

New Faculty-In-Residence Joins FCTL

We are delighted to welcome Gerald (Jerry) Emerick to the Faculty Center for Teaching and Learning as a Faculty-in-Residence.

Jerry is a Professor in the College of Business Information Security and Intelligence program and a 2023 Fulbright Scholar Visiting Professor to St. Polten University of Applied Sciences in Austria.



While a Faculty-in-Residence, Jerry will support ongoing programs and develop opportunities for faculty to better understand and support the success of first-generation students. Among the expertise that Jerry brings to FCTL is:

- › Applying best practices to teaching students who engage in a course via multiple modalities
- › Adapting experiential course activities and assessments to the opportunities and challenges of generative AI
- › International teaching and advising in multiple countries and across cultures
- › Conducting research on factors that influence student success that may be applied to first-generation students
- › Application of ethical, secure data analytics, and machine learning to making informed, strategic decisions

Timme Grants and Just-in-Time Funding Programs



"Traveling Thru Kansas" by Tim Vrtiska on Flickr, CC BY-ND 2.0

The Timme Grants Program is now accepting applications from all faculty – non-tenure track, tenure-track, and tenured – for support for professional development activities (e.g., conferences, certification programs, symposia, short courses) that occur between July and December 2025. \$35,000 has been allocated for the Spring 2025 funding cycle. Applications with appropriate approvals are due by Monday, February 17, 2025.

Applications to the Just-in-Time (JIT) Funding Program are for professional development activities that occur between February and June 2025. Applications with the appropriate approvals must be received no fewer than two weeks prior to the start of the professional development event. The Review Committee will consider 5 applications between January 13, 2025 and May 2, 2025. Once the Committee has reviewed 5 applications, the JIT Funding Program will close.

More details about each program, including the application form and review criteria, are found on FCTL website [here](#).

To help you prepare a successful application, please join us for:

Tips for Preparing a Successful Application to the Timme Grants and Just-in-Time Funding Programs

Two sessions available; attend either one.

When: Monday, January 27, 2025, 3:30-4:20 PM and Friday, January 31, 2025, 11-11:50 AM.

Where: You may join in person or on Zoom.

- › In person: FLITE 405
- › On Zoom: <https://zoom.us/my/fctl1>

We encourage you to attend, as the funding success rate of faculty who have attended this session in the past is considerably higher than those who do not. We want you to be successful!

To register in advance and receive an Outlook calendar invitation, [click here](#).



LEARNING OPPORTUNITIES

To register for one or more our upcoming Learning Opportunities, [click here](#) or scan the QR code.

Upcoming Workshops and Sessions

International Virtual Exchange Informational Sessions

The International Virtual Exchange (IVE) is a collaboration between the Faculty Center for Teaching and Learning (FCTL) and the Office of International Education (OIE) that provides Ferris faculty and their students the opportunity to engage with faculty and students who are outside of the U.S.

When: Tuesday, January 14, 2025, 3-4 PM;
Tuesday, January 21, 2025, 4-5 PM

Where: FLITE 405 OR Zoom, zoom.us/my/fctl

Motivating Students

When: Friday, January 21, 2025, 1-2:15 PM

Where: Zoom: <https://zoom.us/my/fctl1>

Tips for Preparing a Successful Application to the Timme Grants and Just-in-Time Funding Programs

When: Monday, January 27, 2025, 3:30-4:20 PM; Friday, January 31, 2025, 11-11:50 AM

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Addressing Challenging Course Content through Universal Design for Learning

Time and again, you notice that certain content in one or more of your courses is especially challenging for students. Some get it, but often, many do not. The Universal Design for Learning (UDL) framework offers solutions to these persistent struggles. In this workshop, we will explore UDL principles, learn how they support all students in tackling difficult content, and identify practical strategies to transform roadblocks into opportunities for deeper learning and student success

When: Friday, February 7, 2025, 1:30-3 PM

Where: FLITE 405

A Focus on the Lightboard

The lightboard is a transformative teaching tool that enhances engagement and clarity in the classroom. This transparent, LED-lit board allows you to face your audience while writing, facilitating clear communication and ensuring complex concepts and demonstrated effectively. Additionally, PowerPoint presentations can be seamlessly integrated onto the lightboard. The videos created with the lightboard can then be uploaded to YouTube or directly imported into Canvas.

