In the past decade CELT has grown significantly in programming, in staff and in faculty participation. From a single program in 2006, we now offer eight core programs.

Our staff has increased from a half-time director to five full-time professionals and four graduate assistants. In the last four years the number of faculty participating in CELT’s programs has grown by over 90% and includes faculty from all of Tufts’ programs and schools.

We thank our administration and faculty colleagues for their ongoing support as we look forward to the next decade.
Over the past decade we have broadened our reach across all of Tufts schools and programs, helping hundreds of faculty members deepen their understanding of learning, reflect on teaching, and transform the way they challenge and inspire students.

“The discussions with the rest of the group help push my thinking about teaching and learning. In particular the different contexts and challenges of the different disciplines really forced me to think outside the box.”

– CELT Fellows Participant, 2015

Selected Workshops for Tufts

By invitation, CELT offered a variety of workshops across departments and schools. Examples include:

• Department of Drama and Dance: Workshop on Learning Assessment and Syllabi
• Sackler School: Assessment of Student Learning
• Public Health and Community Medicine: Facilitating classroom discussion and difficult dialogues; Developing competency statements
• Masters in Conservation Medicine Program: Effective Student Team Collaborations
• New Faculty Orientation: Half-day workshop on Inclusive Excellence for new Arts, Sciences & Engineering and SMFA faculty
• Grafton: Grand Rounds

University-wide Teaching Conference, May 23 – 24

The theme of this year’s Annual Conference on Teaching and Learning was Inclusive Excellence: Teaching and Learning in an Increasingly Interconnected World. The first day, a collaboration between CELT and Educational Technology Services, attracted 145 participants. Day Two, made possible partly through the Davis Educational Foundation in collaboration with the New England Faculty Development Consortium, drew 240 faculty from Tufts and 30 schools across New England.

Teaching@Tufts Website (teaching.tufts.edu)

A collaboration between CELT and ETS, this site features faculty spotlights, research-based teaching strategies, and links to best practices and faculty development programs

Teaching and Learning Engagements (TALEs) Summit

Half-day retreat facilitated by CELT, ETS and the Chief Diversity Officer on the future of TALEs, an initiative of the Provost’s Office

International Reach

We have shared our research and expertise locally, nationally, and internationally.

• Invited Consultation: Kanazawa University, Japan, to consult with senior leadership on the development of a new teaching and learning center.

• Invited Workshop: Ethical Inquiry for faculty from Christian Medical College in Vellore, India

International Visitors: Kanazawa University; Universidad Diego Portales

<table>
<thead>
<tr>
<th>Faculty Participation in CELT Programs by Rank, 2015-2016</th>
<th>Rank</th>
<th>Number of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>42</td>
<td></td>
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<tr>
<td>Assistant Professor</td>
<td>78</td>
<td></td>
</tr>
<tr>
<td>Clinical</td>
<td>8</td>
<td></td>
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<tr>
<td>Research</td>
<td>11</td>
<td></td>
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<tr>
<td>Lecturer/Instructor</td>
<td>82</td>
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<tr>
<td>Professor of the Practice</td>
<td>7</td>
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<tr>
<td>Affiliate</td>
<td>8</td>
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<tr>
<td>Graduate Teaching Assistant</td>
<td>97</td>
<td></td>
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<tr>
<td>Other</td>
<td>6</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>395</strong></td>
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Celebrating 10 Years with CELT

Over the past ten years CELT has developed eight multi-session programs that give faculty the opportunity to explore, in depth, approaches to teaching with colleagues, and reflect on their experiences. Faculty return to CELT to delve more deeply into topics that have captured their imagination.

“One of the best perks of being a part of the Tufts community is being able to attend these faculty development seminars. I very much appreciated the intellectual environment.”

