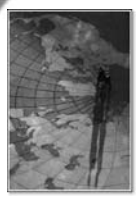
USQ - Toowoomba



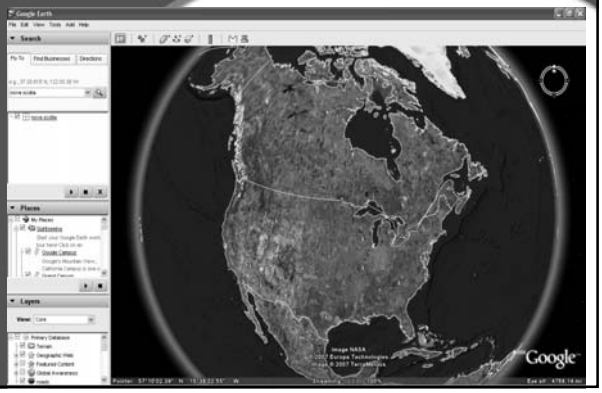
Adventures in Motivation

Conor Vibert
Conor.vibert@acadiau.ca

Adventures in Motivation

- Acadia University and its lap top program
- The structure of teaching awards & innovation at Acadia University
- Examples of innovation at Acadia U.
- The collective bargaining angle
- Support for innovation across Canada.

Where is Acadia U.?



Where is Acadia U. II?

Acadia U. - Fast Facts

- 3200 Students
- Primarily Undergraduate
- Faculties of Arts, Science & Professional Studies
- 220 Faculty members
- Established circa 1840
- Nobel Laureate
- Inducted into Smithsonian Institute for AA

..but first a brief digression

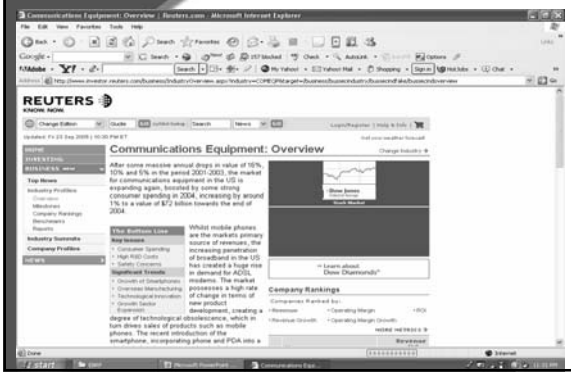
Contradiction

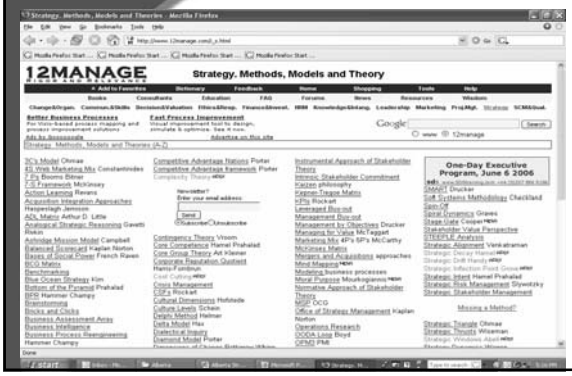
in

Life

I write management textbooks…

But should I?





- Acadia University and its lap top program

The Acadia Advantage

Acadia Advantage

- Key Components
  - Strategy
  - Our Presidents
  - Our Technology Partners
  - Reputation
    - MacLeans Magazine
  - Technology Support
    - User Support Centre
  - Teaching Support
    - AITT
    - Fountain Learning Commons
  - ACME Course Management Software

AA - Strategy

- 7000 hardwired data ports
- Lap tops compulsory
- Included in cost of tuition
- Student lease from Acadia
- One model fits all

- 7000 hardwired data ports plus extensive wireless network
- Lap tops compulsory
- Separated from cost of tuition
- Student ownership of computer
- Acadia provides hardware (laptop) specifications

