

in partnership

June 2023

in this issue...

Keeping our members updated with the latest from Advance HE

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As always we welcome your feedback. Please contact your Head of Membership or email memberships@advance-he.ac.uk with any ideas or content you would like featured.

Advance HE launches new Consulting, Governance and Insight group to serve sector needs and appoints Dr Colette Fletcher

“Our group will help support institutions deliver strategic change in an inclusive and effective way...”

Advance HE has reshaped its strategic consultancy and insights services, drawing together experts and skills into a new group with an enhanced offer. As part of this development, Dr Colette Fletcher has been appointed to the important new role of Head of Governance and Consulting.

The Group – led by Victoria Holbrook, Assistant Director – comprises Dr Colette Fletcher as the new Head of Governance and Consulting, Jonathan Neves as Head of Surveys and Business Intelligence, and Amanda Aldercotte as Head of Research. Together with their teams and colleagues across Advance HE, they oversee a portfolio of work including our [HE governance effectiveness support](#), [strategic consultancy](#), [surveys](#) and [wider insights and research support](#) and have exciting plans for the future to deliver Advance HE’s strategy and commitments to the HE sector.

Victoria Holbrook, Advance HE’s Assistant Director – Consulting, Governance and Insight said, “Our group will help support institutions deliver strategic change in an inclusive and effective way, building on our extensive experience and deep insight into the sector. Our mission is simple: to help HE be the best it can be.

“We will work with institutions to:

- + Keep pace with—and think beyond— changing financial and regulatory contexts through effective strategy and approaches to access, teaching, research, student experience, leadership and governance

- + Compete for and retain both students and staff by sustaining an inclusive culture, delivering support and enabling belonging in order to be the ‘first choice’ provider or employer, especially during a cost-of-living crisis
- + Focus on sustainability from environmental, economic and social perspectives delivering a more joined-up and holistic approach from lecture hall to boardroom, and more effective ways to demonstrate value and impact to wider stakeholders.

“ I am delighted to welcome Dr Colette Fletcher as Head of Governance and Consulting who will be a key part of that team. Her experience in higher education and in governance in other sectors will be invaluable in our work to support our members and institutions in the critical areas of good practice and effective governance, helping to shape and lead solutions to some of many the challenges that Executive teams and Boards face.”

Dr Fletcher will join Advance HE at the end of May. She joins from Natural Resources Wales where she is currently leading the governance transformation programme of Wales’s largest Government-sponsored body. Prior to her appointment at Natural Resources Wales, she was Assistant Vice Chancellor at the University of Winchester. Dr Fletcher has significant experience as an HE consultant, Head of Policy at Bournemouth University and in roles at QAA and HEFCE. She recently completed the DBA HE Management at the University of Bath.

The Consulting, Governance and Insights group draws on experts and associates from across governance, EDI, Leadership, and Teaching and Learning.


[Read more](#)

“ In undertaking our Governance Effectiveness Review, colleagues from Advance HE worked closely and diligently with us to understand our context and reflected a breadth of experience and practice from across the sector to inform our continuous improvement. The process was engaging, informative, and constructive.”


Jim Irving, Chief Student Officer & University Secretary, Southampton Solent University

Our people


Working with us means drawing on the expertise of highly experienced colleagues who are active leaders in their fields with significant track records in supporting institutions to deliver their objectives. This includes our unique HE surveys, bespoke research and analytics capability. Some of our key staff and associates include:




Victoria Holbrook
Assistant Director, Consulting, Governance and Insight, Advance HE




Charles Knight
Assistant Director, Knowledge and Innovation, Advance HE




Dr Colette Fletcher
Head of Governance and Consulting, Advance HE




Amanda Aldercotte
Head of Knowledge and Research, Advance HE




Jonathan Neves
Head of Business Intelligence and Surveys, Advance HE



Daniel Tinkler
Governance Development Manager, Advance HE




Dr Lindy-Ann Blaize Alfred
Lead Consultant, EDI, Advance HE



Kim Ansell
Senior Consultant, Leadership, Organisational Development and Research, Advance HE