– CELT Fellows Participant, 2015

Faculty Engagement with CELT

<table>
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<tr>
<th>Number of Faculty Participants by CELT Program</th>
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<tr>
<td>Program</td>
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<tr>
<td>CDI</td>
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<td>ALD</td>
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<td>IIA</td>
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<tr>
<td>CELT Fellows</td>
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<tr>
<td>OEA/CELT Scholars</td>
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<tr>
<th>Percentage of Faculty Participation in CELT Programs by School</th>
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</thead>
<tbody>
<tr>
<td>Arts and Sciences</td>
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<tr>
<td>Cummings</td>
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<tr>
<td>Dental</td>
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<tr>
<td>Engineering</td>
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<tr>
<td>Fletcher</td>
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<tr>
<td>Friedman</td>
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<tr>
<td>Medical</td>
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<tr>
<td>Tisch College</td>
</tr>
<tr>
<td>Administration, Tisch Library &amp; Other</td>
</tr>
</tbody>
</table>

Deepening Faculty Engagement

Faculty Learning Communities

Supported by a grant from the Davis Educational Foundation, CELT offers groups of faculty the opportunity to explore and develop best practices in teaching for inclusive excellence.

Course Design Institute (CDI) - January & June, 2016

In this four-day program, faculty actively engage with Tufts colleagues across disciplines as they design a new course or re-design an existing course. A “backward design” model helps faculty focus on essential course goals.

Large Lecture Consortium

Tufts faculty who teach large enrollment courses have many common challenges. Through this consortium they share experiences, strategies and successes and invite guests from other universities to share their innovative practices.

Academic Leadership Development Program (ALD)

Faculty leaders meet for five mornings to develop a support network and explore the tools and skills to navigate the myriad issues that arise with leadership roles. ALD is a collaborative effort between CELT, the Provost’s Office, and the Organizational Development & Training Department/Human Resources.

Mutual Mentoring

CELT offers small grants to participating faculty to develop a broad network of colleagues outside the university to support their research and teaching.

CELT Fellows

During this semester-long seminar, 12 faculty meet twice a month to reflect on learning and teaching. In the past six years, over 120 faculty have participated in the program, creating an increasingly large community of practice.

Institute for Learning Assessment

This four-day program enables faculty to create an assessment plan for their course that will provide them and their students with targeted feedback and information on student progress toward learning goals.

OEA/CELT Scholars

CELT works with OEA to host four morning sessions at Tufts University School of Medicine Campus: Promoting Active Learning Through Learner-Centered Teaching, Peer Observation of Teaching with Collegial Feedback, and Step-back Consultations on Participant’s Teaching Practices.
**Publications, Presentations, and Workshops**


*Blogging Their Way to Understanding Learning*, New England Faculty Development Fall Conference. New England Institute of Technology, East Greenwich, RI

*Challenges to Engaging Faculty in Experiential Education*, 2nd Annual Chief Academic Officer Symposium, World Association of Cooperative Education (WACE), Boston, MA

**Grants and Awards**

Documenting the Impact of Inclusive Excellence Programming, IDEA Educational Foundation grant, $10,000/one year

Annie Soisson was awarded Tuft’s School of Arts and Sciences Multicultural Service Award

CELT staff was awarded Tufts University’s *Champions of Collaboration Award* for successfully building diverse and productive relationships across and beyond the university

**CELT Advisory Board**

Our Advisory Board offers guidance on CELT programs and the Center’s overall direction, and helps promote our services.

- Paul Bergen (ESTS)
- Greg D’Angelo (SMFA)
- Boris Hasselblatt (A&S)
- Jeff Hopwood (Engineering)
- Linda Hudson (TUSM)
- Joyce Knoll (Cummings)
- Keith Maddox (A&S)
- Megan McMillan (SMFA)
- Peggy Morris (A&S)
- Heather Nathans (A&S)
- Norman Ramsey (Engineering)
- Joe Rencic (TUSMI)
- Yun Saksena (TUSDM)
- Ed Saltzman (Friedman)
- Chris Swan (Engineering)
- Roger Tobin (A&S)
- Laura Wood (Tisch Library)

**Service on Tufts Committees**

CELT staff serve on ten Tufts committees that focus on strategic issues related to learning and teaching including faculty development, research, assessment, diversity, and learning space design.