

Dr Elena Riva:

Welcome everyone and thank you so much for taking the time this morning to come and see us. We have quite packed schedule and you will get to meet quite a few people. So hopefully you will be able to get whatever you need out of this meeting for your application. My name is Elena Riva and I'm currently Director of Education in IATL and I will become Director of IATL from September so whoever gets the position will have the great pleasure of working with me throughout the length of your fellowship! As you know, this is an IATL / IAS fellowship, so I'm here to talk a little bit about what IATL is and then I will pass you over to Katie, who will be talking about IAS, and then Lorenzo, who will be delivering most of today. There will be plenty of time for your questions, so we'll just go through the first part, where we will explain things to you and then hopefully there will be an opportunity for you to ask whatever you need.

So IATL, also known as the *Institute for Advanced Teaching and Learning*, is a place of innovation in terms of pedagogies and teaching and learning. We sit at the centre of the university serving all the faculties at Warwick and all the departments. We run modules that are open to all students at Warwick, meaning that in our classrooms we have students who are from Classics to Chemistry, Medicine, etc. So, our modules are interdisciplinary modules which are open to any student at Warwick and of course they take the module as part of the of their journey at Warwick and they are CATTED etc. We run modules, so we run an interdisciplinary provision, but we also support the development of interdisciplinary across Warwick. Hence why I say that we serve and are at the centre of Warwick in terms of pedagogy and teaching and learning development. We also have programmes that really support undergraduate students to develop their research and run a variety of projects that can again support innovation in teaching and learning across the university. We do that in partnership with colleagues and students across the university. A strength of our department is our very strong collaboration with students. Most of our projects, most of anything really, are run in partnership with students and we have an ethos of inclusivity and wellbeing at the core of everything we do from the delivery of our modules to supporting undergraduate research. This is really in a nutshell, but I'm not going to tell you anything else because I could go on for hours! A lot of what I said is on the website, so please explore our website and there is a lot of information there about modules, undergraduate research, and projects we run. Make sure that you're familiar with what we do, our ethos and our priorities. Any questions, just drop me a line.

Dr Katie Reynolds:

For the people online, I am the Early Career Programme Manager from the IAS. And the ECTF Fellowships are in conjunction with us. Our active fellow cohort, we have a range of different fellows. We have visiting fellows, we have Eutopia 6 Fellows which is a big European funding which was set up with five universities but it's now 10. But we also have our Early Career Fellows which is our own fellowship that we run, and we take around 15 a year. Our new cohort started yesterday. And if you are successful, you'll be joining our October cohort at the start of the new academic year. We also like to support new research ideas and networks, so there's a range of different funding available. We're really supportive, so if you've got an idea, a capture of idea with other departments or other fellows, we will try best to support you whether that's a workshop conference or just trying something out.

So, a bit more about the Early Career Teaching Fellows, the IAS. The whole idea of this fellowship for us is to help you with career advancements. We have a bespoke training programme called Accolade and that gives you the skills that you'll need to go on to hopefully get jobs, postal applications. We help you all along the way. So, from CV cover letter, we can review your job application. We're really

here to support you. We are also really keen to support you to turn your thesis into active publications so there's training sessions on that and also that whole idea of building collaborations within academia and outside academia. So, there is support and guidance in conjunction with IATL and there is an activity support. This includes conferences symposium workshops, but you'll also have progress meetings with the IAS programme manager which happen once a term just to check in to see how you are getting along with the ECTF side of the fellowship. The Accolade programme, flagship training or events are designed to support and enable you to hopefully become future leaders. So, as in ECTF, you've all been expected to actively turn up and engage with Accolade. And we would also help you facilitate any teaching ideas or workshops or anything you want to run. One thing to note is, up until now, Accolade was always on a Thursday which we were aware clashes with a lot of teaching, but from next year we're moving to a Wednesday to help accommodate everyone the best we can.

So we're looking for people to be able to build collaborations with others, play an active role within our post doc community and also the post doc community at Warwick. And help you make that transition from a researcher to a more independent academic. And we want you to make the most of the training opportunities. If you want to find out more about the IAS we have actually just updated our website which went live about an hour ago. The main page, but probably more relevant to you guys is our early career funding opportunities page and what support there is within the IAS. If you have any questions, e-mail me at [ECR@warwick.a.uk](mailto:ECR@warwick.a.uk). I will be pleased to answer any questions and there are social members. Thank you.

