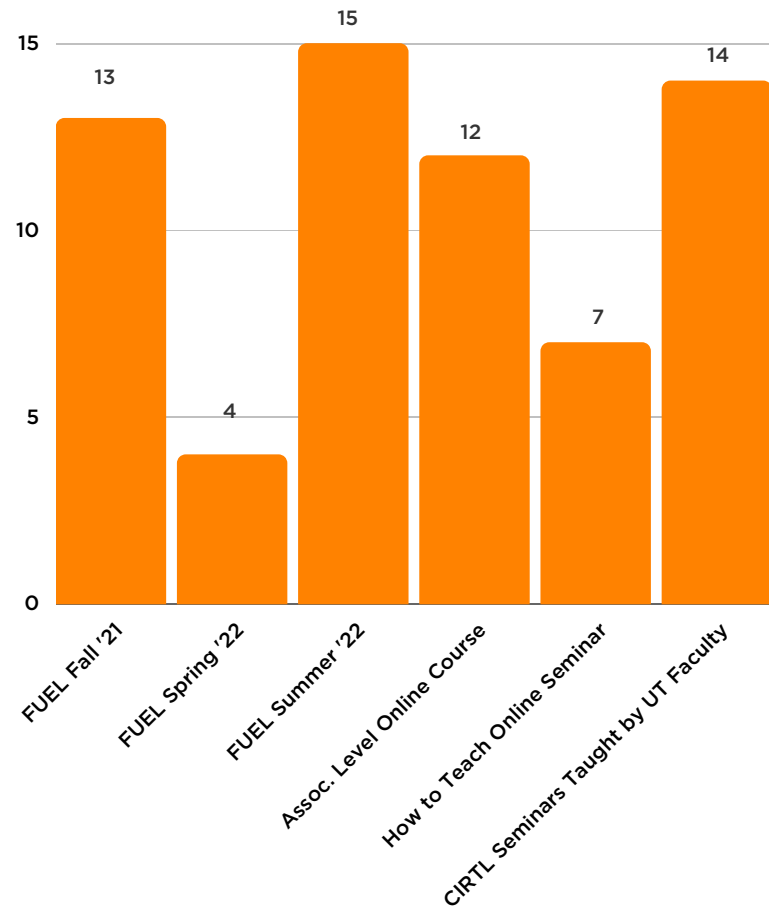
UT Memberships in the CIRTl Network

Percentages taken from a total of 651 memberships.



CIRTl Certificates Awarded to UT Participants, 2021-2022

Out of a total of 65 awarded certificates.



Facilitating Undergraduate Evidence-Based Learning

Facilitating Undergraduate Evidence-Based Learning (FUEL) is a 6-module seminar that introduces participants to a holistic framework for understanding and growing their teaching practices. Throughout the seminar, participants explore course content through the lens of their discipline and engage the topics of diversity and inclusion, teaching as research, and collaborative learning. Outcomes of the seminar include completing 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 CIRTl Associate Certificate after completing the seminar.

F.U.E.L Seminar Topics

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



THE UNIVERSITY OF
TENNESSEE
KNOXVILLE

TEACHING & LEARNING
INNOVATION

CIRTL Associate Level Online Course for Teaching & Learning

The asynchronous online course allows participants to learn about evidence-based teaching 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 to students of diverse backgrounds and experiences. Those that complete this online course also earn the CIRTL certification at the Associate Level.

In collaboration with the College of Social Work, a cohort of 9 students from the Doctor of Social Work program completed the asynchronous course during the university's winter mini-term in January 2022.

Participants discussed topics related to teaching and learning within the context of their discipline, which greatly enhanced engagement and completion rates. The success of this program will inform how DFF collaborates with departments in the future.



"...participants design a learning unit using appropriate instructional methodologies, examine personally held beliefs about teaching and learning, and consider teaching practices that are inclusive to students of diverse backgrounds and experiences."

How To Teach Online: Certification Seminar for Graduate Students

This program was offered in collaboration with Dr. Igor Akpovo of the Office of Online Learning and Academic Programs. The 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:

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



CIRTL Seminars Taught by UT Faculty

Each year, UT faculty invest their time in courses that teach graduate students evidence-based teaching strategies from the perspective of their specific academic discipline. These courses help first and second-year graduate student grow in their teaching practice. Faculty design these courses in consultation with the TLI's Director of Professional Development, Dr. Ferlin McGaskey, to ensure they meet the CIRTL learning outcomes for certification. Upon completion of the course, students are awarded associate-level and scholar-level certificates.

