2022-23
CELT Annual Report

IOWA STATE UNIVERSITY
Center for Excellence in Learning and Teaching
The Center for Excellence in Learning and Teaching (CELT) celebrates its 30th year anniversary in 2023. This 2022-2023 annual report includes recent CELT accomplishments and historical highlights of our center.

**OUR MISSION**

Partnering with educators to advance student-centered learning. We provide evidence-based opportunities to:

- Promote, enhance, and recognize teaching excellence.
- Expand access to online educational experiences.
- Effectively use learning technologies across modalities.
- Develop the scholarship of teaching and learning.

**CELT PROGRAMS**

Supports instructors throughout their career from those new to teaching to experienced teachers who serve as mentors and leaders.

**New to Teaching**
- CELT Teaching Symposium
- Preparing Future Faculty
- Teaching & Learning Academy
- Teaching Partners Program

**Professional Development**
- Active Learning Institute
- Quality Matters Workshops & Certification
- Reading Circles
- SoTL Scholars
- Teaching & Learning Circles: ISU Online Learning Community, Team Based Learning, Discipline Based Research

**Recognition**
- CELT Teaching Briefs
- #CyThx
- Quality Matters Certified Courses

**Funding Opportunities**
- Miller Faculty Fellowship Program
- Miller Open Education Mini-Grants

**Services**
- Pedagogical & Course Design Support
- Teaching Consultations & Observations

**Boards**
- CELT Advisory Board Membership
- Teaching Technology Advisory Committee

**RECENT RECOGNITIONS**

**2020 Exemplary Team or Unit Effort Award**
as part of the COVID-19 Exceptional Effort Awards Program at Iowa State University

One out of 52 recipients, out of 647 nominations, 8% acceptance rate.

**2020 P&S Cytation Award**
for CELT and ITS campus wide adoption of Canvas Learning Management System

**HELPFUL**

RESOURCEFUL

INNOVATIVE

TEACHING

RESPONSIVE

USEFUL

INCLUSIVE

SUPPORTIVE

COLLABORATIVE

ACCESSIBLE

FRIENDLY

CREATIVE

LEARNING

KNOWLEDGEABLE

DEDICATED

ENGAGING

RELIABLE

ORGANIZED

FOCUSED

PROFESSIONAL

ENTHUSIASTIC

WELCOMING

STUDENT-CENTERED
FROM THE DIRECTOR

PARTNERSHIP. QUALITY. GROWTH.
The Center for Excellence in Learning and Teaching was borne out of a collaborative idea of the Faculty Senate and the Senior Vice President and Provost Office to “support our faculty in ways that help them become better, more effective teachers.” While Iowa State University takes great pride in its research mission and commitment as a doctoral-granting research extensive university, we are equally proud of how teaching is at the core of our educational experience. Indeed, the bedrock of a world-class research university is its commitment to enhancing learning in the community of scholars.

In our 30-year history, partnership and quality have been foundational to the Center for Excellence in Learning and Teaching work. The inclusion of scholarship of teaching and learning as a valued component of faculty work, the commitment to creating inclusive classroom environments, and the effective use of technology to enhance student access to educational materials are just several of the ways in which CELT has worked with campus partners to promote, enhance, and support effective teaching. Throughout our time, we have expanded our staff, resources, and offerings in an environment where learning is the ultimate goal.

Beginning in January 2023, CELT grew as an example of Iowa State University’s institutional priority to be the most student-centric research university that fosters lifelong learning. Our expansion focuses on and in the online learning environment, providing consistency for students, support structures for online learners, and new opportunities for programmatic growth, partnership with businesses, and increased access to learners across the state, the region, and the globe.

I am proud of CELT’s accomplishments and excited about our next steps. We are eager to partner with you to continue to be at the forefront of excellence and innovation in teaching and learning practices.

“CELT continues to reach new heights of excellence in supporting our faculty and instructors to provide a world-class academic experience.”

WENDY WINTERSTEEN, PRESIDENT

Excellent teaching is at the heart of Iowa State’s land-grant mission. The role of CELT – preparing current and future faculty to excel as educators – has a profound impact on students and instructors alike, helping prepare each group for lifelong professional success. Congratulations to CELT’s faculty and staff on 30 years of innovation and excellence and thank you for your commitment to the university’s academic programs!