Our Presidents - Before & After

Technology Partners Before & After

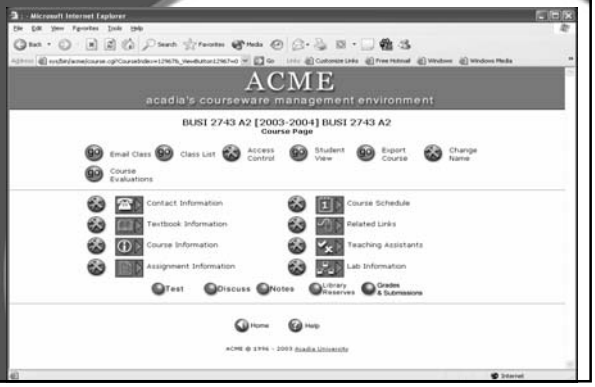
Reputation - MacLeans

Technology Support - USC

Faculty Support - AITT

Faculty Support – Learning Commons

Course Management Software



- The structure of teaching awards & innovation at Acadia University

Who disseminates innovation funds at Acadia U.?

- Support diffused across the hierarchy
  - Office of the President (VC)
  - Alumni
  - Office of the VP
  - Office of the Dean
  - Office of the Director
  - Article 25.54 Pooled Funds
  - Office of Technology Transfer
  - Freelance
  - Major Grant

Office of the President

Office of the President – Fellowship Criteria

- Description of Proposal
- Theme
- Vehicles for Engagement
- Objectives
- Outcomes
- Significance or Benefits to Acadia of the Outcomes
- Fellowship in Engaged Learning Criteria
- Methods and Proposed Approach
- Proposed Public Outreach Training
- Proposed Schedule of Teaching Release
- Recent Progress in Engaged Learning Activities
- References

Alumni

Alumni

- Criteria for Evaluation
  - Intellectual vigour and communication skills
  - Human quality and sensitivity to students
  - Favourable and lasting influence on students
  - Innovation in teaching
  - Educational Leadership

Office of the VP Academic

Office of the VP Academic

- Teaching Innovation & Improvement Fund Criteria
- Projects that develop or support innovative teaching by:
  - Facilitating understanding of important concepts
  - Encourage active learning
  - Encourage student faculty contact
  - Encourage cooperation among students
  - Communicating high expectations
  - Respective diverse talents and ways of learning
  - Giving prompt feedback

Discretionary Funds - Deans

Discretionary Funds – Faculty Deans

- Criteria
  - A good letter

Discretionary Funds – Directors of Schools

Discretionary Funds – School Directors

- Criteria
  - A good letter

Article 25.54 Pooled Funds

- Each faculty member allocated $1350.00 annually as per collective agreement
- Unspent funds are pooled and distributed by schools
- Criteria set by schools

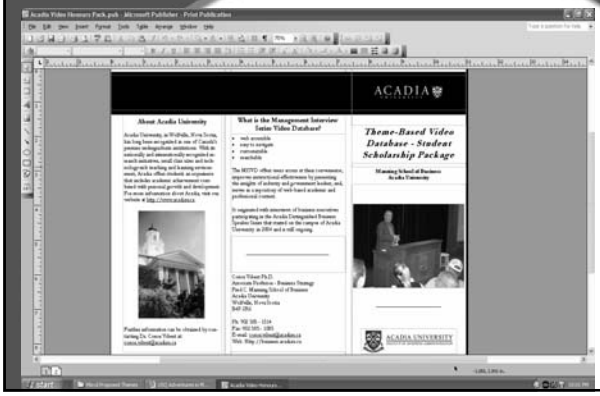
Office of Technology Transfer & Innovation

Office of Technology Transfer & Innovation

OTTI

- Criteria
  - potential for technology transfer and commercial benefits
  - potential for intellectual property protection, commitment of the university
  - scientific and technical merit of the proposal
  - team expertise and project management