Dr Lorenzo Serini:

Hi everybody. My name is Lorenzo and I was actually an Early Career Teaching Fellow. I will keep this as short as possible for now so that there will be some space to ask questions, but let me present to you the IATL side of the partnership. So, in IAS you have the Accolade Programme and that kind of professional development. In IATL, the other 50% of the fellowship, you will develop professionally as a teacher. You will especially engage with interdisciplinary activities in the department and you will be required to do a number of things including shadowing a member of IATL staff in class and in the department, so you will see both sides of the profession. You will register for the IATL's Postgraduate Award in Interdisciplinary Pedagogy. I am not sure whether you have come across that, but it's Certification for Interdisciplinary Teaching and Learning. So you would be engaging also with and also reflecting on your practice as a teacher and as an interdisciplinary teacher. And then you'll be contributing to the department's interdisciplinary activities in a number of ways. We'll see that in a second.

Just a few things about some requirements of the fellowship. It's a teaching fellowship, so you might need some teaching experience, but you don't have to have extensive experience. What we're interested in is a willingness to learn how to teach, especially in an interdisciplinary context. Why? Because I'm sure there are many great teachers out there that haven't had the opportunity to teach. There are different PhD programmes. Some of them are more teaching oriented, others less so. We want to be inclusive, and we want to see the character of a teacher, not only the extensive teaching experience, so feel encouraged to apply even if you don't have extensive teaching experience. See the wording of the slide here. I used teaching related experience because you could also use experiences that are not necessarily curriculum teaching, but there could be, for example, engaging a non-disciplinary audience. That involves some teaching related skills so you could draw on that as well in your application. Do apply – feel encouraged to apply and demonstrate your willingness to learn how to teach in an interdisciplinary context.

Some expectations of the fellowship: for IAS you would have to attend Accolade meetings. On the IATL side, 50% you'll be required to work 2.5 days a week with IATL and at least one full day in person. So if you apply, make sure that you bear in mind that there are some commitments that you have to make. One key aspect of this is to learn to work as an active member of the department. Sometimes, as researchers, I guess here you are PhD students, and it can be quite individual as an activity. On the other side, we really value collegiality and this is something that you will have to do in your Early Career Teaching Fellowship. You will have to work as a member of the department. So we have collegial spirit working together, being available, being willing to collaborate with your colleagues. And this is the beautiful, the best aspect of the job, honestly.

I was saying that you will have to contribute to some activities in the departments. These include for example, participating in team meetings, convenor meetings, peer dialogue. Why? Because you learn a lot from this. You learn from your colleagues and you learn about the workings of a department and of the university as a whole. So this is a key part of your professional development. Then you will have to contribute to the marking in the department and as we will see, if you get the position, the assessment dimension of IATL is really cool. We do very interesting stuff, for example, Student Devised Assessments. This is when we let the student choose the medium of assessment. And then you need to get involved in any other interdisciplinary modules. This involvement might take different forms and it's something that you will have to discuss with your managers and advisors.

Okay this slide shows a few things about the application selection process. The deadline (19<sup>th</sup> May) is very important! The online application form includes a rationale in which you have to describe how your teaching and research would benefit both IATL and IAS. You have to explain: why you? All this information, by the way, it's on the website, so don't feel pressured to write it down or take pictures. The next point is also important - a project statement. Now this is interesting, because it's not a research project. It's a proposal of an interdisciplinary teaching related activity. We can talk more about that, but this might include a workshop or public engagement activity. I will say something more about that later. Next, provide two references. And of course, it makes sense that one is for research on the IAS side and the other one is for teaching, teaching understood in a broad sense, as teaching related. In some extreme cases, such as if you don't have a supervisor that can comment on your teaching, I think we could accept a comment from a student.

Elena:

Yes, maybe you have done some teaching on a module, or maybe you've done some lab demonstrations or some public engagement. If you do not have a supervisor but you know someone that was there and can comment on your teaching that would be great. We just want to know more about how your teaching went. If you're really struggling on that, then let us know. We will try to reason with you to do what's best for you.

Lorenzo:

And once again, the reason for this is inclusivity because I'm sure that there are amazing teachers who haven't had an opportunity. And this is our main amazing, really amazing opportunity for becoming a teacher, especially a senior teacher.

And then include a CV, only two pages. So be concise and include only the information that is relevant to this position. So imagine someone looking at your CV - you need to include the information that interests them.

