

ANNUAL REPORT

Summer 2021 - Spring 2022



THE INSTITUTE FOR
LEARNING AND TEACHING
COLORADO STATE UNIVERSITY

tilt.colostate.edu

OUR MISSION

The Institute for Learning and Teaching (TILT) at Colorado State University (CSU) promotes teaching and learning that enhances student experiences in and out of the classroom. TILT supports the educational mission of CSU and enriches the learning experiences of its students by partnering with members of the university community to help them become more effective teachers and learners.

OUR VISION

TILT aspires to create a campus community that embraces research on teaching and learning, advances evidence-based learning and teaching practices, and creates learning environments in which all students and instructors can excel.

CORE ACTIVITIES

To achieve our mission and vision, we focus our work on faculty and graduate student development and undergraduate student engagement in learning, scholarships and fellowships, and research and artistry.

Supporting Teaching Success

Teaching Effectiveness Framework



The Teaching Effectiveness Framework (TEF) provides instructors with a set of pedagogical competencies to help focus their developing teaching practice. The TEF is comprised of seven essential, interrelated domains of effective teaching practice, grounded in the scholarship of teaching and learning. All professional development offered by TILT aligns with the domains of the framework.

During Summer 2021 - Spring 2022, TILT simplified its recommended process for annual review of teaching for instructors, and TEF was included in the revised CSU Tenure and Promotion Application. TILT instructional designers developed resources for tenure and promotion and annual review aligned with TEF. Additionally, TILT collaborated with the School of Education and College of Veterinary Medicine and Biomedical Sciences to align their professional development with TEF.

Next, TILT plans to determine which departments are using TEF for annual review and how. TILT plans to continue supporting departments in adopting TEF for annual review goal-setting and to engage more departments in adopting TEF as a tool for improving teaching effectiveness.

Teaching Effectiveness Initiative

Spring 2022 Certificate of Achievement earners:

- Annie Krieg, PhD - Instructor of Art History
- Blythe LaGasse, PhD - Professor of Music
- Joshua Keller, PhD - Assistant Professor of Statistics
- Julie Taylor-Massey, PhD - Senior Instructor of Human Development and Family Studies
- Shari Lanning, DVM - Assistant Professor of Veterinary Science

Spring 2022 Letter of Commendation earners:

- Blythe LaGasse, PhD - Professor of Music
- Shari Lanning, DVM - Assistant Professor of Veterinary Science

In Fall 2021, TILT launched the Teaching Effectiveness Initiative (TEI), a voluntary professional development program that recognizes instructors invested in growing their teaching practice. TEI participants can earn a Certificate of Achievement in each of the seven domains of the TEF upon completion of professional development experiences. In Spring 2022, five CSU faculty earned a Certificate of Achievement in at least one domain and two also earned Letters of Commendation within the Inclusive Pedagogy domain. As of the end of Spring 2022, 10 faculty are making progress toward domain achievements. Faculty who earned a TEI Certificate of Achievement were recognized by Dr. Sue James, Vice Provost of Faculty Affairs, at TILT's Summer Conference in May 2022.



Supporting Teaching Success

Best Practices in Teaching Courses

The [Best Practices in Teaching](#) (BPiT) professional development courses offer the opportunity for CSU faculty, instructors and graduate teaching assistants to learn research-based instructional approaches and to apply these approaches in the classes they teach. The BPiT curriculum includes a series of 3-week online courses covering a wide range of pedagogical topics.

Seven BPiT courses were offered from Summer 2021 - Spring 2022:

- Active Learning
- Classroom Climate
- Critical Thinking
- First Four Weeks
- Inclusive Pedagogy
- Planning an Effective Class Session
- Teaching Online: Facilitation and Engagement

196 faculty, staff and graduate students completed at least one BPiT course this year.

From Summer 2021 - Spring 2022:

- 100 faculty, 25 professional staff, and 71 graduate students completed one or more BPiT course
- Participants represented all 8 CSU colleges and 43 academic departments

Since BPiT launched in Fall 2019:

- 643 instructors representing all 8 CSU colleges, 69 academic departments, and 12 student and academic support units have completed one or more BPiT courses
- 1,259 total BPiT courses have been completed

In Fall 2021, TILT launched a longitudinal evaluation study of BPiT examining participants' instructional changes and their students' course success. Initial results will be available in Spring 2023.