Lightboard videos offer flexibility for students with diverse learning needs, enabling them to learn at their own pace and improving comprehension and retention. By enhancing engagement, clarity, student learning, and accessibility, the lightboard is a powerful, innovative resource available to you. This [brief video](#) provides a bit more insight to the Lightboard.

To learn more, join Wes Thompson, FCTL's Digital Production Specialist, for any one or more of our four informal Q&A sessions in FLITE 405. While the sessions are identical, you are welcome to attend as many as you wish!

When:

Tuesday, January 28, 2025, 11 AM-Noon
Monday, February 24, 2025, 11 AM-Noon
Thursday, March 27, 2025, 11 AM-Noon
Monday, April 14, 2025, 11 AM-Noon

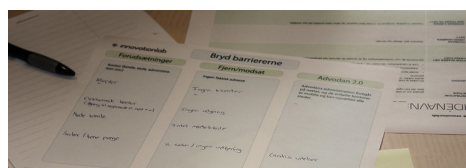
Where: FLITE 405

For a one-on-one discussion about the lightboard or other video production services, please feel free to email Wes at WesThompson@ferris.edu.

Creating Accessible Course Content

When: Friday, February 14, 2025, 1-2:15 PM

Where: Zoom: <https://zoom.us/my/fctl1>



Innovation Lab by Advodan Workshop on Flickr CC BY 2.0

Enhancing Active Engagement through Universal Design for Learning

Does it seem increasingly difficult to engage students? The Universal Design for Learning (UDL) framework offers guidance that can help us motivate students to take ownership of their own learning. In this workshop, we will explore UDL principles that reduce barriers to engagement and identify practical strategies to foster active learning.

When: Thursday, February 20, 3-4:30 PM

Where: FLITE 405



workshops by martin gautron on Flickr CC BY-NC 2.0

Strategies for Class Discussions

When: Friday, February 28, 2025, 1-2:15 PM

Where: Zoom: <https://zoom.us/my/fctl1>

Wellbeing In (and While!) Teaching and Learning

When: Friday, March 21, 2025, 1-2:15 PM

Where: Zoom: <https://zoom.us/my/fctl1>

Equity-Minded Approaches to Grading

When: Friday, April 10, 2025, 1-2:15 PM

Where: Zoom: <https://zoom.us/my/fctl1>



REGISTER ONLINE

To register for one or more of our upcoming Learning Opportunities, [click here](#) or scan the QR code.

International Virtual Exchange at Ferris State University

About the International Virtual Exchange

The International Virtual Exchange (IVE) is a collaboration between the Faculty Center for Teaching and Learning (FCTL) and the Office of International Education (OIE) that provides Ferris faculty and their students the opportunity to engage with faculty and students who are outside of the U.S.

IVE supports Ferris State University's mission to prepare students for "a rapidly changing global economy and society," as well as its vision to foster "opportunity, discovery and professional preparation for a dynamic global society."

Furthermore, this work is consistent with two Ferris State University Core Values:

- › **Collaboration:** Ferris builds partnerships within the university and the global community that promote shared goals and success.
- › **Excellence:** Ferris dedicates itself to innovation and quality execution that sustains and promotes relevance in a changing world through best practices and benchmarking.

What is an International Virtual Exchange?

An International Virtual Exchange embodies bridging countries, instructors, classes, and a shared student project or other assignment. Since Study Abroad can be prohibitively expensive or inaccessible to many students, the International Virtual Exchange provides a low or no cost and accessible solution to engaging with faculty and students outside of the U.S. Moreover, it enables participants to engage in global learning and the development of intercultural and global competencies.

Examples of International Virtual Exchange Programs and Projects include:

- › The UNICollaboration's [sample projects](#)
- › University of Florida [Virtual Exchange Projects](#)
- › Other examples can be found [here](#)

Benefits of International Virtual Exchange include:

- › Enhancing our students' learning by engaging meaningfully with other students outside of the U.S.
- › Contributing to students' global readiness
- › Establishing new and strengthening existing relationships with international institutions
- › Learning new and diverse perspectives from unique cultural lenses
- › Furthering the internationalization of curricula



International Virtual Exchange at Ferris State University *cont.*

Your Engagement in the International Virtual Exchange

Your engagement in the International Virtual Exchange will afford you the opportunity to work collaboratively with your international partner, FCTL, and OIE to fully develop all aspects of the Virtual Exchange – including, for example, logistics, communication, and the design of the teaching and learning activities. Upon completion of the IVE experience and submission of a Final Report, you are eligible to receive a \$500 Professional Development Incentive award and a \$1,700 travel grant to present your IVE work at a conference or other venue.

