



FUTA NEWS

MANAGEMENT HOLDS PEDAGOGY TRAINING FOR ACADEMIC STAFF

A one-day pedagogy training for academic staff of the Federal University of Technology, Akure was held with experts emphasizing the need for quality assurance, coaching and mentoring and creating effective staff and students' relationship. Declaring the training open, the Vice-Chancellor, Professor Joseph Fuwape said the importance of the pedagogical component in the professional development of University teaching staff is key to the re-positioning of University's academic workforce for effective and efficient service delivery in line with world best practices. According to Professor Fuwape the absence of the pedagogical development of University teachers is often responsible for the maintenance of old methods of teaching, which may not have the desired impact on the transfer of knowledge.

Speaking on quality of teaching, Fuwape said "in recent years, the quality of University teaching has come under focus and the need to improve teaching skills and pedagogical thinking is now acknowledge to be essential. Thus the vision to be a world class University of Technology can only be achieved with world class and dynamic scholars". Presenting a paper on the topic: Understanding, Evaluation and Consideration of Internal Quality Assessment Mechanisms: Adequate Feedback, the Director, Quality Assurance and SERVICOM Unit of the University of Lagos, Professor L. O. Chukwu said quality assurance system in the University requires maintaining a system that collects structured information about the quality of core activities of teaching and learning, research and community service using monitoring instruments.

He emphasized the need to monitor lectures, examinations, research performance, students' progress (drop out and pass rates) and monitoring of feedback from labour market and alumni of the University. Professor Chukwu stressed the need for periodic review or evaluation of the quality of core activities of programmes and degrees, research activities and community services using evaluation instruments to attain world standard. On 21st century quality assurance in the University system, Chukwu called for development of Key Performance Indicators (KPI) for assessing departments, faculties and staff output. He also recommended setting up machinery that will enhance employment of right calibre of staff and developing policy for work ethics and good service. In his paper titled Coaching and Mentoring: Tool for Human Development, the Director of Quality and Academic Standards, Covenant University, Ota, Ogun State, Professor David Olukanmi said coaching and mentoring are critical to the development and sustenance of the University System. He said to achieve sustainable continuity without compromising standard it is expedient for effective coaching and mentoring to be established.

According to him, coaching is about unlocking a person's potential to maximize his or her performance. It is about helping people rather than teaching; it is an interactive process through which coach and coachee aim to solve performance problems or develop coachee's capabilities. Olukanmi said coaching also focuses on concrete issues such as managing more effectively, speaking more articulately and learning how to think strategically. He challenged teachers to be good coaches and mentors to their students by inspiring them to discover and rediscover themselves, to believe in themselves and do more. Speaking on when to coaching is required, he said coaching is necessary to develop employees in specific competencies using performance management tools and involving the immediate head; when an organization has a number of talented employees who are not meeting expectations; when an organization is introducing a new system or program and when a leader or executive needs assistance in acquiring a new skill as an additional responsibility. He said lecturers as coaches are expected to be very sensitive to the individuals (students) and their needs and not to put up "I know it all" attitude. Professor Gbenga

Onibi, Dean of Students' at FUTA who titled his paper Challenges and Expectations of Creating Effective Staff and Students Relationship said staff must understand their professional and ethical responsibilities when dealing with students. They are expected and trusted to teach, guide and supervise. Onibi said positive relationship gives University staff the unique opportunity to support students' academic and social development whereby academic performance will improve. The don also said positive relationship between staff and students will enhance trust and confidence, culminating in peaceful campus lives that will benefit all stakeholders.