

## Teaching Strategies for Faculty Well-Being

### Effective Course Management

#### Challenges

- Students' expectations have changed, leading to a greater need for support and time to assist students.

#### Strategies

- Establish clear expectations for student work and when you will respond to student emails. The pressure to constantly work can be overwhelming.
- Consider working with CELT staff on effective course design and delivery. Examples include consultations, observations, Course Design Institute, Communities of Practice.

### Student Support

#### Challenges

- Student mental health concerns seem to be increasing, with students leaning on faculty.

#### Strategies

- Know and use ISU resources
  - Help normalize help-seeking by encouraging our students to use the [Cyclone Support](#) website's centralized, coordinated care services.
  - Refer the student to the [Office of Student Resources](#) as they help students achieve academic success, personal growth, and well-being by providing direct support and connection to appropriate university and community resources.
  - ISU faculty and staff have access to resources such as the [Employee Assistance Program](#) and the [Worklife site](#).

### Managing Course and Grading Workload

#### Challenges

- The sheer volume of assignments can be overwhelming, especially during peak times like the end of the semester. Instructors may have increased grading responsibilities, with less teaching assistance.

#### Strategies

- Inform students on grading timelines and which grading method you are using (e.g., rubrics, SpeedGrader (Canvas), GradeScope, and/or automated grading systems).

### Balancing Teaching, Research, and Service Duties

#### Challenges

- Time conflicts balancing multiple responsibilities.

#### Strategies

- SoTL (Scholarship of Teaching and Learning) is valued as a research output at ISU. SoTL is research on teaching that leads to peer-reviewed and publicly disseminated work.

- Meet a colleague you admire for coffee or a chat. Ask about their teaching philosophy, best advice, transformative lessons, and tips for classroom management and stress reduction. These insights can help you teach a new course or improve an existing one.

## Adapting to GenAI and New Technology

### Challenges

- Staying up to date with Generative Artificial Intelligence (GenAI) and constantly emerging technologies can be challenging.

### Strategies

- Use the [Syllabus Checklist with Statements \(DOCX\)](#) for sample language.
- Participate in professional development webinars and workshops and personally experiment with one technology at a time to avoid feeling overwhelmed.

## Reflections on Mentor and Unit Leader Support

Opportunities for mentors and leaders in the department to help colleagues manage teaching-related stress:

- Clarity on what is expected to meet the criteria of scholarly and effective teaching as required in annual reviews and Promotion and Tenure (P&T) dossiers, such as:
  - Is developing new courses necessary for successful P&T?
  - What is the typical graduate student load at the different faculty ranks?
  - How are “extra” efforts such as service on teaching committees valued?
- Transparency and clarity in the peer-review process:
  - What is necessary to document? How should it be documented?
- Are there opportunities for teaching mentorship?
  - Informal and formal

## CELT Unit Strategies for Staff Success

- Developed a CELT Operations Manual for Staff with university-aligned processes and procedures
  - Guidance on CELT Values, managerial strategies, the annual review process, office expectations, etc. We continue to develop resources that occur less frequently, but require time and effort, such as onboarding and off-boarding procedures.
  - It is revised twice a year for continual improvement.
- Collaboration and stress reduction strategies:
  - CELT Task-Groups for cross-unit collaboration.
  - CELT shared governance and accountability in all-staff meetings.
  - WFH Workflex is allowed once per week. All staff are in the office on Thursdays.
  - Staff often choose Workflex on Mondays or Fridays, creating a quiet office space. We host limited or no internal staff meetings on Wednesdays.
  - CELT leadership hosts once a month optional “CELT Teatime” for staff. We have found the cadence, with leadership providing consistent treats, has allowed for low-stress opportunities to connect.