

# CELT

## Center for the Enhancement of Learning and Teaching

108 Bromfield Road  
Somerville, MA 02144  
(617) 627-4000

[celt.tufts.edu](http://celt.tufts.edu) | [celt@tufts.edu](mailto:celt@tufts.edu)



## About CELT

CELT is a division of the Office of the Provost and a university-wide resource that supports faculty to think critically and collaboratively about their teaching. Through a range of services and programs, we provide opportunities for faculty to understand the latest research on teaching and learning, develop new and often innovative approaches to their teaching, and develop assessment strategies for these new approaches.

**DESIGN**

**TEACH**



**ASSESS**



# Communities of Practice

## CELT Faculty Fellows

The CELT Faculty Fellows Program is a semester long opportunity for faculty who would like to reflect more deeply about their teaching. Twelve faculty members meet for eight mornings throughout the semester.

The intent of the seminar is to create a learning community where faculty can reflect on effective teaching to enhance learning.

The agenda for the program is largely based on the needs of each group, and facilitated by a teaching and learning professional. During the eight weeks, participants have the opportunity to have in depth conversations about their teaching, read a common text, share best practices, observe each other in the classroom and give feedback, and research teaching and learning topics to share with each other.

Over the past six years, 72 faculty members have participated in the program, creating an increasingly large community of practice.

*"The best part of the seminar was the opportunity to meet and learn from CELT staff and faculty from across campus who are passionate and dedicated to teaching. The workshop is a highly effective tool for building and nurturing a community of teacher-scholars across the campus."*

*Former CELT Faculty Fellow*

## Course Design Institute

This four-day workshop provides an opportunity to spend concentrated time with colleagues designing a new course or redesigning an already existing course. The “backwards design model” helps faculty focus on essential course goals.

## Learning Communities

As a part of new initiative supported by the Davis Educational Foundation, CELT is forming two faculty learning communities with up to twelve members in each. One community will explore teaching for inclusive excellence, and the second will study and develop tools for managing different dialogues in the classroom.

## Mutual Mentoring

CELT offers small grants to participating faculty to create a network of colleagues outside the university to support their research and teaching. This network supplements the college and department mentoring opportunities already available.

## Office of Educational Affairs (OEA)/CELT Scholars Program

Tufts University faculty are eligible to participate in the OEA/CELT Teaching Scholars Program, which takes place on the Tufts University School of Medicine (TUSM) Campus. Up to 24 teaching faculty are enrolled each session, which takes place over four mornings. Some of the topic areas covered include learner-centered teaching, active learning, peer observation of teaching with collegial feedback, and reflection and analysis of participants' own teaching practices, using the step-back consultation approach.

*“I just have to say (again!) how impressed I am by your passion for the advancement of faculty’s educational skills and the enthusiasm with which you and your colleagues convey this. The availability of the OEA/CELT program is a wonderful “fringe benefit” of being a Tufts faculty member.”*

*- Faculty Participant 2012*



## Discussion Groups

Twice a semester, CELT offers faculty the chance to read a selected book that they receive for free, and to discuss it over tea and lunch with their colleagues. Some of the books we have read thus far include *Leaving the Lectern*, by Professor Dean McManus, and *Learner Centered Teaching*, by Mary Ellen Weimer.

## Individual or Group Consultations

CELT provides confidential consultations to faculty. These consultations can include, but are not limited to, advice about teaching and learning; curriculum and course development; classroom management strategies; ideas for alternative teaching methodologies, and confidential classroom observations and feedback.



## Academic Leadership Development Program (ALD)

The ALD program is a collaborative effort between CELT, the Office of the Provost, and the Organizational Development and Training department / HR. The program provides faculty leaders with the tools and skills to navigate the myriad of issues that arise with leadership roles. Designed for Tufts' academic leaders (academic deans, department chairs, program directors, etc.), the ALD is a five-module program offered in half-day sessions over three months that addresses:

- 1) the role of an academic leader
- 2) the academic leader as university agent
- 3) communication skills and conflict resolution
- 4) managing change
- 5) the leader's role as coach and mentor

Over the past five years, over 100 academic leaders have participated in this program, not only creating a positive culture among academics leaders, but also a community of practitioners who can work across schools.

## Midterm Feedback

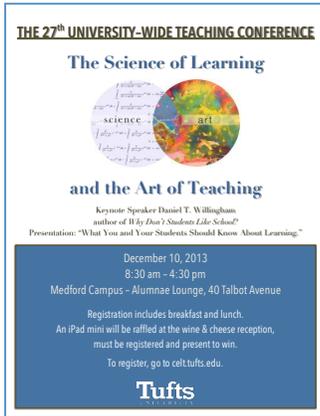
Midterm Feedback sessions are entirely voluntary. When a faculty member signs up, a CELT colleague will go into the course to meet with the students for about 30 minutes with the faculty member out of the room. Students form confidential small group discussions and respond to 3 questions:

- 1) What aspects of this course enhance your learning?
- 2) What aspects of this course could be improved?
- 3) What could you (as a student) do to make the course better for your classmates and the teacher?