The Application Process and Engagement with FCTL and OIE

The application is a Microsoft Form and is accessible on the FCTL website. The application is designed to help FCTL and OIE learn about the IVE project you have in mind, including the course, project goals, and support needed to ensure the project's success.

We are currently seeking applications for IVE projects to be implemented in Fall 2025; all faculty – non-tenure track, tenure track, and tenured – are invited to apply. Applications will be accepted from individual faculty and faculty teams. If submitting as a team, each individual faculty member must submit an application.

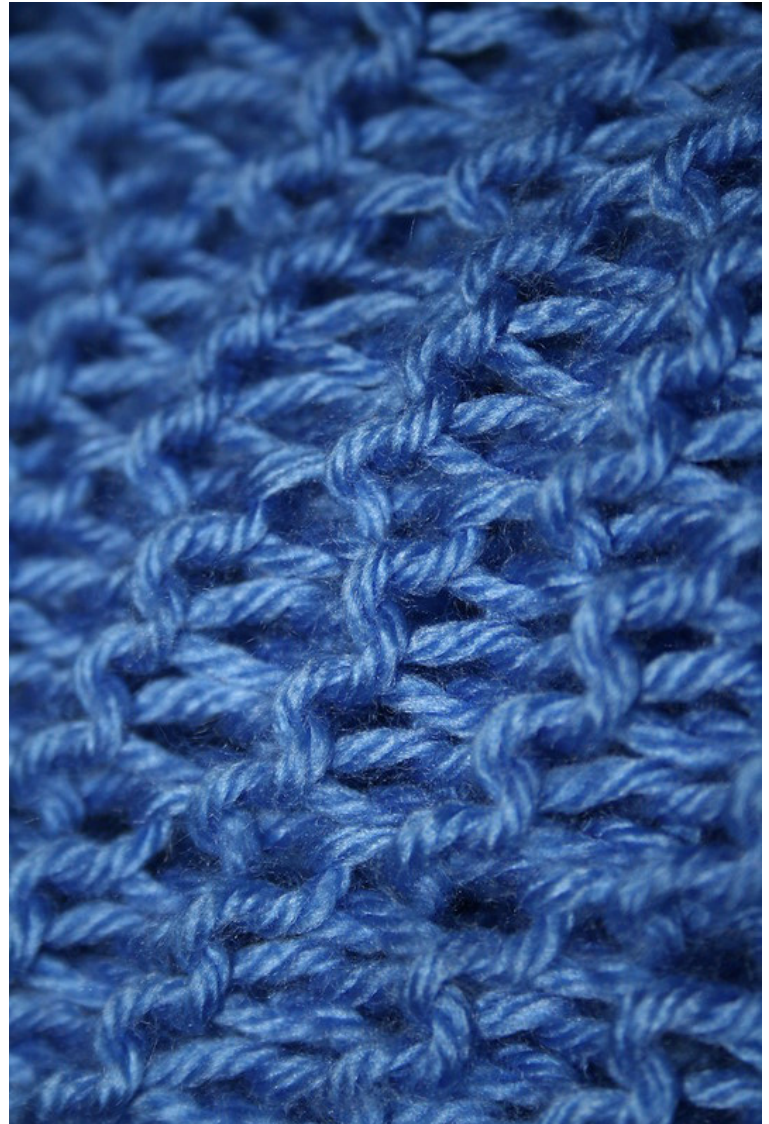
Applications are due by **Friday, January 31, 2025**; please submit your application to fctl@ferris.edu. We will notify you of the result of the review by Friday, February 14, 2025.

An email of support sent to fctl@ferris.edu is required from your department head or chair or school director and must also be received by Friday, January 31, 2025.

If approved, we will work with you and your international partner to develop a timeline and schedule for the work ahead; we will continue to support the project through the implementation of it in Fall 2025. If you do not have an international partner, the Office of International Education will assist you in identifying possible partner institutions and faculty.

