

# Supporting academic synergies through co-evolution of teaching and research excellence from evidence-based practice



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# Context and Challenges

## Context



New entity:  
TU Dublin  
Existing  
structures: HEA

Identifying  
Synergies:  
Opportunity for  
these roles to  
work more  
closely together

## Challenges

Cultural shift  
away from silos in  
Business  
Education  
disciplines

Engagement at  
School level:  
Teaching,  
Learning,  
Educational  
Research

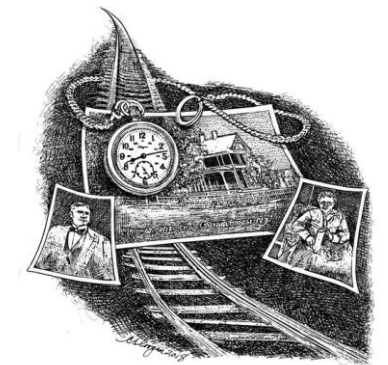
### Roles [College of Business]

Head of Learning Development

Head of Research

# Co-evolution as an approach to excellence at the nexus of teaching and research

- ▶ Co-evolution is concerned with the logic of understanding how individuals, groups and environments influence each other.
- ▶ Studies consider the influence of the macro on the meso environment, but also on peer to peer groups influence.
- ▶ Coevolution does not have to be about relationship interactions, but also stories or rituals between and across groups
- ▶ Emphasising coevolution means a focus on the process rather than outcomes.
- ▶ Opportunities to create synergies and excellence in process.



# A theory of co-evolution

- ▶ Rather than explaining coevolution through different theoretical lenses, we draw on a theory of coevolution from the field of evolutionary biology (Thompson, 2005 , Gomulkiewicz et al., 2007b) and sociology (Cherns, 1976 , 1987 , Jessop, 2004 , Norgaard, 2006).
- ▶ Three criteria for coevolution to happen (Thompson, 2005 , Gomulkiewicz et al., 2007b):
  - ▶ the existence of co-evolutionary hot and cold spots
  - ▶ selection mosaics
  - ▶ trait remixing



What could this look like in an educational context?

