

Faculty
empowerment and
the changing
university
environment



Faculty empowerment and the changing environment Faculty empowerment and the changing environment The word empowerment came to academic world from the organizational world. In organizations empowerment of employees means the process of raising the productivity of the employees through periodical training. “ Empowerment in schools or colleges can be defined as the process of investing teachers with the right to participate in the determination of school goals and policies and to exercise professional judgment about what and how to teach” (Terry, n. d, p. 5). As per traditional system of teaching, the duty of the teacher confined to the teaching process alone. However, the responsibilities of the current teachers are much more than teaching alone. Current teachers are perceived as leaders rather than mere teachers. Current teachers guide the students towards the target by adopting different strategies. Since the students have different abilities, it is difficult for the teachers to use a standardized way of teaching. The teacher should change his/her strategies based on the requirement of each students. In other words, current teaching strategies are student centered rather than teacher centered. Most of the teachers are unaware of these changes happening in the academic world and empowerment is the only way to educate teachers about their changing roles in the schools and colleges. “ Educational leaders must evolve to meet the needs of both students and faculty because, faculty members struggle with changing curricula, non-traditional learning environments and new technology. They need their leaders to assist them with the transitions” (Arenas et al, 2009). Science and technology have developed a lot over the last few decades and the effects of these developments can be witnessed everywhere. Educational sector is one area which undergone drastic changes as a result of the advancements in <https://assignbuster.com/faculty-empowerment-and-the-changing-university-environment/>

science and technology. Many of the current teachers or faculties are struggling to cooperate with the changing environments in educational sector. Empowerment or training is the only option to make such teachers capable of dealing with the changing atmospheres in schools and colleges. “ Empowerment supports professional growth and renewal, which in turn empowers faculty as individuals and colleagues. Teaching and research improve when junior faculty are paired with mentors” (Luna and Cullen, 2003). Professional growth and renewal of knowledge is essential for a teacher to excel in his/her profession. Empowerment helps the teachers to know more about what is happening in the educational sector so that they can change their strategies in order to make it suitable to the changing requirements of the students. “ Not only does mentoring develop the profession; " by not mentoring, we are wasting talent. We educate, and train, but don't nurture” (Luna and Cullen, 2003). Some teachers may have excellent academic qualifications; however, it is not necessary that they may become excellent teachers. Academic achievements and teaching abilities are entirely different. If a teacher has excellent knowledge and poor communication skills he/she may not succeed in his/her profession. It is necessary for the teacher to improve his/her communication skills in order to transfer his knowledge to the students. Empowerment helps the teachers to improve their communication skills.

References

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