

# Advance HE Fellowship, Senior Fellowship and PSF23

*Helping Higher Education Shape its Future*

[www.advance-he.ac.uk](http://www.advance-he.ac.uk)

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## About you

In the chat box, tell me your motivation for joining the session

For example:

- | I'm a Fellow who wants to apply for Senior Fellowship
- | I want to understand PSF23 to mentor others
- | I'm not a Fellow currently but am considering applying

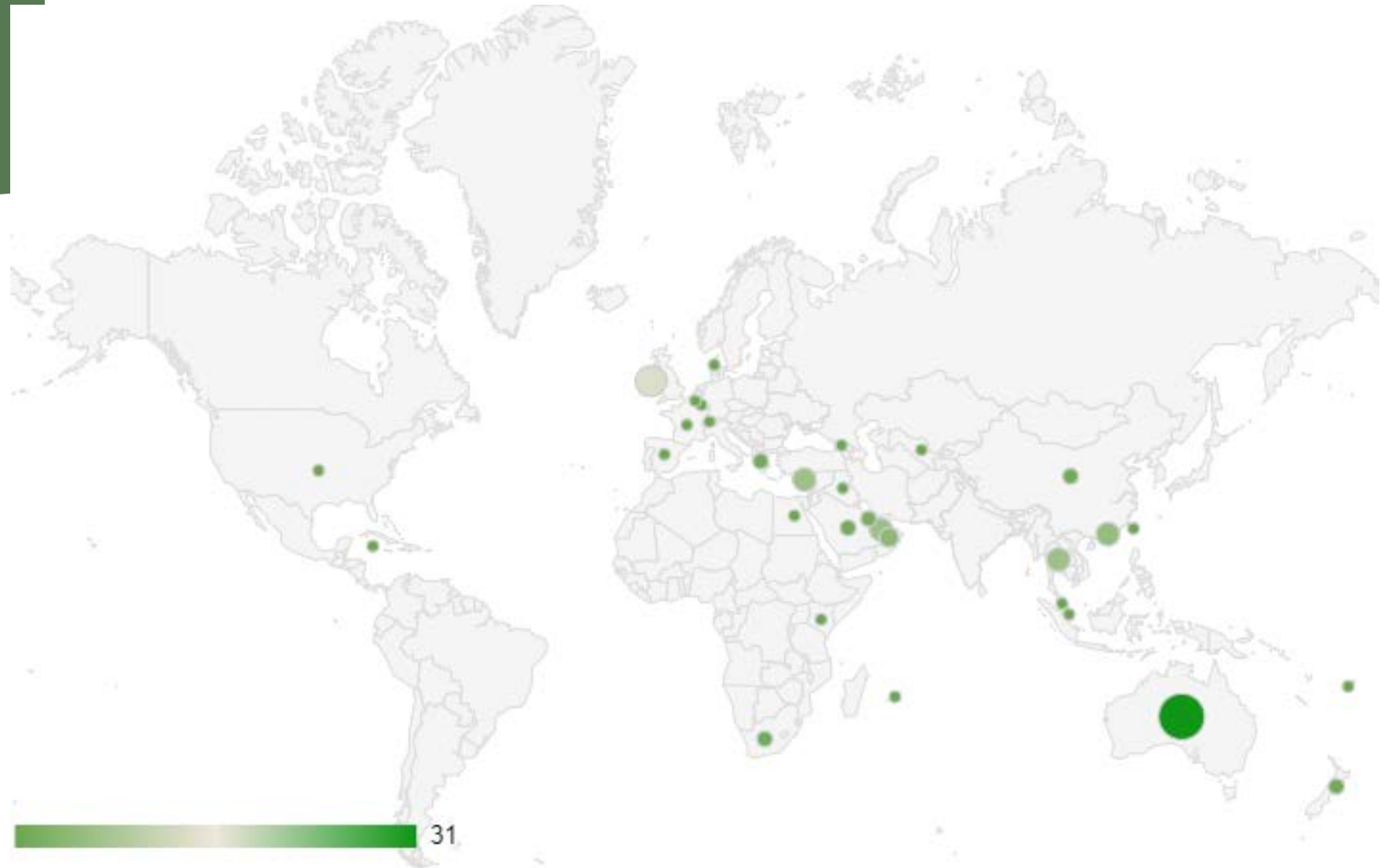
# About Advance HE

## Our strands of work

Non-profit organisation based in the UK  
working worldwide

- + Teaching and learning
- + Equality, diversity and inclusion
- + Governance
- + Leadership and management

# International Members: Country Map



# Agenda

## Today's Session

| Advance HE Membership  
Resources and Benefits

| Fellowship and the Professional  
Standards Framework

| Changes from PSF2011 to  
PSF2023

| Membership Opportunities –  
Resources, Insights, Webinars,  
Grant Funding and Much more...

# Advance HE Membership

 **AdvanceHE**



- + Designed to enable institutional, staff and student success. As Members you benefit from:
  - + Discounted or free access to training, events, webinars and projects
  - + Access to research and resources covering: Teaching and Learning, Leadership and Governance, Equality and Diversity
  - + Ability to bid for grant funding to share practice and explore challenges
  - + Access to Advance HE Connect member areas
  - + Regular newsletters from Advance HE
  - + 50% Discount on direct application fees for HEA Fellowship
  - + 10% Discount on consultancy visits from Advance HE
  - + Access to an Advance HE Membership Manager

# Global projects 2023 - 2024

The annual projects are designed to be relevant to all members, no matter where they are located or what kind of institution they represent.

