

University of Windsor
Program Development Committee

5.8: **Education - Minor in Organizational Learning and Teaching**

Item For: **Approval**

Forwarded by: **Faculty of Education/Inter-Faculty Programs**

MOTION: **That the Minor in Organizational Learning and Teaching be approved.***

**Subject to the approval of expenditures required.*

Rationale/Approvals:

- The minor has been approved by the Inter-Faculty Program Council and the Faculty of Education Council.
- *See attached.*

PROGRAM DEVELOPMENT COMMITTEE MINOR PROGRAM CHANGES FORM "C"

TITLE OF PROGRAM/CERTIFICATE: Minor in Organizational Learning and Teaching
DEPARTMENT/SCHOOL: Centre for Inter-Faculty Programs
FACULTY: Education
Proposed change(s) effective as of: September 2015

A.1 PROGRAM REQUIREMENT CHANGES

*Please provide the current program requirements and the proposed new program requirements by cutting and pasting from the current undergraduate or graduate web calendar (www.uwindsor.ca/calendars) and clearly marking deletions with strikethrough (~~strikethrough~~) and additions/new information with **bolding and underlining**.*

Example:

Major requirements: 00-100, ~~00-104~~, 00-110, 00-210, 00-310, 00-410, plus three additional courses at the **300-level or 400-level**.

Minor in Organizational Learning and Teaching

The six courses comprising the proposed minor option include:

1. 14-80-420 Theories of Individual and Collective Learning
2. 14-80-410 Learning-Centred Teaching: Planning, Delivery, Assessment and Evaluation
3. 14-80-415 Learning Organizations: Management and Leadership
4. 14-80-405 Instructional Technology
5. 14-80-400 Diversity and Inclusion in the Learning Organization
6. 14-80-480 Experiential Learning Field Placement

A.2 MINOR COURSE CHANGES REQUIRING ADDITIONAL RESOURCES OR AFFECTING DEGREE REQUIREMENTS

*If this is a minor course and calendar change (usually noted on a Form E) requiring additional resources or affecting degree requirements, please provide the current course information and the proposed new course information by cutting and pasting from the current undergraduate or graduate web calendar and clearly marking deletions with strikethrough (~~strikethrough~~) and additions/new information with **bolding and underlining**.*

*Examples of minor course changes include: deleting courses, course description changes, pre/anti/co-requisite changes, contact hour/lab requirement changes, course title changes, renumbering courses, and/or cross-listing courses. Minor course calendar changes, which do not require additional resources or do not affect degree requirements, should be submitted on a **Form E**.*

N/A

B. RATIONALE

Please provide a rationale for the proposed change(s).

This is a new minor proposal. This program of study aims to explore the many complex, interdisciplinary aspects of pedagogy in organizational contexts outside of the K-12 educational system. This program will appeal to those with interests in corporate training, banking, working in the legal system, health and safety, outdoor education, early childhood education, alternative schooling models, adult education, post-secondary education, interpretation centres, coaching, municipal and community programming, museum education, and inter-professional education, to name a few career paths. This program aims to develop skills and expertise in the practice of: coaching, training, teaching and facilitating learning.

In the context of a new Minor (as well as a future certificate and undergraduate program of study leading to a degree in organizational learning and teaching), the courses in this Minor option will address the place and role of teaching in learning-centred environments as one important aspect of pedagogy in diverse organizational

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contexts, specifically those outside of the K-12 educational system where students will ultimately apply a wide range of skills, practices, and expertise in roles appropriate to coaching, training, teaching, and facilitating learning. To this end, students will be asked to engage in sustained inquiry in:

- Learning about learning, learners, and bodies of knowledge as disciplinary and interdisciplinary structures
- Understanding the biological, social, cultural, political and ecological aspects and contexts of learning and learners
- Inquiring into the practices of effective organizational instruction
- Developing a deeper understanding for ethical practice within a framework for social justice

This new minor will offer courses that do not compete with the Bachelor of Education program which leads solely to certification to teach at the elementary/secondary school levels in Ontario. To this end, we are creating undergraduate courses to comprise an undergraduate Minor option, while concurrently developing a 4 year undergraduate program. It is also anticipated that the recently announced Faculty of Education and Centre for Teaching and Learning working partnership will provide supportive opportunities to collaborate in the development of this minor option.

C. RESOURCES

C.1 Available Faculty and Staff Resources (QAF sections 2.1.7, 2.1.8, 2.1.9 and 2.1.10)

Describe all faculty and staff resources (e.g., administrative, teaching, supervision) from all affected areas/departments currently available and actively committed to support the program change(s).

