



# LEADING THROUGH TODAY'S CHALLENGES AND TOMORROW'S OPPORTUNITIES

## 2023-2024 ANNUAL REPORT



Center for Teaching,  
Learning & Mentoring  
DIVISION FOR TEACHING & LEARNING  
UNIVERSITY OF WISCONSIN-MADISON



# From the Director



Thank you for the opportunity to share some of the exciting work CTLM has been doing with instructors, departments, and schools/colleges at UW–Madison! Whether you are just learning about our center or have worked with us before, I hope this report will spark some ideas for future collaboration.

Our center marked its third anniversary this summer and in these pages, you'll see a number of signs of our expanding impact through partnerships across campus. As we deepen our connections with instructors and academic leaders and learn more about your challenges and opportunities, we're able to offer a growing array of resources to support and partner with you to advance the teaching mission of the university.

This past year, we and many of our partners heard growing concern from instructors about **difficult situations in the classroom** – ranging from controversial issues that arise in class to inappropriate behavior by students. We've responded by:



CTLM led a team of instructors in May at the 2024 Universities of Wisconsin Faculty College, which focused on rethinking and redesigning student assessments. From left, Julia Rutledge (Education), Taiya Bach Streiffer (CALS), Abigail Letak (L&S), Megan Schmid (CTLM), Amanda Buchberger (L&S), Verda Blythe (Business), Emily Hall (L&S), and Alexia Rebne (Education).

- Holding two workshops on engaging with conflict in the classroom that quickly filled to capacity – another is planned for September in our Teaching at UW event series
- Expanding the resources that are available through our website
- Consulting directly with instructors and departments who want customized additional support

As our campus heads into what is likely to be an eventful fall, our team is ready to help navigate these challenging spaces.

We've also heard a wide range of reactions to **the proliferation of generative AI** – excitement, trepidation, confusion, and everything in between.

- Beginning last year, we partnered with early adopters who have generously shared the highs and lows of their experiences with fellow instructors.
- We are offering a new workshop series, Exploring AI in Teaching, and a series of web-based guides for instructors.
- We can also work with you on customized programming for your department or unit.

As we look forward to another academic year, we remain dedicated to listening and supporting instructors across campus. Please keep in touch!

**Megan Schmid, Ph.D.**  
**Associate Vice Provost and Director**

# Strategic Initiatives

## Include Engage Challenge: Targeted investment to enhance undergraduate courses

In 2023, CTLM launched **Include Engage Challenge** – an ambitious program providing multiple years of support to departments seeking to enhance student learning in a particular course. Each course project is led by an instructor or instructional team with high-touch support from CTLM staff. We believe instructors and their departments have unique insights into how courses need to evolve in response to a changing student body.

Through IEC, instructors and their CTLM partners explore what's going well and what might be improved. They, apply evidence-

based practices, and evaluate to ensure the changes are achieving the instructors' goals. Funding is provided for graduate student project assistant support and for backfill or summer salary for instructors.

We are currently working with more than 15 instructors across six courses in five schools/colleges. Additional courses will be onboarded in 2024-25.

Is there a course in your department that would benefit from this high-touch support? **Learn more at [ADD LINK](#).**



## Instructor learning communities: Fostering connections and growth

Participating in shared learning with a group of supportive peers has consistently proven to be one of the most enjoyable and effective ways of developing one's teaching practice.

Building on the successes of **Madison Teaching & Learning Excellence (MTLE)**, a fellowship program for early-career, tenure-track faculty, CTLM is developing new learning communities for additional instructor audiences.

This fall, we're launching **CTLM Teaching Fellows**, a one-semester program tailored to the interests and needs of instructors in academic staff positions.

Participants in our learning communities benefit from dedicated time and space to reflect on their teaching, connections with campus experts in pedagogy and student success, and inspiration from peers invested in their teaching practice. They also experience added benefits, such as a summer writing group for MTLE Fellows.

We are also exploring campus needs around learning communities or other ongoing support for teaching assistants. **Contact us** if there are additional needs for TA support in your department, school or college.



# Reaching every corner of campus

We support instructors and units across campus with instructional design, curriculum development, classroom environment, grading and feedback, course and program transformation, resource referral, and more.

