



Senate Teaching & Learning Committee

**Oakland University  
Senate Teaching and Learning Committee (TLC)  
Annual Report  
2025-2026**

**Co-Chairs:**

Hanna Kalmanovich-Cohen (2025-2027)  
Subha Bhaskaran (2025-2026)

**2025-2026 Committee Members:**

Subha Bhaskaran (CAS), Co-Chair  
Robert Del Greco (CAS)  
Linda Doornbos (SEHS)  
Alexandra Guajardo (SHS)  
Fay Hansen (Sabbatical Replacement for Bobby Del Greco, Winter 2026)  
Yvonne Kasine (SON)  
Hanna Kalmanovich-Cohen (SBA), Co-Chair  
Kyeorda Kemp (SOM)  
Haley Laurila (UL)  
Nasim Nezamoddini (SECS)  
Oscar Rodriguez-Franco (SHS), Incoming Co-Chair (2026-2028)

***Student, Staff and Ex-Officio Appointments***

Sarah Hosch (Director of CETL)  
Danielle Ligocki (Department of Teaching and Learning)  
Shaun Moore (Director of e-LIS)  
Nivedita Mukherji (EVPAA or Designee)  
Stephanie Nichols (Graduate Student)  
VACANT (Student Congress)

## **Executive Summary**

During the 2025-2026 academic year, the Teaching and Learning Committee (TLC) executed a comprehensive structural overhaul of our evaluation protocols. We successfully transitioned the Teaching Excellence Awards (TEA) from a subjective review process to a rigorous, data-driven, and rubric-based evaluation. We have also drafted a standardized evaluation matrix for Educational Development Grants (EDG), which is currently in the proposal stage awaiting a formal committee vote. Furthermore, we stabilized committee leadership by implementing a formal, staggered two-year Co-Chair rotation and established a robust Conflict of Interest and Recusal Policy.

### **I. Committee Governance and Structural Revisions**

During the 2025-2026 academic year, the TLC prioritized the formalization of equitable, transparent, and standardized operating procedures to eliminate ambiguities in faculty evaluation and grant disbursement.

- **Leadership Continuity:** To prevent operational disruptions and ensure institutional memory, the committee formally adopted a two-year, staggered Co-Chair rotation. To execute this transition effectively, Hanna Kalmanovich-Cohen volunteered to extend her leadership term for a second year. She will serve alongside incoming Co-Chair Oscar Rodriguez-Franco during the 2026-2027 academic year, establishing the required intentional overlap in committee leadership.
- **Committee Member Eligibility & Recusal Policy:** To ensure highly engaged teaching faculty serving on the TLC are not inadvertently penalized, the committee instituted a formal Conflict of Interest and Recusal Policy. Committee members may now be nominated for Teaching Excellence Awards via third-party submission. To preserve the integrity of the evaluation process, nominated members are strictly prohibited from reviewing portfolios in their respective award category and must vacate the deliberation meeting during relevant votes. Nominated Co-Chairs must relinquish administrative control over reviewer assignments and master tabulation files.

## **II. Teaching Excellence Awards (TEA)**

The committee enacted a comprehensive overhaul of the TEA submission and evaluation guidelines. To ensure institutional accuracy, the committee delineates the evaluation protocols executed during the current review cycle from the structural reforms formally approved for implementation in the forthcoming academic year.

### **Nomination Logistics & Communication Strategy:**

The committee implemented a year-round, rolling nomination. The availability of this continuous nomination window is formally communicated to the Oakland University community at the conclusion of each academic semester. Furthermore, as a primary strategic objective for the 2026-2027 cycle, the committee is actively collaborating with the Provost's Office to embed the TEA nomination portal directly into the university's formal student course evaluation system, ensuring seamless, institution-wide participation.

### **2025-2026 Implemented Evaluation Metrics:**

The following mechanisms were successfully deployed during this cycle to normalize the reviewer workload and replace subjective interpretations with highly objective, data-driven evaluation metrics.

