



Southern Cross
University

AdvanceHE

Member 24-25

Introduction to HEA Fellowships

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Dr Polly Lai, SFHEA

Centre for Teaching and Learning

Transforming > Tomorrow

Acknowledgement of country



We acknowledge and pay respect to the ancestors and descendants of the Lands upon which we work, meet and study. We are mindful that within and without the buildings, the Land always was and always will be Aboriginal Land.

What is HEA Fellowship?

- Fellowship is an internationally recognised badge of professional success for those who teach and support learning in higher education.
- Fellowship provides individuals with recognition of their practice, impact and leadership in teaching and learning.
- Fellowship is awarded to applicants who can demonstrate their teaching practice conforms to the Professional Standards Framework, PSF 2023.
- The different categories of HEA Fellowship – Associate Fellow, Fellow, Senior Fellow and Principal Fellow – recognise the different roles that contribute to teaching and learning in HE.

HEA Fellowship aligns with SCU's 'Outstanding people' strategic priority. As of 1 August 2024, SCU has Access Membership with Advance HE.



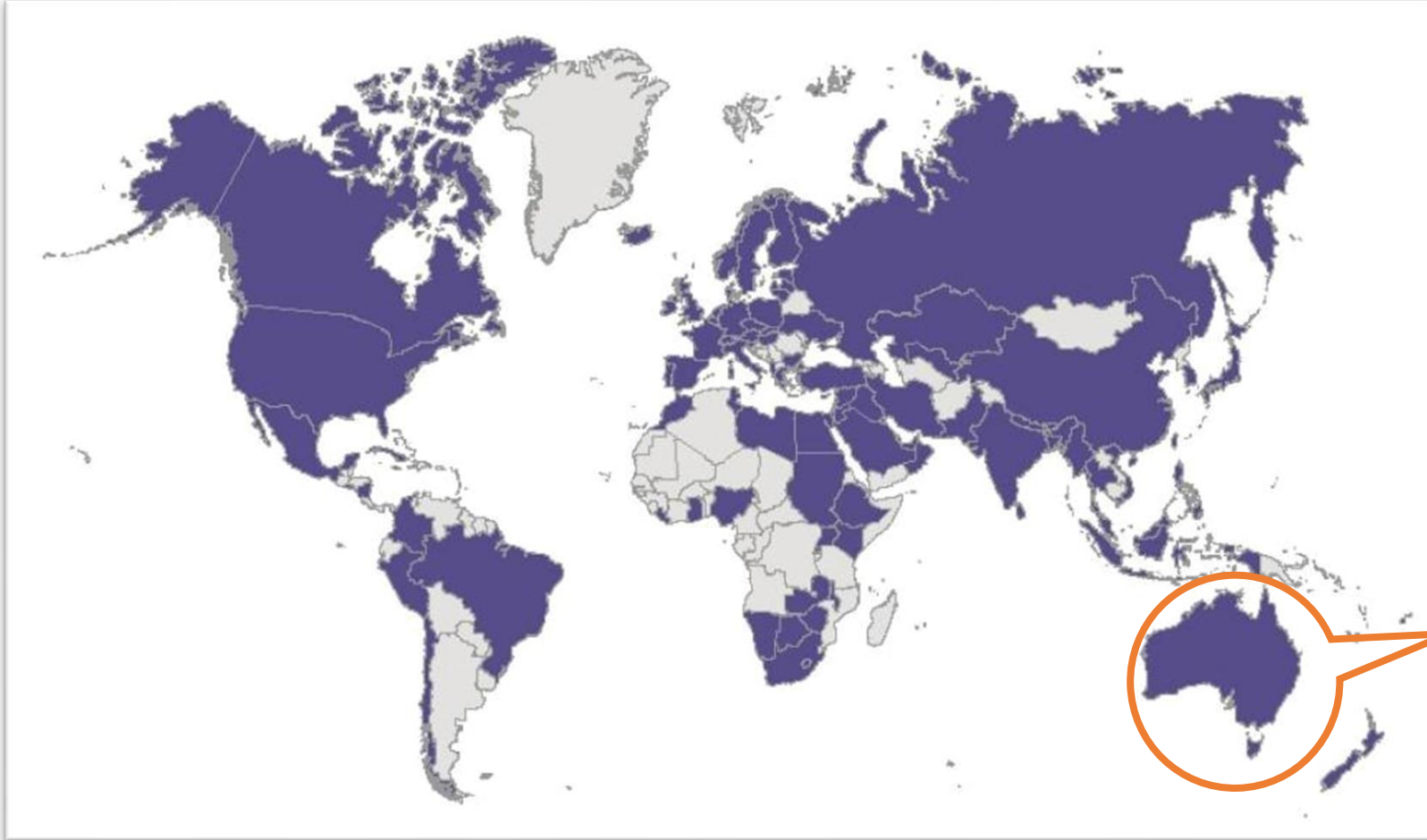
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HEA Fellows Globally