JONATHAN WICKERT, SENIOR VICE PRESIDENT & PROVOST
1993 to 1997
Loren Zachary
Steve Richardson
Fall of 1997

1998 to 2008
Corly Brooke Blahnik

2008 to 2011
Steve Mickelson

2012 to 2017
Ann Marie VanDerZanden

2017 to Present
Sara Marcketti

CELT Advisory Board Chairs Through the Years

2022/23 Steven Lonergan, Animal Science
2021/22 Chris Rehmam, Civil, Construction & Environmental Engineering
2020/21 Jen Van Ryswyk, Human Development & Family Studies
2019/20 Alex Ramirez, Vet Diagnostic & Production Animal Medicine
2018/19 David Cantor, Supply Chain & Information Systems
2017/18 Volker Hegelheimer, English
2016/17 Jared Danielson, Veterinary Pathology
2015/16 Jodi Sterle, Animal Science
2014/15 Rachel Haywood Ferreira, World Languages & Cultures
2013/14 Jay Newell, Greelee School of Journalism & Communications
2012/13 Adam Foley, Curriculum & Instruction
2011/12 Carol Faber, Art & Design
2010/11 John Monroe, History
2009/10 Susan Vega Garcia, Library
2008/09 Cinzia Cervato, Geological & Atmospheric Sciences
2007/08 Steve Mickelson, Agricultural and Biosystems Engineering
2006/07 Amy Slagell, English
2005/06 Jim Pease, Natural Resource Ecology & Management
2004/05 Michael Martin, Landscape Architecture
2003/04 Amy Slagell, English
2002/03 Michael Martin, Landscape Architecture
2001/02 Kay Palan, Marketing

House Officers are critical members of the Lloyd Veterinary Medical Center that selflessly give all their time and talents to not only provide outstanding care to clients and patients, but to also be part of the team that trains the next generation of veterinarians. What they do to help ISU OVM meet its teaching mission is incredible!!

Dr. GT is such an important part of keeping our program strong and vibrant. She places students at the center of everything she does, and she is still a kind and friendly ear when you need something. Dr. GT is a big part of why I feel a part of a community.

Dr. Thuo is an excellent professor and mentor and a valuable member of ISU. He always makes time for students to answer questions and ensure they truly understand the material...he has always maintained the expectation that his students will all one day reach farther than himself.

Dr. Bundy has been there for me through everything. She is kind, understanding, thoughtful, compassionate, warmhearted. She checked in with me when my grades started to drop, she listened to me and helped me drop classes...You can tell that she genuinely cares about her students.

Kathy is always so helpful when it comes to the job hunt and just career advice in general. When you set an appointment with her, she takes that time seriously, and you have her full, undivided attention. Kathy listens to what you say and gives meaningful feedback. You really can tell that she wants you to succeed.

Kathy Wieland, Associate Director Career Services, IVY BUS

Nicci has a way of making anyone feel welcomed around her. Her passion for her job and the ISU community is palpable and it spreads to those that are around her. Whenever I leave Nicci’s company, I leave a happier person and for that, I feel valued.

Nicci Port, Diversity, Equity, and Inclusion

Things have been really hard in my life recently… Dr. Bundy has been there for me through everything. She is kind, understanding, thoughtful, compassionate, warmhearted. She checked in with me when my grades started to drop, she listened to me and helped me drop classes...You can tell that she genuinely cares about her students.

Jennifer Bundy, Assistant Professor, Animal Science, CALS

To celebrate effective teaching, advising, and mentoring, CELT partners with Graduate and Professional Student Senate, ISU Learning Communities, Multicultural Student Affairs, Student Engagement, Student Government, and Student Union Board for our annual recognition project, #CyThx.

In 2022, our fifth year, we encouraged all Cyclones to send a shout-out to anyone they appreciate at Iowa State and over 800 entries were received!
The Annual Inclusive Classroom training resulted in 2019 from the ten actions outlined in President Wintersteen’s message that CELT will “… conduct annual training for faculty in each academic department on the importance of, and approaches to, creating an inclusive classroom environment.”

CELT models inclusive and effective teaching practices. Key attributes of the training include:

- Research-based, data-driven content
- Transparency of learning objectives
- Use of a flipped classroom approach
- Effective use of our Learning Management System: Canvas
- Multiple modes of delivery (e.g., text, video)
- Training in every department (n = 63)
- Faculty discussion and reflection
- Cross-campus partner collaborations, particularly in the Division of Student Affairs
- Resources, strategies, tools for future exploration and implementation

Recognized why teaching inclusively is important.

