

NMiTE (New Model in Technology & Engineering), UK

Establishment of career and professional development framework for a new university

The first new university to be established in the UK for 40 years is currently under development. Under UK law, it cannot be given the title of a 'university' until its first cohort of students graduate, so the new institution is currently operating under a temporary name: 'NMiTE', standing for *New Model in Technology & Engineering*. As its name suggests, the new teaching-led university will be technology- and engineering-focused. Its educational approach will be highly distinctive. The programme will take a project-based, immersive approach, asking students to use their engineering skills and knowledge to solve authentic cross-disciplinary problems facing society and industry. It will also immerse the 'engineers-in-training' in the liberal arts and place a strong emphasis on technology-driven innovation and creativity. The university will support a high staff to student ratio; at steady-state, it plans to be home to 90 academics and 1,200 students, with an annual intake of 350.

NMiTE will enrol its first undergraduates in September 2019. The inaugural cohort of 50 students will not be charged fees during their first year of study, in acknowledgement of their critical role in 'testing' the new curriculum. Indeed, students will also play a critical role in the design and development of the university's culture and education. From September 2018, NMiTE will host a 'design cohort' of 25 students for 12 months; this handpicked group will be charged with co-designing key aspects of the new university - such as its enrolment systems, student services and curriculum - in partnership with the institution's 'founding faculty'.

NMiTE is appointing its 'founding faculty' in April 2018. It has adapted the Career Framework for University Teaching to guide all academic appointments, promotions and professional development processes.

Thus, as illustrated in the Figure, at both appointment and promotion stage:

- » Assistant Professors must align with level 2 of the Framework; as the levels are cumulative, this means they must meet the criteria of *both* the 'effective teacher' *and* the 'skilled and collegial teacher'.
- » Associate Professors must align with level 3 of the Framework, and meet the criteria for the 'institutional leader in teaching and learning' and/or the 'scholarly teacher' (as well as the requirements of levels 1 and 2).
- » The two highest grades - the Full Professor and the Distinguished Professor - align with level 4 of the Framework, reflecting achievement as a 'national leader' and 'global leader' in teaching and learning respectively (as well as meeting the requirements of levels 1, 2 and 3).

NMiTE has made some adaptations to the Framework to reflect the institution's distinctive educational vision. For example, in its version of the Framework, NMiTE has replaced the words 'teaching' and 'teacher' with 'education' and 'educator'; as such, level 1 of the Framework is described as the 'effective educator'.

It should be noted that NMiTE is a teaching-led institution and academic activity is focused exclusively on undergraduate education. Unlike other partner universities, NMiTE is not using the Framework alongside parallel procedures to assess achievement in other academic domains, such as disciplinary research or knowledge transfer. At this university, the Framework can be used as a standalone resource and a single structure to underpin academic development and achievement.

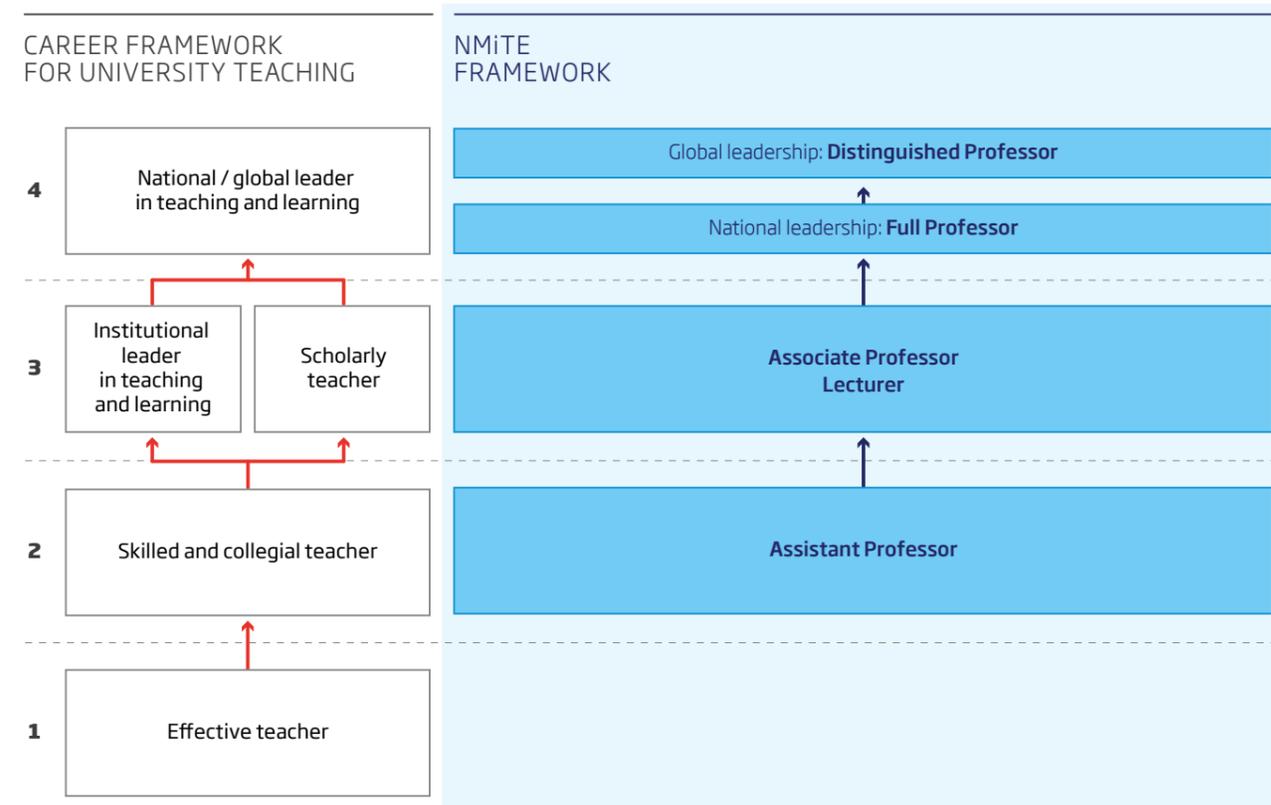


Figure: The relationship between the levels of the Career Framework for University Teaching and the NMiTE framework