**WIHEA Learning Circle –** Teaching Reward and Recognition (TR&R)

**TERMS OF REFERENCE**

1. **Please provide a description of the Learning Circle and main aim.**

The Teaching Recognition and Reward (TR&R) Learning Circle aims to be able to inform institutional deliberations on issues of: Parity of research and teaching; Teaching career development; Recognition and reward of teaching activity.

1. **Agreed Common Goals (as developed by the Circle).**

This learning circle aims to provide scholarly evidence-based advice and input to the institutional consideration of these issues. It will achieve this by a systematic review and critical appraisal of the corpus of research conducted in this field in recent decades and, to provide a focus to this intention. We aim to help inform all aspects of recognition and reward of the full diversity of teaching activities, and to support and enthuse the promotion and adoption of excellent teaching practices across the institution.

It is a further intention to engage the WIHEA Fellowship in focus groups to gather structured data that may best represent the current situation across the institution as well as the aspirations of the teaching academy.

1. **Intended outcomes to achieve by the end of the 2019/20 academic year.**
2. Promotions: We will review the promotions process with a focus on experiences of teaching-focussed staff and areas for development, including support and mentoring.
3. Study leave: We will revisit how the changes to study leave have been promoted to teaching staff and the uptake of this activity by teaching-focussed staff.
4. Understanding Teaching Excellence at Warwick. We will submit a WIHEA Project proposal to investigate teaching excellence and student perceptions of teaching excellence, in conjunction with the Students’ Union. If successful, the outcomes of this project will feed into proposals for departmental teaching awards and will also involve colleagues working on WATE.
5. Probation is an area to focus on going forward. This includes what professional development opportunities are available to short-term contract workers.

Prepared by:

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**Date:** 26/9/19