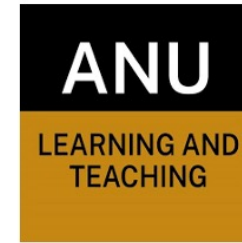




Australian
National
University



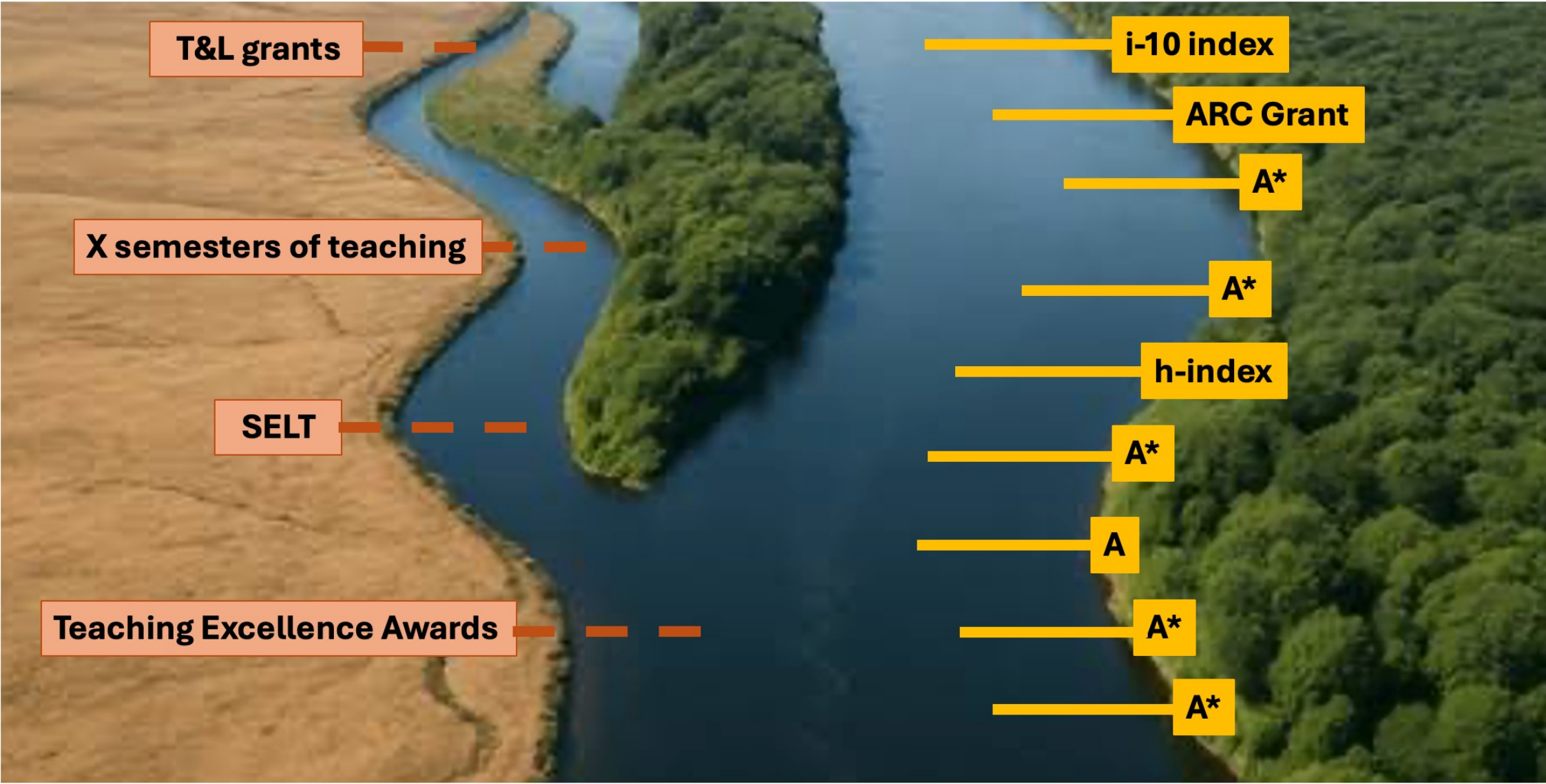
AdvanceHE

Beyond the Certificate.

