



University of Salford
A Greater Manchester University

Profiles, contract policies and performance evaluation of teaching staff in England

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Setting the Context

- Teaching staff profiles
- Recent government led changes towards teaching and learning
- National professional standards
 - Teaching qualification for academic staff
 - Continual professional development
- Performance review



Teaching Staff Profiles

- There is a mixed profile of staff who teach in English universities
- Academic contracts
- Teaching only contracts
- Research only contracts
- Postgraduate Teaching assistants



Contract Profiles 1

Academic Contracts

- This is the most common type of contract requiring staff to be active in:
 - Research
 - Teaching
 - Administration
- Each of the elements can be weighted differently depending on the seniority of appointment or context of the appointment





Contract Profiles 2

Teaching Only Contracts

- Many research intensive universities have introduced such contracts as a means to release their key researchers from teaching duties.
- Teaching only staff are reviewed solely on their teaching quality.
- Career structures are being developed for teaching only staff.





Contract Profiles 3

Research Contracts

- Some institutions appoint staff to research contracts only. They are not required to teach at all.
- Research only contracts tend to be non-permanent contracts.



Recent Government Led Changes Towards Teaching And Learning

- Dearing Report
- Introduction of institutional learning and teaching strategies
- Professionalisation of teaching
- Models of academic development
- Introduction of the Higher Education Academy





National Professional Standards 1

- The professional standards framework for teaching and supporting learning, is a flexible framework which uses a descriptor-based approach to professional standards.
- There are 3 standard descriptors each of which is applicable to a number of staff roles and to different career stages of those engaged in teaching and supporting learning.



National Professional Standards 2

- The standard descriptors are underpinned by areas of professional activity, core knowledge and professional values.
- The framework provides a reference point for institutions and individuals as well as supporting ongoing development within any one standard descriptor.



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Performance Evaluation

- Teaching observation
- Student evaluations
- External Examiners' reports
- Student success rates





Questions for the Future

- How do we ensure continued improvement in teaching in University?
- How do we link teaching quality to the student experience?
- How can good teaching be rewarded?