

# Professional recognition and global partnerships: The QUT Story

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**QALT** QUT ACADEMY  
OF LEARNING  
AND TEACHING

international recognition for staff  
who teach and support learning

# Seminar outline

1. Introduction to the Higher Education Academy
2. Working with the Professional Standards Framework (PSF)
3. QUT Academy of Learning & Teaching (QALT)
4. Impact and Future Developments

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**1.**

**Introduction to the  
HEA**

The Higher  
Education  
Academy

# The UK Higher Education Academy (HEA)

- An independent, not-for-profit, charitable and non-regulatory organisation.
- Mission to continuously improve HE teaching quality.
- Raise the profile of teaching so that staff are recognised for their work and are motivated to keep developing their practice and careers.
  - Professional Standards Framework and Fellowship Scheme



# OPTIONS FOR SUBSCRIBING INSTITUTIONS

## 1. Access Partner

- Access to online content and communities of practice
- Discounted Fellowship applications/access to HEA's professional development

## 2. Strategic Partner

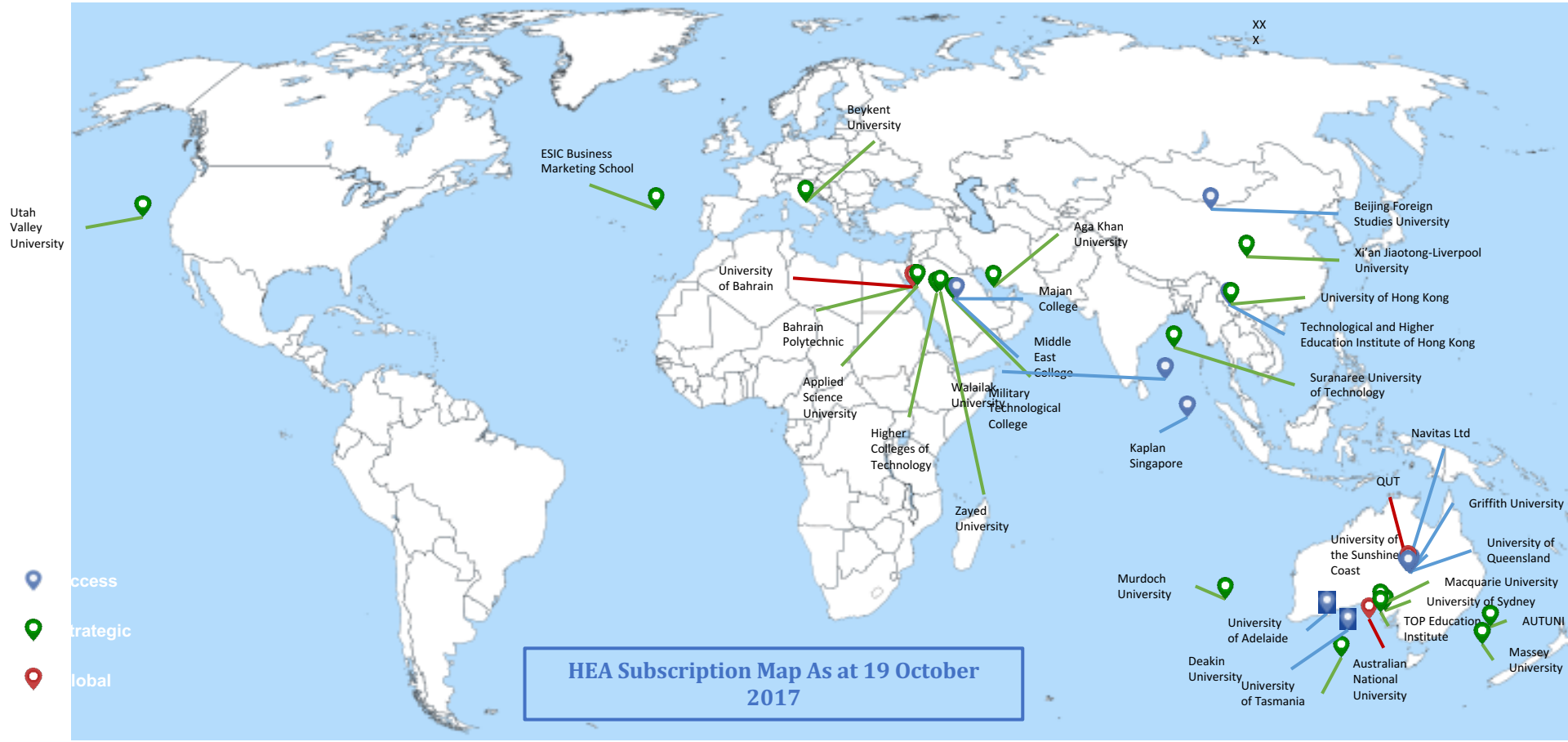
- + Accreditation of internal L&T development programs (benchmarked against the PSF)

