A TEACHING AND LEARNING MANAGER? – WHAT EXACTLY DO YOU DO?

Liezel Massyn
Teaching and Learning Manager:
Faculty of Economic and Management Sciences
massynl.ekw@ufs.ac.za

I never made “who’s who” but I am featured in “what’s that”.
(Seabrook, 2004)

CHANGING HE ENVIRONMENT

- Armstrong (1997) – World-wide revolution in higher education

- Changes include:
  - Increase in participation rate
  - Diverse student population
  - Changes in funding
  - Changes in learning setting
  - Change in programme design
  - Influence of technology (Fleming et al. 2004)

- Impact on the role of the academic:
  - Move from academic autonomy to **accountability** (Middlehurst & Kennie, 1997)

CHALLENGES OF LECTURERS WITH REGARD TO CHANGES IN HE

- Searching for **alternative ways** to deal with higher participation rate.
- How can I use **new technologies** to assist me with the current workload?
- How can I better **support** the students?
- How do I incorporate **diversity** in my classes?
- I am not sure what is meant with all the new **terminology**?
- How do I ensure students are **relevant for the workplace**?
DEMANDS ON UFS LECTURERS

- Increase in participation rate
  - Increase in assessor duties
  - Increase on lecturing time (repeat classes)
  - Increase in consultation time with students

- Diverse student population
  - Parallel medium instruction
  - Duplication of material in various languages
  - Difficulty in preparing materials to include diversity

- Changes in funding
  - More pressure on throughput rates

NEEDS IN THE FACULTY

- Faculty management identified the need to have a dedicated higher education specialist that could support them with:
  - Understanding the terminology used in policy documents
  - Analysing and interpreting policy documents in the context of the faculty
  - Improving the quality of teaching and learning in the faculty
  - Looking at alternative ways to address the increase in student numbers
  - Innovation in teaching and learning
  - Support to staff members on an individual basis
  - Academic staff development
- Appointment in Dean’s Office
- Reporting relationship: To dean of faculty

TRADITIONAL VIEW OF ACADEMIC STAFF DEVELOPMENT AMONGST LECTURERS

- Can’t teach an old dog new tricks! (that’s an insult even to an old dog!!)
- Just follow the role model that you had at university – you will learn how to use an overhead projector or to write on a blackboard!
- Time waster (better spend the time on research)
- Something new lecturers or younger lecturers have to attend
- Academic staff development activities are aimed at the whole university – not specific enough to my discipline (too generic, not applicable to my discipline)
**STAFF DEVELOPMENT AT UFS**

- Centralised unit as part of a centre on campus
- Few staff members supporting all academics from various disciplines
- Capacity problems

**ACADEMIC STAFF DEVELOPMENT CURRENTLY AT UFS**

**DUTIES AND RESPONSIBILITIES**

- Assist dean and programme directors all issues related to teaching and learning:
  - Implementation of policies (DoE and Institutional) on faculty level
  - Faculty regulations
  - Programme development
  - Redesign of current curricula
  - Issues related to assessment
  - Results of throughput and student evaluations of lecturers – comparable format

**DUTIES AND RESPONSIBILITIES**

- **Heads of departments**
  - Supporting lecturers with low throughput and student evaluations
  - Implementation and monitoring of pilot projects

- **Lecturers**
  - Workshops
  - Individual support with study guides, difficult situations in class, developing a teaching strategy, support with compiling assessments

- **Tutors and markers**
  - Training
DUTIES AND RESPONSIBILITIES

- Other duties
  - Chairperson of faculty Teaching & Learning Committee
  - Communication with mark co-ordinators
  - Representing the faculty on institutional committees:
    - Teaching and Learning Committee
    - Programme committee
    - Teaching and Learning Managers Committee
    - Access committee
  - Identifying new technology that could enhance teaching and learning
  - Piloting and monitoring of projects

Thank you!

REFERENCE LIST