[View the SUM21-SP22 BPiT Assessment Report](#)

Teaching Squares

A [teaching square](#) is a group of four instructors who agree to observe each other during a semester, using an agreed upon set of observation norms. It is designed to be a non-evaluative, supportive and growth-based process.

16 instructors participated in a teaching square during Fall 2021 and Spring 2022 semesters for a total of four "squares."

"This should be an exercise required within a certain amount of time teaching at CSU. AWESOME to watch and learn from my colleagues across the university." - Teaching Squares Participant

TILT Summer Conference

TILT's annual [Summer Conference](#), held each May, focuses on teaching, learning, and students. This year's theme was "Faculty Success = Student Success." Sixteen sessions were offered across three conference tracks: Instructor Success, Student Motivation and Inclusive Excellence. Dr. Saundra McGuire, Emerita Professor of Chemical Education at Louisiana State University, provided keynote addresses on strategies for increasing student motivation and metacognition.

118 CSU faculty and staff attended the conference over two days. Of conference-goers who completed a post-conference survey*, 100% were somewhat or very satisfied with their conference experience and 97% found the information presented applicable to their role at CSU.

*Survey response rate = 41%



Keynote Speaker
Dr. Saundra McGuire

Supporting Teaching Success

Graduate Teaching Assistant Training

All first-time GTAs at CSU are required to participate in [GTA training](#), a joint effort among TILT, CSU Graduate School, Student Affairs, and the Office of Inclusive Excellence. GTAs are introduced to universal learning and teaching issues, pedagogical best practices, and strategies for assessing student outcomes.

404 GTAs completed the training in Fall 2021, and 97 GTAs completed an online Spring 2022 training for a total of 501 GTAs trained during Fall 2021 and Spring 2022.



Graduate Teaching Certificate

The [Graduate Teaching Certificate of Completion Program](#) offers an opportunity for CSU graduate students to learn about, reflect on, and practice teaching at the post-secondary level. The program results in a Teaching ePortfolio, which illustrates graduate students' teaching expertise and serves as a valuable tool in academic job searches.

20 GTAs received a Certificate of Completion between Summer 2021 and Spring 2022, and there are currently 309 GTAs actively making progress toward their teaching certificate.

"The TILT Graduate Teaching Certificate program proved both transformative for my growth as a scholar/teacher as well as invaluable in my journey on the academic job market." - Program Participant

"Out of over 50 job applications, I had about 18 phone interviews or invitations for on-campus interviews and ended up taking 4 on-campus interviews before securing a wonderful offer sooner than expected!"

- Program Participant

Academic Integrity

During Summer 2021 - Spring 2022, TILT's [Academic Integrity](#) program:

- Provided more than 40 unique coaching interactions with CSU faculty via phone, Teams, or in-person to assist in academic integrity incident management
- Facilitated 32 workshops and presentations to faculty, students, and leadership audiences (e.g., Master Teacher Initiative Coordinators, department GTAs, Associated Students of CSU Leadership, etc.)
- Served on CSU Ad-Hoc Group on Academic Dishonesty, chaired by Associate Provost Steve Dandaneau, to provide guidance and communication to faculty, students, and campus stakeholders on Academic Integrity
- Represented CSU as an invited panelist for American Association of Colleges and Universities Symposium and the Reinvention Collaborative's townhall on Academic Integrity

During Fall 2021 and Spring 2022, 2,799 students completed the CSU Academic Integrity Tutorial.

Supporting Teaching Success

Closed Captioning Support

TILT's [Closed Captions](#) (CC) project meets student closed captioning accommodations by coordinating with instructors to provide accurate, edited closed captions on course videos.

During Summer 2021 - Spring 2022, TILT provided closed-caption accommodations for 48 students. 25 student editors were employed to edit captions for 2,170 videos, totaling 1,340 hours of video across 98 courses. An additional 86 videos totaling 85 hours of video were sent to 3Play Media for outsourced captioning.

Adoption of Gradescope

During Spring 2022, TILT successfully piloted and transitioned the campus community from utilizing Scantron Scoring Services for scoring course assessment to using [Gradescope](#), an automated scoring software. Gradescope provides the same functionality as Scantron Scoring Services through a web-based self-service model.

TILT conducted a successful pilot during Spring 2022 and Gradescope was fully implemented and available for Summer 2022. Several Gradescope trainings and information sessions for faculty are scheduled during the first two weeks of August 2022 to continue to support the transition to Gradescope.

