

**Overcoming barriers, finding solutions,  
creating incentives and rewards.**

**Dave Matty**



**WEBER STATE**  
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College of Science

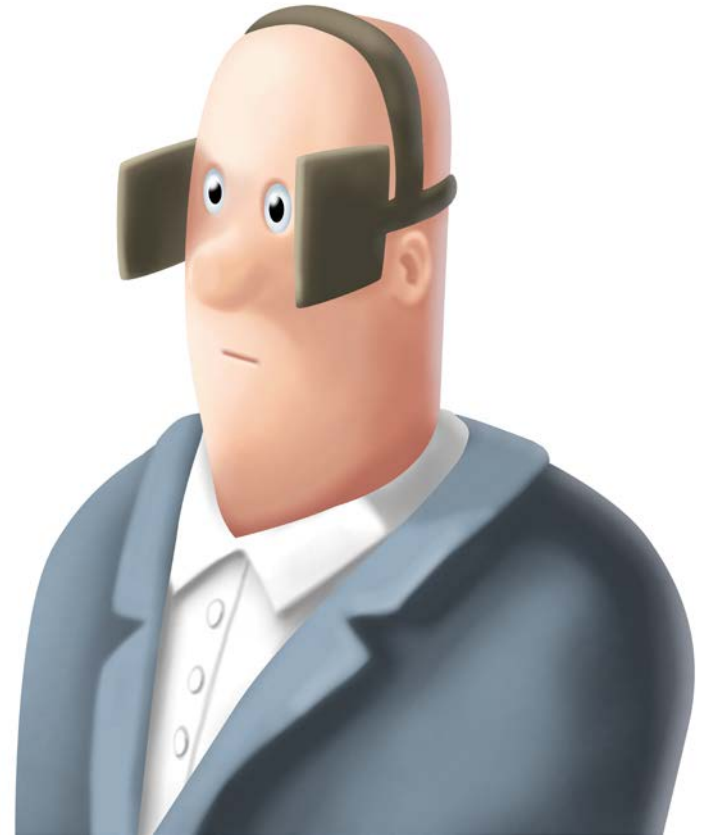
# It's all about perspective

...and motivation

...and resources/rewards



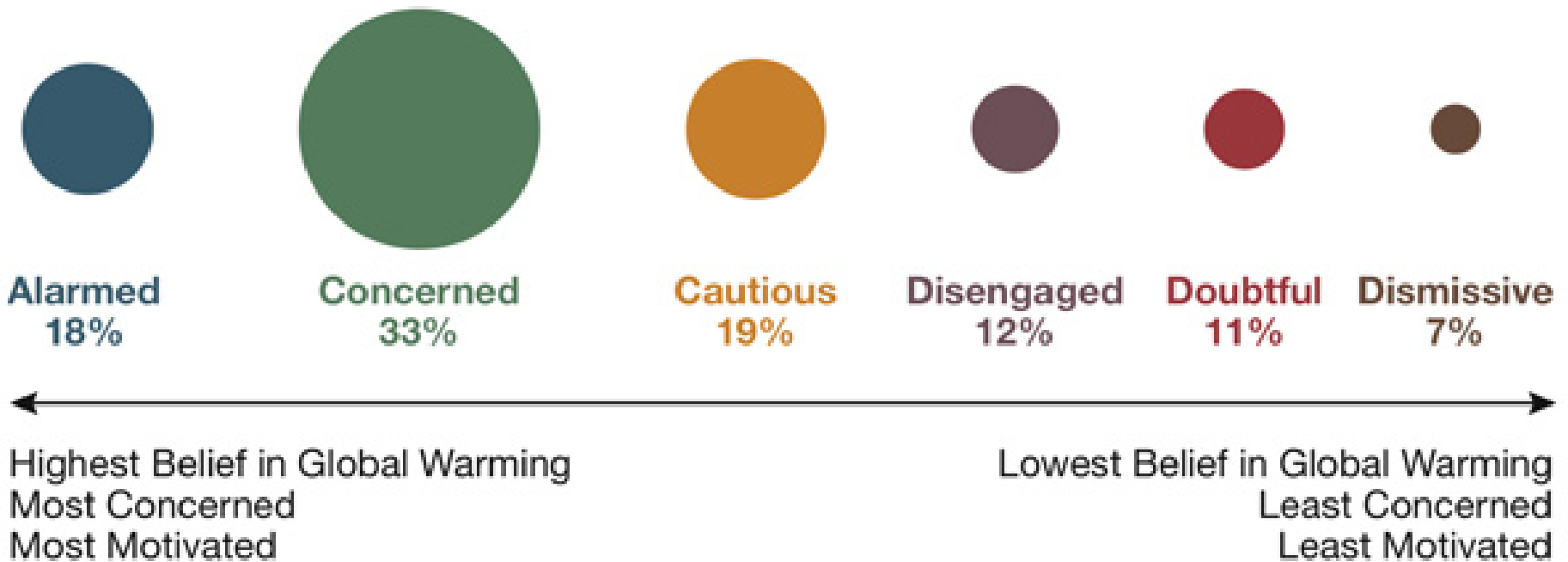
got baggage?



