



A Needs-Based Approach to Supporting Faculty Teachers and Educators

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Faculty Development



Quality Assurance
Innovation

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Different Lens



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Utrecht, the Netherlands



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Faculty Development Project

- Identify strategies to support faculty teachers
- Study approach
 - Teaching qualification process
 - Faculty teaching motivation
 - Faculty development literature



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Findings

Medical teachers and educators

- Engaged and motivated to
 - Teach
 - Improve their skills
- Challenged by
 - Institutional culture
 - Work environment
- Consistent with findings in literature



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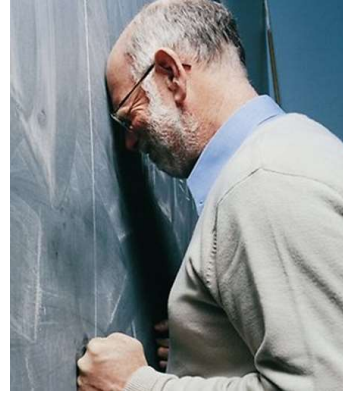
4C Framework



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Competence – Knowledge/Skills

- Structured programs
 - A la carte
 - Longitudinal
- Other opportunities
 - Workplace-based
 - Just-in-time
- Pathways & trajectories



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Context - Resources

- Resources
 - Time
 - Money
 - Staff support
 - Facilities
- For
 - Doing
 - Skill development
 - Innovation & scholarship



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Community of Practice

- Social support
- Visibility
 - Role models
 - Mentors
- Influence



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Career Development & Advancement

- Viability
- Documentation
 - Excellence
 - Innovation
- Pathways
 - Education researcher
 - Scholarly educator




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Framework for Faculty Support

Framework for Support	
Competence	
Context	
Community	
Career	

Kirkpatrick's Conditions for Change

Framework for Support	Conditions for Change	
	Desire	
Competence	Knowledge	
Context	Environment	
Community		
Career	Reward	

Kirkpatrick & Kirkpatrick, 1994

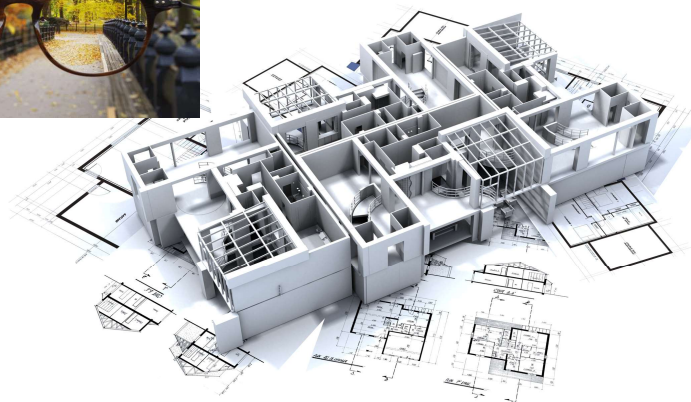
Strategies for Change

Framework for Support	Conditions for Change	Strategies
	Desire	Faculty Development
Competence	Knowledge	
Context	Environment	Institutional Change
Community		
Career	Reward	

Steinert, 2006

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Putting on the 4C Glasses



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Thank You

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