



PEDAGOGICAL COMPETENCY DEVELOPMENT

21 DECEMBER 2015

The standards for the teaching and pedagogical competencies of academic staff at SCIENCE have been adopted by the SCIENCE Management Team consisting of the faculty management and heads of department.

PhD students and postdocs

PhD students and postdocs who teach BSc and MSc students are obliged to participate in the 'Introduction to University Pedagogy' course:

This intensive introductory course provides participants with the basic theory and practical skills to improve the quality of their own teaching. Through lessons and exercises, participants will experience a variety of teaching and receive feedback on their own teaching.

PhD supervisors – At SCIENCE, all PhD supervisors are required to complete a PhD supervisor course, see the faculty's PhD rules.

The course aims to provide participants with the practical and theoretical basis for supervising PhD students – both as principal and supplementary supervisor. The course is designed for new as well as experienced supervisors.

Assistant professors, associate professors and professors

Assistant professors, associate professors and professors are obliged to participate in the 'Teaching and Learning in Higher Education Programme' unless they have already acquired the qualifications corresponding to the learning objectives for the course:

Universitetspædagogikum is a full year course (approximately 175 hours of work) through which university teachers become able to work continually to increase student learning.

The course combines educational theory and research with the participants' own teaching experience in order to enable them to make informed improvements to their own and others' teaching.

Part-time academic staff (teaching lecturers and external lecturers)

Part-time academic staff at SCIENCE constitute a small proportion of the total teaching staff. Relevant teaching qualifications are assessed in connection with the appointment.

Assessment of teaching qualifications

The head of department is responsible for ensuring that all academic staff members with teaching duties have the necessary teaching and pedagogical qualifications and meet the standards set by the management at SCIENCE.

This assessment is carried out jointly by the academic staff member and his or her manager at the annual performance and development review. The structure of the performance and development review is described at KUnet under SCIENCE and in the Employee Guide.

The assessment includes a teaching evaluation of the courses which the employee in question has taught in the past year. The structure of the teaching portfolio is also discussed, if relevant, at performance and development reviews.

Framework for participation in pedagogical competency development

The head of department is responsible for ensuring that participants in the 'Teaching and Learning in Higher Education Programme' have time to attend the course, for example by limiting the research obligations in the teaching block in which the course takes place, and that the participant has a minimum of 100 teaching hours in the year immediately following the beginning of the course to enable the participant to practice the newly acquired theory.

Each year in February and March, the head of department receives an overview from SCIENCE HR of the participation of academic staff in educational courses as well as an overview of new staff in the past year. By comparing the two, the head of department assesses whether any new staff members need supplementary training. The head of department provides SCIENCE HR with the names of staff members expected to participate in supplementary educational training the same year, which then submits the information to the deputy head of the Department of Science Education and the associate dean for education with the aim of establishing the need for training.