



Career Progression and Promotion

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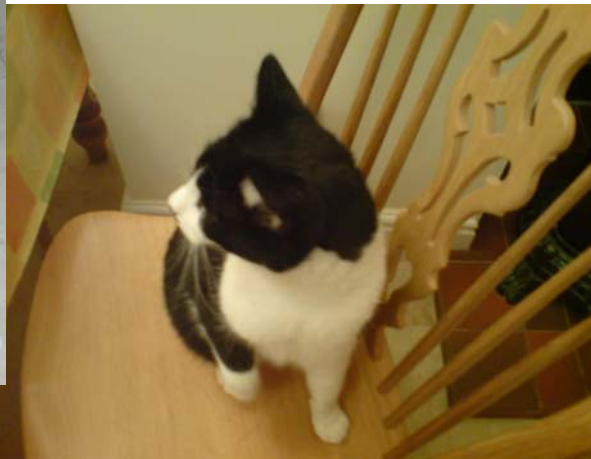
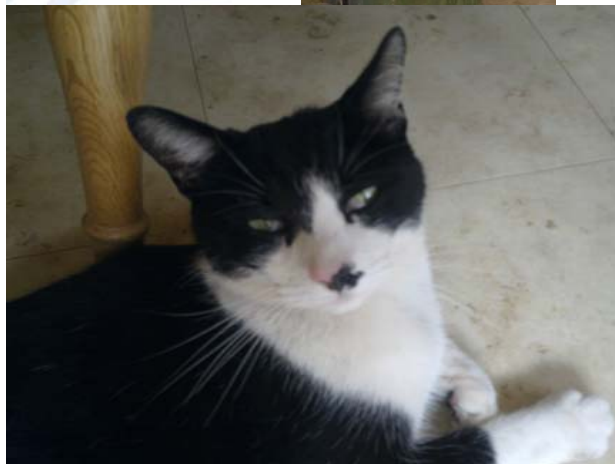
Life and work in academia: event for new and aspiring lecturers in languages,
linguistics and area studies

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12 April 2012

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The modern linguist



Challenges: a troubled discipline (Klapper 2006:1-2)

- Drastic decline (government policies + global supremacy of English)
- IWLP surviving but departments closing/closed down
- Merging of departments and languages centres/other departments

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The Changing Face of the Modern Linguist in HE (Klapper 2006:2-4)

- Traditional, research intensive academics focusing on non-language elements of the programme
- Research-active academics teaching both language and non-language modules
- Native speakers, either PhD- or teacher-trained in the target country. Some former FLAs before moving to lecturerships, research or [admin/managerial](#) careers
- Former FE and secondary teachers employed to teach language who have also developed an academic specialism
- 'Teaching only' tutors or fellows teaching or coordinating language teaching
- FLAs (some still students)
- Postgraduate teaching assistant

Do you fit in here?

Career progression, normally

'Old' and 1960s Unis

P/T Teacher/tutor/language assistant

Fractional/Sessional

Language Tutor or

Teaching fellow

Lecturer

Senior Lecturer (Associate Prof)

Reader

Professor

(Management: Director Languages Centre/Head of Dept and higher)

OR HEA

Post 1992 Unis

P/T Teacher/tutor

Fractional/Sessional

Temporary lecturer

Lecturer (F/T fixed term or permanent)

Senior Lecturer

Principal Lecturer/Reader

HoD

Professor

(Management: same, up to PVC and VC)

OR HEA

N.B. Salary can sometimes be much higher P/T hourly here than on the left

Little activity

- You have never taught film studies and/or cinema modules
- A temporary post comes up in the Uni you are working in to teach a French (or Italian, or Spanish, or German, or Japanese, etc.) cinema module
- What do you do? (discuss with the person/people sitting next to you for 2 mins)

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Case Study

(a personal story on the continuous
reinvention of self)

- Italian Language Assistant (British Council appointment 1984) – Italian Degree in English Language and Literature Major (with French and German minor)

Sent to Coventry...



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Career Strategies: Phase 1 1985-1990

- Attended teacher training courses (City and Guilds + ALL) + ASMI, ALL and AIS conferences
- Sent CV to neighbouring university/schools/colleges
- Completed an MA in Teaching Italian as a Foreign Language
- Obtained P/T teaching hours both at Cov and Warw., both Dept and Lang Centre
- All sorts of other 'odd jobs': interpreting and translating for the City Council, adult evening classes + set up Italian Coventry Society + failed attempt at setting up TEFL school + taught TESOL/ESP

(had babies....)

