

Meeting of the global Advancing Teaching network Thursday 30th June and Friday 1st July 2022 Trippenhuis, Amsterdam

Meeting focus and aims

This invite-only two-day meeting brings together university leaders, institutional change agents and educational experts from across the world with a shared mission to improve the recognition and reward of university teaching. Due to COVID-19 restrictions, this is the first face-to-face meeting of the Advancing Teaching community since May 2019.

The two-day meeting has three overarching aims:

1. to extend and support the global network of universities engaged in systemic reform of how they evidence, recognise and reward teaching achievement;
2. to share insights into the change process, including the challenges associated with changing academic cultures and the impact of COVID-19 on the momentum and priorities for change;
3. to present and discuss new activities developed by members of the Advancing Teaching community, such as the Teaching Cultures Survey 2022, and other new institutional and national efforts to improve the reward of university teaching.

Feedback from meeting participants on their priorities, activities, and achievements (collected as part of the registration process) have been used to refine the meeting agenda. Each meeting session opens with short case study presentations from participants, drawn from across the spectrum of institutional initiatives and perspectives represented by the group.

Day one will explore the progress made by the global community, how institutional processes can be used as levers for change, and national collaborations to drive coordinated and systemic reform.

Day two will focus on challenges faced by universities making changes to reward systems, as well as findings from the Teaching Cultures Survey 2022.

As most participants will be travelling to the Netherlands for the meeting, the agenda allows for travelling time on the Thursday morning and Friday afternoon. Please note: the event is funded by a Dutch consortium (including the Dutch Ministry of Education, the Comenius network, the 4TU Centre for Engineering Education and the VSNU) so there is no charge for the meeting or for the dinner, but participants must cover their own travel and accommodation costs.

Participants

The two-day meeting will be attended by participants from across the world; we will be welcoming both established members of the group and new participants. Most are university leaders and change agents at institutions engaged in systemic reform to institutional reward and recognition systems; a range of stages in the change progress will be represented, from universities that are just starting to build an institutional consensus for change to universities that have implemented reforms which they are now assessing. These university leaders and change agents will be joined by a small group with particular expertise in the evaluation and recognition of university teaching.

Venue and accommodation

The meeting will be held at the Trippenhuis (The Royal Netherlands Academy of Arts and Sciences) in central Amsterdam (see [here](#) for a map and [here](#) for directions). Local hotel accommodation includes the 4* [Eden Hotel Amsterdam](#), the 4* [Lancaster Hotel Amsterdam](#) and 2* [Holiday Inn Express Amsterdam City Hall](#), which are all around a 10 minute walk from the venue. Other hotels include [The Manor](#), [The Albus](#) and [Ibis Amsterdam Centre Stopera](#).