Faculty teaching CIRTL-aligned course

The three faculty members pictured below taught CIRTL supported courses during the 2021-2022 academic year. Through their efforts, they each supported fourteen students to earn CIRTL certificates.



Dr. Jedediah Blanton

Associate Professor of
Practice in Sport Psychology



Dr. Robert Jacobsen

Lecturer in Earth &
Planetary Sciences



Dr. Elisabeth Schussler

Professor of Ecology &
Evolutionary Biology

CIRTL Network Opportunities

UT members have access to cross-network courses and workshops hosted by CIRTL Network institutions. TLI staff facilitate some of these learning opportunities each year. The titles and descriptions of this year's events are provided below.

Disrupting Bullying in Graduate School: Strategies and Interventions

This two-part workshop, led by Ms. Josie Andrews, TLI Graduate Research Assistant, focused on defining and recognizing the signs of academic bullying, as well as effective interventions to stop or prevent bullying. Participants explored and discussed case studies of academic bullying to apply the knowledge that they had learned.

Dates: Tuesday, April 5, 2022 and April 12, 2022; Attendees: 48

CIRTL Virtual Meeting

The CIRTL Institutional Leader and Co-Administrative Leader attended CIRTL Virtual Meetings on October 14-15, 2021, and March 10-11, 2022. 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.

CIRTL Advisory Board Meeting

Twice a semester the CIRTL Institutional Leadership hosts advisory board meetings (members listed on the right) to report out on CIRTL Institutional initiatives and seek input from the advisory board for new initiatives. For the 2020-2021 academic year, the advisory board meetings were held on September 16, 2021, November 18, 2021, February 10, 2022, and April 19, 2022.

CIRTL Advisory Board Members

Dr. Nikolay Brodskiy | Professor, Associate Department Head | Mathematics

Dr. Ernest Brothers | Associate Dean | Graduate School
Amber Giffin | PhD Candidate | Educational Psychology & Counseling

Nicolas Grondin, M.S. | PhD Candidate | Geography

Dr. Robert Jacobsen | Lecturer & CIRTL Institutional Leader | Earth & Planetary Sciences

Dr. William Jennings | Senior Lecturer | Political Science

Dr. Chris Lavan | Executive Director of Teaching & Learning | Teaching & Learning Innovation

Dr. Ferlin McGaskey | Director of Faculty Development | Teaching & Learning Innovation

Dr. Jessica Osborne | Director of First Year Programs | Division of Student Success

Charles Russell | PhD Candidate | Biochemistry & Cellular and Molecular Biology

Hannah Schmit, M.S. | Research Development Manager | Office of Research, Innovation & Economic Development

Maryrose Weatherton | PhD Candidate | Ecology & Evolutionary Biology

Reagan Yessler | PhD Candidate | Geography

Dr. Molly West | Lecturer | Agricultural Leadership, Education and Communications

Campus Based Events & Resources

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

Faculty Support Network for Developing Future Faculty

The Faculty Support Network (FSN) program serves to connect faculty members sharing areas of interest and importance, and creates opportunities for faculty to collaborate on specific teaching-related topics. The FSN for Developing Future Faculty seeks to build a supportive community among graduate students and post-doctoral associates. This year, the FSN announced campus programs and events through our membership in the Center for Integration of Research, Teaching, and Learning (CIRTLL).

Graduate Student & Teaching Assistant Orientations

Each year, the graduate school offers an orientation for all incoming graduate students and new graduate teaching assistants. During this event, DFF presented on the resources that are available through TLI and the CIRTLL Network. The presentation to new graduate teaching assistants focused on developing an effective teaching practice.

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. Departmental presentations included Earth and Planetary Sciences, Sports Management, Biochemistry & Cellular & Molecular Biology, and Philosophy. With these opportunities, we served approximately 80 graduate students and faculty.



2021-2022 DFF FSN: 159 members

2022 Orientation: 800+ Participants

80 graduate students and faculty

served through campus outreach.



THE UNIVERSITY OF TENNESSEE KNOXVILLE

TEACHING & LEARNING INNOVATION

821 Volunteer Blvd Greve Hall 618

tli@utk.edu

tli.utk.edu

All qualified applicants will receive equal consideration for employment and admission without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, and parental status. In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the university. Inquiries and charges of violation of Title VI (race, color, and national origin), Title IX (sex), Section 504 (disability), the ADA (disability), the Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity, 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone 865- 974-2498. Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity. This is a project of Teaching and Learning Innovation.