Why EFS?



**Dr Marina Iskhakova, ANU, CBE, RSE
FHEA(2018), SFHEA (2022)**

An aerial photograph of a river winding through a landscape. The left bank is a dry, brownish field, and the right bank is a dense green forest. A central island of green forest is in the river. Labels are placed on both banks, connected to the river by horizontal lines. The left bank labels are in orange boxes, and the right bank labels are in yellow boxes.

T&L grants

i-10 index

X semesters of teaching

ARC Grant

A*

SELT

A*

h-index

A*

A

Teaching Excellence Awards

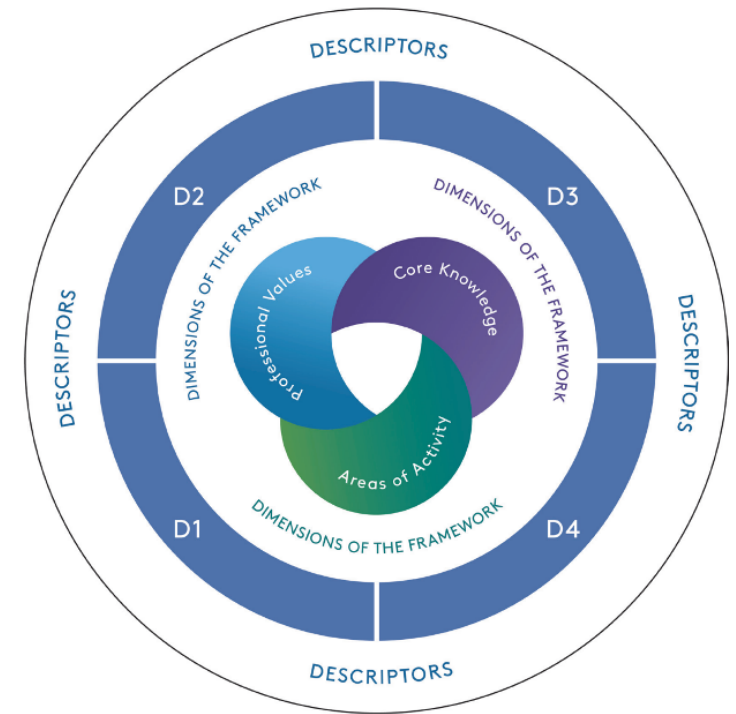
A*

A*



What does stop you from applying?

- A. I don't have time right now; I have other priorities
- B. It doesn't count toward promotions for either academic or professional staff.**
- C. It is too complex and time-consuming.
- D. I don't feel like I'll qualify for it.**
- E. I'm a member of the professional staff, so I don't feel I have sufficient teaching experience. Furthermore, I didn't know that I could apply.



ANU EFS

- Since EFS launched at ANU in 2013, **600+ ANU staff** have been awarded a Fellowship
- ANU currently has ~ 400 active Fellows:
3 PFHEA, 133 SFHEA, 121 FHEA, 136 AFHEA
- Nationally, close to **6,000 Fellows across Australia**

Why EFS? 5R response (~5V,5K,5A)

Reflection

(from What to Why?)

Rigour

(life-long evidence
of your teaching practice)

Recognition

(Fellow Status)

Reciprocity

(mentor, assessor,
community)

Reinvention

(innovations and courage)

Reflection

(from What to Why?)



