A Concise Guide to Lecturing

IN HIGHER EDUCATION *and the*

Academic Professional Apprenticeship

Our titles are also available in a range of electronic formats. To order, or for details of our bulk discounts, please go to our website www.criticalpublishing.com or contact our distributor, NBN International, 10 Thornbury Road, Plymouth PL6 7PP, telephone 01752 202301 or email orders@nbninternational.com.



A Concise Guide to Lecturing

IN HIGHER EDUCATION and the Academic Professional Apprenticeship

Duncan Hindmarch, Lynn Machin, Sandra Murray, Tina Richardson & Helen Walmsley-Smith First published in 2020 by Critical Publishing Ltd

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without prior permission in writing from the publisher.

The authors have made every effort to ensure the accuracy of information contained in this publication, but assume no responsibility for any errors, inaccuracies, inconsistencies and omissions. Likewise, every effort has been made to contact copyright holders. If any copyright material has been reproduced unwittingly and without permission the Publisher will gladly receive information enabling them to rectify any error or omission in subsequent editions.

Copyright © 2020 Duncan Hindmarch, Lynn Machin, Sandra Murray, Tina Richardson and Helen Walmsley-Smith

British Library Cataloguing in Publication Data A CIP record for this book is available from the British Library

ISBN: 978-1-913063-69-6

This book is also available in the following e-book formats: MOBI ISBN: 978-1-913063-70-2 EPUB ISBN: 978-1-913063-71-9 Adobe e-book ISBN: 978-1-913063-72-6

The rights of Duncan Hindmarch, Lynn Machin, Sandra Murray, Tina Richardson and Helen Walmsley-Smith to be identified as the Authors of this work have been asserted by them in accordance with the Copyright, Design and Patents Act 1988.

Cover design by Out of House Limited Text design by Greensplash Limited Project Management by Newgen Publishing UK Printed and bound in Great Britain by 4edge, Essex

Critical Publishing 3 Connaught Road St Albans AL3 5RX

www.criticalpublishing.com

Paper from responsible sources

Contents

Meet the authors			ix
Ackr	nowle	adgements	xi
Prefa	ace		xii
	Int	roduction	1
	1.	The critical and reflective academic professional	6
	•	Introduction	7
	•	Principles of reflective practice	8
	•	Methods for applying reflective practice	11
	•	Managing your own CPD, research and scholarship	15
	•	Time management through prioritisation	17
	•	Self-reflection, confidence and effective practice	18
	2.	Introduction to teaching and learning in higher education	20
	•	Principles for effective teaching and learning	27
	•	Methods for effective teaching and learning	28
	•	Groupwork	29
	•	Tutorials	30
	•	Practicals	31
	•	Seminars	33
	•	Distance/blended learning	34
	3.	Widening participation and meeting learner needs	37
	•	Introduction	38
	•	Overview of widening participation and meeting learner needs	39
	•	Widening participation	39
	•	Equality and diversity	42
	•	Inclusive practices	44

vi CONTENTS

•	Ethical and sustainable practices	47
•	Behaviour enhancement	49
4.	Supervision, assessment and feedback	53
•	Introduction	54
•	Planning for teaching	54
•	Planning for assessment	59
•	Feedback	65
•	Mentoring and supervision	67
5.	Developing and ensuring a high-quality curriculum	71
•	Introduction	72
•	Quality and regulatory requirements	73
•	Quality assurance	73
•	Risk management	75
•	Quality enhancement	75
•	Curriculum development	76
•	Evaluating academic activities	78
6.	Becoming a research practitioner	82
•	Introduction	83
•	Overview of the key purposes of research	84
•	Planning research	85
•	Research proposals	86
•	Developing research questions	88
•	Small-scale research	88
•	Research tools	90
•	Managing research budgets and timelines	93
•	Dissemination: publicising research findings	94

	7.	Leading change	98		
	•	Introduction	100		
	•	Leading change	100		
	•	Career management	103		
	•	Collaborating with others	103		
	•	Disseminating information	105		
	٠	Synthesising information for your and others use	107		
	8.	Preparing for the end-point assessment	111		
	•	Overview of apprenticeships in higher education	112		
	•	End-point assessment gateway	112		
	•	End-point assessment overview	112		
	•	Written submission	114		
	•	Academic Professional Practice Assessment (APPA)	116		
	٠	Professional conversation	117		
App	pendix	1: Chapter mapping to the Academic Professional Standards	120		
App	pendix	2: Glossary of acronyms and abbreviations	127		
References					
Index					

Meet the authors



DUNCAN HINDMARCH

Dr Duncan Hindmarch is an Award Leader, Senior Lecturer and MA/Ed D/PhD supervisor within the School of Life Sciences and Education at Staffordshire University. With a background in teaching English for Speakers of Other Languages, he has over 20 years' teaching experience. Duncan is a Senior Fellow of the Higher Education Academy (Advance HE) and has led development of awards relating to ESOL, Initial Teacher Training and the Academic Professional Apprenticeship. His research interests include education policy and graduate attributes. He has co-authored several books including *A Concise Guide to Education Studies* and *A Complete Guide to the Level 5 Diploma in Education and Training*.



LYNN MACHIN

Dr Lynn Machin is an Award Leader, Senior Lecturer and a PhD/EdD/MA lecturer and supervisor within the School of Life Sciences and Education at Staffordshire University. With more than 25 years' experience, Lynn has a background in Initial Teacher Training in further education and in the teaching of foundation, undergraduate and postgraduate education programmes in higher education. Since 2010 she has been involved in designing, delivering and quality assuring education postgraduate programmes delivered in overseas environments. Currently, Lynn is involved in doctoral supervision and examinations as well as a PGCIE and MA delivered in Asia. Lynn's particular research interests relate to transformational learning, learning to learn and teacher training in formal, informal and culturally diverse environments. She has co-authored several books including A Concise Guide to Education Studies and A Complete Guide to the Level 5 Diploma in Education and Training.



SANDRA MURRAY

Sandra Murray is a lecturer within the School of Life Sciences and Education at Staffordshire University. Sandra, having taught for many years in a further education college, has a wide range of experience supporting teachers and lecturers. She has been teaching on Initial Teacher Education programmes since 2006. Her particular research interest is inspirational and outstanding teaching. She has written and co-authored several education books for teachers, including *A Concise Guide to Education Studies* and *A Complete Guide* to the Level 5 Diploma in Education and Training.



TINA RICHARDSON

Tina Richardson is an Award Leader and Senior Lecturer within the School of Life Science and Education at Staffordshire University. Tina has taught in compulsory education, further and higher education. For the last 19 years she has been involved in teacher training for further education, in particular the subject specialist qualifications for teachers. Her particular research interest is the use of metacognitive reading strategies in the Functional Skills classroom As well as teacher training books, such as A Complete Guide to the Level 5 Diploma in Education and Training, Tina has also coauthored a book on using e-readers in the classroom.



HELEN WALMSLEY-SMITH

Dr Helen Walmsley-Smith is an educational and e-learning developer in the Academic Development Unit at Staffordshire University. She is a Senior Fellow of the Higher Education Academy (HEA) and works with staff across the university to support our HEA programme and the use of technology to enhance learning in the classroom and online. With a background in teaching and academic development, she has over 25 years of experience. Her research covers learning design for online courses and she has published papers and book chapters on effective learning design.

Acknowledgements

We would like to thank our families, friends and colleagues for their continued support during the writing of this book.

We also want to thank our publishers, Julia Morris and Di Page, for their professionalism, friendliness, guidance and support.

Finally, we would like to thank you for taking time to read this book. We hope you enjoy reading it and we wish you all the best with your studies.

Duncan, Lynn, Sandra, Tina and Helen

Preface

Welcome to A Concise Guide to Lecturing in Higher Education and the Academic Professional Apprenticeship. This book is aimed at:

- PhD students who have taken on a teaching role;
- lecturers new to higher education;
- lecturers delivering higher education in further education;
- lecturers engaged on university postgraduate teacher training programmes/the Academic Professional Apprenticeship (APA);
- established academics seeking to develop their teaching practice, including gaining Advance HE Fellowship/Senior Fellowship.

The book gives an overview of key principles of teaching, learning, assessment and feedback, enabling you to develop understanding of broader roles of the lecturer such as curriculum design, management, practitioner-led research and career development.

It supports you in the following ways.

- Alignment to the APA (IfA, 2018a) and UK Professional Standards Framework (UKPSF) (HEA, 2011a).
- Focusing on research-informed effective practice.
- Developing systematic, critically informed reflective approaches to improve your practice and that of your colleagues.
- Providing case study scenarios and critical questions to help you understand how theory applies to practice.
- Taking it further sections provide more in-depth professional development.

Each chapter begins with a concept map of topics covered, followed by links to the APA standards. A table of how individual APA and UKPSF standards are covered is also included (Appendix 1). The content in each chapter is supplemented by critical tasks and reflections to encourage you to consider your professional role and identify achievable improvements to practice. The final chapter is aimed at apprentices, detailing the latest guidance on how to work towards your end-point assessments (EPAs), but should also be useful for those on other teacher training awards. The glossary provides a useful reference list of major organisations and terms used within the sector.

In summary, this book provides a concise guide to the various roles of the academic within the higher education sector – teacher, supervisor, researcher and manager to name but a few. We hope you enjoy it.

