History and model of developing support units (IAD example)

Jon Turner
Director, Institute for Academic Development
University of Edinburgh

IAD Mission

To provide University level support for teaching, learning and researcher development; through leadership, innovation, collaboration and direct provision that benefits students, staff and the University's international reputation.

IAD Remit

- Provide support for staff and students in teaching, learning and researcher development
- Support programme and curriculum development and enhancement
- Focus on University level strategic priorities

All depends on partnership working
We have strong connections around the university

Establishing the IAD

The role & expertise of educational development units

- Origins
  - Teacher training, Quality Assurance, research and scholarship, student support

- Evolving role
  - Support institutional priorities (staff & student support), culture change, enhancement & growth
  - In UK, moves to combine teaching & learning with researcher development

- Expertise
  - Need to draw on many talents:
    academic & educational development, pedagogic, organisational development, change & project management, scholarship & research
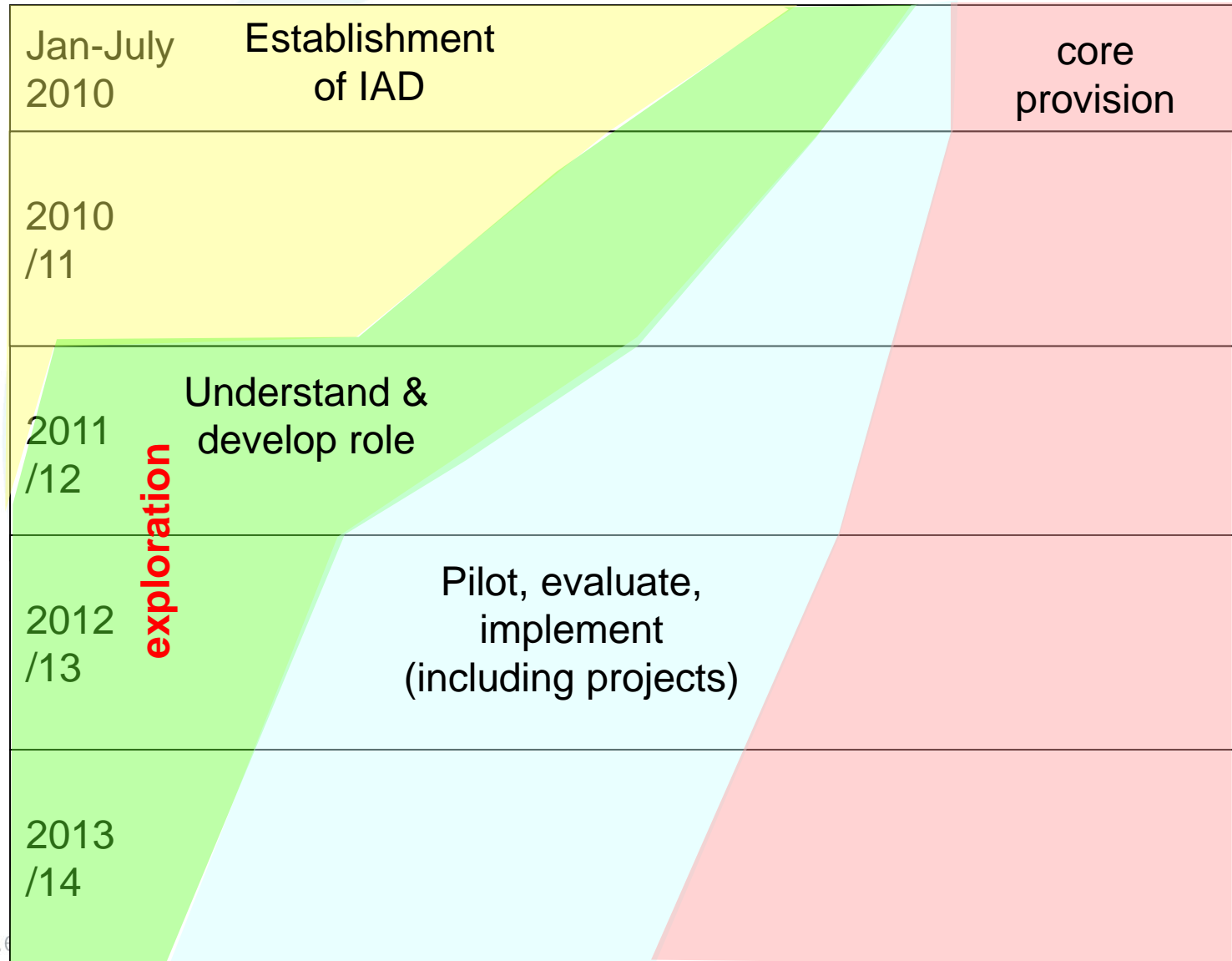
Recommendation of 2010 Review Panel

Establish an Institute for Academic Development (IAD) to bring together centrally provided academic development and study skills support into a single organisation.

