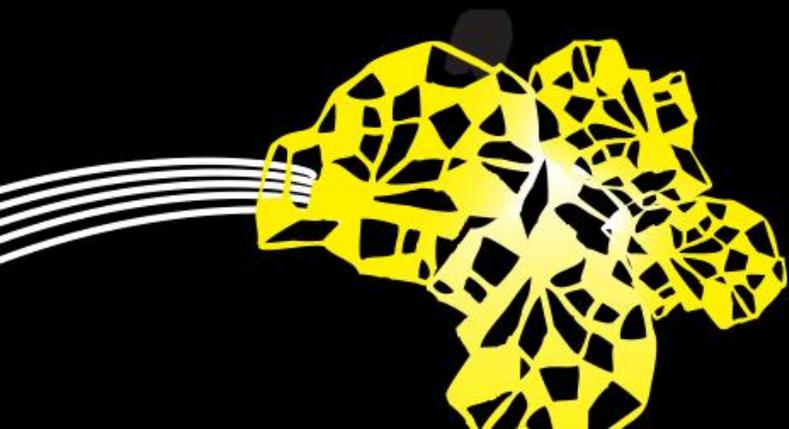


UNIVERSITY OF TWENTE.

TEACHING EXCELLENCE @ UT

JOOST SLUIJS

DIRECTOR HUMAN RESOURCES



STAFF AND STUDENTS CONTINUOUSLY BUILD AND DEVELOP WITHIN THE EDUCATIONAL PROGRAMS

Universiteit Twente doet het elk jaar beter in Keuzegids Universiteiten



BESTE TECHNISCHE UNIVERSITEIT VAN NEDERLAND

De Universiteit Twente scoort over het algemeen heel goed in de Keuzegids universiteiten.

- De UT is de 'Beste Technische Universiteit' van Nederland, met de hoogste totaalscore van alle klassieke technische universiteiten.
- 14 opleidingen eindigen 1^e in hun categorie
- 13 opleidingen stijgen t.o.v. vorig jaar.
- Alle faculteiten tonen een hogere score dan vorig jaar.



“ DE PRACHTIGE RESULTATEN LATEN OPNIEUW ZIEN DAT STUDENTEN EN STAF CONTINU BOUWEN EN DOORONTWIKKELEN BINNEN DE OPLEIDINGEN. ”

