

Faculty-Centered Support during Institutional Change

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we're for you.™

If I could change
ONE thing at my
institution...



Bellevue University



- Bellevue, NE
- Private, non-profit, regionally accredited
- 80+ degrees
- 19,000+ students
- 1000+ Master courses
- 800+ term-coded courses run per trad term



Design & Development (D&D) Department

D&D's focus is to ensure our courses and course-related materials are well-considered, well-designed, well-built, and well-reviewed.

Instructional Designers = 18

Operations = 10

Production = 4

Video & Multimedia Support = 6



Objectives



DISCUSS THE MAJOR CHALLENGES/SOLUTIONS ENCOUNTERED DURING INSTITUTIONAL CHANGE.



IDENTIFY SPECIFIC TRAINING STRATEGIES USED TO SUPPORT FACULTY DURING LMS AND TOOL TRANSITIONS.



CREATE A PLAN FOR SUPPORTING FACULTY DURING INSTITUTIONAL CHANGES.

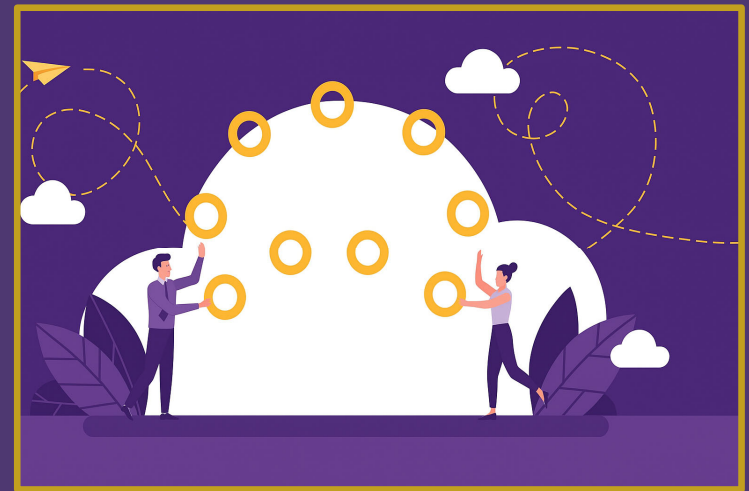
What is Institutional Change?

Change that touches many departments and processes, but does not fundamentally alter the university's underlying culture, values, or core assumptions.



Managing Multiple Changes

- Goal 1: Course Format Transition
 - All to 11-week
 - 1 year
- Goal 2: Accelerated LMS Migration
 - All to Ultra
 - 2.5 years turned into 2 years



**Define the
Change & Who it
will impact**



Project Management & Workflow Optimization

TRAD 11-Week Transition (Ultra and Original)

College	Courses in Development	Ready	Course Total	Development (%)	Ready (%)
CAS	5	243	248	2%	98%
CETM	NA	NA	NA	NA	NA
COB	0	111	111	0%	100%
CST	16	248	264	6%	94%
Total	21	602	623	3%	97%



Project Management & Workflow Optimization

	B	C	D
	Course Status	Platform	Master or Build
	Active	Classic	Master
	Archive	Ultra v1	Build
	In Development	Ultra v2	Other
	Pending Active		
	Sunset/Sunsetting		
	Build Maintained		
	Pending Sunset		
	TRANSITION		

LDR 475	Pending Sunset	Classic
LDRE 602	In Development	Ultra v2
LDRE 602	Active	Classic
LDRE 606	In Development	Ultra v2
LDRE 606	Active	Classic
LDRE 622	In Development	Ultra v2
LDRE 622	Active	Classic
LDRE 670	In Development	Ultra v2
LDRE 670	Active	Classic
LDRE 680	In Development	Ultra v2
LDRE 680	Active	Classic
LDRE 685	In Development	Ultra v2



Project Management & Workflow Optimization

All to Ultra Transition (01 Oct 2026)

College	Courses in Development	Ready	Course Total	Development (%)	Ready (%)
CAS	63	288	351	18%	82%
CETM	0	16	16	0%	100%
COB	173	127	300	58%	42%
CST	183	185	390	47%	47%
Total	419	616	1057	40%	58%