- Fellows working in over **114** countries
- **440** member institutions worldwide

33 of these are based in Australia



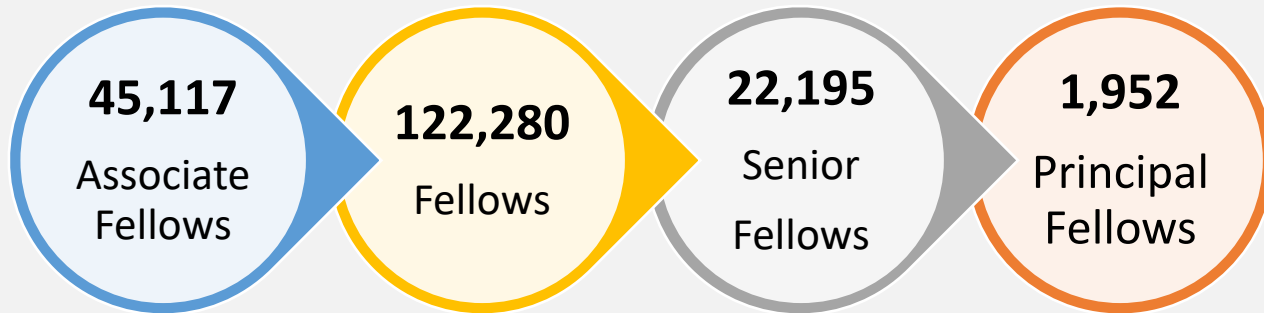
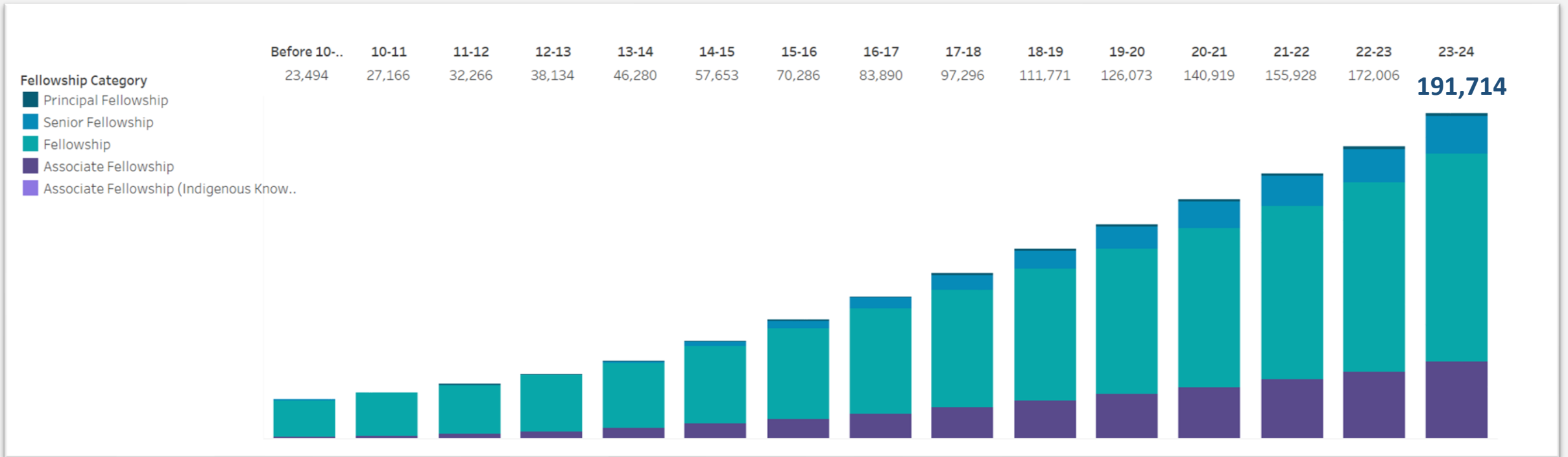
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HEA Fellows Globally



