

**Title:** **New technologies and staff development: towards holistic development using Embedding Work-with-IT**

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### **Abstract:**

#### **Session Learning Outcomes**

By the end of this session, delegates will have:

- Discussed challenges surrounding new technologies and staff development
- Considered the Embedding Work-with-IT Framework and Toolkit
- Discussed applicability of this approach in their contexts

#### **Session Outline**

Key issues to be addressed are:

Arguably, the introduction of new technologies into HE contexts has tended to be dominated by a techno-rationalist worldview in which the new technology is introduced via competence-focused training model, positioning the new practices as a straightforwardly technical set of steps. The complex contextual dimensions of this type of change are not normally taken into account, and in developmental terms, the impacts on individual identities, groups and situated work practices are not generally recognised. This interactive session will provide an opportunity to discuss the associated challenges for staff / academic development. It will present the aims and findings of the JISC / SEDA / Strathclyde University 'Embedding Work-with-IT' project, which in its first phases conducted a range of case studies across the sector into technological change in HE workplaces, covering a range of academic and administrative contexts. On the basis of this work, a Framework was developed to capture the contexts and dimension of this type of change. The current phase - 'Embedding Work-with-IT' - has applied the Framework in six varied settings across the sector, looking at how it might be applied to contexts in which new technologies impact on and change working patterns, relationships, procedures and identities. This has resulted in the collaborative development of a 'Toolkit' which focuses on helping managers, teams and individuals to plan and manage the introduction of new technologies in a holistic manner which takes into account the complex range of contexts involved. Participants will be provided with an opportunity to discuss the potential relevance of this framework and toolkit to their contexts.

## **Session Activities and Approximate Timings**

15 mins – welcome, and whole group brainstorm of issues surrounding the introduction of new technologies to staff.

15 mins - small group discussion of new technologies and associated staff development needs, sharing experiences.

15 mins – presentation of the Embedding Work-with-IT Project, Framework and Toolkit.

15 mins – small group discussion of how the Framework and Toolkit could be applied or adapted in context.

15 mins – final reflections and summing up