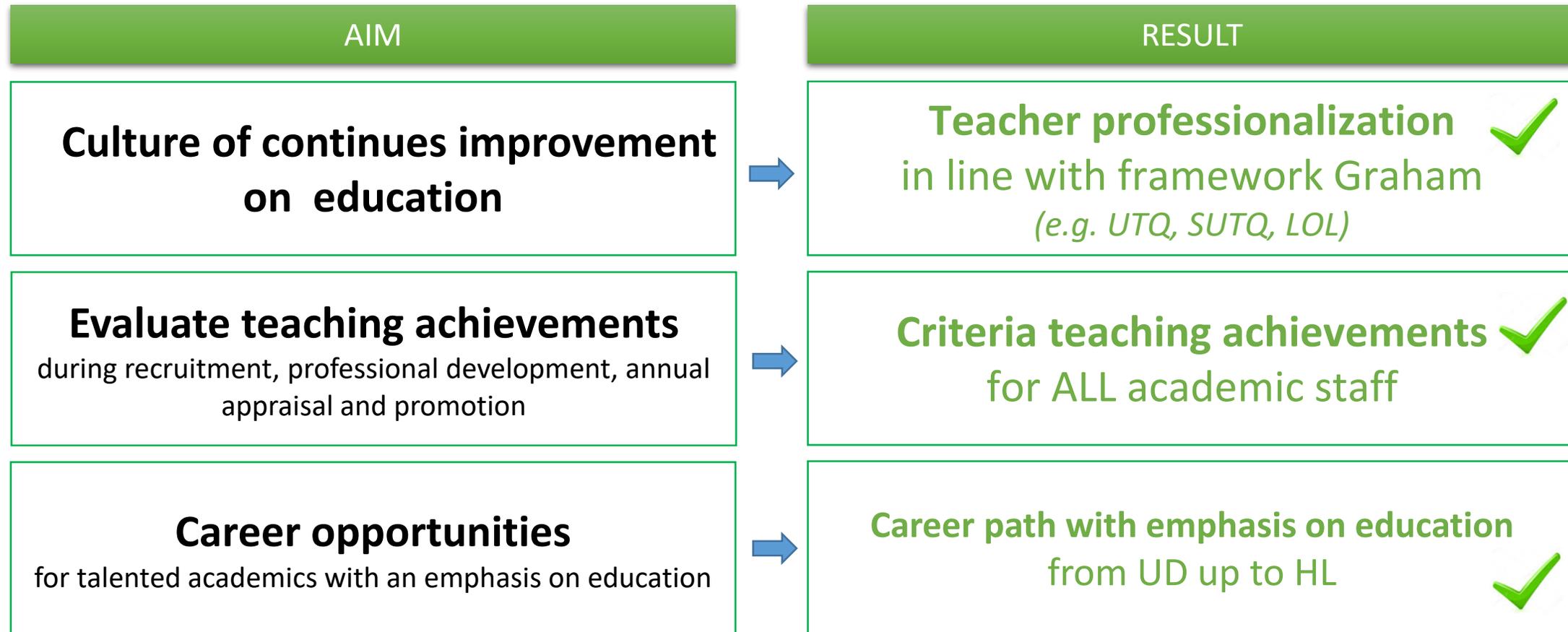
Thom Palstra, Rector Magnificus UT



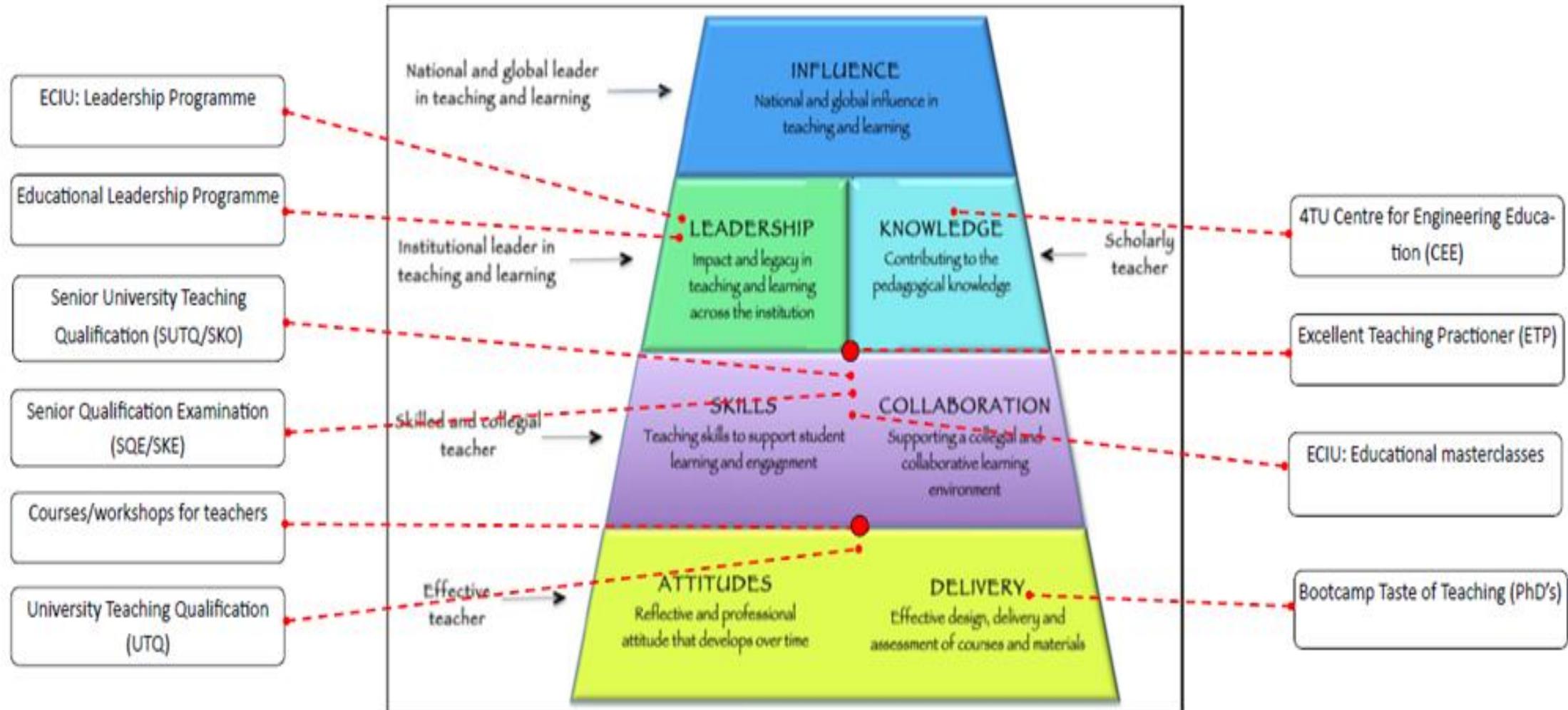


**Do we
recognize and reward
teaching achievements?**

Challenges addressed by faculties and academics



1 Teacher professionalisation



2 Criteria teaching achievements

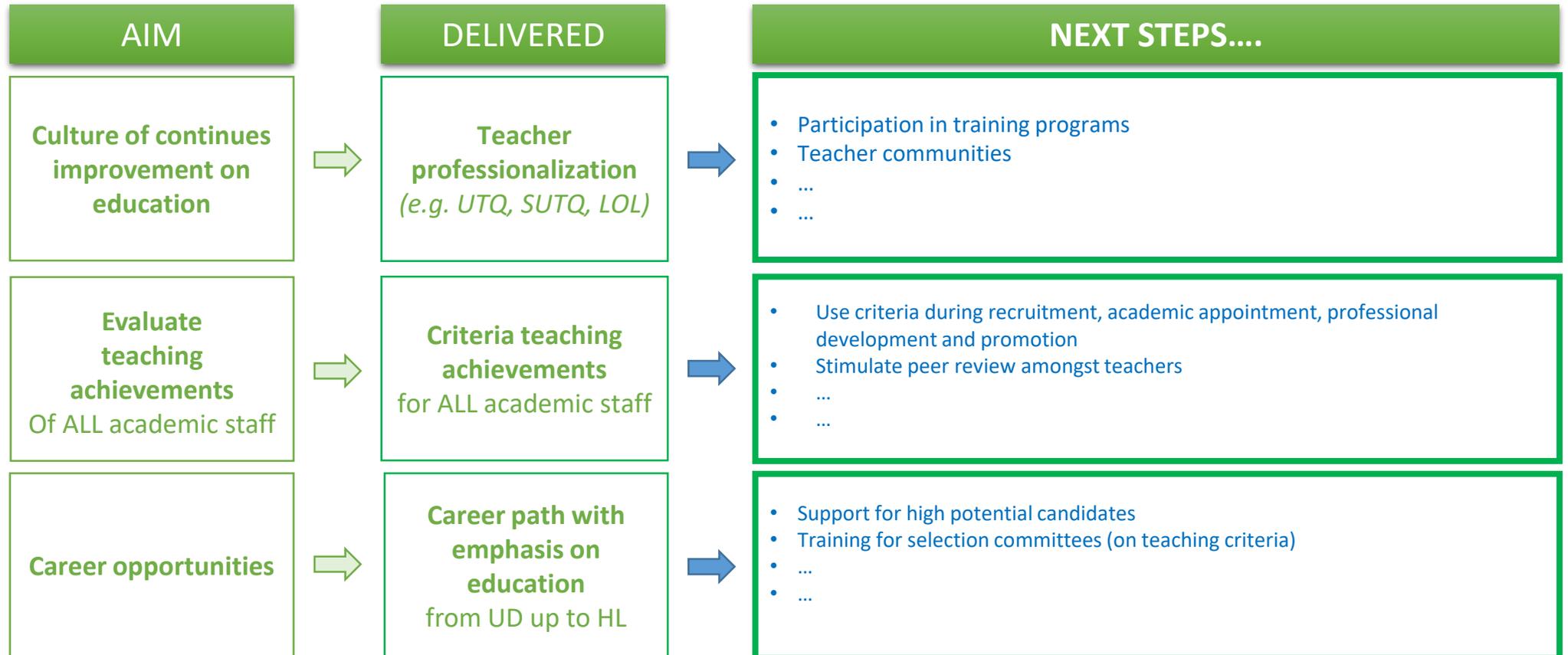
UFO-profiles	performances tasks	Ruth Graham levels	criteria titles	below entrance level	entrance level	potential growth level	evidences
Teacher 4 and PhD	basic tasks in education	1 effective teacher (attitude and delivery)	attitude	is focused on knowledge transfer and demonstrating own expertise	is focused on knowledge transfer, shows to be an expert and is open to questions of students	1. is focused on student learning and activating students, demonstrates a student-centred approach, and has professional and inclusive interactions with students	<i>PhD-teaching track , course guide; assignments, practicals, video-recordings</i>