Identified course-specific improvements to foster inclusive teaching.

Recognized how a sense of belonging can foster inclusive teaching.

Identified strategies to make a syllabus matter to students.

Faculty completed a post-workshop survey to inform CELTs continuous improvement and reflect on their experience, AY 20-21 (n = 1,313), AY 21-22 (n = 1,138), and AY 22-23 (n = 1016).

Reflective comments supported the efficacy of the training approach and content focus.

Course Specific Improvements – Review and New Insights

- “Sharing basic needs statement in my syllabus. I have struggled for a while in regards to food security, especially having kids. I think it would have meant a lot to see such a statement in a syllabus of any of the courses I am taking.”
- “I think I was thinking about it in too broad of terms and thinking that I needed to make sweeping changes, but realize that doing small things can really contribute to an inclusive classroom.”

Student Support Resource Identification

- “I was familiar with the Dean of Students, but the whole Division of Student Affairs is new to me, including all of the services they provide, ranging from academic to personal. I will notify my students of these resources in the syllabus and in class.”
- “We have a lot more support with help from campus than I thought.”

Syllabus as an Inclusion Tool

- “The course syllabus is not just a one-time event but a true guide to student success.”
- “Small, mindful changes to a syllabus matter to students.”

CELT SCHOLARSHIP


Instructor Development

PREPARING FUTURE FACULTY

Over the past 20 years, the Preparing Future Faculty Program has provided graduate students and postdoctoral fellows interested in academic careers with mentored professional development opportunities that prepare them to launch successful academic careers. Goals of the program include determining the type of institution that meets each participant’s personal and career goals, learning from expert panelists and guest speakers, developing an application and teaching portfolio, and practicing their instructional and communication skills as they prepare for their futures. Each phase of this program involves working closely with a faculty mentor who provides essential field- and course-specific guidance. These individually tailored experiences enable participants to receive certificates in Preparing Future Faculty that are noted on their transcripts, and access to earning certificates from an international network of scholars through the Center for the Integration of Research, Teaching and Learning.

PFF DIRECTORS
Donna Kienzler 2002 – 2010
Holly Bender 2010 – 2019
Clark Coffman 2019 – Present

PROGRAM SPECIALIST
Karen Menzel 2002 – Present

STUDENT ENGAGEMENT
Introductory Seminar (Gr St 585) 2022: 47 2002: 1087
Intermediate Seminar (Gr St 586) 2022: 36 2002: 727
Teaching Practicum (Gr St 587) 2022: 18 2002: 403
Independent Study: Career Development (Gr St 588) 2022: 28 2002: 326
STUDENT ENGAGEMENT TOTAL 2022: 129 2002: 2549

FACULTY ENGAGEMENT
Faculty Mentoring 2022: 129 2002: 2549
Faculty-Staff expert Presentations and Panelists 2022: 45 2002: 1055
FACULTY ENGAGEMENT TOTAL 2022: 174 2002: 3604

Corly Brooke, Professor of Human Development and Family Studies, is appointed as the second CELT director (1998–2008). Brooke co-leads the Learning Communities across campus. Learning Communities are co-administered by CELT from 1998 to 2015.

PFF played such a positive and significant role in my professional development and I am deeply grateful. I wanted to let you know that I have accepted a tenure-track position as an Assistant Professor beginning this Fall semester. I am excited about this opportunity and think that it is a great fit for my interests and skill set. I could not have secured this position without the training that PFF provided. The lessons on the interview process and contract negotiation were particularly valuable.

PFF ALUMNUS

CELT adopts the national Preparing Future Faculty (PFF) program with coursework designed and delivered to help graduate students make the leap from school to faculty careers.
SoTL

The Scholarship of Teaching and Learning (SoTL) provides an avenue for faculty members to investigate their teaching practices through systematic and research-based inquiry. SoTL is more than excellent teaching; it involves a systematic, intentional process of examining teaching and learning and making those findings public. Through the practice of SoTL, faculty bridge the institutional values of teaching excellence and research excellence and is a powerful way to enhance student learning and success.