The number of CTLM contacts at each location: ● 1-5 ● 6-10 ● 11+

**“We are trying to be an innovative leader in veterinary education... We can’t do it without the expertise in CTLM. Our faculty are experts in research and clinical practice – they are not experts in curriculum design. So to have that expertise available to us is invaluable. It ensures that our teaching is thoughtful, intentional, and student-centered.”**  
-Associate Dean Peggy Schmidt



**The School of Veterinary Medicine** engaged CTLM for support updating its curriculum to a competency-based model. Competency-based education provides students a clear road map of the skills and knowledge they need to attain and ensures graduates are “day-one ready veterinarians,” well-prepared for the complexities they will encounter in practice. CTLM is providing expertise in curriculum and course design and helping the School share its accomplishments at national and international conferences.

“We are trying to be an innovative leader in veterinary education... We can’t do it without the expertise in CTLM,” says **Associate Dean Peggy Schmidt**. “Our faculty are experts in research and clinical practice – they are not experts in curriculum design. So to have that expertise available to us is invaluable. It ensures that our teaching is thoughtful, intentional, and student-centered.”



**Research mentor training is a growing area where CTLM works** with academic units in the humanities, social sciences, and arts to explore research mentor training options and collaboratively develop plans to lead training. In 2023-24, the **School of Human Ecology** partnered with CTLM to develop a year-long workshop series for faculty.

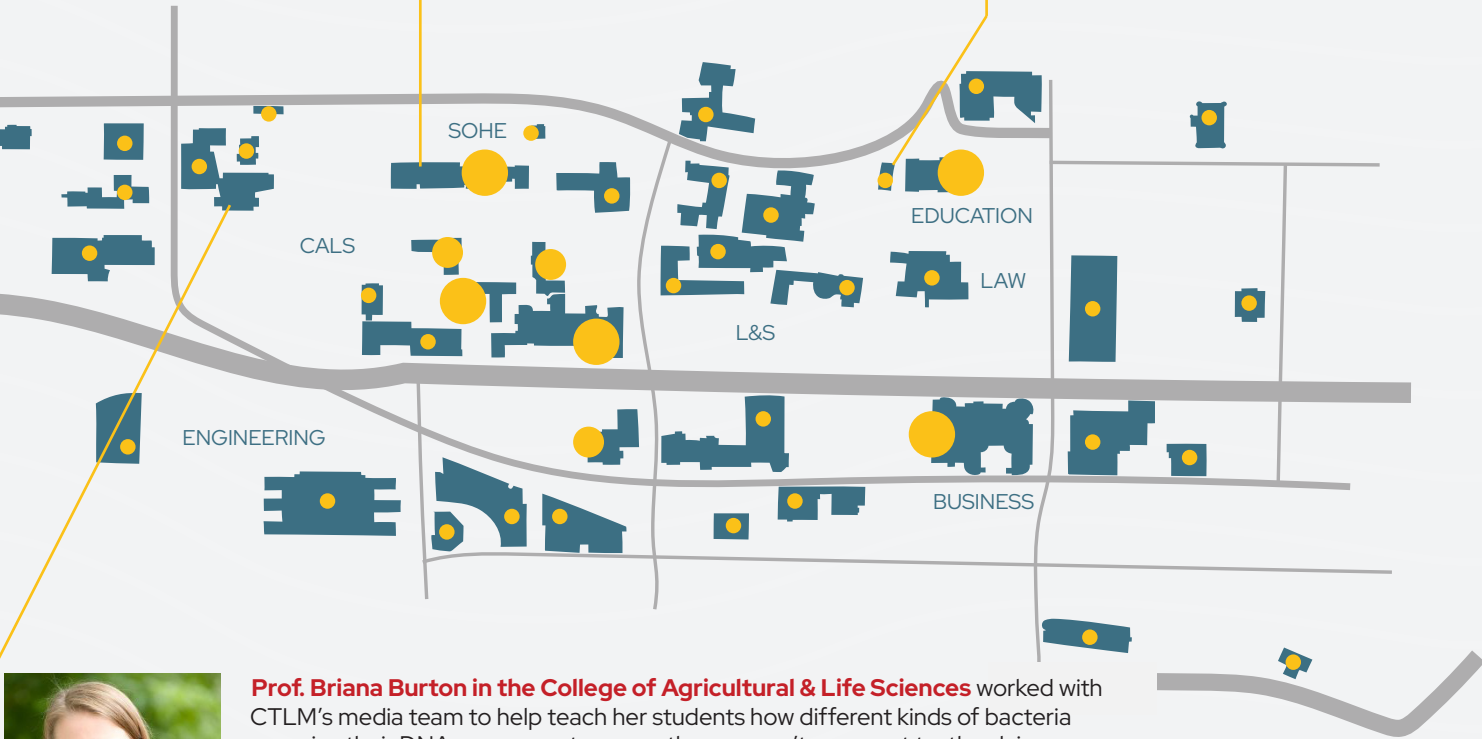
“The co-facilitator model of customized workshops specifically for SoHE faculty allowed us to draw on Jeff Guarneri’s expertise in mentoring for both the social sciences and arts and humanities while also bringing along the human ecology faculty lens from experienced faculty in our school,” says **Assistant Dean Michelle Holland**.