Dr Kay Hack
Lead Consultant, Education, Advance HE



Clare Pavitt
Lead Consultant, EDI, Advance HE

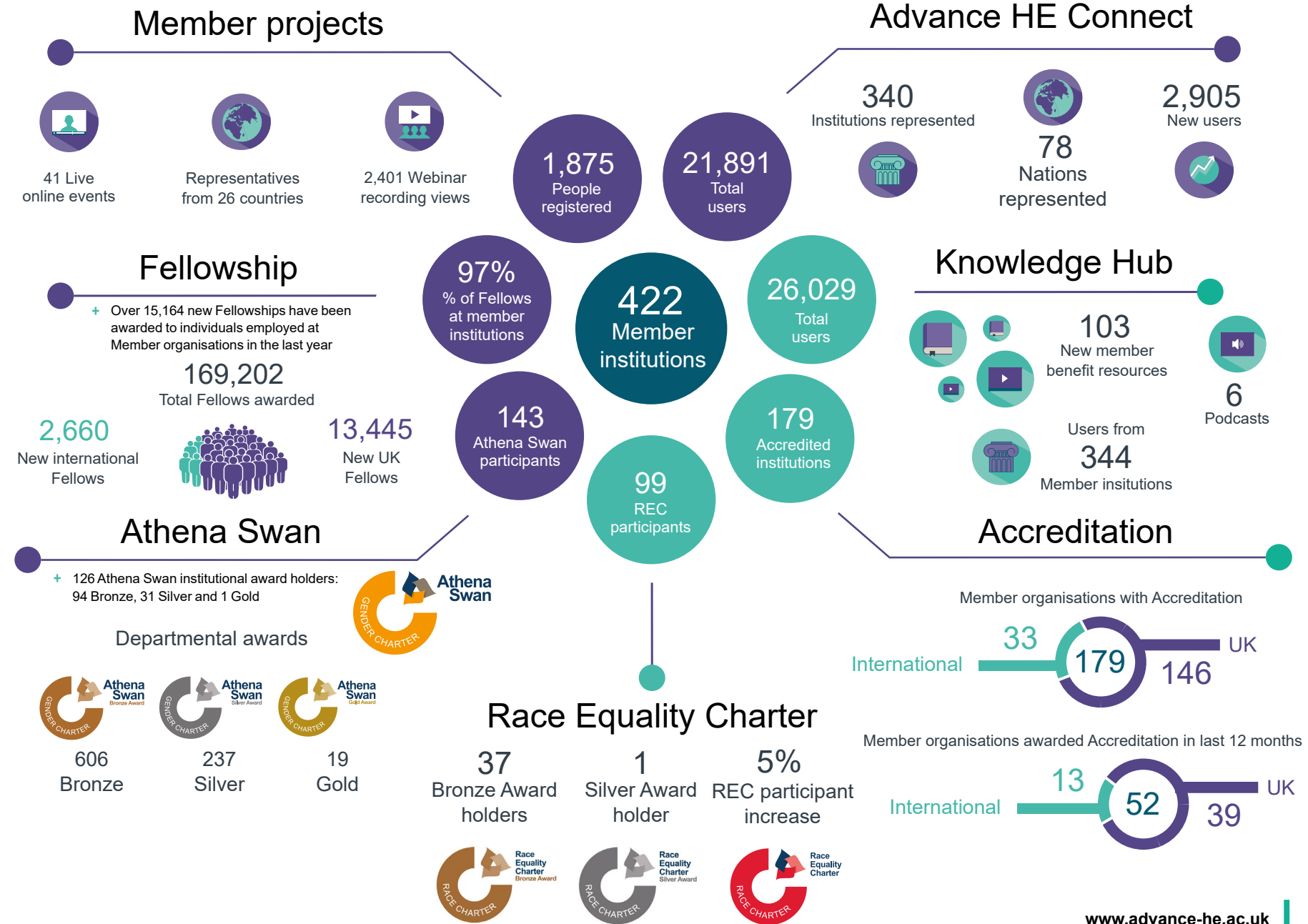
Advance HE works with a vast pool of experienced high-level associates across all areas of our work. Many hold or have held significant posts in the sector and understand the context of the regulatory landscape and current best practice. We ensure that our associate pool is diverse, including people with lived-experience and who have sensitivity to a range of issues.

