

The European eCompetence Initiative

## **EDEN 2005 Conference Workshop 21.6.**

New competences for academic staff - the eCompetence challenge in a European perspective

Comments and ideas from participants in the workshop

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### **Individual eCompetence?**

Group 1:

- need for educators
- pedagogical skills
- need to use ICT ---
- willingness to change
- model of training

Group 2:

- overcome skills gap
- new communication skills
- new insights into pedagogy
- eCoaching skills

Group 3:

- draft model
- lack of time of teachers as barrier (how to resist..)

Group 4:

- obligatory ICT use
- how to use ICT in teaching and learning properly?
- Differences between disciplines

Group 5:

- Cope with autonomy of academics
  - Cultivate change awareness
  - wasted mileage (about avoiding work or things done going wasted?) → university has to seek for human resources
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### **Organisational eCompetence?**

- Knowledge need for teamwork
- Leadership + vision
- Willingness to change
- Capacity to motivate
- Realistic about resources
- Give time to think
  
- Obligatory websites and support
- 1 specialist / department (member % + 15 % salary)
- support center wellfunded
- different disciplines
- informal staff networks
- co-operation between different faculties
  
- limit workload!
- Find incentives / plan
- Deal with intellectual property
- Stimulate interdisciplinary projects (tech. / pedag. / org.)
- Leadership

- (take away non-didactical burden)
- (repository of best practices)
  
- Accept fundamental level change (challenge individual autonomy)
- Cultivation rather than force
- Roll out good practices
- Partnership between different professions (e.g. with library)
- Avoid wasted milage - give the feeling of care for human resources
- Skills / knowledge / attitude \*
- Difficulty to distinguish individual / institutional
  
- ICT use is innovation → innovation management
- Different levels of competence → learn from each other; international co-operation, avoid the same mistakes
- Time management
  
- Allow cope with resistance
- Be critical + selective (don't jump on everything)
  
- Leadership
- resources

\* A4 extension in this poster by 2 participants:

	Skills	Knowledge	Attitudes
Teacher                      student □ □ Organisation			
Organisation			
Support			

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## Support for teachers?

- Meaningfull course development skills
- Stakeholder involvement leading to ownership
- Empowerment
- How to measure?
  - o Support teamwork
  - o Take away all didactical burdens
  - o Example of best praitces
- Tool: international co-operation (also co-operation between faculties)
- Lack of time
- Centres for supporting ICT use in teaching and learning; local support staff
- Building informal networks between staff
- Partnership between different professions