



The Centre for the Advancement of Teaching and Learning

2023 Annual Report



University
of Manitoba

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Message from the Director, Dr. Erica Jung



Many years ago, I had a defining moment in my approach to accessibility and inclusivity. I had organized an event where a guest used a mobility device. We had not been informed in advance, however, with some effort, the venue was converted to become accessible. At first, I wondered why the guest had not informed us but in speaking with the guest, I was made aware that they do not ask for accommodations because they expect that to be incorporated into the planning of any public event. Accessibility and inclusivity should be the default. At CATL, we continue our efforts to make all events, materials, spaces accommodating and accessible for as many people as possible.

CATL also supports many faculties with their curriculum renewals which is an ideal time to keep accessibility and inclusivity at the front of everyone's mind. We are also proud to share our commitment to justice and inclusivity in the projects we support across the university and the gatherings and events we planned and hosted in 2023. Our approach to accessibility and inclusivity is informed by our commitment to Indigenous ways of knowing and being and our commitment to reconciliation. We want to thread this throughout teaching and learning as we support faculties.

Our vision at The Centre for the Advancement of Teaching and Learning is to ensure that every teaching experience at the University of Manitoba is optimized for learning. We are committed to inclusivity, accessibility, justice and reconciliation in the work that we do.

Message from the Vice-Provost (Teaching and Learning), Dr. Mark Torchia



When I think back on 2023, the phrase that comes to mind is "teaching excellence." The Centre's mandate, workshops, consultative and technology services, and spaces are directly geared to supporting our amazing instructors and for creating a culture of teaching excellence at UM. It is always a honor to be able to support and promote teaching excellence at UM. Related to the Scholarship of Teaching and Learning, the Office of the Provost and Vice-President (Academic) provided dedicated funding to faculty involved in the scholarly activity of studying and interrogating their own teaching through the Scholarship of Teaching and Learning (SoTL) Support Fund. SoTL Developers at The Centre help instructors along their SoTL journey. We also sponsor the amazing Students' Teacher Recognition Reception (STRR) where university students honour two teachers: one who affected their educational life in elementary school and one who helped them in their university journey. This event evokes strongly positive and often very emotional reflections by students

about teachers that have changed their lives. Lastly, the UM-wide Teaching Awards (The Dr. and Mrs. H.H. Saunderson and The Olive Beatrice Stanton Awards for Excellence in Teaching) are the highest awards given at UM for excellence in teaching – nominees and award winners are not only incredible instructors but have also demonstrated a commitment to mentoring and leading. We are excited to share The Centre's Annual Report and all the amazing efforts our staff made toward supporting instructors and fostering teaching excellence at UM in 2023. We look forward to an even more exciting and engaging 2024.

Fostering the development of teaching expertise

Our goal continues to be that every teaching experience at the University of Manitoba is optimized for learning. Over the past year we've worked to provide leadership, expertise and support for the teaching and learning mission of the University of Manitoba.

Teaching development

Our foundational and specialty workshops continued to generate discussion related to classroom best practices on a wide range of topics. We offered 241 initiatives from January to December 2023, with an overall attendance of 2,571 participants. This total is derived from 858 individuals who attended a workshop/initiative (569 faculty members, 102 students, 187 did not indicate).



241
workshops/initiatives



2,571
overall attendance

The Centre's workshop attendance at a glance (January - December 2023)

Faculty/Unit	Faculty Members	Graduate Students	NR or NA*	Total
Asper School of Business	20	5		25
Clayton H. Riddell Faculty of Environment, Earth, and Resources	9	4		13
Extended Education	13			13
Faculty of Agricultural and Food Sciences	47	8	2	57
Faculty of Architecture	14		1	15
Faculty of Arts	75	13	12	100
Faculty of Education	14	16		30
Faculty of Kinesiology and Recreation Management	7	1	8	16
Faculty of Law	8		2	10
Faculty of Science	30	3	1	34
Faculty of Social Work	12	5	1	18
Libraries	7			7
Desautels Faculty of Music	18	1	1	20
Price Faculty of Engineering	16	11		27
Rady Faculty of Health Sciences	148	19	7	174
School of Art	8	1		9
Student Affairs			15	15
The Centre for the Advancement of Teaching and Learning			20	20
External to U of M			67	67
International College of Manitoba			12	12
Manitoba Flexible Learning Hub partner			14	14
Other	123	15	24	162
Total	569	102	187	858

*NR = Not reported, NA = Not applicable

Here is the [full list of 2023 workshops/initiatives](#) hosted by The Centre.

