Faculty Development for the Next Generation of Teachers

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Faculty Development for the Next Generation of Teachers
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A Golden Age of Teaching & Learning at Colleges? EdSurge Podcast 10.15.19

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STRATEGY ALIGNMENT AND PLANNING

Leading Training in Higher Education: Leveraging the Learning Culture for Faculty and Staff

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The Challenges of Training in a Higher Education Environment

In higher education, there’s a wide range of skills, from entry-level positions to people with multiple doctorate degrees, says Steve Couchman, CPTM, training and communication manager at Iowa State University. Ken Chapman, vice president of market research for D2L, echoes this challenge, saying, “There are some higher ed instructors and faculty members that are just lightyears ahead on teaching and learning and applications of technology, and there are others” who are still at a very basic level.

In addition, you might be training subject matter experts (SMEs) in the area of that training, so they might “be a little more critical of what you’re doing,” according to Couchman. Chapman agrees, saying that in that case, training managers should “tread lightly and work through influence rather than mandate.”

Working with SMEs, training managers should “tread lightly and work through influence rather than mandate.”
Faculty Development is ongoing.

Because employees are in a learning environment already, Couchman recommends looking at training in the same way academic course

“Educators care deeply about their students, about making their students successful,” says Chapman. “That’s a gigantic motivator.” If you can show how participating in the training will benefit their students, “it’s sold.” Additionally, faculty members “want to have a voice in what type of professional learning they take on. They want it to be relevant to their students, and they want to be able to try it right away ... They want to make sure it makes them a better teacher and not just a technologist or a theorist.”
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