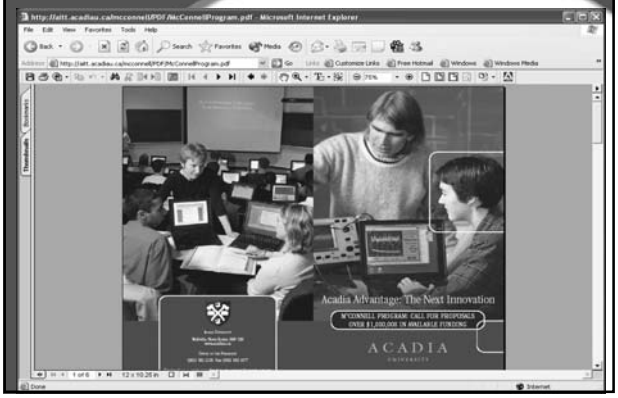
Freelance



Major Grants

- McConnell Family Foundation
- John Dobson Foundation

The McConnell Grant



McConnell Grant – Winning Proposals

- Targeted at Broad Program Innovations
- Faculty of Arts
  - $328,000
- School of Education
  - $305,000
- School of Business
  - $330,000

McConnell - Faculty of Arts

McConnell – School of Education

McConnell – School of Business

McConnell – Internal Proposal Criteria

- Title
- Description
- Justification
- Benefits
- Internal Partners:
- Deliverables:
- Educational Outcomes:
- Timeline of Activities
- Budget

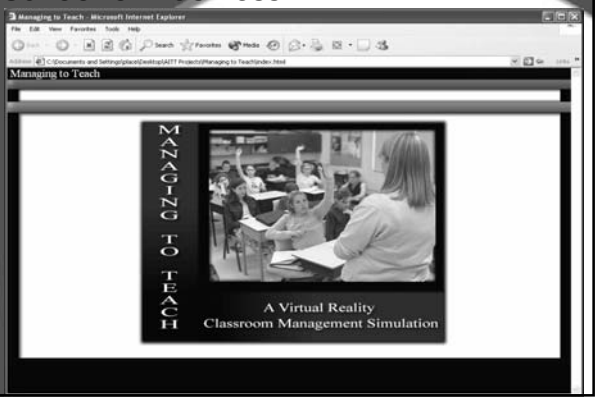
John Dobson Foundation

- Social Entrepreneurship
- Broad dissemination
  - ACSBE
  - Video Database
    - A good letter

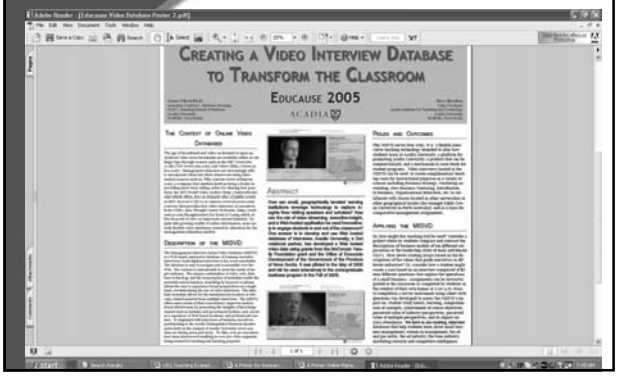
- Specific outcomes or examples of efforts to reward teaching and innovation at Acadia U.;

School of Business – Axe Corp

School of Business - VLE



School of Business
- Video Interview Database



Music Path

Computer Science - Lego

Humanities Hyper Media Centre

Education

Political Science – Digital Agora

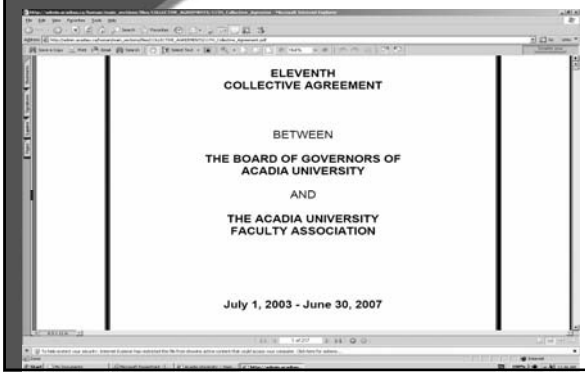
- Issues related to implementing innovative technology enhanced teaching in a collective bargaining environment; and,

Do it right the first time..