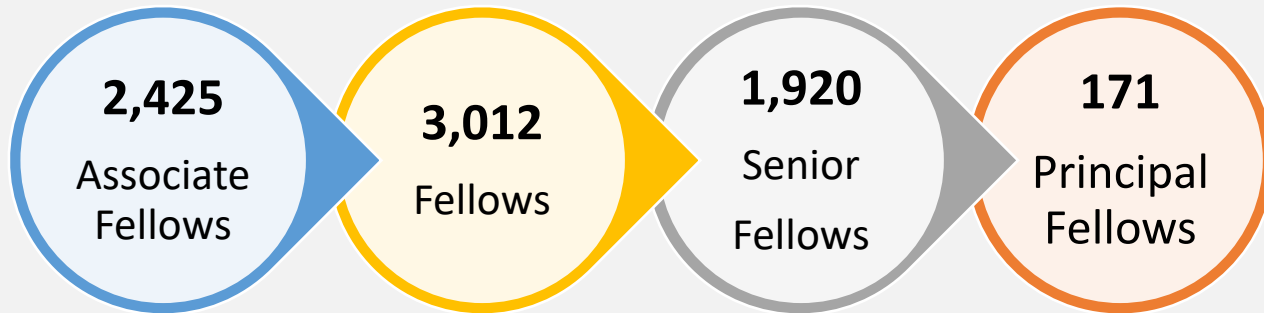
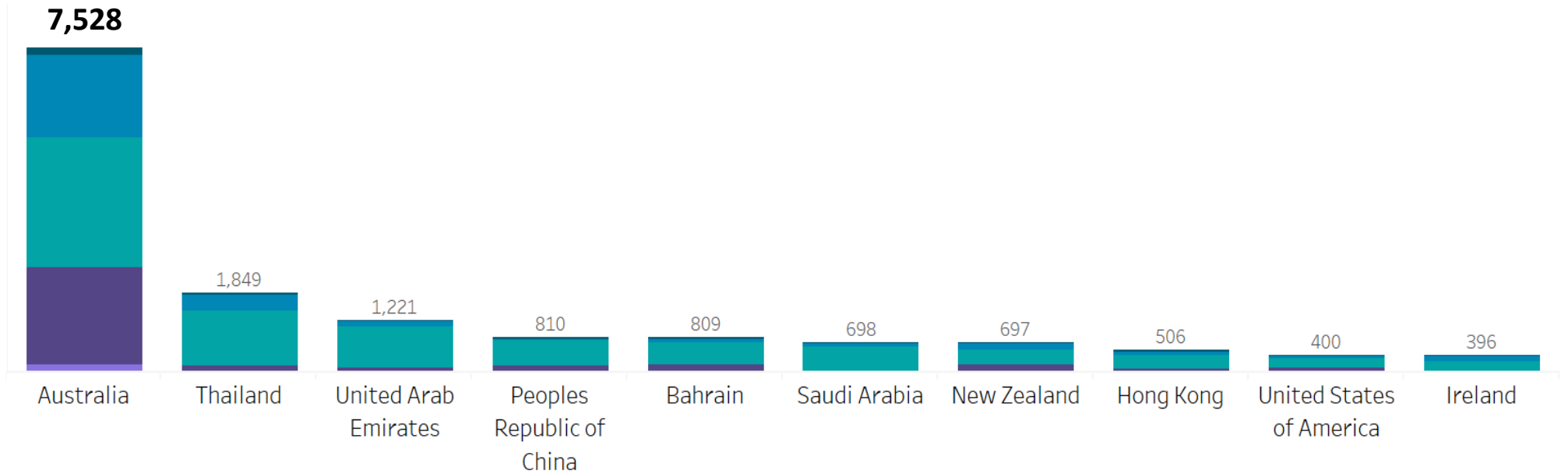
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HEA Fellows in Australia

Fellowship Category

- Principal Fellowship
- Senior Fellowship
- Fellowship
- Associate Fellowship
- Associate Fellowship (Indigenous ..



Benefits of HEA Fellowship

The advantages of HEA Fellowship include:

- International recognition of expertise.
- Enhanced career prospects.
- Opportunities for reflective practice and professional growth through Global Member Projects.
- Access to a global network (Advance HE Connect) of HE professionals.
- Access to Global Impact grants.
- Mentoring and collegial support.
- Promotes interdisciplinary research.
- Recognition of an individual's commitment to high-quality teaching and learning, with the entitlement to use post-nominal letters (AFHEA, FHEA, SFHEA or PFHEA).



