



7-28-2016

2015-2016 Annual Report

CETL

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ANNUAL REPORT

2015-2016

“We are all teachers all the time”

CETL website: my.kettering.edu/cetl



2016 Great Teacher Retreat

Annual Report

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Introductory Words from the Director

As Director for the Center for Excellence in Teaching and Learning (CETL), it is my pleasure to present this annual report in the spirit of transparency and continuous improvement. This year CETL has offered 75 programs that have been attended by 1,838 faculty, staff and students and 78% of our faculty members have attended at least one CETL event. Thanks to our Marketing Department for their assistance in formatting the “CETL At a Glance 2015-16” card. Special thanks to Cindy Donner for keeping track of CETL data and drafting this report.

Some highlights of 2015-16:

The CETL Collaboration Room continues to host informal and formal discussions between faculty and staff from across the campus. *Tuesday Teaching Talks* sustain the discussion with varying themes each term. The summer theme of “Building from a Strong Foundation,” fall theme of “Building a Culture of Engagement,” winter theme of “Teaching Effectiveness” and spring theme of “Building a Culture of Learning” have brought together like-minded faculty and staff for positive discussion. Coffee, snacks and white board markers are readily available inside the CETL Collaboration Room.

Faculty Roles of Teaching, Scholarship and Service can be found throughout this Annual Report. Familiar names found as Distinguished Faculty Speakers, Teaching Award Winners and Workshop Leaders are the heart of the university. The Faculty Fellows Program has resulted in increased faculty participation, with collaborations in educational scholarship and improved student engagement. Faculty Fellows office hours and the first annual Great Teacher Retreat promote a peer-to-peer collegial atmosphere to discuss issues openly and to explore solutions.

102 Unique
Faculty Contacts

Quad Pod Campuses of Kettering, Baker College-Flint, University of Michigan-Flint, and Mott Community College continue to collaborate for professional development. The Quad Pod sponsored a first of its kind, Faculty Learning Community engaging over 30 faculty members from all four campuses. This initiative will continue into 2016-17 Academic Year. This year the Quad-POD consortium brought author, Dr. Todd Zakrajsek, to Flint on February 4-5, 2016 to discuss his book *The New Science of Learning*. The Quad Pod leaders meet regularly for continuing Professional Development.

Looking ahead Many of the CETL on-campus professional development programs will continue with a vision to develop educational scholarship and improve the learning environment. Faculty are encouraged to utilize the many resources that CETL offers for professional development and consider becoming active in the American Society for Engineering Education.

In closing, thank you for your service to the University and I welcome your input on this CETL 2015-16 Annual Report.

Respectfully submitted by,

Dr. Terri Lynch-Caris, CETL Director and Prof. of Industrial Engineering



Overview: CETL Organization and Advisory Board

The CETL Organizational Structure for 2015-16AY, reporting through the Provost Office, consists of

- (1) Terri Lynch-Caris, CETL Director
- (2) Cindy Donner, part time administrative assistant
- (3) CETL advisory board consisting of faculty, staff and student representatives to provide vision and focus, carry out CETL projects and be actively involved in CETL
- (4) Rotating work-study students, carefully selected to enable project advancement

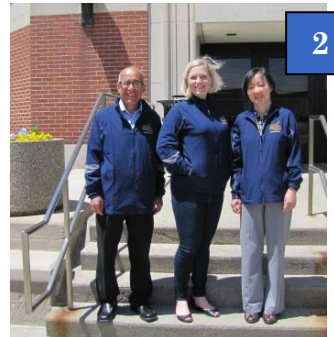
The primary objective of the CETL Advisory Board is to assist the CETL Director in improving the learning environment at Kettering University. CETL's Advisory Board members share an interest in Higher Education both inside and outside the Kettering campus. Members serve voluntarily. Interested constituents are encouraged to contact the director to fill rotating vacancies and changing needs of the university. The Advisory Board for the Academic Year 2015-16 (shown in photos):

- Prof. Karen Cayo, Department of Business (3)
- Prof. Jim Huggins, Computer Science Department (1)
- Ms. Shari Luck, CETL First Year Experience (4)
- Prof. Ed Masha, Math Department (3)
- Prof. Laura Miller-Purrenhage, Liberal Studies (3)
- Prof. Gillian Ryan, Physics Department (2)
- Prof. Laura Sullivan, ME Department (4)
- Prof. Mo Torfeh, ECE Department (2)
- Prof. Matthew Sanders, IME Department (1)
- Prof. Lihua Wang, Chemistry Department (2)
- Ms. Sandy Alberto, University of Michigan-Flint (1)
- A & B Section students - Academic Council representative and Work Study Students

For 2016-2017 Prof. Diane Peters has agreed to represent ME

Nine Advisory Board Meetings were held during the 2015-16 academic year with a majority of advisory board members attending. Meeting minutes are archived in the CETL Blackboard site.