Since 2010, CELT staff have analyzed the curriculum vitae (CVs) of successful cases of promotion from assistant to associate and associate to professor. Fifty percent of the faculty members were engaged in SoTL as part of their P&T activities, and SoTL activity represented 10% of all scholarship created between 2010-2021. The results indicated that SoTL activity of any kind (i.e., one or more artifacts) is more common among those earning full professor than those earning associate professor. However, the quantity of SoTL artifacts was greater for associate professors (n = 2,085) than professors (n = 2,011).

SoTL is acknowledged in the Faculty Handbook as a valuable part of a faculty member’s scholarship responsibilities. The Center for Teaching Excellence (CTE) is renamed the Center for Excellence in Learning and Teaching (CELT). The Learning Technologies group is moved from Information Technology Services to CELT. Teaching Partners Program, a cohort-based teaching and learning community, is created, supplementing departmental mentoring, pairing a new instructor with a senior instructor from a different discipline who is a successful and experienced teacher.

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Course Design & Quality

COURSE DESIGN INSTITUTE

Course Design Institute (CDI) has grown from 20 instructor attendees who met in person to redesign their courses to a biannual online event with up to 50 instructor attendees. Each event includes 4 interactive hands-on sessions led by recognized ISU’s educators who initiate conversations on course design topics from course alignment to inclusion and belonging.

CDI models design and delivery by offering an asynchronous component of the event, where participants engage with the activities and material in a Canvas course much like their students do. This has helped to create awareness and helped the participating instructors to see the student perspective.

Each CDI takes four days and contains one 90-minute session per day, plus a 30-minute Q&A with the presenter regarding their topic of presentation.

In Summer 2022, in partnership with ISU’s session leaders, CDI was delivered internationally for Ukrainian educators at Nizhyn State University.

SOME BENEFITS FROM PARTICIPATING IN CELT’S CDI:

- Following each synchronous session, you may join an optional 30-minute conversation for sharing large-enrollment course teaching tips.
- Access to the CDI Canvas course with additional resources directly applicable to your teaching and student learning.
- Ability to schedule 30-minute individual consultations with CELT instructional designers on your course design specifics throughout the CELT Winter CDI.
- Receive a certificate of completion and recognition of participation shared with their department chair(s).
- Customize your Canvas course using the highly adaptable ISU Template in preparation for the coming semester.
- Align your course design using the CELT-supported tools.

Generally I am learning so much about how I can improve the design of my courses. I have long felt the need to do this and this course is providing me a lot to work with to improve in a very structured way. Much of the focus on student centered design is already in alignment of my own teaching philosophy which is very reassuring!

CDI ALUMNUS

Steve Mickelsen, Professor of Agricultural and Biosystems Engineering, is appointed as CELT’s third director (2008-2011).

CELT co-administers with the Graduate College the 25-university CIRTL network in support of evidence-based teaching, learning communities and learning through diversity. BlackBoard Learn is adapted as the campus-wide learning management system (2011-2016).

Team-based learning programming, workshops, and training are provided across campus.
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Home to the Midwest’s leading university

CELEBRATING 30 YEARS

RUSSIA TODAY | RUS 375
Olga Mesropova | Certified in 2022

INTRODUCTION TO COLLEGE LEVEL RESEARCH | LIB 160
Rano Marupova | Certified in 2022

HEALTH COMMUNICATION | COMST 450
Katherine Rafferty | Certified in 2022

THEORETICAL FOUNDATIONS OF SUPPLY CHAIN MANAGEMENT | SCM 601
Dave Cantor | Certified in 2022

DRESS, APPEARANCE, AND DIVERSITY IN SOCIETY | AMD 165
Kelly Reddy-Best | Certified in 2022

FUNDAMENTALS OF PUBLIC SPEAKING | SP CM 212
Erin Doran | Certified in 2021

TECHNICAL COMMUNICATION | ENGL 314
Katharine Fulton | Certified in 2021

EVENT, HOSPITALITY, AND APPAREL/RETAIL | AESHM 365
Eric Olson | Certified in 2020

PURCHASING AND SUPPLY MANAGEMENT | SCM 563
David Cantor | Certified in 2020

BUSINESS COMMUNICATION | ENGL 302
Katharine Fulton | Certified in 2020

PRECONSTRUCTION PROJECT ENGINEERING AND MANAGEMENT | CE 501
Jennifer Shane | Certified in 2019

PERSONAL AND FAMILY FINANCE | HDFS 283
Jeanna Nation | Certified in 2016

CASE STUDIES IV: EMERGING AND EXOTIC | VMPM 378
Gayle Brown | Certified in 2015

QUALITY MATTERS

Since 2013, 14 ISU’s courses have been recognized by Quality Matters™ peer review process that means a course has met rigorous, research-based standards for quality online course design. Over 450 Iowa State faculty have engaged with CELT’s Quality Matters™ workshops, certifications and other professional development events.

