

Quick Scan Inquiry Professional Development of University Lecturers at EU Universities 2019

This questionnaire has been created by the ECTN Working group Lecturing Qualifications and Innovative Teaching Methods with a long term goal to develop closer cooperation between the people who are involved in the continuous professional development (CPD) of university chemistry teaching staff. In particular this questionnaire allowed us to prepare some recommendations and make plans to organize a Summer School about continuous professional development of university STEM lecturers.

The questionnaire was anonymous. It had 3 questions to map out the situation about CPD at the universities, two questions to collect the information about the location (Appendix 1). There was an open field for comments with the possibility to fill in the name and e-mail for further contact. 24 persons have filled in their names and e-mails for further contact.

The survey was set out by the ECTN Working group Lecturing Qualifications and Innovative Teaching Methods as a quick scan via the ECTN network and also via other (personal) networks in university education between November 18 2019 and January 30 2020. The questionnaire was completed by 40 persons from 38 different HE institutions from 19 different countries.

Countries of participants	Response per country
Belgium	
Croatia	
Czech Republic	
Finland	
France	
Germany	
Greece	
Hungary	
Israel	
Italy (4)	
Netherlands (11)	
Norway (2)	
Poland (7)	
Romania	
Slovenia	
Spain (2)	
Sweden	
Switzerland	
Turkey	

The results of this quick scan survey show that at many European universities there is some professional development organized. In general, the professional development courses are currently elaborated from the pedagogy point of view and the lecturers need to apply by themselves this pedagogical knowledge to their own teaching context.

The results are given per question in the survey (see list of all questions in the survey in Appendix 1).

1. Question 3

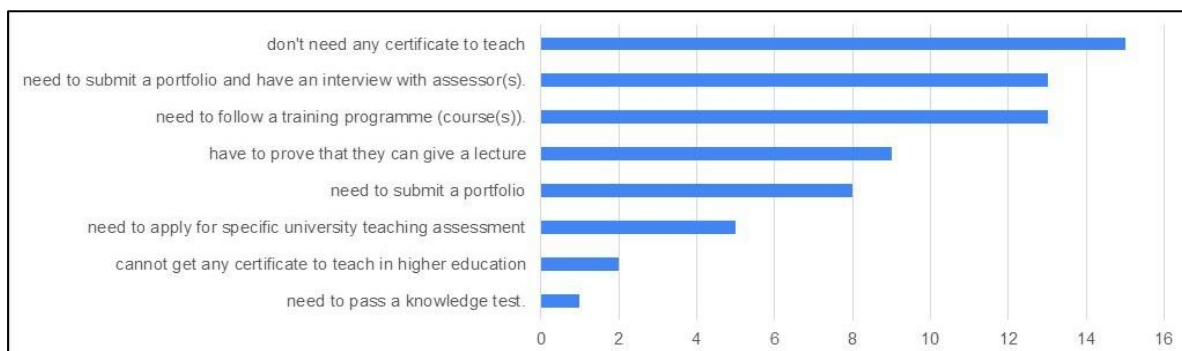
Which way your faculty/department/unit supports development of teaching competences of its academic staff? (see all answers in Appendix 2)

- Courses, seminars, workshops (14)
- Teacher training centre / department / special unit (7)
- Teaching qualification programme (3)
- Teaching qualification tailor-made courses (2)
- Training programme (2)
- Training and advice (2)
- Consultancy (2), observations (1), peer learning (1), workplace learning (1)
- Promote CPD (1)
- Community of practice for science school (1)
- Only seminars (not full courses) (1)
- Coaching (1), on the job coaching (1)
- Support curriculum development (1)
- Department of Science teaching (1)
- Project developed at the university (1)
- Basic equipment for the development of teaching competences (projectors, internet, databases, publishing houses) (1)
- Encouragement by the Dean (1)
- Course evaluations (1)
- None (2) / not sure (1)

2. Question 4

Are at your university (newly appointed) lecturers required to have (or to get within certain time) a certificate which confirms their competences to teach at the university? If yes, what do they need to do to get it?