Member engagement 2022-23



We're delighted to share our Member engagement infographic from 2022-23, which demonstrates the engagement with, and uptake of member benefits by our UK members during the period of 1 April 2022 - 31 March 2023.

Key highlights include over 15,000 new Fellowships awarded in the last year and over 50 member institutions being awarded Accreditation by Advance HE.



Dates for the diary

Member benefit events

Webinar – Building inclusive campus communities: Exploring good relations and freedom of speech – 15 June 2023 14.00-16.00 BST

Part of the **Good Campus Relations and Freedom of Speech member project**, this webinar aims to explore how HEIs can protect and promote diversity of thought, academic enquiry and freedom of expression whilst simultaneously fostering an environment of respect, support and inclusion for students and staff.

[Find out more and book your place.](#)

Advance HE CBHE Network Festival of Scholarly Activity and Research 2023 Monday 10 July 2023

This Festival celebrates the excellent work being undertaken by CBHE practitioners and provide an opportunity to share practice, collaborate, and develop as a collective group. [Find out more.](#)

Webinar – Identifying, developing and supporting Academic Leadership: An Evidence Informed Review Of Good Practice Thursday 13th July 2023 13:30 – 14:30 BST

The webinar will provide an opportunity for dialogue with contributors about cross-cutting themes. We hope to offer an approach that is useful for both OD and HR professionals as well as academic staff looking to take on leadership roles. [Find out more and book your place.](#)



Dates for the diary

Conferences + Events

Flexible Learning Symposium 2023: Co-creating a flexible learning model

Date: 14 June 2023

Venue: The Studio, Leeds

[Find out more.](#)

Teaching and Learning Conference 2023: Shaping the future of HE

Dates: 4-6 July 2023

Venue: Keele University

[Find out more.](#)

EDI Colloquium: Inclusive Recruitment

Date: 12 July 2023

Venue: Virtual

[Find out more.](#)

Programmes

Inclusive Leadership 2

Dates: 8-22 June 2023

Venue: Virtual

[Find out more.](#)

Fellowship Application Builder (FAB) June 2023

Dates: 12 June – 24 July 2023

Venue: Virtual

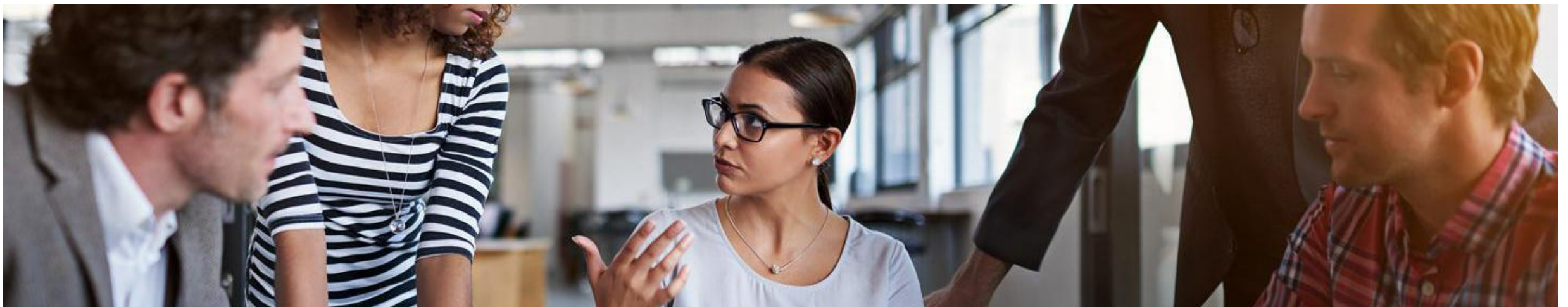
[Find out more.](#)

Preparing for Senior Strategic Leadership 37

Dates: 20-23 June 2023

Venue: tbc

[Find out more.](#)



Member benefits

New CBHE Network Festival – coming together to celebrate HE in college settings

Dr Jo Tyssen shares details of the College-Based HE Network’s inaugural Festival of Scholarly Activity and Research.

