

**Recognising and rewarding university teaching:
a meeting of leading universities**

13th and 14th May 2019

Royal Academy of Engineering

3 Carlton House Terrace, London, SW1Y 5DG

Day 1 agenda: Monday 13th May 2019

11:30	OPTIONAL: Introduction to the Career Framework for University Teaching. For those that are new to the group or interested to find out more, this session will provide an overview of the Career Framework for University Teaching and allow participants to discuss and explore the model.
12:30	Lunch and registration
13:15	Welcome: including meeting aims and introduction of participants. [Ruth Graham]
14:10	Session 1. Drivers and vision for change This opening session will set a context for the meeting's discussions, addressing the questions: what are the drivers for changing how we evaluate and/or reward university teaching achievement and how do these drivers differ by institutional context and country? Case study presenters from universities new to the group will open the session by highlighting what they regard as the major drivers for change to their institutional evaluation and reward systems, before opening the discussion to all meeting participants. <i>Case study presenters:</i> Graeme Aitken (University of Auckland); Martina Crehan (Royal College of Surgeons in Ireland); Hester Bijl (Leiden University)
15:30	Break and refreshments (plus group photograph)
16:00	The Roadmap for Change: Outcomes of the Roadmap for Change study will be outlined, including the typical steps taken by universities during the process of changing their reward and recognition system, and the opportunities and challenges faced. [Ruth Graham]
16:15	Session 2: Key steps in the process of change: Building on the outcomes of the Roadmap for Change study, the session will address what participants consider to be the make-or-break stages in the change process. Case study presenters will open the session by discussing what they consider to be the crucial steps in their own change processes. <i>Case study presenters:</i> Mirjam Bok and Renée Filius (Utrecht University); Johan Geertsema (National University of Singapore); Claire Gordon (London School of Economics)
17:30	Close of day and break
18:30	Drinks reception
19:00	Evening dinner

Day 2 agenda: Tuesday 14th May 2019

9:00	Arrival and coffee
9:15	Welcome: including outline of the day's agenda [Ruth Graham]
9:20	Session 3. Aligning individual and institutional systems of evaluation and reward The session considers the challenge of aligning institutional processes for evaluating and rewarding teaching achievement with individual incentives, career pathways, appraisal systems and professional development systems. Case studies will highlight different ideas and approaches to achieving such an alignment in practice. <i>Case study presenters:</i> Thomas Olsson (Lund University); Deborah Johnston (SOAS University of London); Jan van der Veen (University of Twente)
10:40	Break and refreshments
11:10	Teaching Cultures Survey: amalgamated (anonymised) findings of the 2019 survey will be presented, drawn from the 13 universities that have participated in the survey to date. The survey is designed to capture and track views of academic staff on the institutional culture and status of teaching. [Ruth Graham]
11:30	Session 4. Measuring success: the impact of the change The session will look at different ways in which the impact of institutional change to the reward and recognition of teaching can be evaluated. Case studies will highlight different indicators of success and reflect upon lessons learnt. <i>Case study presenters:</i> Cath Ellis (University of New South Wales); Judith Huisman and Luisa Solms (Netherlands Initiative for Education Research); Geoff Lang and Mark Rice (UCL)
12:45	Lunch
13:45	Session 5: Integrated approaches to changing reward and recognition systems Universities seldom change the systems by which they reward and recognise teaching in isolation; most implement systemic change to reward and recognition systems in relation to <u>all</u> academic activities, including teaching, research, external engagement and university service. This session will discuss the challenges and opportunities associated with such integrated change process, opening with examples across the world from the case study presenters. <i>Case study presenters:</i> Joe Chicharo (University of Wollongong); Khairiyah Mohd Yusof (Universiti Teknologi Malaysia); Christoph Rausch (Maastricht University and Association of Dutch Universities)
15:00	Closing discussion and next steps [Ruth Graham]
15:15	Close of meeting and refreshments