**At the 2024 UW–Madison Course Design Institute**, CTLM and campus partners worked with instructors as they created and refined their courses.

**Teaching Faculty Scott Mobley** in the **College of Letters & Science** drew on the Institute to expand his use of game-based learning in his political science courses. The final project for his international security course is now a conflict-simulation game that plays out over multiple days. Students are evaluated on their gameplay, application of concepts taught throughout the course, and how they articulate what they learned through the game.

“I believe they learn more this way than with traditional approaches where you cram for the final and then dump it,” Mobley says. “It’s deeper and more enduring learning.”



**Prof. Briana Burton in the College of Agricultural & Life Sciences** worked with CTLM’s media team to help teach her students how different kinds of bacteria organize their DNA – a concept so new, there weren’t any great textbook images. This required students to try to visualize a three-dimensional process that was brand new to them – many found that challenging. CTLM worked with her to bring still images to life in a 3D animation. She compared test results from two classes and found that with the 2D images, 57% of students demonstrated that they understood that concept. With the 3D animation, it went up to 80%.



# What’s Coming in 2024-25

We’re focusing on three areas where CTLM can continue to strengthen the university’s teaching mission:

- Supporting scholarship of teaching and learning (SoTL)
- Contributing new resources for teaching assistants
- Creating space for reflection on teaching
  - Reflection on teaching and learning practices is a powerful tool for growth as an educator. CTLM is creating spaces and supports that will provide instructors with a variety of options to look at what they and their students are experiencing in their course. Instructors then use those reflections to guide where they’d like to go next with their teaching. One new option is our classroom observation program, which offers supportive feedback through an instructor-led process.

Contact us to learn more.



## Special thanks

These instructors have generously given their time and insights to inform CTLM’s work:

**Anna Andrzejewski,**  
Art History

**Eduardo Arvelo,**  
Electrical and Computer Engineering

**Elizabeth Hagermoser-Bayley,**  
Educational Psychology

**Sam Kramer,**  
Physics

**Samantha Jacob,**  
Rehabilitation Psychology & Special Education

**Rick Lankau,**  
Plant Pathology

**Pam McGranahan,**  
Nursing

**Debra Pierce,**  
Journalism

**Amanda Smith,**  
Industrial & Systems Engineering

**Andrew Stevens,**  
Agricultural and Applied Economics

**Ryan Stowe,**  
Chemistry

**Matt Villeneuve,**  
History

**James Windsor,**  
Management & Human Resources

# Save the dates!

We’re preparing for a busy year of teaching and learning events – many of which will feature UW–Madison instructors sharing their experiences and effective practices. If you’d like to partner on an event, **please contact us!**

Here are some upcoming highlights. **Learn more and view a complete schedule at [ctlm.wisc.edu/events](https://ctlm.wisc.edu/events).**

**August 22 - 23** – A Step-by-Step Approach to Planning AI in Your Course

**August 27** – Teaching & Learning Welcome

**August 28** – Ready, Set, Teach! fall pre-semester workshop

**Sept. 13** – Teaching at UW: Classroom Dynamics and Challenging Conversations

**Oct. 1** – A Conversation with José Antonio Bowen, Co-author of “Teaching with AI: A Practical Guide to a New Era of Human Learning” (2024).

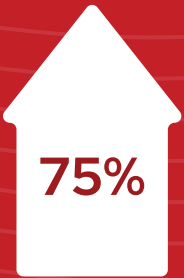
**Jan. 15** – Ready, Set, Teach! spring pre-semester workshop

**May 12-14** – UW–Madison Course Design Institute

**May 15** – UW–Madison Teaching & Learning Symposium



From left, An audience member at the Teaching & Learning Symposium; Symposium keynote speaker Corbin M. Campbell; Provost Charles Isbell welcomes new instructors



Number of  
CTLM campus-  
wide events



Attendance  
at events

# Let's advance teaching and learning together!

Learn more about:

- Our mission and values
- How we support instructors at all career stages
- How we can partner with you

**Visit [ctlm.wisc.edu](https://ctlm.wisc.edu)**



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