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Career Strategies: Phase 2 1991-1996

- Kept attending teacher training courses and presenting papers at conferences (**visibility**)
- Made myself indispensable at Coventry Uni (**unique selling points: integration of ICT in language learning/funding from Enterprise in Higher Education/original research on immigration in Italy**) and became fractional A/L first and permanent F/T in 1991
- Set up new Italian Department (Italian Subject Coordinator)
- Thanks to conference attendance and research output, became External Examiner (John Moores Liverpool and Portsmouth first)
- Published in two fields: immigrant women in Italy and integration of multimedia in the Italian curriculum

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Did other factors help?



Career Strategies: Phase 3 1996-2006

- Became involved in University-wide teacher training (Postgraduate Certificate in Higher Education for all staff, Centre for the Study of Higher Education)
- Became Pedagogical Coordinator for Department of Languages first and Faculty of Business, Environment and Society from 2001 (temporary Principal Lecturer)
- Specialised in multimedia and e-learning (abandoned immigrant women), pdp and employability for languages, very involved with LLAS (workshops/setting up of the VLE Languages user-group JISC list)

Published multimedia courseware: language and society based on a 20th century novel

Fai click con il mouse sul periodo storico che ti interessa.

1840 Prima guerra di indipendenza.

1850

1860 Spedizione dei Mille e proclamazione del Regno d'Italia.

1870 Presa di Roma.

1880

1890 Nasce il Partito Socialista Italiano (PSI).
L'esercito italiano viene sconfitto ad Adua (Africa).
L'anarchico Bresci uccide il re Umberto I.

1900

1910 Prima guerra mondiale.

1920 Mussolini prende il potere.

1930 Seconda guerra mondiale.

1940

1950 Nasce la Repubblica Italiana. Voto alle donne.
Costituzione Italiana.

Nascono Mariena e Venanzio.

Mariena e Venanzio si sposano e abitano ai Due Ponti.

Settimana Rossa

Trasloco alla Bovaria.

Trasloco a Bologna.

Venanzio muore.

Personaggi non storici

Esci

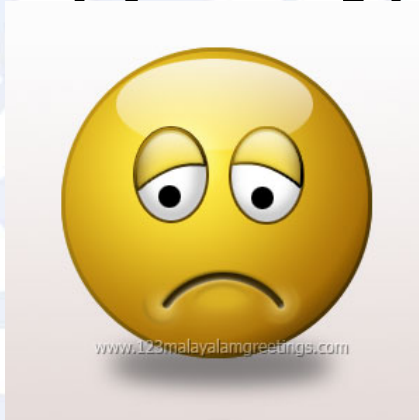
Indice

Personaggi storici

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Then...

... new VC, all change, Italian and German as main subjects closed down (quickly)



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Career Strategies: Phase 4 2006-date

- 'Reinvention' as Principal Lecturer in English (niche: created new cross-departmental modules)
- Associate Head duties for Pedagogical Innovation and Student Satisfaction since 2010
- Completed PhD 2011
- Programme Manager MA in ELT (created new course in 2009)
- Leader, Applied Research Group in Pedagogical Innovation in Languages and Literature (created in 2011):