Summer 2015	Fall 2015	Winter 2016	Spring 2016
July 30	October 8	January 14	April 7
September 17	December 3	January 21	June 2
		March 17	



Distinguished Faculty Speaker Series

The Distinguished Faculty Speaker Series is one of the most popular CETL events. Faculty representatives from various academic departments deliver a talk to the campus regarding their technical or educational research. CETL provides lunch and the room continues to be full for each session. Most distinguished speakers agree to be video-recorded with an archive on the CETL website.

Distinguished Faculty Speakers during 2015-16 Academic Year:

Dr. –Ing Steffen Ritter, Professor of Mechanical Engineering – *Enthuse them or Lose them!* (8/6/15)

Dr. Brian McCartin, Professor of Mathematics – *Coda: A Celebration of Musical Geometry* (8/27/15)

Dr. John Geske, Professor of Computer Science – *Research Frontiers in Big Data and Cloud Computing* (10/29/15)

Dr. Jamie McLaughlin, Professor of Electrical and Computer Engineering and Don Rockwell, University Council – *Intellectual Property Law in Academia* (11/19/15)

Dr. Ronald Tacket, Professor of Physics – *Treating Big Problems with Small Things: Applications of Magnetic Nanoparticles* (1/28/16)

Dr. Veronica Moorman, Professor of Chemistry and Biochemistry, *Understanding Biological Interactions from a Thermodynamic Perspective* (3/3/16)

Dr. Laura Sullivan, Professor of Mechanical Engineering – *The Flint Water Crisis and Why Whistleblowers are Important* (4/21/16)

Dr. Diane Peters, Professor of Mechanical Engineering – *Returning to School: How Work Experience Impacts Engineering Graduate Students* (5/12/16)

Dr. Ken Williams, Professor of Business – *Faculty Leadership Behaviors and Student Satisfaction* (6/9/16)



Faculty Resources

In order to provide an environment of teaching and learning excellence, outside experts are often called upon to share wisdom and insights. In addition to our Distinguished Faculty Speakers, the following speakers presented on behalf of CETL. These events are attended by faculty, staff and students for shared learning.

Marketing, Communication & Enrollment Engagement with Faculty – led by Kip Darcy, VP of Marketing, Communications & Enrollment:



Enrollment and Marketing Update (7/23/15)

Generating Interest that Leads to Discovery (11/5/15)

The Value of a Kettering Education (2/11/16)

What's Needed to Commit (5/5/16)

Library Resources– led by Jamie Niehof and Dawn Winans, librarians

For Teaching and Research (11/12/15)

BrowZine web and EndNote Citation Manger (3/10/16)

Demographics Related to Math Applications for Faculty and Students – led by Tim Riffe, Research Scientist, Max Planck Institute for Demographic Research, Rostock, Germany (4/13/16)

Legal Issues in Higher Ed – led by Jamie McLaughlin, Professor of ECE and University Counsel (5/10/16 and 6/7/16)

Building the Learning Commons – led by Sue Davies, VP of University Advancement and External Relations (5/26/16)

Over 30 faculty
have attended 10
or more CETL
sponsored events
this year

Faculty Fellows



This year a competitive “Request for Proposals” resulted in the appointment of three CETL Faculty Fellows. Faculty Fellows were chosen to lead a faculty development initiative to support research-based pedagogical improvement. They generally served as:

- Agents of change among faculty colleagues to promote and expand professional development to improve the classroom.
- Promoters of faculty engagement with the scholarship of teaching and learning.
- Leaders of peer review, support, and networking to cultivate a sense of community and collaboration across disciplines.

Prof. Rich Stanley worked to promote digital instructional technology using Camtasia and Live Scribe pen tool. He is committed to collaborating with all academic departments toward the development of online math tutorials for struggling students.

Prof. Montserrat Rabago-Smith led a Faculty Learning Community with a theme to promote student engagement in pre-requisite courses. She presented her work in the Faculty Poster Session for Homecoming Weekend, May 21, 2016.