Developing your proposal: I guess the best way to talk about this, maybe is in the Q&A, but I can say something. So it's a teachable project based on your research. And again, teachable not necessarily as a modular pedagogic activity. It can be something else, it could be, eg, a kind of pedagogical workshop – you are organising an event with students and you think about something with them, so that would be that would count as a teachable project. Other activities are, for example, teaching and learning showcases, workshops etc. But I think the best way to talk about the proposal is in the Q&A.

Now here are some of the criteria that we use to evaluate your proposal as it's good to know that in advance. (Slide: Developing your Proposal) The quality of the proposed activity, of course. And you know, these are normal points in an application, like ambition, potential of the activity. I want to stress once again this one. So the idea that you need to be able and willing to situate your profile within IATL and IAS. You need to show how you fit in in these department and institutions. And once again both IAS and IATL are interdisciplinary institutes and you have to demonstrate your interdisciplinary engagement.

Okay. I'm almost done. So, as I mentioned earlier, you will go through a network of support and this is like a very beautiful department because it's small, but you have different people working in different areas both in the classroom and the more administrative side and you will learn a lot. So I've learned a lot about the workings of the university by staying in IATL as an Early Career Teaching Fellow. And you will have one, I called it advisor. I'm not sure where this is the technical terminology, but you will have one person in the department. In my case it was Elena.

Elena: He was lucky!

Lorenzo:

And you. You would be lucky to have her head of department! But your advisor, you can go to this person for everything. But then as I said earlier, we understand department as a togetherness and you will be mentored collectively by all colleagues in IATL both in terms of like teaching related activities and professional development in other aspects of your academic life. So I think this is a great opportunity because this is really professional development. You when go through the Early Career Teaching Fellowship and you apply for teaching focused positions, thanks to this, you will have things to say about all of these aspects. This is an opportunity that comes with this position. I think like I will stop here because the next slide, Eligibility, I know nothing about it!

Joanne Wale:

So, essentially, you're eligible if you're doing a PhD and you're nearing completion, and what we're asking is that you have submitted to it or expect to submit your thesis between the 1st October 2022 and the 13th September 2023. So if you if you're in that position where you're expecting to submit your thesis, then within that time frame then then you're eligible. So it's slightly different to IAS because IAS work on six months rolling deadlines because we only have the one call a year, IATL period of eligibility as a year. So just so you understand that. So that just means that once you've submitted your thesis and you're waiting for your viva, then you could start your fellowship. However, just to note in terms of eligibility, if having done your viva and you are required to resubmit or be referred for referral, then that means you're not able to continue with the fellowship. So, you have to pass your viva, so just so that's clear. Just to repeat those dates: 1st October 2022 to the 13th September 2023 and then and the fellowship starts on the 1st October. And then we will be

having some engagements with the successful applicants before the 1st October so that we can get the ball rolling in terms of planning what you will be doing with us rather than just turning up on the 1st October, which is a very busy week for us because it's the first day of the academic year so to avoid leaving you for a couple of days while we are running around trying to get all the modules started, we want to get that in progress beforehand.

And there's just a few things to note. All of this information about eligibility is on the ECTF IATL web pages. We're just going through the at the moment of trying to find out if we can take international students who are thinking of applying for the graduate visa. In the past we've felt that that we weren't too sure whether that would be feasible or not. We're trying to get more information now that the graduate visas are more established as to what other universities are doing and whether Warwick will allow us to do that. So we're just planning a meeting at the moment just to check that our understanding of the of the current Home Office regulations are correct and that we can offer this. Our understanding is at the moment (and this information is on the website) if you are in the position where you have completed your PhD, so you've submitted your thesis, you've had your viva and you have submitted any corrections that needed to be made, and doctoral office has been notified by your department that you have completed, then you are then eligible, and there's usually then a few months left on your student visa, which allows you to start the ECTF and then go through the process of applying for the graduate visa. That's our understanding, and that's what we're just going to be checking with the university that this understanding is correct because the whole point of the graduate visa is it gives you three years to explore job finding opportunities and training and to apply for jobs. So that sort of seems to fit very nicely with the purpose of the ECTF Fellowship where we're giving you an opportunity to continue to develop your research both with your department and with IAS, to do the Accolade programme, but also to work on your teaching skills so that you become a very desirable well-rounded academic who will be snapped up, hopefully, by universities here or elsewhere. So certainly having demonstrable skills in interdisciplinary research and teaching is quite handy thing to have. At the moment, there's a lot of areas where those skills are really being sought. So I think what I do need to say in terms of eligibility is that because this isn't a salaried position as such, there are no Home Office formal requirements where we need to be checking your passport and checking your visa and all of that kind of thing. That is your responsibility as the applicant to check as far as you are able that you are eligible. We can't be responsible for that because it's not a formal contract that we're offering you. It's a bursary and it's to cover living costs while you are looking for a salaried position. So I hope that's clear and I'm afraid as soon as we can give confirmation that the university has confirmed that our understanding is correct will make sure that that's put on the website and if you've attended the workshop then Janice, who's been organising this- very busy - has got all your names and details and can send you some confirmation out there that what I am saying is correct but it's a slow process of trying to find this out, so bear with this but that's our understanding at the moment. Happy to take any questions.