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Eligibility for HEA Fellowship in Australia and New Zealand

To be eligible to apply for HEA Fellowship, individuals must evidence their teaching and learning practice in higher education, which is currently defined as:

- level 5 or above of the Australian Qualifications Framework (AQF);
- level 5 or above of the New Zealand Qualification Framework (NZQF);
- other equivalent higher education frameworks;
- activity focused on supporting students within a Higher Education context, providing the student(s) are enrolled on a Higher Education Qualification (see standards listed above), may also be considered as evidence equivalent to the higher education frameworks;
- delivery of non-accredited continuing professional development for academic and learning support staff may also be considered as evidence equivalent to the higher education academic frameworks.



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Eligibility for HEA Fellowship in Australia and New Zealand (contd)

From September 2018 onwards, the definition of Higher Education for the purpose of the HEA Fellowship is extended to also include:

- Foundation or Enabling Programs
- English for Academic Purposes Programs
- Continuing Professional Development Programs (CPD), where the CPD is designed to update and extend knowledge for professionals operating in graduate roles;
- Partnership working with communities, where the development uses structured frameworks informed by a scholarly evidence-base;
- Industry or Profession based applicants supporting Higher Education students on placements, internships or in Work-Integrated-Learning activities.

HEA Fellowship is for everyone who support teaching and learning in higher education, not just academics. This includes support staff, librarians, learning technologists, educational designers, research supervisors, clinical teaching staff...



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Application cost for SCU staff

A one-off fee is payable upon submission of a Fellowship application.

(as at August 2024)

Fellowship Category	Cost per application (£)	Cost per application (\$)
Associate Fellow	150	295
Fellow	220	430
Senior Fellow	330	650
Principal Fellow	550	1100

Our institutional membership entitles our staff to 50% off. 50% off has already been calculated in the table.



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Professional Values

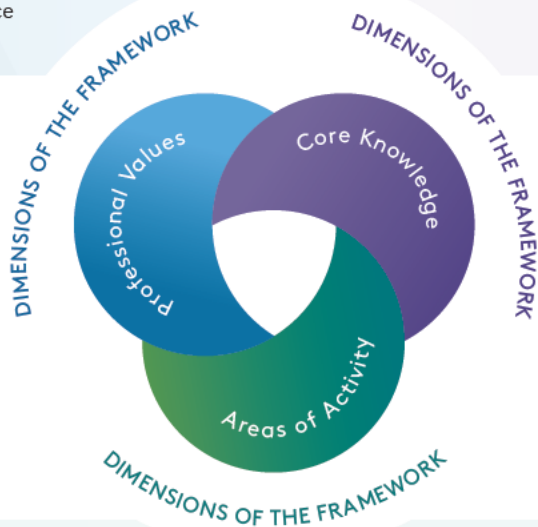
In your context, show how you:

- V1** respect individual learners and diverse groups of learners
- V2** promote engagement in learning and equity of opportunity for all to reach their potential
- V3** use scholarship, or research, or professional learning, or other evidence-informed approaches as a basis for effective practice
- V4** respond to the wider context in which higher education operates, recognising implications for practice
- V5** collaborate with others to enhance practice

Core Knowledge

In your context, apply knowledge of:

- K1** how learners learn, generally and within specific subjects
- K2** approaches to teaching and/or supporting learning, appropriate for subjects and level of study
- K3** critical evaluation as a basis for effective practice
- K4** appropriate use of digital and/or other technologies, and resources for learning
- K5** requirements for quality assurance and enhancement, and their implications for practice



Areas of Activity

In your context, demonstrate that you:

- A1** design and plan learning activities and/or programmes
- A2** teach and/or support learning through appropriate approaches and environments
- A3** assess and give feedback for learning
- A4** support and guide learners
- A5** enhance practice through own continuing professional development

Professional Standards Framework (PSF 2023)