These courses will be taught by full-time Faculty members in the Faculty of Education who are qualified and have expertise in these curricular areas: theories of learning; instructional planning, delivery, assessment and evaluation; organizational management and leadership; issues in social justice, including diversity and inclusion; and, instructional technology. Staff resources will be allocated by the Faculty of Education.

C.1.1

Provide an assessment of faculty expertise available and committed to actively support the revised program.

The courses that will form the newly proposed Minor in Organizational Learning and Teaching will be taught by qualified full-time faculty instructors. These instructors are current instructors for courses in the Pre-Service B.Ed. program that may be adapted for a broader educational context. Students enrolled in undergraduate programs, as well as professionals seeking a certificate in Organizational Learning & Teaching when that certificate program has been developed, will be eligible to take the courses offered.

C.1.2

Describe the area's expected reliance on, and the role of adjunct, limited-term, and sessional faculty in delivering the revised program.

It is proposed that full-time Education Faculty teach these courses.

C.1.3

For graduate programs: Explain how supervisory loads will be distributed, and describe the qualifications and appointment status of faculty who will provide instruction and supervision in the revised program.

N/A

C.1.4

For graduate programs: Where appropriate to the revised program, provide evidence that financial assistance for graduate students will be sufficient to ensure adequate quality and numbers of students.

N/A

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C.2 Other Available Resources

Provide evidence that there are adequate resources available and committed to the revised program to sustain the quality of scholarship produced by undergraduate students as well as graduate students' scholarship and research activities, including for example:

- staff support,
- library,
- teaching and learning support,
- student support services,
- space,
- equipment,
- facilities
- GA/TA

University undergraduate students from most faculties will be eligible to take the courses in this minor option that will be taught by Faculty of Education Instructors; as per the working relationship with the Centre for Interfaculty Programs, the BIU allocation would be 95% of the BIU allocated to the Faculty of Education and 5% of the BIU allocated to Centre for Interfaculty Programs. It is expected that these courses will require classrooms to be assigned outside of the Education building.

C.3 Resource Implications for Other Campus Units (MTCU sections 3 and 4)

Describe the reliance of the proposed program revisions on existing resources from other campus units, including for example:

- existing courses,
- equipment or facilities outside the proposer's control,
- external resources requiring maintenance or upgrading using external resources

Provide relevant details.

Faculty Teaching: It is proposed that faculty in the Faculty of Education teach the courses that will form the newly proposed Minor in Organizational Learning and Teaching.

C.4 Anticipated New Resources (QAF sections 2.1.7, 2.1.8 and 2.1.9; MTCU section 4)

*List all **anticipated new resources** originating from within the area, department or faculty (external grants, donations, government grants, etc.) and committed to supporting the revisions to this program.*

N/A

C.5 Planned Reallocation of Resources and Cost-Savings (QAF section 2.1.7 and 2.1.9; MTCU section 4)

Identify all opportunities for

- internal reallocation of resources and
- cost savings identified and pursued by the area/department in support of the revisions to this program. (e.g., streamlining existing programs and courses, deleting courses, etc.)?

Due to provincially mandated enrolment caps for the pre-service program, this should allow teaching resources to be distributed to the courses that will form the newly proposed Minor in Organizational Learning and Teaching.

C.6 Additional Resources Required – Resources Requested (QAF section 2.1.7 and 2.1.9)

*Describe all **additional faculty, staff and GA/TA resources** (in all affected areas and departments) required to run the revised program.*

Faculty: no additional faculty resources are expected given that this course would be assigned to a qualified Faculty member and treated as being on load

Staff: no additional staff resources are expected

GA/TAs: the allocation of GAships is determined each year by the Faculty of Graduate Studies. Generally speaking, the yearly allocation of GAships has been determined historically, as opposed to weighted formulas,

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and has met the needs of the Faculty's teaching needs. Once the allocation of GAships has been determined, each year, the need for any GAships for this course, as with every other course taught in the Faculty of Education, will be determined by the Faculty as per any formal requests from the course instructor and interest from the pool of eligible GA applicants.

C.6.1

*Describe all **additional institutional resources and services** required by all affected areas or departments to run the revised program, including library, teaching and learning support services, student support services, space and facilities, and equipment and its maintenance.*

Library Resources and Services: no additional library resources will be required other than those that already would be utilized as current university students

Teaching and Learning Support: no additional institutional resources and services will be required that are not already covered through the Faculty of Education and Inter-Faculty Programs

Student Support Services: no additional institutional resources and services will be required other than those that already would be utilized as current university students

Space and Facilities: as a new Minor in Organizational Learning and Teaching, these 6 new courses will require classroom space outside of the Faculty of Education Building

Equipment (and Maintenance): no additional institutional resources and services will be required that are not already covered through the Faculty of Education