- **Generative AI: Beyond Assessment**
- **Fit for the Future: Enhancing and adapting practice for new paradigms of higher education**
- **Growing the HE workforce of the future**
- **Creating a culture of Strategic EDI Change**

Find out more: [www.advance-he.ac.uk/  
member-project-2023-24](http://www.advance-he.ac.uk/member-project-2023-24)

**AdvanceHE**

5 YEARS SUPPORTING THE SECTOR

**5**

YEAR  
ANNIVERSARY

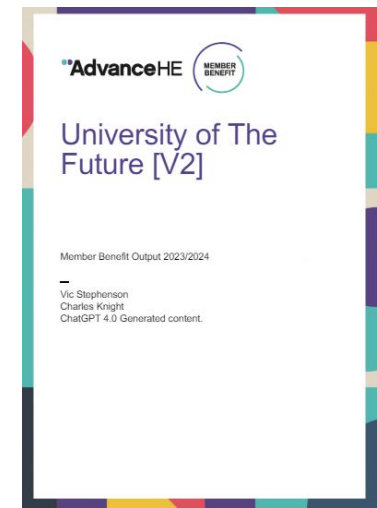
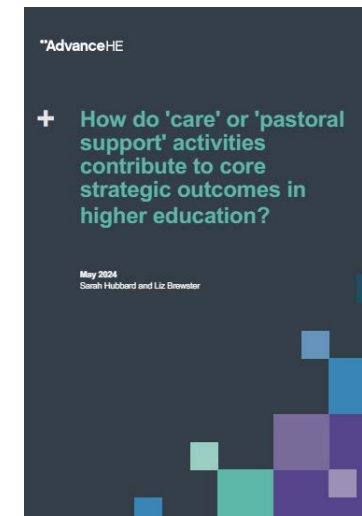
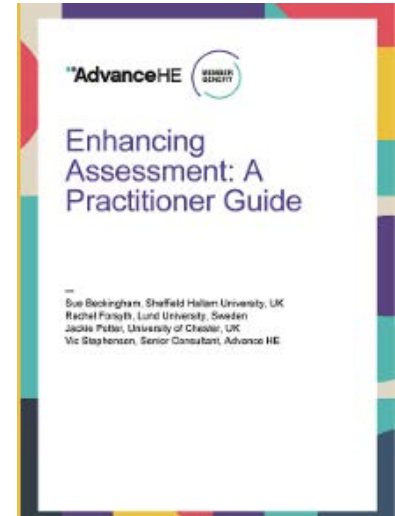
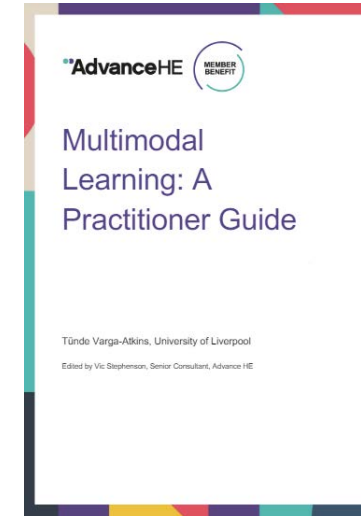


# Outputs

## New Publications

- Multimodal Learning
- Enhancing Assessment
- AI Practice
- Care and Pastoral Support in Higher Education
- Inclusive staff recruitment
- Available [here](#)

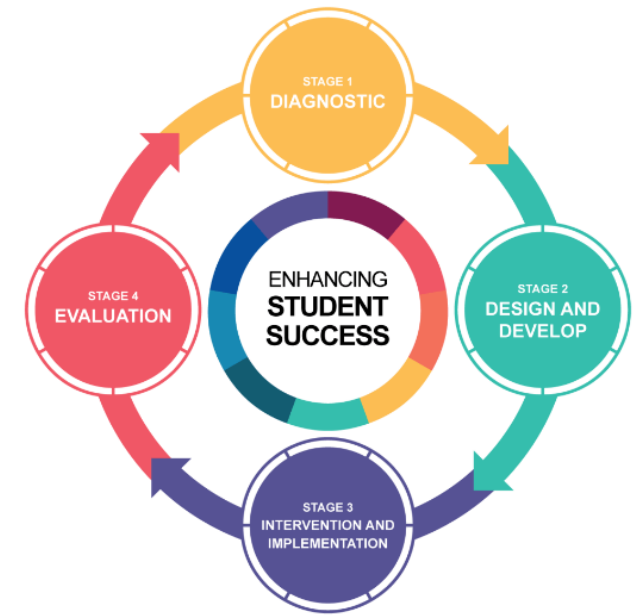
Publications



# Updated Essential Frameworks for Enhancing Student Success

- Assessment
- Internationalisation
- Education for Sustainable Development (NEW to the series)
- Enterprise and Entrepreneurship
- Student Engagement through Partnership
- Access, Retention, Attainment and Progression
- Flexible Learning
- Inclusive Learning and Teaching
- Overarching Student Success Framework

## Student Success Frameworks



# Resources Available – Teaching inspiration

52 etc



## Themes for 2024/25

| Member benefits this year will be on the following four themes:

- Protecting inclusion in times of change
- Governing and leading transformation
- Securing student outcomes
- Designing education for the future.

Member  
benefits 24/25

# Global Impact Grants

Advance HE offers our Global Impact Grants scheme for Advance HE international member institutions to share success stories about with demonstrable impact on their staff or students. The scheme has run three times now – latest case studies due to be published in late 2024.

**Next Scheme Launches January 2025.**

**Find out more:**

[www.advance-he.ac.uk/global-impact-grants](http://www.advance-he.ac.uk/global-impact-grants)



| Part 2: Fellowship:  
Recognition for those who teach or  
support learning in higher education

# Nature or Nurture?

Are effective teachers **born** or **made**?