Prof. Mo Torfeh worked with faculty members to promote the scholarship of teaching and learning through collaborative grant proposal development.

Campus Wide Teaching and Learning Workshop

The second annual **CETL Teaching Workshop** was held September 23, 2015 with over 50 participants engaging in collaborative and informative sessions. This year, our theme was “Methods of Student Engagement” with participants giving and receiving information. We emphasized many examples and ideas on ways that engagement is achieved at Kettering....and perhaps some examples of where it’s missing. The goal is to retain what is good and improve where needed.

The half-day workshop began with a Breakfast of Champions with table discussions led by university leaders and corresponding to the Values stated by True Kettering:

- Excellence – Provost James Zhang
- Creativity – Mr. Kip Darcy
- Integrity – Mr. Don Rockwell
- Respect – Ms. Beth (Ewald) Wilcox
- Collaboration – CETL Advisory Board

A keynote presentation by the CETL Director described the goals for the workshop.



Lightning Learning Sessions

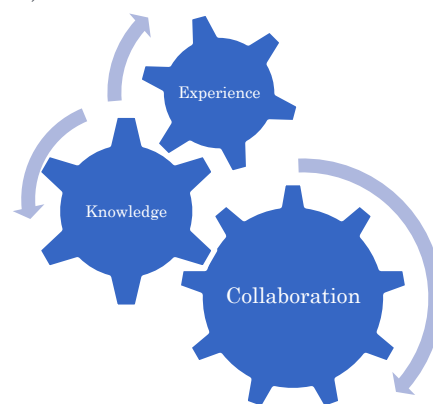
The day began with Lightning Learning Sessions designed to create informal, interactive opportunities to learn about the different resources available to faculty at Kettering University. Each session was no longer than 5 minutes and all participants rotated through with a unique gift provided at each table. Candy, thumb drives and CETL swag added value to the experience. The lightning sessions included:

- One-Minute Papers (J. Huggins)
- ASEE/SWE Women in Academics (D. Peters)
- Faculty/MCE Engagement (K. Darcy)
- Faculty Learning Community – Learning Centered Classrooms (M. Rabago-Smith)
- Teaching Strategies for International Students (K. Fedewa, D. Hamilton)
- Teaching with Technology - Teaching Circle Status (M. Palmer)
- Kettering Internal KEEN Grant Proposal Process (M. Torfeh)
- Office of Graduate Studies and Sponsored Research (T. Creech)
- Faculty Project Support Request (K. Zahrt)
- Faculty Webpages (M. Jerisk)
- UCAA Update (K. Svinarich)
- Integrating Ethics into FYE101 (S. Luck)

Concurrent Learning Sessions

The 45 minute Workshop Sessions provided more in-depth presentations with ideas and tips for the classroom. Participants could choose two of the concurrent sessions.

- Rubric Development (D. Ludwigsen, J. Huggins)
- What the Library Can Offer (J. Niehof, D. Winans)
- Teaching Portfolios and Peer Observation (T. Lynch-Caris and D. Ludwigsen)
- Educational Scholarship Grant Proposal Process (T. Creech, M. Torfeh, K. Zahrt)
- Faculty Learning Community on Team Based Learning (R. Echempati)
- Faculty Learning Community on Learning Centered Classrooms (M. Rabago-Smith)



Quad-POD, a collaboration between Kettering University, University of Michigan-Flint, Baker College and Mott Community College

Faculty Learning Community (FLC)

Eight Kettering faculty members participated in the FLC along with 16 others from the three other higher education institutions in Flint. The faculty members were split into three inter-disciplinary subcommittees to discuss teaching methodologies and student engagement. One of the recommendations made by the committees was to incorporate more real-life examples in the classroom

The faculty members who participated in the FLC were:

Dr. Michelle Ammerman, Applied Biology
 Dr. Lihua Wang, Chemistry
 Dr. Montserrat Rabago-Smith, Chemistry
 Dr. Farnaz Ghazi Nezami, Industrial & Mfg Engineering
 Dr. Laura Mebert, Liberal Studies
 Dr. Leszek Gawareck, Mathematics
 Dr. Matthew O'Toole, Mathematics
 Dr. Theresa Atkinson, Mechanical Engineering



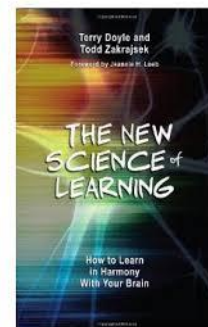
Some of the FLC members at the Celebration Dinner

In addition to the individual FLC meetings, the following events were held with all of the members of the three Faculty Learning Communities.