Scantron Scoring Services were previously provided by the University Testing Center (UTC). The UTC officially closed in May 2022 following the full implementation of Gradescope.

Redshelf eText Reader

Along with CSU's Division of IT, TILT is leveraging the negotiating strength of CSU's [Unizin Consortium](#) membership to secure discounted course materials for students using the RedShelf eText reader. In partnership with the Bookstore's Inclusive Access program, students are provided day-one access to course materials at a significantly reduced cost versus print materials. Many titles are also fully integrated within Canvas.

Learning Analytics

As part of its membership in the Unizin Consortium, CSU is currently feeding student information system and Canvas event data into the [Unizin Data Platform](#) (UDP). During Summer 2022, three TILT staff members will be trained in accessing and querying data from the UDP. The long-term goal is to create dashboards and visualizations based on near real-time activity with Canvas and other learning platforms and to support instructors in leveraging data analytics to improve and inform their course instruction.

Supporting Student Success

Learning Assistant Program

Through TILT's [Learning Assistant \(LA\) Program](#), trained peer educators help faculty integrate active learning into large-enrollment, high-DFWU courses. LAs promote deeper learning and build community so large courses feel like small ones.

- In Fall 2021, TILT's LA Program hired, trained, and supervised 92 LAs who supported 2,592 course enrollments in LIFE 102, CHEM 111, and BZ 100. 1,249 students, or about 50% of enrolled students, participated in LA-facilitated tutoring and exam review sessions outside of regular classroom time.
- In Spring 2022, the LA Program expanded support to CHEM 107 and CHEM 113. TILT employed 87 LAs who supported 2,576 course enrollments across all five courses. 999 students, about 40% of enrolled students, participated in tutoring and exam-review sessions.
- The TILT LA Program has consistently shown a measurable positive impact on student success rates. Across the supported courses during FA21, we see a 3% - 17% increase in student success rates in sections supported by LAs compared to sections without LA support.

[View the AY21-22 LA Program Assessment Report](#)

"The LAs definitely helped me engage in the lessons more and actually understand the material that was being taught." - LIFE 102 student

"LA's highly improve the success of students taking the class, and I for sure would have been far more confused if they were not in my class." - CHEM 113 student

"The LAs in recitation were the most helpful part of the class." - CHEM 111 student

TILT Tutoring

During Fall 2021 and Spring 2022, [TILT Tutoring](#) provided in-person and online drop-in group tutoring for students enrolled in 20 math and science courses.

Fall 2021 and Spring 2022 TILT Tutoring Highlights:

- Fall 2021 = 2,470 tutoring visits across 605 unique students
- Spring 2022 = 1,821 tutoring visits across 401 unique students
- Students who attend tutoring have higher student success rates in their courses than students who do not attend tutoring (86% versus 78%).
- Students reported TILT Tutoring increased their understanding of course concepts (84%), improved their course grade (84%), and was welcoming (93%) and inclusive (96%).
- 47 peer tutors hired and provided with more than 20 hours of comprehensive training based on the College Reading and Learning Association tutor training program guidelines.

[View the AY21-22 TILT Tutoring Assessment Report](#)

"TILT tutors enhanced my success and my confidence, and they were always kind and encouraging." - PH student

"The tutors are incredibly knowledgeable and help me feel more confident about the material. The ONLY reason I am doing well in my class is because of the TILT tutors." - BMS 300 student

The. Most. Helpful. Resource. On. Campus." - CHEM 113 & MATH 155 student

Supporting Student Success

Scholarship and Fellowship Advising

TILT's [Office of Scholarship and Fellowship Advising](#) provides CSU students guidance and support in applying for nationally competitive awards.

During the 2021 - 2022 application cycle, 40 competitive grants were awarded across 41 CSU students, totaling \$860,135 awarded.

Students received awards from 12 different entities, including: AAUW Dissertation Fellowship, Astronaut Scholarship, Boren Scholarship and Fellowship, Critical Language Scholarship, DAAD Rise Internship, Freeman Asia Scholarship, Fulbright Scholarship, Berry Goldwater Scholarship, NSF Graduate Research Fellowship Program, and Udall Scholarship.