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Fellowship Descriptors



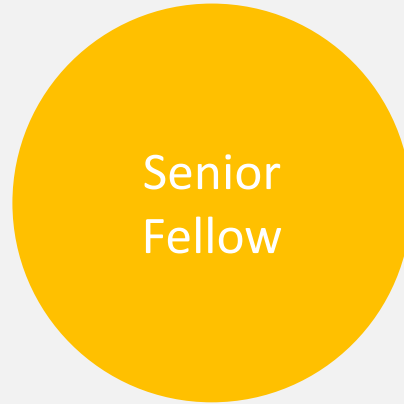
Associate
Fellow

Descriptor 1



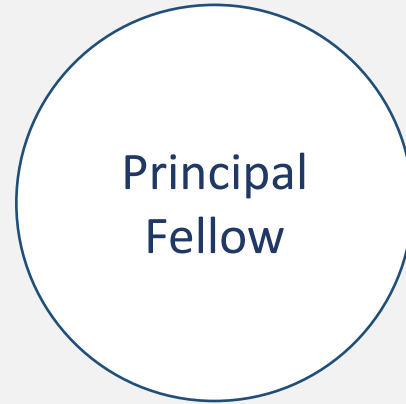
Fellow

Descriptor 2



Senior
Fellow

Descriptor 3



Principal
Fellow

Descriptor 4

78%
Success rate*

D1 is suitable for *individuals whose practice enables them to evidence some Dimensions*. Effectiveness of practice in teaching and/or support of learning is demonstrated through evidence of *some* Professional Values, Core Knowledge and Areas of Activity.



*Advance HE's annual report on direct application success rates in 2021.

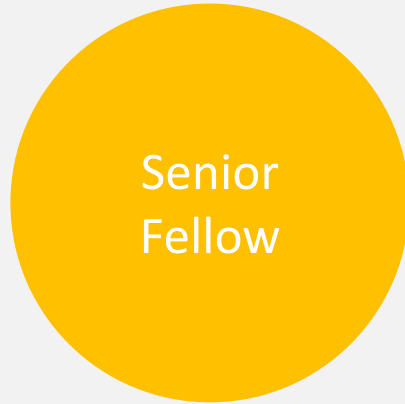
Fellowship Descriptors



Descriptor 1



Descriptor 2



Descriptor 3



Descriptor 4

83%
Success rate*

D2 is suitable for *individuals whose practice with learners has breadth and depth, enabling them to evidence all Dimensions*. Effectiveness of practice in teaching and/or support of high-quality learning is demonstrated through evidence of *all five* Professional Values, Core Knowledge and Areas of Activity.



*Advance HE's annual report on direct application success rates in 2021.

Fellowship Descriptors



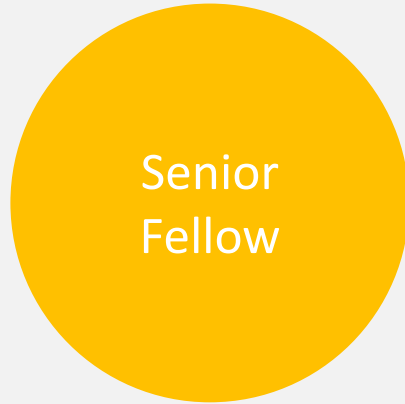
Associate
Fellow

Descriptor 1



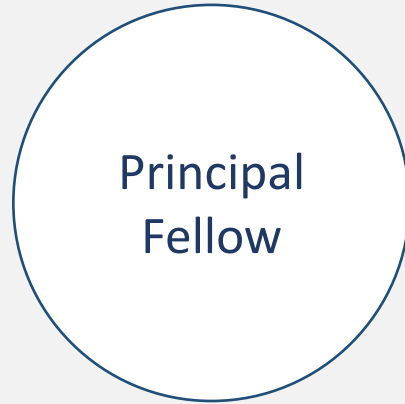
Fellow

Descriptor 2



Senior
Fellow

Descriptor 3



Principal
Fellow

Descriptor 4

72%
Success rate*

D3 is suitable for individuals whose comprehensive understanding and effective practice provides a basis from which ***they lead or influence those who teach and/or support high-quality learning***. Individuals are able to evidence a ***sustained record of leading or influencing the practice*** of those who teach and/or support high quality learning.



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*Advance HE's annual report on direct application success rates in 2021.

