

A Guide for Line Managers and New Staff: Initial Professional Development Opportunities for all staff involved in Learning and Teaching provided by the Centre for Enhancement of Professional Practice April 2023

Professional Development Opportunity	Purpose	When	Duration	Who For	HEA Fellowship
Initial Support:					
Orientation to Learning and Teaching at Ulster University	Designed to give all new starts key information regarding Learning & Teaching policy and practice at Ulster and also to enable them to identify the best route for their initial development and achievement of FHEA.	Regularly through year	2 hours Fully online	All new staff with L&T role	
Academic Mentor(education)	To provide local guidance and support throughout the staff member's induction and probationary period in relation to Learning & Teaching To act as Subject Adviser for mentees undertaking the PgCHEP – this involves participating in teaching observations and other work-related tasks.	Allocated by HOS/HOD on appointment – mentor should hold FHEA as minimum	Throughout probation	All new academic staff	
PGTA: Introduction to L&T	To provide key information regarding the role of PGTA and the Code of Practice for PGTAs To provide introductory guidance on delivering effective sessions and assessing students. Session is compulsory for all PhD students who teach.	Regularly through year	2.5 hours Fully online with compulsory online pre-session activities	All PhD students who may be involved in tutoring and/or demonstrating	
Developmental Support: Taught Routes to Fellowship					
First Steps to Supporting Learning & Teaching in HE	The short course provides an opportunity for part-time tutors, staff with restricted learning and teaching roles (e.g., Research Assistants) and post-graduate teaching assistants to develop their understanding of and practice in inclusive and effective learning, teaching, and assessment. It is offered as a stand-alone short course and will be of particular benefit to those carrying out tutoring and demonstrating. Pre-requisite: either PGTA: Introduction to L&T or Orientation to Learning and Teaching at Ulster University	Semesters 1&2 (long thin module)	Hybrid delivery	PhD students (mandatory for those who carry out assessment), p/t tutors and prof. staff with limited L&T roles (must complete 25 hours teaching/ learning support in HE)	AFHEA

Post-graduate Certificate in Higher Education Practice

-Available to Ulster academics and other categories of staff who teaching and support learning AND meet the minimum professional practice requirements.
-It is compulsory for all new academic staff with less than 2 years' experience.

See PgCHEP website for further information: <https://www.ulster.ac.uk/cherp/proflearning/pgchep>

Module 1 of the PgCHEP may be taken as a stand-alone module

Full PgCHEP: Comprises Modules 1-3 (see below)	The PgCHEP is designed to ensure effective professional practice in learning, teaching and assessment aligned with Descriptor 2 (PSF, 2023) through the provision of contemporary and fit-for-purpose curricula, that is recognised both internally and across the higher education sector. Staff will be supported and encouraged to maximise the potential for learning through a work integrated approach and opportunities to engage in critical reflection on current practice to enhance and ensure effective future practice.	60 credits at Level 7 September - May each year	Hybrid delivery Three modules across 2 academic years	Minimum Professional Practice Requirements: -A substantive L&T role with a breadth and depth of HE teaching, learning and assessment experiences. -At least 25 hours work based experience of teaching/ learning support of HE learners during each module, and concurrent with their undertaking of the modules.	FHEA
Module 1: PHE705 Learning & Teaching in HE (Can be taken as a Standalone Module)	The aim of this module is enable staff to develop their knowledge and skills around inclusive learning, teaching and assessment in HE, drawing on a scholarly evidence base and critical reflection on current learning and teaching practice, aligned with Descriptor 1 (PSF, 2023).	20 credits at Level 7 October - April	Hybrid Delivery 1 academic year (long thin module)	Minimum Professional Practice Requirements for standalone module: -A L&T support role with practice that enables them to evidence PSF 2023 dimensions A2 and A3 as a minimum. -At least 25 hours work based experience of teaching/ learning support of HE based learners during the module.	AFHEA
Module 2: PHE708 Designing a Contemporary Curriculum	The second module is practice-based and provides participants with toolkits and resources to design contemporary and pedagogically sound modules of learning to enhance the student learning experience.	20 credits at Level 7 Sept -Dec each year	Hybrid Delivery Year 2, Semester 1	See Full PgCHEP Minimum Professional Practice requirements above	
Module 3: PHE707 Enhancing the Effectiveness of Learning and Teaching	This action research-based module to enables participants to plan, implement, evaluate and disseminate the process and outcomes of an evidence-informed, strategically aligned and contextually cognisant practice initiative to enhance the effectiveness of a specific aspect of L&T practice.	20 credits at Level 7 December - May each year	Hybrid Delivery Year 2, Semester 2	See Full PgCHEP Minimum Professional Practice requirements above	

