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

### 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 everyday 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)

### 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

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