CELT staff members correlate the information and produce an anonymous and confidential report for the faculty member. CELT staff share the report during a face-to-face meeting with the faculty member to discuss the results and brainstorm ideas for any changes.

# University-wide

## Events | Supporting Innovation | Committees



### Annual Teaching Conference

Each year, in December, the University-wide Council on Teaching and Faculty Development (UCTFD) co-sponsors, with CELT and ESTS, a conference on teaching and learning. The conference rotates between the Boston, Grafton and Medford campuses. These highly interactive conferences have taken place for twenty-five years, and each year, the attendance has grown.

### Tufts Innovates Support

The Tufts Innovates! seed grant program, an initiative of the Office of the Provost, seeks to spark imaginative ideas to enhance learning and teaching, including approaches that integrate research and are interdisciplinary. CELT assists awardees in developing assessment strategies for their work.

### Committee Representation

CELT is represented on a variety of committees, allowing us to learn about and be connected to efforts that relate to or impact our work, and to help shape those efforts.

University-wide Council on Teaching and Faculty Development (UCTFD)

Tufts Distance Learning Consortium (TDLC)

Learning Management System Steering Committee (LMS/Trunk)

Arts and Sciences Assessment Committee

Arts and Sciences Educational Policy Committee

GIFT Selection Committee

Engineering Faculty Seminar Committee

# Reaching out

## Communication and Publications

To broaden our accessibility, CELT promotes collaborations with other departments, and works to effectively use electronic communication tools and print resources.



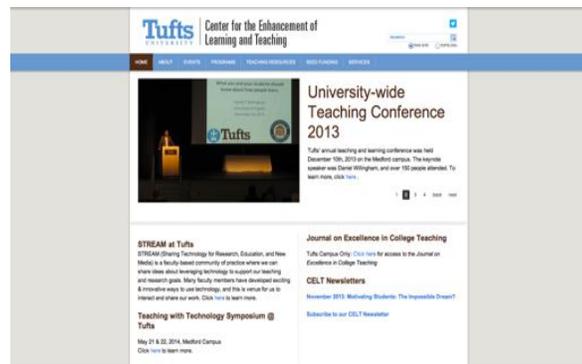
### Teaching at Tufts Website

This website is a collaborative effort between CELT and ESTS. The site is a constantly evolving resource where faculty can find information about teaching and learning best practices. It highlights elements of the teaching cycle (the design, teaching and assessment of courses), videos of Tufts faculty discussing their teaching, technologies available to support teaching and learning, and potential solutions to common teaching challenges. Users are encouraged to offer feedback to improve the site. <http://sites.tufts.edu/teachtufts/>

### CELT Website

The CELT website is often the point of contact for those new to the Center, but also a source of information for returning visitors. On the homepage, we feature rotating stories about faculty from across the university. We host information about all of our programs, resources and services on the website, and highlight non-CELT faculty development opportunities across Tufts as well.

<http://provost.tufts.edu/ceft/>



### CELT Newsletter

The CELT newsletter is published electronically, and currently reaches over 1,000 faculty and staff, including a growing non-Tufts audience. In each issue, we highlight an aspect of teaching that we have taken from our recent conversations with faculty. In addition to offering a brief description of the topic, based on the literature, we try to identify a few practical suggestions for how this might be implemented in the classroom.



### CELT Library

Over time, we have collected what we think are some of the best books on teaching and learning. They cover a wide range of content areas, including teaching in a diverse classroom, active large lecture teaching, effective assessment strategies and more. Books in the collection are available for loan from CELT, and we are always adding to the collection.





**Donna Qualters**  
**Director**  
donna.qualters@tufts.edu



**Alicia Russell**  
**Associate Director**  
alicia.russell@tufts.edu



**Annie Soisson**  
**Associate Director**  
annie.soisson@tufts.edu



**Roberta Sullivan**  
**Program Coordinator**  
roberta.sullivan@tufts.edu

**CELT Board Members 2013:** Ralph Aarons (TUSM), Julie Dobrow (A&S), Nick Frank (Cummings), Roger Tobin (A&S), Linda Hudson, (TUSM), Dominique Penninck (Cummings), Norman Ramsey (Engineering), Laura Rogers (A&S), Yun Saksena (TUSM), Gina Siesing (UIT/ESTS), Evan Simpson (Libraries) (A&S), Chris Swan (Engineering), Jean Wu (A&S)

## Center for the Enhancement of Learning and Teaching



108 Bromfield Road  
Somerville, MA 02144  
(617) 627-4000  
celt@tufts.edu