How can I evidence the **IMPACT** and **INFLUENCE** of my practice for Senior Fellowship of the HEA?

**Reflective description of the part you played within a team initiative – demonstrate the remit and limitations of your role**

- Testimonials from colleagues who have been influenced by your work - whether it be through direct influence (e.g. being line managed by you or a member of the team you lead) or indirect influence (e.g. have put into practice your research-informed practice having seen you present or read your paper)
- Testimonials by students (e.g. narrative comments provided in module evaluation, or support statement for a student-led award nomination)
- Use made of your published work in pedagogical research (Where has it been cited? By whom? What use did they make of your contribution to literature?)

**Think about the transferability of your practice - if you’ve presented at a teaching and learning conference, it may be that colleagues beyond your own discipline have been inspired by your work and applied it to their own discipline**

**What was your strategy and why?**

- Reflective account of post-conference discussions and networking (e.g., connections made on social media through sharing of good practice - how have you progressed your impact further?)

**What had you planned to achieve and why?**

- Extracts from peer observation records which evidence the observer taking ideas from your practice to apply in their own or you influencing the observed colleague in giving feedback for enhancement

**Think beyond the immediate! If you have introduced a new process or procedure seek to articulate the impact on managers, colleagues and students**

**What did you achieve and how?**

- Relevant extracts from previously provided references from colleagues or managers
- Relevant quantitative evidence to support your narrative depends on the nature of the case study or initiative, and might include:
  - Attendance statistics
  - Module evaluation data
  - Recruitment data
  - Progression statistics
  - Diversity data
  - Employability data
  - Retention data

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Reflective accounts of instances where you have been invited to do something (e.g. take up a certain role, or contribute to a certain project) - think, why were you asked? How did they know about your personal strengths for the role?

- Relevant extracts from external examiner reports which comment on the effect of your leadership
- Have you mentored junior colleagues or helped them prepare for their Fellowship of HEA? How did you influence their application? Did you encourage them to consider any particular practice, or consult any particular body of literature?

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