Overcoming barriers, finding solutions, creating incentives and rewards.

Dave Matty
It’s all about perspective

...and motivation
...and resources/rewards

got baggage?
Some similarities

Likely to be interested or engaged.

Likely to not care or change w/time/PP.

Probably worth ignoring unless...
A Quick Question

• How many of you learned at least one new thing about improving student learning yesterday?
Resource intensive

• Raise awareness…..
  ▪ Attend Workshops, short courses, meetings, etc
    o Rendezvous, POGIL, MathArt, AAC&U, others
  ▪ Participate in webinars or online short courses
• Invite experts or consultants
  ▪ Saundra McGuire, Jo Boaler
• Implementation? (Pay for play)
  ▪ Supplemental pay (NO!)
  ▪ Reassigned time
  ▪ Professional development funds
• "most improved" or "most innovative" awards
• Program Review
Program Review 2013

- Questions for reviewers:
  - Curriculum – Appropriate? Flexible? Agile?
  - Pedagogies – appropriate for today’s learners?
  - Student focus and engagement?
  - Strong assessment plan?
  - Faculty:
    - appropriate breadth and depth?
    - Engaged fully in teaching, scholarship, service?
    - Appropriate workload?
  - Facilities/resources:
    - If anything, what is needed to improve...
      - Recruiting, improving student learning, engaging students in research, enhancing faculty research, attracting new faculty?
Resource “Light”

Publications

Webinars

Videos

MOOCs
Resource “Light”

• Take advantage of low(er)-cost opportunities
  • NAGT, SERC, MOOCs, free webinars, etc.
• Adopt effective teaching as a hiring criterion.
• Mentor and support new faculty colleagues.
• Elevate and celebrate your in-house change agents.
Resource “Light”

• Take advantage of in-house opportunities
  ▪ Teaching and Learning Orgs on campus.
  ▪ Learn from (more) successful departments.
  ▪ If possible, change reward structures to recognize student learning innovations based on DBER.
    o P&T bylaws; merit pay
Resource “Light”

- Lead by example - Explore various pedagogical approaches / Secure and explore new technologies
Things to think about

• How to improve student learning while decreasing faculty workload.
  ▪ SHORT TERM EFFORTS FOR LONGER-TERM GAINS
• Hold people accountable when you invest in them.
• Embrace failure because it WILL happen. Learn from it. Have the back of colleagues who do try but fail. It’s a formative process.
• HAVE THE PASSION - MAKE IT A PRIORITY

Baby Steps!
Don’t forget!

• NAGT Traveling Workshops Program
  ▪ Building Stronger Departments and Programs
  ▪ Building Stronger Courses

• http://nagt.org/nagt/profdev/twp/index.html
Good luck!
Things people say...

• "It's taken me 20-30 years to figure out how to teach my students well and now you're asking me to change!?!"

• "I am judged by my ability to attract external support and produce publications, not by my teaching!"

• "I'm already teaching my normal load and two overload classes!"

• "I'm just not paid enough for this to be worth my while!"

• "I've always done it this way. There’s no other way I can do it! <sob!>"

• "I'm already teaching over 200 students a semester spread out over 15-18 contact hours a week and I don't have any help!"