

# UTEC (University of Technology and Engineering), Peru

## Design of new academic promotion systems

Established in 2011, UTEC is a private engineering- and technology-specialist university, based in Lima, Peru. It has adopted an active, student-centred educational approach, supported by strong partnership with regional industry.

During the first six years of the university's operation, all UTEC academics were employed to the same grade with no pathways for progression. Over the past two years, UTEC has developed and implemented a new promotion and reward system. As outlined in the Figure, the university has adopted a single academic career track, with progression underpinned by the candidate's contribution to three domains: (i) teaching, (ii) research, and (iii) leadership and service.

The university used the Career Framework for University Teaching to define the teaching and (at higher academic grades) selected research components of this pathway. As illustrated in the Figure:

- » At the **Lecturer** grade, all candidates must perform at level 1 of the Framework (the 'effective teacher') in their teaching activities.
- » At the **Assistant Professor** grade, all candidates must perform at level 2 of the Framework (the 'skilled and collegial teacher') in their teaching activities.
- » At the **Associate Professor** grade, all candidates must continue to perform at the 'skilled and collegial teacher' level in their teaching activities. In the research domain, they also must identify a specialist research area from six options, one of which is 'educational research'. The promotion criteria for the educational research domain have been taken from level 3b of the Framework, the 'scholarly teacher'.
- » At the **Full Professor** grade, all candidates must perform at level 3a, the 'institutional leader' level in their teaching activities. If selecting 'education' as their research specialism, they must be operating at level 4, the 'national and global leader in teaching and learning' in their research activity.

Following Peruvian regulations, all teachers at UTEC must hold a Master's Degree. To reach the Full Professor level, however, a PhD Degree is required. The only mandatory sources of evidence that candidates must submit as part of their appointment/promotion case are: (i) outcomes of peer observation of class visits (which include evaluations from the Educational Innovation and Quality team), and (ii) outcomes of student evaluation surveys. However, all sources of evidence are rated by the promotion committee on both the quality of the evidence source and the candidate's performance in that area.

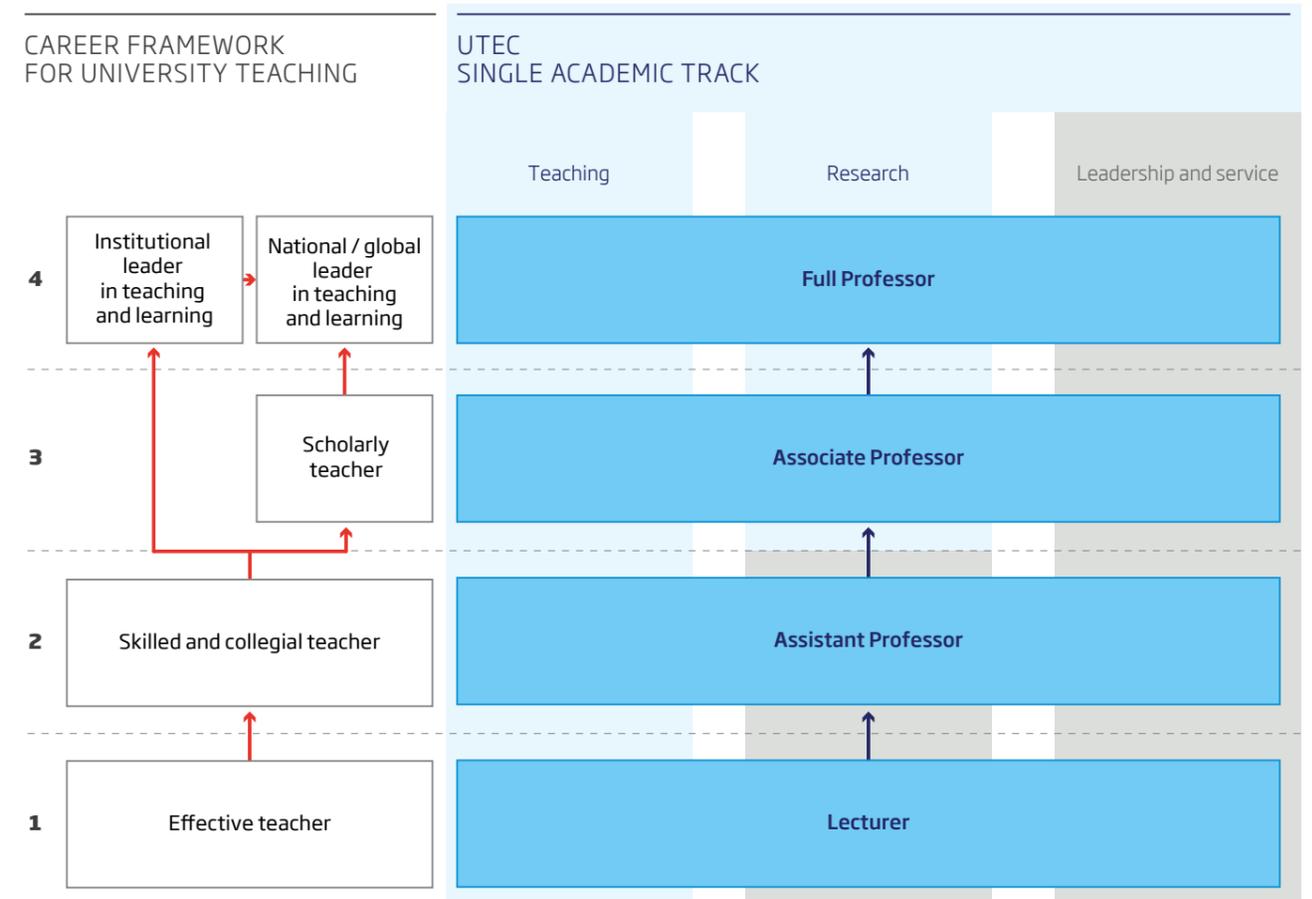


Figure: The relationship between the levels of the Career Framework for University Teaching and the levels of UTEC's new single academic track career pathway in both the 'teaching' and 'research' domains