“...I actively collaborate with CELT staff to design and create online team-based learning (TBL) courses for review by a team of QM faculty consultants. CELT staff are instrumental in my effort to prepare my courses for external review. They provide the encouragement and support needed to help me meet QM’s certification standards.

DAVID CANTOR, PROFESSOR, SUPPLY CHAIN MANAGEMENT

Award-winning Faculty Series where ISU faculty who have earned teaching accolades share their knowledge with other instructors begins.

ISU’s Presidential Flipped and Hybrid Course Initiative provides nearly $262,000 in one-time grants to begin converting more than 80 courses delivered in a traditional face-to-face format into a variety of flipped classroom approaches.

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CELT THROUGH THE YEARS

2012

The Morrill Professorship had its genesis in CELT and later the Faculty Senate.

2014

CELT creates an Online Learning Innovation Hub to spur the development and use of online and blended learning approaches.

2015

A university-wide inclusive classroom taskforce helps develop a 3-hour framework and training for campus.
Canvas, Iowa State University’s learning management system provides a centralized resource for sharing course materials, providing an up-to-date gradebook and easy-to-use tools for communication and collaboration between students, instructors, and teaching assistants. Every course at Iowa State University includes a Canvas course presence.

Covid-19 impacted life in every way, including how we learned and taught. The growth of online sections, curated resources, and partnerships across campus, demonstrated the many ways CELT helped to support campus.

In March 2020, there were 2,200 sections of courses Canvas. By April 2020, less than one month later, the number nearly tripled to 6,200 sections of courses.

The ISU Course Template containing the fundamental components for a quality online course was shared with campus, allowing for an accessible, easy to use, and branded Iowa State University online course experience.

CELT updated and created hundreds of website pages including, but not limited to, the “Quick Start Guide” with detailed information to help instructors new to online teaching succeed.
MILLER FACULTY FELLOWSHIP

In 1996, the fellowship was established from the F. Wendell Miller Trust. It provides competitive funding for faculty members to:

- develop new approaches to teaching of existing undergraduate courses or to develop entirely new courses that will enrich the undergraduate experience.
- enhance scholarly work in the undergraduate academic programs.
- develop innovative approaches to enhance student learning.

Since its inception, the fellowship has dispersed over $4 million dollars to more than 220 projects, supporting nearly 800 faculty recipients giving this program University-wide student impact.

Robert Whitehead, Associate Professor, Architecture

My career as an instructor and scholar in architecture has greatly improved thanks to CELT. Over the last 15 years CELT has provided me with funding for research, workshops for instructional enhancement, and an opportunity to lead a fellowship focused on high-impact practices. Through the years, I’ve learned many useful tactics about learning and teaching but I think the most enduring quality I appreciate is the manner in which holistic values of humanity, empathy, and inclusion are embodied in the work.

Abram Anders, Associate Professor, English

Thanks to CELT, our program has been able to innovate for impact! This past academic year 5120 Iowa State students took redesigned ENGL 150 and ENGL 250 courses as part of a Miller Grant Fellowship Award project that I co-led with Amy Walton. Our results show that students in these courses experienced statistically significant growth in their levels of strategic mindset, psychological capital, and situated academic writing self-efficacy. These capacities have been directly linked with student retention, academic performance, and lifelong professional success. We are so excited to continue this work which benefits nearly all Iowa State students and to publish our remarkable research findings.

74% Fellowships resulted in sustained curricular changes.

72% Fellowships resulted in at least one conference presentation.

CELT has been a unique source of support for a broad spectrum of ISU faculty, staff, and students. ISU owes part of its excellence to centers like CELT, which bring the latest learning and teaching methodologies to the campus.