<http://www.coventry.ac.uk/researchnet/PILL/Pages/PILL.aspx>



New research developments

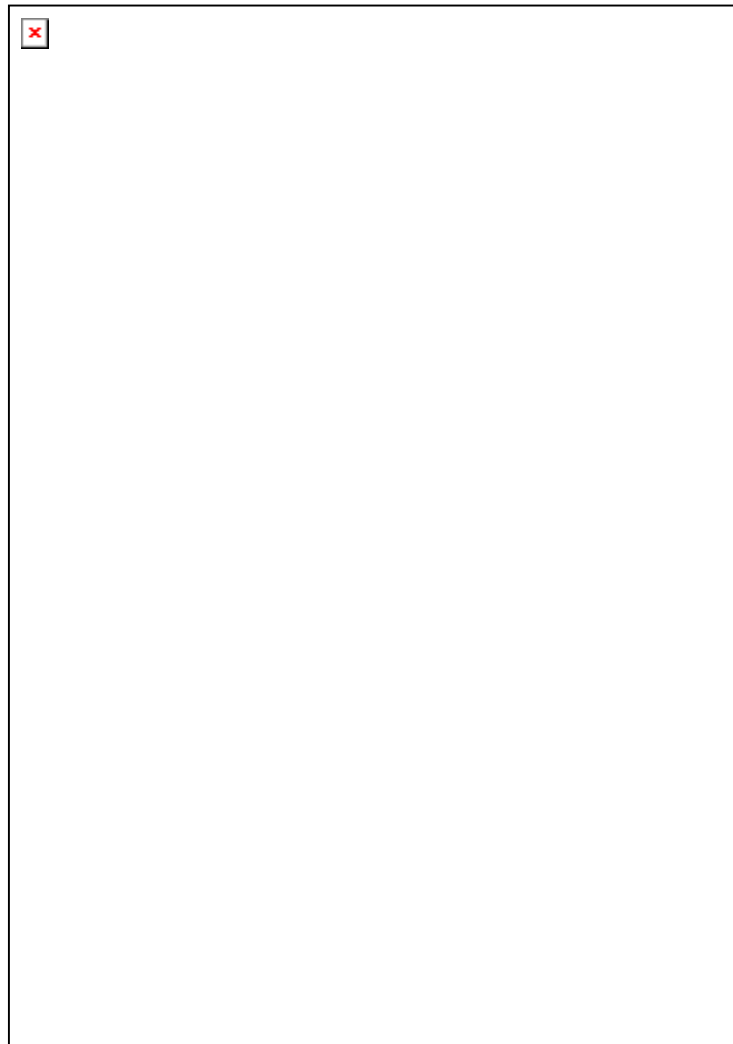
Research focus on troublesome grammar knowledge in languages and linguistics: threshold-concept informed and action-research supported curricular change (linguistics+education)

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Overall tips for career progression, promotion (and survival)

Attend conferences, present papers, network, apply for funding (e.g. Routes into Languages, Pedagogical Research Funding, AHRC, JISC, HEFCE, HEA, etc.), explore new 'avenues', become 'visible'

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Language Futures: Languages in Higher Education conference 2012

Date: 5 July, 2012 - 6 July, 2012

Location: John McIntyre Conference Centre, Edinburgh

Event type: Conference



[Download](#) these event details to your desktop calendar.

[Location map](#) | [Registration Form](#) | [Programme](#)

More tips: be prepared to always reinvent yourself/invent a role for yourself (dare)

Research Profiles > Academic Staff

Pilkington, Ruth

Principal Lecturer, Course Leader PG Certificate Learning and Teaching in HE, Course Leader MEd (Professional Practice in HE), Teaching Fellow, Co-Chair Pedagogic Research Forum



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Biographical Notes / Qualifications

M.Ed (Lifelong Learning) Open University
MBA University of Central Lancashire
PGCE, School of Education, University of Nottingham
BA (Joint Hons) Russian and German. Keele University, Staffs

Ruth Pilkington is now coordinating Educational Development

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Marina Mozzon-McPherson invented the role of the Language Centre Adviser before moving on to the position of Associate Dean



Dr Marina Mozzon-McPherson. Dott.ssa in Linguistica Moderna (Milan), PGCE (Huddersfield), PhD (OU)

Current roles and responsibilities:

Associate Dean (Reach Out) Faculty of Arts and Social Sciences
Director of Postgraduate Studies (including Postgraduate Admissions)
Director of Routes into Languages Programme and Links into Languages (Yorkshire and The Humber)

Contact Details:

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Phone: +44(0) 1482 465837
Office: L120 (Larkin Building)

Dr Marina Mozzon-McPherson is currently Associate Dean (Reach Out) in the Faculty of Arts and Social Sciences and is the Regional Director of two nationally-funded programmes, Routes into Languages Programme and Links into Languages (Yorkshire and The Humber). Routes into Languages Programme and Links into Languages (Yorkshire and The Humber). Routes into Languages (RiL) is a three year programme, funded by the [Higher Education Funding Council for England](#) (£4.5 million) and the [Department for Children, Schools and Families](#) (£3.5 million) to inspire young people to study languages. Further information about its activities: <http://www2.hull.ac.uk/fass/routesintolanguages.aspx>. Links into Languages is a consortium led by the [Subject Centre for Languages \(LLAS\)](#) with the [Specialist Schools and Academies Trust \(SSAT\)](#) and the [Association for Language Learning \(ALL\)](#), and commissioned by the [Department of Children Schools and Families](#) to build a nationally co-ordinated network of Regional Support Centres for Languages. Its aim is to have a significant impact on the teaching of languages..Its focus is Continuing Professional Development for language teachers. For further information about its CPD Programme: www.linksintolanguages.ac.uk/yorkshire
She has recently taken up the responsibility of director of Postgraduate Studies.