Quarterly Milestones

30 Sept 2025	31 Dec 2025	31 Mar 2026	30 June 2026
55%	66%	77%	88%

Ultra Conversion Burn-Down Meter



■ Percent of Time Consumed ■ Percent of Time Remaining



Track & Monitor the Change

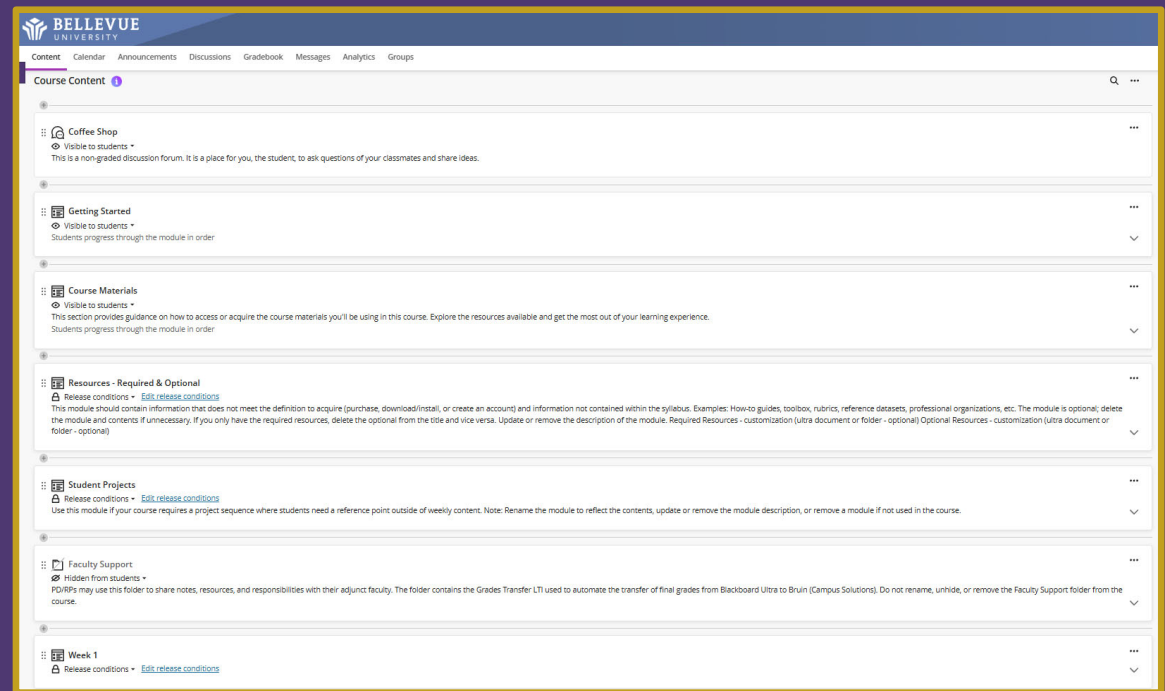


Institutional Challenges with Change



Implementing a Course Template

- QM
- WCAG 2.1 AA
- Pedagogy
- Best Practices

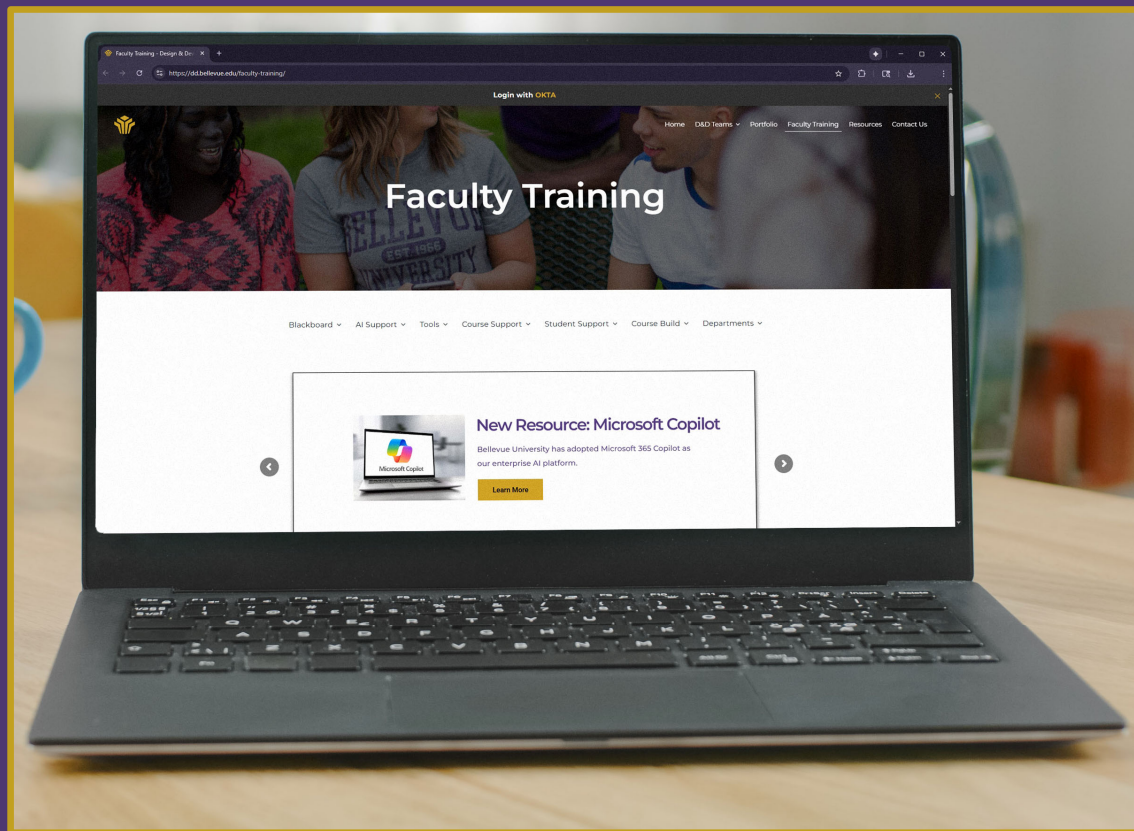


The screenshot displays the Blackboard course content page for Bellevue University. The page is titled "Course Content" and features a navigation menu at the top with options: Content, Calendar, Announcements, Discussions, Gradebook, Messages, Analytics, and Groups. The main content area is organized into several modules, each with a title, visibility status, and a brief description:

- Coffee Shop**: Visible to students. This is a non-graded discussion forum. It is a place for you, the student, to ask questions of your classmates and share ideas.
- Getting Started**: Visible to students. Students progress through the module in order.
- Course Materials**: Visible to students. This section provides guidance on how to access or acquire the course materials you'll be using in this course. Explore the resources available and get the most out of your learning experience. Students progress through the module in order.