# Some similarities

**Figure 1:** Proportion of the U.S. Adult Population in the Six Americas

*Proportion represented by area*



**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**
    - Rendezvous, POGIL, MathArt, AAC&U, others
  - **Participate in webinars or online short courses**
- **Invite experts or consultants**
  - **Sandra McGuire, Jo Boaler**
- **Implementation? (Pay for play)**
  - **Supplemental pay (NO!)**
  - **Reassigned time**
  - **Professional development funds**
- **"most improved" or "most innovative" awards**
- **Program Review**

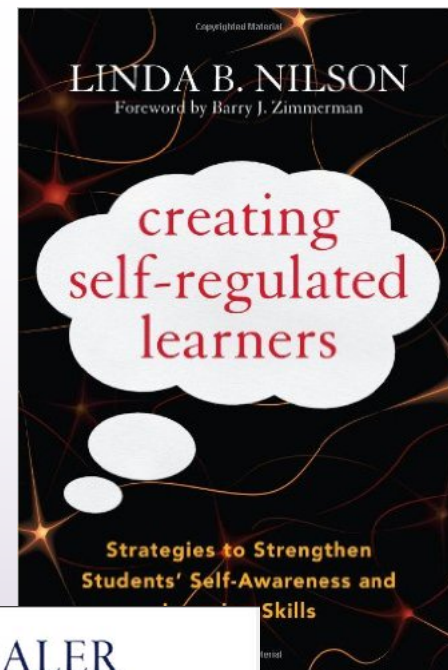
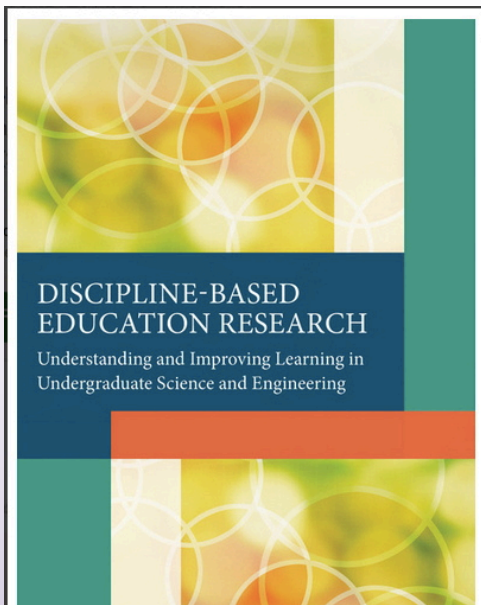


# Program Review 2013

- **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”