References

- Academy of Social Science (AcSS) (2015) Five Ethics Principles for Social Science Research. London: AcSS. [online] Available at: www.acss.org.uk/developing-generic-ethics-principlessocial-science/academy-adopts-five-ethical-principles-for-social-science-research (accessed 26 May 2020).
- Acar, E (2011) Effects of Social Capital on Academic Success: A Narrative Synthesis. [online] Available at: www.researchgate.net/publication/267806372_Effects_of_social_capital_on_ academic_success_A_narrative_synthesis (accessed 26 May 2020).
- Advance HE (2019a) Postgraduate Research Experience Survey (PRES) What is PRES? [online] Available at: www.advance-he.ac.uk/consultancy-and-enhancement/student-surveys/ postgraduate-research-experience-survey-pres#why (accessed 26 May 2020).
- Advance HE (2019b) Widening Participation and Equality. [online] Available at: www.advance-he.ac. uk/guidance/equality-diversity-and-inclusion/student-recruitment-retention-and-attainment/ widening-participation-and-equality (accessed 26 May 2020).
- Advance HE (2020a) End-Point Assessment for the Level 7 Academic Professional Apprenticeship (Teaching Specialist Role) Version 2. York: Advance HE.
- Advance HE (2020b) End-Point Assessment for the Level 7 Academic Professional Apprenticeship Assessment Guidance (Research Specialist Role) Version 2. York: Advance HE.
- Alderman, G (2010) Reflections: Change, Quality and Standards in British Higher Education. *Journal* of Change Management, 10(3): 243–52.
- Allen, R (2013) Evidence-Based Practice: Why Number Crunching Only Tells Part of the Story. [online] Available at: https://ioelondonblog.wordpress.com/2013/03/14/evidence-basedpractice-why-number-crunching-tells-only-part-of-the-story (accessed 26 May 2020).
- Argyris, C (1991) Teaching Smart People How to Learn. Harvard Business Review, 69(3): 99-109.
- Argyris, C (2008) Teaching Smart People How to Learn. Boston, MA: Harvard Business School Press.
- Argyris, M and Schön, D (1974) Theory in Practice. Increasing Professional Effectiveness. San Francisco: Jossey-Bass.
- Arnold, L (2015) Action Research for Higher Education Practitioners: A Practical Guide. [online]. Available at: https://lydiaarnold.wordpress.com/2015/02/26/action-research-for-highereducation-practitioners-booklet (accessed 26 May 2020).
- Arnold, L and Norton, L (2018) HEA Action Research: Practice Guide. York: HEA. [online] Available at: www.heacademy.ac.uk/knowledge-hub/action-research-practice-guide?utm_ source=CRM&utm_medium=email&utm_campaign=Consultancy&utm_term=HEA%20 Update%20Mar%2018 (accessed 26 May 2020).

Ashman, G (2018) The Truth about Teaching. London: Sage.

- Auld, E and Morris, P (2014) Comparative Education, the 'New Paradigm' and Policy Borrowing: Constructing Knowledge for Educational Reform. *Comparative Education*, 50(2): 129–55.
- Austen, L, Jones-Devitt, S and Hasty, W (2019) As Well as Objects, Students Should Be Users of Data Too. [online] Available at: https://wonkhe.com/blogs/as-well-as-objects-students-should-beusers-of-data-too (accessed 26 May 2020).
- Barnett, R (2017) Foreword: Energising an Institution. In Fung, D, A Connected Curriculum for Higher Education (pp v–vii). London: UCL Press.
- Basit, T (2010) Conducting Research in Educational Contexts. London: Continuum.
- Baskerville, S (2013) A Guide to UK Higher Education and Partnerships for Overseas Universities. London: UK Higher Education International Unit. [online] Available at: www.britishcouncil.org.ua/ sites/default/files/guide-to-uk-he-and-partnerships_web_final.pdf (accessed 26 May 2020).
- Bass, B (1985) Leadership and Performance Beyond Expectations. New York: Free Press.
- Bates, B (2019) A Quick Guide to Behaviour Management. London: Sage.
- Beckford, J (2016) Quality: A Critical Introduction. Oxon: Routledge.
- Behera, D and Sanjeevani, S (2017) Constructivist Approach: An Outlook towards Assessment of Students' Learning. [online] Available at: www.researchgate.net/publication/331134741_ Assessment_of_Students'_Learning_through_Constructive_Approach (accessed 26 May 2020).
- Bennett, T (2017) Creating a Culture: How School Leaders Can Optimise Behaviour. [online] Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/ attachment_data/file/602487/Tom_Bennett_Independent_Review_of_Behaviour_in_Schools. pdf (accessed 26 May 2020).
- Berger, R (2018) Here's What's Wrong With Bloom's Taxonomy: A Deeper Learning Perspective. [online] Available at: http://blogs.edweek.org/edweek/learning_deeply/2018/03/heres_whats_ wrong_with_blooms_taxonomy_a_deeper_learning_perspective.html (accessed 26 May 2020).
- Betts, M and Smith, R (2005) Developing the Credit-based Modular Curriculum in Higher Education: Challenge, Choice and Change. Oxon: Routledge.
- Biggs, J (2003) Aligning Teaching for Constructing Learning. *Higher Education Academy*. [online] Available at: www.advance-he.ac.uk/knowledge-hub/aligning-teaching-constructing-learning (accessed 26 May 2020).
- Biggs, J and Collis, K (1982) *Evaluating the Quality of Learning: The SOLO Taxonomy*. New York: Academic Press. (Now out of print, but available in Chinese.)
- Biggs, J and Tang, C (2011) *Teaching for Quality Learning at University* (4th ed). Maidenhead: Open University Press.
- Black, P and Wiliam, D (1998) Inside the Black Box. [online] Available at: www.researchgate.net/ publication/44836144_Inside_the_Black_Box_Raising_Standards_Through_Classroom_ Assessment (accessed 26 May 2020).
- Black, P, et al (2003) Assessment for Learning Putting it into Practice. Maidenhead: Open University Press.
- Blackman, T (2017) The Comprehensive University: An Alternative to Social Stratification by Academic Selection. [online] Available at: www.hepi.ac.uk/2017/07/20/comprehensiveuniversity-alternative-social-strati-cation-academic-selection (accessed 26 May 2020).

- Bloom, B (1961) Taxonomy of Educational Handbook: Cognitive Domain. Philadelphia: David McKay.
- Bloom, B S (1956) Taxonomy of Educational Objectives: The Classification of Educational Goals. New York: Longman.
- Bourdieu, P (1986) The Forms of Capital. In Richardson, J G (ed) Handbook of Theory and Research for the Sociology of Education (pp 241–58). New York: Greenwood Press.
- British Council (2014) Integration of International Students: A UK Perspective. [online] Available at: www.britishcouncil.org/sites/default/files/oth-integration-report-september-14.pdf (accessed 26 May 2020).
- British Educational Research Association (BERA) (2018) *Ethical Guidelines for Educational Research* (4th ed). London: BERA. [online]. Available at: www.bera.ac.uk/researchers-resources/ publications/ethical-guidelines-for-educational-research-2018 (accessed 26 May 2020).
- British Library (2020a) Bright Ideas, Inspiring People. [online] Available at: www.bl.uk/business-andip-centre/articles/what-is-swot-analysis (accessed 26 May 2020).
- British Library (2020b) Funding. [online] Available at: www.thebritishacademy.ac.uk/funding/ funding-opportunities (accessed 26 May 2020).
- Broadfoot, P. et al (1999) Assessment for Learning: Beyond the Black Box. Cambridge: University of Cambridge, School of Education.
- Brookfield, S (1995) Becoming a Critically Reflective Teacher. San Francisco: Jossey-Bass.
- Brookfield, S (2017) *Becoming a Critically Reflective Practitioner* (2nd ed). San Francisco: Jossey Bass.
- Brookfield, S D (2005) Undermining the Very Democracy We Seek to Create: Discussion Practices in Adult Education and the Dangers of Repressive Tolerance. Studies in Continuing Education, 27(2): 101–15. https://doi.org/10.1080/01580370500169860
- Brookfield, S D and Preskill, S (2016) *The Discussion Book: Fifty Great Ways to Get People Talking.* San Francisco: Jossey-Bass.
- Brown Wilson, C and Slade, C (2019) From Consultation and Collaboration to Consensus: Introducing an Alternative Model of Curriculum Development. *International Journal for Academic Development*, 1–6.
- Brown, G, Crockford, J, Hordósy, R, Miller, M and Baker, Z (2018) Reflections on Five Years of Widening Participation Research and Evaluation. [online] Available at: https://wonkhe.com/ blogs/reflections-on-five-years-of-widening-participation-research-and-evaluation (accessed 26 May 2020).
- Browne, L and Rayner, S (2015) Managing Leadership in University Reform: Data-Led Decision-Making, the Cost of Learning and Déjà Vu? *Educational Management and Leadership*, 43(2): 290–307.
- Bunce, L, Baird, A and Jones, S E (2017) The Student-as-Consumer Approach in Higher Education and Its Effects on Academic Performance. *Studies in Higher Education*, 42(11): 1958–78.
- By, R, Burnes, B and Oswick, C (2013) Creating a Leading Journal and Maintaining Academic Freedom. *Journal of Change Management*, 13(1): 1–8.
- By, R T, Hughes, M and Ford, J (2016) Change Leadership: Oxymoron and Myths. *Journal of Change Management*, 16(1): 8–17. doi:10.1080/14697017.2016.1137425

