



# Senior Fellowship

## Supporting Statement Template

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|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Your Name                                                  | Marie Pitson                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Institution/organisation/other                             | University of Wales Trinity Saint David<br>Institute of Management and Health                                                                                                                                                                                                                                                                                                                                                                                    |
| Job Title                                                  | Senior Lecturer/Programme Manager                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Email address                                              | marie.pitson@uwtsd.ac.uk                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Your Fellowship Status (if appropriate)                    | Senior Fellow                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Relationship to Applicant                                  | Colleague                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| How long have you worked with the applicant (insert dates) | Seven Years                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Declaration                                                | <p>In submitting your supporting statement, you are confirming that the applicant's submission relates to their higher education professional practice and that your statement is your own work and has been written specifically for this applicant. If the professional integrity of the supporting statement is in question it will not be accepted.</p> <p>I confirm that I have read and agree with the declaration above.</p> <p><b>Date: M Pitson</b></p> |

## **Supporting Statement**

Please provide your statement to support the applicant's submission for Senior Fellow in the following section. You are required to comment on the applicant's recent higher education practice, providing examples to support your statement wherever possible.

Two sides of A4 will normally be sufficient for this category of Fellowship.

I am delighted to provide a supportive reference for my fellow teaching colleague at UWTSD. I have worked with Julie for seven years during her tenure as a lecturer/senior lecturer and as lead in programme developments and delivery within the Institute of Management and Heath. The following paragraphs provide evidence of her effectiveness in her approach to learning and teaching and her commitment to a high quality student learning experience, with regard to the UK Professional Standards Framework.

Julie is a highly organised, motivated, engaging and professional lecturer. Her lesson design is sufficiently structured to support students appropriately for the level of study yet with a creative aspect that inspires and challenges students to stretch themselves, and feel reward/delight, in the achievement of learning outcomes. The assessments she develops focus on the application of theory into practice in order that students may gain valuable work-related experience/employability skills, whilst enabling them to reflect upon themselves and their experiences. Julie is a valuable asset to the University, she has a wealth of professional, business, development, training and real-world experience. Her relationship with colleagues and students is positive and enabling. She has a selfless devotion to improving quality and enhancing the student experience. Julie is a generous colleague one who shares good practice and enforcement of the highest standards of delivery. She is innovative but also protective of tradition and respect for sensitive management of needs with regard to both colleagues and students.

When leading team delivery in the programme and modules she displays a mature management style and creates a supportive environment for colleagues and students alike. She is incredibly supportive of her team of lecturers delivering on the Human Resource and CIPD programmes, applying coaching and mentoring techniques as part of her support toolbox. This approach is particularly important and appreciated, as the team consists of those who are new to the profession and unfamiliar with the nuances of teaching within Higher Education. Julie undertakes regular meetings with her team, invites them to observe her teaching and the teaching of other experienced lectures, and provides them with modelling examples to aid them with their teaching, marking and feedback/feedforward structure. Under Julie's guidance, the new lecturers are also afforded opportunities to attend events, meetings and exam boards, to provide them with an insight into the University's protocols and procedures. This also enables them to develop relationships with their new colleagues. Julie also signposts them to different CPD opportunities available, providing insight into how these opportunities have aided her in her own professional development.



As well as working closely with her own team, Julie collaborates with colleagues across the Institute, sharing examples of best practice and successful outcomes. For example, a guest speaker from the Menopause Team presented to Julie's CIPD students, and the feedback was very positive. Based on this positive outcome, Julie recommended the speaker to colleagues, highlighting the learning benefits and how it will provide students with an insight into the challenges faced by women in the workplace during the menopause.

As well as working closely with colleague across the university, Julie also works closely with the CIPD and external organisations. This is undertaken for the betterment of students, aiding their understanding of academic theory in practical settings. This approach helps the students relate their academic work to real world examples and prepare them for employment. Julie clearly understands the importance of the development of work ready students.

Julie is proactive, a problem solver and a flexible programme manager/module lead, delivering targets set in ever changing environments. To facilitate this, Julie has ensured she has undertaken the ongoing CPD necessary to support and innovate within her areas of teaching and pedagogy. This includes peer observations, university staff development and her research as part of her doctoral study. The research Julie has undertaken as part of her doctorate has enabled her to develop a module, which will support students knowledge and understanding of wellbeing at work. This highlights how student development is always at the forefront of Julie's motivation as a professional within Higher Education.

Furthermore, with regard to problem solving, within Higher Education there are a number of concerns related to plagiarism and use of essay mills. To counteract this problem, Julie provides feedback on draft submissions and speaks to students about avoiding the use of ChatGPT and essay mills. To help her prepare, Julie attended training sessions on AI assisted software and has familiarized herself with Microsoft Co-pilot to aid her with identifying when students use it to enhance their work. Julie also shares her insights to colleagues so that they can also identify issues.

Julie has been enthused by her work in Higher Education. The University and its programmes have benefited immensely from her input, reforms and management style.