

# Policy for deploying and developing the skills of full- and part-time academic staff at HEALTH

The Faculty of Health and Medical Sciences (HEALTH) aims to conduct research-based education at up to the highest international level within its academic areas and to provide students with teaching that is based on a high level of pedagogy and didactics. HEALTH's policy on deploying and developing the skills of full- and part-time academic staff shall support these objectives.

Full- and part-time academic staff can contribute in different ways to the study programmes, and the Faculty strives to deploy the academic staff's specific competences to enhance the quality of the programmes.

This policy should be seen in the context of the Faculty's [\*Guidelines for quality assurance of teachers' competences\*](#).

## Full-time academic staff

On study programmes at the HEALTH, teaching is mainly conducted by permanent academic staff, whose pedagogic and didactic skills development is an integral part of their career path. The following forms of competence development are offered to academic staff:

- Classes and courses for university teachers, including:
  - [\*Introduction to University Pedagogy \(IUP\)\*](#).
  - [\*University teacher training programme \(UP\)\*](#).
  - [\*Courses in PhD supervision, communication and teaching\*](#).
- [\*The annual performance and development reviews \(PDR\) \(link to KUnet\)\*](#)
- Continuing professional development by agreement with the Head of Department

All permanent academic staff at HEALTH must continually participate in pedagogic skills development. The goals of pedagogic skills development for the individual member of staff are set at the annual performance and development reviews, and the Head of Department is thus responsible for the academic staff's skills development.

The requirements for the pedagogic skills development of new, part-time and full-time members of staff are stated in [\*HEALTH's standards\*](#).

In addition, the Faculty provides consultancy and feedback on pedagogy and didactics for full-time academic staff through these units:

- [\*Center for Online and Blended Learning \(COBL\)\*](#)
- [\*Department of Science Education \(DSE\)\*](#)
- [\*Centre for Internationalisation and Parallel Language Use \(CIP\)\*](#). CIP is based at the Faculty of Humanities, and its services are used by the entire university for a charge.

## **Part-time academic staff**

HEALTH strives to ensure that the deployment of part-time academic staff, to the extent possible, enhances the quality of the teaching by for example:

- providing insight into practice-based and clinical aspects, as well as into issues and opportunities within businesses and public organisations.
- Giving the study programmes an international perspective.
- Contributing industrial research perspectives to the study programmes, providing insight into areas that are not covered by the Faculty's full-time academic staff and bridging gaps to fields of practice.
- Serving as one-to-one coaches and supervisors, for example in training courses, and, together with full-time academic staff, organising and implementing teaching elements with practice-based content seen from an academic perspective.

Part-time academic staff should have good teaching skills and be affiliated to an academic environment. The Head of Department hires part-time academic staff and is responsible for their integration in the various activities of the department to the extent that is deemed necessary and relevant.

## **External lecturers**

External lecturers at HEALTH contribute to a high degree to the teaching with practice-based, clinical and business knowledge. External lecturers are recruited from i.a. other research institutions and companies. External lecturers who are recruited from research institutions are expected to deliver research-based teaching on equal terms with internal academic staff, and they often contribute to the teaching with specialist competences.

External lecturers are integrated to the extent possible in the academic environment at the department, e.g. through invitations to participate in planning meetings, departmental meetings and similar activities.

## **Assistant lecturers, teacher's assistants and specimen preparation assistants**

On bachelor-level courses, where students shall primarily acquire basic knowledge of the field, e.g. in practice classes, senior students or graduates/young doctors are often used as teachers. The course organiser trains and advises the part-time academic staff and is responsible for ensuring that the teaching proceeds satisfactorily.

## **Senior clinical instructors in dentistry and clinical instructors whose main employment is at a hospital or similar workplace**

Especially on the study programmes in medicine and dentistry, clinical instructors provide clinical and practice-based teaching.

Senior clinical instructors in dentistry contribute to the programme in dentistry with clinical skills and experience. At the same time, their contribution increases the clinical and practice-based elements of the teaching. The Department of Odontology integrates part-time academic staff in the academic environment by holding joint teacher meetings within the individual subject areas, where the specific learning objectives of the teaching and treatment guidelines etc. are reviewed. Part-time academic staff are represented in the study board and thus contribute to the development of study programmes and teaching.

The Department of Clinical Medicine (IKM), which employs all the clinical instructors on the study programme in medicine, offers introductory courses to all members of staff and holds an annual meeting, where all employees at IKM are welcome. The department has established a 'flying squad', which, through continuous dialogue with the clinical instructors and their units, helps maintain and enhance the quality of the study programmes.