## 3. Global Partner

- + Accredited programs can be offered outside the home institution

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Worldwide there are 160 accredited HE providers, 133 CPD programs and 330 taught programs accredited by HEA



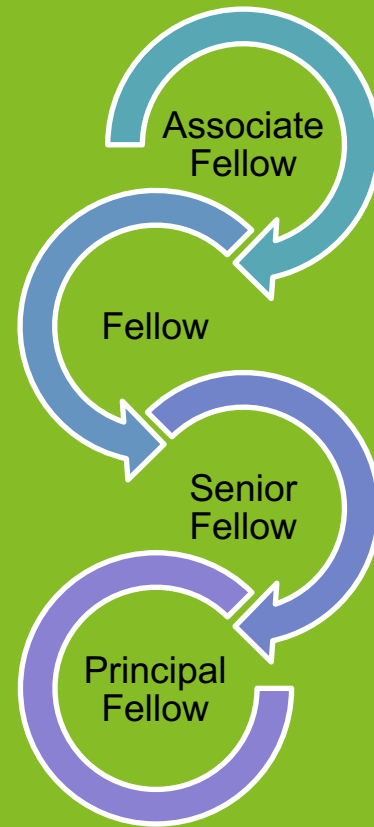
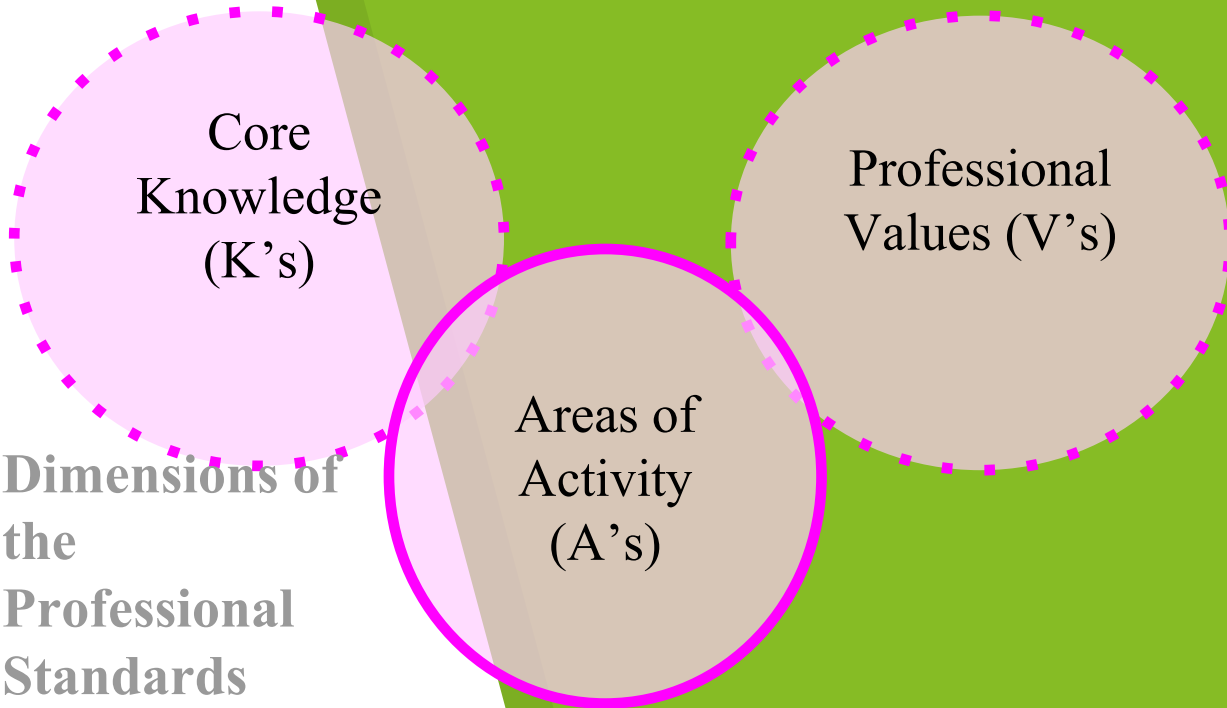