FLC kickoff (10/9/15) at Mott Community College
 Quad Pod report out (2/4/16) at Mott Community College
 Celebration dinner (4/11/16) at Brick Street Restaurant

The New Science of Learning Workshop

The book, *The College Fear Factor*, by Dr. Todd Zakrajsek, was promoted and available to all faculty members. We are privileged to have interacted with Todd Zakrajsek during multiple events held February 4 -5 on the Quad Pod campuses:



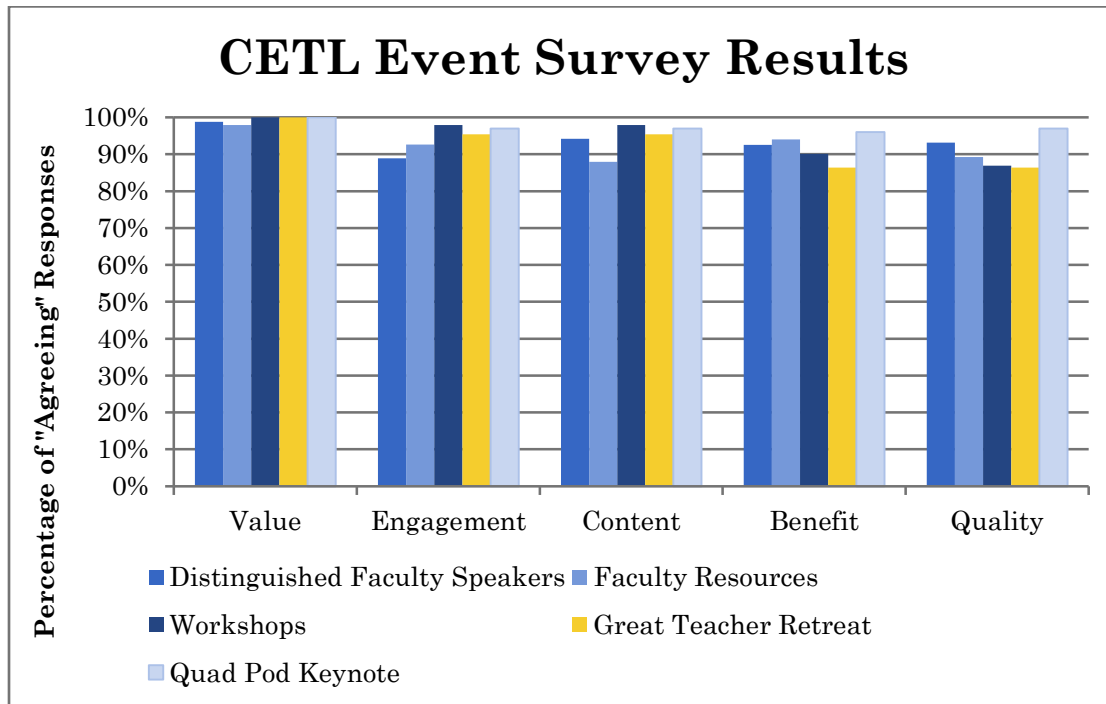
Kettering campus student workshop: *Learn More, Study Less* - Attended by over thirty-three Kettering students.

Quad-Pod Dinner at Mott Community College - Attended by approximately 145 faculty and staff from Kettering, UM-Flint, Mott, Baker of Flint and guests. The evening began with a midterm report out from the FLCs and culminated with a keynote address by Todd Zakrajsek.

Dr. Zakrajsek held individual campus workshops on the campuses of Kettering, UM-Flint, Mott and Baker College of Flint.

CETL Event Assessment

Every event includes the opportunity for participants to fill out a CETL Event Survey to provide feedback on the level of value, engagement, content, benefit and quality of the event. Complete details on individual events can be found in the appendix. The summarized form of these surveys is shown in the bar graph.



Value: This event was valuable.

Engagement: I was satisfied with the information and what I learned during this event.

Content: The material covered is useful for academic/ professional growth.

Benefit: I would like to attend this or a similar event again.

Quality: I would recommend this event to colleagues.