- Born
- Made

# Nature or Nurture?

*“Excellent teachers are made, not born; they become excellent through investment in their teaching abilities”*

(European Science Foundation, 2012, p.vii)



# The origins of the PSF

The Future of Higher Education (2003) paper in the UK said:

*“from 2006 all new teaching staff should obtain a teaching qualification that incorporates agreed professional teaching standards”.*



House of Commons  
Education and Skills Committee

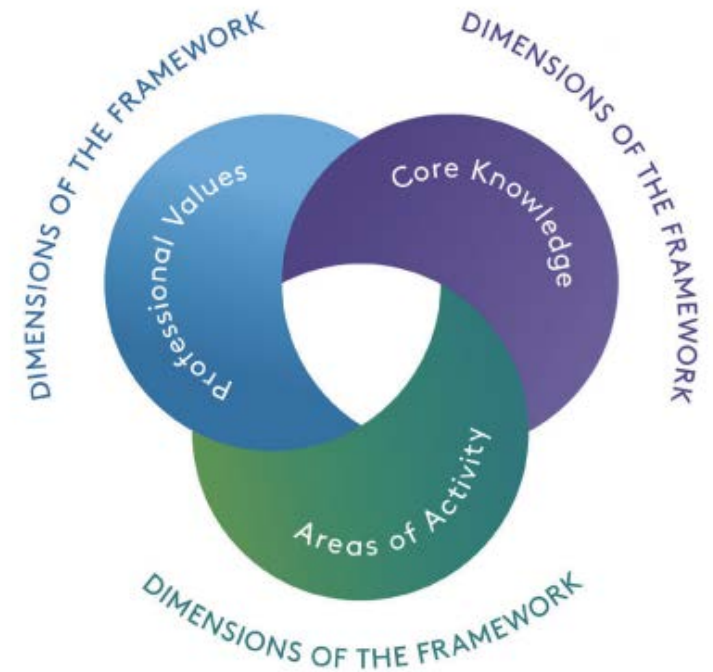
## The Future of Higher Education

Fifth Report of Session 2002–03

*Volume I*

# The Professional Standards Framework for teaching and supporting learning in higher education (PSF)

- Framework describing teaching and learning support in higher education
- Describes what staff do, what they need to know and the values they hold
- Describes four categories of Fellowship:
  - Associate Fellow
  - Fellow
  - Senior Fellow
  - Principal Fellow
- Created in 2006; Revised in 2011 and 2023.



# What institutions use the PSF for

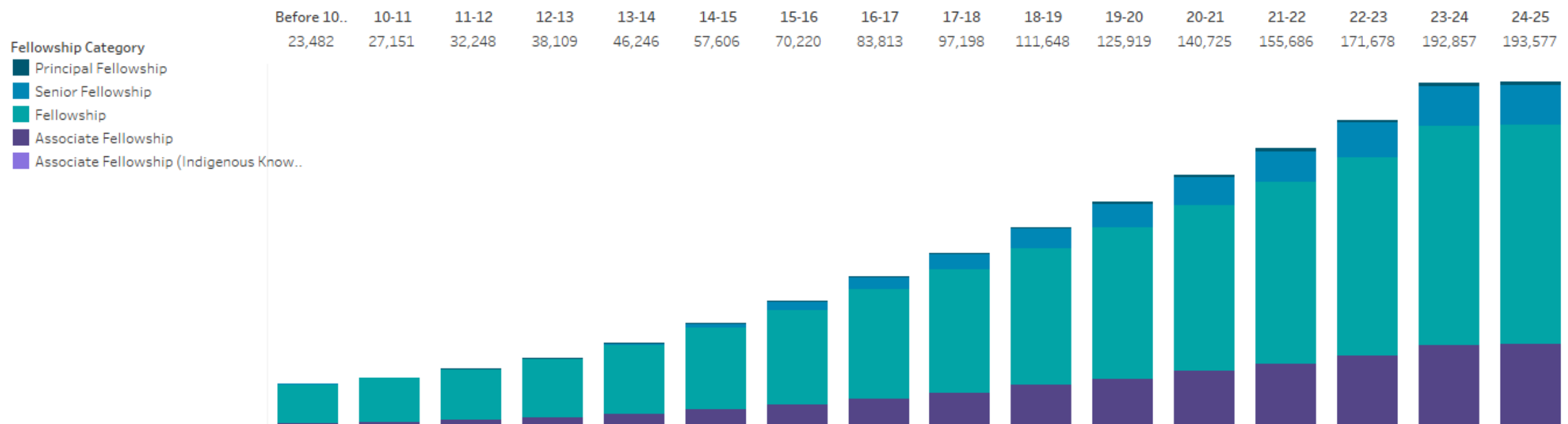
- Designing staff development programmes
- Accrediting staff development programmes
- Appraisal and Promotion
- Reward
- Self assessment/development
- ...Fellowship Scheme



# Fellowship: Why Do Staff Apply?

- Global Recognition
- Opportunity to reflect and develop your practice
- Supports promotion and continuing professional development
- Allows use of postnominals after your name (e.g. Jane Smith SFHEA)
- Reputational benefits individually and institutionally
- Opens up global networking via Fellowship community