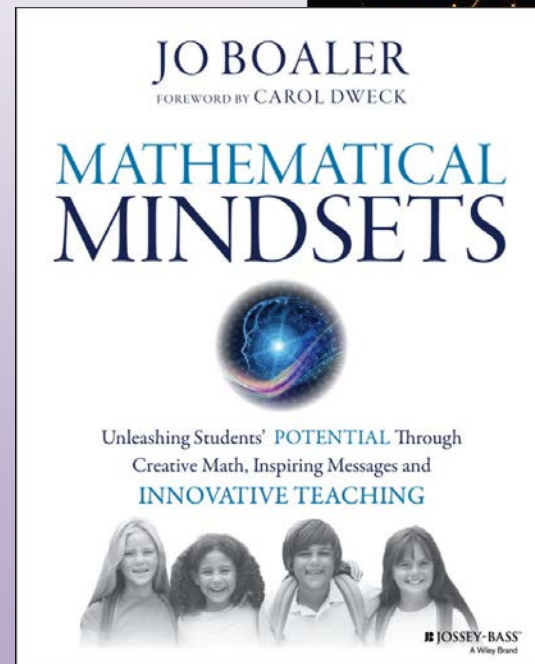
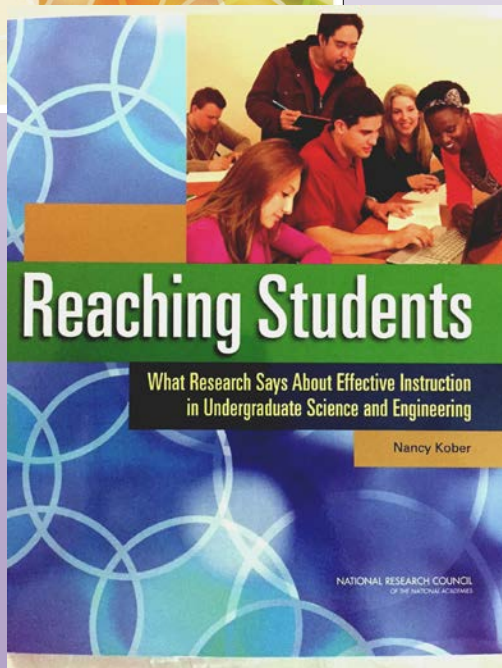