Embedded in Collective Bargaining

- Spirit of commitment – 5.7
- Annual Review
- Promotion criteria
  - Teaching
  - Scholarly activity
- Student Course Evaluations
- Intellectual Property

Union Stuff



ELEVENTH
COLLECTIVE AGREEMENT

BETWEEN

THE BOARD OF GOVERNORS OF
ACADIA UNIVERSITY

AND

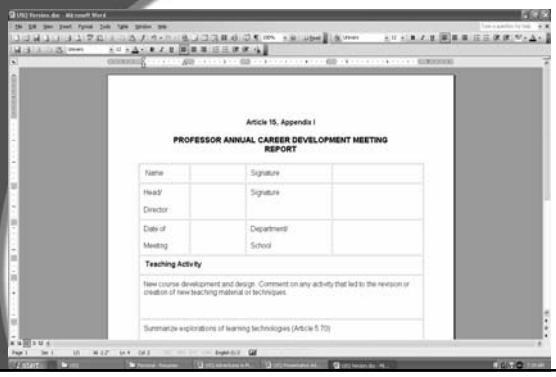
THE ACADIA UNIVERSITY
FACULTY ASSOCIATION

July 1, 2003 - June 30, 2007

Article 5.70

- The parties recognize the importance of the Acadia Advantage initiative. Employees commit to exploring the use of information technology in developing effective means to meet pedagogical means and using information technology, when in the Employee's judgement, it enhances the learning environment and/or advances student and faculty scholarship. The Parties shall support this commitment.

Performance Review



Article 15, Appendix I

PROFESSOR ANNUAL CAREER DEVELOPMENT MEETING
REPORT

Name		Signature	
Head/ Director		Signature	
Date of Meeting		Department/ School	

Teaching Activity

New course development and design. Comment on any activity that led to the revision or creation of new teaching material or techniques.

Summarize explorations of learning technologies (Article 5.70)

Promotion - Criteria

12.81 Consideration for Promotion

A professor is eligible for consideration for promotion at any time, the essential element in any promotion being the demonstration of a consistent record of achievement over a period of time. Although the time of service in a particular rank may not be used to deny promotion to a higher rank, the normal time of service in any rank is six years

12.82 If service at other institutions is to be considered, such must be stipulated in the letter of appointment.

12.83 The factors to be considered in assessing performance of a professor in relation to renewal, tenure and promotion to ranks above assistant professor shall be:

(a) academic qualifications

(b) performance as a teacher

(c) scholarly activity

(d) service

All of these criteria must be present in an application for renewal, tenure and promotion although they need not be present to the same degree. It is the overall assessment of the candidate which must guide the URC's decision. Remuneration received in connection with the criteria shall in no way diminish their value in consideration for renewal, tenure and promotion.

(a) Academic Qualifications

Promotion – Teaching Performance

Article 12.00 Appendix I

Lists of activities which might be used to demonstrate the required level of competence in the various criteria at each rank are presented below. Such evidence may include both quantitative and qualitative aspects. The list of activities is neither inclusive or exclusive, nor does it imply expectations of performance. The lists are not presented in order of preference with regard to renewal, tenure or promotion but reflect activities which employees perform in carrying out their normal Academic Responsibilities as required in Article 5.30 and 5.40.

