

Team Teaching: Advancing a Competitive Edge in Academia

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Abstract

The rapidly revolving education industry requires an innovative approach to leadership, human capital management, and delivery models for best outcomes. Authentic leaders play a vital role in developing high-performance teams by implementing strategies that encourage synergy and foster collaboration among team members. The primary focus is building and sustaining a culture of trust and integrity. Faculty and administrative teams leverage learning models as a proxy for student success. Intentionality and a spirit of excellence re-engineer pathways to success. The concordance between academia and student success provides multifaceted trajectories for stakeholders' collaboration. Professors, administrators, and policy actors provide diverse perspectives on education delivery models. Authentic leaders in academia provide professional and technical guidance to identify opportunities for improvement and sustainability in various teaching models. Selecting a teaching model that enhances performance, fosters synergy, and allows high-performing teams to advance is critical to academia.

Keywords: Team teaching, collaboration, authentic leaders, emotional intelligence

Team Teaching in Higher Education

Introduction

Team teaching, also known as co-teaching or collaborative teaching, is an instructional approach where two or more instructors work together to design, deliver, and assess a course or parts of a course. This model is gaining traction in higher education as institutions recognize its potential to enrich both the teaching and learning experience. In institutions of higher learning, this pedagogical strategy has gained significant attention as a means to improve teaching effectiveness, enhance student learning experiences, and foster interdisciplinary collaboration.

Team Teaching Model

The team-teaching model involves shared responsibilities among faculty members, including curriculum design, delivery of instruction, and evaluation of student performance. Unlike traditional solo teaching methods, team teaching leverages the diverse expertise of multiple instructors, which can enrich the academic environment and provide students with a broader perspective on the subject matter.

Collaborative partnership is when instructors share responsibilities for a given group of students and subject matter. Several models exist, each with its structure and focus. When instructors with complementary skills and knowledge co-teach, students benefit from varied instructional styles and deeper content understanding. For example, a course on environmental science might pair a biologist with a policy expert, allowing students to grasp both scientific principles and regulatory frameworks (Friend & Cook, 2016).

Team teaching offers numerous advantages for students, faculty, and institutions like exposure to diverse perspectives and teaching styles, enriching the learning environment. Deeper analytical abilities and a broader understanding of the subject matter, increased engagement, and critical thinking skills. Opportunities to observe collaboration and conflict resolution skills modeled by instructors and improved interpersonal and communication skills. A greater sense of academic community is of essence. Examples of successful Team-Teaching collaborations include interdisciplinary programs and STEM (Science, Technology, Engineering, and Mathematics.)

1. Interdisciplinary Programs

Some universities have implemented interdisciplinary programs where faculty from different departments co-teach courses. For example, a course combining psychology and sociology can provide students with a holistic view of human behavior. Improved interpersonal and communication skills provide a greater sense of academic community.

2. STEM and Humanities Integration

Collaborative courses that integrate STEM and humanities perspectives can enhance critical thinking. An example is a course where biology and ethics professors co-teach discussions on

bioethics in medical research. A collaborative environment results in more meaningful and lasting success, benefiting both individuals and the organization.

Performance Aptitude and Competence

Figure 1. Authentic Leadership



Leaders must consider how Power can influence trust, motivation, and the performance of a health organization and in academia respectively. Leaders should be careful with coercive power. Expert power seems to influence motivation but not trust, while legitimate power seems to influence trust directly and motivation only through trust. Referent power has a weak influence on trust and no direct influence on motivation. Notwithstanding, Reward power has a very strong influence on both trust and motivation (Havold, & Havold, 2019).

Figure 2. Common Leadership Themes and Focus

Common Themes	Focus
A. Advocacy	Actionable Feedback
M. Mentorship	Motivation, Modeling
E. Equity	Recognition & Reimbursement
R. Responsiveness	Conflict Resolution, Resilience
I. Innovation	Competitive Edge
G. Goal Setting	Performance for Success
R. Relationships	Building Trust, Respect
I. Intentionality	Proactive Interventions
T. Training	Long Life Learning

The acronym A.M.E.R.I. G.R.I.T. resonates with authentic leaders for the need to have structure, alignment, and courage to remain impactful in their sphere of influence. Leaders and stakeholders must advance a competitive edge to achieve the mission and vision of an organization. Authentic leadership and business acumen progress productivity, and the correct alignment to achieve organizational goals.

Figure 3. Alignment for Success



Advancing a competitive edge through the correct alignment, innovation, research, and evidence-based practice is of paramount importance for both individuals and teams. Educators must continually collaborate to align teaching models and learning environments for the best outcomes. Strategic alignment, transparency, and Performance improvement plans mitigate barriers to success pathways and positive social change.

Benefits of Team Teaching in Higher Education

Team teaching offers a powerful approach to enhancing teaching and learning in higher education. By carefully planning, selecting the right team, and addressing potential challenges, institutions can leverage the benefits of team teaching to create a more engaging, enriching, and effective educational experience for both students and faculty.

A focused approach to enhancing the learning experience with complementary skills and knowledge benefits students from varied instructional styles and deeper content understanding. For example, a course on environmental science might pair a biologist with a policy expert, allowing students to grasp both scientific principles and regulatory frameworks (Friend & Cook, 2016).

