

Dr Adam John Tate

EDUCATION & QUALIFICATIONS

PhD in Education	Oxford Brookes University	Awarded
Learning & Teaching in Higher Ed. (L7 Module)	Oxford Brookes University	Distinction
Post Graduate Certificate of Education	University of Roehampton	Pass (Best PS)
MSc Nature, Society, and Environmental Policy	University of Oxford	Pass
BSc Geography	Aberystwyth University	First Class

RELEVANT EXPERIENCE

Aug 2025 - Present – SENIOR LECTURER IN CURRICULUM & ASSESSMENT – Arden University

- Enhancing and embedding authentic and effective assessment and feedback policies and practices across the university to enhance student outcomes (progression, continuation, completion).
- Facilitating the design and development of inclusive courses and curricula.
- Removing barriers to participation by enhancing academic practice across Arden, working across the CELT team to ensure that provision is quality-assured to OfS conditions of registration and improving TEF metrics
- Advancing good practice and scholarship in HE curriculum and assessment, particularly through digital mediums. Lead of scholarly projects: Learning and Teaching Glossary, International Partnerships Assessment Offer, Moderation offer, Compassionate Feedback offer.

Sept 2022 – Aug 2025 – SENIOR LECTURER IN ACADEMIC PRACTICE – Nottingham Trent University

Mar 2021- Aug 2022 – LECTURER IN ACADEMIC PRACTICE

- Programme leader for the Postgraduate Certificate in Learning & Teaching in Higher Education/Academic Professional Apprenticeship leading to Fellowship of Advance HE, responsible for design and development of course content and assessment, embedding inclusive practice and technology enhanced learning. Over 300 course participants completed/on programme (largest provider and highest Distinction rate in the UK as indicated by Advance HE for 2022, 2023, 2024, 2025).
- Matrixed management of course team to ensure effective and efficiency use of resources and to lead innovation. Line manager for professional services and academic staff members of the Academic Practice Team.
- Lead for Apprenticeship provision and Ofsted readiness (Ofsted Inspection 2024 Good).
- University lead for all staff learning and teaching induction for ~8,000 people ‘Delivering Effective Learning, Teaching and Assessment’, supporting high quality teaching and success for ~40,000 NTU students.
- Supporting completers to sustain SoTL activity, e.g. application for SFHEA, resulting in progression (1 Prof, 3 Associate Profs, 6 Principal Lecturers). Reviewer for AFHEA, FHEA, and SFHEA claims.
- Module lead 2021-22 for Module 3 ‘Educational Inquiry’ for the Postgraduate Certificate in Academic Practice, a variety of Master’s level research projects into colleagues own practice.
- Developing enhanced Academic Practice offer through Guest Speaker Series and Writing Workshops. The series have included: Prof. Nicola Dandridge, Prof. Paul Ashwin, Prof. Sally Bradley, Prof. Chris Millward, Prof. Dylan Wiliam, Phyll Gymiah, Prof. Divya Jindal-Snape, Prof. Stephanie Marshall, and Prof. Jason Arday
- Lead for the Academic Practice Team on Inclusive Higher Education and British Values, supervision of postgraduate (Master’s level) students in Education projects, act as a personal tutor, lead on digital technology and offer digital practice tutoring for course participants.
- Chair of the Community of Practice for Active Learning
- University lead for LGBTQ+ Education Project and LGBTQ+ strategic work, to address inequalities/awarding gap for ~4,000 LGBTQ+ student outcomes, and enhance sense of belonging for LGBTQ+ staff and students.
- Engage in scholarly activity such as professional networks, conference development and participation, Collaborative Online International Learning, conduct research, adding to the National Teaching Repository (contributions viewed >11,000), mentoring, book/article reviewing, development of academic practice. Secured several grants (inc. £10k HEIF) and worked with colleagues to create the external facing courses.
- Represent all university staff at Academic Board.