# 2.

## Introduction to the Professional Standards Framework

The Higher  
Education  
Academy

**Dimensions of  
the  
Professional  
Standards  
Framework**



# Developing a claim for recognition

**Successful engagement with the five Areas of Activity**

## Areas of Activity

- |    |  |
|----|--|
| A1 | Design and plan learning activities and/or programmes of study   |
| A2 | Teach and/or support learning  |
| A3 | Assess and give feedback to learners   |
| A4 | Develop effective learning environments and approaches to student support and guidance   |
| A5 | Engage in continuing professional development in subjects/disciplines and their pedagogy, incorporating research, scholarship and the evaluation of professional practices |

## Successful demonstration of Professional Values

### Professional Values

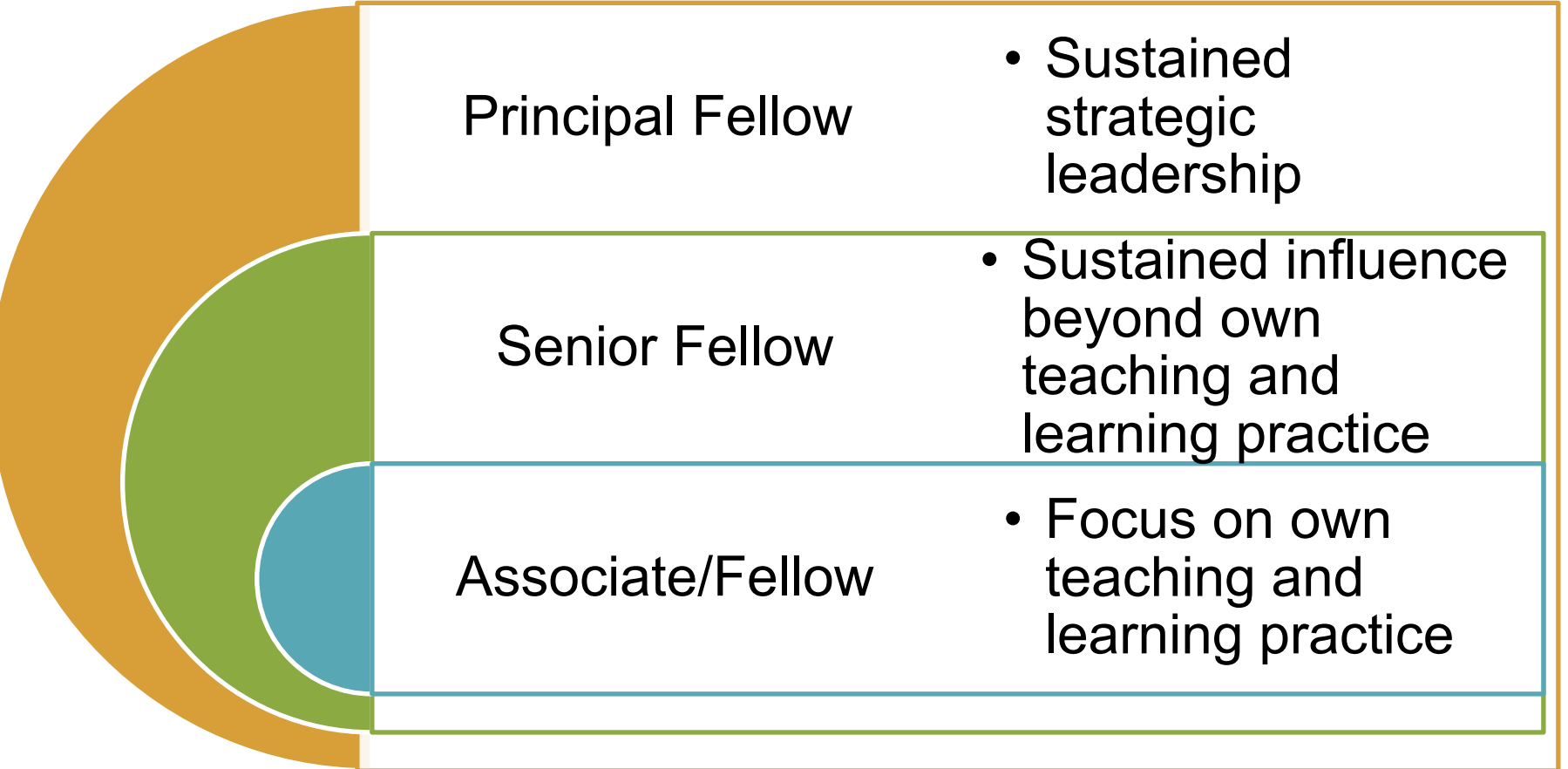
- V1**      **Respect individual learners and diverse learning communities**
- V2**      **Promote participation in higher education and equality of opportunity for learners**
- V3**      **Use evidence-informed approaches and the outcomes from research, scholarship and continuing professional development**
- V4**      **Acknowledge the wider context in which higher education operates recognising the implications for professional practice**