- Cambridge Assessment International Education (2018) Getting Started with Assessment for Learning. [online] Available at: https://cambridge-community.org.uk/professional-development/ gswafl/index.html (accessed 26 May 2020).
- Carrigan, M (2016) Social Media for Academics. London: Sage.
- Claridge, T (2018) Criticisms of Social Capital Theory: And Lessons for Improving Practice. [online] Available at: www.socialcapitalresearch.com/criticisms-social-capital-theory-lessons (accessed 26 May 2020).
- Clayson, D E (2009) Student Evaluations of Teaching: Are They Related to What Students Learn? *Journal of Marketing Education*, 31(1): 16–30.
- Clevenger J (2011) *Help ... I've Been Asked to Synthesize!* [online] Available at: www.bgsu.edu/ content/dam/BGSU/learning-commons/documents/writing/synthesis/asked-to-synthesize.pdf (accessed 26 May 2020).
- Cohen, L, Manion, L and Morrison, K (2018) *Research Methods in Education* (8th ed). Oxon: Routledge.
- Collini, S (2012) What Are Universities For? London: Penguin UK.
- Connell-Smith, A and Hubble, S (2018) *Widening Participation Strategy in Higher Education in England*. London: House of Commons Library.
- Cresswell, J (2014) Research Design: Qualitative, Quantitative and Mixed Methods (4th ed). London: Sage.
- Daller, M and Wang, Y (2017) *Predicting Study Success of International Students*. [online] Available at: http://centaur.reading.ac.uk/67281/3/DallerWangfinalauthor.pdf (accessed 26 May 2020).
- Dandridge, N (2019) The Office for Students: Reflections on Our First Year. *Perspectives: Policy and Practice in Higher Education*, 23(4): 158–61.
- De Bruyckere, P (2018) The Ingredients for Great Teaching (1st ed). London: Sage.
- Department for Business, Innovation & Skills (DBIS) (2011) Students at the Heart of the System. London: DBIS. [online] Available at: www.gov.uk/government/consultations/higher-educationwhite-paper-students-at-the-heart-of-the-system (accessed 26 May 2020).
- Department for Business, Innovation & Skills (DBIS) (2012) *Richard Review of Apprenticeships*. London: DBIS. [online] Available at: www.gov.uk/government/publications/the-richard-review-ofapprenticeships (accessed 26 May 2020).
- Department for Business, Innovation & Skills (DBIS) (2013) *The Benefits of Higher Education Participation for Individuals and Society.* London: DBIS. [online] Available at: https://assets. publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/ 254101/bis-13-1268-benefits-of-higher-education-participation-the-quadrants.pdf (accessed 26 May 2020).
- Department for Business, Innovation & Skills (DBIS) (2016) Success as a Knowledge Economy: Teaching Excellence, Social Mobility and Student Choice. London: DBIS. [online] Available at: www.gov.uk/government/publications/higher-education-success-as-a-knowledgeeconomy-white-paper (accessed 26 May 2020).
- Department for Education (DfE) (2016) Policy Paper: TEF Factsheet TEF Timing and Phasing. [online] Available at: https://assets.publishing.service.gov.uk/government/uploads/system/ uploads/attachment_data/file/550232/Teaching-excellence-framework-factsheet.pdf (accessed 26 May 2020).

- Department for Education (DfE) (2017) *Teaching Excellence and Student Outcomes Framework Specification*. [online] Available at: https://assets.publishing.service.gov.uk/government/ uploads/system/uploads/attachment_data/file/658490/Teaching_Excellence_and_Student_ Outcomes_Framework_Specification.pdf (accessed 26 May 2020).
- Department for Education (DfE) (2019) Post-18 Review of Education and Funding: Independent Panel Report ('Augur Report'). London: DfE. [online] Available at: www.gov.uk/government/ publications/post-18-review-of-education-and-funding-independent-panel-report (accessed 26 May 2020).
- Dickinson, J and Wood, J (2011) *Quality Assurance and Evaluation in the Lifelong Learning Sector.* Exeter: Learning Matters.
- Dietz, A J, Jansen, J D and Wadee, A A (2006) *Effective PhD Supervision and Mentorship*. Amsterdam: Rozenberg Publishers.
- Dietz, A J (2017) Strengthening Post-Graduate Supervision. Cape Town: Sun Press.
- Donald, J G (2011) Learning to Think: Disciplinary Perspectives. San Francisco: Jossey-Bass.
- Doyle, S (2012) Reflexivity and the Capacity to Think. Qualitative Health Research, 23: 248-55.
- Education and Skills Funding Agency (ESFA) (2020) Register of End-Point Assessment Organisations. [online] Available at: www.gov.uk/guidance/register-of-end-point-assessment-organisations (accessed 26 May 2020).
- Education and Training Foundation (ETF) (2014) Professional Standards for FE Teachers. [online]. Available at: www.et-foundation.co.uk/supporting/support-practitioners/professional-standards (accessed 26 May 2020).
- Entwistle, N and Peterson, E R (2004) Conceptions of Learning and Knowledge in Higher Education: Relationships with Study Behaviour and Influences of Learning Environments. *International Journal of Educational Research*, 41(6): 407–28.
- Equality Act (2010) The Equality Act. London: The Stationery Office.
- Equality and Human Rights Commission (EHRC) (2020) Equality and Human Rights Commission. [online] Available at: www.equalityhumanrights.com/en (accessed 26 May 2020).
- Evans, G (2019) The Office for Students is Exercising Power but Not Rigour. [online] Available at: www.timeshighereducation.com/opinion/office-students-exercising-power-not-rigour (accessed 26 May 2020).
- Fisher, D and Frey, N (2011) Feed up, Feedback, and Feed Forward. [online] Available at: https://eric.ed.gov/?id=EJ944165 (accessed 26 May 2020).
- Fitzpatrick, F (2017) Taking the 'Culture' Out of 'Culture Shock' a Critical Review of Literature on Cross-Cultural Adjustment in International Relocation. *Critical Perspectives on International Business*, 13(4): 278–96. https://doi.org/10.1108/cpoib-01-2017-0008
- Flavell, J (1985) Cognitive Development. Englewood Cliffs, NJ: Prentice-Hall.
- Fook, J (2010) Beyond Reflective Practice: Reworking the 'Critical' in Critical Reflection. In Bradbury, H, Frost, N, Kilminster, S and Zukas, M (eds) Beyond Reflective Practice: New Approaches to Professional Lifelong Learning (pp 37–51). Abingdon: Routledge.
- Fook, J and Gardner, F (2007) *Practising Critical Reflection: A Resource Handbook.* London: Open University Press.

- Ford, J D and Ford, L W (2012) The Leadership of Organizational Change: A View from Recent Empirical Evidence. In W Pasmore, R Woodman and A Shani (eds) Research in Organization Change and Development (pp 1–36). Bingley: Emerald Publishing.
- Forstenzer, J (2016) *The Teaching Excellence Framework: What's the Purpose?* [online] Available at: www.crickcentre.org/wp-content/uploads/2016/01/TEF-Whats-the-Purpose-booklet-Josh-Forstenzer.pdf (accessed 26 May 2020).
- Fraser, S and Bosanquet, A (2006) The Curriculum? That's Just a Unit Outline, Isn't It? Studies in Higher Education, 31: 269–84.
- Freire, P (1972) Pedagogy of the Oppressed. Harmondsworth: Penguin.
- Fung, D (2017) A Connected Curriculum for Higher Education. London: UCL Press. [online] Available at: https://discovery.ucl.ac.uk/id/eprint/1558776/1/A-Connected-Curriculum-for-Higher-Education.pdf (accessed 26 May 2020).
- Gallagher, G (2017) Aligning for Learning: Including Feedback in the Constructive Alignment Model. [online] Available at: www.researchgate.net/publication/319211051_Aligning_for_Learning_ Including_Feedback_in_the_Constructive_Alignment_Model (accessed 26 May 2020).
- Gardner, F (2011) Affirming Values: Using Critical Reflection to Explore Meaning and Professional Practice. *Reflective Practice. International and Multidisciplinary Perspectives*, 10(2): 179–90.
- Garrison, D R (2020) Community of Inquiry Model. [online] Available at: https://coi.athabascau.ca/ coi-model/an-interactive-coi-model (accessed 26 May 2020).
- Geitz, G, de Geus, J and Tinoca, L (2019) Design-Based Education, Sustainable Teaching, and Learning. Cogent Education, 6(1). [online] Available at: www.tandfonline.com/doi/full/10.1080/ 2331186X.2019.1647919 (accessed 26 May 2020).
- Gibbs, A (2017) Focus Groups and Group Interviews. In Coe, R, Waring, M, Hedges, L and Arthur, J (eds) Research Methods and Methodologies in Education (2nd ed, pp 159–65). London: Sage.
- Gibbs, G, Knapper, C and Piccinin, S (2009) Departmental Leadership of Teaching in Research-Intensive Environments: Final Report. London: Leadership Foundation for Higher Education.
 [online] Available at: www.advance-he.ac.uk/knowledge-hub/departmental-leadership-teachingresearch-intensive-environments-final-report (accessed 26 May 2020).
- Goldacre, B (2013) *Building Evidence into Education*. London: DfE. [online] Available at: www.gov. uk/government/news/building-evidence-into-education (accessed 26 May 2020).
- Good Schools Guide (2019) The Bologna Process Explained. [online] Available at: www. goodschoolsguide.co.uk/university/europe/bologna-process-explained (accessed 26 May 2020).
- Gould, J (2010) Learning Theory and Classroom Practice in the Lifelong Learning Sector. Exeter: Learning Matters Ltd.
- Graduate Outcomes (2020) About the Survey. [online] Available at: www.graduateoutcomes.ac.uk/ about-survey (accessed 26 May 2020).
- Graham, L, Berman, J and Bellert, A (2015) Sustainable Learning: Inclusive Practices for 21st Century Classrooms. Cambridge: Cambridge University Press.
- Greatbatch, D and Holland, J (2016) *Teaching Quality in Higher Education: Literature Review and Qualitative Research*. [online] Available at: www.gov.uk/government/uploads/system/uploads/ attachment_data/file/524495/he-teaching-quality-literature-review-qualitative-research.pdf (accessed 26 May 2020).