Notable accomplishments of the 2021 - 2022 application cycle:

- Nationally Competitive Scholarships Recipients nearly doubled from AY21-22
- 8 CSU students received DAAD RISE Internships to complete internships in Germany, an institutional record
- 3 CSU students named Truman Finalists
- 2 CSU students were named Goldwater Scholars
- 4th year in a row that CSU students have been named Boren Scholars
- 8th year in a row a CSU student has been named a Udall Scholar

Equity in Undergraduate Research Taskforce

TILT's [Office for Undergraduate Research and Artistry](#) convened a taskforce in Fall 2021 to address several university-wide concerns regarding inequity in undergraduate research. Taskforce membership included representatives from CSU's 8 colleges and other related units. The taskforce team developed a report that includes 6 recommendations to promote equity, increase research participation, and improve students' experience in undergraduate research.

[View the Equity in Undergraduate Research Taskforce Report](#)

Mentored Research and Artistry Distinction

The [Mentored Research and Artistry Distinction](#) is designed to enhance and recognize the learning experiences of undergraduates who are engaged in research, artistry, or other forms of creative work. There are 9 criteria for completion that earn students the distinction of Mentored Research and Artistry on their transcript.

After several years of dormancy, the distinction was relaunched in Spring 2022, and eight May 2022 graduates earned the distinction.

Thirty-five additional students have 'enrolled' and are working on their MRAD checklist toward achieving the distinction.

Supporting Student Success



TILT OURA Lab

The TILT OURA Lab provides a research skills development experience for CSU STEM students and aims to reduce barriers to entry and increase rates of undergraduate research participation among undergraduate students historically excluded in STEM.

In Fall 2021, TILT facilitated two cohorts of the TILT OURA Lab with an emphasis on recruiting transfer students, and in Spring 2022, a cohort of United in STEM students participated in the TILT OURA Lab.

TILT OURA Lab Highlights:

- 35 students participated in Fall 2021 and 22 participated in Spring 2022
- Participants were considerably more diverse than the CSU undergraduate student body
- Students reported increasing their practical research skills, confidence and independence as researchers, and their research communication skills
- 90% of students were interested in pursuing future research opportunities after completing their TILT OURA Lab experience and feel the TILT OURA Lab prepared them to do so

[View the AY21-22 TILT OURA Lab Assessment Report](#)

Celebrate Undergraduate Research and Creativity (CURC)

Celebrate Undergraduate Research and Creativity (CURC) is an annual event held in April that showcases the creativity and scholarship of undergraduate students across various disciplines through a research and service learning poster symposium, oral and visual arts presentations, written work submissions, and a performing arts symposium.

243 students participated in the Spring 2022 CURC event, held both virtually and in-person in the Lory Student Center.