Launched through the Advance HE [Collaborative Development Fund](#) in March 2022, the still relatively new [College-Based HE Network](#) continues to provide insights and a solution-focused approach to developing HE cultures in college settings.

We are delighted to announce our first-ever [Festival of Scholarly Activity and Research](#) on 10 July 2023.

Now with 97 individual members, from 56 College-Based Higher Education (CBHE) providers across the UK and Channel Islands, the CBHE Network brings together practitioners to share practice and collaborate on the challenges and complexities of College based HE.

Sharing scholarly activity and research

The network is founded on collaboration and a commitment to working together to create an HE culture, devise solutions and deliver on tangible outputs of benefit for CBHE providers and their students. As part of this there is a common passion to share good practice and develop scholarly activity and research cultures across the CBHE sector. Barely a year into its existence, this is coming together in the form of an annual Festival of Scholarly Activity and Research with the view of developing opportunities for research dissemination and to support the sharing of action research and in developing a research ethos among CBHE practitioners.

Following launch of the network, it is clear there is much effort towards creating HE cultures in FE settings and the development of research and scholarly activity. This inaugural one-day event will be held on Monday 10 July at The Sheffield College and the theme will simply be: “*Celebrating College-based Higher Education*”.


Festival programme

This Festival aims to celebrate the excellent work being undertaken by CBHE practitioners and provide an opportunity to share practice, collaborate and develop as a collective group. It will kick off with keynote speaker Dr Nena Skrbic who has substantial experience developing research cultures in CBHE settings and supporting CBHE practitioners in their scholarly activity and research journeys.

After an enthusiastic response to a call for papers, proposals were accepted from over 30 presenters, and 13 different CBHE providers, covering several themes including:


- + widening participation and supporting students from underrepresented groups and/or students with protected characteristics
- + teaching, learning and assessment methods, strategies and tools
- + mental health and wellbeing
- + research engagement
- + artificial intelligence
- + precarious employment and students during the cost-of-living crisis
- + HEI-SME alliances


The event will include the launch of a new CBHE Scholarly Activity and Research Toolkit, collaboratively produced by the Network Members and will be rounded off with support and guidance relating to Advance HE’s [Fellowship programme](#) as well as the new [Professional Standards Framework \(PSF\)](#).

 [Find out more](#)

What leadership qualities are essential to enable HE?

Ahead of the launch of three new podcasts exploring the qualities of ‘authenticity’, ‘collaboration’ and ‘adaptability’, colleagues from our Leadership, Organisational Development and Research team, share some initial thoughts.

 [Read more here](#)

 [Download the podcasts here](#)

Student engagement through partnership podcasts released

Northumbria University’s Sport Department Heads Dan Peart and Penny Rumbold discuss the key findings of their literature review on student engagement through partnership in this two-part podcast.

Part one of the podcast is a discussion the reasons for conducting the literature review and the methodology used throughout, focusing on peer-reviewed journal articles about student engagement through partnership, with an emphasis on partnerships that impact students beyond just the partners themselves. Part two discusses key findings and recommendations for the future.

[Find out more here.](#)



Leadership and Management

Top Management Programme celebrates 50th milestone

Former participants of Advance HE's executive leadership programme gathered in London on 10 May to celebrate the achievement of reaching the 50th cohort milestone.