Fellowship Descriptors

Fellowship Category Tool



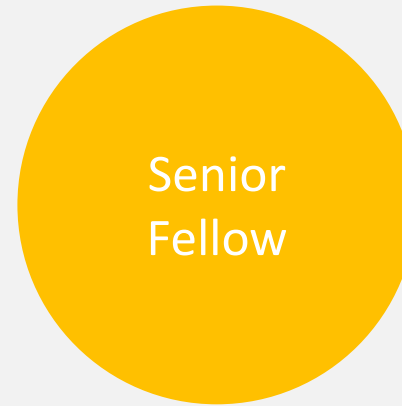
Associate
Fellow

Descriptor 1



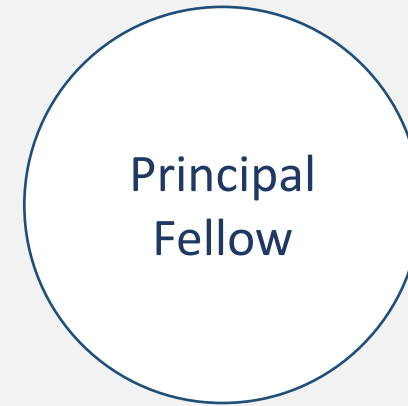
Fellow

Descriptor 2



Senior
Fellow

Descriptor 3



Principal
Fellow

Descriptor 4

51%

Success rate*

D4 is suitable for highly experienced individuals whose practice involves a ***sustained record of effectiveness in strategic leadership of high-quality learning***. Individuals are able to evidence their ***impact is extensive within or beyond an institution, or across a discipline or profession***.



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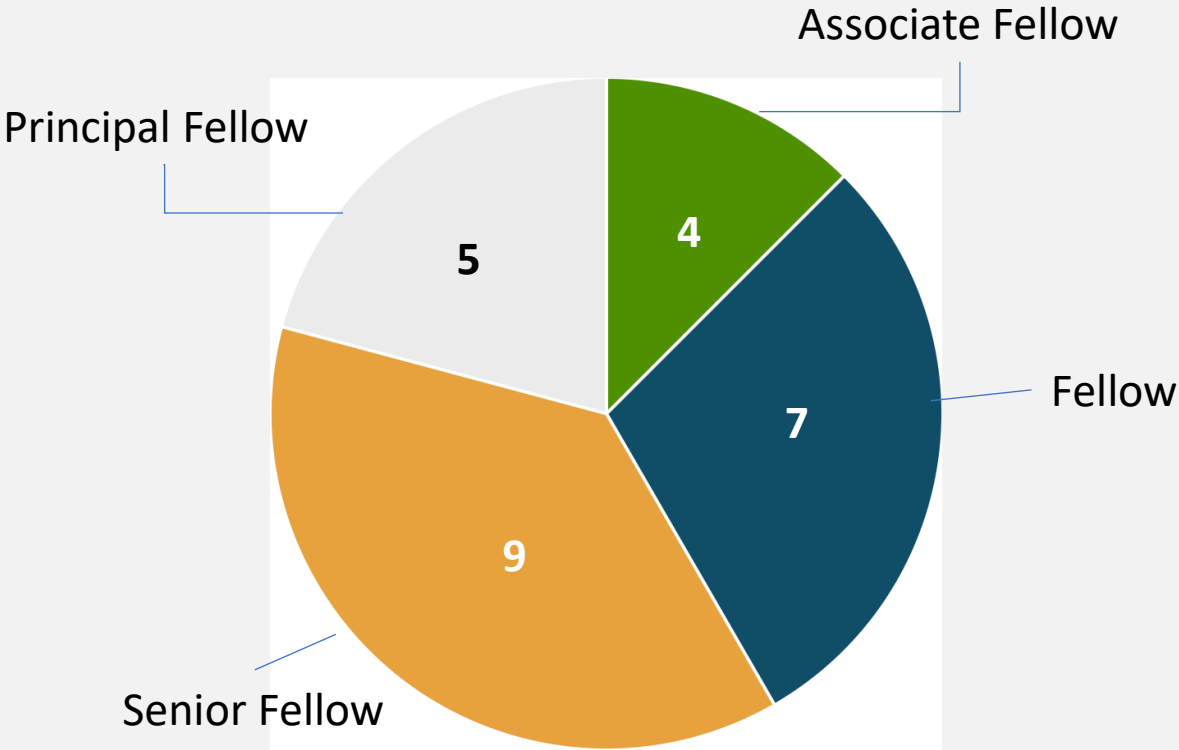
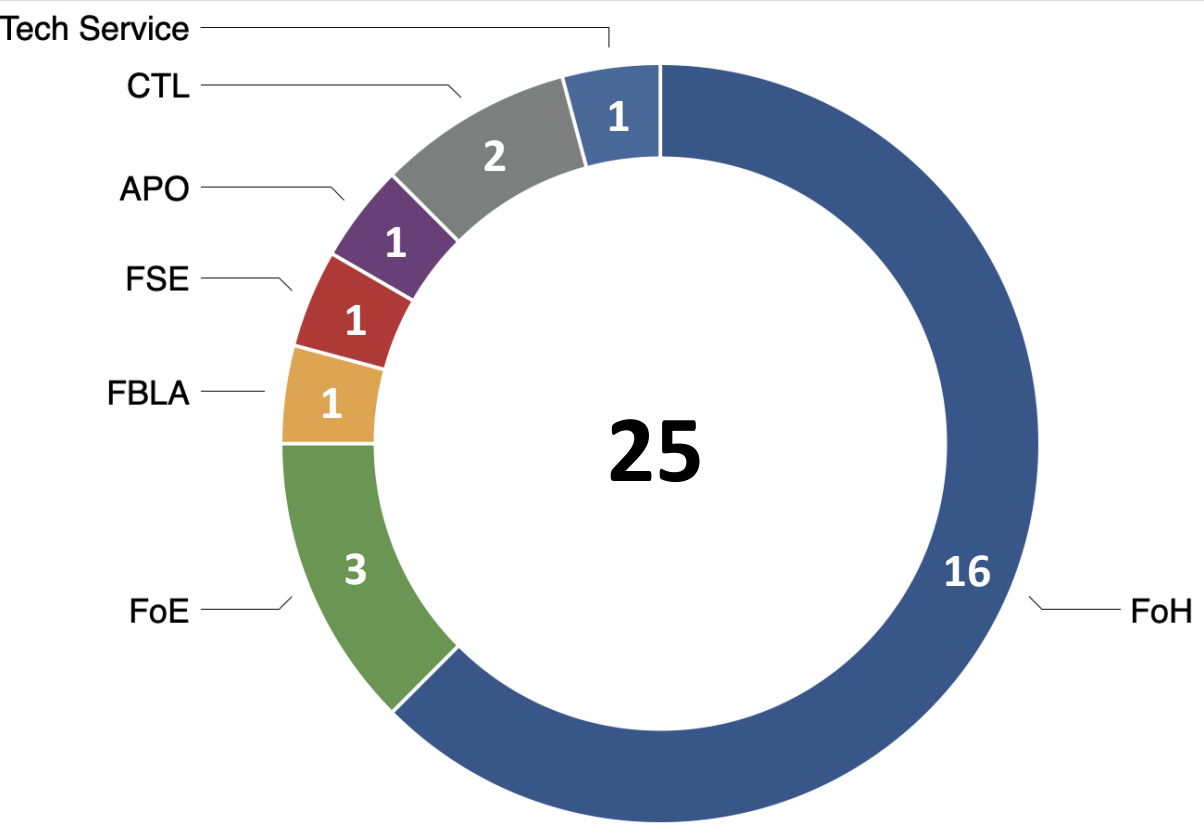
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*Advance HE's annual report on direct application success rates in 2021.

