

Mapping the levels of the template to university grades



Image courtesy of the University of Twente

The 'effective teacher' represents a threshold level of teaching achievement which all academics should attain. It is anticipated that the 'national and global leader in teaching and learning' would be reserved for those progressing to full professorships solely or predominantly on the basis of their teaching achievement. How the remaining levels of the template might map onto academic grade profiles, for both the T&R and teaching-focused career pathways, should be determined by the institutions concerned. However, two possible examples, both set in the context of UK grading structures for academic staff, are provided in the boxes below.

Example 1: Mapping the template levels directly onto university grade profiles

One option for universities would be to use the template to embed a progressive increase in the minimum threshold for acceptable teaching as a requirement for progression to more senior academic positions. So, as illustrated in the table below, for both T&R and teaching focused academics, the university might map the 'effective teacher' to the lecturer level, the 'skilled and collegial teacher' to the senior lecturer level, and the 'scholarly teacher' and 'institutional leader in teaching and learning' to the professorial level.

Template level	Minimum threshold for progression to the level (for T&R academics)	Minimum threshold for progression to the level (for teaching-focused academics)
1. Effective teacher	Lecturer	-
2. Skilled and collegial teacher	Senior lecturer	Lecturer
3. Scholarly teaching/ institutional leader in teaching and learning	Professor	Senior lecturer
4. National and global leader in teaching and learning	-	Professor

Example 2: Using the template to increase the flexibility of the promotion system

An alternative option might be to use the template to provide greater flexibility in the promotion system, allowing T&R academics who excel in teaching and learning to place a greater emphasis on education in their promotion case, beyond the minimum threshold for teaching and learning at that grade. Under such a system, the university may wish to set the 'effective teacher' and 'skilled and collegial teacher' levels as the minimum acceptable thresholds for early-career academics (lecturers) and senior academic staff (senior lecturers/ professors) respectively. The remaining levels of the template would then be used to reward T&R academics wishing to place a greater professional emphasis on teaching and learning, while still maintaining their research- or teaching-focused academics.

Template level	Minimum threshold for progression to the level (for T&R academics)	T&R academic with greater weight attached to teaching and learning in their promotion case	Minimum threshold for progression to the level (for teaching-focused academics)
1. Effective teacher	Lecturer, senior lecturer	Lecturer	-
2. Skilled and collegial teacher	Professor	Senior lecturer	Lecturer
3. Scholarly teaching/ institutional leader in teaching and learning		Professor	Senior lecturer
4. National and global leader in teaching and learning	-		Professor