Team teaching promotes interdisciplinary approaches, essential for addressing complex real-world problems. This collaboration encourages students to think critically and integrate knowledge from multiple disciplines. Additionally, team teaching serves as a professional development opportunity, enabling instructors to learn new pedagogical techniques and content from peers (Zuckerman et al., 2017).

Faculty satisfaction positively impacts student engagement and retention. The dynamic

interaction between instructors can create a more engaging classroom environment. Students often respond positively to the dialogue and debate between teachers, which can boost motivation and retention rates (Friend & Cook, 2016).

Team teaching offers numerous advantages for students, faculty, and institutions based on exposure to diverse perspectives and teaching styles that enrich the learning environment. Deeper analytical abilities and a broader understanding of the subject matter. Increase engagement and critical thinking skills. The opportunities to observe collaboration and conflict resolution skills modeled by instructors are enormous.

Interdisciplinary collaboration promotes interdisciplinary approaches, essential for addressing complex real-world problems. This collaboration encourages students to think critically and integrate knowledge from multiple disciplines (Little, 1990). Additionally, team teaching serves as a professional development opportunity, enabling instructors to learn new pedagogical techniques and content from peers (Zuckerman et al., 2017). Exposure to innovative teaching practices and different disciplinary styles

enhances teaching skills and new insights into other disciplines.

Challenges of Team Teaching

Despite its benefits, team teaching also presents several challenges including

coordination, planning, and compatibility. Differences in teaching styles, philosophies, and personalities can lead to conflict. Maintaining assessment consistency and ensuring fair and consistent evaluation criteria across instructors can be difficult (Little, 1990). Other team-teaching challenges encompass the following:

- **Increased Time Commitment:** Requires significant time for collaborative planning, communication, and coordination.
- **Potential for Conflict:** Differing teaching philosophies, personalities, and work styles can lead to disagreements.
- **Need for Role Clarity:** Unclear roles and responsibilities can create confusion and overlap.
- **Institutional Barriers:** Financial and accounting systems are often geared towards single-instructor courses, making it difficult to secure funding and resources for team teaching.
- **Assessment Complexities:** Developing common grading standards and fairly assessing individual contributions can be challenging.
- **Personality Clashes:** Interpersonal issues and lack of trust can hinder effective collaboration.
- **Pedagogical Misalignments:** Differing teaching philosophies and instructional strategies can create inconsistencies in the learning experience.

Emotional intelligence cannot be overemphasized. It is critical to promote self-awareness,

self-management, social awareness, and relationship management for collegiality in team teaching. Teams and individuals must be held accountable to ethical values, institutional rules and regulations, and professional codes of conduct. Values and code. Organizational values must align with a culture of excellence, productivity, and integrity. Team teaching teams must adopt best practices for self-awareness, setting SMART goals, and action plans for success. Every obstacle presents an opportunity to continually conduct SWOT analysis and enhance data-driven work plans to achieve success metrics. Authentic leadership is of essence in advancing a competitive edge in academia.

Best Practices for Effective Team Teaching

To maximize the benefits and minimize the challenges, leaders must consider best practices in the planning, implementation, and evaluation processes. Careful planning and effective communication are important in establishing clear goals, expectations, and roles for each instructor. It is important to develop a detailed course syllabus and schedule together. Teaching teams meet regularly to discuss course content, teaching strategies, and student progress.

Maintaining effective communication by establishing regular meetings and using collaborative tools to coordinate deliverables is crucial. It is also important to clearly define roles and foster a culture of mutual respect and openness to diverse teaching to achieve best practice. Continuous reflection through engaging interdisciplinary teams in ongoing evaluation and feedback to improve the collaboration process (Zuckerman et al., 2017) lead to best practice.

Authentic leaders must ensure that all team members are open to diverse ways of thinking, flexible, and comfortable with ambiguity. Another aspect for consideration is creating a cohesive vision for a unified framework and approach to the course and striving to achieve seamless integration of content and activities. Additionally, addressing logical issues like workload and fair compensation while creating a culture that values and rewards team teaching also leads to best practice in team teaching. Most importantly, regular evaluation and actionable feedback are the hallmarks of team teaching and are used to adjust and refine the knowledge and skills of delivery models over time.

Conclusion

Team teaching in higher education offers an effective strategy to enhance learning outcomes, promote interdisciplinary thinking, and support faculty development. While it requires careful planning and cooperation, the benefits to both students and educators make it a valuable practice for contemporary institutions of higher learning. By addressing these challenges and implementing supportive measures, institutions can enhance the effectiveness of team teaching, benefiting both students and faculty.

A holistic approach to personal and professional success encompasses intelligence quotient, emotional intelligence, social intelligence, and adversity intelligence. Resilience and mitigating barriers to success advance a competitive edge. Subsequently, cultivating technical and people soft skills builds the capacity to progress. Many cultures reference wisdom as a

virtue and knowledge as being priceless in the prospects of career advancement. Achieving and sustaining educational goals requires intentionality in making a difference. Your story, my experience. Thrive!

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