

Peers and colleagues who've successfully integrated new teaching strategies and technologies into their courses.

Their style of teaching worked for them - it should work for their students too.

Overwhelmed with balancing teaching, administrative and research responsibilities.

Some teach in face to face environments, completely online, and hybrid settings.

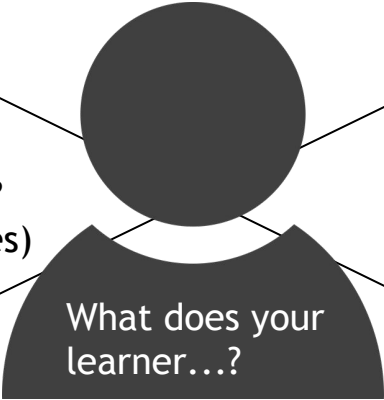
### Think and Feel? (preoccupations)

Learners who value the changes other profs have made to provide flexibility and engage them.

### Hear? (influences)

### See? (environment)

A variety of spaces (physical and virtual) - some with restricted modification (set seating or lms structure) and uncertain internet access/quality



They don't have time to engage in professional development.

Engage in "traditional" styles of teaching such as lectures that are not conducive to student engagement or inclusive teaching practices.

### Say and Do? (behaviour)

Uncertainty about using technology for teaching

### Pain Points?

Concern that new teaching approaches will fail as they teach them without time to recover.

Open to new ideas and suggestions - there is a willingness to innovate

### Gain Points?

Appreciate the faculty resources that are available when they need them.