Sept 2019- June 2022 - ASSOCIATE LECTURER IN EDUCATIONAL DEVELOPMENT – Oxford Brookes University

- Contributed to the course design, teaching, assessment, and feedback on the recurring blended module at master's level: Learning & Teaching in Higher Education, leading to Associate Fellowship of Advance HE.
- Reviewer of the Professional Recognition pathway route for claims of AFHEA and FHEA.
- Support centre activities (such as differences that make the difference for student progress and outcomes), and university-wide organisational development; ensure effective pedagogy and learning technology is used. Development of academic practice workshops, especially in transition to online teaching impacting all students.

Sept 17- Sept 2018 – TEACHER OF GEOGRAPHY – City of London Academy (Southwark)

- Teaching 260 students and responsible for their progress /attainment, lead for Year 7 students in geography.
- Lead on Geography Gifted & Talented provision and outreach activities, e.g. trips to the University of Oxford.
- Utilising data to make interventions to support student progress and remove barriers to achievement. Developing resources for the department and providing advice to other colleagues. Providing pastoral support.

Dec 16-Present– DIRECTOR OF EDUCATION – International Performing Arts & Theatre Ltd

- Global portfolio for quality assurance and standards of education (25 countries, 250 schools and >12,000 students) for Ofqual regulated provision from Entry Level to Level 6.
- Global Executive Leadership Team member, providing thought leadership and translating strategic plans into operational delivery, embodying the values and beliefs of the organisation.
- Creating a culture of high-quality educational experiences focused on student needs and success.
- Developing educational a framework for I-PATH, and responsible for assessment and examination standards.
- Lead growth of direct business operations and through delivery partners in 25 countries.
- Leading development of teaching methods at the Theatre School operations (global responsibility for the academic standards in syllabi and teaching, budgeting and forecasting of operations (>£6 million), end of year accounting, good governance leadership, responsibility for due diligence and safeguarding functions. Support level 4-6 students on the Teaching Diploma to undertake action research.
- People responsibility (including recruitment and development management), creation of a comprehensive CPD programme to enhance staff retention and student outcomes.

Oct 16- Dec 24 – DIRECTOR / RESPONSIBLE OFFICER – Global Education Training & Qualifications Ltd

- Lead the organisation through the Ofqual regulation process. Overseeing 60 course pathways.
- Responsible for: HR function, recruitment and selection (including the board of directors), policy and strategy for the organisation, finance, partnerships to scale the organisation, and selection of awarding technology.
- Responsible for quality assurance and integrity, awarding, leading creative innovation in education and assessment, development of organisation systems and processes for qualification standards and lifecycle.

Feb 16- Present – FOUNDER – Fahr Beyond

- Recognised the gap in health care and support provision for people with Fahr's and Fahr's like conditions, resulting in founding Europe's first charity dedicated to Fahr's. Work with key stakeholders to recognise Fahr's in NICE guidance. Creating an education resource viewed >200,000 times.
- Responsible for the charity (governance, fundraising, finance, marketing, patient activities), creating educational content on Fahr's (including work with the National Hospital for Neurology and Neurosurgery to develop a new diagnostic and management framework), campaigning for Fahr's to be recognised in the UK's Rare Disease Strategy, establishing a medical team to create a national specialist Fahr's disease clinic.
- Through the charitable activity of Fahr Beyond supported over 300 people with Fahr's and their families, empowering and transforming outcomes. Successfully secured grant funding to employ staff to make the charity for resilient and responsive. Supported the investment for over £1.5 million into Fahr's research, and supporting supervision of post-doctoral research projects into PFBC.
- Global advocate for Fahr's community, working with pharma sector to link with clinicians to support the development of diagnosis, management, and treatment possibilities; leading to two international studies.

May 15- Sept 19 – MENTOR– Royal Commonwealth Society/University of Cambridge

- Mentor Awardees and Runners up of the Queen’s Young Leaders Programme, 25 in total, providing pragmatic support for developing their social action work around the Commonwealth with a focus on culture, organisation, youth and empowerment. In 2015, most in demand Mentor with 8 tutees, supporting Founders/CEOs with civil society projects e.g. Ugandan Orphan Education charity (Abato Foundation), young women’s’ engineering charity (Robogals). The impact of this work throughout the 25 organisations reached to over 1,000,000 under 30s.