Current number of HEA Fellows at SCU



What's next?

1. Register for the HEA Fellowship workshops in 2024.

Workshops	Date	Time
Applying to become an HEA Associate Fellow or Fellow	17 September	10am to 12pm
Applying to become an HEA Senior Fellow	18 September	10am to 12pm
Being an HEA mentor	26 September	10am to 11am

2. Submit an applicant expression of interest form with the approval of your ADE or head of your work unit to CTL.



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HEA Fellowship

[Access secure Staff HEA Support Resources](#)

Find out more...

Higher Education Academy (HEA) Fellowship

Advance HE Fellowship provides international recognition for both professional and academic staff who support teaching and learning in higher education. Undertaking the process to attain a Fellowship represents a commitment to excellence in teaching and learning in higher education. By partnering with Advance HE as an international member, SCU has made an institutional commitment to provide support, professional development, and recognition to staff members throughout their time at the university. This aligns with **SCU's 'Outstanding People' strategic priority**. See the links below to learn more about the process and benefits of obtaining Fellowship with HEA and becoming part of the Southern Cross Academy of Excellence community.



Why pursue an HEA Fellowship?



Applying for HEA Fellowship



SCU Fellowship Community



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Any
Question

A blue icon of a lightbulb with a question mark inside it, surrounded by small blue squares representing light rays.