

How do you move from *diffusing* innovation to *embedding* innovation in everyday practice?



**BRITISH COLUMBIA
INSTITUTE OF TECHNOLOGY**

What do we hope to learn:

- Are faculty development programs meeting the needs of faculty?
- Are faculty development programs changing the curriculum or learning environment in meaningful ways?
- Once innovations have been diffused to a broad audience, how can they best be embedded into every-day practice?

How are we collecting our data?

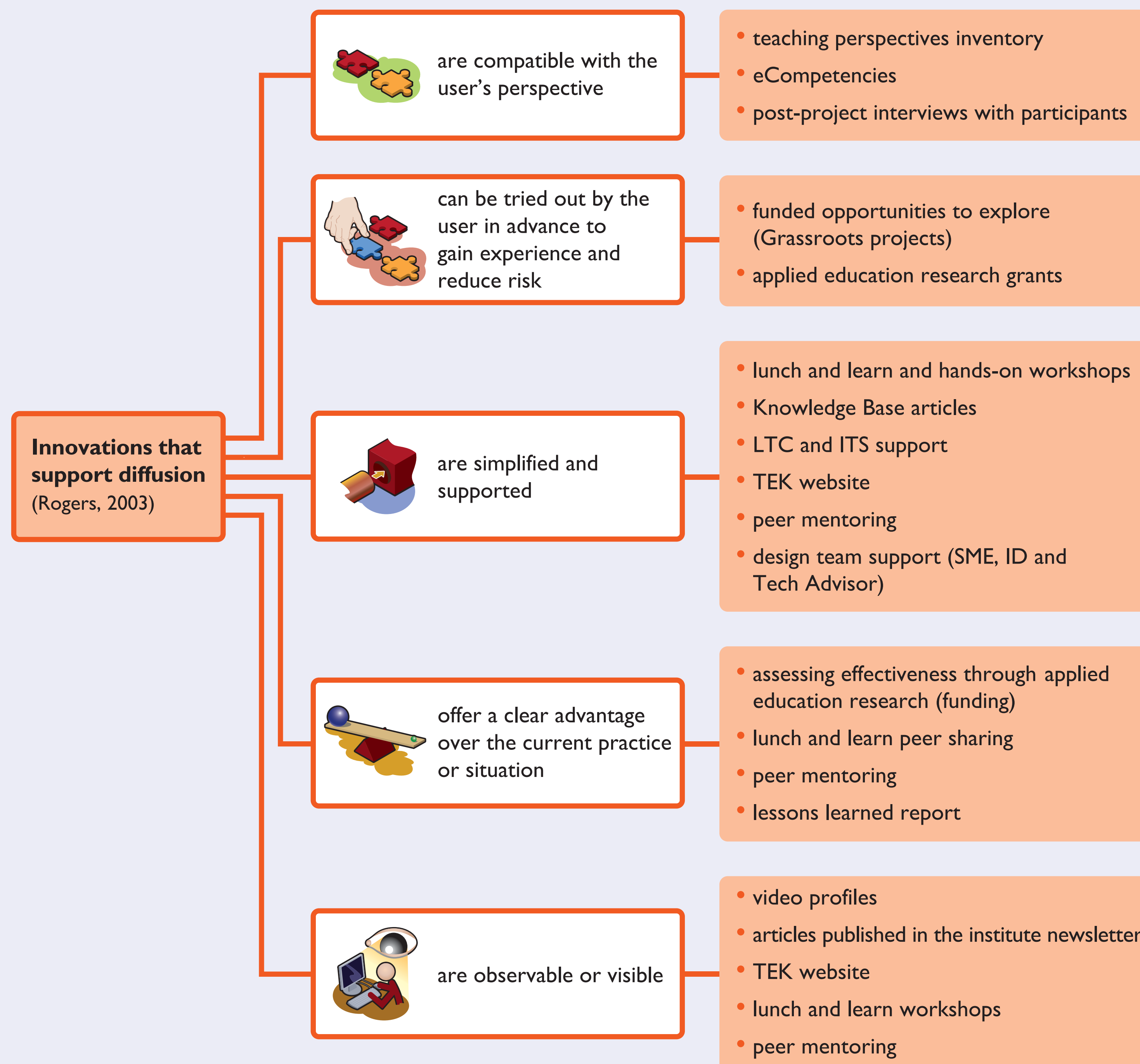
- Instrumental case-studies approach
- Interviews and focus groups with instructors
- eCompetencies survey

About BCIT

BCIT is a polytechnic with an applied focus and close ties to industry.

- 48,000 students, 275 programs, 2,200 instructors
- Instructor contact hours:
 - technology instructors: 15 hours/wk (15 prep and 5 hours of office hrs.)
 - trade instructors: 25 to 30 hours/wk
- types of credentials offered:
 - Bachelor's Degree: Business Admin, Engineering, Science, Nursing
 - Bachelor of Technology (applied)
 - Diploma: Technology, Trades Training or Technical Studies
 - Certificate, Advanced Certificate or Post Diploma
 - Master's Degree (under development)

How are we embedding innovation in the day-to-day practice of our instructors?



Preliminary findings:

Factors that encourage embedding

- Innovations are used by an interdisciplinary team
- Innovations are used by new student populations (students in remote areas, international, working students)
- Innovations are supported by program policies, faculty and management
- Management encourages faculty to explore
- Technology is stable and easy to use
- Ongoing customized training, sharing and support

Challenges to embedding innovation

- Lack of time (specialized teaching makes it hard to find replacement teachers; no TA's)
- Pressure from students to be innovative. This pressure makes some instructors feel uncomfortable. They fear embarrassment
- Limited access to technology and smart classrooms
- Increased workload
- Safety and security concerns
- More technical support required

What's next?

- Continue interviews and focus groups
- Create formal opportunities for interdisciplinary collaboration and interaction
- Customize faculty development programs
- Continue interviews and focus groups