Approach

- Support College/University strategic priorities
- Work closely and collaboratively with Schools & support services
- Provide clearer routes to support (for students and staff)
- Consider full continuum of requirements (UG, PGT, PGR, early career researchers, academic & teaching staff)

The IAD Journey

		core provision
Jan-July 2010	Establishment of IAD	
2010 /11		
2011 /12	Understand & develop role	
2012 /13	Pilot, evaluate, implement (including projects)	
2013 /14		

exploration

www.e

Taking time to build a shared culture….

- Why: Consistency for our audiences; overcoming anxieties; genuinely wanting new culture (draw on all talents)
- How: 3 half day, all staff workshops in first 4 months; management techniques (branding: values + traits; mission, principles & priorities)

Branding project: more than a logo!

- Values:
  - effective, high quality, impartial, collaborative, evolving, evidence-based

- Traits:
  - intuitive, professional, motivating, mentoring, challenging, scholarly

No legacy brand issues; Baseline that we have returned to

IAD Organisational Structure today
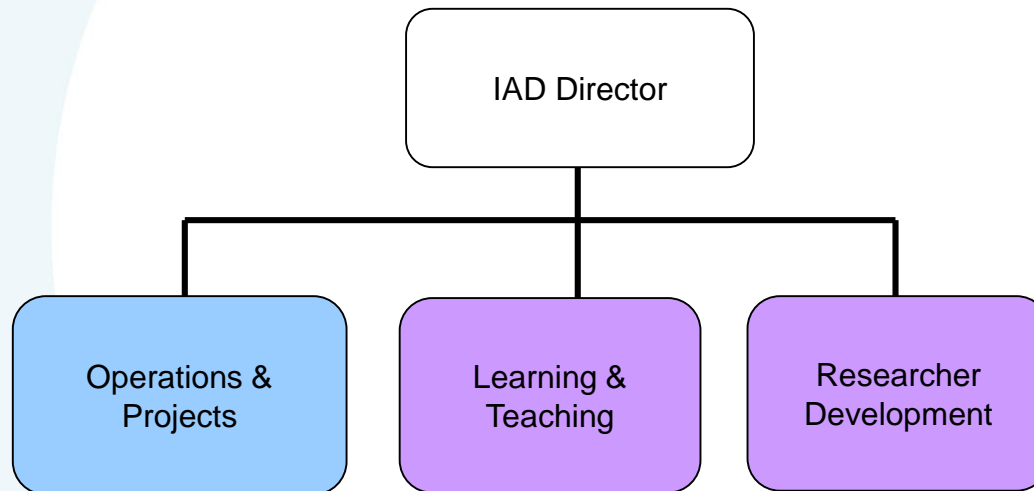
People

IAD staff ~ 35

Interns, secondees, partners, visiting scholars & students ~15

IAD Associates >30

Over 40,000 students, more than 6,000 academics & more than 6,000 other staff

Partners/collaborators

Colleagues in Schools, Colleges, Services & EUSA

Visitors, contacts and collaborators from across all parts of the globe

IAD operational priorities

- Increase take-up/participation

- Increase positive impact

- Develop resources/approaches that can tailored and used by Schools

Responding to different needs…

- Individual, disciplinary and academic level

- Support that is broad and deep:
  - 24/7 online resources, guides, information
  - Core provision: workshops, courses, events, 1:1 advice, networks, funding schemes
  - Tailored support: consultancy, collaborative provision and development

- Catalyst, enabler, space, time, stimulation for innovation:
  - PTAS, secondments, flexible support and provision, Communities of Practice, networks etc