- Resources - Required & Optional**: Release conditions. This module should contain information that does not meet the definition to acquire (purchase, download/install, or create an account) and information not contained within the syllabus. Examples: How-to guides, toolbox, rubrics, reference datasets, professional organizations, etc. The module is optional; delete the module and contents if unnecessary. If you only have the required resources, delete the optional from the title and vice versa. Update or remove the description of the module. Required Resources - customization (ultra document or folder - optional) Optional Resources - customization (ultra document or folder - optional).
- Student Projects**: Release conditions. Use this module if your course requires a project sequence where students need a reference point outside of weekly content. Note: Rename the module to reflect the contents, update or remove the module description, or remove a module if not used in the course.
- Faculty Support**: Hidden from students. PD/RPs may use this folder to share notes, resources, and responsibilities with their adjunct faculty. The folder contains the Grades Transfer LTI used to automate the transfer of final grades from Blackboard Ultra to Bruin (Campus Solutions). Do not rename, unhide, or remove the Faculty Support folder from the course.
- Week 1**: Release conditions.



Supporting Faculty



Assess Stakeholder Readiness & Concerns



Faculty Demographics

- 140 Full-time Faculty
- 1200 Adjunct Faculty
- 96% Online courses
- Faculty reside across the US



Creating a Training Plan



Phase 1. Ultra Training Website (Feb 2024)



Phase 2. Ultra Training Series (March/April 2024; on-going)