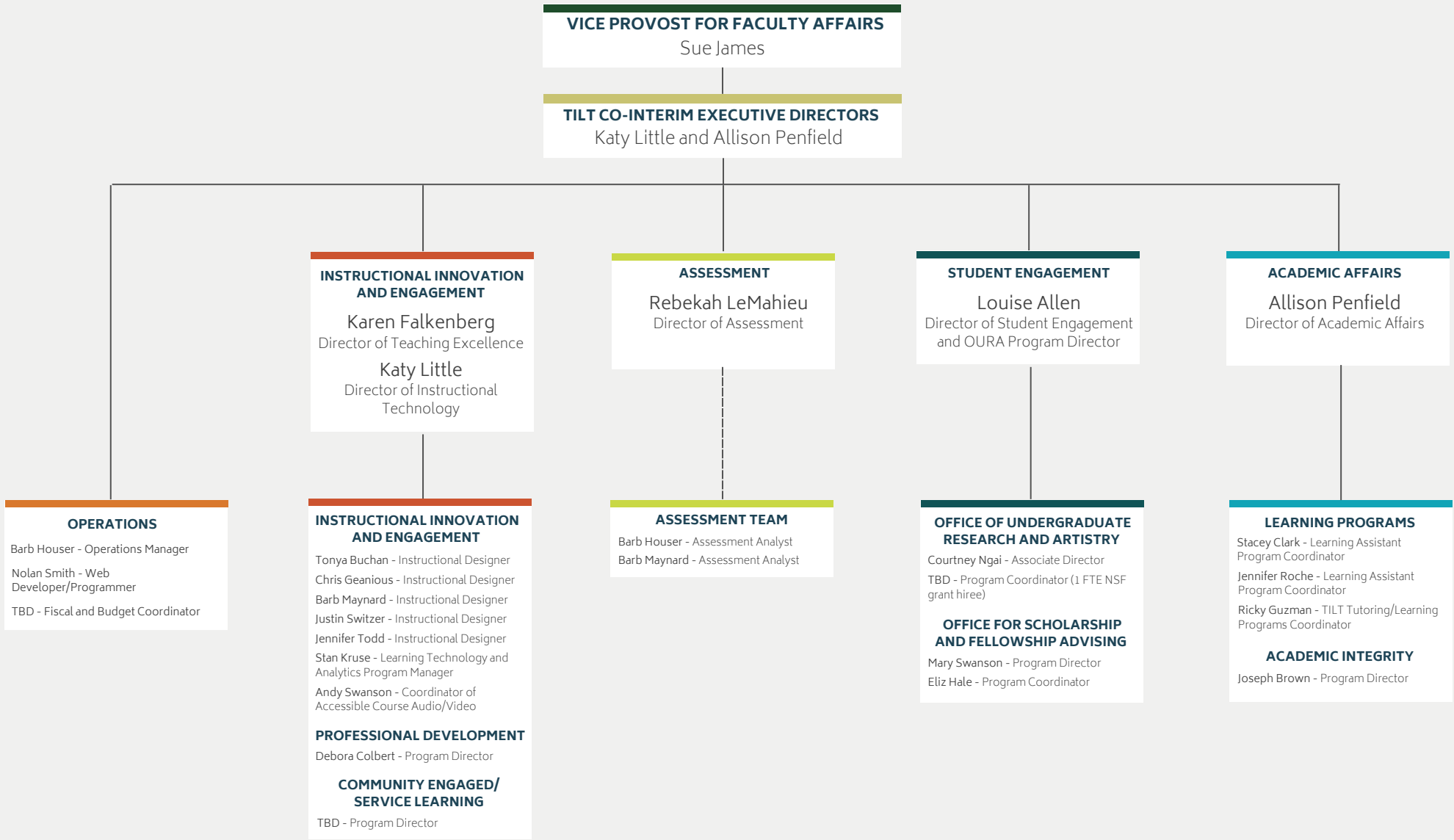


TILT OURA Lab participants culminated their experience by completing an independent experiment, and many students presented their independent experiments at the Multicultural Undergraduate Research Art and Leadership Symposium (MURALS). MURALS is a signature program of CSU's Office of Inclusive Excellence, and OURA plays a collaborating and contributing role in the MURALS program.



TILT Staff and Organizational Structure

As of August 2022



VICE PROVOST FOR FACULTY AFFAIRS
Sue James

TILT CO-INTERIM EXECUTIVE DIRECTORS
Katy Little and Allison Penfield

INSTRUCTIONAL INNOVATION AND ENGAGEMENT
Karen Falkenberg
Director of Teaching Excellence
Katy Little
Director of Instructional Technology

ASSESSMENT
Rebekah LeMahieu
Director of Assessment

STUDENT ENGAGEMENT
Louise Allen
Director of Student Engagement and OURA Program Director

ACADEMIC AFFAIRS
Allison Penfield
Director of Academic Affairs

OPERATIONS
Barb Houser - Operations Manager
Nolan Smith - Web Developer/Programmer
TBD - Fiscal and Budget Coordinator

INSTRUCTIONAL INNOVATION AND ENGAGEMENT
Tonya Buchan - Instructional Designer
Chris Geanius - Instructional Designer
Barb Maynard - Instructional Designer
Justin Switzer - Instructional Designer
Jennifer Todd - Instructional Designer
Stan Kruse - Learning Technology and Analytics Program Manager
Andy Swanson - Coordinator of Accessible Course Audio/Video

PROFESSIONAL DEVELOPMENT
Debora Colbert - Program Director

COMMUNITY ENGAGED/SERVICE LEARNING
TBD - Program Director

ASSESSMENT TEAM
Barb Houser - Assessment Analyst
Barb Maynard - Assessment Analyst

OFFICE OF UNDERGRADUATE RESEARCH AND ARTISTRY
Courtney Ngai - Associate Director
TBD - Program Coordinator (1 FTE NSF grant hiree)

OFFICE FOR SCHOLARSHIP AND FELLOWSHIP ADVISING
Mary Swanson - Program Director
Eliz Hale - Program Coordinator

LEARNING PROGRAMS
Stacey Clark - Learning Assistant Program Coordinator
Jennifer Roche - Learning Assistant Program Coordinator
Ricky Guzman - TILT Tutoring/Learning Programs Coordinator

ACADEMIC INTEGRITY
Joseph Brown - Program Director