Curriculum renewal

Curriculum renewal is an intensive two-year process of redesigning an existing curriculum after a critical examination of the program. The aim is to create significant changes for improvements and innovations. In 2023, we continued the curriculum renewal process with the Dr. Gerald Niznick College of Dentistry and School of Dental Hygiene and began a curriculum renewal journey with the Desautels Faculty of Music. We published a [curriculum renewal handbook](#) and are working towards a larger web presence for curriculum renewal.

Graduate Teaching Program

In 2022, we accepted our last cohort of graduate students into the Graduate Teaching Program (GTP) before beginning a thorough program redesign throughout 2023. There were 47 GTP workshops and institutes offered in 2022. The previous GTP program accepted 25 students per intake, and there were three intakes per year. Students could take up to two years to complete the program. Inspired by the benefits of micro-credentialling, in 2023 we transformed the GTP into a series of badges that can accommodate up to 200 students per term. This redesigned program makes it easier for graduate students to start and complete the program while respecting the demands of their graduate work. The new GTP program launched in January 2024, and there are 140 students currently enrolled.

micro-credentialling
for a better user experience



140
students currently enrolled

The Graduate Teaching Program offers a comprehensive journey for aspiring educators, with modules to provide participants with foundational knowledge, skills and values crucial for meaningful teaching in higher education. The GTP program is designed for current UM graduate students who are new to teaching or new to teaching in Canada, and who are looking to develop a good foundation of teaching knowledge and practices. The program is fully online and primarily asynchronous with a few synchronous sessions. We expect that graduate students can complete the program within a year, with a final capstone project where participants identify the learning that is most important for their goals.

Publications

Centre staff continue to participate in teaching and learning scholarship. View the [full list of publications](#) authored by Centre staff in 2023.

Expanded support for Rady Faculty of Health Sciences

Curriculum renewal

In 2023, The Centre continued to support the Dr. Gerald Niznick College of Dentistry and the School of Dental Hygiene with their curriculum review and renewal. As part of their curriculum renewal process, we did an environmental scan of three dentistry schools, two in the U.S. and one in Canada: North Carolina, University of Pennsylvania and Dalhousie. Our team spoke to deans and heads of curriculum at these schools to create a report detailing how institutions are renewing their dentistry curriculums.

Workshops

We continue to offer Centre workshops and custom workshops for Dentistry, Dental Hygiene, Nursing and Midwifery.

- Knowledge Transfer 101 × 2
- Advanced Knowledge Transfer × 2

These two workshops were based on our consultations with the College of Dentistry and came about from the renewal we were facilitating.

Midwifery preceptorship support

In late 2023, the Bachelor of Midwifery (BMid) program reached out to us to offer preceptorship workshops. The goal was to help practicing mentors impart theoretical skills in practical settings. The workshops were offered online and will be offered again. The workshops have led to a larger partnership between the Midwifery program and The Centre to develop an asynchronous preceptorship program, similar to the Graduate Teaching Program. The Centre also created a preceptor feedback survey to collect program evaluation information to help the BMid program understand the needs of preceptors.

Bachelor of Nursing expansion project

In 2023, The Centre supported the College of Nursing with their Bachelor of Nursing expansion project. We completed the first round of data collection for a report that was delivered in 2024.

Supporting the Rady Office of Equity, Access and Participation

At The Centre, we supported the Office of Equity, Access and Participation with their learner diversity analysis, reporting and recommendations and revised the learner diversity survey for the 2023-2024 school year.

Supporting the Bachelor of Pharmacy PharmD Bridging Program

We worked with the College of Pharmacy to align their bridging program. The College of Pharmacy recently introduced a Doctorate in Pharmacy. The bridging program would help pharmacists who graduated with a Bachelor of Pharmacy in the last five years to bridge to a PharmD degree.