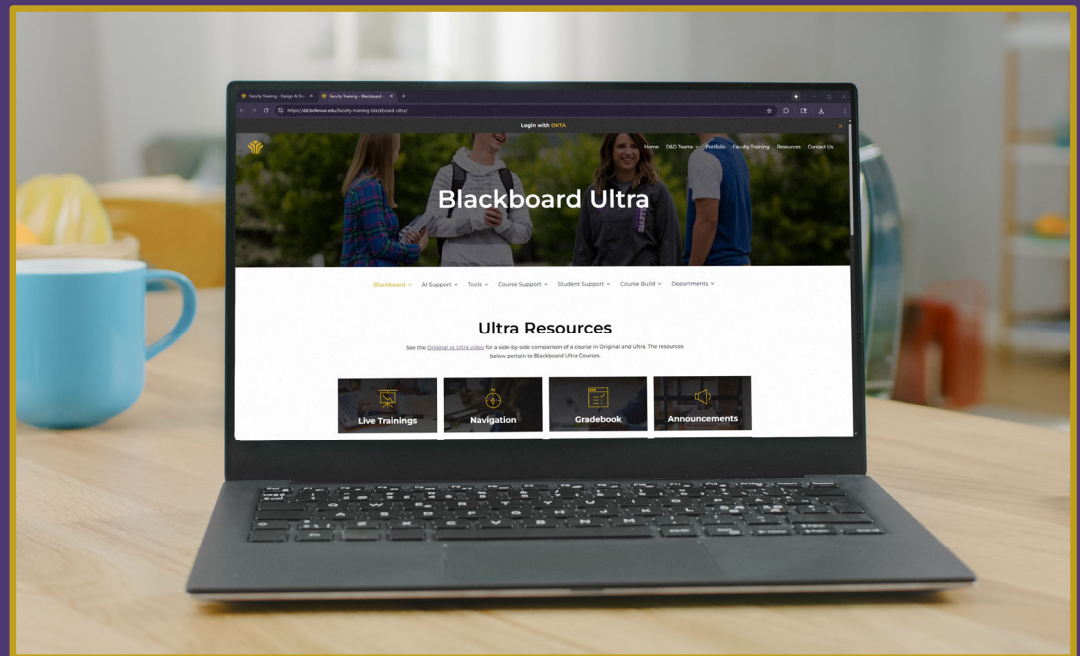


Phase 3. Teaching in Ultra Organization (July 2024)



Web Resources

- Website
- Tutorial Videos
- PDF Guides



LMS Resources

Ultra Announcements

[Blackboard](#) ▾ [AI Support](#) ▾ [Tools](#) ▾ [Course Support](#) ▾ [Student Support](#) ▾ [Course Build](#) ▾ [Departments](#) ▾

What are Ultra Announcements?

Announcements are an ideal way to post time-sensitive information critical to course success. You can create, edit, and delete announcements within your course. When students enter the course, new announcements appear as a pop-up. You can also send the announcement as an email to students.

Why Use Them?

Use announcements to communicate with students and share reminders or class tips. Announcements should not be used to deliver course content.

[Announcement Guide](#)



Synchronous Training Series

Ultra Training Series: Synchronous Recordings

Session 1: Ultra Overview & Communication

To view recording: [Ultra Overview & Communication](#)

This session introduced faculty to the Blackboard Ultra course environment with a focus on navigation, communication tools, and essential course features. Participants explored available training resources, including the Ultra Fundamentals course, and learned how to effectively communicate with students through announcements and messages.

Session 2: Ultra Gradebook & Grading

To view recording: [Ultra Gradebook & Grading](#)

This session provided a comprehensive look at the Ultra Gradebook, grading workflows, and feedback tools. Participants learned how to grade assignments and discussions, use rubrics, manage late submissions, and troubleshoot common grading issues to ensure clear communication of grades to students.

Session 3: Ultra Monitoring Student Progress

To view recording: [Monitoring Student Progress](#)

This session focused on using data and analytics tools to monitor student engagement and performance. Participants learned how to interpret progress indicators and course reports to identify students who may need additional support.



Teaching in Ultra Community

Course Content ⓘ

Overview/Getting Started
👁 Visible to students ▾
Welcome to the Ultra Fundamentals. View this module first for an overview of the course and the modules/training items available!

Navigating Ultra
👁 Visible to students ▾
Blackboard Ultra offers a new way to view course content and course tools. Review these resources to orient yourself with the new way your course will look in Ultra.

Communicating with Students
👁 Visible to students ▾
This module goes over creating announcements to communicate to the whole class, sending messages to individual students, and using the calendar to communicate due dates and events to students.