Alumni of the Top Management Programme for Higher Education (TMP HE) joined the current 50th cohort at a special event convened to celebrate the programme which has supported over 1,000 executive leaders from the UK and around the globe since 2001.

TMP HE is designed to equip senior leaders with the necessary skills to extend their thinking and practice, and to face the challenges of modern HE leadership. More than 60 current and former UK Vice-Chancellors and Principals are alumni, with many other past participants holding some of the most senior posts throughout higher education.

Alison Johns, Advance HE Chief Executive, said, "We've been delighted to welcome TMP alumni and members of the current cohort to mark this 50th milestone.


"TMP is continually adapting to the changing HE landscape and sector challenges, supporting leaders to develop their leadership to make an impact in their institution and beyond. It's great to hear from delegates today how much they value their TMP experience."

Speakers at the TMP 50th celebration included renowned leadership experts Dr Margaret Heffernan and Professor Keith Grint who challenged delegates to think about the future of leadership and facilitated discussions on solutions to critical issues.

Guests were able to network with alumni from other cohorts throughout the day and explore current thinking on contemporary leadership practice.

Professor Marcia Wilson, Dean of EDI at the Open University, said, "I am thoroughly enjoying and learning so much on TMP. It's a great development opportunity and fantastic network to be a part of. This celebratory day to mark the 50th cohort is a reflection of all that positivity."

TMP HE 50 began in December 2022 and concludes in July 2023 with a special overseas visit to higher education institutions in Australia.

 [Read more here](#)



Top Management Programme
for Higher Education

Equality, Diversity and Inclusion

Advance HE hosts special event for women completing Ireland's latest Aurora leadership development programme

Delegates discuss their Future in HE, share best practice and network with colleagues from across Ireland's higher education sector.

More than 190 higher education professionals were meeting in Dublin today to celebrate completing Advance HE's leadership development programme for women, Aurora.

The women have all been participants on the latest Aurora programme in Ireland and were meeting in person for the first time at the major networking and development event which marks the completion of their course.

Expert panel

Your Future in HE includes a panel of experts discussing the challenges and opportunities ahead for the sector.

The panel were:

- + Professor Aoife Ahern, Dean of Engineering at University College Dublin
- + Dr Orla Flynn, President of Atlantic Technological University
- + Professor Malachy Ó Néill, Director of Regional Engagement, Ulster University.

Impact of Aurora

“Women who have taken part in Aurora are more than twice as likely to be promoted after the programme than those who haven't,” said Steve Lloyd, Advance HE's Assistant Director for Delivery Services.

“Recent research shows that 66 per cent of Aurora participants had applied for a promotion after the programme “with 83 per cent being successful and 68 per cent of those successful applicants agreeing that Aurora had impacted the success of their application.”

Since its launch in 2013, more than 9,500 women from 200 higher education institutions have taken part in the Aurora. The programme launched in Ireland in 2014 and attracts participants from across the island of Ireland.

'It's an opportunity to reflect on where I'm going and what I need to do to progress'

Three Aurora participants agreed that forging connections was key element of the programme.

Maeve Kerr, lecturer in food regulatory affairs at Ulster University said: “It's been an opportunity to reflect on where I'm going and what I need to progress. It's good to listen to other participants and learn that we all feel the same underneath and face similar challenges.”

Silvia Arroya, lecturer of Spanish literature at the University of Cork said: “Most important thing has been to see we all have same concerns and to find ways of adjusting to deal with that.”

Immaculada Gomez Soler, assistant professor of Spanish and applied linguistics at Dublin City University said she had benefitted from the mentorship side of the programme.”It's given me the chance to develop a strong one-to-one connection in which I've been able to explore the issues that concern me such as work/life balance, the boundaries between my profession and my home life.”



More than 190 women from across the island of Ireland attended the special networking event in Dublin.

[Read more here.](#)

Freedom of speech in higher education: podcast

Advance HE has been working with the sector to develop a proactive approach to freedom of speech and EDI and in 2022 signed a joint statement with UUK, GuildHE, NUS, CUC underlining that equality, diversity and inclusion and freedom of speech are both fundamental values of higher education and should be protected.

