**HEFi Award and Recognition Framework for Academic Staff: Engagement with and raising the profile of teaching excellence within the institution.**

This framework provides details of the awards and recognition available, through HEFi, to academic staff involved in research intensive teaching. This can be read in association with the [Universitas 21 Framework for Conceptualising 21st Century Teaching](http://ctlt-u21ti.sites.olt.ubc.ca/files/2017/04/2016-U21-TI-Validated-framework-.pdf) and associated [guidance](http://ctlt-u21ti.sites.olt.ubc.ca/files/2017/04/2016-U21-TI-Resource-Notes-on-the-U21-Teaching-Indicators-Framework.pdf), and the [UK Professional Standards Framework](https://www.heacademy.ac.uk/ukpsf) and will also support HEFi work around career promotion and progression for staff involved in teaching.

If you have any queries about the framework please contact HEFi at: [HEFi@contacts.bham.ac.uk](mailto:HEFi@contacts.bham.ac.uk)

|  |  |  |  |
| --- | --- | --- | --- |
| **Career Stage** | **Opportunities / Engagement** | **Recognition / Award** | **Suggested**  **output and impact** |
| Early Career (typically less than two years teaching experience) | * Postgraduate Certificate in Higher Education (probationary requirement) * Beacon Professional Recognition Scheme * HEFi CPD / College-based CPD | * PGCHE: 60 credits postgraduate certificate, including Fellowship of the HEA, and SEDA Learning, Teaching and Assessing Award. * Beacon: Associate Fellowship HEA / Fellowship HEA | * HEFi micro-CPD * Big Conversation blog * Contribution to HEFi Open (forthcoming) * Contributions to learning and teaching workshops within HEFi / College |
| Developing career | * Beacon Professional Recognition Scheme * HEFi CPD / College-based CPD * Educational Enhancement Fund * Birmingham – Nottingham Education Partnership Fund * External grants (e.g. SEDA Research and Evaluation Small Grants) | * Outstanding Teaching Awards (VC Guild Awards) * HEFi Awards for Educational Enhancement and Innovation * Beacon: Fellowship HEA / Senior Fellowship HEA | As above |
| Emerging Educational Leadership | As above, plus:   * Leading HEFi CPD workshops * Supporting early / developing career colleagues (e.g. PGCHE mentoring, action learning set facilitation, Beacon mentoring and assessing) | As above, plus:   * Senior Fellowship HEA * HEFi Scholar * National Teaching Fellowships | As above, plus:   * External publication * External awards (e.g. Advance HE Collaborative Awards for Teaching Excellence) * Support for wider UoB academic community |
| Leadership in Teaching Excellence | As above, plus:   * HEFi “think-tanks” and strategic initiatives * Leadership of HEFi workstreams / themes * External engagement | As above, plus:   * SFHEA / PFHEA * National Teaching Fellowships * HEFi Fellow * HEFi Steering Group | As above, plus:   * Sector engagement (e.g. external education committees, panels, external consultancy etc.) |

**NOTES:**

Further details of the initiatives referred to above **follow.**

**Postgraduate Certificate in Higher Education (PGCHE)**

The Postgraduate Certificate in Higher Education (PGCHE) is a 60-credit Master’s level programme for staff who teach and support learning at the University of Birmingham. The aim of the programme is to provide a comprehensive preparation for the teaching, learning and assessment aspects of their role and to relate this to wider responsibilities associated with professional practice.

Successful completion of the programme and the module assignments awards a number of recognised teaching qualifications:

* A Postgraduate Certificate in Higher Education
* Recognition as [**Fellow of the HEA**](https://www.heacademy.ac.uk/individuals/fellowship/fellow)
* The [**Staff and Educational Development Association’s Learning, Teaching and Assessing award**.](https://www.seda.ac.uk/learning-teaching-assessing)

Further details about the programme can be found in the PGCHE section on our [Professional Development on Learning and Teaching Canvas pages.](https://canvas.bham.ac.uk/courses/34105/pages/introduction-to-the-pgche)

**Beacon Professional Recognition Scheme**

Beacon Professional Recognition is the University of Birmingham’s scheme that is accredited by Advance HE to award [Associate Fellowship, Fellowship and Senior Fellowship of the HEA.](https://www.heacademy.ac.uk/individuals/fellowship?utm_source=Google%20(Grant)&utm_medium=PPC&utm_campaign=Professional%20Practice%20-%20Fellowship&gclid=Cj0KCQjwvuDPBRDnARIsAGhuAmZ6kfWVXtynHQztfWDFIrzKY-Rx45smMQv0V-Kc6jyvKWEkWdOzY18aAj1mEALw_wcB)

The scheme allows staff involved in teaching and supporting learning to apply for recognition internally through an individual, peer-supported process. All staff employed by the University (academic or professional services) can join the scheme.