New Faculty Orientation

Eleven new faculty members were welcomed to campus in the 2015-16 Academic Year. Orientation events included a full day intensive training before classes started and follow-on events were hosted throughout the year. The agenda focused on the different departments and services on campus.

Full day orientation (July 13, 2015) Included tours of campus, presentations and a binder of reference material.

Tuesday Teaching Talks held throughout Fall and Winter Terms included:

First Year Experience (FYE) and Center for Culminating Undergraduate Experience (CCUE): Presented by Shari Luck and Michelle Gebhardt (July 21, 2015)

FERPA: Present by Mike Mosher, Registrar's Office (August 4, 2015)

Office of Sponsored Research and Graduate Studies (September 1, 2015)

First Term Celebration Reception with Dr. Zhang and Department Heads (September 23, 2015)

International Programs: Presented by Office of International Programs (November 3, 2015)

Teaching Portfolios: Presented by Center for Excellence in Teaching and Learning (December 1, 2015)

New Faculty Members:

Prof. Javad Baqersad – Mechanical Engineering

Prof. Jennifer Bastiaan – Mechanical Engineering

Prof. Eric Bumbalough – Physics

Prof. David Hennicken - Math

Prof. Vivian Kao – Liberal Studies

Prof. Ed Masha – Math

Prof. Benjamin Pauli – Liberal Studies

Prof. Hadi Rahmat-Khah – Electrical & Computer Engineering

Prof. Rebecca Reck – Mechanical Engineering

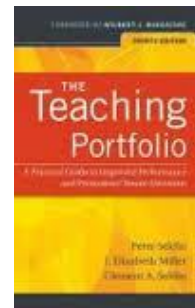
Prof. Azadeh Sheidaei – Mechanical Engineering

Prof. Hayder Zghair – Industrial and Manufacturing Engineering



Teaching Portfolios

Twenty-five (25) faculty members received the book “The Teaching Portfolio” and an orange binder to create their own teaching portfolio. A teaching portfolio is a comprehensive tool to document teaching effectiveness. It can stimulate critical self-analysis for improvement in teaching and provide evidence for personnel decisions. All new faculty since 2014 have received *The Teaching Portfolio* book by Seldin, Miller, Seldin and an orange binder for the formation of their individual teaching portfolios.



