



Impact Report

A MESSAGE FROM THE DIRECTOR

In the Center for Inclusive Teaching and Learning's (CITL) third year, we focused on building community and helping educators implement evidence-based pedagogies.

EXTENDING OUR REACH

As the faculty body expanded, so did CITL's programming, including over 247 consultations and a growing emphasis on unit-level support and mini-workshops. With 91% of faculty engaging in at least one offering, CITL has achieved near-universal reach across campus. We deepened partnerships with academic and student affairs departments. CITL continues to serve as a hub for inclusive, learning-centered innovation in pedagogical professional development.

IMPACT SNAPSHOT

5854

Hours of professional
development

250

Individual and Unit-Level
CITL Consultations

145

CITL Programs Offered

91%

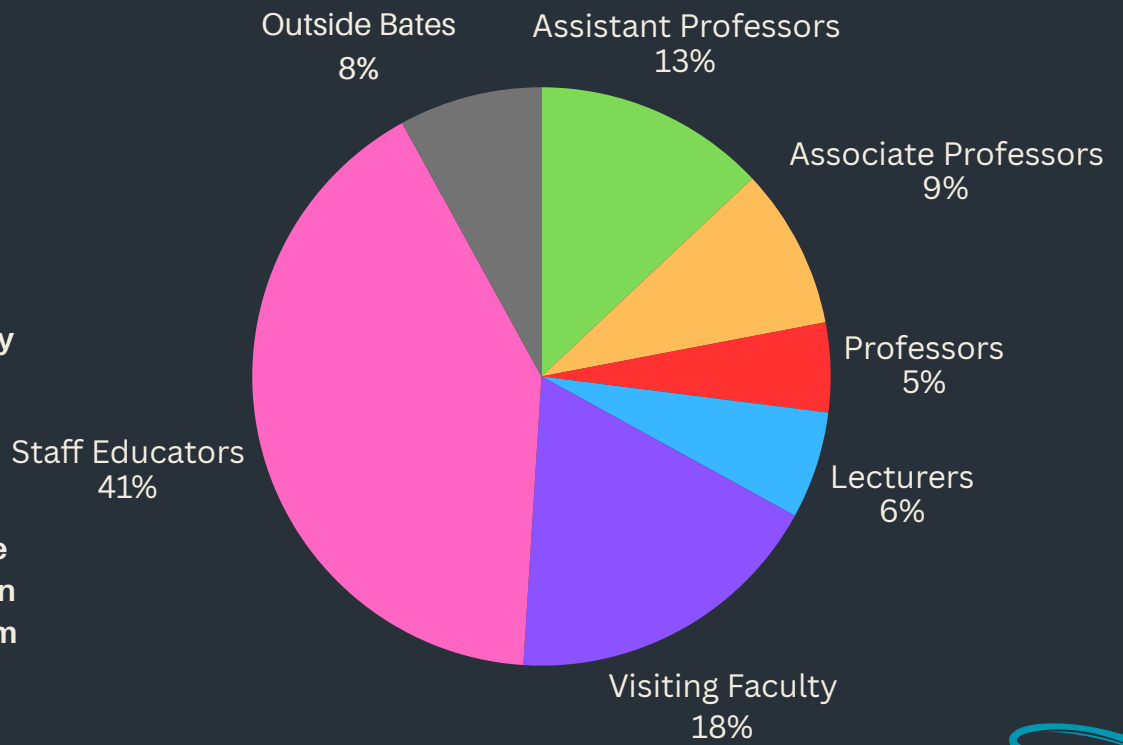
of faculty participated in
CITL programming