I GIVE EXAMS



I USE MCQS



**I ASSIGN
PORTFOLIO
ASSESSMENTS**



**I CONDUCT IN-
PERSON
CONVERSATION
S**



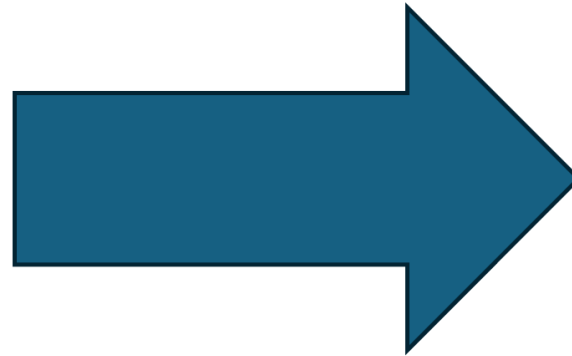
**I RUN FLIPPED
CLASSROOMS**



**I FACILITATE
ROLE-PLAY
SIMULATIONS**



**I USE GROUP
WORK**



- **I assign portfolio assessments because I believe in a power of wholistic assessment**
- **I conduct in-person conversations because it impacts personal and professional development**
- **I use group work, because it prepares students to real-life scenarios**

Rigour

(life-long evidence
of your teaching practice)

15 years of teaching
30 semesters of teaching
10,000+ students
50+ different cultural backgrounds
15+ different Business & Economics courses
27 tutors development
15+ tutors developmental workshops
15+ faculty developmental workshops

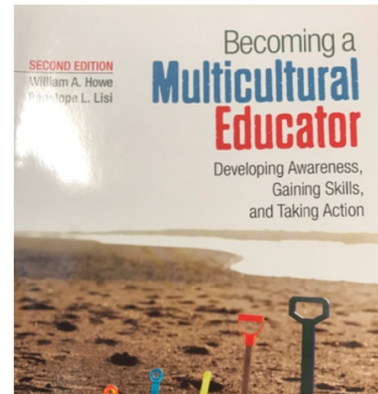
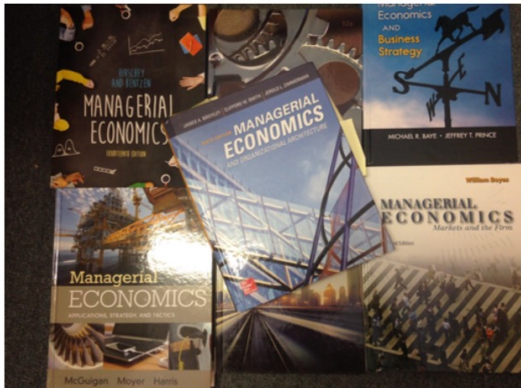
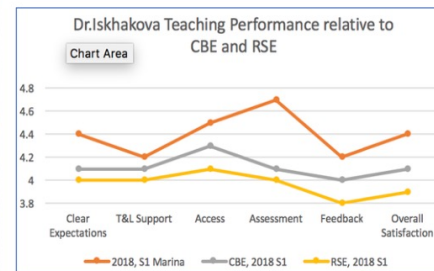
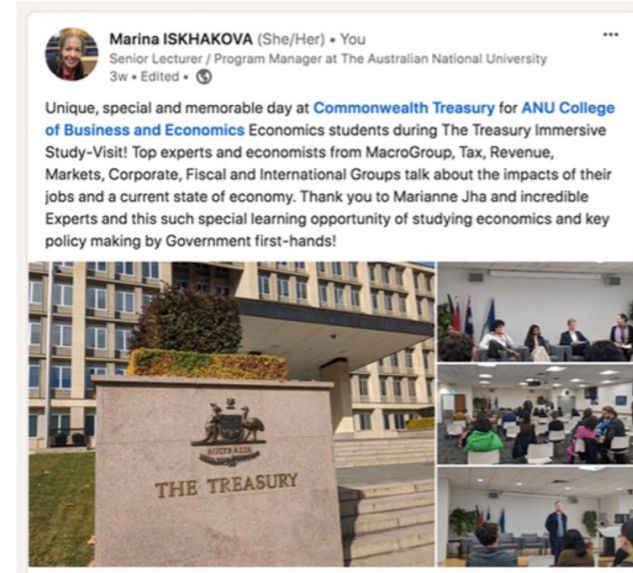
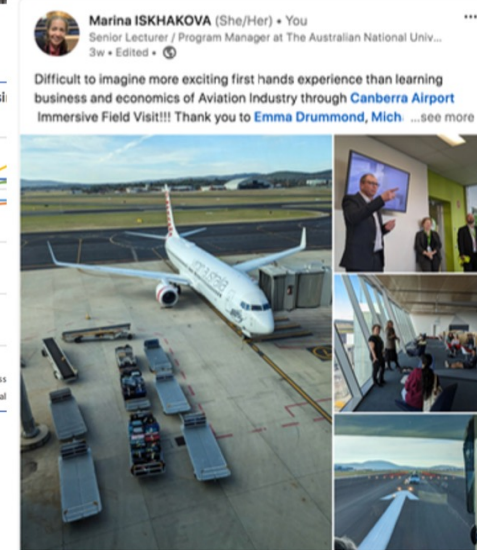
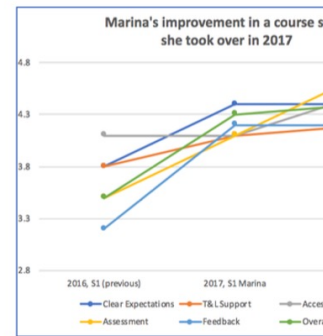
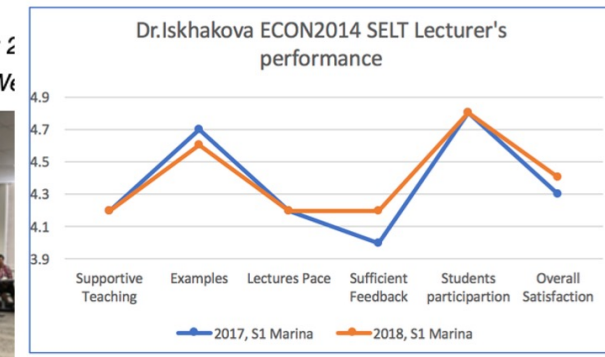