Behrouz Shafei, Associate Professor, Civil, Construction & Environmental Engineering

CELT has the best trainers! My teaching has benefited greatly from all types of courses they provide.

Shuyang Gu, Assistant Professor, Agricultural Education & Studies

CELT has been a long track record of being a trusted partner and powerful campus leader when it comes to curricular improvement. CELT’s approach has always been characterized by listening carefully to stakeholders, providing a high level of expertise, and providing services that are designed to be perfectly suited to the needs of ISU stakeholders.

Jared Danielson, Senior Associate Dean, Veterinary Medicine Administration

A puppy calmly sits while training to be a service dog during the Miller Faculty Fellowship (2018-19) poster presentation, “Practical experience on service dog behavior and training science” from Mariana Rossoni Serao, Animal Science (CALS); and Jodi Sterle, Animal Science (CALS).

The College of Veterinary Medicine Clinical Skills Lab (CSL) began with a Miller grant of $14,920. As a result of this support and the original seed money provided by the grant, additional funds of over $320,000 have been garnered from departmental, college, student organization, and private donor sources.
Iowa State Online, the newly formed unit within the Center for Excellence in Learning and Teaching (CELT), officially launched on January 3, 2023. The new structure centralizes expertise in online learning and delivery across campus into a single service center. Iowa State Online will partner with colleges and departments to provide consistent marketing and branding, student support, and new online program development for Iowa State University online programs. Iowa State Online will be a central point of contact for prospective students exploring online programs at Iowa State University.

Iowa State Online will help CELT fulfill its mission of increasing access to consistent, student-centered learning experiences at Iowa State University. As a unit of CELT, Iowa State Online will serve faculty, staff, students, and industry partners to increase access to knowledge through an exceptional online learning experience.

It is an honor to serve as the inaugural director for Iowa State Online and work with this talented team. This has been several years in planning and I’m excited to see it come to fruition.

SUSAN WOHLSDORF-ARENDT, DIRECTOR, IOWA STATE ONLINE

During the Covid-19 pandemic, CELT helps ensure 100% of all online learning-appropriate courses are migrated online through Canvas, video conferencing, or other means. Iowa State Canvas course template disseminated.

CELT expansion and Iowa State Online launch emphasize the importance of quality and growth in online teaching and learning environments.

ChatGPT Teaching Talk Series garners over 500 registrants.

An inaugural set of peer-reviewed Teaching Briefs authored by ISU faculty are shared with the campus community.

The Graduate Student Teaching Certificate administered by CELT transitions to the School of Education.

The partnerships continue!
# 2022/23 CELT Advisory Board

Steven Lonergan (2023), Chair, Animal Science / Agriculture and Life Sciences  
Andrea Quam (2024), Vice Chair, Graphic Design / Design  
Evrim Baran (2023), School of Education / Human Sciences  
Sarah Bennett-George (2023), Faculty Senate President-Elect, Apparel, Events, and Hospitality Management / Human Sciences  
Christine Denison (2025), Accounting / Business  
Jesse Garrison (2023), Librarian / Library  
Shan Jiang (2025), Material Science and Engineering / Engineering  
Adam Lawrence (2022), Graduate Student Representative  
Sara Marcketti, Director, CELT  
Melissa Tropf (2023), Veterinary Clinical Sciences / Veterinary Medicine  
Jennifer Van Ryswyk (2023), P&S Representative, Human Development and Family Studies / Human Sciences  
Brett VanVeller (2023), P&S Representative, Human Development and Family Studies / Human Sciences  
Amanda Winters (2023), Graduate Student Representative  
Tianshu Zheng (2025), Apparel, Events, and Hospitality Management / Human Sciences  

**Ex-Officio Board Members**  
Sharron Evans, Associate Vice President for Student Affairs and Dean of Students  

**CELT Faculty Fellows**  
Clark Coffman, Graduate Student and Post Doc Development; Genetics, Development, and Cell Biology  
Cindy Haynes, Scholarship of Teaching and Learning (SoTL); Horticulture  
Monica Lamm, Faculty Development; Chemical and Biological Engineering  
Megan Myers, Active Learning and Community Engagement; World Language and Culture  

**CELT Faculty Affiliate**  
Meghan Gillette, Team-Based Learning; Human Development and Family Studies  

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**Iowa State University**  
Center for Excellence in Learning and Teaching  

www.celt.iastate.edu