Elena:

He wanted to have a good time for you guys to ask questions about anything. There is no silly question

Question: Do you have a suggestion about the structure of the project, what could this include or what should we avoid doing?

Lorenzo: My position on this is that I'm not going to give you advice because that's a way for you to showcase your ability as a teacher, the way you plan the event. I'm not going to tell you what to do exactly. I can tell you what people have done. Especially my case, it was a bit weird because it was

during Covid. Well, I guess my contribution to Wellbeing would count as an activity. So the Wellbeing module, which is a fantastic module, I don't know what you've heard about it. I planned an event on emotions. It was a workshop with students and I invited a number of guest speakers from different departments. I organised that teaching workshop on emotions with students working on different departments. A similar event was organised by Devon, I think, who was able to actually do it in person, an event on politics? It was once again mostly led by her and another Early Career Teaching Fellow but with some guest speakers and open to all students. Of course, it's not easy because clearly you need to find a way to engage students and make them come to the event.

Elena: Whatever you put in your application, then working together with your mentor and everybody else, you will then develop it through the fellowship and then potentially run it. We don't expect that when you submit the application that you have the agreement of the speakers. You just need to say this is my planned activity, to cover this side of the workshop seminar or whatever you're planning, my idea is to contact such and such person, so we don't need the formal recognition from whoever you planning to invite that they are going to do it. It's just to really check your understanding and your ideas, your creativity around interdisciplinary activities. I appreciate many of you come from disciplinary backgrounds, quite focused disciplinary backgrounds. Often that's the nature of PhD, but hopefully whatever you find on the website of IATL will give you some inspiration of what interdisciplinary teaching looks like. Look at our modules, they are described in detail. And even now, on the banner of IATL there is a workshop that one of the current IATL ECTFs is planning about performance: performing customer service, so joining the theatre and business economics. So have a look, that could be a very inspiring way to get some kind of idea sparking and inspiration. It could be a public engagement event. We are very open to the idea of you thinking about in interdisciplinary audience, meaning the public, you know, very often is an interdisciplinary audience, meaning that they have different kind of maybe disciplinary backgrounds, but also different culture experiences. You know, and that can be something as well that you can showcase.

Question: So would it be a problem if I started doing something in this direction and already have some kind of agreement with people, but it's not there yet, but I'm already planning on something similar. Would there be a problem to write the application on something that is already starting?

Lorenzo: One of the things that we want to see is that you are able to collaborate with the department. And so if it's an idea that you have had before, it's fine, but make sure that then you teach it on IAS and IATL and show how you're able to draw connections and stuff like that.

Elena: Don't do something that you have already done. Yeah, it's not something that is completed, and it's also because very unlikely it will fit the bill.

Question: I just got a prompt in writing my IAS application and I just contacted people in the Arts Centre because I wanted to create a collaboration. So I had some contacts already there. But yeah, I started a conversation.

Elena: That's fine. That's absolutely fine as long as you don't recycle something that you've done in the past because 9 times out of 10 it likely won't fit the bill. Is. And you know, it has to be geared up to be open to undergraduate potentially or you also decide your audience, which is very important. So, you have to explain if it's undergraduate, graduate, if it is PGR cohort, if it's the public. You know, teaching undergraduate is very different from teaching the public or helping the public to engage. And we want an interdisciplinary cohort.

