



The Challenge

Transitioning From Industry Expert to Faculty

Industry experts have spent years or even decades mastering their trade; however, they may have little or no experience as a faculty member. Without support in the transition from the business and industry world to the academic world, new faculty may not have the foundation and skills needed to be effective in the classroom. Providing comprehensive training and individualized guidance to new faculty increases preparedness and ensures knowledge and application of strategies leading to engaged successful students ready for the workforce.

The Solution

The KCTCS Faculty Institute for Teaching: FIT!



KCTCS (Kentucky Community and Technical College System) developed an innovative initiative to prepare new faculty with the knowledge, tools, and skills needed for success in the classroom.

This program utilizes a combination of existing tools and strategies to design a well-rounded, multi-pronged, evidence-based learning experience including:

- High-quality content created by faculty for faculty
- CBE Strategies to strengthen knowledge, understanding, and application
- Mentors & Assessors provide an individualized support network for new faculty
- Digital badging strategies that acknowledge accomplishments and achievements learned

FIT effectively and efficiently transitions industry experts to faculty by providing skills, support, and guidance.

Foundations of teaching in higher education are based around five core topics:

- Fundamentals
- Methods & Strategies
- Classroom Management
- Planning
- Assessment

Throughout these topics, the benefits of leveraging technology and the importance of diversity, equity, and inclusion are emphasized.

- Diversity, Equity, and Inclusion
- Technology

The Outcomes

Learning Impact

Overall, the pilot cohort became more confident in their abilities. Foundational skills covered a variety of evidence-based teaching and learning strategies which enhanced understanding and encouraged engagement for student success.



said their teaching knowledge was enhanced



reported meaningful mentor support



stated they currently or will utilize learned strategies

The Future

Return on Investment

A network of seasoned and new faculty providing guidance and support across the state.

Sustainable solution for immersing new faculty into academia with nominal costs of both platforms (CTE Learn and Badgr).

Access to over 170 courses allowing flexibility and personalization of faculty development needs.

FIT opened the door and became the catalyst for MaxKnowledge's implementation of digital badges for completion of courses. In the first 9 months of deployment, over 15,000 badges have been awarded to their CTE Learn users.

Leveraging vetted external content from providers utilizing a digital badging platform, like Badgr, reduces time and effort on development and maintenance of content, while still providing a scalable, industry recognized solution.