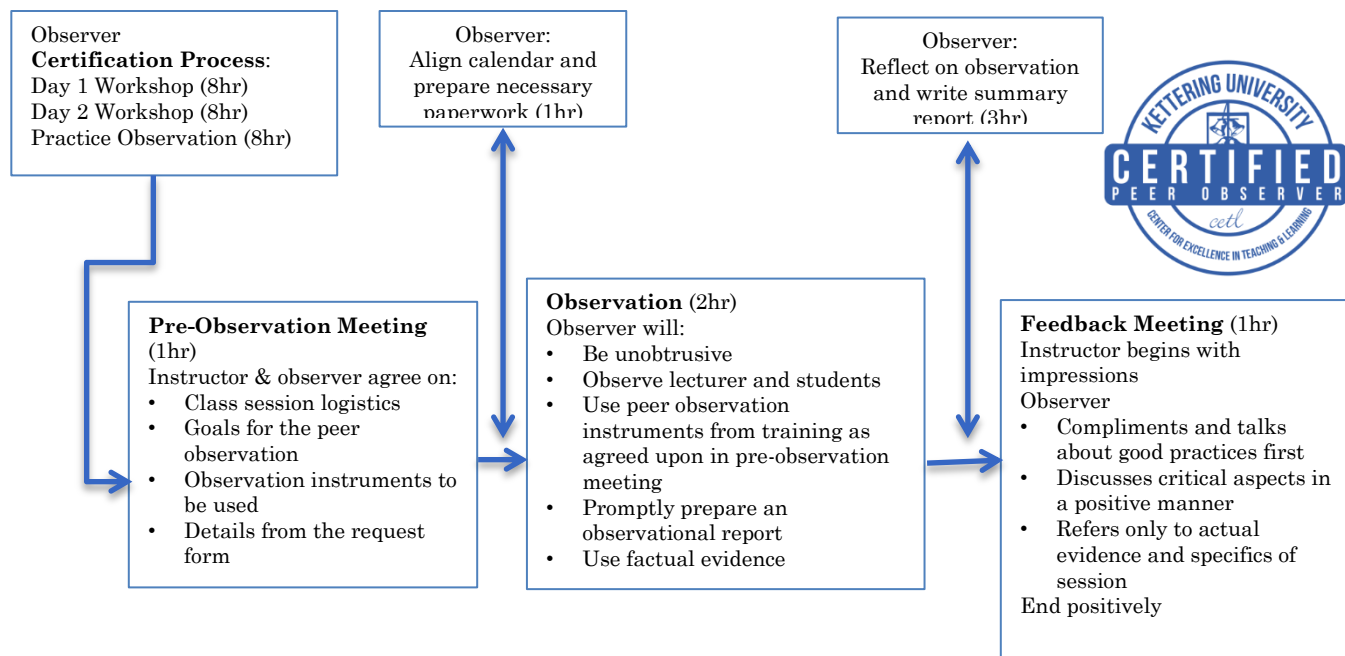
Peer Observation Process

The two day Peer Observation Training Workshops were held at both University of Michigan-Flint and Kettering. As of June 1, 2016 there were fifteen Kettering Faculty members who had completed the workshop. The next step is to complete a practice observation and then promote the process to peers

Theresa Atkinson
Eric Bumbalough
Ada Cheng
Boyan Dimitrov
Susan Farhat

Leszek Gawarecki
Nancy Grigg
Jim Huggins
Terri Lynch-Caris
Laura Mebert

Montserrat Rabago-Smith
Stacy Seeley
Nancy Stock
Denise Stodola
Salomon Turgman Cohen



Teaching Circles

The focus of a teaching circle is to consistently bring together like-minded faculty and staff for a common goal. Teaching circles explore new teaching techniques to find innovative methods of improving the learning environment. The goal of the teaching circle is to expose and promote innovative teaching practices for faculty members and to explore how these opportunities can be implemented and sustained.

The FYE 101 Teaching Circle meets regularly with faculty/staff instructors and peer mentors for engagement and continuous improvement. In addition to instructor/peer mentor training, the teaching circle discussions are open to the campus community to promote interest in first year student success. A total of six FYE101 Teaching Circle meetings were held in 2015-16.

The Innovation to Entrepreneurship (i2e) Teaching Circle shares information about KEEN Topical grant opportunities for bringing i2e into the classroom. Faculty members share their ideas and experiences for continuous improvement. Support and encouragement of the KEEN ideals were encouraged through the application of grant funds.

The Innovation to Entrepreneurship initiative is led by Profs. Massoud Tavakoli and Mo Torfeh.

Date	Speaker	Topic	attendees
7/13/15	Mo Torfeh	New Employee Orientation	8
7/28/15	Terri Lynch-Caris and Mo Torfeh	Faculty Engagement	16
8/18/15	Rich Stanley	Flipped Teaching Method	28
9/10/15	Gillian Ryan	Student Engagement Methods	24
10/27/15	Girma Tewolde	Innovative Improvements to the ECE Component of IME 100	24
12/10/15	Gianfranco DiGiuseppe	EML in the Classroom: Energy System Lab at Kettering University	35
2/18/16	Farnaz Ghazi Nezami	Comparing Three Institutional Designs for an Engineering Economy Course	18
		TOTAL	153



Tuesday Teaching Talks

Known as “Tuesday Teaching Talks,” the purpose of these small group discussions is to provide topics that are of interest to faculty and classroom staff for the improvement of teaching and learning. The discussions are intended to be interactive and personalized toward the intersection of pedagogy, policies, and technology. The benefits of the discussion often extended beyond the actual topic.