- Gurbanov, E (2016) The Challenge of Grading in Self and Peer-Assessment (Undergraduate Students' and University Teachers' Perspectives). [online] Available at: www.researchgate. net/publication/303522462_The_Challenge_of_Grading_in_Self_and_Peer-Assessment_ Undergraduate_Students'_and_University_Teachers'_Perspectives (accessed 26 May 2020).
- Hammersley, M (2010) Reproducing or Constructing? Some Questions about Transcriptions in Social Research. Qualitative Research, 10(5): 553–69. [online] Available at: http://oro.open.ac.uk/ 21787/2/REPRODUCING_OR_CONSTRUCTINGfinalf.pdf (accessed 26 May 2020).
- Haney, R (2017) Differentiation (DI) in Higher Education (HE): Modeling What We Teach with Pre-Service Teachers. [online] Available at: www.na-businesspress.com/JHETP/EvansHellmanLA_ 17_5_.pdf (accessed 26 May 2020).
- Harri-Augstein, S and Thomas, L F (1991) *Learning Conversations: The Self-Organised Learning Way* to Personal and Organisational Growth. London: Routledge.
- Hattie, J (2012) Visible Learning for Teachers: Maximizing Impact on Learning. London: Routledge.
- Hattie, J (2017) Dispelling Educational Myths. [online] Available at: https://npjscilearncommunity. nature.com/users/19748-professor-john-hattie/posts/20734-dispelling-educational-myths (accessed 26 May 2020).
- Hattie, J (2018) Visible Learning: Feedback. New York: Routledge.
- Hattie, J and Timperley, H (2007) The Power of Feedback. *Review of Educational Research*, 77(1): 81–112. https://doi.org/10.3102/003465430298487
- Hayes, C, Daly, J, Duncan, M, Gill, R and Whitehouse A (2017) *Developing as a Reflective Early Years Professional: A Thematic Approach* (2nd ed). St Albans: Critical Publishing.
- Hazel, W (2019) Gavin Williamson Calls on Universities to Give Poorer Students Lower Offers After Medical Student Goes Top of the Class. *The Independent*, 26 September. [online] Available at: https://inews.co.uk/news/education/lower-grades-students-poorer-backgrounds-gavinwilliamson-universities-637488 (accessed 26 May 2020).
- HE Academy (HEA) (2005) *Widening Participation: A Rough Guide for Higher Education Providers.* [online] Available at: www.heacademy.ac.uk/system/files/widening_participation_roughguide_ for_education_providers.pdf (accessed 26 May 2020).
- HE Academy (HEA) (2011a) UK Professional Standards Framework (UKPSF). [online] Available at: www.advance-he.ac.uk/guidance/teaching-and-learning/ukpsf (accessed January 2020). HEA is now part of Advance HE.
- HE Academy (HEA) (2011b) Generic Considerations of Inclusive Curriculum Design. [online] Available at: www.heacademy.ac.uk/sites/default/files/resources/generic_considerations_of_ inclusive_curriculum_design.pdf (accessed 26 May 2020).
- HE Academy (HEA) (2011c) Review of Good Practice in Employability and Enterprise Development by Centres for Excellence in Teaching and Learning: Summary Report. A Report for HEFCE by Val Butcher (Consultant), Judith Smith, Jane Kettle and Laila Burton, the Higher Education Academy. [online] Available at: http://cced-complete.com/documentation/review_of_good_ practice_in_employablity_and_enterprise_development_eng.pdf (accessed 26 May 2020).
- HE Academy (HEA) (2016) Framework for Transforming Assessment in Higher Education. [online] Available at: www.heacademy.ac.uk/sites/default/files/downloads/transforming-assessment-inhe.pdf (accessed 26 May 2020).

- HE Academy (HEA) (nd) Promoting Student Success and Staff Academic Leadership through Creating Communities of Practice. [online] Available at: www.heacademy.ac.uk/blog/promotingstudent-success-and-staff-academic-leadership-through-creating-communities (accessed 26 May 2020).
- Herrington, J and Oliver, R (2000) An Instructional Design Framework for Authentic Learning Environments. *Educational Technology Research and Development*, 48(3): 23–48.
- Herrmann, K (2019) What Happens After What Happens Next? The Single Voice of DLHE and Its Distortions on the Student Learning Journey. In Lygo-Baker, S, Kinchin, I M and Winstone, N E (eds) Engaging Student Voices in Higher Education: Diverse Perspectives and Expectations in Partnership (pp 125–41). Cham: Palgrave Macmillan.
- Hickson, H (2011) Critical Reflection: Reflecting on Learning to Be Reflective. *Reflective Practice*, 12(6): 829–39. doi:10.1080/14623943.2011.616687
- Higher Education Statistics Agency (HESA) (2017) Higher Education in Numbers. [online] Available at: www.universitiesuk.ac.uk/facts-and-stats/Pages/higher-education-data.aspx (accessed 26 May 2020).
- Hirst, P H (1974) Knowledge and the Curriculum: A Collection of Philosophical Papers. London: Routledge and Kegan Paul Limited.
- Hobson, A and Malderez, A (2013) Judgementoring and Other Threats to Realizing the Potential of School-Based Mentoring in Teacher Education. [online] Available at: http://shura.shu.ac.uk/ 7224/ (accessed 26 May 2020).
- Hockings, C (2010) Inclusive Learning and Teaching in Higher Education: A Synthesis of Research. York: Higher Education Academy. [online] Available at: www.advance-he.ac.uk/knowledge-hub/ inclusive-learning-and-teaching-higher-education-synthesis-research (accessed 26 May 2020).
- Hoffman, A (2016) Reflections: Academia's Emerging Crises of Relevance and the Consequent Role of the Engaged Scholar. *Journal of Change Management*, 16(2): 77–96.
- Home Office (2019) Prevent Duty Guidance: For Higher Education institutions in England and Wales. [online] Available at: www.gov.uk/government/publications/prevent-duty-guidance/prevent-duty-guidance-for-higher-education-institutions-in-england-and-wales (accessed 26 May 2020).
- Hornstein, H A (2017) Student Evaluations of Teaching Are an Inadequate Assessment Tool for Evaluating Faculty Performance. *Cogent Education*, 4(1).
- House of Commons (2018) Widening Participation Strategy in Higher Education in England. [online] Available at: https://commonslibrary.parliament.uk/research-briefings/cbp-8204 (accessed 26 May 2020).
- Houston, D and Hood, C (2017) University Teacher Preparation Programmes as a Quality Enhancement Mechanism: Evaluating Impact Beyond Individual Teachers' Practice. Quality in Higher Education, 23(1): 65–78. [online] Available at: www.tandfonline.com/doi/abs/10.1080/ 13538322.2017.1294408 (accessed 26 May 2020).
- Hunt, C (2016) 'Teachers' To 'Academics': The Implementation of a Modernisation Project at One UK Post-92 University. *Studies in Higher Education*, 41(7): 1189–202.
- Hunter, A and Elliott-Kingston, C (2016) Teaching and Assessment Strategies for Active Student Learning in University Horticultural Education. [online] Available at: www.researchgate.net/ publication/310733844_Teaching_and_assessment_strategies_for_active_student_learning_ in_university_horticultural_education (accessed 26 May 2020).

