

R&R festival
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Recognition and rewards of university teaching



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Overview

- Teaching roles
- Teaching levels and career framework
- Discussion points
- Break-out groups
- Wrap-up
- Building a culture of high-quality education

Complexity of teaching

Teaching is and should be ...

- Multidimensional
- Reflective and reflexive
- Creative and innovative

*"Research begins in wonder and curiosity
but ends in teaching."*

(L.S. Shulman)



What do we know?

- Teaching behaviour
- Competencies
- Beliefs
- Identity
- Mission

"Academics who inspire their students continue to inspire themselves."

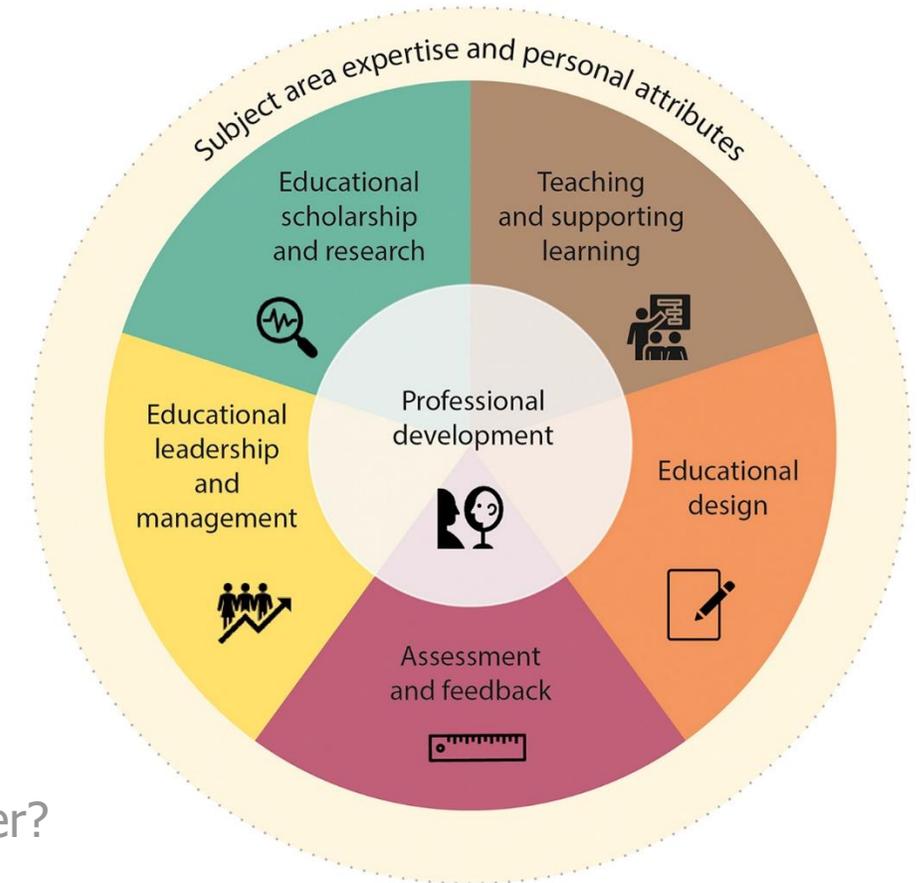
Ottenhoff et al. (2019). From critic to inspirer: four profiles reveal the belief system and commitment to educational mission. *BMC Medical Education* 19.