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More Tips

- Keep informed on HE strategic developments (Read the *Times Higher Education*).



This is a screenshot of a website banner for 'World University Rankings'. The banner is dark with white and pink text. It says 'WORLD UNIVERSITY RANKINGS' in large white letters, followed by 'HAVE YOUR SAY' in pink and 'WHAT CHANGES WOULD YOU LIKE FOR 2010' in white. Below that, it says 'POWERED BY THOMSON REUTERS' with a circular logo. On the right, there is a vintage-style microphone. At the top left of the banner, there is a 'Register' link. Below the banner, there is a navigation bar with links: CONTACT | COMMENT | CAREER | NEWS | BOOKS | RANKINGS | ADVERTISE. Below the navigation bar, there are two more promotional sections: one for 'THOUGHTS FROM THE WEEK'S THE' with a laptop icon and 'OUR FREE NEWSLETTER', and another for 'VoteHE' with the text 'HOW WILL YOU VOTE? THE PRE-ELECTION POLL' and a pencil icon.

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More tips

- Be strategic (where can you see the best opportunities?)
- Be flexible
- Keep more than one option open in terms of career development
- Develop specific research interests, but not just one.
Common denominator for many successful linguists who survived 'the deluge': interest/expertise in e-learning/CALL
- Become a workaholic (if you are not one already)
- Complete an MA and a PhD - but you might not be able to obtain financial support for your studies from your current employer due to 'cut climate'. *Other consideration: PhD or Professional/Taught Doctorate?*

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Linguists and management

Linguists have good communication skills, analytical skills and many other 'soft skills' that can take them far



Dr Paul Hartley: Pro-Vice Chancellor

Paul Hartley is Deputy Vice-Chancellor at the University of Gloucestershire, where he has overall responsibility for academic development. His academic background is in modern languages, and his first degree and research degrees were obtained from the University of Leeds. His research and publications are in the areas of German and comparative literature; applied language; and computer-assisted language learning. He is a Fellow of the Institute of Linguists. His previous posts include Dean of the School of International Studies and Law, and Assistant PVC (Coventry University).

Paul has extensive experience of the development and quality assurance of collaborative partnerships both in the UK and overseas. He has for many years been an institutional auditor and an assessor for degree-awarding powers and university title with the Quality Assurance Agency, for whom he has also conducted audits in Europe and in Hong Kong and China.

Email: phartley@glos.ac.uk

Paul Hartley started as Lecturer in German at the University of Wolverhampton

Final tip: become very literate. Literacy according to Freire is (quoted in Hockstad and Dons 2007):

The ability,

the possibility and

the will to read the world.

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Engaging with new media: digital multilingual multiliteracies

- E-learning literacy
- Employability
- “Reading the (globalised) world”

