



## **THE FOUNDATION FOR MANAGEMENT EDUCATION**

### **CRITERIA FOR FME TEACHING FELLOWSHIP**

The criteria listed below sets out the expectations of the FME when considering applications for an FME Teaching Fellowship scheme, which is a long-standing and successful system for facilitating the transfer of individuals from business to academia.

It is issued as general guidance to Business Schools Deans/Directors who might be considering making a formal application for funding assistance.

#### **Eligibility**

A candidate for an FME teaching fellowship should normally be interested in switching from a business career into Business School academia and recognise that the award of an FME fellowship facilitates that career change aspiration. FME Fellows are expected to have gained a prior knowledge and experience of general or subject specific management within business, commerce or public sector environments and have the potential to make a success of an academic career.

The candidate should already have satisfied the host Business School, and in due course FME, that he or she has in a business career demonstrated ability to teach/instruct/train business people and is accustomed to the use of, if not the production, of research in a business environment.

Schools making applications for grant funding of FME Teaching Fellowships should take into account the following criteria: -

1. That the Teaching Fellowship post should be supernumerary to the existing permanent faculty establishment of the Business School.
2. That there is a commitment by the Business School, and if relevant the University, to offer full employment to the FME Fellow on completion of the Fellowship period, subject of course, to the Fellows progress being deemed to be satisfactory.
3. That the Business School formulate and deliver a training and development programme which will assist the Fellow to transfer to a permanent faculty role on completion of the Fellowship term.

4. That the grant awarded by the FME for a Teaching Fellowship is a contribution towards defraying the total cost of employing and training the individual Fellow and not the full cost of so doing. That the agreed grant payable by the FME, may as a proportion of the total employment cost, be reduced over the term of the fellowship on a sliding scale, such that the Business School shall be contributing a greater proportion of the total cost as the Fellows' contribution to the work of the Business School increases.
5. The initial phase contribution and proportion by FME will reflect such factors as the Fellow's initial capabilities and level of contribution to the Business School at the start
6. That the whole of the FME Fellowship grant shall be utilised toward the employment and development costs cost of the Fellow and that no part of the grant award shall be used in the calculation or payment of any contribution or "Top Slice" that the School would normally be required or obliged to pay to its parent Institution.
7. That the post be known and advertised as the FME Teaching Fellowship and the individual recruit be known as the FME Teaching fellow during the period of grant support and thereafter on successful completion and transfer to full employment.
8. That the FME be able to undertake periodic assessment reviews with the Fellow and Supervisor and that an annual progress report is filed with the FME and a final report presented by the School and the fellow on the completion of the Fellowship term.

The FME Fellowship scheme is competitive and therefore there can be no guarantee that an application would automatically be successful, as unfortunately these days our fund is not sufficiently large to meet every demand made of it.

Enquiries for applications by Business Schools/or Fellows in the first instances should be made to the Director, Foundation for Management Education, TBAC Business Centre, Avenue 4, Station Road, Witney, Oxon OX28 4BN.