(a) Performance as a Teacher and Lecturer

(i) Teaching Activities

Course work (course outlines, manuals, etc.)
Course coordination
Course revisions
New course development and design
Preparation of laboratory and course material
Supervision of advanced and graduate students, honours and graduate theses, practical internships, field work, and co-op programs
Classroom teaching
Laboratory and studio teaching
Continuing and Distance Education teaching
Teaching innovations
Development of teaching aids
Academic counseling
Guest lecturing
Participation in seminars and colloquia

(ii) Teaching Activity Assessment

Promotion – Scholarly Activity

Contract research
Patents
Creative work and performances
Commissioned works and special assignments
Applications of learning technology developed under commission
Commercialized Courseware
Awards in recognition of scholarly achievement
Papers delivered at professional meetings, conferences and seminars
Papers/works/research in progress
Consulting and other professional activities which require research or scholarly competence, editorial and refereeing duties
Service on external grant committees
External reader on theses
Commissioned reports for external circulation
Audio-visual materials and computer software/courseware available commercially or through a publishing house provided the materials are related to scholarly activities
Participation in external panels, seminars, etc.
Active participation in and leadership given to professional conferences, workshops, symposia, etc.
Public speaking engagements related to one's academic expertise.

Intellectual Property

Software and Course-ware.

33.02 Principles of Ownership of Intellectual Property and Works

a) The Employer agrees that Employees own Intellectual Property they create as defined in 33.01(d) and that Employees have no obligation to commercialize or seek statutory protection for Intellectual Property, and that Employees have the right to publish their inventions, subject to the exceptions outlined in 33.03.

The Employer agrees that Employees own copyright to their Works as defined in 33.01(h) and are entitled to determine how and if the Work is to be disseminated and to keep any revenue derived from the Work, subject to the exceptions outlined in Article 33.04.

33.03 Special Conditions of Intellectual Property Ownership

The following are special conditions of ownership in Intellectual Property:

Intellectual Property

33.16 Revenues from Commercialization of Intellectual Property

a) Commercialization by the Employee – Where the Employee is responsible for Commercialization, the Employee agrees to remit to the Employer a sum equal to 25% of the Net Income resulting from Commercialization activities in excess of the first $10,000 which shall accrue to the Employee. Employees agree to submit a report containing an outline of Commercialization activities and a statement of all expenses and gross income for the previous fiscal year by June 30th.

b) Commercialization by the Employer – Where the Employer is responsible for Commercialization, the Employer agrees to remit to the Employee a sum equal to 50% of the Net Income resulting from Commercialization activities in excess of the first $10,000 which shall accrue to the Employee.

c) Variation – While Articles 33.16(a) and 33.16(b) describe the normal provisions for revenue sharing between the Employee and the Employer, the Employer and the Employee may if both so wish enter into an

- Examples of how other Canadian Universities are supporting teaching innovation.

Teaching Innovation @ Canadian Universities – Total $ /year

- SMU 134K
- U. Toronto 248K
- SAIT 40K
- U. Ottawa 206K
- UBC 2,600K
- Waterloo 260K
- Trent
- U. Victoria 87K
- U of Calgary 100K
- Mount Allison U. 195K
- U. Lethbridge 15K
- McMaster U. 4,500K
- Acadia U. 80K
- Carleton U. 15K

Teaching Innovation @ Canadian Universities – Internal $ /year

- SMU 134K
- U. Toronto 248K
- SAIT 40K
- U. Ottawa **56K**
- UBC 2,600K
- Waterloo 260K
- Trent
- U. Victoria 87K
- U of Calgary 100K
- Mount Allison U. **45K**
- U. Lethbridge 15K
- McMaster U. **70K**
- Acadia U. 80K
- Carleton U. 15K

Exemplary Program - U. of Miami Ohio

- Small Grants to Improve Teaching: $8000
- Grants for Graduate Award Holders to Improve teaching: $2000
- Visiting Teacher-Scholar Grants: $2000
- Summer Fellowships for the Improvement of Instruction: 6 x $3000 = $18000
- Dpt/Program Grants for the Significant Improvement of Instruction: $5000 each project. The funding pool varies each year.
- Learning Assessment/Course/Curriculum Effectiveness Grants: $5000 each project. The funding pool varies each year.

Exemplary Program – Saint Mary's U.

- Major project Grant: $2,500
- Small Project /Travel Grants: $6000
- Sponsor 3 faculty to attend Faculty Development Summer in PEI: $6000
- 3-year Strategic Initiatives Fund: $100,000 per year

Teaching Strategy

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