**Publications**

**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.**



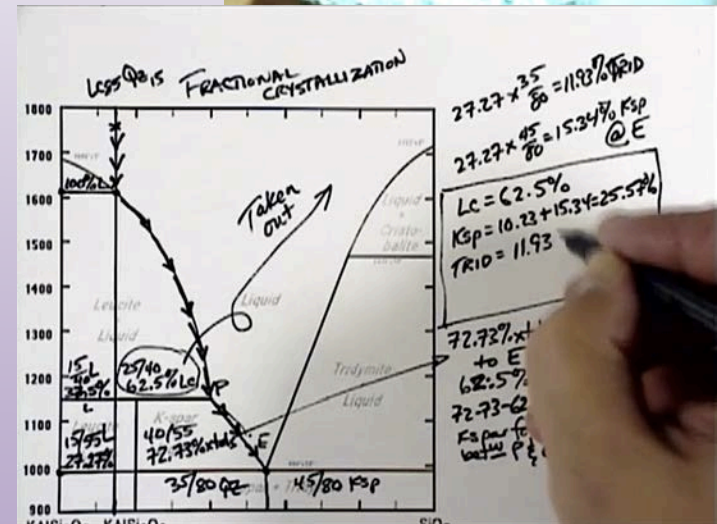
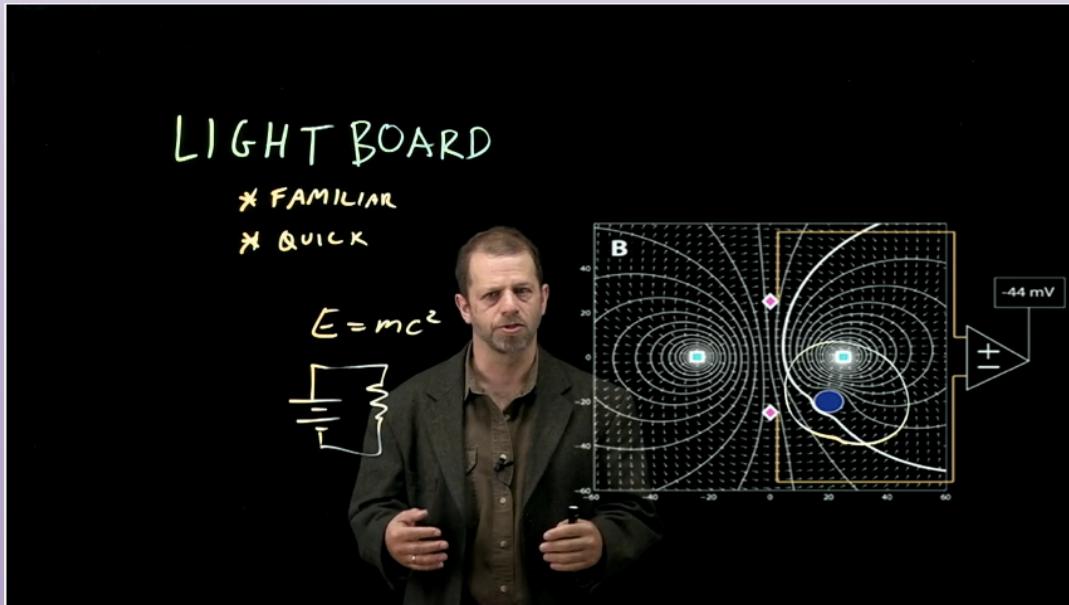
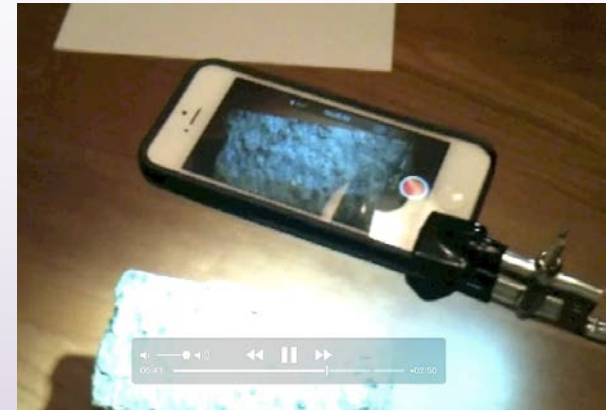


# Resource “Light”

- **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.**
    - **P&T bylaws; merit pay**

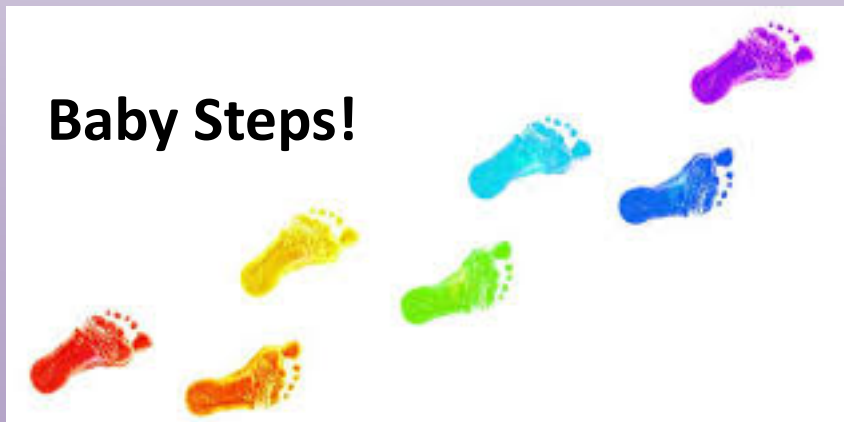
# Resource "Light"

- 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**



# Don't forget!

- **NAGT Traveling Workshops Program**
  - **Building Stronger Departments and Programs**
  - **Building Stronger Courses**
- **<http://nagt.org/nagt/profdev/twp/index.html>**





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**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!"**