## 2.1. Running total per Year



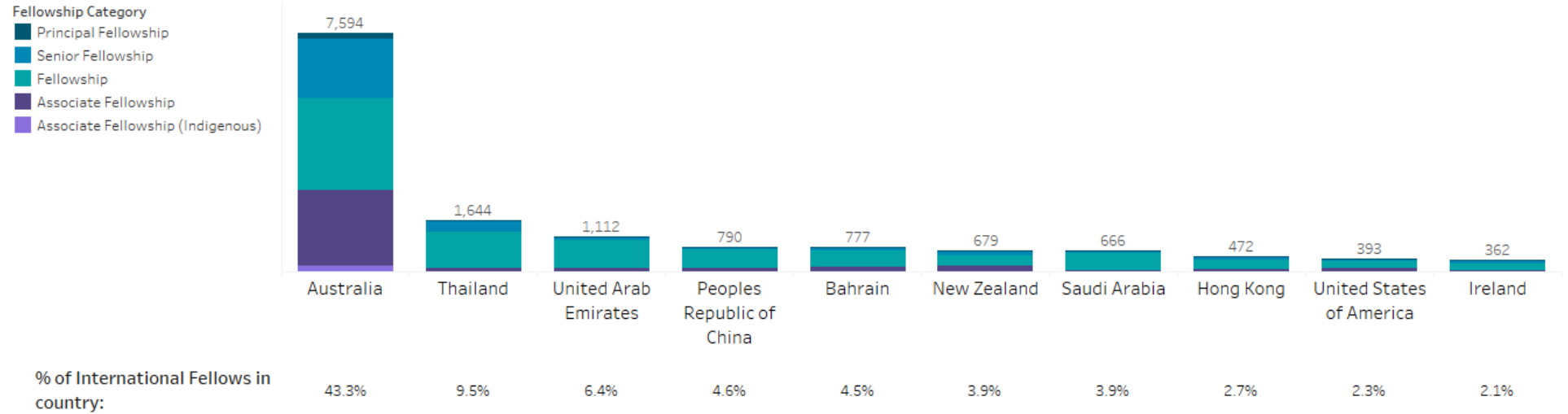
Fellowship Category	Before 10-11	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25
Associate Fellowship	1,519	2,237	3,275	4,497	6,305	8,897	11,895	15,224	18,619	22,616	26,480	30,590	34,862	39,422	45,237	45,532
Fellowship	21,941	24,892	28,922	33,218	38,674	45,805	53,266	61,267	68,906	76,981	85,076	93,439	101,910	111,028	123,114	123,453
Senior Fellowship	22	22	48	316	1,065	2,504	4,471	6,543	8,722	10,931	13,090	15,227	17,250	19,386	22,381	22,458
Principal Fellowship			3	78	202	400	588	780	955	1,125	1,265	1,431	1,577	1,713	1,956	1,965
Associate Fellowship (Indigenous Knowledges)											14	54	104	162	205	205

# Fellowship - Top 10 countries outside of the UK



## 3.3 International top ten

Fellowship

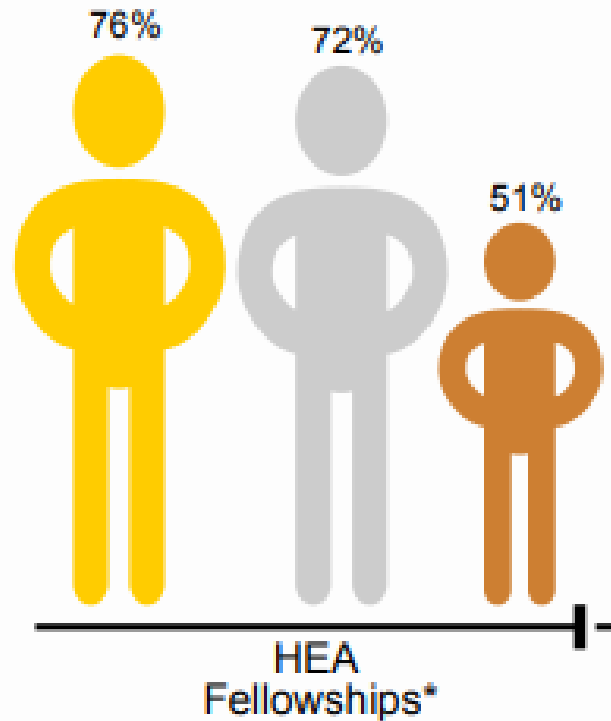


Fellowship Category	Australia	Thailand	United Arab Emirates	Peoples Republic of China	Bahrain	New Zealand	Saudi Arabia	Hong Kong	United States of America	Ireland
Principal Fellowship	163	3	12	4	8	12	14	4	4	13
Senior Fellowship	1,897	381	111	86	89	153	77	85	68	99
Fellowship	2,934	1,142	884	573	530	324	550	314	228	206
Associate Fellowship	2,405	118	105	126	150	190	25	69	92	44
Associate Fellowship (Indigenous)	195			1					1	