## Successful demonstration of Core Knowledge

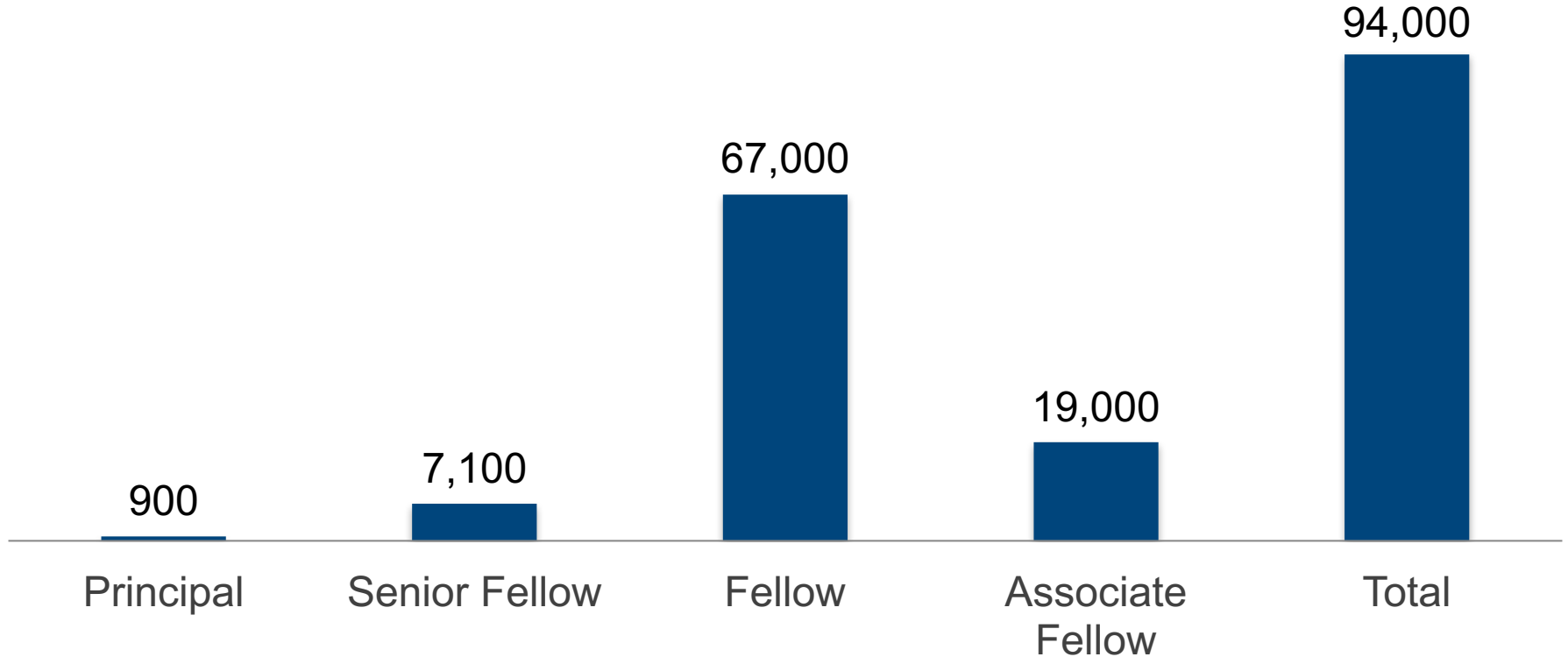
### Core Knowledge

- K1** The subject material
- K2** Appropriate methods for teaching, learning and assessing in the subject area and at the level of the academic programme
- K3** How students learn, both generally and within their subject/ disciplinary area(s)
- K4** The use and value of appropriate learning technologies
- K5** Methods for evaluating the effectiveness of teaching
- K6** The implications of quality assurance and quality enhancement for academic and professional practice with a particular focus on teaching

# Spheres of influence



# HEA Fellows Worldwide (Sept 2017)



# 3.

## The QUT Academy of Learning & Teaching

QALT: The Story so far



An aerial photograph of a city, likely Melbourne, Australia, showing a dense urban skyline with numerous skyscrapers on the left. A large river, the Yarra River, flows through the center of the city. In the foreground, a multi-lane highway bridge crosses the river. The university campus is situated on a green peninsula between the river and the highway. The QUT logo is overlaid in the bottom left corner.

**QUT**

a university for the **real** world

## Joining the Academy: Benefits for Individuals

Recognition as a professional within an international teaching quality framework

Personal and professional development in teaching

Access to HEA's Communities of Practice and resources

Structured reflection on practice

Entitlement to use post-nominal letters

International benchmark and esteem indicator

Networking, peer review, collaboration, feedback

Engagement and leadership in learning & teaching (obligation to support others)