Examples of IAD support (for different audiences)

undergraduate study development

- LearnBetter – online self enrol study skills resource
- Resit bootcamp – new online resource
- Workshops – range of topics & locations
- Quick Consultations – 1:1 advice
- Preparing for study web pages
- Adaptable resources & activities (work with Schools/Programmes)
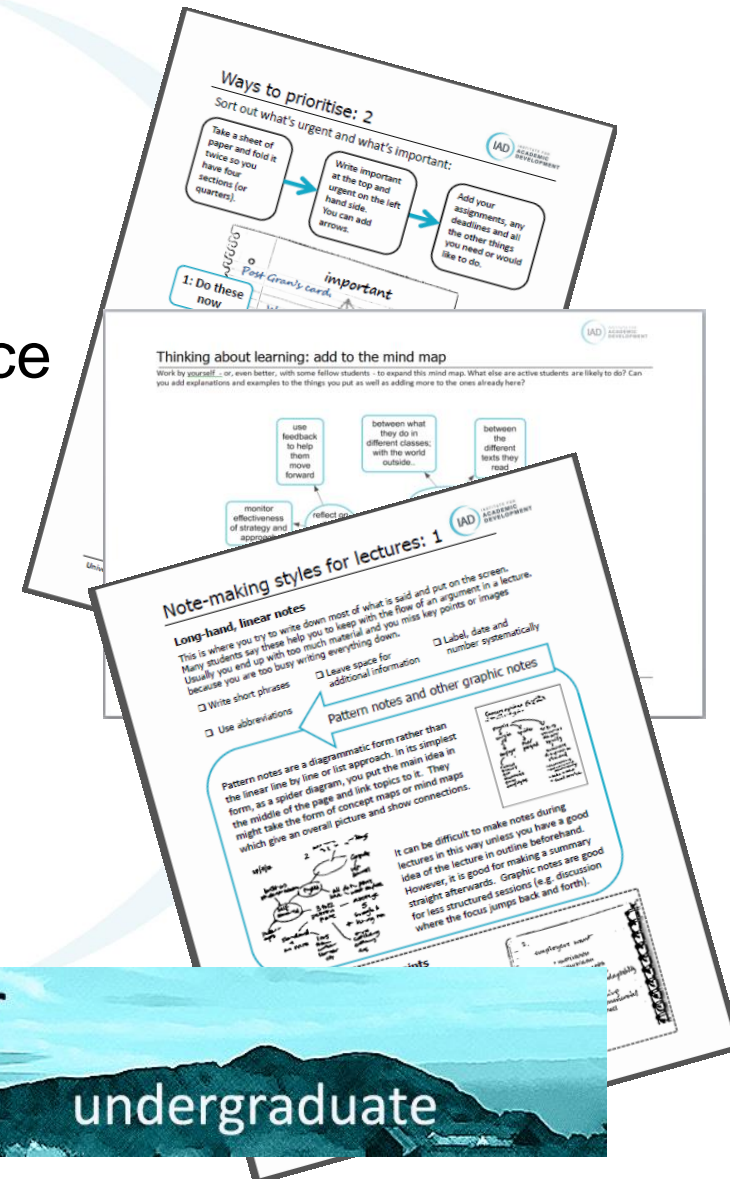
…for masters students

- Centrally provided skills development courses
  - Study skills sessions
  - Link to key challenges for Masters students
- Online training and learning resources
  - Transitions into Masters study
  - Academic writing
- Masters blog and twitter
- Bespoke skills courses for some programmes
  - Often using IAD devolved funding

Making the **Most** of **Masters**

- Work-based placement as alternative Masters dissertation project
- Focus on curriculum development, resources, connections and support for employers, programmes, academics and students
- Joint project: Edinburgh, Aberdeen and Stirling Universities
- A Scottish Funding Council Learning to Work 2 project
- www.mastersprojects.ac.uk

www.ed.ac.uk/iad

Three Minute Thesis Competition (3MT)

- University Final 23rd June 2016
- Presentation skills training available
- Previous 3MT Final videos available on University's YouTube Channel

Impact and evaluation

- Annual report to Senate Quality Assurance Committee (part of Scottish QA system)
  - Operational metrics
  - Evidence of breadth & depth of engagement & impact
  - Theories of change methodologies
- Direct links into University Policy Groups & senior leaders