# Impact of PSF, Fellowship and Individual Stories

# UK Teaching Excellence Framework and Fellowship

## HEA Fellowships



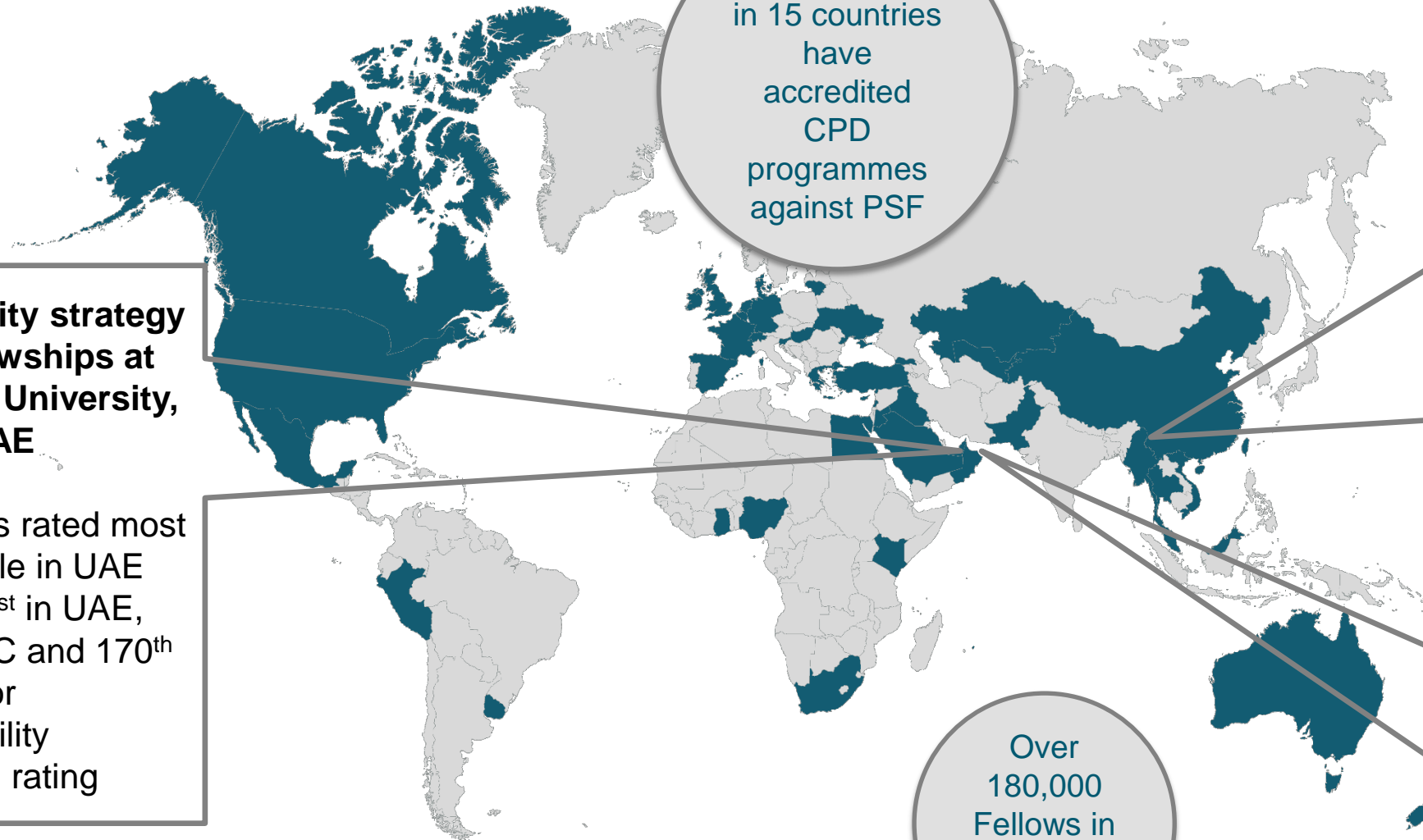
- UK Government Assessment of HE Teaching Excellence
- 77% of providers directly referenced Fellowship, reflecting the importance of training and continuous professional development
- Correlation between Fellowship and Gold/Silver awards
- Full Report: <https://www.heacademy.ac.uk/knowledge-hub/evidencing-teaching-excellence>



# National Impact: Hong Kong- Research

Greer, Cathcart and Swalwell (2021) conducted an action research project in China and Hong Kong, finding that teaching development and recognition through Fellowship “**significantly improved the teaching self-efficacy of academics**”.

# Impact



178 institutions in 15 countries have accredited CPD programmes against PSF

## Employability strategy and Fellowships at Abu Dhabi University, UAE

- Graduates rated most employable in UAE
- Ranked 1<sup>st</sup> in UAE, 2<sup>nd</sup> in GCC and 170<sup>th</sup> globally for employability
- 5 Star QS rating

## Development of teaching staff and Fellowships at Walailak University, Thailand

- 30% increase in student retention
- 93% of teaching staff rated 4/5 or better by students
- 90% of teaching staff have achieved Fellowship

## 5 Star QS Academic Development Criterion at Applied Science University, Bahrain

150 staff recognised as Fellows supporting the achievement of QS 5 Star rating.

Over 180,000 Fellows in over 100 countries

# Individual stories



Professor Dr Wichit Srisa-an  
Chairman: SUT, STOU, Walailak  
Principal Fellow

I'm pleased to be awarded Principal Fellowship, a **recognition which connects people working in higher education from across the globe.**

Strengthening international partnerships has always been pivotal in my work, from establishing Sukhothai Thammathirat Open University to this award; I hope my profession has shown that distance should not be a barrier to sharing knowledge.

# Individual stories



Ms Aziza Amir Ali,  
Senior Lecturer  
Majan College, Oman

The process of preparing and writing my application involved reflecting on my teaching style and the activities I select and use in the classroom. **It provided me with a context in which I could evaluate my practices as an educator, thinking about how I do things and why.** I also had to focus on the outcomes of what I do, in terms of evidence of success.