Jul 14- Feb 16– YOUNG SOCIAL AMBASSADOR – Cabinet Office (UK Government)

- Search for exceptional volunteers in the East Midlands for the Cabinet Office. 4 of the volunteers were used as case studies to be part of the 2020 Volunteering Vision. Volunteering Ambassador nationally and internationally, meeting Heads of State, Business Leaders, and to inspire volunteering elsewhere.
- Liaising with East Midlands organisations and government to develop and improve their volunteer recognition strategies, and work with the Department for Education to provide more embedded social action via recognition.

Jun 12- Sept 14 – CHILDREN’S CENTRES ADMINISTRATION OFFICER – Melton Borough Council

- Processed and handled sensitive and very sensitive data, minute taking, diary planning, room bookings, and process and procedure development all to assist in the provision of an Ofsted rated Good Sure Start Programme.
- Project work: relaunch of Sure Start Programme with technological integration, safeguarding audit.
- In 2014, Interim Manager of the service (4 Children’s Centres) to ensure service standards were met, established inter-agency agreement to share data to safeguard children across the borough, involved in safer recruitment.

Oct 09 – July 24 – LEADERSHIP & MANAGEMENT ROLES – The Scouts

- Assistant Regional Commissioner: led growth of the London Scout Region growing the 52,000 members by 3% each year, providing strategic interventions based on data and removing barriers to participation. Working across a complex matrix organisation to lead change to growth through influencing and incentives, with relationship management across staff and volunteers in a federated structure. Managing biennial regional growth and development conference. With growth of 4,000 members, this was an annual increase of >£1.4 million income.
- Representative: work with a range of audiences, Regional Government (2008) on youth democracy, Welsh Youth Sector (2013) on young managers, Number 10 Downing Street (2014) on inspirational volunteers. Representing the World Organization of Scout Movement at the European Parliament (2016) influencing EU youth policy.
- District Commissioner: responsible for all scouting in North Ceredigion including growth and governance, managing complaints, reviewing and appointing managers, training provision, social activities, and safeguarding. Leading applications for grants at district level and below, resulting in over £50,000 raised.
- Trainer: leading training for >3500 people in localities in the UK at RQF L3 & 4, responsible for leading 50 adults to completion of their 2-5-year training plans to become eligible for ILM membership, and leading ongoing CPD. All UK adults (100,000) in 2012-14 trained using a provision I developed on youth leadership.

AWARDS

Chancellor’s Outstanding Alumni Award – award by Roehampton University in recognition of impact in Fahr’s community, **Point of Light** – award by Prime Minister for work with Fahr’s community, **British Citizen’s Award (Healthcare)** - For work and services to Fahr’s Community **Best PS Assignment** -Roehampton University award for highest achieving student, **Chief Scout’s Commendation for Meritorious Conduct** – Gallantry, **Letter of Thanks for Voluntary Service from The Prime Minister**, **Young Citizen Award** – Youth Council work in Melton, **Duke of Edinburgh’s Silver Award**, **The Lord-Lieutenant’s Award for Young People** – representing voice of youth, **Environment Agency Action Earth Award** – regeneration of river and park habitat,

PROFESSIONAL MEMBERSHIPS

Institute of Training and Occupational Learning – Member – October 2013

Institute of Leadership and Management – Member – November 2013

Royal Society of the Arts – Fellow – February 2017

Society for Research into Higher Education – Member – November 2018

Advance HE – Senior Fellow – December 2021 (Principal Fellowship application to be submitted 2026)

Mental Health First Aid England – Mental Health First Aider – May 2026

ACADEMIC OUTPUTS

Figshare/National Teaching Repository - https://figshare.com/authors/Adam_Tate/10521023

