



# Event feedback

**Event:** Making an effective application for HEA recognition

**Date:** 6th July 2016, University of Birmingham

**Facilitator:** Marita Grimwood

Feedback was received from 6 of the 12 participants.

## Feedback 1

I found the day very informative and it was structured well. I came away with an understanding of exactly what I need to do to become accredited. Marita was a good trainer and kept me engaged, however the short conversation with Jane (Jane Holt Nottingham Trent fellow participant who has been accredited) was when the “penny dropped”

For me, I would have liked a structured template of what I need to do. My worst nightmare is a free text box with no guidance of what is required. Seeing Jane's and Marita's submission (for its structure) was the most enlightening part.

## Feedback 2

I know more than I think I do and should endeavour to get my work recognised. Having thought I might just scrape an application for Associate fellowship I came away planning to apply for Senior fellowship. I am grateful to my colleagues and Marita for listening to me articulate as best I could what I do and its impact and for encouraging me to “go big”.

There will be a challenge convincing my internal colleagues that my work is worthy of this recognition given that they see HEA as very much the prerogative of academics. Maybe the HEA and SDF can do something collectively to overcome this ‘prejudice’.

There was huge benefit in working collectively with colleagues from across the region who understand the role of the staff/organisation developer and could therefore relate it to the standards and vice versa.

### **Feedback 3**

The personal benefits for me were the knowledge I have gained around the PSF and the whole HEA application process, as this was all new to me prior to the session.

One of the other benefits was the opportunity to reflect on my own achievements and performance, even after such a little time with the University. As staff development professionals I think we are all guilty of not investing enough time in our own development and reflective practice and the session was a great way to do this, with the added benefit of some peer review built in.

I do think the session would have benefited from a little more pre-work, in the form of some information on the PSF and specifically the areas of activity required for the application. This would have allowed for some better focus on what is expected and the ability to be able to draft more of the application.

### **Feedback 4**

The biggest change I would suggest is having the descriptors “re-written” into L&D language, rather than academic – look at providing examples of the type of evidence that could be used – and also examples of successful submissions as varying levels.

### **Feedback 5**

The workshop offered an opportunity to review the HEA pathway criteria from a staff development perspective. Help was at hand from the facilitator and most importantly fellow participants in translating the descriptors/evidence gathering from a staff development perspective. There was a real sense of community, camaraderie and sharing within the group as befits a group of staff developers. This again reinforces the ethos of the regional group as a supportive community.

Suggestions as to how to enhance further events are

- Some pre-work which engages participants with the HEA dimensions prior to their arrival in the room.
- Perhaps pre-evidence gathering one descriptor from each of the 3 main elements of the framework.
- Having some examples of successful applications from staff development community.
- Regions might want to explore developing their own facilitated event using local colleagues familiar with the HEA pathways i.e. Meriel Box North West

### **Feedback 6**

Learning how the HEA professional framework can be applied to those working in a broader professional development role. Exploring roles to identify relevant examples especially from those who have gained fellowship or are well into the process already.