				Is mainly focused on own subject	Sees and shows every now and then the relationship between own subject and the course line	3. demonstrates the relationship of own subject to other elements of the course , the curriculum and field of occupation	<i>instruments to diagnose students' progression, assessments and examples of given feedback (mails, reports), assignments, practicals</i>
				generates very little time to answer students questions	gives immediately the rights answers and solutions to students when they ask questions	4. inspires and motivates students as innovators, independent learners and critical thinkers	<i>feedback given by students; acknowledgements in thesis reports</i>
			delivery	is mainly interested in exam results and just a little in students' progression during the course	organises a minimum amount of opportunities to give feedback on students' performances	2. provides assessment and feedback that foster student engagement and independent learning	<i>procedure for giving assessment and feedback, examples of assessments and given feedback</i>

3. Career opportunities

	Academic career path (Research & Education) (+/- 95% van WP)	Research criteria
4. National (Global) Leader in T&L		Unchanged
3. Scholarly teacher/ institutional leader in T&L		Unchanged
2. Skilled & Collegial Teacher	UD/UHD/HL	Unchanged
1. Effective Teacher		Unchanged

Academic career path (Research & Education) with focus on Education (+/- 5% van WP)	Research criteria
HL2 with impact on teaching	Research 1 level below (UHD1)
UHD with impact on teaching	Research 1 level below (UD1)

Next steps





LINKS TO UT POLICY DOCUMENTS & CRITERIA

(POLICY DOCUMENTS IN DUTCH)

Notitie: HL2^{ow}:

<https://www.utwente.nl/nl/hr/loopbaan/jaargesprek/beleidsnotitie-hl2-accent-onderwijs.pdf>

Criteria HL2^{ow}:

<https://www.utwente.nl/nl/hr/loopbaan/jaargesprek/criteria-professor2-with-focus-on-education.pdf>

- **Notitie: Carrièrepad Onderwijs**

<https://www.utwente.nl/nl/hr/loopbaan/jaargesprek/teaching-excellence-carrierepad-hgl-2.pdf>

Criteria Total:

<https://www.utwente.nl/nl/hr/loopbaan/jaargesprek/teaching-excellent-criteria-total.pdf>