ORCID - <https://orcid.org/0000-0002-5087-7615>

Summary table of impact

Formal Education			
Peer reviewed papers	2 Sole authored (nudging and corpus methods)	5 Co-authored (LGBTQ+ Education, ITE, Transitions, Social Mobility, APA Defunding)	Total combined views >8,500
Conference papers/ presentations	5 Sole authored	10 Co-authored	Total combined attendees 270
Book chapters		2 Co-authored (Assessment, Active Learning)	
Income generation	£10,000 HEIF		
Other	Reviewer for 20 articles, Reviewer of 2 Books (LGBTQ+ Education, Learning & Teaching), Conference Paper Reviewer, PRS Reviewer, NTR resources viewed over 10,000 times		
Medical Education			
Peer reviewed papers and Posters	1 Sole authored	2 Co-authored	Total combined views >3,000
Conference papers/presentations		5 Co-authored	Total combined attendees 4,000
Medical education resources developed for clinicians and patients	Series of information and diagnostic information, approximately 200,000 views		
Income generation	>£1,500,000		
Other	Development of knowledge exchange webinars, development of clinic, NICE Guidance		
Performing Arts and Non Formal Education			
Conference papers and presentations	2 Sole authored (education framework, assessment)	1 Co-authored (assessment)	Total combined attendees 40
Income generation	Est £6,000,000 with I-PATH, and >£1,400,000 per annum with The Scouts		
Other	Scaling organisation to 250 Schools with over 400 teacher members and 12,000 students, contribution to 2 pieces of legislation, national adoption of piece of training for 120,000 learners		

Conference Presentations

Fox, Marshall, & Tate – 2026 - Dual roles, dual responsibilities: Early Career Academics' use and misuse of Generative AI in Assessments – Assessment in Higher Education

Tate & Batla – 2026 - Fahr's Disease: Where are we at with this Parkinsonism? – World Parkinson Congress 2026

Tate, Batla, & Magrinelli – 2025 - Fahr's Disease: A Response To Patient Perspectives of Presentation and Clinical Expectations – Movement Disorders Society - International Congress of Parkinson's Disease and Movement Disorders

Tate & Glazzard – 2025 - Access & Participation Plans: What do they tell us about Social Mobility? In relation to support student transitions – Dundee University – International Conference on Educational and Life Transitions

Tate & Glazzard – 2025 - Access & Participation Plans: What do they tell us about Social Mobility? – Institute for Equity, University Centre – Conference for Equity in Education and Society

Tate & Harper – 2025 – Ensuring quality decision in LGBTQ+ inclusion at NTU – Quality Assurance Agency – Quality Insights Conference

Glazzard & Tate – 2024 - How do we include LGBTQ+ Early Career Higher Education Staff: Lessons learnt from policy and practices of supporting LGBTQ+ Students – Queering Academia

Fox, Breckin, Tate, & Nolan - The Future of Early Career Academics Education: Challenges and Opportunities – NTU Annual Learning & Teaching Conference

Tate & Fox – 2023 – Using SCALE-UP at NTU – Harper Adams University Annual Learning & Teaching Conference

Tate & Fox – 2023 – Developing Early Career Academics in Higher Education: A shift in Policy and Research – Society for Educational Studies Annual Colloquium

Tate & Batla – 2023 - A patient survey: What does the Fahr's community need? – World Parkinson Congress

Fox & Tate – 2023 - The Active Learning Journey of Designing a Commercial Short Course – Active Learning Network Conference

Tate & Batla – 2023 - Fahr's Disease: A patient perspective of presentation and clinical expectations – Association for British Neurologists Annual Meeting

Tate & Marshall – 2022 – CPD Planning: CADQ Colleagues Conference - NTU

Fox & Tate – 2022 - Changing Times, Changing Spaces, Changing Academics: A shift in Academic Identity and the Sense of Belonging of Early-Career Academics in the ‘digital’ and ‘blended’ University – Society for Educational Studies

Fox & Tate – 2022 - Opening the Door: the case of an Innovative Teaching Short Course – Knowledge Exchange Conference - NTU

Cope, Fox, Tate, Breckin, Stinson, Cuthbert – 2022 - Bringing Communities Together - EuroSOTL

Tate & Fox – 2022 - APA/PGCLTHE: A Framework for Building a community of Early Career Academics - EuroSOTL

Tate & Fox - 2022 - Talking about Active Learning with Early Career Academics - Global Festival of Active Learning 2022

