THE CHINESE UNIVERSITY OF HONG KONG

Professional Development Programmes

Professional development and training are offered at three different levels at the university.

a. *Professoriate Staff*

CLEAR offers a *Professional Development Course* for incoming faculty members. The "course" comprises two half-day seminars, one exploring the mission and values of university education, as well as the teaching context of CUHK, and the other discussing techniques and strategies in teaching, including the latest educational technology (see also below). In addition, there is a practicum component, and participants can choose among three options: to take part in a teaching analysis, in which senior teaching staff observes and provides feedback on participants' teaching; to prepare a statement of teaching philosophy, in which participants outline their own educational values and techniques; or to participate in at least two seminars or workshops on teaching and learning offered by CLEAR.

These seminars / workshops belong to a regular series that CLEAR offers to all teaching staff at the university.

b. *Teaching support staff*

The university also offers a *Professional Development Course for Teaching Assistants*. The course is a collaborative effort between CLEAR, and academic departments that employ teaching assistants in their courses. CLEAR staff and experienced teaching assistants (TAs) from each department discusses with new TAs pedagogical issues that they will encounter in class, and individual academic departments also provide subsequent teaching support, such as teaching analysis, when necessary.

In addition, the graduate school organises an *Improving Postgraduate Learning* programme, which contains components that are also useful for teaching support staff.

c. *Research supervisors*

The University also provides support to teaching staff who carry research supervision responsibilities, especially those supervising postgraduate students for the first time in their career.   A workshop on research postgraduate supervision was added in 2013 as a new, obligatory component of the Professional Development Course (see (i) above) for incoming assistant professors.   The workshop provides a practical overview of

"best research supervision practices", and includes sharing on research supervision by seasoned CUHK professors.