Lorenzo: Going back to what I said at the beginning, that I won't give you advice. I'll give advice about this anyway! So the idea is that you need to demonstrate your organisational skills, your willingness

to contribute with the departments, with other people, with colleagues from different disciplines, and to demonstrate that you can organise an event that what's feasible. Show you're able to present your research to a public that is not disciplinary. This is really important, so thinking about your audience, thinking that you're not speaking to philosophers in your case, or you're not speaking to scholarship people, the scholars from different disciplines, so you need to rethink the way you present your jargon. You might want to avoid jargon together, or you might want to find a way to present it that is accessible to others.

Elena: your application will be looked at from people from different disciplines so you have to write in a way that can be understood. In IATL, we have colleagues from all different faculties, so I am a chemist so if you use very focussed disciplinary jargon from, I don't know, even maths, to be honest, I might have some issues with that. And so, you know, make sure your application can be understood from people from across disciplines.

Lorenzo: I would say only one thing more, not only understandable but also engaging. You need to show that you're what you're doing is interesting to an audience that is not disciplinary, might not be a specialist

Question: Hi. So this is not so much a question about the application for the fellowship, but I was just curious because it's a monthly bursary and you said you're required 2.5 days. So I'm just wondering how does that work? Does that mean that you can do other teaching and what not? Does that 2.5 days count for international students who have a 20 hour like before they graduate with Visa or I don't know if I'm. How does that work?

Jo: Is this is 100% Fellowship. So you spend 50% of your time with IATL and then 50% of your time following up your research activities with your home department and then doing the Accolade programme with IAS. So trying to fit in extra teaching or whatever is really quite complicated. And really we don't encourage people to do it because it just makes the whole year quite stressful because you'll be doing a lot in in that year and also working on your job applications and that kind of thing. So yeah, I think if you were thinking about doing additional teaching, then would be better to look at the IAS because that's part time whereas this is more full time.

Katie: I would say that IAS side has got 2 ½ days left. We asked you to come to Accolade which is one afternoon. So you have still got two days, then those two days you would be doing your independent stuff. So that's the time you would utilise to focus on a job applications, finished applications, publications so although you're involvement with us is only one afternoon a week, there is that expectation that in that time you would be working on any research outputs.

Elena: So an explanation on why we require you to engage with us for 2.5 days per week in a structural manner is that teaching is a hands on activity. It is not something that you learn by theorising about pedagogies, it's something that you have to be involved with. If you do not engage with the department, the teaching, interacting with students or whoever is your audience, you're not learning to be a teacher. You're just thinking about being a teacher. And so it's very important for your CPD that you engage with the department. This doesn't mean that every hour of this 2.5 days you will be doing something with us. It means that for those two and half days you might be involved one morning shadowing a colleague who's teaching on a module and maybe a couple of hours in the afternoon you have a team meeting. It doesn't mean that every hour of your day you will be doing IATL work, it is more that we require availability for 2.5 days per week. They will be discussing with your manager and in that time the priority goes to IATL for CDP formation. To be honest if you look at job application, teaching is increasingly important if you want to become an academic you will be

teaching, and so being able to demonstrate that you are able to teach, that you know all the administration around teaching - is not only showing up in a classroom and teaching, there is a lot of admin. There is lots of things that you need to do as an academic and that really the idea is to form you to become a full-fledged academic that can really hit the ground running in department. And I think the track record of IATL/IAS ECTFs show that this is exactly what you're preparing for. It's pretty amazing to think about the last people. They all landed academic positions at Warwick or elsewhere. This is because, we are preparing you to become a teaching and research focused academic and then some people landed teaching positions. Some people landed T&R (teaching and research) academic positions. Some people landed public engagement positions within academia where variety of profiles that came out. But undoubtedly all of them said to us that if they if they didn't have the time with us they wouldn't have landed that and I think Lorenzo is the best example of that.

Lorenzo: Yes. I owe everything to that fellowship. If you want to speak about my experience that's fine but we have two more questions I think.

Question: So my position might be a bit specific, but maybe there are other people in the room in the same position. My end of study status 30th of September 2023 and the university does not encourage early submissions usually. But if I were to submit on the 13<sup>th</sup> of September, 2023, then my Viva is going to take place 2-3 months later and in this case I think I won't be able to participate in this programme.

Jo Wale: And you on a student visa at the moment? Yes. I think that is correct because to be able to participate fully in the programme, you need to be in that position where you can work more than 20 hours a week and our understanding is that you're not in that position until you've completed fully, and submitted your five hours PhD. So it might be that actually in your particular circumstances that it would be better to look at the following year.