- Ibyatova, L, Oparina, K and Rakova, E (2018) Modular Approach to Teaching and Learning English Grammar in Technical Universities. [online] Available at: www.researchgate.net/publication/ 325368627_MODULAR_APPROACH_TO_TEACHING_AND_LEARNING_ENGLISH_GRAMMAR_IN_ TECHNICAL_UNIVERSITIES (accessed 26 May 2020).
- Information Commissioner's Office (ICO) (2020) Guide to the General Data Protection Regulation (GDPR). [online]. Available at: https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr (accessed 26 May 2020).
- Institute for Apprenticeships (IfA) (2018a) Academic Professional Apprenticeship Standards. [online] Available at: www.instituteforapprenticeships.org/apprenticeship-standards/academicprofessional (accessed 26 May 2020).
- Institute for Apprenticeships (IfA) (2018b) *End-Point Assessment Plan.* [online] Available at: www. instituteforapprenticeships.org/media/1778/st0477_-academic-professional_-level-7_ap-forpublication_15052018.pdf (accessed 26 May 2020).
- Institute for Apprenticeships and Technical Education (IATE) (2020) Working Within the Higher Education (HE) Sector Delivering Higher Education Teaching. [online] Available at: www. instituteforapprenticeships.org/apprenticeship-standards/academic-professional/ (accessed 26 May 2020).
- Institute for Effective Education (2020) The Impact of Peer Assessment on Academic Achievement. [online] Available at: www.beib.org.uk/2020/01/the-impact-of-peer-assessment-on-academicachievement (accessed 26 May 2020).
- Kagan, S and Kagan, M (2009) *Cooperative Learning* (revised ed). San Clemente, CA: Kagan Publishing.
- Kandlbinder, P (2014) Constructive Alignment in University Teaching. *HERDSA News*, 36(3): 5–6. [online] Available at: www.herdsa.org.au/herdsa-review-higher-education-vol-1/5-22 (accessed 26 May 2020).
- Kanuka, H and Anderson, T (1999) Using Constructivism in Technology-Mediated Learning: Constructing Order out of the Chaos in the Literature. *Radical Pedagogy*, 1(2).
- Kelly, A V (2009) The Curriculum: Theory and Practice. London: Sage.
- Khan Academy (2020) Khan Academy. [online] Available at: www.khanacademy.org (accessed 26 May 2020).
- King, A (1993) From Sage on the Stage to Guide on the Side. *College Teaching*, 41(1): 30–35. https://doi.org/10.5771/2196-7261-2016-4-288
- Kirkwood, A and Price, L (2014) Technology-Enhanced Learning and Teaching in Higher Education: What is 'Enhanced' and How Do We Know? a Critical Literature Review. *Learning, Media and Technology*, 39(1): 6–36. https://doi.org/10.1080/17439884.2013.770404
- Kirschner, P A and van Merriënboer, J J G (2013) Do Learners Really Know Best? Urban Legends in Education. *Educational Psychologist*, 48(3): 169–83. https://doi.org/10.1080/ 00461520.2013.804395
- Kline, N (2015) More Time to Think. London: Cassell Publishing.
- Kolb, D A (1984) Experiential Learning: Experience as the Source of Learning and Development. Englewood Cliffs, NJ: Prentice Hall.
- Kolb, D A (2014) Experiential Learning: Experience as the Source of Learning and Development (2nd ed). Upper Saddle River, NJ: Pearson.

- Kotter, J P (1990) A Force for Change: How Leadership Differs from Management. New York: The Free Press.
- Knight, P (2006) Quality Enhancement and Educational Professional Development. Quality in Higher Education, 12(1): 29–40.
- Knight, P (2006) So, Are Universities Public or Private? [online]. Available at: www.theguardian.com/ education/2006/jun/20/highereducation.comment (accessed 26 May 2020).
- Krathwohl, D R, Bloom, B S and Masia, B B (1964) Taxonomy of Educational Objectives: The Classification of Educational Goals. Handbook II: Affective Domain. New York: David McKay Co, Inc.
- Kumar, P M (2017) Capacity Building for Quality Enhancement in Higher Education. International Journal of Management, Technology, and Social Sciences, 2(2): 84–92.
- Kumar, R (2014) Research Methodology (4th ed). London: Sage.
- Kyle, P and Rogien, R (2004) Opportunities and Options in Classroom Management. Boston, MA: Pearson.
- Laurillard, D (2012) Teaching as a Design Science: Building Pedagogical Patterns for Learning and Technology [Vitalsource e-book]. Abingdon: Routledge.
- Leidenfrost, B, Strassnig, B, Schabmann, A, Spiel, C and Carbon, C-C (2011) Peer Mentoring Styles and Their Contribution to Academic Success Among Mentees: A Person-Oriented Study in Higher Education. *Mentoring & Tutoring: Partnership in Learning*, 19(3): 347–64.
- Leitch, S (2006) Prosperity for All in the Global Economy World Class Skills. London: HM Treasury. [online] Available at: www.gov.uk/government/organisations/leitch-review-of-skills (accessed 26 May 2020).
- Lemov, D (2017) Bloom's Taxonomy—That Pyramid is a Problem. [online] Available at: https:// teachlikeachampion.com/blog/blooms-taxonomy-pyramid-problem (accessed 26 May 2020).
- Levesley, T and Francis, R (2015) Research Mentoring in Higher Education in England. [online] Available at: www.brighton.ac.uk/_pdf/research/education/research-mentoring-in-he-in-england. pdf (accessed 26 May 2020).
- Linn, R and Gronlund, N (2013) Measurement and Assessment in Teaching. London: Pearson.
- Lodge, J M and Matthews, K E (2017) Evidence-Based Practice in Higher Education: Is It Possible? Is It Feasible? [online] Available at: www.researchgate.net/publication/318054328_Evidencebased_practice_in_higher_education_ls_it_possible_ls_it_feasible (accessed 26 May 2020).
- London School of Economics and Political Science (LSE) (2013) Shaping Higher Education: 50 Years after Robbins. London: LSE. [online] Available at: www.lse.ac.uk/economics/Assets/Documents/ 50YearsAfterRobbins.pdf (accessed 26 May 2020).
- Lumby, J (2012) What Do We Know about Leadership in Higher Education? The Leadership Foundation for Education's Research. Review paper. London: Leadership Foundation for Higher Education.
- Lunsford, L (2016) A Handbook for Managing Mentoring Programs: Starting, Supporting and Sustaining. Abingdon: Routledge.
- Machin, L (2013) Exploring Trainees' Learning Experiences Within an Initial Teacher Education Award (Lifelong Learning Sector) at One Higher Education Institution in the UK, a Case Study Approach. Thesis, University of Nottingham.

- Machin, L, Hindmarch, D, Murray, S and Richardson, T (2020) A Complete Guide to the Level 5 Diploma in Education and Training (3rd ed). St Albans: Critical Publishing.
- Mathieson, K (2016) Destructive Constructive Alignment. [online] Available at: https:// higheredrevolution.com/destructive-constructive-alignment-5ae39fe60ab7 (accessed 26 May 2020).
- Matsushita, R (2017) The Paradox of Evidence-based Education: From the Decline of Education to Abandonment of the Theories of Education. [online] Available at: https://files.eric.ed.gov/ fulltext/EJ1147536.pdf (accessed 26 May 2020).
- McCaffery, P (2019) The Higher Education Manager's Handbook (3rd ed). London: Routledge.
- McNiff, J (2017) Action Research: All That You Need to Know. London: Sage.
- Mezirow, J (1991) How Critical Reflection Triggers Transformative Learning. San Francisco, CA: Jossey-Bass. [online] Available at: www.semanticscholar.org/paper/How-Critical-Reflection-Triggers-Transformative-Mezirow/0e6c5327e7e0c395d35ff57676f2ef666a9644bd (accessed 26 May 2020).
- Mezirow, J (ed) (2000) Learning as Transformation. San Francisco, CA: Jossey-Bass.
- Mezirow, J (2009) Transformative Learning Theory. In Mezirow, J and Taylor, E W (eds) Transformative Learning in Practice: Insights from Community, Workplace, and Higher Education (pp 18–32). San Francisco, CA: Jossey-Bass.
- Money, J, Nixon, S, Tracy, F, Hennessy, C, Ball, E and Dinning, T (2017) Undergraduate Student Expectations of University in the United Kingdom: What Really Matters to Them? *Cogent Education*, 4(1). https://doi.org/10.1080/2331186X.2017.1301855
- Moon, J (2006) Reflection in Learning and Professional Development. Oxon: Routledge.
- Morss, K and Murray, R (2005) Teaching at University: A Guide for Postgraduates and Researchers. London: Sage.
- Muijs, D and Bokhove, C (2017) Postgraduate Student Satisfaction: A Multilevel Analysis of PTES Data. *British Educational Research Journal*, 43(5): 904–30.
- Mukminin, A (2012) Acculturative Experiences Among Indonesian Graduate Students in US Higher Education: Academic Shock, Adjustment, Crisis, and Resolution. *Excellence in Higher Education*, 3: 14–36. [online] Available at: https://ehe.pitt.edu/ojs/index.php/ehe/article/view/64 (accessed 26 May 2020).
- Mulkeen, J, Abdou, H, Leigh, J and Ward, P (2019) Degree and Higher Level Apprenticeships: An Empirical Investigation of Stakeholder Perceptions of Challenges and Opportunities. *Studies in Higher Education*, 44(2): 333–46.
- Munn, P and Drever, E (2014) Using Questionnaires in Small-Scale Research. Edinburgh: SCRE.
- Newby, P (2014) Research Methods for Education (3rd ed). London: Routledge.
- NFER (2007) Assessment. [online] Available at: www.nfer.ac.uk/key-topics-expertise/assessment (accessed 26 May 2020).
- Norris, K and Berry, A (2016) Meeting the Needs of Diverse Students in Higher Education. [online] Available at: www.plymouth.ac.uk/uploads/production/document/path/6/6085/Meeting_ diverse_needs_Presentation.pdf (accessed 26 May 2020).
- Oberg, K (1960) Cultural Shock: Adjustment to New Cultural Environments. *Practical Anthropology*, os-7(4), 177–82. doi:10.1177/009182966000700405