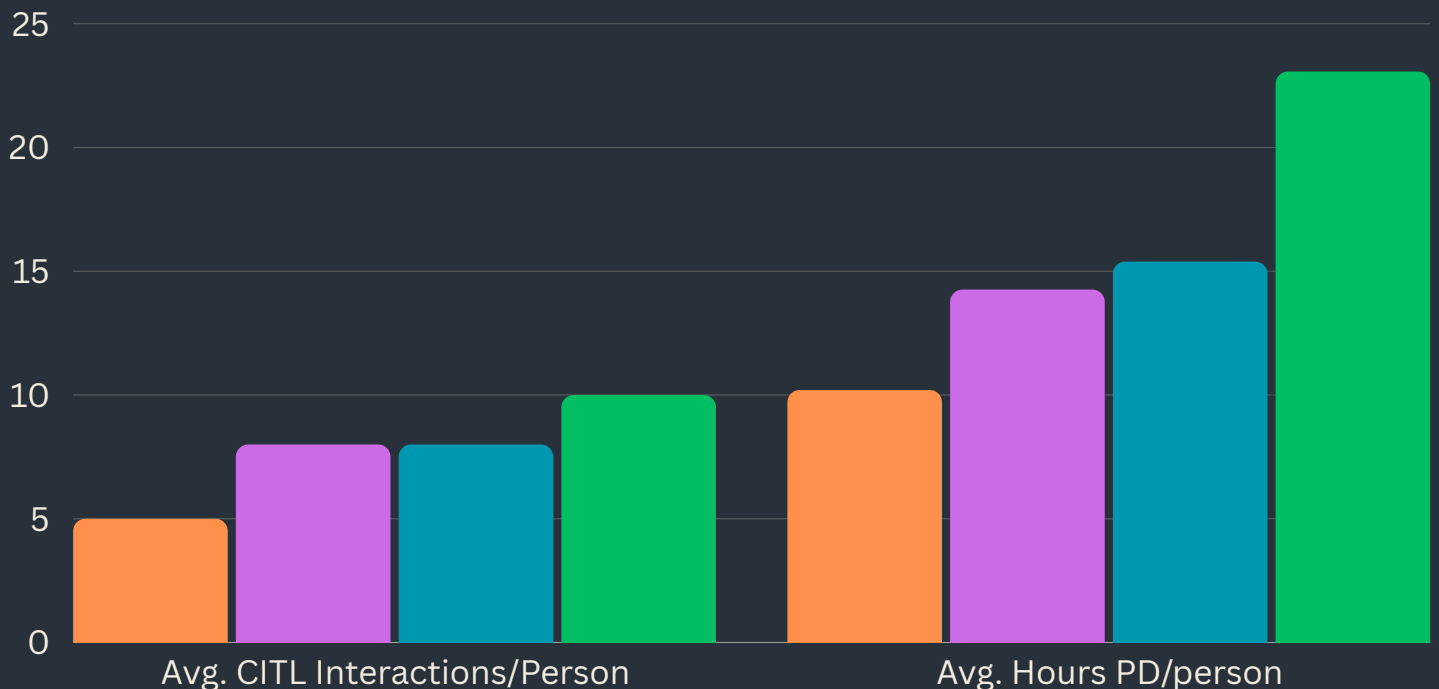
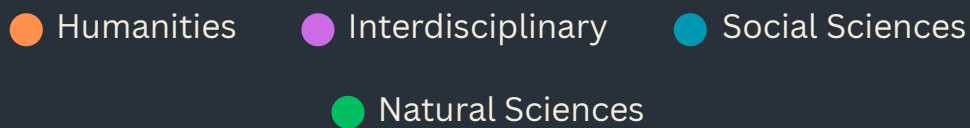
CITL PARTICIPATION HOURS BY TITLE

The majority of CITL participation is from pre-tenure faculty, temporary visitors, and staff educators.

However, 76% of Full Professors and Associate Professors participated in at least one CITL program this year.