Experiential Routes to Fellowship for more experienced Ulster-based staff					
ENHANCE Fellowship Scheme	<p>The ENHANCE Fellowship Scheme provides, a globally benchmarked, process for individual Ulster-based staff to demonstrate and gain recognition for their professionalism and commitment to developing and enhancing teaching and learning support practices. It is aligned to PSF 2023.</p> <p>Applicants must have relevant and recent HE educational experience</p>	Regular briefings & support through year	<ul style="list-style-type: none"> • online briefings and follow-up support • 3 submission deadlines/ year • normal time for submission min of 6 months 	<p>Experienced staff with a minimum of:</p> <ul style="list-style-type: none"> • 1 years' experience for AFHEA • 2-3 years' experience for FHEA • 5 years' experience for SFHEA with substantive leadership/ influence on other HE educators • 5 years' + experience for PFHEA with substantive strategic L&T leadership and impact 	AFHEA FHEA SFHEA PFHEA
MEd in Higher Education Practice for Ulster-based staff					
MEd	<p>The MEd Programme consists of four core 30-credit modules. There will be one intake each year in September.</p> <ul style="list-style-type: none"> • Year 1 Sem 1: PHE717 Developing your expertise and influence as a HE Educator • Year 1 Sem 2: PHE718 Design thinking and innovation in learning and teaching • Year 2 Sem 1: PHE719 Planning Action Research • Year 2 Sem 2: PHE720 Action Research Project 	120 credits	2 academic years	<ul style="list-style-type: none"> • a degree [min 2ii Honours standard] or equivalent • achievement of Descriptor 2 (D2) (PSF) or above awarded within the last five years • Applicants awarded D2 or above more than five years ago will be required to show how they have remained in good standing 	N/A

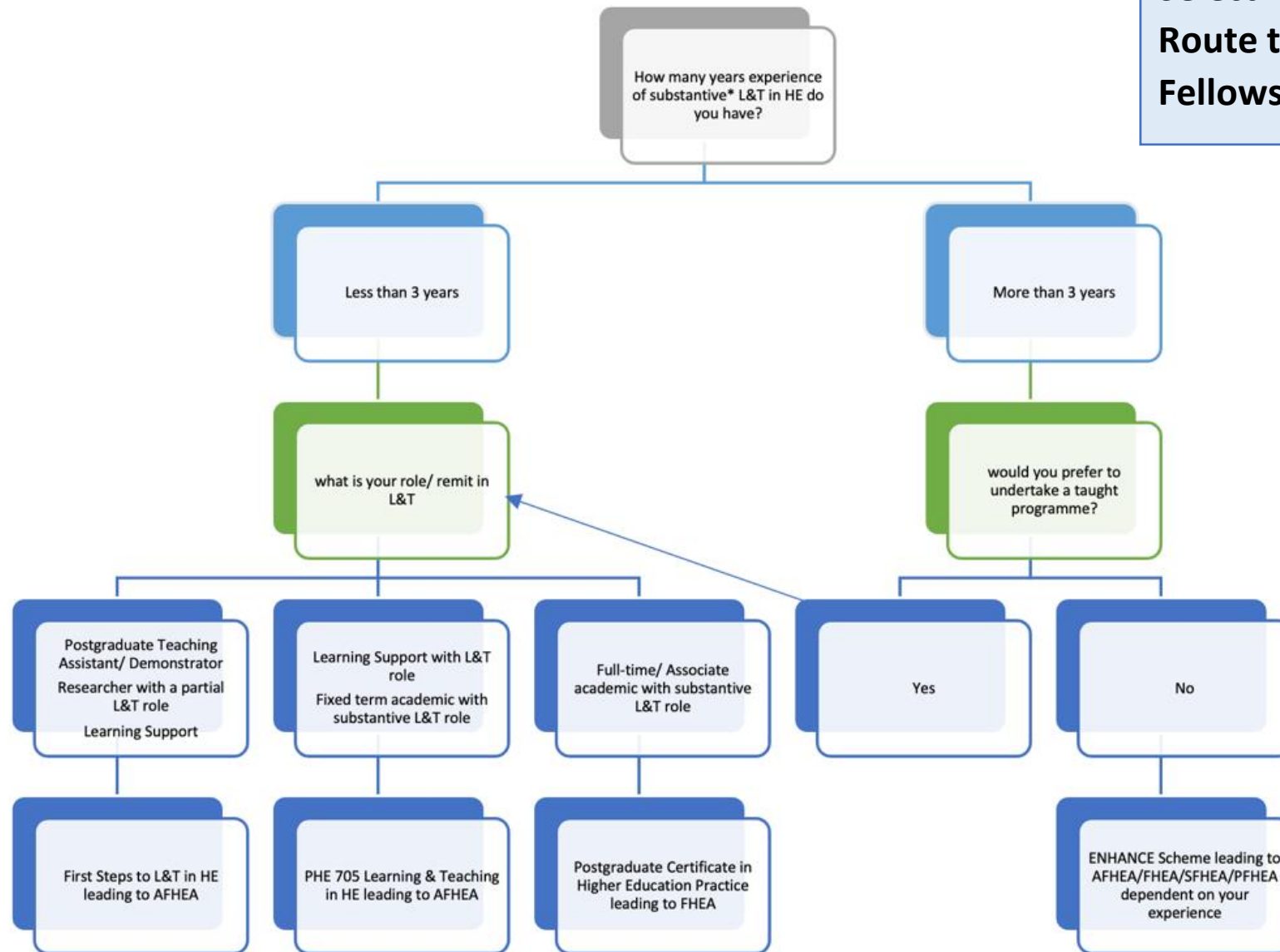
Induction Course for Recognised University Teachers					
Induction Course for Recognised University Teachers	<p>This course aims to provide:</p> <ul style="list-style-type: none"> an introduction to the UK higher education context an introduction to expectations for learning, teaching and assessment at Ulster University an opportunity to reflect on current practice and identify further development plans raised awareness of opportunities for gaining HEA fellowship via Advance HE knowledge to support the quality of the educational provision you provide 	Fully online, with enrolment at any time, using Blackboard Learn	<ul style="list-style-type: none"> self-paced and asynchronous learning Support provided by the course team 	<ul style="list-style-type: none"> Recognised University Teachers Hourly paid teachers Staff teaching at partnership centres Work-based learning providers E-tutors 	Aligned to the requirements for AFHEA. Participants may wish to build on their assignment and use it as the basis for a direct fellowship application to Advance HE.