- Office for Students (OfS) (2018) The National Student Survey. [online] Available at: www. thestudentsurvey.com/students.php (accessed 26 May 2020).
- Open University (2019) Annual Report 2018/19: Celebrating 50 Years of Transforming Lives. [online] Available at: www2.open.ac.uk/about/annual-report-2018-19 (accessed 26 May 2020).
- ORCID (nd) [online] Available at: https://orcid.org/about/what-is-orcid/mission (accessed 26 May 2020).
- Osho, Y (2017) More Than Just Widening Participation. [online] Available at: www.heacademy.ac.uk/ blog/more-just-widening-participation (accessed 26 May 2020).
- Petty, G (2014) Teaching Today. Oxford: Oxford University Press.
- Petty, G (2016) Get Your Students Thinking Not Clicking: Using Technology to Learn. [online] Available at: https://set.et-foundation.co.uk/news-events/blogs-and-articles/articles/get-yourstudents-thinking-not-clicking-using-technology-to-learn/# (accessed 26 May 2020).
- Plymouth University (2011) 7 Steps to: Enhancing Large Group Teaching. [online] Available at: www. plymouth.ac.uk/uploads/production/document/path/2/2397/7_Steps_to_Enhancing_Large_ Group_Teaching.pdf (accessed 26 May 2020).
- Prosser, M (2008) The Scholarship of Teaching and Learning: What Is It? A Personal View. International Journal for the Scholarship of Teaching & Learning, 2(2).
- PricewaterhouseCoopers (PwC) (2019) Managing Risk in Higher Education. [online] Available at: www.pwc.co.uk/industries/government-public-sector/education/managing-risk-in-higher-education.html (accessed 26 May 2020).
- Punch, K and Oancea, A (2015) Introduction to Research Methods in Education (2nd ed). London: Sage.
- Quality Assurance Agency for Higher Education (QAA) (2018a) UK Quality Code, Advice and Guidance: Admissions, Recruitment and Widening Access. London: UKSCQA.
- Quality Assurance Agency for Higher Education (QAA) (2018b) *UK Quality Code for Higher Education*. [online] Available at: www.qaa.ac.uk/quality-code (accessed 26 May 2020).
- Quality Assurance Agency for Higher Education (QAA) (2018c) UK Quality Code for Higher
 Education. Part B: Assuring and Enhancing Academic Quality, Chapter B7: External Examining.
 [online] Available at: www.qaa.ac.uk/docs/qaa/quality-code/chapter-b7_-external-examining.
 pdf?sfvrsn=2101f781_8 (accessed 26 May 2020).
- Quality Assurance Agency for Higher Education (QAA) (2018d) Data-Driven Risk-Based Quality Regulation. [online] Available at: www.qaa.ac.uk/docs/qaa/about-us/data-driven-qualityassessment-final.pdf?sfvrsn=916ff681_8 (accessed 26 May 2020).
- Quality Assurance Agency for Higher Education (QAA) (2018e) UK Quality Code for Higher Education: Assessment. London: UKSCQA.
- Quality Assurance Agency for Higher Education (QAA) (2020) Who We Work With. [online] Available at: www.qaa.ac.uk/about-us/who-we-work-with (accessed 26 May 2020).
- Race, P (2001) A Briefing on Self, Peer and Group Assessment. York: LTSN.
- Race, P (2020) The Lecturer's Toolkit: A Practical Guide to Assessment, Learning and Teaching (5th ed). Abingdon: Routledge.
- Remneland Wikhamn, B (2017) Challenges of Adopting Constructive Alignment in Action Learning Education. *Action Learning: Research and Practice*, 14(1): 18–28.

- Research Excellence Framework (REF) (2020) About the Research Excellence Framework. [online] Available at: www.ref.ac.uk (accessed 26 May 2020).
- Richardson, J T, Slater, J B and Wilson, J (2007) The National Student Survey: Development, Findings and Implications. *Studies in Higher Education*, 32(5): 557–80.
- Richmond, T (2020) *Runaway Training: Why the Apprenticeship Levy Is Broken and How to Fix It.* London: EDSK. [online] Available at: www.edsk.org/publications/runaway-training (accessed 26 May 2020).
- Robbins, L C R (1963) Higher Education: Report of the Committee appointed by the Prime Minister under the Chairmanship of Lord Robbins, 1961–63 (No. 2). London: HM Stationery Office.
- Roller, M and Lavrakas, P (2015) Applied Qualitative Research Design: A Total Quality Framework Approach. New York: Guildford Press.
- Rose, M (2004) The Mind at Work. New York: Penguin.
- Schön, D (1983) The Reflective Practitioner: How Professionals Think in Action. New York: Basic Books.
- Schunk, D H (2013) Learning Theories: An Educational Perspective (6th ed). Boston, MA: Pearson.
- Scopus (nd) [online] Available at: www.scopus.com/freelookup/form/author.uri (accessed 26 May 2020).
- Shattock, M (2018) Better Informing the Market? The Teaching Excellence Framework (TEF). International Higher Education, 92: 21–22.
- Shuichi, N (2016) The Possibilities and Limitations of Assessment for Learning: Exploring the Theory of Formative Assessment and the Notion of 'Closing the Learning Gap'. [online] Available at: www.researchgate.net/publication/304491251_The_Possibilities_and_Limitations_of_ Assessment_for_Learning_Exploring_the_Theory_of_Formative_Assessment_and_the_Notion_ of_Closing_the_Learning_Gap (accessed 26 May 2020).
- Shulman, L S and Shulman, J H (2004) How and What Teachers Learn: A Shifting Perspective. Journal of Curriculum Studies, 36(2): 257–71. doi:10.1080/0022027032000148298
- Silverman, D (2013) Doing Qualitative Research (4th ed). London: Sage.
- Social Mobility Commission (2017) State of the Nation 2017: Social Mobility in Great Britain. [online] Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/ attachment_data/file/662744/State_of_the_Nation_2017_-_Social_Mobility_in_Great_Britain. pdf (accessed 26 May 2020).
- Social Theory Re-wired (2019) Pierre Bourdieu. [online] Available at: http://routledgesoc.com/ profile/pierre-bourdieu (accessed 26 May 2020).
- Staffordshire University (2015) IncludeAll Core Concepts: Introduction. [online] Available at: www. staffs.ac.uk/assets/internal/IncludeAll-Core%20Concepts-Introduction.pdf (accessed 26 May 2020).
- Staffordshire University (2020) Assessment Policy and Procedure. [online] Available at: www.staffs. ac.uk/legal/policies/assessment-policy-and-procedure.jsp#app-a (accessed 26 May 2020).
- Stenhouse, L (1975) An Introduction to Curriculum Research and Development. London: Heinemann.
- Stevenson, H (2017) The 'Datafication' of Teaching: Can Teachers Speak Back to the Numbers? *Peabody Journal of Education*, 92(4): 537–57.

- Taneja, P, Safapour, E and Kermanschachi, S (2018) Innovative Higher Education Teaching and Learning Techniques: Implementation Trends and Assessment Approaches. [online] Available at: www.researchgate.net/publication/323074379_Innovative_Higher_Education_Teaching_ and_Learning_Techniques_Implementation_Trends_and_Assessment_Approaches (accessed 26 May 2020).
- Taylor, E W (2001) Transformative Learning Theory: A Neurobiological Perspective of the Role of Emotions and Unconscious Ways of Knowing. *International Journal of Lifelong Education*, 20(3): 218–36.
- Taylor, J (2014) Informing or Distracting? Guiding or Driving? The Use of Performance Indicators in Higher Education. In Menon, M E, Terkla, D G and Gibbs, P (eds) *Using Data to Improve Higher Education: Research, Policy and Practice* (pp 7–24) (Global Perspectives on Higher Education). Rotterdam: Sense Publishers.
- The Conversation (2020) [online] Available at: https://theconversation.com/uk (accessed 26 May 2020).
- The Teaching Excellence Framework (TEF) (2018) *The Teaching Excellence Framework: A Short Guide to the 2018 Awards*. [online] Available at: www.officeforstudents.org.uk/media/5ff81204-14f4-4e71-8b48-91f46247c49b/tef-2018-short-guide.pdf (accessed 26 May 2020).
- Thomas, L and Hixenbaugh, P (eds) (2006) *Personal Tutoring in Higher Education*. Stoke-on-Trent: Trentham Books.
- Thomas, L and May, H (2010) *Inclusive Learning and Teaching in Higher Education*. York: Higher Education Academy.
- Tight, M (2017) Understanding Case Study Research: Small-Scale Research with Meaning. London: Sage.
- Torrance, H (2012) Formative Assessment at the Crossroads: Conformative, Deformative and Transformative Assessment. *Oxford Review of Education*, 38(3): 323–42.
- Turnbull, S (2018) A Guide to UK League Tables in Higher Education. Higher Education Policy Institute. [online] Available at: www.hepi.ac.uk/wp-content/uploads/2018/01/HEPI-A-Guide-to-UK-League-Tables-in-Higher-Education-Report-101-EMBARGOED-4-JAN-2018.pdf (accessed 26 May 2020).
- Tyler, R W (1949) Basic Principles of Curriculum and Instruction. Chicago, IL: University of Chicago Press.
- UK Council for International Student Affairs (UKCISA) (2018) Facing Culture Shock. [online] Available at: www.ukcisa.org.uk/information--advice/preparation-and-arrival/facing-culture-shock (accessed 26 May 2020).
- UK Government (2019) UK to Introduce World First Online Safety Laws. Government press release. [online] Available at: www.gov.uk/government/news/uk-to-introduce-world-first-online-safety-laws (accessed 26 May 2020).
- UK Professional Standards Framework (UKPSF) (2011) The UK Professional Standards Framework for Teaching and Supporting Learning in Higher Education. [online] Available at: https:// s3.eu-west-2.amazonaws.com/assets.creode.advancehe-document-manager/documents/ advance-he/UK%20Professional%20Standards%20Framework_1570613241.pdf (accessed 26 May 2020).
- UK Research and Innovation (nd) [online] Available at: www.ukri.org (accessed 26 May 2020).