The results are presented in the figure and the comments are given below.



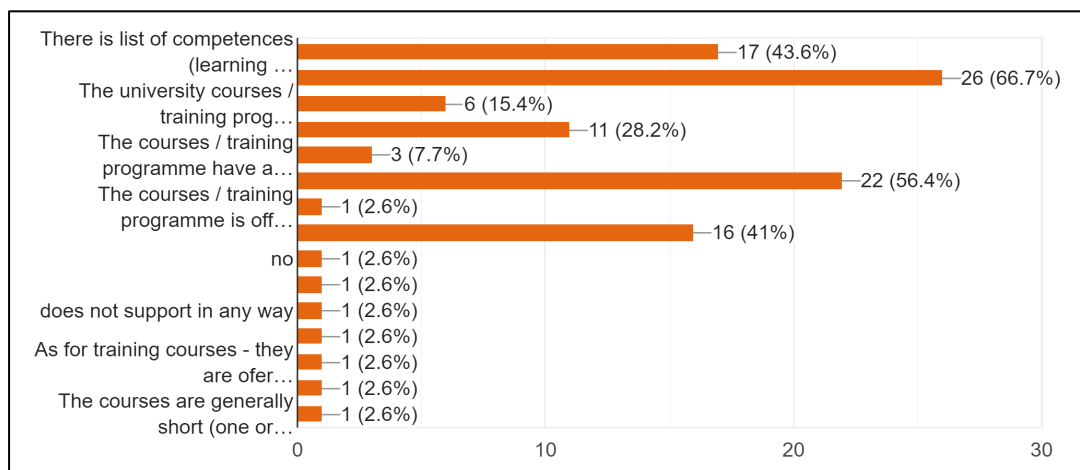
Comments (Other):

- need to have proper scientific degree and give habilitation lecture
- Positions are offered via public competitions
- Professors must be certificated following the psycho-pedagogical training program
- The experience from PhD studies is enough. With the new recruitment system they might not even be asked to give a lecture to prove their skills.
- 5 ECTS training programme (e.g. introduction to Higher education) used to be compulsory for doctoral students in Poland. So, somehow all newly appointed young teaching staff completed such training during their study time.

- Necessity to have adequate number of points (collected from research and pedagogical activities) and give successful trial lecture.

3. Question 5

If at your university there are courses / training programme that university teaching staff can attend, please check the boxes that fit your situation.



- There is a list of competences (learning outcomes) that university teaching staff at our university should have after completing those. (17, 44%)
- The university courses / training programme for teaching staff are general (no differences between the scientific disciplines). (26, 67%)
- The university courses / training programme for teaching staff are specifically organized for teaching staff from chemistry and other similar sciences (physics, biology...). (6, 15%)
- The courses / training programme have all character of practical workshops (interactive meetings). (11, 28%)
- The courses / training programme have all character of theory lectures. (3, 8%)
- The courses / training programme is a mixture of traditional theory lectures and active learning sessions (practical workshops). (22, 56%)
- The courses / training programme is offered only as e-learning. (1, 3%)
- The courses / training programme is offered as blended learning (combination of online and face to face learning activities). (16, 41%)
- Other (no, nothing or no support) (7, 18%)

Presentation

N.Brouwer (chair ECTN Working Group Lecturing Qualifications and Innovative Teaching Methods)

Appendix 1: Questions of the questionnaire

1. Name of University and Faculty/Department
2. Country
3. Which way your faculty/department/unit supports development of teaching competences of its academic staff?
4. Are at your university (newly appointed) lecturers required to have (or to get within certain time) a certificate which confirms their competences to teach at the university? If yes, what do they need to do to get it? Please check the boxes that fit your situation. At my university lecturers:
5. If at your university there are courses / training programme that university teaching staff can attend, please check the boxes that fit your situation.
6. Could you please fill in the name and the e-mail for the future contact? We would like the contact of the person in your faculty/department/unit who is or who would like to become involved in the organisation of the continuous professional development (CPD) of the university teaching staff.
7. Comments

Appendix 2:

Question 3: Which way your faculty/department/unit supports development of teaching competences of its academic staff?

