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I think those active learning methodologies based on technology will be more and more common because you can use it both online and both in face-to-face contexts and make use of smartphones for that purpose which everyone has so you don't have to worry about having the necessary technological conditions in a classroom because everyone has a smartphone. So active methodologies and based plus based on technology technology and smartphones in particular. And I think we will come to more and more, as I was saying before, experiential learning sense and learning based in solving problems, projects, challenges. So I think that's because the content, students have access to the content. We don't need to pay a professor a lot of money to be... I think in the future we'll have less...

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Actually, I didn't mention that, I forgot, sorry. But I think we will have less lecture-based type of teaching. I think we will... Well, I mentioned that we will have more cooperative, because I think... I mean, students can go online and search for the information. So we really need to understand that this is really changing. We cannot keep doing the same things as we have been doing. Although it's difficult to mobilize professors in this respect, but here at the University of Avedu we have been doing quite a lot in this respect and I think we're getting more and more professors to this journey and I think that's because it's not only training, they get together with other professors and with students who do this for a longer time and help them transform their courses. So it's very hands-on and that's also important for professors, it's not only for students.

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And then we have another issue, it's not only with professors that need to transform their practices, but also students need to change, because they're not very happy when they need to work, some of them, and they even assess the professors in a not very good way. And then what we are told is that it's not worth the effort if they will assess me in a bad way, and that counts for my progression as a professor. But what we do know from the research is that independently of their perception, that's the most effective learning. So we cannot, as professors, ignore that we would be doing a bad job if we wouldn't use active methodologies in our teaching practices. Yeah, I think the biggest challenge with professors is really the lack of parity of esteem between research and teaching in terms And that's all over Europe. It's not only in Avairo. So when we do this, what we do in Avairo is that we also recognize the merits of those who try to do it, to transform the way they teach.

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quality for the practices, which is the result of the internal quality system. So we make it public saying that they have a sample quality of their practices, which is quite a symbolic thing, but has a huge impact. Everyone is putting in social media, I got this stamp, I got this stamp, so okay. Before they had that, but only for themselves, so no one really cared about it. We attribute money for professors to implement projects that will transform their courses. So for each year, 2000 euros, and this year we attributed five more because we had

financing for that. And then we started, we've just finished the second edition of the best pedagogical practices. So we try to focus on the practice, not the people.

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Of course, they are attached, but still. So this is a way to do this and to make them become more and more involved. Another thing we do is try to, and we got money for this, so this helps while they transform their practices, we help them financially with what they want to implement, like a license for software or whatever. The money will finish this year, so it will not be sustainable in this respect. We're working with a new professor, so we have a program for newcomers because those are more willing to do things differently. We were also working with the heads of the degree in helping them making things differently. So we're doing a lot of things. The idea is that no one at the University of Albedo will not have the chance to do this if they want and need. It's still a stigma that the first time we're... So what we're doing is a program in which after the project or transformation of a course in some respect, we do the other step which is to accompany the teacher, the professor while implementing it and we help, we have assistance, research assistance helping doing research about that transformation so that they are able to publish in this area as well because we keep saying that teaching and learning practices, teaching practices in particular, should be based in evidence, not just because we think that's the most appropriate approach. So this is what we're trying to do.

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What I think is a missing piece is that we consider this in a better way in promotion, in progressions. That's what I think is a missing piece.