

UiT

**THE ARCTIC
UNIVERSITY
OF NORWAY**

Enhancing the Role of Teaching and Learning in Higher Education

Barriers and facilitators to change: experiences from the first round of meritation at UiT The Arctic University of Norway

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Pilot project 2016-2021

- UiT University board decision June 16 2016 based on the joint report UiT and NTNU “Innsats for kvalitet” – “Quality Enhancement in Education”, February 2016
- The Merit – rating system at UiT includes all the faculties and all five academic job categories: universitetslektor, førsteamanuensis, førstelektor, dosent, professor

Project 2017

- Announcement ultimo January
- Deadline for application May 2nd
- Assessment by a committee with four members plus one from applicants faculty
- Decision June 6th by The Strategic Educational Committee at UiT
- Appointment of the Excellent teachers by the rector of UiT June 14th

Premises for application

- Minimum five years teaching practice in higher education
- Formal basic pedagogical competence for higher education or documenting such competence in the teaching portfolio
- Applying due to job category
- Applying by submitting a Teaching Portfolio, 15 – 20 pages plus attachments, in a digital or electronic format

Criteria

- Must document qualitative development over time
 - Cooperation with colleagues, students, leadership and others to enhance teaching and study quality – also by peer review of teaching
 - Reflections about own didactical developmental work, using research and theories about teaching and learning in higher education

Criteria

- The teacher demonstrates a scientific approach to teaching and learning documenting this by
 - Systematic development of own teaching competence by courses, teacher exchange
 - communication of competence in national and international conferences and journals
 - Production and development of teaching material, models and teaching aids based on a conscious pedagogical point of departure

Criteria

- The academic is an engaged and excellent pedagogical leader. This can be documented by showing how he/she
 - Initiates didactical developmental work and cooperation in own department
 - Engages in developing new study programs and courses
 - Carries out developmental and strategic assignments
 - Facilitates and encourages the local pedagogical discourse, takes part in educational seminars and conferences in and outside own organisation

Letter from head of Department

Presenting a binding plan for the use of the teacher with the a status as an excellent teacher showing how

- the department will benefit from competence
- the department will facilitate this

Motivation

- Honor
- Three pay grades
- NOK 30 000 to the Department

Applicants by job categories

Professor	11
Dosent	3
Førsteamanuensis	6
Førstelektor	6
Universitetslektor	3
Sum	29

The applicants

	Number
Faculty for Biosciences, Fisheries and Economics	6
Faculty for Sports, Tourism and Social Work	4
Faculty for Health Sciences	7
Faculty for Science and Technology	2
Faculty for Fine Arts	2
Faculty for Humanities, Social Sciences and Education	8
Sum	29

Appointed excellent teachers at UiT 2017

- Dosent Bernt Bertheussen, School of Business and Economics, Faculty of Biociences, Fisheries and Economics
- Professor Michaela Aschan, The Norwegian College of Fishery Science, Faculty of Biociences, Fisheries and Economics
- Dosent Eli Moksnes Furu, Department of Education, Faculty of Humanities, Social Science and Education
- Førstelektor Anne Eriksen, The Conservatory, Faculty of Fine Arts
- Professor Laura Janda, Department of language and culture, Faculty of Humanities, Social Science and Education
- Professor Tove I. Dahl, Department of psychology, Faculty of Health Sciences

What have we achieved?

- Teaching and learning on the agenda at the whole UiT
- Meetings at faculties with briefing about the project, criteria and application process
- Work-shops at departments and faculties
- Make academic staff document their work in teaching and education
- Initiate peer cooperation and peer review of teaching and learning

Challenges

- Make staff apply due to job category
- Make staff document a scientific approach to teaching and learning
- Make Head of Departments leaders of teaching and learning – support applicants and excellent teachers as valuable resources

Changes for the next round after an evaluation

- Digital portfolios
- Limitation of size of portfolios
- Quality control at faculties
- Limiting number of times possible to apply

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