# CREATING AN INCLUSIVE APPROACH TO ENGAGING WITH THE PSF

- ▶ Research-focused academics
- ▶ Professional staff
- ▶ Sessional teachers



# ALIGNING THE PSF WITH POLICY

- ▶ Promotions
- ▶ Evaluation
- ▶ Academic Performance  
Indicators



# QALT PATHWAYS

**TEACHING  
ADVANTAGE**

Assoc Fellow

**EXPERIENTIAL  
PATHWAY**

Assoc Fellow  
Fellow  
Senior Fellow  
Principal Fellow

**IZN001**

Principles and Practices of  
University Learning and  
Teaching

Assoc Fellow

**GCAP**

Graduate Certificate of  
Academic Practice

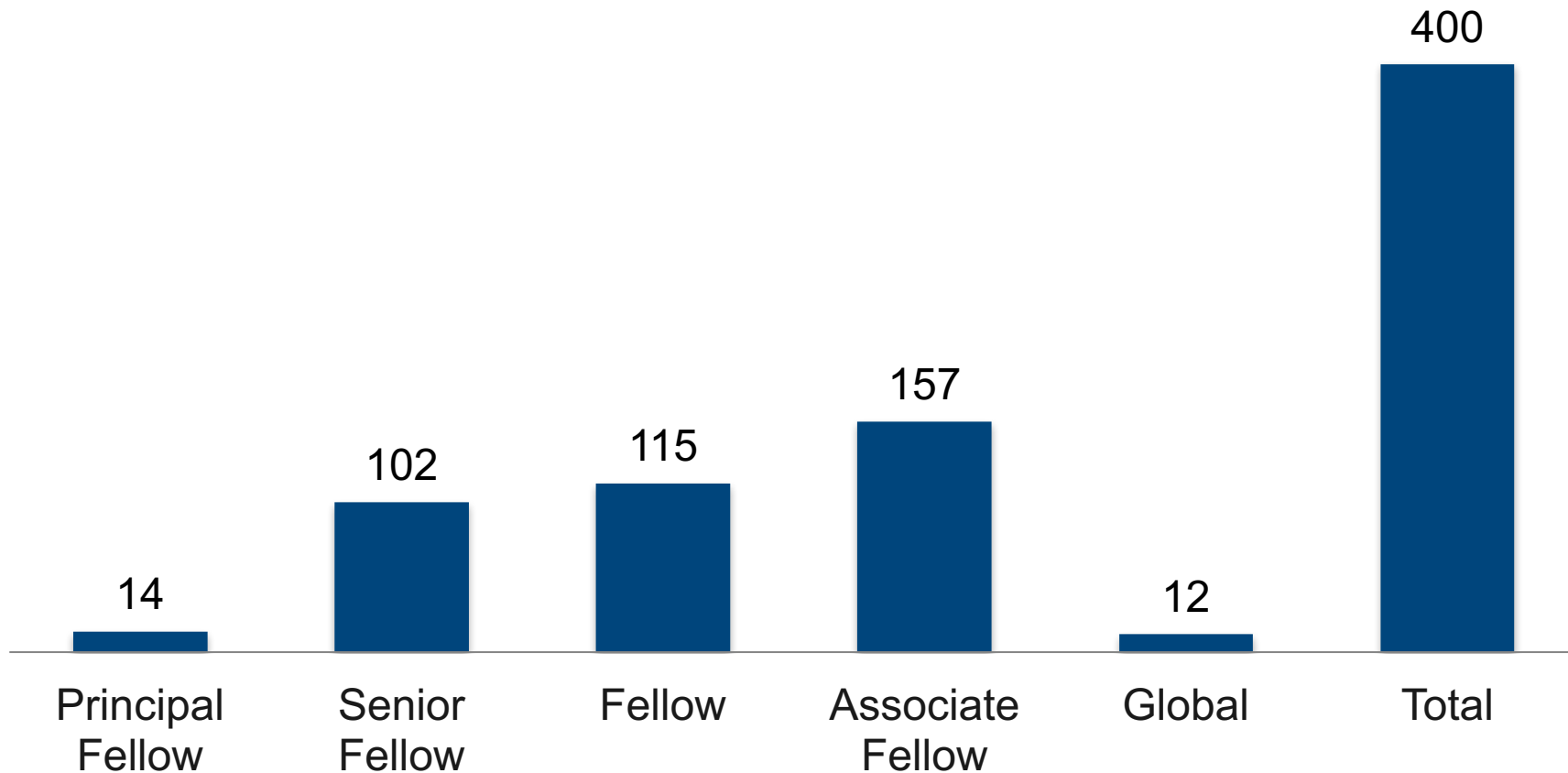
Fellow

**HEA  
Fellowship**



# Number of Fellows - QUT

(as at 1 October, 2017)