Day 1 agenda: Thursday 30th June 2022

11:45	OPTIONAL: Introduction to the Career Framework for University Teaching: for those interested to find out more, this session will discuss and explore the Career Framework for University Teaching .
12:15	Lunch and registration
13:00	Meeting opening and welcome: Marian Joëls, Dean of Medical Sciences, University of Groningen, and member of the Dutch national Recognition & Rewards steering group, the Netherlands
13:10	Introduction: including meeting aims, project background and self-introduction by meeting participants.
14:00	<p>Session 1. The process of change: The Roadmap for Change built on the experiences of group participants to identify key stages in the process of changing institutional reward and recognition systems with respect to teaching. Meeting participants represent universities from all stages in this change process – ranging from those at the initial planning stages through to those looking at how to sustain and enhance changes that have already been made. This session will provide an overview of these key stages. Case study presenters, taken from different stages, will then outline their institutional vision for change and changes made to date.</p> <p><i>'Case study' speakers to open session include:</i> Adam Fagan, Vice President (Education & Student Success), King College London, UK; Ena Voute, Dean Industrial Design and university Recognition and Rewards Lead, TU Delft, the Netherlands; Sam Smidt, Pro-Vice Provost (Education and Practice Development), UCL, UK</p>
15:10	Break and refreshments
15:40	<p>Session 2. National partnerships for change: this session explores the opportunities and challenges for establishing common approaches to rewarding and evaluating teaching across countries and regions. To open the session, case study presenters will highlight examples of countries that are seeking to develop common nation-wide frameworks for academic career pathways and institutional reward systems.</p> <p>Presentations followed by panel Q&A:</p> <ul style="list-style-type: none"> • National change in the Netherlands: Frank Baaijens, Rector Magnificus, Eindhoven University of Technology, Netherlands; • National change in Malaysia (Wan Zuhainis Saad, Director for Academic Excellence, Malaysian Ministry of Higher Education) • National change in Norway: Ellen Fossvoll, Senior advisor to the Pro-Rector for Education, and Reidar Lyng, Chair Center for Science & Engineering Education Development, NTNU, Norway • National change in Denmark: Inger Askehave, Acting President, and Jakob Ravn, Head of Teaching & Learning, Copenhagen Business School, Denmark
16:30	<p>Session 3. Institutional processes to support change: improving the status and recognition of university teaching achievement is not only tackled through reforming formal career pathways/promotion systems. Changes to broader institutional processes – such as professional development systems, annual appraisals, mentorship systems and funding allocation models – are also central to achieving successful and sustainable change. This session will explore the role of such institutional processes and the challenges and opportunities associated with their alignment with reformed career pathways and reward systems.</p> <p><i>'Case study' speakers to open session:</i> Katarina Winka, Associate Professor at the Center for Educational Development, Umeå University, Sweden; Jan van der Veen, Professor of Education, Eindhoven University of Technology, Netherlands; Emily Miller, Deputy Vice President for Institutional Policy, American Association of Universities, US</p>
17:40	Close of day and group photograph. Followed by break and optional tours of the Trippenhuis
19:30	Dinner cruise from Kloveniersburgwal (boat will leave at 19:45 and return at 21:45)

Day 2 agenda: Friday 1st July 2022

8:45	Arrival and coffee
9:00	Welcome: including outline of the day's agenda
9:05	<p>Session 4. Educational leadership: the session will explore the concept of 'educational leadership' and how it can be fostered and supported within universities. Feedback from participating universities has made clear that a central component of improving institutional reward and recognition of teaching is establishing a clear definition of 'educational leadership' and establishing cultures/mechanisms to support career advancement in this domain.</p> <p><i>'Case study' speakers to open session:</i> Manon Kluijtmans, Vice-Rector Teaching and Learning, Utrecht University, Netherlands; Joanna Hubinette, Luleå University of Technology, Sweden; Sam Smidt, Pro-Vice Provost (Education and Practice Development), UCL, UK</p>
10:10	<p>Session 5. Teaching Cultures Survey 2022: presentation of amalgamated findings from the Teaching Cultures Survey 2022, designed to track the culture and status of teaching at universities that have implemented (or are implementing) systemic changes to institutional reward and recognition systems. Presentation followed by Q&A.</p>
10:45	Break and refreshments
11:15	<p>Session 6. Challenges faced in the change process: the session will explore challenges facing universities within the global consortium as they design, deliver and sustain change to institutional reward systems, highlighting strategies taken to overcome these issues. Challenges repeatedly identified by the community include: (i) developing integrated reward systems that relate to <u>all</u> academic activities, not just university teaching; and (ii) changing educational cultures and overcoming faculty resistance to change; and (iii) embedding systems to support diversity, equity and inclusions in institutional processes, particularly as the sector looks beyond COVID-19 emergency teaching.</p> <p><i>'Case study' speakers to open session:</i> Janet Rankin, Director of the <i>Teaching and Learning Lab</i>, MIT, US; Pieter Duisenberg, President, and Kim Huijpen, Programme Manager <i>Recognition & Rewards</i>, Universities of the Netherlands (VNSU); Allison Littlejohn, Director of the <i>UCL Knowledge Lab</i> and Co-chair of the <i>UCL eResearch Domain</i>, UCL, UK</p>
12:25	Concluding comments and next steps: wrap-up, concluding comments, thanks and next steps (including request for host for the next meeting)
12:30	Close of Advancing Teaching meeting and lunch
13:30	Optional: afternoon session of the Dutch higher education consortium developing a new national framework for academic reward and recognition for all research universities across the Netherlands.