Fellowship of the Higher Education Academy is recognised across the UK higher education sector (and, increasingly, internationally) as a benchmark of professional practice in teaching and learning. Achieving fellowship provides a recognition of your practice and evidence of your commitment to enhancing the learning experience of your students.

Further details about the programme can be found in the [Beacon section on our Professional Development on Learning and Teaching Canvas pages.](https://canvas.bham.ac.uk/courses/34105/pages/introduction-to-the-beacon-professional-recognition-schemehttps:/canvas.bham.ac.uk/courses/34105/pages/introduction-to-the-pgche)

**HEFi Micro-CPD**

HEFi MicroCPD are weekly, easily accessible bursts of continuing professional development on a range of educational themes. Typically they comprise of a 90 second video, followed by a summary and then a link to the full resource that is being covered. The current MicroCPD together with a complete archive and search facility is available via the [HEFi website](https://www.birmingham.ac.uk/university/hefi/index.aspx).

If you would like to propose a MicroCPD please contact [hefi@contacts.bham.ac.uk](mailto:hefi@contacts.bham.ac.uk) and we will send you a submission form.

**The Big Conversation**

The Big Conversation is a University-wide blog that invites staff and students to engage in a conversation around learning and teaching in higher education. The themes covered are many and varied and have included Research-intensive Education and Inclusive Education. You can contribute to The Big Conversation by emailing your submission to [bigconversation@contacts.bham.ac.uk](mailto:bigconversation@contacts.bham.ac.uk)

**HEFi Open**

HEFi Open will provide a novel, interactive format for the communication of ideas, engagement in debate and sharing of practice for all University staff, be they academic members of staff or members of professional and support services, looking to disseminate learning and teaching practices, ideas and developments in a scholarly and evidence informed manner. **HEFi Open is under development and further details on how to submit will be provided shortly**.

**Educational Enhancement Fund (EEF)**

The Educational Enhancement Fund provides staff with the opportunity to undertake projects that initiate and investigate innovative, evidence-based practices that develop expertise in key areas of practice in higher education learning and teaching, and demonstrate pedagogical benefit to students.  
Funds, typically in the region of £10-15k (but larger bids will be considered), are available to support projects that will lead to clear outcomes and sustained impact that benefit the University as a whole under the general theme of educational enhancement but particularly in one or more areas that are identified for each funding round.

To find out more and the ways in which you can apply visit [the website](https://www.birmingham.ac.uk/university/hefi/staff-development/Educational-Enhancement.aspx)

**Birmingham-Nottingham Education Partnership Fund (EPF)**

The Universities of Birmingham and Nottingham provide money through the Strategic Collaborative Fund (SCF) to promote collaboration between the two institutions.  The joint UEB has agreed to establish an Education Partnership Fund (EPF) with £200,000 available to fund collaborative education enhancement projects.  Staff have the opportunity to bid for funding to undertake EPF projects as long as the bid is led by a member of staff from each institution.

To find out more and the ways in which you can apply visit [the website.](https://www.birmingham.ac.uk/university/hefi/staff-development/Educational-Enhancement.aspx)

**HEFi Awards for Educational Enhancement and Innovation**

These awards reward and recognise staff from across the University who provide, and contribute to, an inspirational student experience. The aim is to raise the profile of such activity throughout the University through the nominations and award-giving process. The award themes cover: educational innovation, educational leadership, supporting student learning, and research intensive learning and teaching. Nominations can be made by any member of staff within the University.

There is one call each year which will be made via the HEFi website.

**HEFi Scholars**

HEFi Scholars are members of staff who have demonstrated a commitment not only to their own continuing professional development but to the wider university community. Members of staff can apply to be considered as HEFi Scholars and the details of how to apply can be found [here.](http://www.birmingham.ac.uk/Documents/HEFI/Membership-of-the-Higher-Education-Futures-institute-FINAL-140618.docx)

**HEFi Fellows**

HEFi Fellows are senior education leaders within the University who will contribute to the development and direction of HEFi. HEFi Fellows may be invited to join the HEFi Steering Group and will be expected to play an active role in creating the organisational conditions necessary to enable and support learning and the development of teaching. Further details about how to become a HEFi Fellow are available [here.](http://www.birmingham.ac.uk/Documents/HEFI/Membership-of-the-Higher-Education-Futures-institute-FINAL-140618.docx)