The College of Rehabilitation Services (CoRS)

In 2023, The Centre worked closely with the Department of Occupational Therapy within the College of Rehabilitation Sciences. We helped them explore classroom observations, working with them in developing a mentorship program. We also worked with them on a plan to evaluate their rubrics and classroom observations to make both of these more inclusive.

Rady campus office

We now have an office and a regular presence at the Rady campus. Consultations are available by appointment in Room S204B, Medical Services Building, 744 Bannatyne Avenue on Mondays, Wednesdays and Thursdays.



Experiential Learning

The Office of Experiential Learning (OEL) at The Centre supports the integration and enhancement of experiential learning in academic courses and programs. In 2023, The OEL launched two new initiatives: The Experiential Learning Community of Practice and The Experiential Learning Institute. The same year, the OEL hosted the TLC Teaching Cafe: Journeys into Experiential Learning and collaborated with Student Affairs to create a Competencies Framework for UM.

Experientially Speaking and The Experiential Learning Gathering

In 2023, the OEL began building faculty engagement and exploring effective delivery models for a future experiential learning community of practice. To that end, two pilot projects were launched: *Experientially Speaking* and *The Experiential Learning Gathering*.

Experientially Speaking was a monthly, online conversation series where faculty, instructors and staff explored emerging trends, challenges and opportunities related to curricular experiential learning.



71

faculty, instructors, and staff registered for the *Experientially Speaking* series.

Topics for the *Experientially Speaking* series included:

- Session 1: Indigenous Pedagogies and Experiential Learning
- Session 2: A.I. and Experiential Learning: The Good, the Bad, and ChatGPT
- Session 3: Experiential Learning in the Time of Crisis

The Experiential Learning Gathering was launched to provide faculty and instructors a space to build relationships, share experiences, and contribute to the growth of experiential learning at UM.

The first *Experiential Learning Gathering* took place on May 2, 2023, and brought together 32 faculty members, instructors and staff from across UM.

Experiential Learning Institute

The first Experiential Learning Institute was launched in 2023. It took place over three days and focused on the design of experiential learning activities for academic courses. Twenty instructors registered to learn about the five elements of experiential learning design—preparation, experience, reflection, assessment and iteration—and had the opportunity to apply them to their unique teaching contexts.



Teaching Café 2023 – Journeys into Experiential Learning

In 2023, the Office of Experiential Learning collaborated with the Teaching and Learning Certificate (TLC) Program to host the 2023 Teaching Café, entitled “Journeys into Experiential Learning.” Four UM panelists shared a variety of time-tested approaches that empower students, provide them with autonomy and real-world skills, and help them to recognize and reflect upon failure as a valuable learning tool. Sixty-nine instructors attended the Teaching Café.

UM Competencies Framework

The [UM Competencies Framework](#) was designed to help students identify and articulate the competencies (knowledge, skills and dispositions) they acquire throughout their education. The framework is strengths-based and uses language to help students intentionally guide their learning and gain insight into and reflect on their abilities. These competencies can be developed and applied in different areas of their work and life.

Developed in collaboration with Student Affairs, the framework was finalized in 2023 and presented to Senate for review.



Manitoba Flexible Learning Hub

The Manitoba Flexible Learning Hub (MB Hub) is a shared resource for post-secondary instructors in Manitoba that operates out of The Centre for the Advancement of Teaching and Learning. The MB Hub provides services to partner instructors and departments through improvements in both the quality and quantity of higher education online and blended courses in Manitoba and the use of technology within teaching and learning.

In January 2023, the MB Hub hired JJ Cloutier, an experienced communications professional with extensive experience in accessibility, as their Digital Content Coordinator. JJ's work includes identifying, leading and promoting various project and operational communication needs for online higher education in Manitoba across the MB Hub's partner institutions. In 2023, the MB Hub created and distributed seven newsletters to over 200 instructors for online, blended and distributed learning courses, and published eight new resource pages on its website.