Tate - 2022 – Twitter for Academic Use – University of Bucharest

Tate - 2021 – A Changing demand in the skills and knowledge of trainee Performing Arts Teachers: from the physical to virtual world - Arts Education Conference - University of Wolverhampton

Tate & Fox - 2021 - APA/PGCLTHE Active Learning Design in the Curriculum - Active Learning Conference - Anglia Ruskin University

Tate & Fox – 2021 - Engaging and empowering Early-career Academics through Innovative Curriculum Design – University of Birmingham PGCHE Symposium

Tate - 2021 - How is a ‘good’ student shaped, and what is a ‘good’ student anyway? - Eurostudents Conference - University of Surrey

Tate, Fox, Breckin -2021 - APA/PGCLTHE course design and belonging - Annual L&T Conference - Nottingham Trent University

Tate & Fox - 2021 - Co-author - From PGCAP to PGCLTHE: Transition to a new course during times of uncertainty - SRHE Annual Conference

Tate – 2020 – Being a good student – School of Education conference – Oxford Brookes

Tate – 2019 – Developing new academics using research-led teaching – University of Kent

Tate - 2019 – A pilot study of becoming a full-time undergraduate university student – SRHE Annual Conference 2019

Tate – 2019 – Becoming a fulltime undergraduate student – School of Education conference – Oxford Brookes

Publications

Tate & Glazzard (with other contributing authors) – (Forthcoming) – Series of papers – The UK Professoriate an exploration of the diversity of the sector

Fox & Tate – (Forthcoming) - Developing Digital Literacies for the 21st Century: Teaching and Learning in a Postdigital World – Palgrave Pivot

Glazzard & Tate – (Forthcoming) – What is adaptive teaching in Higher Education?- Learning and Teaching in Higher Education

Fox & Tate – (Forthcoming) - Changing Times, Changing Academics: An exploration of Early Career Academics’ perceptions of re-construction of their Academic Identity – British Journal of Educational Studies

Ngoyama & Tate – (Forthcoming) - Simulations-Based Learning assessment for accounting education: fact or fallacy? -

Tate & Fox – 2026 - Implication of Level 7 Apprenticeships defunding on Academic Practice Provision – WonkHE

Tate – 2026 - Using a Corpus with a Foucauldian Discourse Analysis in Educational Research – International Journal of Research and Method in Education

Tate & Glazzard – 2025 – Access and Participation Plans: What do they say about social mobility? - Journal of Equity in Education and Society

Fox & Tate – 2025 – Using ongoing formative feedback approach to support early career academics make progress towards their end point assessment. In: Elkington & Irons eds. Formative Assessment and Feedback in Post-Digital Learning Environments.

Glazzard & Tate – 2024 - Reclaiming Initial Teacher Education in Universities: Moving Beyond a Technician Model – Policy Futures in Education

Tate & Glazzard – 2024 - Including LGBTQ+ Early Career Higher Education Staff: Learning from the Policy and Practice for Supporting LGBTQ+ Students – Higher Education Research and Development

Tate & Glazzard – 2024 – Immersed in the transitioning HE: The impact of transitions in the Higher Education Sector in England on staff and students – International Journal of Educational and Life Transitions

Tate – 2023 - A nudge for positive behaviours: digital nudging in higher education - Journal of Learning Development in Higher Education

Fox, Cope, Tate, Breckin – 2022 - Engaging and empowering early-career academics: an active learning curriculum design for the APA/PGCLTHE – 100 Ideas for Active Learning – Book Chapter

Tate - 2021 – Chapter Reviewer - ‘Feedback’ – Education for Mental Health Toolkit

Teaching

2023-2025 – NTU - Course Leader – Level 7 - Academic Professional Apprenticeship (from Sept 2024 also the Postgraduate Certificate in Learning and Teaching in Higher Education)

2021-2022 – NTU - Module Leader -Level 7 (20 credits) – Learning and Teaching Re:imagined (65 week module forming part of the PGCLTHE)