Regarding the curriculum development aspects of this work, FCTL and its International Virtual Exchange consultant will work closely with you and your international partner to fully develop the learning experiences you envision for students. This work may utilize a Dilemmas, Issues, and Questions Framework or other approach that aligns intended learning outcomes with assessment, feedback, and teaching and learning activities.

Finally, about the DIQ Framework: This approach offers a means for using big, complex dilemmas, issues, or questions “as ‘hooks’ that draw in learners and serve as vehicles to engage students in...sensemaking and connecting disciplinary knowledge” (Zehnder et al., 2021).



International Virtual Exchange at Ferris State University *cont.*

Frequently Asked Questions

How will applications be reviewed?

Applications will be reviewed by a committee of three comprised of one member of the Faculty Center for Teaching and Learning, one member from the Office of International Education, and a faculty member (non-tenure track, tenure track, or tenured) with a demonstrated commitment to International Education.

Do I need to have selected an international collaborator?

No, you do not. We are happy to work with you to find collaborators from our network of partner institutions and internationally engaged faculty/staff at Ferris. The Office of International Education will assist you in seeking an appropriate partner institution and faculty member.

Can this project involve synchronous and/or asynchronous courses?

Certainly! We will find a way to make this project as attainable as possible with any type of course. It is possible that the participants in each institution may have differing delivery modes, so this is also acceptable and something with which we can work.

Does this exchange need to involve a class or is there another way to collaborate with just the professor?

The nature of this exchange is to involve students and a course project or other assignment. We envision at least two instructors involved – one from FSU and one from another country. Teams of faculty may also be involved in an exchange.

Do I need to have selected the project or other assignment prior to submitting an application?

No, you do not. Although it is perfectly acceptable to have an idea or objectives in mind, the curriculum development phase of the work will allow you and your international partner the time and support to fully development the project.

What happens if communication becomes challenging?

Due to time zone differences, communication styles, and language barriers, there may be instances when extra time and/or extra care is needed to ensure effective communication. Attention will be given throughout the project to understand variations in various communication styles that would be typical and expected in international communication.

What if I would like to continue collaborating with this instructor or institution?

If you wish to maintain continued contact with your partner for other reasons beyond the scope of this project (e.g., research, collaboration), this is completely acceptable. Also, if there is ever a moment when you see the potential for further collaboration that may involve FCTL or OIE, please do not hesitate to reach out.

Is this work valued by the University?

As we stated, there are myriad ways this program aligns with Ferris State University's mission, vision, and core values. It also supports the 2024-2027 Strategic Plan Pillars of Innovation and Belonging, for example.

What if I have more questions before I apply?

If you have any questions about the application or IVE more generally, contact fctl@ferris.edu. We welcome your questions! We will also hold two informational sessions:

Tuesday, January 14, 2025, from 3-4 PM; meet in FLITE 405 or on Zoom (zoom.us/my/fctl1)

Tuesday, January 21, 2025, from 4-5 PM; meet in FLITE 405 or on Zoom (zoom.us/my/fctl1)

FCTL Seeks mid- and late- career faculty involvement in program design!

The Faculty Center for Teaching and Learning wants to expand its engagement with faculty in different career stages by offering focused support and one or more programs tailored to the professional interests, needs, and goals of mid- and late-career faculty – whether non-tenure track or tenured. If you consider yourself in either career stage (we offer definitions below), we invite your help in designing means for supporting you and your colleagues!

Some specific ways you can help include:

- › Joining us for 2-3 lunchtime discussions
- › Reviewing related programs offered at other colleges and universities
- › Encouraging your colleagues to complete a survey
- › Sharing your suggestions and ideas with us

If you are interested in helping in any one or more of these ways, please send us an email or complete this brief [1-2 minute interest form](#) by Monday, January 27th. Both mid- and late-career tenured and non-tenure track faculty are welcome to contribute!

