

"Excellent opportunity to discuss these issues with others in exactly the same position"

Good, new people met, good ideas- inspired to apply for Ed Wood Teaching Award

Very useful, informative. Lots of practical & useful suggestions to take away and act upon

Event report written by Dave Lewis, University of Leeds.

There are a growing number of academics within the Biosciences whose roles are mainly focused on teaching and scholarship or who have been appointed as teaching Fellows within their Institution. Informal canvassing suggested that there is not always a clear promotion route for such staff; they are unsure how they can achieve promotion to the higher echelons of the academic career ladder and, in some Institutions, a "glass ceiling" for promotion beyond Senior Lecturer may exist.

The aims of this workshop were to:

1. Increase delegates understanding of the different career routes and criteria for promotion across different Higher Education institutions.
2. Increase confidence in applying for awards in teaching.
3. Discuss ways to enhance a Teaching and Scholarship focused curriculum vitae
4. Gather opinion on the role and structure of an e-mentoring scheme

This event was organised by Kay Yeoman (UEA), Dave Lewis (Leeds), Damian Parry (Liverpool Hope) and Julian Park (Reading) as is part of a larger Centre funded project on this theme, for further information on the project please see www.bioscience.heacademy.ac.uk/funding/currentprojects/repsyeman.aspx. Unfortunately, due to the adverse weather conditions, Kay and a number of the delegates were unable to attend the workshop.

Welcome and Introduction to the day

Dave Lewis, Senior Lecturer, Institute of Membrane & Systems Biology, University of Leeds

Dave provided a brief introduction to the day, its aims and reflected on the recent Higher Education Academy (HEA) report on the status of teaching and scholarship in Higher Education, the disparity between Institutions in their criteria for promotion from Lecturer to Senior Lecturer and recent press reports on the selective distribution of funding between Institutions. The report is available to download from www.heacademy.ac.uk/ourwork/supportingresearch/rewardandrecog

Session 1: Institution guidelines for promotion on teaching & scholarship focused career paths versus teaching & research contracts

Damian Parry, Senior Lecturer, Faculty of Sciences and Social Sciences, Liverpool Hope University.

Damian picked up on Dave's introduction and provided a more comprehensive discussion of the HEA report Reward and Recognition in Higher Education, concentrating in particular on the disparity it highlights between different 'university groups'. Delegates were then asked, in groups, to initially compare their own experience of promotion within their institution and then the promotion policy documents they had brought from the institutions represented. The session was closed by feedback from their groups and this lead into a plenary discussion.



Session 2: Benefits of getting an institutional University Teaching Fellowship/Bioscience Curriculum Enhancement Award /Ed Wood Teaching Award/National Teaching Fellowship award and how to do it.

Dave Lewis, Senior Lecturer, Institute of Membrane & Systems Biology, University of Leeds

Delegates were provided with copies of previous successfully University Teaching Award and short-listed Ed Wood Teaching Award 2009 applications. They then worked in groups to look at the good (e.g. focused on a defined area of teaching, numeric and descriptive student feedback) and the bad points (use of module codes, links to external information, unfocused sections of text) of these applications. A list of things to do/incorporate and not to do when applying for these awards was then drawn up (www.bioscience.heacademy.ac.uk/ftp/events/leeds070110/award.pdf). The latest version of this document is also available from the "Bioscience Mentors" Google group (see below). Working in pairs, delegates then utilised this information to construct an Ed Wood Teaching Award application for one of them.

Session 3: Curriculum vitae enhancement.

Dave Lewis, Senior Lecturer, Institute of Membrane & Systems Biology, University of Leeds

Delegates were asked to work in groups, to draw on information gained from the discussion in the two previous sessions and consider what they do for their Department, at a University level or nationally/internationally for their subject which enhances the Teaching and Scholarship sections of their CVs. The information from the different groups was then pulled together to form a list of activities that individuals could undertake to boost their CVs such as participation in or running Subject Centre or Learned society education/teaching events; promotion of their T&S activities via their own Institutional web pages, leading at Departmental, Faculty or University level a group that results in changes to teaching practices etc.



How to enhance a Teaching & Scholarship CV is available from www.bioscience.heacademy.ac.uk/ftp/events/leeds070110/cv.pdf. The latest version of this document is also available from the "Bioscience Mentors" Google group (see below)

Session 4: Discussion of the development of an e-mentoring scheme.

Dave Lewis, Senior Lecturer, Institute of Membrane & Systems Biology, University of Leeds

Dave led an open discussion of an e-mentoring scheme proposed by Kay Yeoman (UEA). Delegates were asked to consider whether they had a mentor within their Institution specifically for teaching and scholarship and if so, whether this arrangement worked. Discussion then focused on whether there was a need for a national Teaching and Scholarship mentoring scheme in the Biosciences and what format(s) it should take. The overwhelming view was that there was a need for such a scheme and that it should take multiple formats (on-line group and discussion forum, access to lists of resources such as those generated today (Guidance on writing Teaching award applications; how to enhance a Teaching and Scholarship CV), lists of individuals who were prepared to act as mentors and their area(s) of expertise and an annual workshop such as this one. Furthermore, that everybody had something to contribute to this group, an individual could act as a Mentor in one area (CV enhancement) and Mentee (e.g. pedagogical research) in another

Postscript: A "Bioscience Mentors" Google group has been formed; contact Dave Lewis (d.i.lewis@leeds.ac.uk) for further details.

Reflections and close

Dave reflected on the outcomes of the day, in particular, that career progression to all levels in a Teaching and scholarship focused career is possible. However, to achieve this will require commitment, a focus on activities that enhance a Teaching and Scholarship CV and regular reflection.

Presentations from the day and related resources are available from www.bioscience.heacademy.ac.uk/events/leeds070110.aspx