



24 May 2018

## **Personal plans for pedagogic development and objectives for pedagogical skills for teaching and research staff at the Faculty of Science**

The Faculty of Science supports the development of each professor, assistant and associate professor, university lecturer and researcher also as teachers.

### **Personal plan for pedagogic development**

In support of every staff member's development as teachers, a personal plan for pedagogic development will be drafted with new recruits. The recruiting supervisor is responsible for initiating the drafting process. The employee will draft the plan in cooperation with senior lecturers in university pedagogy.

The plan for pedagogic development is personal. When drafting the plan, the employee's personal goals as well as the objectives for teachers' pedagogical skills determined by the Faculty will be taken into consideration. Development goals will be agreed upon based on the employee's experience, education, teaching duties and personal interests.

Teachers and researchers hired previously by the Faculty are also encouraged to draft a plan. Senior lecturers in university pedagogy will provide help in defining personal development goals, as well as in drawing up the plan for pedagogic development. An agreement on the plan must be made with the immediate supervisor.

### **Objectives for pedagogical skills**

The Faculty's aim is that permanently employed teachers and researchers will have completed no less than 25 credits worth of studies in university pedagogy or have equivalent qualifications. This goal will be taken into account when making permanent appointments in the future.

The employee will determine his or her personal goals in the plan for pedagogic development together with senior lecturers in university pedagogy.



Assistant/associate professors and other employees aiming for a permanent appointment should, when possible, complete the studies above before being appointed to a permanent position.

The attainment of the personal goals will be monitored in development discussions. Senior lecturers in university pedagogy will provide help in attaining the goals, as well as in keeping skills up-to-date and utilising them in teaching.

The Faculty will reward the attainment of these goals by supporting further pedagogic development. Those who have attained their goals for pedagogic skills can be granted funding for development projects focused on teaching or for personal development.

This matter has been discussed by both the Faculty's committee for the development of teaching and the management group.

**Proposal:** The described objectives will be set for the pedagogical skills of the teaching and research staff at the Faculty of Science. As proposed, a personal plan for pedagogic development will be drafted for each new recruit, in addition to which previously appointed employees will be encouraged to draft one as well.

**Decision:** As proposed.

Dean

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