



Warwick International Higher Education Academy (WIHEA)

Nominations for 2020 Fellowships are now open until 12 noon, on Friday, 11 December 2020

The Academy - Fellows

The WIHEA community is made up of fellows and members. On the basis of a proven record of achievement in learning and teaching, academic staff, professional service staff and students can become fellows of WIHEA and take on a role of influence and leadership within the wider institution.

From an initial cohort of 41 'Foundation' Fellows, which consisted of staff and students who were each nominated via Faculty Boards and the Academic and Professional Services Committee (APSG) in September 2015, the Academy currently has 93 Fellows. Foundation Fellows were integral to supporting the inception of the Academy and enabled it to quickly become an established part of the infrastructure for learning and teaching at Warwick. Foundation Fellows continue to be a significant part of the WIHEA community in their role as alumni.

The Academy continues to recruit on average 25 Fellows each year. Fellows who are staff remain in role for three academic years and students one year. This includes students who upon graduation, may still remain in role for that period. So that all Fellows can continue to contribute and be part of our community, the Alumni Fellowship was introduced in August 2018, where at the end of a Fellowship, fellows are warmly invited to remain actively involved.

What is the role of a Fellow?

The Fellows of the Warwick International Higher Education Academy take on institutional or Faculty roles that help embed good practice in learning and teaching across the university. This can take many forms. Fellows (staff and students) can bid for specific projects that become available throughout the year (with given themes) that aim to embed agreed practice, or review and redesign existing practices. Fellows may also represent the academic 'teaching' voice at Warwick by taking part in the formal governance of the University of Warwick, for instance by joining committees, sub committees and working groups. Fellows will also have the opportunity to inform our strategic and practical thinking on learning and teaching at Warwick, as and when new challenges or ambitions arise. Fellows will be able to develop expertise in areas of interest to them and seek to develop influence within the institution to enhance practice and policy.

What is expected of me as a Fellow?

It is anticipated that Fellows of the Academy already have FHEA or SFHEA recognition, but where this is not the case, support will be available to achieve this recognition in the first year of the Fellowship.

Fellows are expected to be actively involved in governance, WIHEA projects, development activities, networks and think tanks that set the tone and develop the direction of learning and teaching at Warwick and/or the Academy itself.

So in addition to, perhaps being a member of a Warwick committee, subcommittee and/or working group (as opportunities allow), we would expect Fellows to have either a leading role in a learning and teaching funded project or assist in a consultancy capacity to support the strategic direction of learning and teaching

at Warwick. We would ask Fellows to contribute to our regular Fellow Networking Sessions (approximately every 6 weeks).

Does being a Fellow or a member aid my career?

It certainly has for quite a few Fellows now, but this depends entirely on how much you make of the Fellowship opportunities. Being a Fellow or a member will make your commitment to learning and teaching visible. It is by no means the only way of doing so, but it will help. The work of the Academy is partly to raise the standing and recognition of learning and teaching within the institution, and routes for doing so will be regularly discussed as part of the WIHEA programme of opportunities. Working with the Academic Development Centre (ADC) we will help you find your way into the national accreditation scheme for all who teach, and we will regularly discuss how colleagues have found ways to make their teaching and learning achievements and leadership visible and recognised, both through external recognition and promotion.

For Fellows particularly there is the opportunity to develop and show leadership of learning and teaching, and this will include engagement with national and international peers, an aspect which is crucial to successful promotion and career development for students in a range of sectors and careers. Above all, the Academy offers a network of teaching and learning minded colleagues (staff and students) who will keep you encouraged and inspired.

For academic colleagues especially, it is perhaps worthwhile to make clear that WIHEA Fellowship in itself does not contribute to academic promotion unless it is clear how the Fellowship has led to substantial contributions in learning and teaching at Warwick or nationally.

How do I become a Fellow?

A selection process is currently in place for Fellows. Faculty Chairs, Heads of Departments, the Registrar, University Librarian, HR Director, the Student Union (SU) and existing WIHEA Fellows have been invited to nominate new Fellows. A call is then released across the university to announce that the process of recruitment has started, so individual staff can also apply. **For a student to be considered they must be nominated by a WIHEA Fellow. Students nominated must either currently be involved in a WIHEA funded project or a member of an SSLC, or are specifically nominated by a WIHEA Fellow for their contribution to the development of learning and teaching (please refer to the student criteria below).**

Applicants or nominees will be expected to show a record of commitment to learning and teaching, some experience of leading good practice development for instance through projects, mentoring or curriculum development by providing a statement. Please refer to the relevant nomination/application statement form, which provides guidance on what to include in a statement and the criteria for staff and students.

Applicants and nominees will be asked to indicate where they feel they have specific expertise to offer, as well as confirming they will be able to invest some time and effort into taking on the responsibilities and leadership that comes with being a Fellow. As part of the appointment process, Head of Department or Professional Service are asked to confirm whether they support a Fellowship appointment and individuals applying will need to include this in their statement.

The Academy's advisory group will make the final selection. Decisions will be communicated by 18 January 2021.

What are we looking for in a nomination/application statement?

Ideally, a statement should be between 200 to 400 words and provide information and examples against required criteria. If you are making the nomination, we strongly encourage you to ask the nominee to respond to the criteria themselves by completing the statement. Please refer to the relevant staff/student criteria on the following page.

Where applicable a staff nomination/application should include the following:

- A demonstration of commitment to learning and teaching (a reference to examples of curriculum development; leading roles in learning and teaching projects; developing or disseminating best practice; mentoring; etc.)
- Membership information of any committees, sub committees, working groups or internal/external networks and what contributions has the nominee/applicant made to them
- A summary on the area(s) of expertise that the nominee/applicant has to offer and an indication on how they might influence the strategic direction or enhance practice and policy within the institution
- A commitment from the nominee/applicant that they will make time for the role alongside their other commitments

Where applicable a nomination for a student should include the following:

- Demonstration of a proven investment or contribution to the development of learning and teaching through a WIHEA or similar project and/or a student led activity to enhance and improve the student experience or learning and teaching at Warwick
- Membership information of any student or working group, committee or club and what contributions has the nominee made to them
- A summary of the skills, knowledge and attributes that the nominee has to offer and an indication of how they might contribute or influence the strategic direction or enhance practice and policy within the institution
- A commitment from the nominee that they will be able to make time for the role alongside their studies and other commitments

Please submit your nomination to WIHEA@warwick.ac.uk

by 12 noon on Friday, 11 December 2020.

If you have any questions on the above or require further information about becoming a Fellow, please contact Lisa Drummond, on L.Drummond@warwick.ac.uk.