Supporting  
Strategic  
Global  
Partners



Teaching **A<sup>+</sup>** Advantage  
Preparing Global Academics





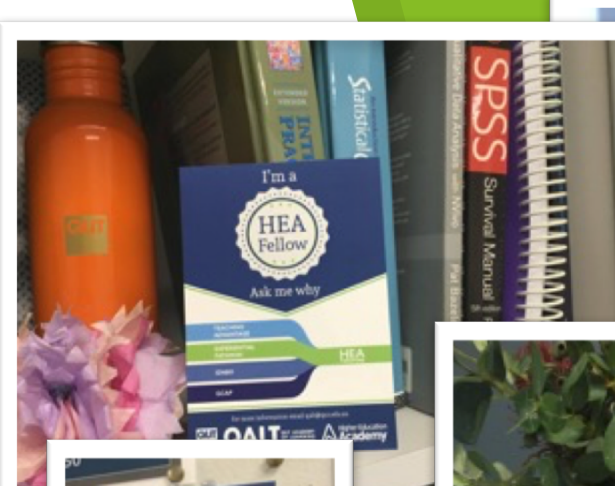
4.

## Identifying Champions

Global  
Partnerships for  
Academic  
Teaching  
Excellence

**BUILDING A  
SUSTAINABLE  
PARTNERSHIPS  
WITH MENTORS &  
REVIEWERS**





**QALT** QUT ACADEMY OF LEARNING AND TEACHING

international recognition for staff who teach and support learning





# Fellowship Pathfinder Tool

[http://doctoralteaching.org/qalt\\_pathways](http://doctoralteaching.org/qalt_pathways)



5.