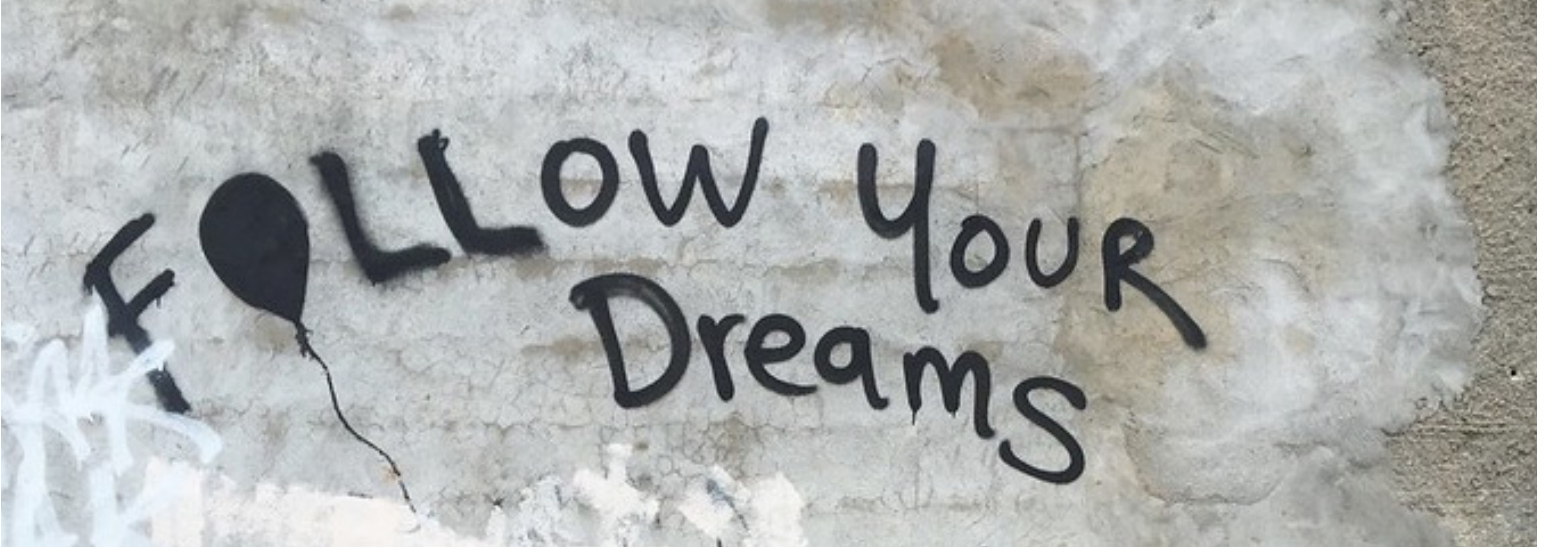
Definitions:

While we are interested in hearing from any faculty member who identifies as mid- or late-career, the following definitions are provided for your reference:

- › Sharing your suggestions and ideas with us
- › The Faculty Center at California State University San Marcos states, “While there is no one definition of mid-career, it is often considered to be the lengthy period of time after one has earned tenure and before one starts to prepare for retirement.”
- › [Laura Cruz and Mary Jean Herzog \(2018\)](#) define late-career faculty as “those who worked full-time at this university for fifteen years or more.”



“Vertical” by Kevin Dooley on Flickr, CC BY 2.0



Follow your dreams by Anthony Starks on Flickr CC BY-NC 2.0 DEED

2025-2026 Junior Faculty Fellows Program

The Faculty Center for Teaching and Learning invites faculty who, in Fall 2026, are beginning their second, third, fourth, or fifth year in their current role to apply to the 2025-2026 Junior Faculty Fellows Program (JFFP). Faculty who have previously participated in the Program and are in their third, fourth, or fifth year are also invited to apply.

JFFP, beginning its twelfth year, is a selective program open to non-tenure track and tenure-track faculty. JFFP supports Fellows in designing and completing teaching, research, creative works, or service projects that align with Fellows' professional goals and aspirations.

As a 2025-2026 Junior Faculty Fellow, you would have the opportunity to:

- › Pursue a project that captures your curiosity, interests, or imagination, whether related to your teaching, area(s) of scholarly and/or creative expertise, or other aspect of your work
- › Receive financial and other support to complete your project
- › Build relationships with faculty at similar points in their careers at Ferris
- › Share your work and expertise with the University community
- › Be recognized as an FCTL Junior Faculty Fellow
- › Earn a Professional Development Incentive and travel support

We will accept up to 10 Fellows for the 2025–2026 Program, with priority given to faculty who have not participated previously in JFFP. Faculty selected as Fellows will be expected to attend meetings and/or workshops throughout the year and ultimately to present their projects to the University community. Several meetings will be held each semester (Fall 2025, Spring 2026, and possibly Summer 2026); efforts will be made to schedule meetings based on Fellows'

availability. Final project presentations will be in August or September 2026.

