



**Center for Excellence in Teaching & Learning**

**Revised Proposed 5-yr Support for KSU Quality Enhancement Plan, March 2019**

As stated in our mission, CETL is committed to promoting “research-based pedagogies that foster student academic engagement, learning, and success ... [to] cultivate a data-driven campus-wide culture of ongoing academic program enhancement.” Thus, our mission aligns directly with the “It’s about Engagement” initiative. We propose a significant effort in supporting the plan.

**Goals**

- Faculty design and deliver high quality courses which promote student engagement, learning, and success through the AAC&U High Impact Practices of (1) undergraduate research, (2) Internships/co-ops, and (3) service-learning.
- Faculty have ample opportunity to participate in CETL programming that specifically supports the “It’s About Engagement” Quality Enhancement Plan via access to online resources, university-wide and unit-specific face-to-face events, and individual consultations.

**What CETL will offer**

Annual Dedicated Flagship Workshop Series

CETL’s Flagship Workshop Series is a yearlong series consisting of approximately 7 workshops. Workshops are held roughly monthly during the fall and spring academic terms. We propose to dedicate the Flagship Workshop Series to the “It’s About Engagement” initiative during the 5-year period of QEP implementation and develop the workshops in conjunction with campus leads in each area. Workshops will address seven topics: (1) the “It’s About Engagement” initiative itself, (2) pedagogical approaches to engaging students, (3) undergraduate research, (4) internships/co-ops, (5) service-learning, (6) course design, and (7) reflection. We will annually rotate which of KSU’s three focus areas is emphasized first, and adapt specific content according to evolving needs of the faculty. The following is CETL’s proposed 5-yr workshop schedule.

Year 1	Topic	Working Title
	Overall Initiative	An introduction to KSU’s “It’s About Engagement” initiative
	Engaging Students	Engaging Students with High Impact Practices
	Internships/Co-ops	Engaging Students as Scholars (In partnership with the Office of Undergraduate Research)
	Undergraduate Research	Engaging Students with Potential Futures (In partnership with Career Planning and Development)
	Service-Learning	Engaging Students with our Community (In partnership with Student Leadership and Service)
	Course Design	Applying the Backward Design Process to Undergraduate Research, Internship and Co-op, and Service-Learning Courses
	Reflection	Reflective Assignments for High Impact Practice Courses

Year 2	Topic	Working Title
	Overall Initiative	Contributing to KSU's "It's About Engagement" initiative
	Engaging Students	Engaging Students with High Impact Practices
	Internships/Co-ops	Engaging Students with Potential Futures (In partnership with Career Planning and Development)
	Undergraduate Research	Engaging Students as Scholars (In partnership with the Office of Undergraduate Research)
	Service-Learning	Engaging Students with our Community (In partnership with Student Leadership and Service)
	Course Design	Applying the Backward Design Process to Undergraduate Research, Internship and Co-op, and Service-Learning Courses
	Reflection	Reflective Assignments for High Impact Practice Courses

Year 3	Topic	Working Title
	Overall Initiative	Contributing to KSU's "It's About Engagement" initiative
	Engaging Students	Engaging Students with High Impact Practices
	Service-Learning	Engaging Students with our Community (In partnership with Student Leadership and Service)
	Internships/Co-ops	Engaging Students with Potential Futures (In partnership with Career Planning and Development)
	Undergraduate Research	Engaging Students as Scholars (In partnership with the Office of Undergraduate Research)
	Course Design	Applying the Backward Design Process to Undergraduate Research, Internship and Co-op, and Service-Learning Courses
	Reflection	Reflective Assignments for High Impact Practice Courses

Year 4	Topic	Working Title
	Overall Initiative	Plugging in to KSU's "It's About Engagement" initiative
	Engaging Students	KSU Case Studies: Engaging Students with High Impact Practices
	Undergraduate Research	Engaging Students as Scholars (In partnership with the Office of Undergraduate Research)
	Service-Learning	Engaging Students with our Community (In partnership with Student Leadership and Service)
	Internships/Co-ops	Engaging Students with Potential Futures (In partnership with Career Planning and Development)

	Course Design	Applying the Backward Design Process to Undergraduate Research, Internship and Co-op, and Service-Learning Courses
	Reflection	Faculty Reflection and Self-Assessment Processes as Tools for Improving Teaching of High Impact Practice Courses

Year 5	Topic	Working Title
	Overall Initiative	Documenting Impact: KSU's "It's About Engagement" initiative
	Engaging Students	KSU Case Studies: Engaging Students with High Impact Practices
	Internships/Co-ops	Engaging Students with Potential Futures (In partnership with Career Planning and Development)
	Undergraduate Research	Engaging Students as Scholars (In partnership with the Office of Undergraduate Research)
	Service-Learning	Engaging Students with our Community (In partnership with Student Leadership and Service)
	Course Design	Applying the Backward Design Process to Undergraduate Research, Internship and Co-op, and Service-Learning Courses
	Reflection	It's About Engagement Symposium: Celebrating Success, Planning for the Future