The MB Hub launched two new instructor services in 2023:

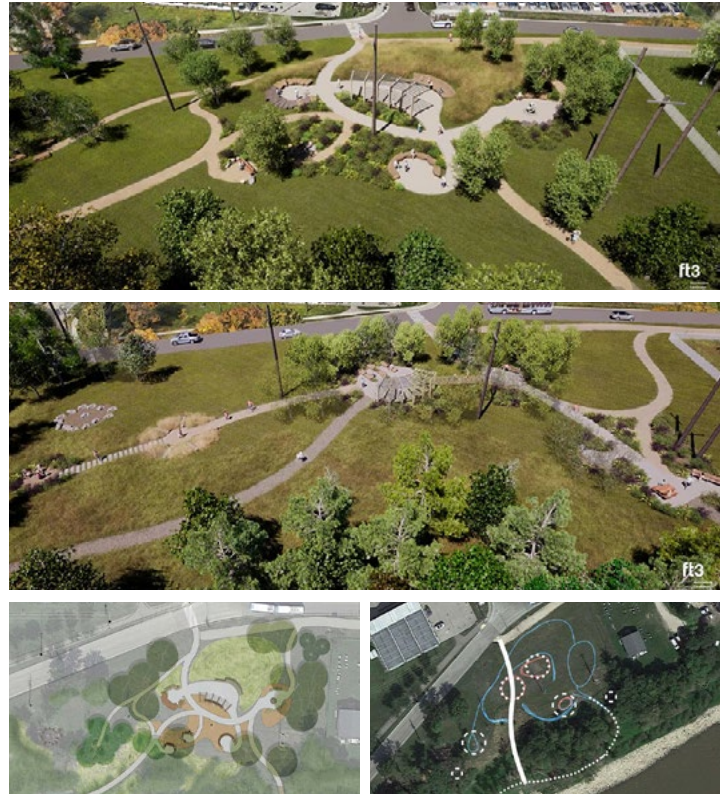
- Panorama accessibility consultations, a service where an instructional designer helps instructors evaluate the accessibility of their courses using the Panorama accessibility tool, and
- Quality Matters Syllabus Alignment Consultations, a service where the MB Hub's instructional designer helps instructors align their courses with the [Quality Matters](#) rubric.

Supporting teaching and learning across campus

The Garden for Wellbeing

Nestled between the Red River and Freedman Crescent, the Garden for Wellbeing will be a unique, accessible and inclusive landscape that nurtures community mental health and wellbeing on the Fort Garry Campus. Designed to prioritize Indigenous Planning and Design Principles and community consultation, the site will be open to the UM community and the public and will connect to walking and cycling paths in the area.

The Garden for Wellbeing will provide opportunities for self-reflection, contemplation and connecting with the land, in a safe, accessible and sustainable space. After the project lay dormant during COVID, we were able to begin planning and consultations for the Garden for Wellbeing Project. The project is made possible through a 2019 UM Success Through Wellness Grant. The initiative is led by The Centre for the Advancement of Teaching and Learning, Office of Sustainability, Strategic Communications, and Architectural and Engineering Services in close collaboration with the Indigenous Stewardship Committee. The Garden is slated to be built in 2025 and 2026.



The Garden for Wellbeing conceptual renderings

Immersive virtual reality training program for postsecondary educators

Led by Dr. Brenda M. Stoesz, the Science of Teaching and Learning team is developing a communications workshop that features an opportunity to use virtual reality. "Effective communication: How to have better conversations with your students," will be a workshop available to all instructors to help them have better conversations with students, slated to be available in September 2024.

Over the course of the program, participants will explore effective communication techniques that are applicable to various educational contexts. Participants can practice these skills in a safe, judgment-free environment that incorporates role play as well as virtual reality simulations before applying them in teaching and learning environments.

Our commitment to justice

At The Centre for the Advancement of Teaching and Learning, we work to weave justice into everything we do. Our commitment to justice in 2023 was reflected in our first Reconciliation Action Plan and supporting campus-wide justice initiatives.

The Centre for the Advancement of Teaching and Learning Reconciliation Action Plan

Institutions need to change for them to be culturally safe. To foster meaningful change, The Centre honours that truth needs to come before reconciliation. In our 2023 Reconciliation Action Plan, we dedicated the year to focusing on truth. The plan outlined the work we have done towards reconciliation and charts a path forward through:



Listening to truth



Creating and valuing relationships



Sharing knowledge and creating shared knowledge

The Reconciliation Committee was formed in 2023 to keep The Centre on track to honour the commitments outlined in our Reconciliation Action Plan.