Teacher tasks in higher education

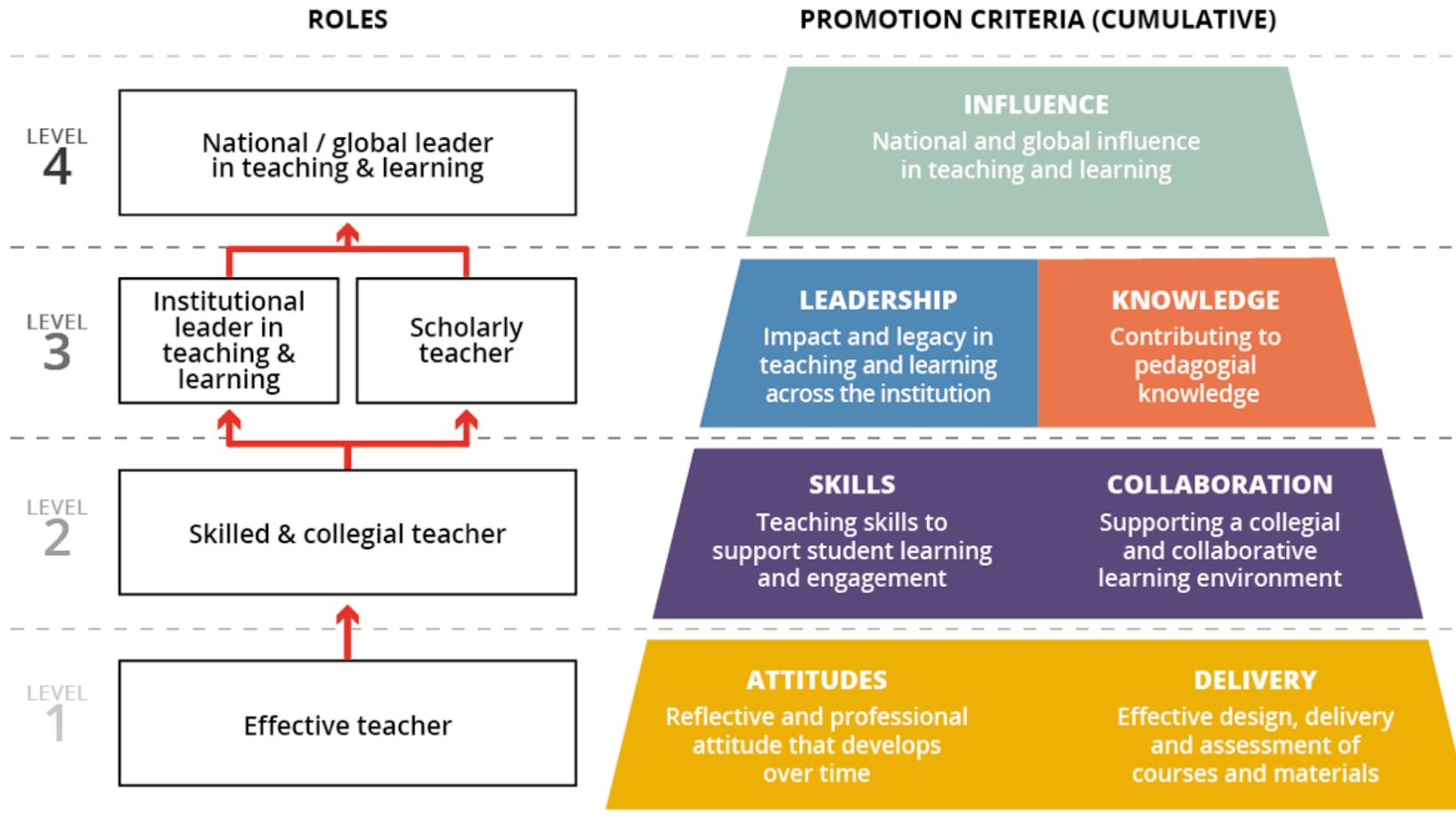
1. Teaching and supporting learning
2. Educational design
3. Assessment and feedback
4. Educational leadership and management
5. Educational scholarship and research

Teacher tasks in higher education



Van Dijk et al. (2020). What makes an expert university teacher?
Review of Education Research 31.