Core programme attendance by Academic Year & audience
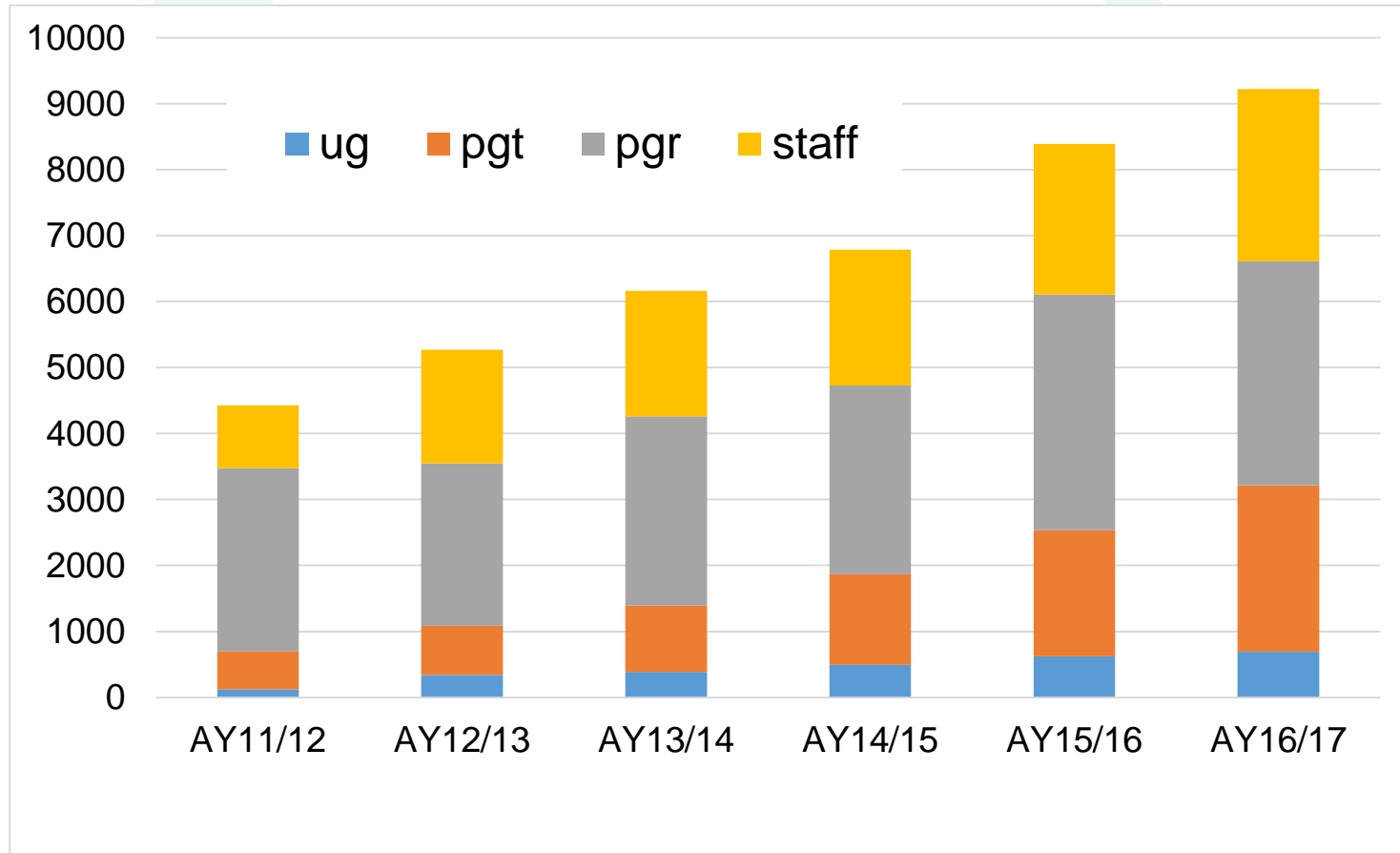
When taking the credit doesn't matter….

Teaching Matters blog

Promoting, discussing and celebrating teaching at the University of Edinburgh

THE UNIVERSITY *of* EDINBURGH

Home   About   Contributors

1 DAY AGO
Teaching in Practice Sessions (TiPS) Initiative: Improving and diversifying teaching

5 DAYS AGO
NOMINAT
Making a difference: Dr Iain Murray on learning and teaching

Teaching Matters

For videos, features, case studies and events visit: Teaching Matters at the University of Edinburgh

1 WEEK AGO
Welcome to the May issue of Teaching Matters!

1 WEEK AGO
The EUSA Teaching Awards help us learn about 'good teaching'

Twitter

Tweets by @UoE_Teaching

Teaching Matters
@UoE_Teaching

.@UoELawSchool has developed a peer learning scheme supporting #law #students edin.ac/1W8UsIX @EdinburghUni

LAWPALS

Embed   View on Twitter

supportive
challenging

"Teaching Matters" Contribution to culture change

And when it does……

- From ELIR outcomes report (Spring 2016): one of ten commendations
  "Institute for Academic Development - the Institute for Academic Development provides a key role in helping the University to fulfil its strategic ambition to prioritise learning and teaching. The Institute provides varied, flexible and tailored support to staff and students, contributing to a culture in which the student learning experience is evaluated and enhanced."