Developing teaching excellence for your students, your academic colleagues, and your own career development.

Teaching is a core component of any academic career. Whether you are on a teaching focused contract, or a balanced (research and teaching) contract, working with students is likely to form a large part of your working life, and of your career progression. In this talk, I will discuss how the ways in which we develop and influence education changes, looking at three key stages across an academic career. First, I will explore ways in which early career educators can enhance the impact that their teaching has on the students in their class. Second, the emphasis will shift to how we can enhance and support the teaching of our peers in our Departments. Finally, I will consider ways in which we can move towards influencing teaching and education at the institutional, national, or even international, level. As you move through these stages of your career, it is essential to gather evidence of your teaching excellence, allowing you to apply for promotion, prizes or fellowships. I will finish this talk with hints and tips to help you gather the evidence and put together applications that will ensure your teaching excellence is both recognised, and rewarded.
Developing teaching excellence: for your students, your academic colleagues, and your own career development.

Professor Victoria Bourne
Department of Psychology, Royal Holloway

DARTP – Cardiff
June 2019
Developing teaching excellence

How do you ensure you get the reward and recognition you deserve at each stage?
Developing teaching excellence

• The rise of the “teaching focused” academic!

Teaching focused
Teaching intensive
Teaching and learning
Teaching and scholarship

“Normal” contract

ALL ANIMALS ARE EQUAL
BUT SOME ANIMALS ARE MORE EQUAL THAN OTHERS

COME BACK YOU’RE NOTHING WITHOUT ME!

REF
TEF
NSS
Developing teaching excellence

• Teaching is a core component of every academic contract, and all academic promotion criteria
  - Quantity/level may differ – but the principles are identical!
What does “teaching excellence” mean?
What does “teaching excellence” mean?
What does “teaching excellence” mean?

What do you do with/for students – other than teaching and marking?
Developing educational excellence

WE RISE BY LIFTING OTHERS

Students  Colleagues  Higher Education
Influencing colleagues through students

- Course coordination
- Outreach
- Placements
- Senior tutor (student support)
- Year/stream coordinator
- Careers and employability
- Exam board
- Student experience

CREATE YOUR OWN OPPORTUNITIES.
Influencing colleagues through leadership

She never thought of herself as a leader

until she slowly

became one.
Influencing colleagues directly: mentoring

• Always mentor people:
  - Undergraduate students
  - PhD students
  - Early career academics
  - Well established academics

• Never stop getting being mentored, by people:
  - With more experienced
  - With different experience
  - With less experience
Influencing colleagues directly: training

- Start training people!
  - Creating teaching guides
  - Putting on workshops for:
    - PhD tutors
    - Early career academics
    - New staff
- Explore opportunities to provide CPD
- We have the teaching skills – use them!
Developing educational excellence
What do you want to be known for?

Jack of All Trades; Master of None
What do you want to be known for?

What do you teach?
What are you good at?
What do you enjoy?
What will get you promoted?

What will influence your discipline?
What will influence pedagogy more broadly?
How do you step out of your Department?

Get to know like minded people in other Departments

Get to know people in the Professional Services

HAVE YOU TRIED

TURNING IT OFF AND ON AGAIN?
How do you step outside of your institution?
How do you step outside of your institution?

Engage in pedagogic research and scholarship
Use your advantage as a researching psychologist!

Refereed research papers
Practice exchange papers
Practical teaching advice

Other journals are available!
- Psychology Learning and Teaching
- Scholarship of Teaching and Learning in Psychology
- Higher Education Quarterly
- Studies in Higher Education

Share the wonderful things you do!
How do you step outside of your institution?

Share your educational excellence expertise any way you can!

http://pc.rhul.ac.uk/sites/thesis/
Developing educational excellence

WHAT ABOUT ME?

Students  Colleagues  Higher Education
Evidence based practice for education

- Save time developing your ideas
- Increase your chances of developing successful initiatives
- Many applications ask for the evidence base for your teaching excellence!

Unless you're using evidence-based procedures, I can't hear a word you're saying.
Continually learn to educate

- Education is constantly changing, keep up to date!
  - Higher Education, students demographics, technology

- Provide the CPD for others! DARTP, BPS, SRHE, Advance HE
Continually create links and opportunities

HELLO
my name is

I don’t like networking events and I don’t want to be here but everyone says I have to network.

THE DOORS WILL BE OPENED TO THOSE WHO ARE BOLD ENOUGH TO KNOCK.
Continually gather evidence

• Applications are always strengthened by evidence!
  - Institutional teaching prizes, promotion, fellowship, NTF

Module co-ordination

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<tr>
<th>Introduction to Psychological Research (PS1010): 2011 - present</th>
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<td>I am fully responsible for all curriculum and assessment design, including weekly multiple choice quizzes, the preparation of four pieces of coursework (one essay, three lab reports) and the three-hour open book exam. I coordinate a large teaching team including 2-3 academics and 4-6 graduate teaching assistants.</td>
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Textbooks


Organisation of Teaching Related Events (E.G., Conferences, Workshops).

- Inaugural conference of the BPS Division of Academics, Researchers and Teachers (Birmingham, June 2018)
  - Conference organiser: Attended by 90 delegates
  - Co-presented a one-day workshop: New to Teaching in Psychology
Continually create opportunities for evidence

- For everything you do ask for feedback and collect data!
  - Allows you the opportunity to continually reflect and improve
  - Gives you evidence for your impact on teaching community!
Gain external validation of your excellence

HEA Fellowship: Professional Recognition
AFHEA, FHEA, SFHEA, PFHEA

Fellow (FHEA)
Senior fellow (SFHEA)
Principal fellow (PFHEA)

Students
Colleagues
Higher Education
Developing educational excellence...

Reactive teaching

Proactive education