Teaching career framework



Sphere of impact

Forms of evidence

Teaching career framework – NL Comenius

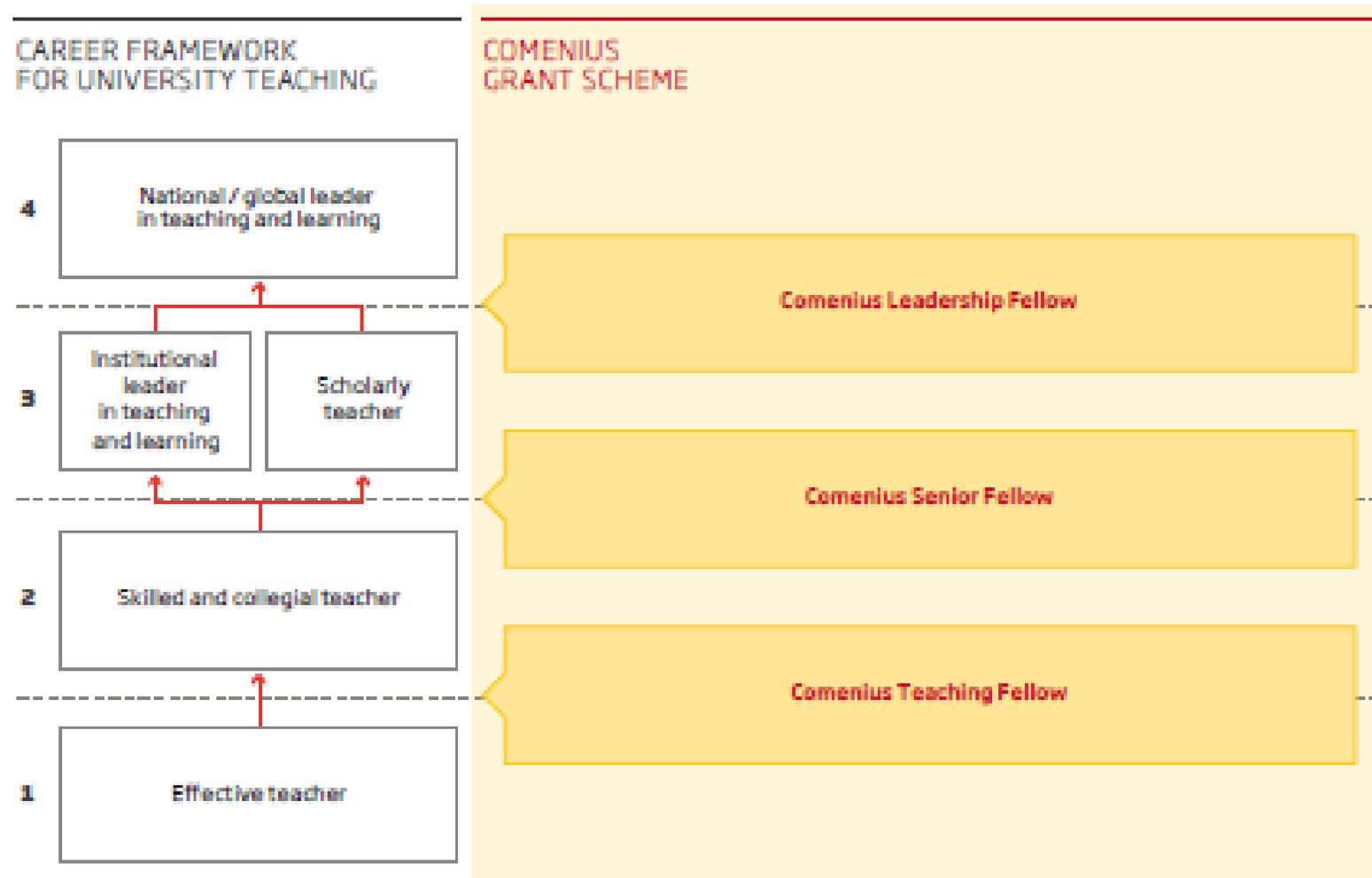


Figure: The relationship between the levels of the Career Framework for University Teaching and the levels of the Comenius Grant Scheme