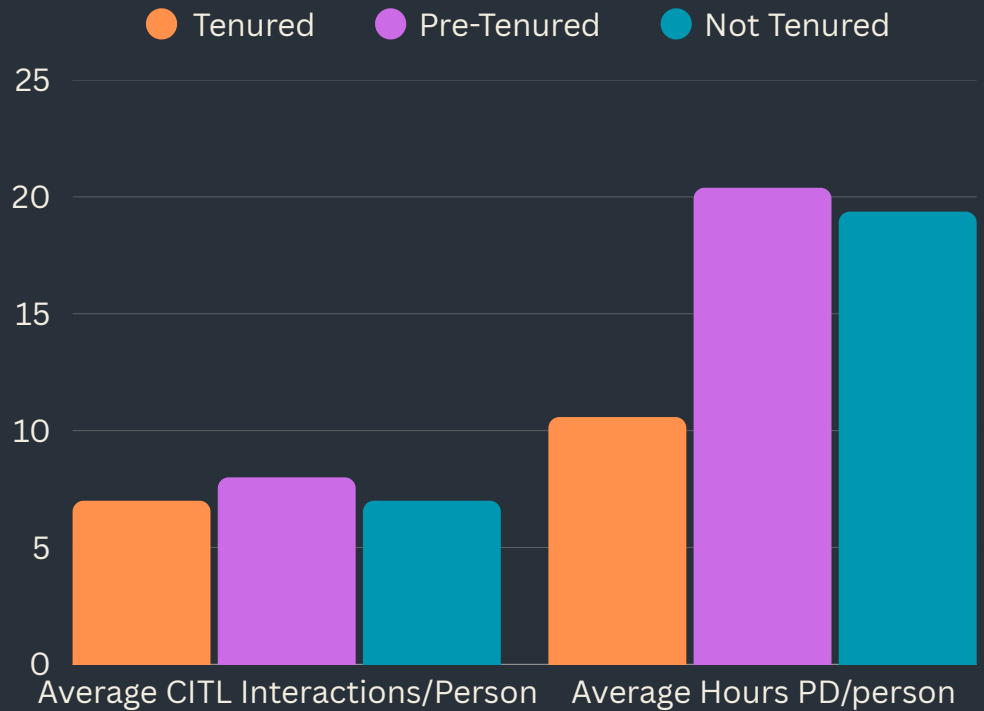


CITL INTERACTIONS AND PARTICIPATION HOURS BY DIVISION



CITL INTERACTIONS AND PARTICIPATION HOURS BY TENURE STATUS

This data signals that CITL is playing a crucial role in supporting faculty at formative stages of their careers. The comparatively lower engagement among tenured faculty may point to the need for more targeted outreach or programming to sustain pedagogical growth beyond the tenure milestone.



PROGRAMS

Communities of Practice

SELECTED EXAMPLES

- Staff Educators (Fall and Winter)
- New Faculty (Fall and Winter)
- Language Instructors (Fall)
- First Year Seminar Instructors (Winter)
- Inclusive Teaching Course (Winter)

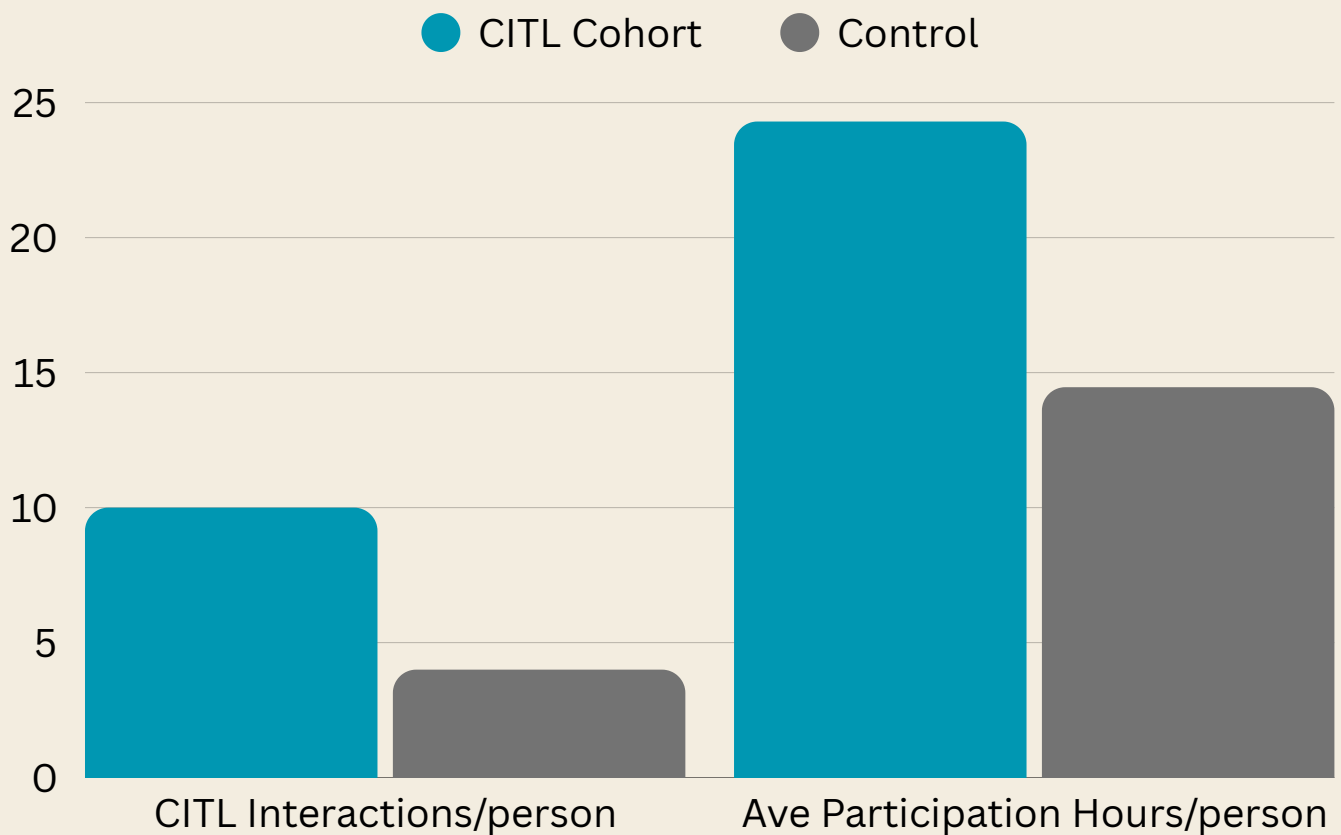
Workshops

- 4 Corners Debate to Get Students Talking
- Gamified Teaching and Learning
- The Art of the Prompt: Generative AI Prompting
- Boosting Student Engagement
- Reflections on Learning Experiences

Larger Events

- New Faculty Orientation
- Teaching Triangles (Fall and Winter)
- Reading Group: Difficult Discussions
- CBB Reading Group: Generative AI
- De-stress Fest (Fall and Winter)

CITL *impact* will grow with the growing faculty body.