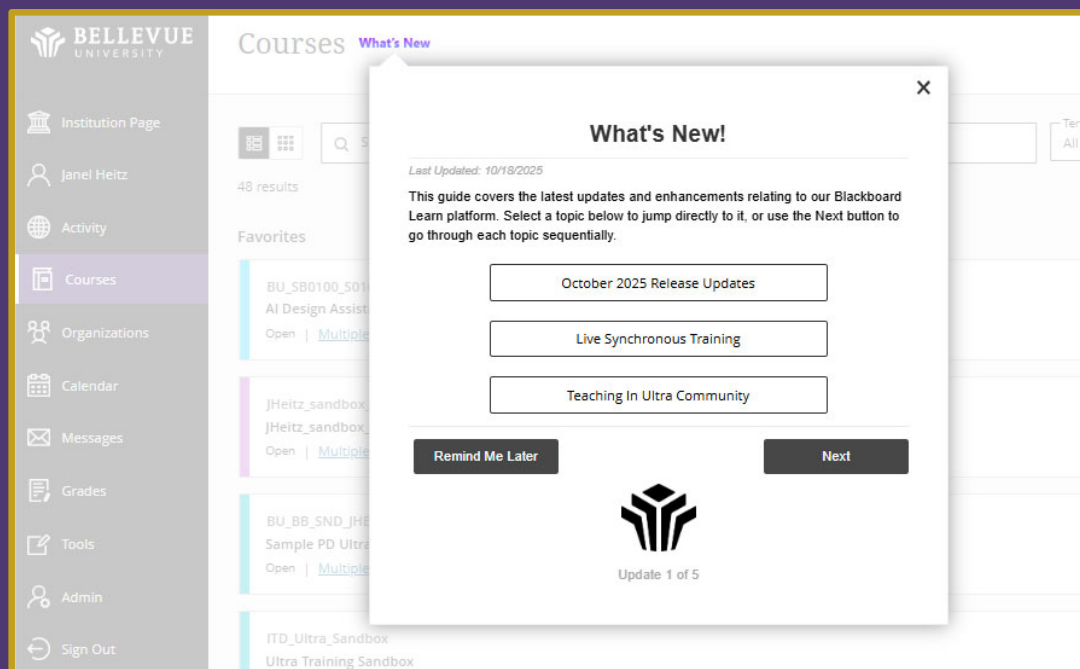
Gradebook Navigation
👁 Visible to students ▾
The Ultra gradebook offers multiple ways to view students' grades, gradable items, and individual students. As an instructor, you'll spend most of your time in the gradebook. Take some time to learn how to navigate the gradebook before grading assignments.

Grading Assessments
👁 Visible to students ▾
See how to grade assessments including: Assignments, Discussions, Tests, and Journals. Additional information is provided on grading with a rubric, posting grades, and grading late assignments.



Communicating to Faculty

- Website
- Email Newsletter
- Embedded in LMS



The screenshot displays the Blackboard LMS interface for Bellevue University. A 'What's New!' notification modal is open, featuring the following content:

- What's New!** (with a close button 'X')
- Last Updated: 10/19/2025*
- This guide covers the latest updates and enhancements relating to our Blackboard Learn platform. Select a topic below to jump directly to it, or use the Next button to go through each topic sequentially.**
- Three buttons for navigation:
 - October 2025 Release Updates
 - Live Synchronous Training
 - Teaching In Ultra Community
- Buttons for **Remind Me Later** and **Next**.
- Bellevue University logo and **Update 1 of 5**.

The background shows the 'Courses' page with a sidebar menu containing: Institution Page, Janel Heitz, Activity, Courses (highlighted), Organizations, Calendar, Messages, Grades, Tools, Admin, and Sign Out. The main content area shows search results for 'Courses' with 48 results and a 'Favorites' section listing various course entries.



Develop Support & Communication Strategy



What worked

Be available & have an expert on Campus



Creating a framework for future changes

The screenshot displays a user interface for managing course resources. On the left, there are three main resource categories: **Instructor Resources** (expanded), **Blackboard Resources**, and **Course Development Resources**. The **Instructor Resources** section includes a list of items: **AI Support** (checked), **Course Support**, **Departments**, **Student Support**, and **Tools**. The main content area shows a search for "AI Support X" with a "Clear All" button. Below the search, there are five resource cards: **Bongo Video Tool**, **AI Design Assistant**, **AI Conversations**, **AI Use Statements**, and **Microsoft Copilot**. The interface also features sorting options: "Order By: Date" and "Order: Asc".



Next Steps

- Continuous Communication
- Training Resource Maintenance
- Ultra Fundamentals Course



Ultra Tip

Wondering if students are actually reading your feedback? Now you can know for sure with the Student Reviewed Feedback Indicator. Just head to the Students tab in the gradebook and look for the “Reviewed” or “Not Reviewed” status. Watch the [Student Reviewed Feedback Video](#) to see how it works.



**Evaluate & Reinforce
the Change**



Questions



we're for you.™