Here is a link to the [application and selection criteria](#). Please note that as part of your application, we must also receive an e-mail of support from your department head or chair or school director. Applications will be accepted on a rolling basis, with the final deadline on Friday, August 22, 2025. Because the program may fill before August 22, we encourage you to apply as soon as possible. You are welcome to contact us prior to submitting your application to inquire if spots are still available.

Please contact FCTL at fctl@ferris.edu or 231.591.3826 with any questions you may have.

Below are some project titles from work undertaken by previous and current Fellows:

Examples of primarily teaching-focused projects:

- › Sundown Towns: A Look at the Role of Law Enforcement and Incorporating the Findings into Criminal Justice Courses
- › Realigning the Life Sciences and Pre-Medical Illustration Program to Meet Accreditation and Industry Standards

Examples of primarily research projects:

- › Examining the Effects of Resilience, Grit, and Job Satisfaction of Small-Town Michigan Employees
- › Optimizing the Data Processing Decision for Cloud-Fog Computing Environments

Examples of primarily creative works projects:

- › Poetry in Progress
- › Please Tell me a Story About Love: A Performative Action and Ethnographic Research Project

VIDEO PRODUCTION AND DIGITAL MEDIA SERVICE

FCTL's video production services include:

- › audio and video recording and editing
- › green screen productions
- › Learning Glass Light Board
- › and more.

Our Digital Production Specialist (you may know him better as Wes Thompson!) will consult with you from idea conception to the completion of your production. Our services support teaching, student learning, and other university communications and events.

Our Digital Media expert, Jeff Gabalis, is available to help with the development of digital media content. While technology is becoming easier to use every day, there are still projects that are too big, too complicated, or too unusual that benefit from extra support. This can especially be true when working with older media formats that still have a useful purpose.

To request assistance with related to video production or digital media, [click here](#).

A Resource for You

A resource for you and your program, department, school, and college; we are available to assist you and your colleagues in any number of ways, including:

- › Thinking through the feedback you receive from your students' evaluations of teaching
- › Reviewing student learning outcome statements
- › Designing assignments, learning activities, and rubrics
- › Exploring and using new teaching strategies
- › Increasing retention and student success in your courses and program
- › Soliciting feedback from faculty, students, or previous students about your course, program, or other types of experiences
- › Designing a research project related to teaching and learning
- › Preparing your conference proposal, presentation, or manuscript
- › Designing a presentation (long or short) for your program, department, school, or college
- › Producing videos for classroom and other uses
- › Converting digital media

There are other ways we can help, so if you don't see it in the sample list above, please ask! Your requests can be sent [here](#).

Feedback Experiences

We are available to assist you in gaining insights into your teaching, the learning environment of your course, and your students' engagement in your course (with each other and with you). We have three ways for you to gather these insights: Small Group Instructional Diagnosis, Video Recordings, and Class Observations.

The middle of the semester (approximately weeks 5-8) is usually an ideal time for any of these experiences; however, they can occur at any time. These approaches can be utilized in classes of any format (e.g., in-person; online, whether synchronous or asynchronous; studio; lab; lecture).

To request a Feedback Experience, please complete this [online survey](#), scan the QR code, or send an email indicating which option you are interested in to FCTL@ferris.edu.



A Standing Invitation to All Faculty:

We have the privilege of engaging with and learning from faculty often, and we know first-hand the incredible breadth and depth of expertise and experience that exist among you. For example, we know of faculty who have expertise in such areas as:

- › Designing and teaching study abroad courses
- › Designing community engagement projects
- › Enhancing students' critical thinking
- › Promoting students' resilience
- › Using contemplative practices in the classroom
- › Writing effective multiple-choice questions

There are times when we have a topic in mind and would love to include one or more faculty in the design, if not also the facilitation, of the session. Also, if you have interest in



"invitation" by Focal Foto on Flickr CC BY-NC 2.0

providing a workshop or other session for faculty, we would appreciate knowing this!

While there's no obligation for you to lend a hand in these ways, we would enjoy knowing of your interests and expertise. We invite you to share that information [here](#).