CITL cohort are all educators who joined Bates during CITL's existence in the last three years (Fall 2022-Winter 2025). The Control cohort are all educators who joined Bates in the three years prior to CITL's existence (Fall 2019-Winter 2022).

As more and more educators onboard with CITL, we can anticipate CITL playing a broader role on campus in supporting operational needs, strategic aims, campus culture, and organizational change.

Retention positively correlated with attendance at more than 2 CITL events (not including New Faculty Orientation) in a year.

Feedback on CITL events, programs, and consultations



"Thanks for making time for a meeting and offering some perspective--incredibly helpful. You, Wells, and CITL are definitely the best structural change that has happened to Bates in the time I have been here. You simultaneously decrease the isolation and increase encouragement for creativity around teaching."

"Thanks for hosting this discussion and making space for these important conversations. So many great questions, resources, and moments of vulnerability."

"The CITL lounge is the heart and soul of campus for me. Never teach alone! That's the CITL ethos, and you feel it the moment you walk in. This space reminds me I have colleagues, guides, and friends rooting for my success and my students' learning."

"I love and appreciate your hand-delivered treats & check-ins. CITL is the VIPs of inclusivity!"

"I'm there [CITL lounge] almost every day. I would say that you've surpassed your objective. For me and my experience as an early career teacher-scholar, CITL is at the heart of my Bates experience. **You guys provide both the professional and emotional support that I need in my professional development.** If I haven't said it before, here it goes: thank you, thank you, thank you!"

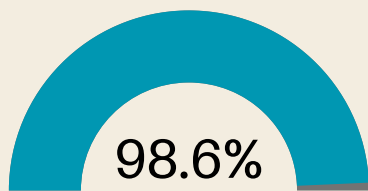
"We are such a better institution because if you and the CITL team, thank you for all you do for all of us!!"

"CITL programs are so clever! You are excellent at bridging creativity and practice. We are so lucky to have you and so much better as a faculty. Thank you!"

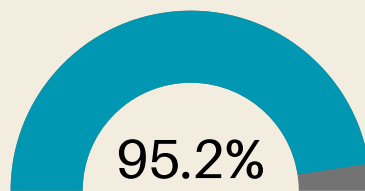
2025 Focus: Community Building

Feedback on CITL events, programs, and consultations

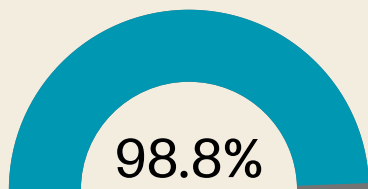
% of faculty that strongly agreed or agreed:



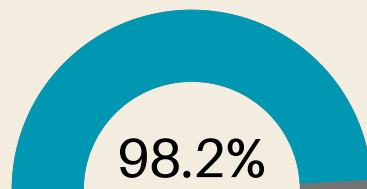
felt supported during a
consultation



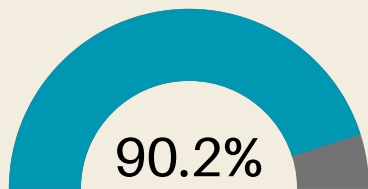
felt their needs were met well
after a consultation



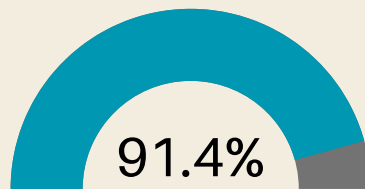
exposed to evidence-based
content at CITL programs



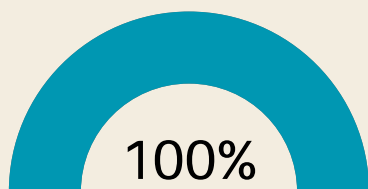
felt CITL programs were
organized



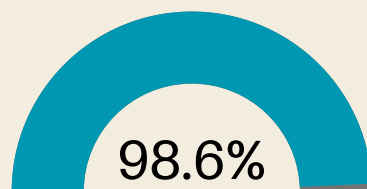
were able to apply CITL program
content to their teaching
practice



had an opportunity to exchange in
reflective dialogues with colleagues in
other units



found the mid-semester
evaluation process useful as an
instructor



felt the mid-semester evaluation
process had a positive influence on
their relationship with students