Teaching career framework – NL UT

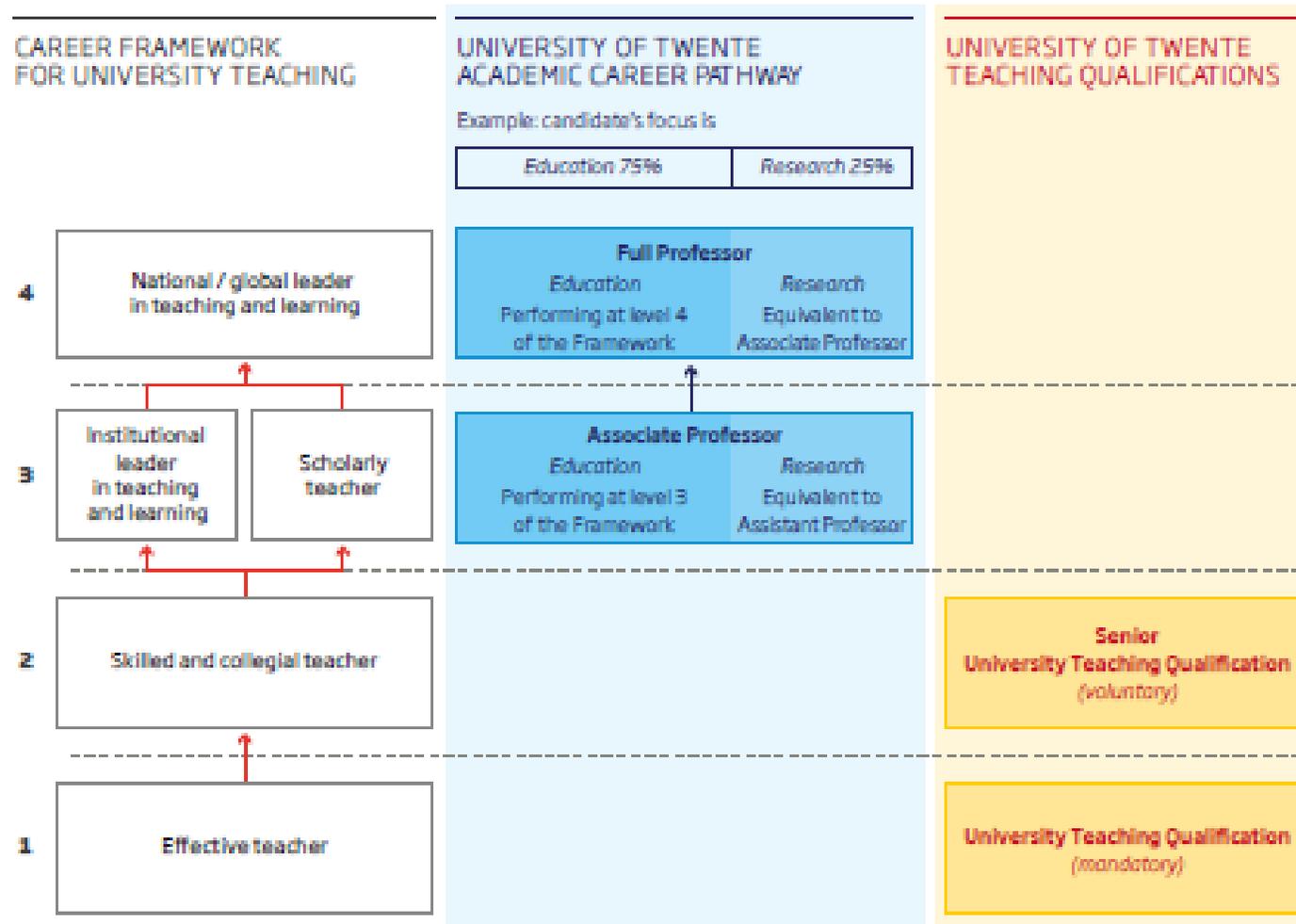
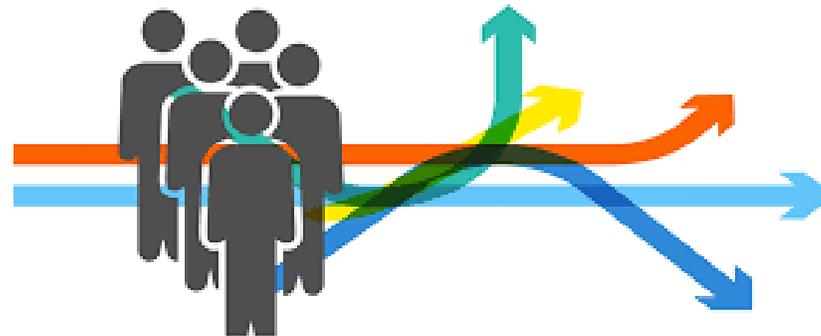


Figure: The relationship between the levels of the Career Framework for University Teaching and the levels of the University of Twente's new (i) single academic career pathway where the candidate has selected to dedicate 75% of their promotion case on education; and (ii) university teaching qualifications, at the UTQ and SUTQ levels

Discussion points

- Career progression vs diverse career paths
- What is high-quality education and teaching?
- The interplay between the individual and the collective
 - Role of the learning environment, community and culture



Break-out groups

- Career progression vs diverse career paths
- What is high-quality education and teaching?
- The interplay between the individual and the collective
- ➔ Prepare a 1-minute summary of main perspectives, and perhaps recommendations, to share after group discussion

Building a culture of high-quality education

- Learn, improve and innovate together
- Provide time to reflect
- Recognize talents at all levels
- Create opportunities for diverse career paths
- Enable to enjoy roles in teaching and learning



References

- Van Dijk et al (2020) <https://doi.org/10.1016/j.edurev.2020.100365>
- Ottenhoff et al (2019) <https://doi.org/10.1186/s12909-019-1665-0>
- <https://teachingframework.com/framework/>
- <https://www.advancingteaching.com/resources/Career-Framework-single-spread.pdf> (comprehensive overview)
- <https://www.advancingteaching.com/resources/Career-Framework-for-University-Teaching.pdf> (report 2018)
- <https://www.rhgraham.org/resources/Teaching-Cultures-Survey-2019-findings.pdf>