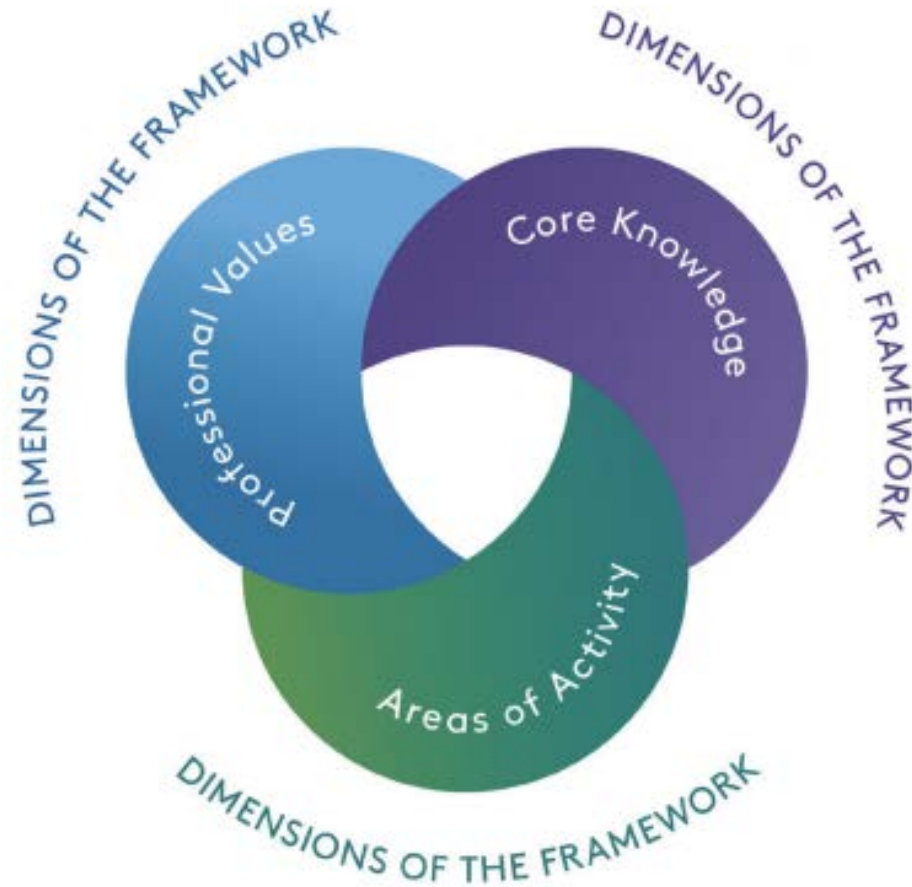
# Inside the PSF

# What does the PSF do?

- Describes the professional role of teaching and supporting learning in Higher Education
- Offers a practitioner perspective
- Categorises the elements of teaching and supporting in “**Dimensions**”.
- Uses four broad “**Descriptors**” to describe four categories of Fellowship.



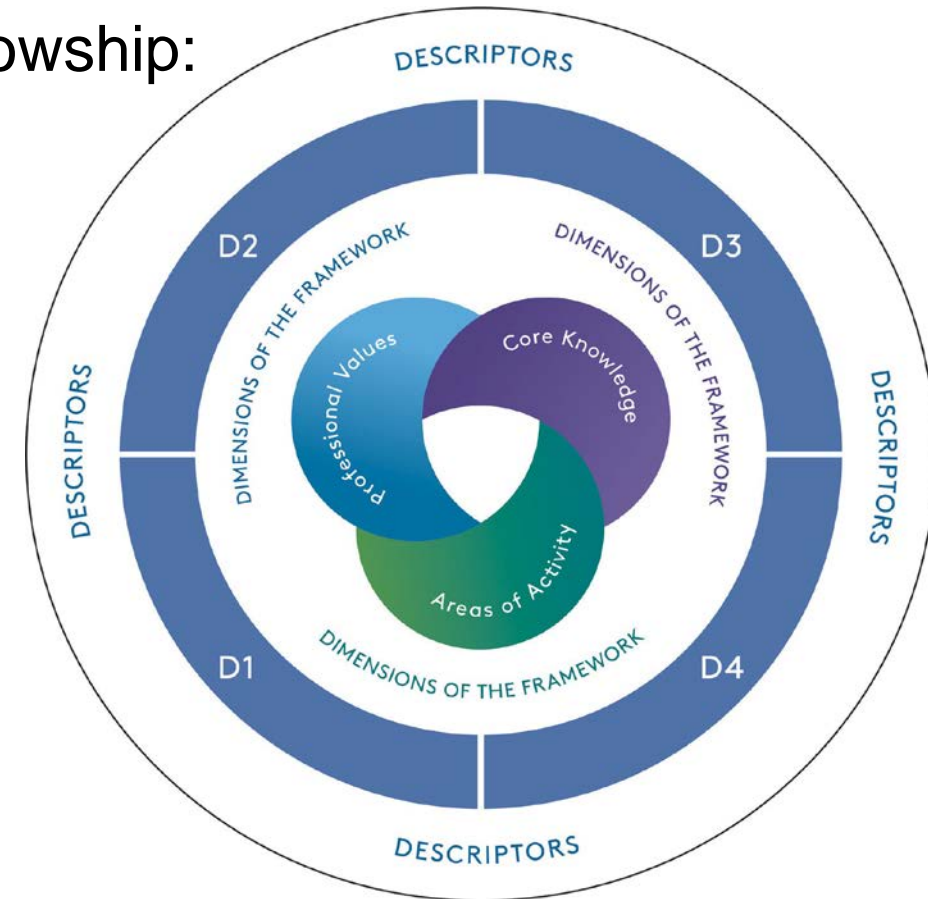
# Dimensions of PSF





# Four Descriptors / Categories of Fellowship

- Describes four categories of Fellowship:
  - D1 - Associate Fellow
  - D2 - Fellow
  - D3 - Senior Fellow
  - D4 - Principal Fellow





In the last 10-12 years...

| How has university level teaching changed?

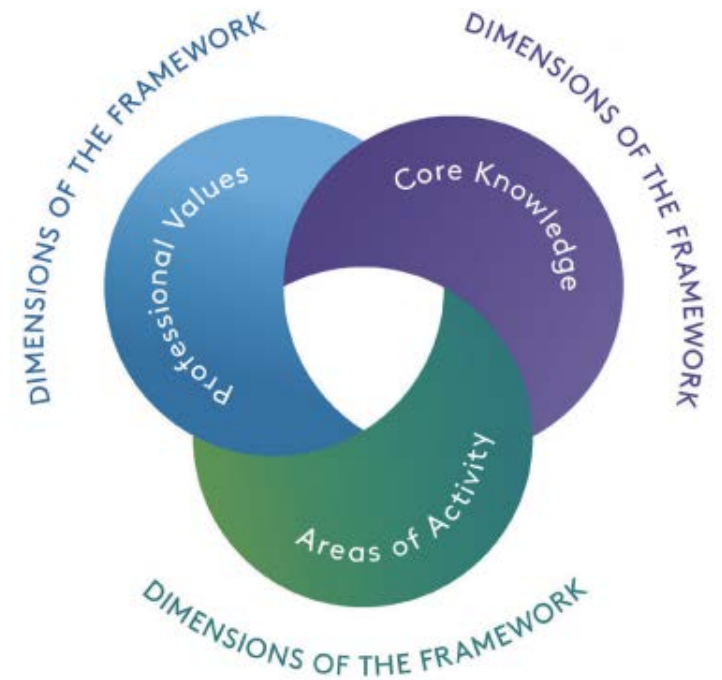
Question

# Inside the PSF

## Areas of Activity (A1-5)

In your context, demonstrate that you:

1. **Design and plan** learning activities and/or programmes
2. **Teach and/or support learning** through appropriate approaches and environments
3. **Assess and give feedback** for learning
4. **Support and guide** learners
5. **Enhance practice** through own continuing professional development



# Inside the PSF

## Core Knowledge (K1-5)

In your context, apply knowledge of:

1. **How learners learn**, generally and within specific subjects
2. **Approaches to teaching and/or supporting learning**, appropriate for subjects and level of study
3. **Critical evaluation** as a basis for effective practice
4. Appropriate **use of digital and/or other technologies, and resources** for learning
5. Requirements for **quality assurance and enhancement**, and their implications for practice



# Professional Values (V1-5)

In your context, show how you:

1. **Respect** individual learners and diverse groups of learners
2. **Promote engagement** in learning and equity of opportunity for all to reach their potential
3. **Use scholarship, or research, or professional learning, or other evidence-informed approaches** as a basis for effective practice
4. **Respond to the wider context** in which higher education operates, recognising implications for practice
5. **Collaborate** with others to enhance practice




Inside  
the PSF

# Four Categories of Fellowship

Associate Fellow (D1) AFHEA	Fellow (D2) FHEA	Senior Fellow (D3) SFHEA	Principal Fellow (D4) PFHEA
<p>For those who have a <b>more limited teaching or supporting learning role</b> (e.g. librarians, lab technicians, learning technologists)</p>	<p>For those that have a <b>substantial teaching or supporting learning role</b> within Higher Education that can evidence all dimensions (e.g. lecturer)</p>	<p>For those with a comprehensive understanding which provides a basis from which they <b>lead or influence</b> those who teach or support learning</p>	<p>For highly experienced individuals whose practice involves a sustained record of effectiveness in <b>strategic leadership</b> of high-quality learning. Their impact is extensive.</p>
<p><b>The individual's personal practice activity</b> <i>2 areas of activity</i> <i>K1, K2 and K3</i> <i>V1 and V3</i></p>	<p><b>The individual's personal practice activity</b> <i>All dimensions of practice</i></p>	<p><b>The development, mentoring, influence &amp; impact of &amp; on others in learning &amp; teaching</b> <i>All dimensions of practice thoroughly demonstrated &amp; use of this expertise to improve the practice of others / programmes.</i></p>	<p><b>The demonstrable impact in learning and teaching activity by influencing policy and strategy.</b> <i>A strategic leader of learning &amp; teaching with impact across / beyond an institution.</i></p>

# Fellowship: Applying

# Applying for Fellowship

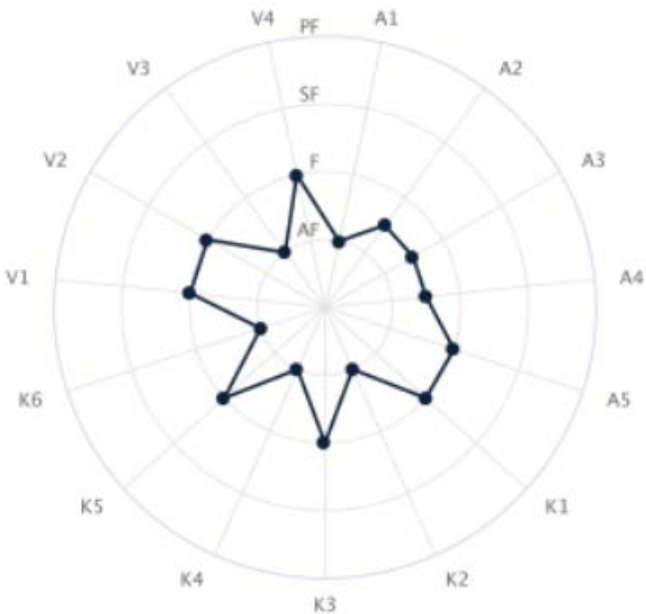
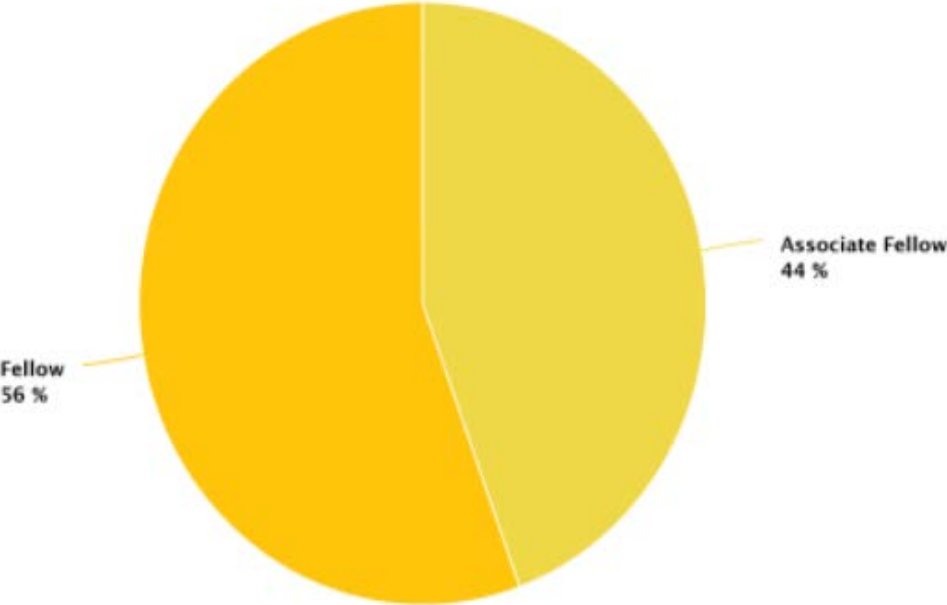
- Direct application  Sent electronically to Advance HE through My Advance HE system
  - Written, reflective application (1,400 - 7,000 words depending on category)
  - References / Advocate Statements
  - Application fee (50% discount for staff in member institutions)
- OR
- Completion of an accredited programme
  - Fellowship criteria embedded in these awards – such as the STOU SMART Programme