#### Engagement-focused Individual Consultations

CETL staff will offer one-on-one consultations where faculty can discuss any teaching concerns they might have related to designing and implementing courses on Undergraduate Research, Service-Learning, and Internships/Co-ops. Consultations can be requested at any time. Our consultation services are designed to be confidential, constructive, and collaborative in nature. As part of the consultation process, we also offer Classroom observations, where a CETL specialist sits in a faculty member's course (or reviews an online or videotaped course), observes and collects data on individual behaviors (faculty and your students), offers back to the instructor their observations as feedback, brainstorms possible research-based solutions to any issues uncovered, and documents the whole process in a written memo. We anticipate consultations to focus first on developing and tweaking courses, then becoming more reflective about how to integrate changes into their courses for the long term, beyond the initiative.

#### Online Resources for Evidence-Based Practices

CETL will create a collection of online resources dedicated to supporting the HIPs targeted by this initiative in the first year. This online resource collection will live on the CETL website, but it will be linked to the engagement website as well. This resource collection will be revised and expanded as needs arise during year 2-5 of the initiative.

#### Just-in-Time Programming

On an annual basis, CETL will partner on demand with individual campus units to develop unit-specific workshops that address emerging needs identified by those units as they relate to the Engagement initiative. For example, the Coles College of Business has a robust internship/co-op program, and the

Department of Student Leadership and Service has a vibrant service-learning program. CETL will partner with appropriate personnel from each unit we serve to develop programming that will meet their specific needs at different times and evolve as those needs change.

### Targeted Marketing Plan

CETL will develop and utilize a variety of marketing means, materials and channels of communication to enhance the QEP programming visibility and to advance levels of participation in those activities. We will do this by appropriately positioning the representation of our events to various stakeholders. This plan will be updated annually through the 5-yr initiative. Tools used will include but is not limited to:

- Brochures
- Website
- Campus communication
- In-person visits to units and key individuals

### **Annual Timeline**

#### Spring

- In year 1, a needs analysis for unit-specific workshops will be conducted by reviewing college plans and visiting key individuals or groups as needed. This will be updated each year.
- Flagship Series workshop planning. Annual workshop titles, dates, locations, and descriptions will be finalized by the end of April, each year.
- Marketing strategy created in year 1, and updated annually.

#### Summer

- The CETL website will be updated with relevant information and workshop dates.
- Annual marketing strategy implementation begins

#### Fall

- Flagship Workshop Series begins
- Unit-specific workshops and individual consultations offered on demand
- Ongoing assessment of activities is conducted

### **Intended outcomes from CETL programming: Faculty will be able to...**

1. access CETL resources online and in person to support their continued development.
2. apply the backward design process to incorporate HIPS for engagement of students in the learning process within their courses.
3. design HIP learning tasks/activities including reflective assignments for undergraduate research, service-learning, and internships/co-ops that constructively align within a course.
4. align course learning activities and/or content with HIP taxonomies developed by KSU.

## **Addendum - CETL Annual Funded Programs for It's About Engagement – approved Fall 2019**

### Faculty Learning Communities

CETL will support three faculty learning communities each year supporting the It's About Engagement HIPs. We will recruit participants, partner with the offices responsible for each HIP, handle administration of funds for these communities.

### Travel Funds

CETL Scholarly Teaching will award travel funding for development of effective student learning experiences involving undergraduate research, service learning, or co-ops/internships as they relate to KSU's *It's About Engagement* Initiative. This funding is designated for faculty to deliver teaching-related scholarship, to actively participate in conferences or institutes, or to participate in other faculty development opportunities that have significant emphasis on one or more of the three areas of *It's About Engagement*. An applicant can apply for up to \$1,000.

### Course (re)Design Institute

CETL will dedicate its annual Course (re)Design Institute to support one HIP each year during the It's About Engagement initiative. Funds may be used to support external facilitation and logistical/resource needs for the institute, with remaining funds supporting faculty participation. Although it will vary with the time commitment each year, a stipend between \$750 and \$1500 per faculty member will be provided.

### Reflections Raters

CETL will recruit faculty volunteers and host a half-day raters norming session near the end of the spring semester to support inter-rater reliability using the It's About Engagement Critical Reflection Rubric. CETL will provide funds to support approximately 2 working days of reflection rating per faculty volunteer, including the norming session. Reflections will be provided by the Office of Institutional Effectiveness Assessment team from selected representative courses within the It's About Engagement program.