Further Information:

	Further Information	How to Apply	Key Contact (s)
Orientation to Learning and Teaching at Ulster University	https://www.ulster.ac.uk/cherp/proflearning/orientation-to-learning-and-teaching-at-ulster-university	Application form available on website	Richard Beggs rtg.beggs@ulster.ac.uk
PGTA: Introduction to L&T	https://www.ulster.ac.uk/cherp/proflearning/introduction-to-teaching-and-learning	Booking via: <ul style="list-style-type: none"> The Doctoral College for PhD students Online application form available on website for p/t tutors requires supervisor/ line manager support	fst@ulster.ac.uk Richard Beggs rtg.beggs@ulster.ac.uk
First Steps to Supporting L&T in HE Award fst@ulster.ac.uk	https://www.ulster.ac.uk/cherp/proflearning/fst	Booking via: <ul style="list-style-type: none"> The Doctoral College for PhD students Online application form available on website for p/t tutors requires supervisor/ line manager support	fst@ulster.ac.uk Richard Beggs rtg.beggs@ulster.ac.uk

Full PgCHEP: Modules 1-3	https://www.ulster.ac.uk/cherp/proflearning/pgchep	Application is made through the University's Online Application System – Line manager support is required.	pgchep@ulster.ac.uk Dr Amanda Platt aj.platt@ulster.ac.uk
Module 1: Learning & Teaching in HE	https://www.ulster.ac.uk/cherp/proflearning/pgchep	Application form available on website – requires line manager support	pgchep@ulster.ac.uk Dr Amanda Platt, Course Director aj.platt@ulster.ac.uk Dr Brian McGowan, Module Coordinator brian.mcgowan@ulster.ac.uk
Module 2: Designing a Contemporary Curriculum	https://www.ulster.ac.uk/cherp/proflearning/pgchep	Only available to those on full PgCHEP	Colette Murphy, Module Coordinator c.murphy1@ulster.ac.uk
Module 3: Enhancing the Effectiveness of L&T	https://www.ulster.ac.uk/cherp/proflearning/pgchep	Only available to those on full PgCHEP	Dr Amanda Platt, Course Director and Module Coordinator Aj.platt@ulster.ac.uk
ENHANCE Fellowship Scheme	https://www.ulster.ac.uk/cherp/proflearning/professional-development-scheme	Sign up for a briefing – dates on website	Dr Sarah Floyd s.floyd@ulster.ac.uk
MEd in Higher Education Practice	https://www.ulster.ac.uk/cherp/proflearning/med	Application is made through the University's Online Application System. Line manager support is required.	Dr Brian McGowan brian.mcgowan@ulster.ac.uk
Induction Course for Recognised University Teachers	https://www.ulster.ac.uk/cherp/proflearning/rut	Booking via website. Applicants must have an active Ulster University 'a' code	Dr Sarah Floyd s.floyd@ulster.ac.uk Richard Beggs rtg.beggs@ulster.ac.uk

Selecting Your Route to Fellowship



*Substantive indicates that you have had, and/or currently have a breadth and depth of HE teaching, learning and assessment experiences.