Tuesday Teaching Talks - Topic and date	Attending
FYE and CCUE - led by Shari Luck and Michelle Gebhardt (7/21/15) ***	16
FERPA – led by Mike Mosher (8/4/15) ***	10
Blackboard Training – led by Tracey Rodgeron (8/25/15)	13
Office of Sponsored Research and Graduate Studies – led by Tom Creech (9/1/15) ***	18
International Programs – led by Basem Alzahabi (11/3/15) ***	12
Writing the Educational Scholarship Grant –led by Tom Creech and Diane Peters (11/17/15)	22
Teaching Portfolios – led by Terri Lynch-Caris (12/1/15) ***	6
Blackboard Training – led by Tracey Rodgeron (12/4/15)	6
Principles of Teaching Effectiveness – led by Joy Arbor (1/19/16)	12
Technology in the Classroom – led by Rich Stanley (1/26/16)	11
FYE New Instructor Interest – led by Shari Luck (2/2/16)	8
Fundamentals of Learning Outcomes – led by Terri Lynch-Caris (2/9/16)	12
Teaching to International Students – led by Basem Alzahabi (2/16/16)	8
Blackboard Training – led by Tracey Rodgeron (3/1/16)	11
Writing the NSF Educational Scholarship Grant – led by Mo Torfeh (3/8/16)	17
Teaching Portfolios – led by Terri Lynch Caris (3/15/16)	17
Faculty Senate Assessment Committee Quantitative Reasoning Workshop – led by Karen Palmer (4/5/16)	31
Visualizing Demographic Data – led by Tim Riffe (4/12/16)	16
Faculty Senate Assessment Committee Teamwork Workshop – led by Denise Stodola (4/19/16)	27
Preparing for the NSF Career Grant – led by Tom Creech and Diane Peters (4/26/16)	14
FYE: Preparing for our New Freshmen – led by Shari Luck (5/3/16)	16
Kettering Online Academic Catalog – led by Mike Mosher (5/19/16)	9
Blackboard Training – led by Tracey Rodgeron (5/24/16)	10
Know Your Title IX – led by Betsy Homsher (5/31/16)	16
Total Faculty/Staff Hours (July '15- June'16)	338

78%
of Faculty
attended at
least one CETL
event

*** Part of New Faculty Orientation – all faculty members invited

Great Teacher Retreat



On March 22-23, 2016, twenty-three faculty members gathered at Waldenwoods Conference Center for the Great Teacher Retreat put on by The Center for Excellence in Teaching and Learning (CETL). The Great Teacher movement had its origins in the late 1960's in Illinois and since then has taken root throughout the U.S., Canada and Japan. The main objective is to provide a comfortable setting and a process to facilitate serious review of the successes and challenges of teaching.

The faculty members that attended were from all academic departments at Kettering, represented a mix of full professors, associates, assistants, lecturers and department heads, with a male/female gender balance. All participants were asked to complete homework before they arrived. During the retreat the faculty members worked in groups to talk about teaching in alignment with the Principles of Effective Teaching to promote self-reflection through interdisciplinary conversation. There was also some free time to enjoy the conference center and build relationships between faculty members. CETL plans to make this an annual event with every faculty member having an opportunity to attend.

At the reunion on May 17, 2016, many participants offered to help plan next year's retreat tentatively scheduled for March 2-3, 2017.

I appreciated meeting in small groups to discuss ideas, an overnight to gain perspective.

I enjoyed getting to know faculty from other disciplines and learning new techniques that might be beneficial in my courses.

Teaching Awards 2015

Three (3) faculty members were honored with CETL Teaching Awards and presented at the Kettering University Celebration of Excellence on October 15, 2015. A complete description of the award criteria can be found on the CETL website. Dr. Michael Callahan, Professor of Liberal Studies, led the Teaching Awards Committee to solicit and review nominations for the 2015 teaching awards.

Thirty-five different faculty members were nominated before the deadline of June 1, 2015 and the committee reviewed all applications before deciding on the three winners.

Outstanding Teaching Awards:

Prof. Susan Farhat

Prof. Farnaz Ghazi Nezami

Faculty Distinguished Citizenship Award:

Prof. Stacy Seeley



Photo: Prof. Stacy Seeley with President Robert McMahan



Photo: Prof. Farnaz Ghazi Nezami with President Robert McMahan



Photo: Prof. Susan Farhat with President Robert McMahan

American Society of Engineering Education (ASEE)

CETL supports faculty with interests in educational scholarship and the CETL Director serves as the campus representative to ASEE. There are twenty-eight (28) ASEE members on campus. Seven (7) Kettering faculty and staff attended the ASEE national conference in New Orleans, LA on June 26-29:

Dr. Farnaz Ghazi Nezami
 Dr. Craig Hoff
 Dr. Terri Lynch-Caris
 Dr. L.B. McCune
 Dr. Diane Peters
 Dr. Rebecca Reck
 Dr. Girma Tewolde



The following papers were presented by Kettering University faculty at the ASEE conference:

Ghazi Nezami, Farnaz, Tavakoli, Massoud, Torfeh, Mohamed, *Developing Entrepreneurial Mindset in Industrial Engineering Classes*

Mosyjowski, E., Daly, S., **Peters, Diane,** Skerlos, S., Kaczanowski, M., *Characterizing Research Process Sophistication In Engineering Ph.D. Students and the Influence of Prior Experiences*

