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

Marit Allern, project leader
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, førstemannuensis, 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 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

<table>
<thead>
<tr>
<th>Professor</th>
<th>11</th>
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<tbody>
<tr>
<td>Dosent</td>
<td>3</td>
</tr>
<tr>
<td>Førsteamanuensis</td>
<td>6</td>
</tr>
<tr>
<td>Førstelektor</td>
<td>6</td>
</tr>
<tr>
<td>Universitetslektor</td>
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<tr>
<td>Sum</td>
<td>29</td>
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</tbody>
</table>
## The applicants

<table>
<thead>
<tr>
<th>Faculty for Biosciences, Fisheries and Economics</th>
<th>Number</th>
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<tbody>
<tr>
<td>Faculty for Sports, Tourism and Social Work</td>
<td>4</td>
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<tr>
<td>Faculty for Health Sciences</td>
<td>7</td>
</tr>
<tr>
<td>Faculty for Science and Technology</td>
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<tr>
<td>Faculty for Fine Arts</td>
<td>2</td>
</tr>
<tr>
<td>Faculty for Humanities, Social Sciences and Education</td>
<td>8</td>
</tr>
<tr>
<td>Sum</td>
<td>29</td>
</tr>
</tbody>
</table>
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