

Enhancing a quality ethos in staff teaching and programme development at the University of KwaZulu-Natal

HEQC Merger Workshop 13 August 2008

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Quality Promotion and Assurance



Merger context

- New structures, College model
- Single schools
- Common curriculum
- Upheaval and need for realignment



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Quality processes

- School reviews
- SERs for audit
- Teaching portfolios*
- Programme and module templates*
- Institutional audit – quality agenda



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Quality ethos

- Taking responsibility
- Pushing boundaries
- Continuous improvement
- Responsive to student needs
- In broad alignment with vision and strat plan



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Teaching portfolios

- Pre-merger
- Requirement for promotion
- Evidence-based, range of sources
- 8 categories, 4 for all, some voluntary
- Workshops and individual help
- Assessment process – sub-committees
- Moderating committee
- 125 per year



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Observations

- Portfolios improved
- Very careful evaluation
- Deep reflection
- Scrutiny of peers – opened up teaching
- Over the resistance
- Core of expertise built up
- Support for teaching in general, esp new lecturers



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Observations 2

- Culture of teaching quality enhanced
- Imbibed good practices
- Taken very seriously
- Feedback through Dean
- Link to Distinguished Teachers' Awards
- Faculty-level expertise built up – core group, workshops etc.



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Observations 3

- Concerns: tightening criteria too much
- CCMA!
- Danger of losing original concept – tension between management and development



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Programme and module templates

- Pre-merger – several completed!
- At the merger – common curricula
 - Module templates
 - Some programme templates
- Done to ensure compliance!



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Important tools

- Curriculum development
 - Reflection on actual teaching
- Quality assurance of the offerings
 - Coherence between programme and module
 - Reflection on evaluation and feedback



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Developmental approach

- Involvement of key academic staff in modifying templates
- Partnering academic staff
- Focus on curriculum development



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The result

- Faculty and staff taking ownership
- Sharing of experience – workshops/meetings
- Increasing better understanding of uses of templates



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