How we're supporting campus-wide justice initiatives

These are initiatives in which The Centre plays a supporting role.

Learning Hub in rural Manitoba

The Centre supported the Office of the Vice-President (Indigenous) with an initiative to create a Learning Hub in rural Manitoba for Indigenous students to connect with post-secondary institutions.

Ongomiizwin Cultural Safety Training Program in UM Learn

Cultural safety expands the concept of cultural understanding to analyze power imbalances, institutional discrimination, colonization and colonial relationships as they apply to and have an impact on service delivery. Various teams at The Centre supported Ongomiizwin's Cultural Safety Training program.

Gatherings for learning and connection

Canadian Symposium on Academic Integrity

On June 1 and 2, 2023, the Canadian Symposium on Academic Integrity featured a mix of original research presentations, professional development activities and panel discussions that explored questions like: How can educators encourage the value of honesty in their classrooms? Why and when do students engage in academic misconduct? And how worried should we be about ChatGPT?

As hosts of the third biannual Canadian Symposium on Academic Integrity, we were excited to hear feedback from attendees that they had come away from the conference with ideas and tools to promote academic integrity and help them transform student behaviours to include honesty, trust, responsibility, fairness and respect.



The Scholarship of Teaching and Learning Symposium

On May 31, 2023, the Scholarship of Teaching and Learning (SoTL) Symposium celebrated the breadth of teaching and learning studies of recent grant recipients and highlighted SoTL research that responds to current teaching and learning challenges.

Better Together

On November 14 and 15, 2023, more than 100 participants attended Better Together and learned how to apply entrepreneurial thinking to scenarios normally not associated with the word “entrepreneurship,” which is often reserved for business creation and start-ups. The event was highly interdisciplinary, with participants representing 15 UM faculties and units. The Better Together event featured speakers, a panel and a design sprint that inspired students to apply design thinking to UM-specific problems – such as how to make friends on a commuter campus or how to help students experiencing food insecurity.



Recognizing teaching excellence



Students' Teacher Recognition Reception

The annual Students' Teacher Recognition Reception is an opportunity to celebrate teaching excellence. Each faculty and school nominates an outstanding graduating student, who then selects two teachers who have made important contributions to their education – one from their Kindergarten to Grade 12 years and one from their time at UM.

At the May 2023 event, the group of 22 graduating students spoke about 44 outstanding educators who inspired them. The ceremony, emceed by The Centre's Director Erica Jung, returned to its in-person format in UMSU's Killarney Room and was attended by the honourees and their family and friends.

Scholarship of Teaching and Learning Support Fund recipients

The Scholarship of Teaching and Learning (SoTL) Support Fund provides opportunities for professors, instructors and librarians to undertake projects that increase knowledge in pedagogy and learning.

In 2023, eight awards of \$6K and one major award of \$25K were awarded, as well as one scholar award, which provides teaching replacement support over one semester.

2023 Major Project recipients:

Dr. Marnie Kramer and Dr. Kim Mitchell, professors in the College of Nursing

Project focus: Their project examines the threshold concepts of three courses in the College of Nursing program curriculum to better understand its impact on student learning.

2023 Seed Award recipients:

Dr. Snehil Dua, Faculty of Agricultural and Food Sciences
Project title: Understanding and Addressing Challenges in Work-Integrated Learning: A Comparative Study of Domestic and International Students

Dr. Aleksandra Glogowska, Max Rady College of Medicine and
Dr. Chrysi Stavropoulou, Dr. Gerald Niznick College of Dentistry
Project title: Cadaveric surgical simulation training as novel teaching and learning strategy for the development of surgical skills in dental clinical graduate programs: A new collaboration between Dentistry and Anatomy

Dr. Terry Li, Max Rady College of Medicine
Project title: Ultrasound-guided Procedures with Augmented Reality by a Head-mounted Display: the Educational Perspective

Dr. Monique Dumontet, Director, Academic Learning Centre
Project title: Teaching and learning in plagiarism cases: The Cite Right model

Ms. Kristin Hildahl-Shawn, Faculty of Agricultural and Food Sciences
Project title: Measuring students' engagement and its relationship with students' performance in the course in both face to face (f2f) and distance learning modalities

Dr. Kevin Scott and Ms. Cassandra Debets, Faculty of Science
Project title: Does peer review in an introductory biology laboratory improve student learning gains and narrow the performance gap for underrepresented students?

