

Good Practice in Action

Commendations from recent academic audits of New Zealand universities

Institution: Massey University www.massey.ac.nz
Audit: Cycle 5, 2013 www.aqa.ac.nz/masseycycle5

Commendation: The Panel commends the University on its teaching awards framework which includes systematic stair-cased processes for recognizing and rewarding excellent teachers.

Description of practice (extract from audit report pp 50-51): Massey University promotions criteria require demonstration of appropriate capability in both teaching and research. The University reported that observer reports for its 2012 and 2013 promotion deliberations considered that these were “robust ... equitable, fair, rigorous and consistent” with the procedures. However some staff indicated that a general view persists that teaching is a “second class citizen” (to research), a perception which is being challenged by a review of the promotions criteria and promotions practice. The University has a systematic teaching awards framework which is stair-cased to provide a developmental pathway for staff which is intended to:

- Reward teaching excellence
- Recognise and acknowledge good practice
- Recognise and acknowledge those staff who support good practice
- Provide encouragement to improve the quality of teaching and learning
- Provide the opportunities, incentives and support to succeed at a national awards level.

Awards may be made at four levels: College and service unit level; University level; the Vice-Chancellor’s excellence awards; and support to be considered for a contestable National Teaching Award. In addition to defining the criteria for each award category the Framework sets out expectations for awardees to share good practice. The University has a TE@M (Teaching Excellence at Massey) group who are winners of Massey University or National Teaching Excellence awards, and is considering establishing a Teaching Academy to recognise a wider range of staff who are leaders in teaching. Heads told the Panel that they encourage excellent teachers to apply for awards. They also encourage successful teachers to share good practice.

Related AQA Guideline Statement: 6.6 Teaching recognition www.aqa.ac.nz/cycle5

Links for further information:

- Academic Promotion information (including Academic Promotions Booklet): www.massey.ac.nz/massey/staffroom/national-shared-services/pod/my-career/career-progression/academic-promotion.cfm
- Teaching Awards Framework: www.massey.ac.nz/massey/staffroom/teaching-and-learning/centres_tl/ctl/grants-awards--fellowships/teaching-awards/awards-framework/awards-framework_home.cfm
- Teaching Excellence @ Massey (TEAM): www.massey.ac.nz/massey/staffroom/teaching-and-learning/tem/tem_home.cfm
- Awards, Grants and Fellowships: www.massey.ac.nz/massey/staffroom/teaching-and-learning/centres_tl/ctl/grants-awards--fellowships/grants-awards--fellowships_home.cfm

