

Centre for Higher Education Development (CHED)
Academic Staff Development Unit



Centre for Innovation in Learning and Teaching
Sentrum vir Innovasie in Leer en Onderig
IZiko loDalo - Nguqu lowezokuFunda nokuFundisa

N.A.P.P

New Academic Practitioners' Programme

Information Sheet 2020



NAPP supports the induction, transition and orientation of new academics to higher education in general and UCT specifically. As a contextualised professional development programme, NAPP is strongly aligned with UCT's Strategic Planning Framework for 2016-2020 and adopts an Africa-centred approach to teaching and learning - relevant and responsive to the changing university community and society. NAPP provides the opportunities for new academics to learn, grow, reflect, network, connect and thrive in a supportive community that builds their confidence to tackle the challenges of diverse university classrooms.

NAPP aims to:

- Induct new academics through a holistic programme of professional development which includes their roles as researchers, educators, leaders and socially responsive academics.
- Support new academics with relevant resources and practices, necessary to fulfil their responsibilities with confidence.
- Provide new academics with opportunities for networking and community building at UCT.
- Orient new academics to the challenges in the context of a changing higher education environment, in particular the challenges of transformation and decolonisation.

The NAPP programme is mainly for new full-time academics at UCT with not more than 5 years teaching experience in higher education. The programme is built around a three-day residential retreat, with additional on-campus engagements during the semester. The Principles informing this model of 'induction' are:

- **Collective responsibility** for induction by the department and faculty, with the assistance of HR, CHED and the Research Office.
- Academic staff are **professional adult learners** who bring with them a variety of experiences and expertise that must be valued and harnessed.
- **Integrated professional development that contributes to their own personal and professional needs.**
- An effective programme needs to be conceptualised as a **series of opportunities** which are available to new staff over a designated period of time and not as a one-off event.

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Programme of events for new academics 2020

<u>NAPP Part A:</u> Induction into HE context and UCT 3-day workshop at Mont Fleur	29 - 31 January 2020	15 - 17 July 2020	<ul style="list-style-type: none"> • Being new to higher education and UCT • Understanding performance appraisal • Assessment and Curriculum alignment • Balancing roles of teacher/researcher • Diversity challenges • Preparing for teaching/micro-teaching • Research Planning • Social responsiveness • Teaching with technology
<u>NAPP Part B:</u> One-day workshop @ UCT (in mid-term vac)	23 March 2020	24 Aug 2020	<ul style="list-style-type: none"> • Design teaching events • Assessment challenges • Group work, large classes • Teaching Projects
<u>NAPP Part C:</u> One-day workshop @ UCT (during consolidation week)	May 2020 (TBC)	Oct 2020 (TBC)	<ul style="list-style-type: none"> • Assessing student learning: rubrics • Evaluating our teaching • Curriculum change • Presentation of teaching projects
Individual consultations on request	<i>Throughout the year Contact convenor or facilitators</i>		
Emerging Researcher Programme (ERP) Workshops	<i>Throughout the year Contact the Research Office ext. 4153</i>		<ul style="list-style-type: none"> • Proposal writing • Research planning • Funding opportunities • Publishing your PhD and Supervision
Staff Learning programme (HR)	<i>Throughout the year Contact HR ext. 3812</i>		<ul style="list-style-type: none"> • Induction for new staff • Understanding UCT benefits • CHEC regional courses
UCT Library resources	<i>Contact Library (Marilyn Wilford ext. 4478)</i>		<ul style="list-style-type: none"> • Introduction to UCT library • Using Electronic resources in the library

CONTACT US

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