<p>3. Which way your faculty/department/unit supports development of teaching competences of its academic staff?</p> <p>39 responses</p> <p>By courses, seminars, workshops within Teacher Training Department and Department of Distance Education and Continuing Learning</p> <p>Teaching and Learning Centre of our university provides inservice education for all faculty at the university about teaching and learning methods and techniques available today particularly intergration of ICT, measurement and evaluation and curriculum evaluation. You may see the centre activities at http://ogem.atauni.edu.tr. The training is not compulsory to start teaching but all faculty will take the course in 2 years time.</p> <p>Mostly university central level organises such activities. Once a year we have so called Week of Teaching Quality when at the faculty level educational lectures and workshops are offered for teaching staff.</p> <p>Create a special board at the university</p> <p>The courses / training programme for those who are interested.</p> <p>Worshops</p> <p>does not support in any way</p> <p>Courses, community of practice for science school</p> <p>Competences are enhanced by offering workshops and courses: https://www.uu.nl/en/education/centre-for-academic-teaching/courses-programmes</p> <p>Specific courses on a variety of topics (e-learning, MOOCs, teching in English, development of teaching skills, etc)</p> <p>Our department offer the basic equipment for the development of teaching competencies of its academic staff. That is projectors, internet, access in databases and publishing houses etc.</p> <p>Special courses and seminaars</p> <p>From our recruitment principles: "The people working in teaching-oriented positions are expected to complete at least 25 ECTS credits' worth of pedagogical university</p>	<p>project developed at the university</p> <p>CAS Studies</p> <p>not sure</p> <p>Courses (pedagogy, TIC...)</p> <p>None</p> <p>through thematic courses</p> <p>Courses, consultancy, observations, peer learning, workplace learning</p> <p>Teaching and learning centre: new from 2020. Institution for teachers of all faculties, runned by stakeholders of faculties and coordinated by ed. department and ICTO department , where research on Higher education and courses, seminars, workshops about teaching are initiated , TIPS: information point for teachers at each faculty</p> <p>Formal courses for teaching assistants and teaching staff. Consultancy on demand. Support in curriculum development activities</p> <p>offering courses and coaching</p> <p>De dienst onderwijsontwikkeling, diversiteit en innovatie is verantwoordelijk voor docentenprofessionalisering.</p> <p>Advertise didactics courses taught by a special unit. Assess all lecture modules regularly.</p> <p>The University organizes innovative-teaching seminars, but not full courses, for the academic staff.</p> <p>The University</p>
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<p>studies or equal studies within two years after starting their employment, if the selected candidate has not completed these studies when their employment term starts. This applies to persons recruited until further notice or to positions of at least five years. Pedagogic university studies refer to university-level pedagogical studies or studies included in teacher education." Our university organise pedagogic university studies (5-60 ects) which are specially planned for university teachers. Normally pedagogical studies can be done during the normal working hours.</p>	<p>University Teaching Qualification of tailor made courses</p>
<p>The Dean encourages academic teachers to take part in educational courses</p>	<p>e.g. mandatory university teaching qualification course (250 h) for all staff; support from center for learning and education staff</p>
<p>Occasional courses.</p>	<p>We provide training and give advice to (starting and expert) teachers.</p>
<p>Department of Science Teaching</p>	<p>Development, teaching, training and organisation of the professionalization of the university teachers</p>
<p>We have a Centre for Educational Development at the university, https://www.umu.se/en/centre-for-educational-development/</p>	<p>By suggesting trainings</p>
<p>Internal training (not obligatory), additional courses (many) provided within the EU</p>	<p>training, advise and curriculum development</p>
	<p>University Teaching Qualification - teaching training courses; on-the-job coaching; personal coaching and advice</p>
	<p>(a) Promoting continuous learning; (b) part of the requirements to reach higher include points obtained from pedagogical activities; (c) period assessments with pedagogical activities (and trainings) are part of the assessment criteria</p>