Peters, Diane. and Lucietto, A. *A Survey of Types of Industry-Academia Collaboration*

Hein, G., Faas, D., Lucietto, A., Nagel, J., **Peters, Diane, Reck, Rebecca.,** Verstraete, M., O'Bannon, D., *The Changing Role of Professional Societies for Academics*

Peters, Diane, Brelin-Fornari, Janet, Janca, Sheryl, *Addition of Lab Experiences to a Course in Dynamic Systems with Vibration.*

Reck, Rebecca, *Engineering Success: Delivering Your Ph.D. on Time, on Budget and Ready for Your Career*

Hein, G., Faas, D., Lucietto, A., Nagel, J., **Peters, Diane, Reck, Rebecca,** Verstraeten, M., O'Bannon, D., *The Changing Role of Professional Societies for Academics*

Tewolde Girma, *Innovative Course Modules for Introducing ECE to Engineering Freshmen*

Lynch-Caris, Terri, Majeske, K., *Using Experiential Learning to Teach Office Ergonomics in the Undergraduate Classroom*

Lynch-Caris Terri, Pohl, L., *Ergonomics Topics for the Undergraduate Classroom*

Other Educational Publications (Incomplete list)

El-Sayed, Mohamed, *Quality: Identifying, Defining & Measuring It,* Academy of Process Educators, Process Education Conference 2016, Grand Valley State University

Grigg, N., **Rabago-Smith, Montserrat,** and Donovan, S., *Power Collaboration: Learning from "Alien" Faculty,* Poster Presentation at Lilly Conference 2016, Traverse City.

Rabago-Smith, Montserrat and Lynch-Caris, Terri, *The benefits of Faculty Learning Communities across Flint's institutes of higher education.* Kettering University Homecoming Poster Session 2016.

Sanders, Matthew, *Culminating Experiences,* Academy of Process Educators, Process Education Conference 2016, Grand Valley State University.

Appendix: CETL History

CETL is the brainchild of the Kettering University Teaching Fellows, a group of faculty that began discussing the concept of a center in September of the year 2000. This esteemed group established the mission and name of the center, identified goals, proposed services and actions to satisfy the goals, discussed staffing and future issues, and posted an internal job announcement for the Director. Cynthia Finelli was named the first director for the center and a CETL Advisory Board was selected to assist the Director in her duties. Since that time, the center has been directed by a series of faculty members who have continued the ideals of the founding Teaching Fellows.



Mission Statement: To provide resources and opportunities for faculty, staff and students to become better teachers and learners.

Vision Statement: Empowering learners by enhancing faculty prowess.

History of CETL directorship:

- Dr. Cynthia Finelli, Assoc. Professor of Electrical Engineering, became the first CETL Director in January 2001.
- Dr. Daryl Doyle, Prof. of Chemistry, became the Center's Director in July, 2003.
- Dr. Greg Hassold, Prof. of Physics, became CETL's Interim Director in July, 2005.
- Dr. Jacqueline El-Sayed, Prof. of Mechanical Engineering, started as the CETL Director in January 2006.
- Dr. Mark Palmer, Assoc. Professor of Manufacturing Engineering, served as Acting Director between July 1, 2008 and June 30, 2009.
- Dr. Terri Lynch-Caris, Professor of Industrial & Manufacturing Engineering, became CETL's Interim Director on September 1, 2011 and was named the Director in December 2011.

The original CETL office was located in Room 1-336AB on the Kettering campus from 2001-2011. The area continued to serve as a conference center for the Kettering community, served as a library/archives work and storage room and a temporary office for a university phone-a-thon calling campaign. In 2014 it became a permanent office for the FIRST Robotics Community Center.

The CETL Collaboration Room opened in October 2011 in a former classroom (Rm. 3-103 AB) directly across from the Faculty Senate Conference Room. The CETL Collaboration Room is an open, inviting space to promote faculty and staff collaboration over coffee and snacks. Library resources include a collection of journals, books, videos and other materials related to teaching and learning with a LibGuides interface. Online resources are continually updated on the CETL website.

The CETL Director began as a half-time position reporting through the Office of the Provost. In 2012, the CETL organization grew to include First Year Experience (FYE) with a full-time FYE Coordinator. In fall 2013, a part-time CETL administrative assistant was hired. In July 2015 the CETL Director position became full-time and First Year Experience was reassigned. CETL exists with a great deal of volunteer support from faculty, staff and students.

"We are all teachers all the time"