- Universities UK (UUK) (2017) Around a Half of Students Now See Themselves as Customers of Their University – New ComRes Survey. [online] Available at: www.universitiesuk.ac.uk/news/Pages/ Around-a-half-of-students-now-see-themselves-as-customers-of-their-university.aspx (accessed 26 May 2020).
- Universities UK (UUK) (2008) Quality and Standards in UK Universities: A Guide to How the System Works. [online] Available at: https://dera.ioe.ac.uk/26289/1/QualityStandardsGuide.pdf (accessed 26 May 2020).
- University Alliance (2014) How Do we Ensure Quality in an Expanding Higher Education System? [online] Available at: www.unialliance.ac.uk/wp-content/uploads/2014/05/UA_Quality_Final.pdf (accessed 26 May 2020).
- Wali, H and Wali, A (2018) Lecturers Leadership Practices and Their Impact on Student Experiences of Participation, with Implications for Marketing Higher Education Services. *Journal of Higher Education for the Future*, 5. doi:10.1177/2347631117738640
- Walmsley, H (2015) The e-Design Template: A Pedagogic Guide for e-Learning Designers. In Maina, M, Craft, B and Mor, Y (eds) *The Art & Science of Learning Design* (pp 181–94). Rotterdam: Sense Publishers.
- Walmsley-Smith, H, Machin, L and Walton, G (2019) The E-Design Assessment Tool: An Evidence-Informed Approach Towards a Consistent Terminology for Quantifying Online Distance Learning Activities. Research in Learning Technology, 27.
- Walsh, A (2007) An Exploration of Biggs' Constructive Alignment in the Context of Work-Based Learning. Assessment & Evaluation in Higher Education, 32(1): 79–87.
- Weckenmann A, Akkasoglu G and Werner T (2015) Quality Management: History and Trends. *The TQM Journal*, 27(3):.281–93.
- Wellcome Trust (2018) A Career in Research. London: Welcome Trust. [online] Available at: https:// wellcome.ac.uk/sites/default/files/research-careers-tips-running-research-group-2018-05-17.pdf (accessed 26 May 2020).
- Wellington, J (2016) Educational Research (2nd ed). London: Bloomsbury.
- Wheatley, W (1995) Impediments to Overcome if Academia is Going to Successfully Embrace Total Quality Management. In Sims, S J and Sims, R R (eds) *Total Quality Management in Higher Education: Is It Working? Why or Why Not?* Westport, CT: Praeger Publishing.
- White, D S and Le Cornu, A (2011) Visitors and Residents: A New Typology for Online Engagement. *First Monday*, 16(9). https://doi.org/10.5210/fm.v16i9.3171
- Wiley, C (2019) Standardised Module Evaluation Surveys in UK Higher Education: Establishing Students' Perspectives. Studies in Educational Evaluation, 61: 55–65.
- Willetts, D (2013) *Robbins Revisited: Bigger and Better Higher Education*. London: Social Market Foundation.
- Williams, J (2016) Quality Assurance and Quality Enhancement: Is There a Relationship? *Quality in Higher Education*, 22(2): 97–102.
- Williams, S (2019) Postgraduate Research Experience Survey 2019. [online] Available at: www. advance-he.ac.uk/knowledge-hub/postgraduate-research-experience-survey-2019 (accessed 26 May 2020).

- Wolf, A (2016) Remaking Tertiary Education. London: EPI. [online] Available at: https://epi.org. uk/publications-and-research/remaking-tertiary-education-can-create-system-fair-fit-purpose (accessed 26 May 2020).
- Zhang, P, Ding, L and Mazur, E (2017) Peer Instruction in Introductory Physics: A Method to Bring About Positive Changes in Students' Attitudes and Beliefs. *Physical Review Physics Education Research*, 113: 1–9.

Index

Academic Professional Apprenticeship (APA), 1 end-point assessment, 112, 113, 118 leading change, 99-100 quality assurance, 72 reflective practice, 7 research, 83 teaching and learning, 21, 54 widening participation, 38, 41 Academic Professional Practice Assessment (APPA), 116-17 academic shock, 46 action research, 85, 88-90 Advance HE, 4, 26, 40, 79 assessment, 113, 114, 116, 117 Akkasoglu, G. 73 Alderman, G. 80 Allen, R, 89 anonymity, of research data, 87, 91 apprenticeships, in HE, 112 Archer, M, 9 Argyris, C, 8, 12 Arnold, L, 89, 95 assessment, 59-65, see also formative assessment of HE apprenticeships, 112-14 Augur Report, the, 1, 4, 112 Austen, L, 78 Baird, A. 78 BAME students, low recruitment numbers, 44 Barnett, R, 77 Basit, T. 92 Bass. B M. 102 Bates, B, 49, 50 Beckford, J. 73 behaviour, in HE, 49-51 behaviourist approach to learning, 22, 28 Bennett, T, 49 Betts, M, 76 Biggs, J, 46, 55, 56, 75, 76 Black, P, 59, 63 blended learning, 34 Bloom's Taxonomy, 23 and differentiation, 47 learning activities, 24, 28, 31, 32 learning outcomes, 56 Bokhove, C, 79 Bologna process, the, 75 Bosanguet, A, 76 Bourdieu, Pierre, 9, 44 British Education Research Association (BERA), 85, 86, 87, 95 Brookfield, S D, 8, 13, 14, 33, 49

Brown Wilson, C, 76 Browne review, the, 3 Bruner, J, 8 Bunce, L, 78 Burnes, B, 95 Burns, J M, 101 By, R, 95 career management, 103 Carrigan, M, 94, 95 case studies, 85, 88 Centre for Educational Neuroscience, The, 58 change, leading, 100 citations, use of, 108 Clevenger, J, 107 cognitivist approach to learning, 22-25, 34, see also metacognition Cohen, L, 92 collaboration, with professional networks, 103-05 Collini, S, 76 Collis, K. 56 Community of Inquiry framework, 34 Complete University Guide, 80 conferences, 58, 94, 95, 105 confidentiality, of research data, 87 connected curriculum, 77 consent, for participation in research, 86 constructive alignment (CA), 55-56, 76 constructivist approach to learning, 29, 30, 34, 55, 63 context, action, result, reflection (CARR), 114 continuing professional development (CPD), 15-17, 103 reflective template, 16 Conversation, The (online media), 106 co-operative learning, 45-46 Cresswell, J, 92 critical social theory (and reflection), 8, 10-11 critical thinking, 8 culture shock. 46 curriculum design, 76-77 inclusive, 46-47 models of, 76 Dandridge, Nicola, 74

data protection, 87 Dearing report, the, **2** deconstruction, theoretical approach to reflection, 8 deep approach to learning, 26, 28, 31, 33 Degree and Higher Level Apprenticeships (DHLAs), 112

Deming, W Edwards, 73 demographics, of HE, 1, see also widening participation (WP) Department for Business Innovation and Skills (DBIS), 3 Department for Business, Energy and Industrial Strategy (BEIS), 4 Department for Education (DfE), 4, 74 Department for Innovation Universities and Skills (DIUS), 3 devolution (of HE), 3 Dewey, J. 8 differentiation, 47 digital tools, assessment, 65 distance learning, 35 groupwork, 30 lectures, 28 practicals, 32 seminars, 33 tutorials, 31 discrimination, types of, 42-43 dissemination of research findings, 90, 94-95, 105-07 distance learning, 34-36 diversity, 43-44 of student population, 39 Donald, 26 double-loop learning, 12 Doyle, S, 9 Drever, E, 91 Elliot-Kingston, C, 64 employability, focus of HE, 3 end-point assessment (EPA), 112-14 end-point assessment organisations (EPAO), 112 English language skills and academic success, 46 Entwistle, N, 26, 28, 31, 33 Equality Act (2010), 42-43 ethical education, 47, 48-49 Ethical Guidelines for Educational Research, 86 ethics, in research, 86-87, 93 Europe and European Higher Education Area (EHEA), 75 evaluation. of academic activities, 78-80 of courses, 78-79 of practitioner-led inquiry, 90 Evans, G. 74 evidence-based teaching, 57-59 external examiners. 74. 112 feedback, as key component of learning model, 56 importance of, 65-66 methods of, 66 Fitzpatrick, F, 46