In this podcast, Advance HE's Director of EDI, David Bass, and Adam Dawkins from the University of York, discuss the challenges around freedom of speech, academic freedom and EDI.

[Freedom of speech in higher education: podcast | Advance HE \(advance-he.ac.uk\)](#)

International Spotlight

Peru's Ministry of Education launches framework for developing joint Peru-UK university degrees

Framework developed by Advance HE will shape Peru's approach to greater internationalisation within its higher education sector.

Advance HE is behind a ground-breaking project launched by the Peruvian government in Lima that could soon see Peruvian and UK universities award joint and dual degrees valid in both countries.

Universities across Peru attended the launch of the 'roadmap' plan which is part of *Going Global Partnership* – an initiative to build stronger, more inclusive, and internationally connected higher education (HE) and technical education and training (TVET) systems.

The roadmap was developed by Advance HE on behalf of the British Council which has been working closely with Peru's DIGESU (Dirección General de Educación Superior Universitaria) – the body responsible for advancing higher education in the country.

Ministerio de Educación del Perú

Carla Solana, Public Policy Specialist of the Directorate for University Higher Education at Peru's Ministry for Education (Ministerio de Educación del Perú) said: "The roadmap will be key to support the Ministry of Education in developing its priority to provide higher education institutions with opportunities and mechanisms to strengthen their global engagement."

International higher education

- “ The Peruvian Government's ambition is to improve and enhance the quality of higher education in both public and private universities and its vision is for a higher education system which is truly international,” said Advance HE's Associate Dr Araida Hildago who developed the outline plan together with Advance HE's Steve Outram and Karen Smith.
- “ What we have developed on behalf of the British Council is a roadmap which is designed to give universities a framework to support greater internationalisation. This includes a strategy for creating strong partnerships between Peruvian and UK universities.
- “ One goal is the creation of joint or dual UK-Peru post-graduate degrees for science and technology subjects. A further aim of the project is to further support the inclusion of women in science and technology subjects across Peru's higher education sector.”

Universidad Nacional de San Marcos

The other speakers at the event were:

Silvia Iglesias León, Head of International Office at [Universidad Nacional de San Marcos](#).

Cato Rolea, Senior Global Partnerships Manager for Nottingham Trent University, who has done considerable work establishing transnational partnerships in Africa, the Middle East as well as Peru and elsewhere in the Americas.

 [Read more](#)



new content + publications

Engaging educators in 'Education for Sustainability' through online CPD

Ahead of Advance HE's Sustainability conference, Academics at IOE, UCL's Faculty of Education & Society, share their new free online course to help support educators working in higher education to embed sustainability within their teaching practice.

[Read more](#)



New appointments to Advance HE's Australasian Strategic Advisory Board

New Chair, Professor Liz Johnson and Board member, Professor Shaun Ewen, to take up their appointments with immediate effect.

[Read more](#)

'Principal Fellowship pushed me to reframe my achievements and put myself at the centre of my own career story'



Dr Gwen Moore, Director of Teaching and Learning and Associate Professor at Mary Immaculate College (MIC), Limerick, outlines her journey to Principal Fellowship and the impact it has had.

[Read more](#)

Fostering a growth mindset to reduce inequality in academic success

Frantzeska Kolyda, University of Westminster, shares three key actions for universities to consider.

[Read more](#)

Mental Wellbeing Conference addresses need for conversations, compassion and togetherness

The 2023 Mental Wellbeing in HE Conference saw professionals from across the HE sector get together to discuss latest practice and how to create a campus that can support staff and students through difficult times.

[Read more](#)



Come together: a national teaching focused network to recognise, strengthen and celebrate the diversity of roles in UK HE

A collective of academics, including several National Teaching Fellows, have founded the National Teaching Focused Network. In this blog, they invite other 'teaching focused' colleagues to join them.

[Read more](#)

