

EFS Information Session – Questions and Answers

Question: Is there a separate pathway for professional staff? Are professional staff assessed using the same criteria as academic staff?

Answer: Professional staff apply through the same EFS pathways and are assessed against the same criteria as academic staff.

For professional staff, evidence may include how they support, enable, lead, coordinate or influence teaching and learning, rather than necessarily delivering teaching themselves.

Question: There used to be a requirement for applicants to have foreseeable ANU employment or student status for the coming nine months. Is this still a requirement?

Answer: No. Under the current requirements, applicants can apply if they are a current ANU employee, student or honorary appointee with an ANU email address.

Question: Is teaching and learning limited to undergraduate teaching, or can research supervision and mentoring of HDR students also be included?

Answer: Teaching and learning are considered broadly within the tertiary education context and is not limited to undergraduate teaching. Research supervision and mentoring of HDR students can therefore be relevant evidence.

Question: If a Casual Academic Staff (CSA) does not work for one semester, can they still apply?

Answer: Yes, provided they have an active contract and ANU email address at the time of application.

Question: Does the experience used in the application need to have been gained at ANU?

Answer: No. Evidence is not limited to experience gained at ANU. Applicants can draw on recent experience in tertiary education overall. For Associate Fellowship (D1) and Fellowship (D2), evidence should draw on practice from the last three years. For Senior Fellowship (D3), applicants need to demonstrate a sustained record of leading or influencing practice (D3.1). Evidence should draw on practice from the last three to five years.

Question: Is there a cooling-off period between two EFS applications?

Answer: There is no formal “cooling-off period” between EFS applications. However, applicants should ensure they have sufficient recent evidence of practice and development to support a new application, particularly if they are reapplying after an unsuccessful application.

Question: If the last three years include 12 months of parental leave, can the evidence period be extended?

Answer: Yes. The timeframe can be extended to account for parental leave. We recognise that individual circumstances may sometimes result in a gap in engagement with educational practice, and we are committed to being inclusive and equitable.

If this applies to you and you're concerned about having sufficient recent evidence, please get in touch at efs@anu.edu.au. We're happy to support you and discuss your circumstances.

Question: What are the References/Citation List requirements in the application?

Answer: Where a source has influenced your practice or reflection, you should cite it in your text to appropriately acknowledge the author(s) or organisation. This may include academic literature, educational frameworks, theories, policies, professional development resources, or other relevant sources.

Examples and further guidance are available in the relevant Applicant Guides on the website: [Apply for the EFS - ANU Learning and Teaching](#)

Question: Can referees be from a different institution?

Answer: Yes. Your referee can be from another institution and do not have to be from ANU. Their role is to endorse the evidence presented in your application and work with you to ensure that your application addresses the requirements of Professional Standards Framework 2023 (the [PSF 2023](#)).

Your referee should therefore have first-hand knowledge of the practice and evidence you have presented in your application. A referee who is already an Advance HE Fellow may be particularly helpful, as they are likely to be familiar with the PSF 2023 and the expectations of a Fellowship application.

Question: If someone applies for Associate Fellowship first, is it easier to apply for Fellowship later? Can they build on their previous application?

Answer: Yes. Starting with Associate Fellowship is a great way to begin your Fellowship journey and build your understanding of the PSF 2023 and the application process.

While each Fellowship category has its own requirements, the experience and reflection developed through an Associate Fellowship application can provide a useful foundation for a future Fellowship application.

As your practice develops, you can build on relevant aspects of your previous application when applying for Fellowship, while providing evidence that demonstrates the broader scope, depth and impact of practice expected at Fellowship level.

Question: Is there a specific template for the application, or do applicants need to complete a form?

Answer: The application forms and submission portal will be shared soon.

Question: What is the success rate for EFS applications?

We are currently reviewing previous application data and do not yet have a success rate to report.

With that being said, EFS is designed to support educators in gaining recognition for their educational practice. We will do our best to support you and help you put forward your strongest application.

Question: Is there a College Representative on the EFS Committee?

Answer: Yes. The EFS Committee includes representatives from across ANU Colleges. You can find your College Representative in the **EFS Committee Member** section of the [EFS Community](#)-webpage. We encourage you to reach out to your College representative and they'd love to chat with you.