

Title: Motivations, outcomes and implications of structured professional development for academic developers – a collaborative approach

Presenter: Mary Fitzpatrick, Fiona O’Riordan, Claire McAvinia, Íde O’Sullivan, Angelica Risquez, Margaret Keane
University of Limerick, Dublin City University, Dublin
Institute of Technology & Maynooth University

Session Learning Outcomes

By the end of this session, delegates will be able to:

- Examine the motivations of academic developers in engaging in specific CPD which can help support and motivate academics.
- Recognise potential avenues for collaborative professional development through a national professional development framework.
- Consider the benefits of engaging in CPD in a collaborative manner.

Session Outline

This paper reports on the lived experience of six educational developers collaboratively engaging in order to complete the National Forum PACT (Commitment to PD) digital badge. The key motivations, challenges, outcomes and implications of collaborative CPD is explored. While peer observation of teaching is recognised and acknowledged as a way of collaborating on CPD (Gosling & Mason, 2009) in higher education, there is little discussion on anything more than general initiatives completed by individuals on an individual basis. The newly established National Professional Development Framework (2016) within the Irish context provides an exciting opportunity for academics to consider the wider avenues for CPD beyond the formal accredited and unaccredited initiatives and the potential opportunities for collaborative CPD. The focus is on how collaborating in CPD can act as a motivator for individuals to progress their professional development, in a safe and supported way, and can lend itself to an enhanced and sustained CPD experience.

Session Activities and Approximate Timings

This will be a semi-structured workshop with inputs from the presenters on the overall experience of collaborative CPD and some small group discussions as per indicative questions below:

- Presenter introductions & national context overview (5 minutes)

- Professional development in action – why, how and what we did as a collaborative group (5 minutes)
- Key benefits of a collaborative approach to academic developers (10 minutes)
- Discussion and outcomes – delegate round table (15 minutes)

Indicative questions would include:

- How can academic developers use their experience of collaborative CPD to encourage others to commit in a positive and collaborative way?
- What are the challenges/benefits for academic developers in prioritising their own CPD?
- What are the opportunities and merits in continuing with such a collaborative approach to CPD (sustainability issues etc)?
- Debrief, implications and close (10 minutes)

References

Gosling, D & Mason O'Connor, K (2009) *Beyond the Peer Observation of Teaching*. SEDA Publication.

National professional development framework for all staff who teach in Higher Education (2016) National forum for the enhancement of teaching and learning.

National Forum for the Enhancement of Teaching and Learning in Higher Education. (2018, May 22). Retrieved from Professional Development Digital Badges: <https://www.teachingandlearning.ie/digital-badges/pact-commitment-to-pd/#1507082998400-7cb7f351-ab38>