THE PROOF OF THE PUDDING

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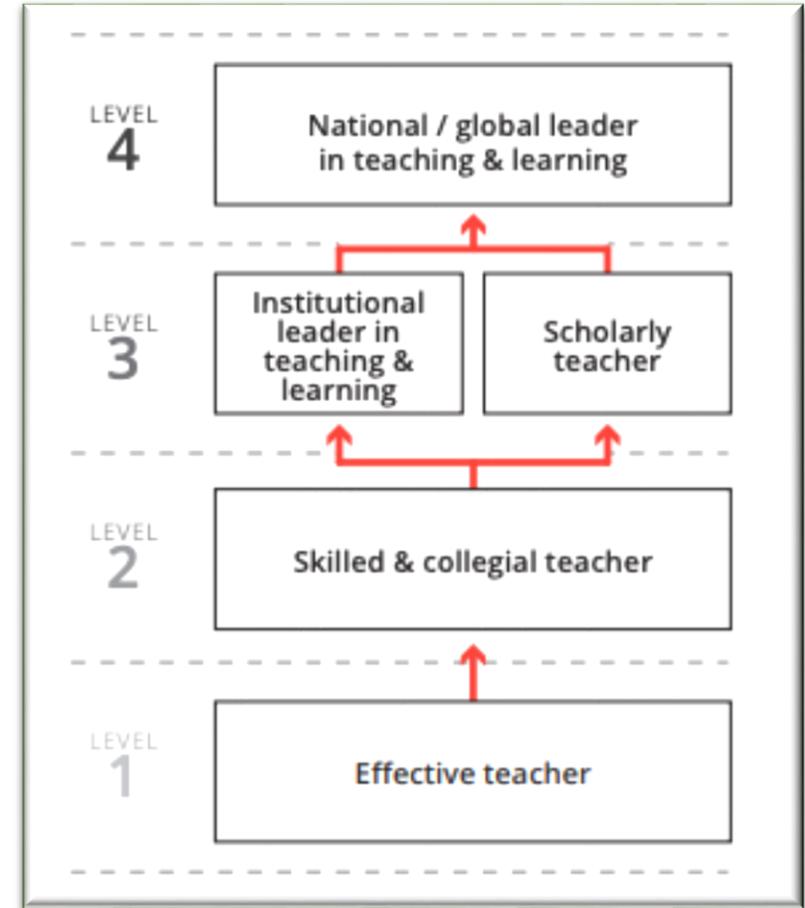
12/5/2018



HR: Teaching Exce

Rewarding Teaching: Next Steps

- Questions & Answers
- Suggestions for next steps on:
 - Job recruitment and job interviews
 - Tenure track criteria
 - Annual appraisal (jaargesprek)
 - Career steps and career step committees/BACs
 - Professional development and communities
 - Other ideas



INPUT DURING DISCUSSION SESSION ON 28 NOV 2018

- 
- 6. financial system/funding
 - 3. pro active. planning
 - 3. We need to look back. What have ^u already done?
 - 6. grants on research /
~~connect it~~
 - Momentum → Faculty commitment
2019: plan/scout talents
2020: reward - promote
 - TenureTrack → - education as criterion in selection
- when given tenure, reward with extra responsibility
 - post doc be involved more in teaching
look to junior staff

- Societal impact!
- Variatie in verbinding met OZ, bedrijven, etc
- Ook OZ aan OW.

- 3 - Start with education
- Change system (evidence, jaargroep)
- What do you need?
- Post performance
- Who do you talk to?
- 6 UFO connection
- 2. Flexible criteria
- 3. Feedback voor WP
- 6. Erkenning voor Rollen als examencom, OLL, etc)
mede beoor.
- 6. Link naar UFO profielen
- 6. Wat moet/kun je doen? Om op nieuw te blijven
- PPT Meeshuren naar deelnemers vertaling
LITTLE VEST criteria meeshuren
- 6 Als docent tijd krijgen om te profiteren
(tijd en geld, waardering)
- 2+3. "Publication" based on peer-reviewing of running courses.