

Cover Sheet for Papers being considered by University Committees



Paper Title: Loughborough University Teaching Fellowship Scheme – Initial Proposal

Author: Working Group comprising Carol Robinson (Chair), Zoe Radnor, Nick Allsopp and Robert Hamilton

1. Specific Decision Required by Committee	The committee is asked to consider the proposed draft Teaching Fellowship Scheme and provide feedback to the working group in order that a revised version can be presented to Learning and Teaching Committee in June 2015.
2. Relevance to University Strategy	This scheme is being developed as part of the University's Strategic Plan to 1.9 Establish competitive Fellowship schemes. [T,R,E]
3. Executive Summary	A small working group was tasked by the PVC(T) to come up with an initial proposal for a Loughborough University Teaching Fellowship Scheme. This paper arose from the working group and provides details of the proposed scheme.
4. Essential Background Information	n/a
5. Risks, Risk Mitigation and Governance/ Accountability	n/a
6. Implications for other activities	Teaching Fellowships will form part of the suite of Teaching awards available at Loughborough and the other awards may be refined following the adoption of a Fellowship scheme. The other awards are due to be reviewed later in 2015.
7. Resource and Cost	Each Fellowship holder (up to 3 or 4 per year) would be released from other academic duties for 6 months full-time equivalent. They would each be able to bid for up to £10,000 to support the work of their project.
8. Alternative Options considered	n/a
9. Other Groups/Individuals consulted.	Discussion from one of the working groups at the Learning and Teaching workshop on 5 th February has informed this scheme.
10. Future Actions, Timescales & Frequency of Review by this Committee.	Initial proposal to be refined after discussion at L&T committee and then reviewed at L&T committee in June 2015.
11. Success Criteria (KPIs)	n/a

Loughborough University Teaching Fellowships Scheme – Initial Proposal

This proposal has been developed by a small working group tasked by the PVC(T). Its members were Carol Robinson (Chair), Nick Allsopp, Zoe Radnor and Robert Hamilton. The group met three times, between January and March 2015. Discussion from one of the working groups at the Learning and Teaching Committee workshop on 5th February has informed this scheme. There has also been a benchmarking process undertaken (see Appendix).

Introduction

This scheme is being developed as part of the University's strategic plan under the theme of Investing in Staff where it is stated (1.9) that the University will *Establish competitive Fellowship schemes. [T,R,E]*. It will also contribute to the strategy (1.7) by *Continuing to build an outstanding professional support network for staff engaged in teaching and learning, which encourages evidence-based enhancements and facilitates innovation. [T]*. Moreover it will contribute to *recognising and rewarding quality across all activities (1.1.1)*.

Aims of the Scheme

1. To inspire excellence in learning and teaching at Loughborough University
2. To support the student learning experience
3. To share excellent learning and teaching practice, both internally and externally
4. To celebrate and encourage excellence in learning and teaching
5. To allow colleagues the time to devote to a specific learning and teaching initiative

Details of the Proposed Fellowship Scheme

1. There will be 3 or 4 prestigious teaching fellowships available each academic year.
2. The period of the fellowship would be 6 months full-time (spanning one semester) or the part-time equivalent over a continuous period of time up to 2 years.
3. Each applicant could apply for up to £10k to support the work of the Fellowship.
4. Applications would normally address at least one of a number of themes identified by L&T committee and linked to the University strategy.
5. All applications must be supported by the relevant Dean (or nominee).
6. The Scheme will be hosted by the Centre for Academic Practice and will add to the suite of University awards
7. A selection panel consisting of: the PVC(T), a Dean of School, Director of Centre for Academic Practice, 2 AD(T)'s and previous award winners will identify successful applicants

Successful applicants will be:

1. An Associate of the Centre for Academic Practice for the duration of the award.
2. Required to share their work/experience more widely (e.g. through contributing to workshops to support colleagues, dissemination events, etc.).
3. Required to be visible across the University (e.g. a web presence).
4. Encouraged and supported to apply for a NTF award, if appropriate.
5. Able to use the work of the fellowship to improve their profile, both internally and externally, strengthen their CV and provide evidence for SFHEA and PFHEA.

Appendix Teaching Fellowships/awards at other Universities

The working group searched the websites of a number of other Universities and some details are summarised below. A number of the schemes at other Universities provide a sum of money as a reward for colleagues who can demonstrate that they meet criteria similar to that of the NTF scheme, namely Individual excellence, Raising the profile of excellence and Developing excellence.

Only one of these Universities, Bristol, explicitly mentions 'time out' for the Fellowship, by allowing the £10,000 award to be used to pay for replacement teaching, etc. However a number of Universities expect their Fellows to be actively engaged in dissemination work or provide support for colleagues and it is not clear if these activities are allocated time in a workload model.