# What is the style/format?

- HEA Fellowship applications are **individual and reflective**
- Therefore should be written in the first person (“I did this” not “This was done”)
- Should consider
  - What you did
  - Why you did it (particularly the theories of learning used)
  - How you evaluated it and what feedback you received



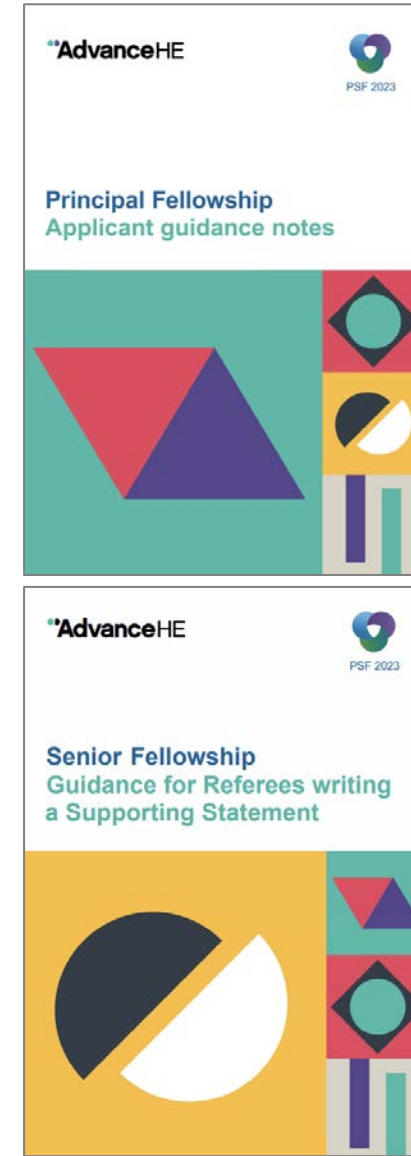
# Considering The Category Right For You



<https://www.advance-he.ac.uk/form/fellowship-decision-tool-2023>

# Guidance available

- The PSF
- By Category:
  - Guidance for Applicants
  - Guidance for Referees
  - Application Templates
  - Reference Templates
  - Frequently asked questions
  - E.g. Senior Fellowship Pack



# Fellowship Example

## **An example to support thinking about A2: Teaching across different levels and groups of students**

Mitsuki is a lecturer in Management Sciences, having previously worked in a commercial business role.

Mitsuki begins by outlining a range of the types of teaching she does in her discipline, and explains the particular relevance for students at different stages in their studies (K2), drawing on the literature on learning in the discipline to explain the different approaches she takes (V3, K2). Mitsuki understands that she needs to evidence 'breadth and depth' for Descriptor 2 and so she provides several examples of teaching, bringing in evidence of different Professional Values and Core Knowledge. She then critically reflects on two different examples in more depth.

# Senior Fellowship Example

## **Theme: Influencing through committee work**

I have been effective in my influence on student learning through my active, engaged membership of the Learning and Teaching Committee for the last four years. The pandemic required the Committee to discuss and agree the smooth transition to online learning and the appropriate use of technology. Very early on in the pandemic multiple data sources – formal and informal – indicated that many staff were not ready to support fully online learning.

I was known for my expertise in this area which was supported by my own formal learning; I completed a MSc Online Learning (A5). This led me to be identified as the lead designer of a short series of workshops for staff to build their confidence in and ability to use MS Teams as an effective environment for online teaching and/or support sessions (A1, K4).

## Getting Started: Fellows

Against each Area of Activity below, think about one or two examples of your work

- 1.Design and plan** learning activities and/or programmes
- 2.Teach and/or support learning** through appropriate approaches and environments
- 3.Assess and give feedback** for learning
- 4.Support and guide learners**
- 5.Enhance practice through own continuing professional development**

## Consider your two case studies

| Think of situations when you have influenced the teaching of others. They might include:

- Delivering staff development sessions
- Coaching
- Mentoring
- Redesigning a programme of study
- Sharing techniques/approaches
- Encouraging use of technology
- Curriculum review

# Other Support

## Other Support Available

- | Writing Retreats / Workshops
- | Fellowship Application Builder
- | Mentoring for individuals
- | Draft reviews of applications prior to submission

# PSF 2023: Key changes



# PSF23 Update

## About the PSF2023

| Video about the Framework revisions:  
+ <https://youtu.be/PVxnndR7SCs>

# Professional Standards Framework 2023

Increased  
Focus  
on...

Impact and effectiveness

Inclusivity / accessibility to the framework

Context of practice

SF = influence and leadership

Case Study Format for PF

Enhanced and improved guidance

Professional Standards  
Framework for teaching  
and supporting learning  
in higher education 2023

AdvanceHE



## Specific Changes

- | There are now 5 Areas of Activity, 5 Core Knowledge and 5 Professional Values
- | Details of each dimension may be substantially or slightly different to before
- | Still four categories of Fellowship and similar word counts and style of writing
- | Clearer requirements for each Fellowship category
- | Leadership focus of Senior Fellowship clarified
- | Case Study format for Principal Fellowship – more inclusive

# Summary

## Summary

- | Applications for Fellowship are based on the PSF
- | There are four categories of Fellowship to choose from – use the Fellowship category tool to pick the most appropriate category
- | There is guidance for applicants for each category
- | Applications are written and reflective – not like research papers
- | Help is available



# Questions?

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