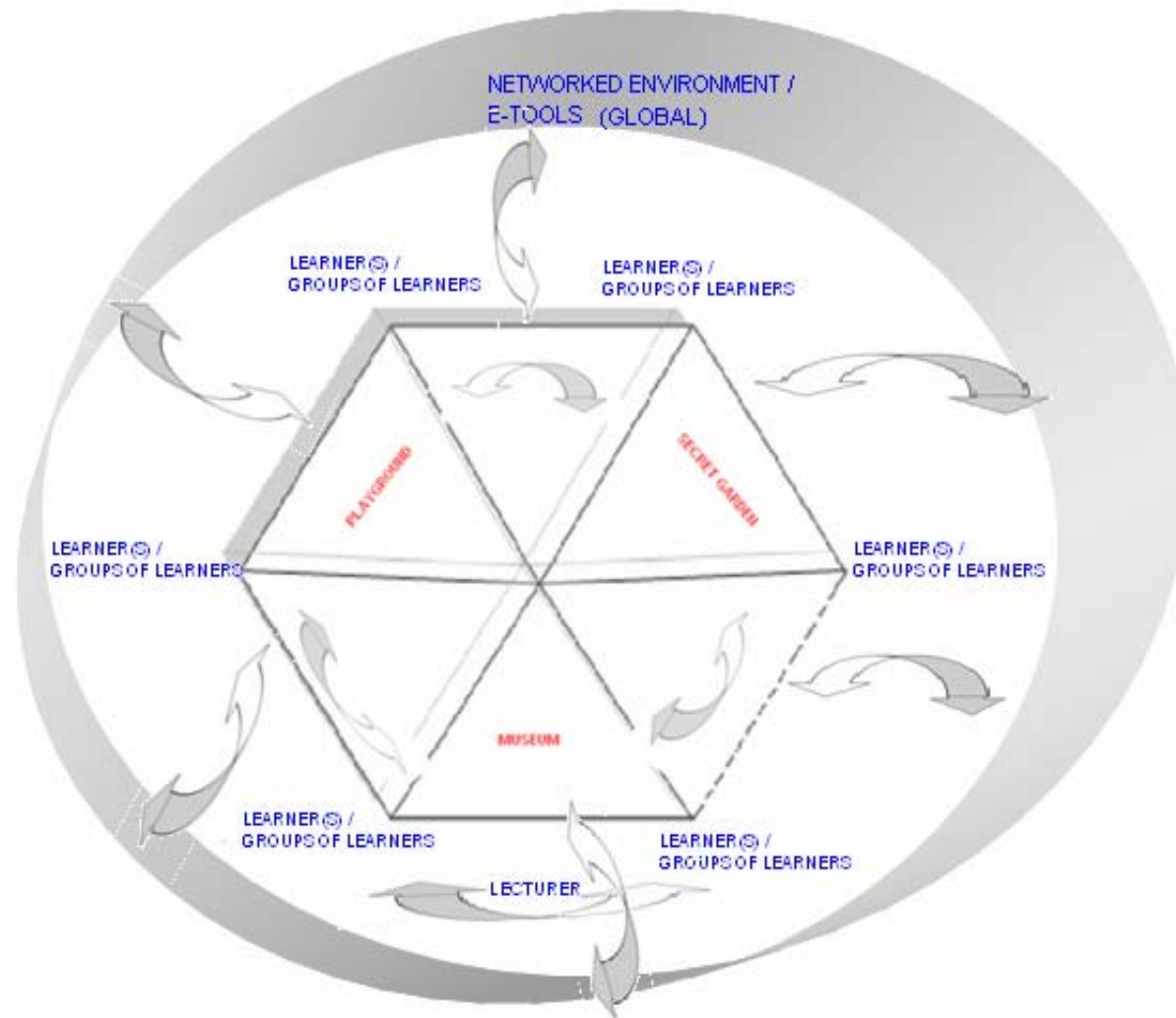
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Fluid Role Evolving E-Learning Environment: Academic Multiliteracy Development in a Connected World



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What else can a linguist do? Final fun activity. Who studied what? (Marketing LLAS slides)

Match the *names*

listed on the *left*

to the *degrees*

listed on the *right*

Who studied what?

- **J. K. Rowling**
Writer: creator of Harry Potter
- **Andrew Davenport**
Co-creator of the 'Teletubbies'
- **Mark Radcliffe**
BBC Radio Presenter
- **Jonathan Ross**
TV and Radio Presenter
- **Alexander Graham Bell**
Inventor of Telephones
- **Jennie Bond**
BBC TV Reporter
- **Chris Martin**
Singer from the group Coldplay

- **English and American Studies** (1979)
- **French Literature** (1968)
- **European Studies** (1982)
- **Phonetics** (1860s)
- **Phonetics and Linguistics** (1987)
- **Greek and Latin** (1999)
- **French and Classics** (1987)

Who studied what?

J. K. Rowling Writer: creator of Harry Potter	French and Classics (1987)
Andrew Davenport Co-creator of the 'Teletubbies'	Phonetics and Linguistics (1987)
Mark Radcliffe BBC Radio Presenter	English and American Studies (1979)
Jonathan Ross TV and Radio Presenter	European Studies (1982)
Alexander Graham Bell Inventor of Telephones	Phonetics (1860s)
Jennie Bond BBC TV Reporter	French Literature (1968)
Chris Martin Singer from the group Coldplay	Greek and Latin (1999)

Any questions?

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