

# **Building Capacity for Innovation and Transformation: Reflections on faculty training in an Ecuadorian university**

Katherine Salvador-Cisneros , ESPOL Polytechnic University, Escuela Superior Politécnica del Litoral, Guayaquil-Ecuador

## **ABSTRACT**

No university was prepared to face the challenges of the Covid-19 pandemic outbreak in early 2020. Terms like virtual learning, emergency remote teaching, and transition to digitalization were known but rarely applied in traditional higher education institutions. Universities around the globe encountered various difficulties in maintaining their academic offer with a creative, practical, and, most importantly, humanitarian approach. Faculty members were at the core of the equation as their own lives and families were being affected by the craziness of an apocalyptic pandemic. Like other institutions in the country, and the region, our university addressed several issues, such as the need to improve our technological infrastructure, attention to the welfare of the university community, and immediate and sustainable faculty training. This case presents a reflective conversation with the audience about the pathway to empowering teaching faculty. This was accomplished through training in the management of digital tools, the adaptation of instructional designs, a change in the traditional mindset, and the delivery of classes in a virtual modality while maintaining a high quality of education. The strategy, called #CiseTeAcompaña, was the initial response that later evolved into several resources that engaged teachers in the innovative transformation of our university.