1. The University of Bristol has a University Teaching Fellowship scheme and awards two or three Fellowships every year. These Fellowships enable staff to spend a dedicated period of time to concentrate on developing a scholarly evidenced-based approach to teaching and learning, quality enhancement and disseminating exciting, innovative and high-quality teaching and learning practices at a national (or even international) level. Maximum of £10000 over three years. The Fellowship consists of an award of up to £10,000, which can be attributed over a one-to-three year period and contribute to the direct costs of replacing teaching, administrative and/or clinical responsibilities and fund developmental opportunities for the successful applicants. <http://www.bristol.ac.uk/esu/academicdevelopment/utfs/>
2. Birmingham University Education Fellowship Scheme appoints up to two individuals per year. The scheme is designed to provide an opportunity for Fellows to undertake learning and teaching related projects or professional development activity; and disseminate good practice to, and build a shared commitment to teaching excellence with, colleagues across and beyond the University. Winners get a permanent salary increment (or a one-off payment of £1500 if at the top of scale) + £5000 to support professional development in learning and teaching. See <https://intranet.birmingham.ac.uk/as/cladls/edudev/recognition-rewards/bef.aspx>
3. Warwick Awards for Teaching Excellence (WATE). These are designed to be aligned with the National Teaching Fellowship Scheme, the WATEs provide students and colleagues with the opportunity to recognise and celebrate individual excellence in teaching and the support of learning. Award Winners will receive an award of £5000 and commendees receive £2000 to further enhance practice. It is not clear how many are awarded each year. (<http://www2.warwick.ac.uk/services/ldc/personal/funding/wate/>)
4. Southampton University has Vice-Chancellor's teaching awards. Each year the University recognises and celebrates individual staff or teams whose teaching is inspirational, innovative or of a particularly high standard. These awards celebrate the dedication of those nominated and encourage the sharing of excellent practice. Funded by Faculties, each runs an annual selection process to award a £1000 payment to each successful nominee. Faculties can award as many as they wish. (http://www.southampton.ac.uk/hr/services/vc_teaching_award/index.php)
5. The University of Leicester has a University Distinguished Teaching Fellowship Scheme. Essentially this is an award based closely on the HEA NTF scheme. The application criteria are the same. Each recipient of an individual award receives £3,000. There are no conditions as to how the award should be spent. Recipients may choose whether to receive the award personally (paid into salary and subject to tax) or to have the award paid into departmental funds. In 2014 six awards were made. See <http://www2.le.ac.uk/offices/academic-practice/learning-and-teaching/university-teaching-fellowship-scheme>.
6. The University of Reading Teaching Fellowship Scheme awards each Fellow (five per year) an annual honorarium of £2,000 for three years paid via salary and a 'Title for life', e.g. Teaching Fellow

of the University of Reading. Their scheme helps develop possible NTF applicants but also to take forward their own pedagogic work. UTFs are expected to play a leading role in the university's CPD framework whilst in post and be an expert in an area of pedagogy which they will disseminate as part of their funding. They are also expected to support and assist colleagues in the development of their practice. However it is not clear if time on a workload model is provided for this work. See <http://www.reading.ac.uk/cqsd/AwardsandRecognition/UTFS/cqsd-UniversityTeachingFellowshipScheme.aspx>

7. The University of Aberystwyth Learning and Teaching Fellowships (AULTF) were also modelled on the NTF Scheme. Successful UTFs receives £1200 to support their development. This scheme has recently been withdrawn and there does not appear to be any alternative as yet. <http://www.aber.ac.uk/en/cdsap/recognition/aultf/>
8. The Students' Guild Teaching Awards at Exeter University were introduced in 2010 to recognise the outstanding dedication and commitment of University staff. Ten categories were created to acknowledge those staff who not only provide outstanding academic experiences, but those who support their students' wider development. These seem to be student-led but strongly supported by the University. A search of the website has not revealed University-led/funded Fellowships/Awards. <http://www.exeter.ac.uk/students/teachingawards/>
9. Bath University. There are six different named awards (e.g. for innovation in L&T or Leadership in L&T). Each award consists of a prize of £750 to the successful nominee and £1,500 to their Department (that the recipient can use to support their teaching or research). <http://www.bath.ac.uk/learningandteaching/progressing-your-career/teaching-awards/innovation-in-learning-teaching/index.html>
10. Glasgow University. Up to five Teaching Excellence Awards are awarded at University level each year for excellence in teaching and support for student learning. Successful nominations at University level must address a broad range of the criteria) with impact beyond College level. These awards carry an honorarium of £2,000. There are also College level and student-led awards. http://www.gla.ac.uk/media/media_387469_en.pdf
11. Lancaster University. There are two award categories, the Pilkington Teaching Award and the Outstanding Contribution Award. Any staff or student can nominate an individual or team by completing a nomination form. Each Staff Award is worth £1,000. The Staff Award winners will be announced at a summer graduation ceremony and individual winners will be encouraged to participate. <http://www.lancaster.ac.uk/hr/total-reward/recognition.html>