- **Standardized Evaluation Rubric:** Portfolios were scored across four weighted pillars to ensure comparative equity: Excellence in Teaching & Student Impact (50%), Curriculum & Pedagogical Innovation (30%), Reflective Growth & Scholarship (10%), and Broader Educational Leadership & Service (10%).
- **Discrepancy Protocol:** The committee executed an automated discrepancy check. Any portfolio score exhibiting a variance of greater than one point between the primary reviewers was flagged for full committee review, ensuring no candidate was disadvantaged by isolated reviewer stringency.

### **Approved Procedural Reforms for the 2026-2027 Cycle:**

To address administrative inefficiencies identified during this year's review, the committee developed and formally adopted the following guidelines for the next award cycle:

- **Submission Guidelines:** The committee instituted strict 500-word limits for the core narrative components (Teaching Narrative, Evidence of Student Impact, and Reflective Growth Statement). Supplemental materials will be restricted to two selected evidence types, alongside one major assignment and syllabus.
- **Reviewer Calibration:** Before individual reviews commence, the committee will mandate a “Reviewer Calibration Session” to align scoring perspectives against the rubric and resolve baseline discrepancies in interpretation.
- **AI Usage Policy:** An explicit AI ownership statement has been integrated into the submission guidelines. Applicants will be permitted to utilize generative AI for drafting but must formally certify that the final submission authentically represents their original teaching practices, holding them strictly accountable for the output.

### **2025-2026 Application Metrics & Recipients:**

The committee received 141 total nominations representing 102 distinct faculty members. Ultimately, 49 faculty members submitted complete portfolios for review (16 Non-Tenure Track, 25 Tenure-Track, 8 Online). Following rigorous, rubric-based evaluation, the committee recognizes the following recipients:

- **Excellence in Teaching Tenure Track:** Varna Taranikanti
- **Excellence in Teaching Non-Tenure Track:** Rochelle E. Danquah
- **Excellence in Online/Hybrid Teaching:** Jennifer Heisler

All nominees were honored for their dedication to student success at a Nominee Recognition Luncheon on February 4<sup>th</sup> 2026.

### **III. Educational Development Grants (EDG)**

During the 2025-2026 academic year, the committee maintained a rolling submission format for grant applications. A primary strategic focus for the committee moving into the next academic year is transitioning this grant from an informal review process into a highly structured, rubric-based evaluation system to ensure equitable, campus-wide distribution of limited university resources.

- **Proactive Grant Promotion:** To increase campus-wide visibility and ensure equitable access to Educational Development Grants (EDG), the TLC will transition from passive rolling admissions to scheduled, semester-based promotional messaging.
- **Finalize Grant Evaluation Protocols:** The committee will formally vote on and implement a drafted EDG evaluation rubric. This matrix proposes weighting applications heavily on Impact/Relevance to teaching (60%) and Clarity/Viability of the plan (40%), with a specific mandate to prioritize structural improvements to student learning outcomes.

#### **2025-2026 Funded Proposals:**

- **\$750** awarded to Dalia Elsouhag and Megan Niedzwiecki (Biological Sciences) to purchase 3D anatomy models for the Clinical Anatomy & Physiology course, designed to better prepare students for lab practicals and clinical settings.
- **\$500** awarded to Brendan Kredell (English, Creative Writing, and Film) to purchase a refurbished Google Pixel 8 Pro to support platform-agnostic, mobile-first media production in the Filmmaking for Non-Majors course.
- **\$750** awarded to Teresa Muller (School of Music, Theatre and Dance) for summer professional development ballet classes.
- **\$300** awarded to Katie Hartsock (English, Creative Writing, and Film) to host two guest speaker poets.

#### **IV. Strategic Collaborations & Campus Initiatives**

The TLC established a formal working relationship with the newly formed Senate AI Committee to delineate pedagogical boundaries and establish campus guidelines. Sarah Hosch and Nivedita Mukherji are serving as formal liaisons. The committees are actively sharing data regarding faculty integration of AI tools, the necessity of clear student guidelines, and the utilization of AI mini-grants to establish campus-wide benchmarks for educational technology.