

# The Concept of Faculty Development Reconsidered

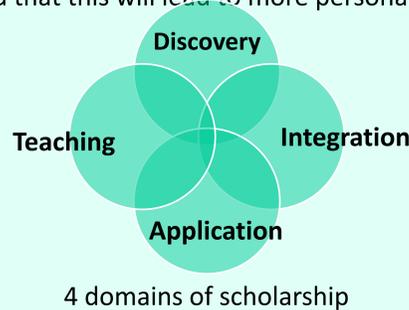
## : Addressing Boyer's four scholarships

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### 1. Introductions

#### 4 functions of the professorate

Boyer (1997) proposed a new definition of “scholarship” within the professorate based on four functions: discovery, integration, application, and teaching. He argues that, within this framework, all forms of scholarship should be recognized and rewarded, and that this will lead to more personalized and flexible criteria for gaining tenure.



### 2. Background

#### Reality at universities in Japan

- Many universities and professors have more highly evaluated scholarship of discovery (research) as major performance indicators rather than other three scholarships for a long time.
- Most of the contents of faculty development programs tend to focus on teaching and learning. There are some programs for research and leadership development, but they are not integrated with educational development.

#### Criticism from Society in Japan

- For low quality of teaching in higher education
- For research misconducts by academics (fabrication, falsification and plagiarism)
- For lack of leadership and organization management skills
- A feeling of trust for academics has been decreasing in Japanese society

It is time to reconsider the concept of faculty development with Boyer’s Scholarship.

### 3. Newly Hired Faculty Development Programs at Osaka Univ.

#### 1. Overview of Newly hired Faculty Development Programs (NHFD)

- Osaka University has started mandated Faculty Development Programs for newly hired faculty in October, 2017
- Target groups: senior lecturers, assistant professors, research associates
- Total hours: more than 30 hours
- Managed by Faculty Development committee (The Chairperson: Provost)
- FD committee reports to each dean about the result of their attendance
- Offered by Teaching and Learning Support Center, Human Resources Office, university research administrators, industry-academia collaboration and health & safety, etc.

#### 2. Domains of knowledge and skills

- Appropriate domains for research-oriented university
- 4 domains (Education, Research, Engagement, Leadership )
- Corresponding 4 key elements of New Academics (Debowski 2012,2017)

Educational Development Program:  
more than 10 hours

Leadership Development Program:  
more than 6 hours



Research Development Program:  
more than 4 hours

Engagement Development Program:  
more than 6 hours

### 4. Certificate of completion of NHFD



#### Badge system

We use badge system for certifying the completion of NHFD. Faculty are given 4 kinds of online badges based on hours they learned. They can see their current situation on LMS anytime.

- Bronze badge : more than 30 hours
- Silber badge : more than 60 hours
- Gold badge : more than 90 hours
- Platinum badge : more than 120 hours

### 5. Programs

| Domain                          | Programs   | Hours |
|---------------------------------|--|-------|
| Educational Development Program | Course design (Syllabus Writing)                                   | 2     |
|                                 | Lecture  | 2     |
|                                 | Active Learning  | 2     |
|                                 | Group learning   | 2     |
|                                 | Learning assessment  | 2     |
|                                 | Rubric assessment  | 2     |
|                                 | Making teaching materials  | 1.5   |
|                                 | Making online course   | 1.5   |
|                                 | Use of Lecture recording system                                    | 1.5   |
|                                 | ipad café  | 1.5   |
|                                 | Taking Care of students who can not come to lab                    | 3     |
| Research Development Program    | Researcher’s ethic   | 0.4   |
|                                 | Use of Maple   | 3     |
|                                 | Academic English for RIMD Researchers                              | 12    |
|                                 | Use of Library for research activities                             | 1.5   |
| Engagement Development Program  | Role of universities for collaboration with industry and community | 1.5   |
|                                 | Application of research for society                                | 3     |
| Leadership Development Program  | Bio safety   | 4     |
|                                 | High-pressure Gus Handling   | 1.5   |
|                                 | Harassment prevention  | 1     |
|                                 | Preventing illegal use of public funding                           | 1     |



(These are not all programs. Spring and Summer term in 2018)

### 6. Challenges and Future ideas

#### 1. Effectiveness of NHFD program

- Needs of follow-up study for graduates

#### 2. From NHFD to Continuous Professional Development

- Low participant rate of newly hired faculty (18% of target group in April 2018)
- Only a few middle and senior faculty participants
- Needs for increasing the number and incentives of participants

#### 3. Connecting with faculty performance assessment

- No connection currently

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