IAS: Our application closes tomorrow. You would need to submit your thesis for examination. You would need to submit your Viva between the 1st of May and the 13th of September and that would allow you to start your fellowship in October. However, we have two calls a year, and the other call will be probably from the 1st of October to the 30th of April 2024. So that would mean that you would start this time next year. One of the ECTFs, Ian, applied for the ECF was awarded it last year, started in April and he then applied for the ECTF and he was just switched fellowships over. So there's nothing to stop you applying again. We will support you. So that's something that works out better with eligibility than that's an option.

Jo Wale: Just for extra clarification, it's those are on the student visa that have to have completed their thesis and have submitted the final version before they can start with us. If you are already eligible to work in in the UK and you're a home student, then that doesn't apply, so you can apply to do the Early Career Teaching Fellowship as you are preparing to submit your thesis before you do the Viva. So there are two particular sort of tracks and we're trying to make it as inclusive as possible. And as I mentioned earlier, for those to run student visas, we do need to check with the university and the various sorts of people that know about these things more than we do that our understanding is correct. But if you're not on a student visa it's much simpler in that you can just submit your thesis and then start with us while you're waiting for your Viva. If you're on a student visa, unfortunately it's not quite the same. You have to have submitted your final version after corrections and then you can apply. We tried to read through the fine print and to find a route for those on the student visas to be able to do this



Question: I was just wondering where would you apply online on the website for this fellowship?

Jo Wale: All the application form and all the further details are on the IATL web page. So if you IATL ECTF into a Warwick search, then you should be able to locate the application but Janice will send out the details of the application after the event.

Elena: Yes, if you have been to the event in any form in the flesh or virtually you will receive an e-mail with all kind of useful links and everything, so don't worry about that. You receive all the information.

Jo: The application is not live yet. But Janice will definitely be sending all of you that have registered for the for the workshop, further information after the session today just reminding you all when the deadline date is for receiving your application and sending you a link directly to the application forms and any questions that you have along the way in terms of references etc. It is very difficult for us to give advice on visas because we're not experts, so as long as you understand that it is your responsibility. But if we can help then we'll try. But it's probably going to be you going around asking questions and hoping that the information you can get is correct.

Question: I have very small clarification point. You mentioned before the PGA in Interdisciplinary Pedagogy. Would it be an expectation for us to participate in that?

Elena: Yes, and this is this is because we do recognise that the majority of people come from very disciplinary routes, and will belong to a department. It's very unlikely that you will have experienced interdisciplinary teaching or interdisciplinary pedagogies. So, you do a lot of shadowing, but it is part of your formation to understand better what interdisciplinary learning and teaching - and to a point research, looks like so. And we have an expectation of you to complete it. It's not a massive undertaking is a 30 CAT module. If for example, you land a job in a university, you would go through your probation time and you would be enrolling on a PG that would look at your development as a teacher, so see this as a preparation. As I said, this is very much a preparation for you to become an academic. So the development in teaching is very much part of becoming an academic. Hence why, for example, at Warwick you have to undertake PGA in teaching when you start.

Question: So the question would have been the way round. So, if I don't get the fellowship, would I still be able to join this programme?

Lorenzo: Yes. It is usually advertised through the summer. It doesn't give you the fellowship, it just helps in preparing for it. Basically, you will be reflecting on your teaching practise in relation to the scholarship and in collaboration with colleagues from different departments, and it's really pretty amazing. In this cohort, we only have 8 participants, but it's really, great because you get to know how interdisciplinary works, for example, in the history department.

Elena: usually in lots of colleagues that are, let's say, mature academics. So you will be engaging with academics with established profiles already, so this is a good opportunity to build your own network at university.

Janice: Perhaps you could spend 20 seconds talking very briefly about the selection process. People are familiar with interviews, but there's the teaching demonstration element. So perhaps you could briefly cover that?

Elena: Very briefly, if you are lucky enough to be selected for the interview process, we will expect you to deliver a teaching demonstration. You will receive all clarification on what that entails. You will have in instructions on what we would expect to see. You will teach in front of students for your

interview, so we're trying to mimic that side of academic life as well. It will be only 15 minutes, so that don't panic, it won't be a full hour of teaching. And after that you will have an interview where you will be talking with IATL and IAS representatives and we will go through different questions and we might have or you might have about the fellowship. So it's a two step application - the application and an interview.

I think it's all from us. Thank you so much for attending.