## Measuring Impact

Teaching Quality

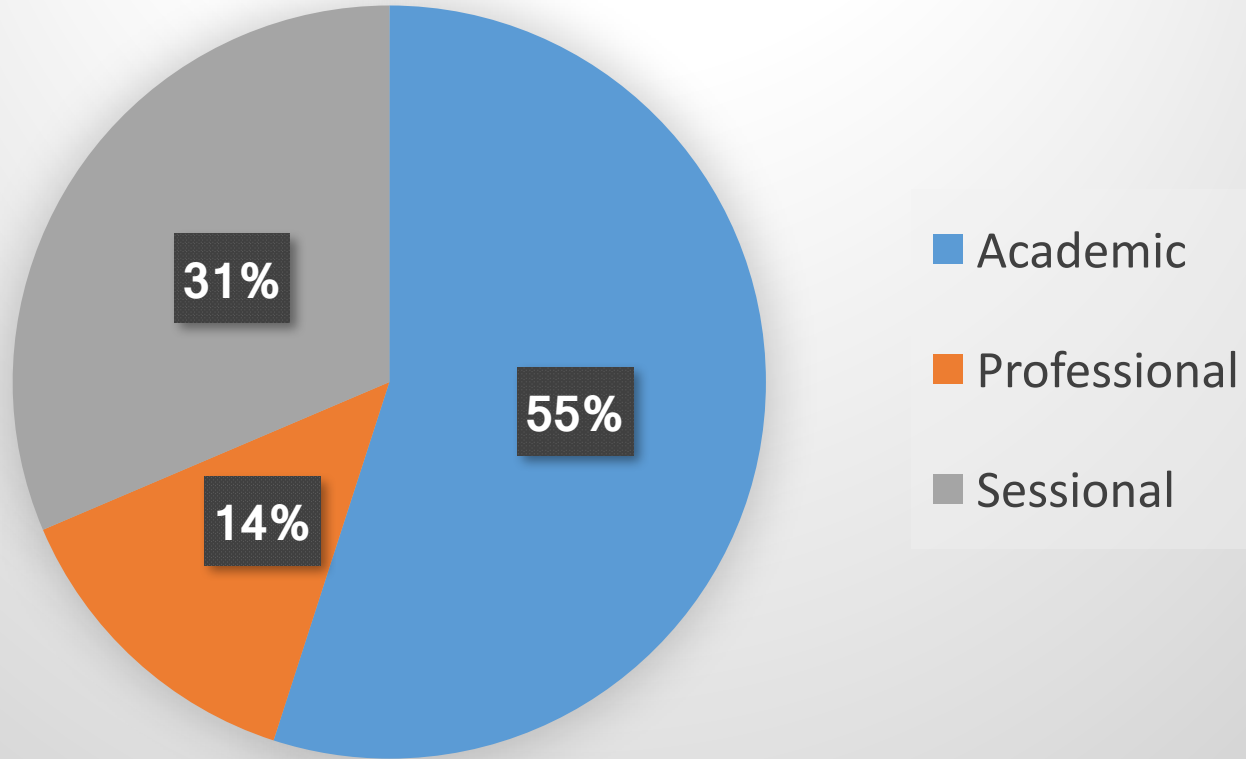
## EXPRESSIONS OF INTEREST

# 256 in 2016

245 EOIs received so far in 2017 – one call left to go

175 staff participated in workshops or writing retreats

## QUT HEA Fellows by employment type



# Impact

- **Individuals** (self-efficacy, career (employment), practice, belonging)
- **Teams/Programs** (community, vision, scholarship)
- **University** (collegial purpose, transdisciplinary, vision)
- **Students**



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“

My application has forced a detailed reflection upon my past practices and potential future approaches to teaching and learning. **A great exercise to confirm existing knowledge and highlight areas for future professional development.**

FHEA, Academic,  
Creative Industries Faculty

“ Recognition of **higher degree research supervision** is arguably an under-appreciated aspect of ‘teaching and learning’ in the higher education environment. Applying for (and achieving!) SFHEA was an ideal **opportunity to reflect on more than a decade of supervisory practice through the articulation of the pedagogies that underpin the approaches** I take. I’m hopeful that my research students will be the primary beneficiaries.

SFHEA, Research-intensive Academic,  
QUT Business School

“ This opportunity to write a teaching-focussed application has been a motivating and rewarding process. The **positive and constructive feedback** that I received from my mentoring team, and the final QALT Review Panel feedback that you have sent, **provides me with great reassurance that teaching excellence can be recognised and rewarded.**

*SFHEA, Academic,  
Faculty of Health*

