

Foundation Pathway

for staff involved in supporting student learning in higher education

Who is the Foundation Pathway for?

The Foundation Fellowship Pathway is a self-contained programme of development or can serve as a stepping stone to the Associate Fellowship Pathway.

Typically participants may be:

- Postgraduate students who work part time as a demonstrator or tutor while studying for a higher degree.
- An academic member of staff who undertakes a small amount of teaching (e.g. research staff, PTHP staff).
- A member of staff on a non-academic contract with no previous work experience and/or no experience of working in higher education who supports student learning (e.g. through demonstrating, project assistance, skills development).

The Foundation Pathway is ideal for those wishing to progress to the Associate Fellowship Pathway, but who need a little more time and support before embarking on it.

In order to meet the needs of participants involved in a wide range of activities, the University offers various Routes within the Foundation Pathway:

- **GPROF Route** – this Route is designed for postgraduate students who teach or are likely to teach. It is a requirement that students attend the GPROF induction session before they commence any teaching or demonstrating activities.
- **ALPROF Route** – this Route is a requirement for all new part-time hourly paid lecturers joining the university after August 2013, who teach less than about 48 hours a year. If you teach more hours than this then you should discuss enrolling on the Associate Fellowship Pathway or Fellowship Pathway with your Manager.

Other Routes are planned in due course.

What can participants expect from the Pathway?

As a participant of the Foundation Pathway you will explore pedagogic and scholarly practice relevant to student support and/or learning role. This will allow you to start to explore and articulate:

- Your contribution to the five areas of activity expected as part of the UKPSF (designing and planning learning activities/programmes; teaching/supporting learning; assessing and giving feedback; developing effective learning environments; engaging in continuing professional development, research, scholarship and the evaluation of professional practices).
- How core knowledge (subject material and methods; appropriate student learning and support methods) informs your practice.
- How you contribute to the University's Education Strategy and the development of the Portsmouth Graduate.

How to apply for or be nominated for the programme

Participation is mandatory if you are a postgraduate research student who will be teaching or demonstrating, or if you are a newly employed PTHP lecturer undertaking less than about 48 hours a year. In such cases your Research Supervisor or Line Manager will direct you to applying. We welcome participation by other academic and non-academic staff providing they have their Line Manager's support.

When does the programme start?

GPROF – There are two intakes in October and February each academic year. It should take a maximum of six months to complete the programme and participants who complete it successfully are awarded a certificate of attendance. Successful completion provides an opportunity, subject to role and responsibility, to work towards Descriptor 1 of the UKPSF.

ALPROF – is an online course that can be started at any point throughout the year.

What will Induction/orientation involve?

GPROF – Induction will focus on participants' roles, for example, demonstrator, tutor or technician, and the skills needed for teaching, supervising practical classes and managing small groups. The requirements for successful completion of the course will be outlined and participants will complete an action plan, the purpose of which is to identify taught sessions that match development needs. Participants will then be expected to discuss the action plan with either a research supervisor or line manager and the action plan will then be confirmed with the Pathway Coordinator.

ALPROF – An online induction will introduce you to the university and the optional elements of the course.

How will the programme be delivered and facilitated?

GPROF – There are three elements to the GPROF course for postgraduate students who teach: workshops, teaching observation and professional interview. These will be explained at the Induction Session.

ALPROF – The entire course is online, with optional elements and finishes with a short assessment activity.

What is the time commitment for the programme?

GPROF – a six month programme with a maximum duration of 20 hours.

ALPROF – can be completed online in about 6–8 hours.

How will the programme be assessed?

Participants who fulfil all of the requirements of their course will be issued with a Certificate of Achievement.

Who will assess the application for the Foundation Pathway?

The Foundation Pathway will be assessed by the Pathway Coordinators in consultation with Supervisors and Line Managers, as appropriate.

What accreditation/recognition does successful completion of the Foundation Pathway bring?

The Certificate of Achievement will confirm that all requirements of the Pathway have been fulfilled.

What professional development can be undertaken next?

All staff and postgraduate students, who are involved in supporting learning and teaching, are expected to engage in continuing professional development and this will be discussed as part of the annual Professional Development Review (PDR) meeting. At a minimum staff will continue scholarship and professional development through engagement in internal and external activities. Depending on role, staff may consider following the Associate Fellowship Pathway to UKPSF Descriptor 1 at a later date.
