

# Chalmers University of Technology, Sweden

## New recognition and reward systems that are separate from formal promotion pathways

Founded in Gothenburg in 1829, Chalmers University of Technology is a research-led institution specialising in science and technology. Over the past two decades, the university has refined its academic appointments and promotion procedures by progressively improving its processes for evaluating and rewarding teaching. For example, all of Chalmers' appointment and promotion candidates are given two separate interviews – one focused on research and one focused on teaching – to ensure that both domains are given equal weighting. The university also engages an external 'pedagogical expert' to provide an independent evaluation of each candidate's teaching portfolio. In addition, and in line with national guidelines, all academics at the university, regardless of role or seniority, must hold a basic teaching qualification, which incorporates minimum requirements for professional development in education. This mandatory teaching qualification draws on elements of level 1 (effective teacher) and level 2 (skilled and collegial teacher) on the Career Framework for University Teaching, as illustrated in the Figure.

Building on this basic teaching qualification, the university is now taking forward plans to introduce two further voluntary qualifications; their titles are yet to be determined but they shall be termed the Excellent Teaching Practitioner (ETP) and the Senior Excellent Teaching Practitioner (SETP) for the purposes of this case study. Together, they are designed to promote innovation in teaching and learning as well as establish esteem and a community of support for the university's pioneers in teaching and learning.

Chalmers has used the Framework to guide the requirements and evaluation protocols for these new qualifications. However, as illustrated in the Figure, they do not line up precisely with the Framework's levels:

- » The ETP will be positioned between level 1 and 2 of the Framework. It is focused on evidence-based teaching practice and student-centred learning.
- » The SETP will be positioned between level 2 and 3 of the Framework. The successful candidate must demonstrate a broadening sphere of impact in their teaching and learning achievements.

The introduction of these awards is designed to support advancement and excellence in teaching and learning at both an individual level and at a collective departmental level. So, for example, the receipt of an award would provide an individual academic with a robust evidence base for a promotion case. At the same time, Chalmers intends to provide additional funding to departments in proportion to the number of their academics that hold the ETP and SETP awards. These awards will also provide a strong evidence base for academic appointments and promotions.

Chalmers plans to implement the new qualifications in the coming year, with the first call for applications to be issued in late 2018 or early 2019.

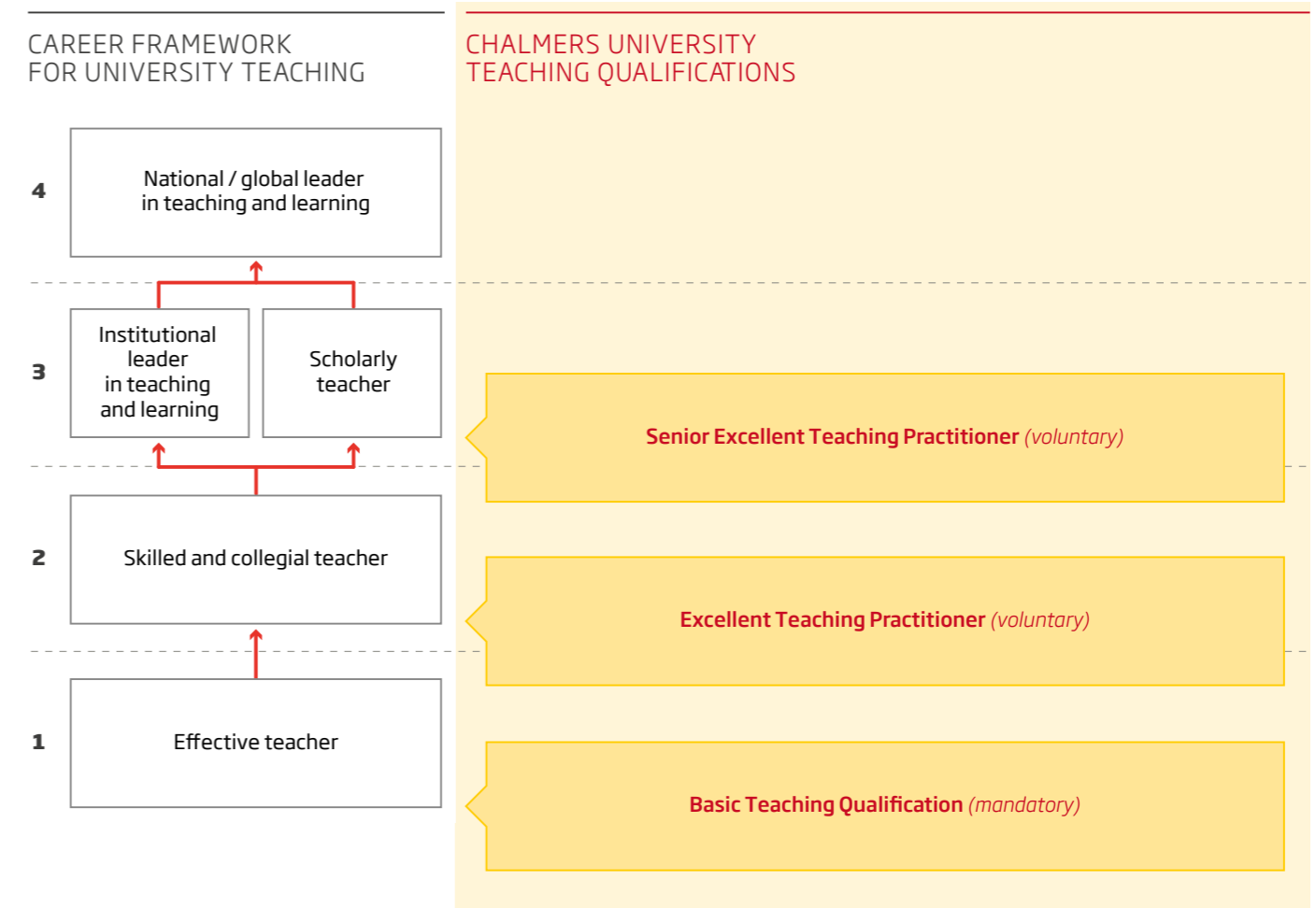


Figure: The relationship between the levels of the Career Framework for University Teaching and the levels of the new university teaching qualifications under development at Chalmers University of Technology