2021-2022 – NTU - Module Leader – Level 7 (20 credits) – Educational Enquiry (Action research module forming part of PGCAP)

2021

2019-2021 – Oxford Brookes – Lecturer - Level 7 (20 credits) – Associate Teacher Course (this is also known as the ‘Learning and Teaching in Higher Education’ module)

2016-2017 – University of Westminster – Guest Contributor – Level 7 – MA Business Psychology

Selected Other Activity

2026 – Associate Editor – LGBTQ+ & Education – International Journal on Education and Life Transitions

2026 – Chair – Panel session on Assessment – Assessment in Higher Education International Conference

2025 – Chair – What is Fahr’s? – Manchester Rare Disease Showcase – Beacon for Rare Diseases

2025 – Mentor to Organising Team – LTHE Chat – Sept 25-Dec 25

2025 – Panellist – Queering Academia Conference – University of Westminster

2025 – Chair – Two sessions – Annual Learning & Teaching Conference - NTU

2024 – External Examiner (appointment until 2028) – University of West London – L7 Academic Professional Apprenticeship and Postgraduate Certificate in Professional Academic Practice (2 Courses with 3 modules)

2024 – Chair – Four sessions – Advance HE Learning & Teaching Conference

2024 – Contributor – 8 Learning and Teaching resources – National Teaching Repository

2024 – Contributor - Digital Nudging in Higher Education using intelligent agents in virtual learning environments in United Kingdom – Accreditation Council for Entrepreneurial and Engaged Universities

2024 – Presenter - A rise in digital nudging for positive student behaviours – TILT Talk

2024 – Chair – Three sessions – Annual Learning & Teaching Conference – NTU (and proposal reviewer)

2024 – Facilitator – LTHE Chat – Jan 2024-April 2024

2023 – Chair – Reflective Models in Practice – Annual Learning & Teaching Conference - NTU

2023 – Chair – Afternoon Session – Active Learning Network Conference

2023 – Interviewee – Fahr’s and Point of Light – Notts TV

2023 – Guest – The future of Free Speech in UK Higher Education – Westminster Higher Education Forum

2023 – Creator & Convenor – 2* CPD session on effective session design and active learning for Chinese academics – Hyde Training - Beijing

2023 - Interviewee – Fahr’s Disease and BCA – ITV Central News

2023 – Interviewee - Fahr’s Disease and BCA – Notts TV

2022 – Presenter and Attendees – Erasmus Staff Mobility, International Higher Education Conference – Alanya HEP University, Turkey

2022 – Guest Presenter - Fahr’s Disease – Aspire Biosciences Event

2022 - Guest Presenter - Mental Health in different Educational Settings - King's College London

2022 – Host – LTHEChat on Whose Higher Education is it anyway? - Twitter

2022 – Poster Reviewer – Oxford Brookes Annual Learning & Teaching Conference

2022 – Conference Paper Reviewer – NTU Annual Learning & Teaching Conference

2022 – Participant - Active Learning and Digital Literacy - Birmingham – Tallis Publishing

2022- Convenor – Academic Practice four-part series of Writing Retreats

2022 – Convenor – Academic Practice Guest Speaker Series (Prof. Marshall – Small group pedagogy, Prof. Wiliam – Assessment and Feedback, Prof. Ashwin – Reflective Practice, Prof. Glazzard – Adaptive Teaching, Dr Basra – Decolonising the curriculum)

2022 – Creator - What is all the hype about the KSVBs? – National Teaching Repository

2022 – Creator - APA Professional Conversation Preparation – National Teaching Repository

2022 – Summary Paper – Revisiting the evidence of digital nudging – Oxford Brookes

2021 – Contributor – Teaching case study on assessment – Oxford Brookes

2021 – Contributor - TILT Academic Practice Christmas Calendar (Assessment tips) – NTU

2021 – Creator - Academic Professional Apprenticeship Session Observation Form – National Teaching Repository

2019 – Evidence presented – How to recognise non-formal education in a formal qualification framework – World Non-formal Education Forum

2019 – Summary paper – Is there evidence of digital nudging in higher education? – Oxford Brookes University