2023 Scholar recipient:

Dr. Xinli Wang, Department of Mathematics

Project title: Investigating whether artificial intelligence systems can help math students in learning mathematical proofs more effectively.

Teaching awards

Dr. and Mrs. H. H. Saunderson Award for Excellence in Teaching

Bruno Dyck, Norman Frohlich Professor in Business Sustainability at the Asper School of Business, was the 2023 recipient of the prestigious Dr. and Mrs. H. H. Saunderson Award for Excellence in Teaching.

This award recognizes an outstanding UM educator who has demonstrated pedagogical excellence and has contributed to advancing teaching and learning at UM as well as nationally and internationally.

With over three decades of service at UM, Dr. Dyck is recognized as a leader in teaching—thanks to his published textbooks, peer-reviewed research and innovative course design and delivery—and a passionate advocate for social and ecological sustainability in business.

Dr. Dyck has co-authored six groundbreaking textbooks used at UM and universities around the world, and he is praised by students and scholars alike for including multiple approaches to management and equipping students with the breadth of knowledge necessary for confronting the social and ecological challenges facing business and society.

New spaces and services at The Centre

The classroom

Our new, much-anticipated classroom features new technology that facilitates in-person and hybrid learning. Opened in November 2023, the classroom is now functioning as a trial ground for technology that may be suited for classrooms across UM. We look forward to welcoming faculty and staff to in-person and virtual workshops in this enhanced space.

The Centre media studio

The Centre offers instructors a studio space with state-of-the-art technology to create engaging and accessible media objects for use in their courses, with support of The Centre media specialists, including video recording, podcasts, audio recording and photography.

Scholarship of Teaching and Learning

In 2023, the Provost's Office launched the new Scholarship of Teaching and Learning Development Fund. In addition to one-on-one support from SoTL developers at UM, the successful recipients received funding to attend the November 23-25 Symposium for Scholarship of Teaching and Learning in Canmore, Alberta. Hosted by the Mokakiiks Centre for Scholarship of Teaching and Learning at Mount Royal University, the conference brought together faculty, students, educational developers and administrators to share existing knowledge and developing research in the systemic inquiry of teaching and learning.

At The Centre our focus is supporting SoTL fund recipients and applicants and exploring how to support SoTL scholars at a very early stage. A standout project from SoTL scholar Dr. Xinli Wang investigated how genAI can be used in teaching and learning in math. We expect Dr. Wang to publish her findings in 2024.

Program Evaluation Services

In 2023, The Centre introduced Program Evaluation Services. We now offer to help instructors and faculties with the collection and analysis of information about program activities, characteristics and outcomes to make judgments about an education program, improve program effectiveness, or inform decisions about future programming (Patten, 1997 in Poth et al., 2023). Faculties can meet with us virtually or in-person and we can provide foundational information to help faculties complete their own program evaluation or we can collaborate with faculties on any aspect and stage of evaluating an educational program.

Looking ahead

As we look to 2024, we are excited to have two innovative projects supported by Strategic Initiatives Support Fund grants. These initiatives will continue to advance our efforts to support the UM teaching and learning mission.

1

Difficult conversations workshop

Senior Faculty Specialist, Dr. Brenda Stoesz, will develop a workshop to help faculty handle difficult conversations with students. From that workshop, participants will have a chance to practice the skills they learn in a virtual reality environment. The project is a partnership between The Centre for the Advancement of Teaching and Learning, the Faculty of Graduate Studies and Student Engagement and Success.



2

Experiential learning guide

The Office of Experiential Learning team will continue to explore and define what experiential learning can be at the university. Focus groups, gatherings, a speaker series and more will inform the guide, to be released in 2024 or 2025.



We expect that the work we do with our Strategic Initiative Support Funds will help us continue to find new ways to meet the needs of faculty, staff and students at UM.