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

N.A.P.P

New Academic Practitioners' Programme

Information Sheet
2021

Since 2004 over 440 academic staff have participated in the NAPP programme for new full-time academics at UCT with not more than 5 years teaching experience in higher education. The programme consists of a small number of core activities supported by a range of elective activities with the following **aims**:

1) To induct new academic staff through a **holistic programme of professional development** which includes their roles as researchers and educators.
2) To provide new academic staff with **resources and basic skills** necessary for their development as educators, researchers and members of the UCT community, in order that they might fulfil their responsibilities as academics with confidence.
3) To provide new academic staff with a variety of **opportunities for community building** with colleagues across the campus.
4) To orient new academic staff to the **challenges** which academics face in the context **of a changing higher education environment**, in particular the challenges of transformation.

Principles informing this model of 'induction':

* The induction of new academic staff should be the **collective responsibility** of a number of units, most importantly, that of 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 which need to be acknowledged and accounted for in whatever forms of 'intervention' are put in place.

* Academic staff will be motivated to participate in programmes which they perceive to be directly **contributing to their own personal and professional needs**.

* The role of NAPP is to provide an **integrated professional development programme** for academic staff that supports and complements a variety of initiatives which are already on offer at UCT or in various stages of development.

* The **professional practices** which new staff are being inducted into **should be seen holistically**, i.e. they include teaching & learning, research, management, administration and community outreach.

* 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 academic staff 2021

| EVENTS | DATES | | CONTENT |
	1st Sem	2nd Sem	*(still to be finalised)*
NAPP Part A: **1st intake** **Teaching and Researching at UCT** **3-day workshop at Mont Fleur** **2nd intake** **Teaching and Researching at UCT** **3-day workshop at Mont Fleur**	*27 - 29 January 2021* *Dates TBC May 2021*	TBC	• Being new at UCT • Understanding UCT academic performance appraisal • Thinking about teaching and learning • Assessment and Curriculum alignment • Balancing roles of teacher/researcher • Diversity challenges • Preparing for Teaching/Micro-teaching • Research Planning • Teaching with technology
NAPP Part B: **One-day workshop @ UCT** **(in mid-term vac)**	*TBC*	*TBC*	• Design teaching events • Assessment challenges • Dealing with teaching challenges • Teaching Projects
NAPP Part C: **One-day workshop @ UCT (during consolidation week)**	*TBC*	*TBC*	• Assessing student learning: rubrics • Evaluating our teaching • Use of educational technology • Presentation of teaching projects
Individual consultations on request	*Throughout the year Contact convenor or facilitators*		
Emerging Researcher Programme (ERP) Workshops	*Throughout the year Contact the Research Office ext. 4153*		• Range of workshops offered: • Proposal writing • Research planning • Funding opportunities • Publishing your PhD • Supervision
Staff Learning programme (HR)	*Throughout the year Contact HR ext. 3812*		• Induction for new staff • Understanding UCT benefits
Workshops on using UCT Library resources	*Contact Library (Marilyn Wilford ext. 4478*		• Introduction to UCT library • Using Electronic resources in the library

CONTACT US:

NAPP convenor: Kasturi Behari-Leak, *ext. 3490,* kasturi.behari-leak@uct.ac.za
NAPP team: Alan Cliff, *ext. 5027,* alan.cliff@uct.ac.za
NAPP administrator: Avrill Dawson, *ext. 3478* avrill.dawson@uct.ac.za