

Roadmap for Change

Project outline: October 2018

Universities across the world are increasingly aware that their institutional support and reward systems do not adequately recognise academic contributions in teaching and learning. As a result, many are planning far-reaching changes to appointment, promotion and/or professional development systems. There is no doubt that systemic changes are challenging to design and deliver – and there is much to be learnt from universities that have already navigated the reform process.

Aimed at universities considering making changes to the way they recognise and reward teaching achievement, the Roadmap for Change is designed to help institutions avoid the pitfalls commonly associated with such reforms and to optimise the chances of a successful and sustainable change.

The Roadmap offers insight into **how** the process of reform might be planned and implemented. It draws on the experiences of universities that have engaged in changing institutional support and reward systems for teaching achievement, and is informed by in-depth interviews with individuals who played a key role in designing and delivering institutional reform at these universities. Based on these expert views, the Roadmap identifies strategies associated with successful changes to university systems for recognising and rewarding teaching. This project was identified as a key priority for future work by the group of 15 'partner universities' engaged in the *Career Framework for University Teaching* initiative.¹

The Roadmap will address three key questions:

- 1. What are the key steps in the process of change?**
- 2. What major challenges are typically faced?**
- 3. What strategies are associated with success?**

The project will be conducted over a six-month period during the 2018-19 academic year. The project deliverable will be a short (10–15 page) document, which will be made available both online and in printed form, to be published in May 2019. It will feature short case studies of how key stages in the reform process can be tackled, for example, how consultations with the academic population might be managed or how new training/information for promotion candidates might be designed and rolled out.

As with all products developed through the *Career Framework for University Teaching* initiative, the Roadmap will be open-source and made available to all universities irrespective of their relationship to the project.

¹ Career Framework for University Teaching (<http://www.teachingframework.com>)