“ This was such a wonderful application process, I am thrilled and relieved. What a process, but so valuable, and so important for staff who otherwise do not have an opportunity to have their work in this field recognised.

*AFHEA, Professional Staff,  
Student Support Services*

“ “ The experience of the application process, the additional expert coaching and encouragement, has helped me develop my confidence and **sense of belonging** at the University.

AFHEA, PhD Student & Sessional Tutor,  
*QUT Business School*

# Students as Partners new pathways





6.

**Future  
Developments**

A Global  
Academy?





Queensland University  
of Technology



THE  
AUSTRALIAN  
NATIONAL  
UNIVERSITY



UNIVERSITY of  
TASMANIA



THE UNIVERSITY OF  
SYDNEY



MACQUARIE  
University



University of the  
Sunshine Coast



Murdoch  
UNIVERSITY



MASSEY  
UNIVERSITY

Griffith  
UNIVERSITY

THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA



navitas

THE UNIVERSITY  
of ADELAIDE

# Australasian Strategic Advisory Board (ASAB)



# Global Partnerships for Academic Teaching Excellence Project

- ▶ Queensland **network of Universities** – promoting teaching quality
- ▶ **Teaching Excellence Showcases**
  - ▷ Hong Kong - 13-14 December
  - ▷ Shanghai – 6-7 January
- ▶ **Mentoring Partnerships** to support fellowship applicants and deepen relationships with China
- ▶ Focused on mutual gains and research collaborations



Thanks and  
Questions



I'm a

Ask me why

TEACHING  
ADVANTAGE

EXPERIENTIAL  
PATHWAY

IZN001

GCAP

HEA  
Fellowship

for more information email [qalt@qut.edu.au](mailto:qalt@qut.edu.au)



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OF LEARNING  
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Higher Education  
**Academy**