Flavell, J, 47 flipped learning, 28 focus groups, 91-92 Fook, J. 8, 9 Ford, J D, 100 Ford, L W, 100 formative assessment, 28, 60, 63-64 Forstenzer, J. 78 four lenses approach, 13-14 Fraser, S, 76 Freire, P. 18 funding, of HE, 1, 39, 73 research, 93, 107 Fung, D, 55, 77 Further and Higher Education Act (1992), 2, 39 further education (FE) colleges, 1 Gallagher, G, 56 Gardner, F. 8, 9, 15 Garrison, D R, 35 Geitz, G, 48 gender identity, 43 General Data Protection Regulation (GDPR), 87 Gibbs, A, 92, 102 Giddens, A, 9 Gill. R. 8. 15 Goldacre, B, 89 governance, of HE, 1 Graduate Outcomes survey, 79 Graham, L, 47 Greatbatch, D, 78 groupwork, 29-30 Guardian, The, 80 Gurbanov, E, 64, 66 Hammersley, M, 92 harassment, 43 harm, avoidance of (in research), 87 Harri-Augstein, S, 14 Hasty, W, 78 Hattie, J, 27, 57, 58, 65 Hawthorne effect, the, 93 HE sector developments, England, 2 HEA framework for assessing learning, 61 Herrmann, K. 79 Hickson, H. 11 Higher Education Academy (HEA), 3, 113 Higher Education Authority, 46 Higher Education Funding Council for England (HEFCE), 40, 74 Higher Education in the Learning Society report, 2 Higher Education Policy Institute (HEPI), 41 higher education providers (HEP), and evaluation, 78-80 definition of. 1 lack of diversity in, 44 Higher Education Statistics Agency (HESA), 74, 79 Hirst, PH, 76 Hobson, A, 68 Hockings, C, 27

Hoffman, A, 94, 95 Holland, J, 78 Hood, C, 75 Houston, D, 75 Humphrey, A, 15 Hunt, C, 80 Hunter, A, 64

imposter syndrome, 94 inclusive education, 44–46 *Innovation Nation*, **3** *Inside the Black Box research*, 63 Institute for Apprenticeships (IfA), 114, 116, 117 Institute for Policy Research, 44 international students, 46 interpretivist approaches to research, 85 interviews, as research method, 91–92

Jones, S E, 78 Jones-Devitt, S, 78 journals, submitting research to, 94, 105 subscribing to, 58

Kagan, M, 29, 45, 46 Kagan, S, 29, 45, 46 Kandlbinder, P, 76 Kelly, A V, 76 Knight, P, 75 knowledge transfer, 28 Kolb, D A, 8, 14 Kotter, J, 102 Kyle, P, 45

Laurillard's Conversational Framework, 25, 33 Lavrakas, P, 89, 90, 92 leadership, by teachers, 102 of change, 100 transactional, 101-02 transformational, 101, 102 league tables, 80 learning, about learning, 47 approaches to, 22-26 definition of, 22 impact from behaviour, 49 learning activities. distance learning courses, 35 groupwork, 29 learner-centred, 24 lectures, 28 practicals, 32 seminars, 33 tutorials, 30 learning environments, inclusion in, 44-45 virtual, 28, 35 Lecturer Well-being Index, 49

lectures, 28-29, 45 Leitch review, the, 3 Lemov, D. 56 lesson plans, 56 Levesley, T. 67 Liedenfrost, B, 67 literature reviews, 89 Lodge, J M, 57 Lumby, J, 102 Machin, L, 8, 103 Malderez, A, 68 Management by Wandering Around (MBWA), 73 Manion, L, 92 mapping, between professional standards, 113 marketisation, of HE, 1 Massive Open Online Courses (MOOCs), 35 Mathieson, K. 56 Matthews, K E, 57 May, H. 39 Mazur, E. 28 McCaffery, P, 1, 101 McNiff, J, 84, 85, 89, 92 mentoring, 67-68 metacognition, 11, 12, 23, 47, 64, see also cognitivist approach to learning Mezirow, J, 8 modular teaching and learning, 55 Moon, J, 8 Morrison, K, 92 Morss, K, 32 motivation, 14 Mujis, D, 79 Mukminin, A, 46 Mulkeen, 112 Munn, P, 91 Murray, R, 32 National Collaborative Outreach Programme, 40

National Student Survey (NSS), 74, 78, 79 networking, 105, 106 Newby, P, 88 Northern Ireland, HE policy, **3** Norton, L, 89

Oancea, A, 88 Oberg, K, 46 observations, of practice, 92–93, 116 Office for Fair Access (OFFA), 40, 41, 74 Office for Students (OfS), 73, 74–75, 79 online learning, 34–36 Open University, the, 39 ORCID, 106 organising (learning approach), 26 Oswick, C, 95

People & Planet student network, 48 Peters, Tom, 73 Petty, Geoff, 47 PhD students, experience of supervision, 68 PIES groupwork principles (Kagan), 29, 45-46 pilot studies, 93 policy changes, 2 polytechnics, university status of, 2 positivist approaches to research, 85, 89 Post Graduate Research Experience Survey (PRES), 79 Post Graduate Taught Experience Survey (PTES), 79 postmodernism, theoretical approach to reflection, 8, 10 practicals, 31-33 practitioner-led inquiry, 83, 85, 88-90 pre-flect, reflect, engage, post-flect (PREP) model, 14-15 Preskill, S. 33 Price Waterhouse Coopers (PWC), 75 Professional Conversation (PC) (end-point assessment). 117-19 Prosperity for all in the global economy, 3 Prosser, M, 77 protected characteristics (in Equality Act), 42 Public Sector Equality Duties (PSED), 42 public speaking, tips for, 103-05 publication of research findings, 90, 94-95, 105 - 07Punch, K. 88 Quacquarelli Symonds, 80 qualitative data, 91

quality, definition, 72–73 quality assurance (in HE), 73–75 Quality Assurance Agency (QAA), 54, 59, 61, 73 quality enhancement, 75–76 quantitative data, 91 questionnaires, research method, 90–91

Race, P, 28 Race's Ripple Model, 23, 24-25 randomised trial, use in practitioner research, 89 reference lists, use of, 109 reflecting in- and on- action model, 13 reflective practice. methods for applying, 11-15 theoretical principles of, 8-11 reflexivity, 8, 9-10 Remneland Wikhamn, B, 76 reproducing (learning approach), 26 research. developing research questions, 88 ethics, 86-87 handling personal data, 87 key purposes of, 84 participants' right to withdraw, 87 pilot studies, 93 planning, 85, 89 practitioner-led, 83-84, 85, 88-90 proposals, 86

publishing, 90, 94-95, 105-07 quantification of, 95-96 time management, 93 tools for, 90-93 transparency, 87 Research Excellence Framework (REF), 3, 95-96 Research Specialist, APA standards for, 115, 116-17, 119 researcher influence, 85 Richard Review of Apprenticeships, 3, 112 Richmond, T, 112 risk management, 75, 87 Robbins Report, the, 1, 2, 39, 78 Rogien, R, 45 Roller, M, 89, 90, 92 Rose, M. 67 Rune, T, 100 Schön, D. 8, 12, 13, 14 Scopus database, 106 Scotland, HE policy, 3 Securing a sustainable future for Higher Education, 3 seminars, 33-34 Shanghai Ranking Consultancy, 80 Shattock, M, 78 Shuichi, N. 64 Silverman, D. 91, 92 single-loop learning, 12 Slade, C, 76 Smith, R, 76 social capital theory, 44 social constructivism approach to learning, 25 social media, 106 social mobility, 1, 2 Social Mobility Commission, 41 SOLO model, 56 Staffordshire University, 39 Stenhouse, L, 76 Stevenson, H, 78 strategic approach to learning, 26 structure of the observed learning outcomes (SOLO) model, 56 Student Outcomes Framework, 54, 74 student participation, 28-35 students, expectations of learning, 22 feedback from, 14 of different disciplines, 26 surveys by, 78-79 Students at the Heart of the System, 3 subject disciplines, 26-27 Success as a Knowledge Economy, 4 summative assessment, 60, 114 supervision, 68-69 surface approach to learning, 26 surveys, as research method, 90 by students, 74, 78-79

sustainable education, 47–48 SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis, 15 synthesising information, do's and don'ts, 107–09

Taneja, P, 58 Tang, K, 46, 55, 75 Taylor, J, 79 teaching, ethical and sustainable, 47-48 evidence-based, 57-59 methods, 28-36 modular, 55 theoretical principles of, 27 Teaching and Higher Education Act (1998), 3 Teaching Excellence Framework (TEF), 41, 54, 74, 78, 79 Teaching Specialist, APA standards for, 115, 116-17, 118 Thomas, L F, 14, 39 Tight. M. 88 time management, 17-18, 93 Times / Sunday Times, The, 80 Times Higher Education, 80 Timperley, H, 65 Torrance, H, 64 total quality framework (TQF), 89 transforming (learning approach), 26 transgender students, 43 transparency, of research, 87 tuition fees, 2, 3 Turnbull, S, 80 tutorials, 30-31 Tyler, RW, 76

UK Council for International Student Affairs (UKCISA), 46 UK Professional Standards Framework (UKPSF), 1, 57, 89, 113 UK Quality Code, 74 UK Research and Innovation (UKRI), 84 U-Multirank consortium, 80

victimisation, 43 virtual learning environments (VLE), 28, 35 visible learning, 27 Vitae Researcher Development Framework, 113

Wales, HE policy, 3 Wali A F, 100, 101 Wali H A, 100, 101 Walsh, A, 76 Warwick, C, 107 Weckenmann, A, 73 Wellcome Trust, the, 86 Wellington, J, 85, 90 Werner, T, 73 widening participation (WP), 44 current situation, 40-41 overview and history, 39-40 whole student lifecycle, 41 Wiliam, D. 63 Willets. D. 78 Williams, R, 68, 73 Williamson, Gavin, 40 workshops, 105 Written Submission (WS) (end-point assessment), 114-16