



## Hanken's example of a successful development measure

*“Hanken is encouraged to further develop pedagogical training and incentives promoting good teaching”*

Hanken has introduced an **award and incentive pyramid for high-quality teaching**

- Time and resources for pedagogical development
- Pedagogical training and support
- Funding for development of teaching
- Awarding successful development of teaching
- Awarding Teachers of the Year
- Awarding pedagogical research / publications
- Acknowledging excellent teachers
  - demonstrate genuine interest and excellent results
  - systematically share their educational knowledge
  - evaluated by a Committee of teaching excellence and awarded with a time-bound salary supplement (4 yrs.)

→ Strengthened support, more blended learning, good feedback on distance studying, first two excellent teachers.

<https://www.hanken.fi/en/faculty-staff/hanken-workplace/working-environment-and-health/staff-development-awards/teaching>