Photo 1. Dr. Iskhakova delivers Cross-Cultural Competence workshop for CBE Outbound Students, May 2



Photo 2. Dr. Iskhakova delivers Cross-Cultural Professional Development session for 30 RSE Tutors, O-W



Lecturer Dr. M. Iskhakova	2017, S1	Agree%	2018, S1	Agree%	Average
Supportive Teaching	4.2	80.0%	4.2	75.0%	4.20
Examples	4.7	100.0%	4.6	100.0%	4.65
Lectures Pace	4.2	80.0%	4.2	84.7%	4.20
Sufficient Feedback	4.0	73.3%	4.2	78.0%	4.10
Students participation	4.8	100.0%	4.8	100.0%	4.80
Overall Satisfaction	4.3	80.0%	4.4	84.6%	4.35

Agree % is the percentage of students responded to the survey and gave 4 or 5 out of 5

Recognition

(Fellow Status)

- EFS HEA Fellow doesn't have a status, scarcity and competitiveness of **Global Teacher Prize, AAUT, National Teaching Fellowship**, but it is the most adopted *professional standard* for teaching recognition globally
- Global Professional Teaching Status that travels with you
- EFS Fellow status signals your Commitment to Teaching Excellence
- EFS Fellow status signals your Educational Leadership and Impact beyond your course and classroom
- You don't have to repeat again "I'm a good teacher!"

Awards/Prizes vs Professional Status

Dr Marina ISKHAKOVA, PhD, MBA

Senior Lecturer and APS & Industry Engagement Program Manager, SFHEA

2019 ANU VC Teaching-Excellence Award Winner

Research School of Economics

ANU College of Business and Economics

Copland Building (24) Room 2088

The Australian National University

T: [+61 2 6125 3083](tel:+61261253083)

M: [+61 412 308 310](tel:+61412308310)

E: Marina.Iskhakova@anu.edu.au

W: www.rse.anu.edu.au

We develop leaders who transform business,
society and economies

ANU College of Business and Economics



Doesn't age 😊!

Ages

Reinvention

(innovations and courage)

Courage to innovate



CEO and Co-founder of Stepping Stone (WISE)

2025 Australian of The Year
Local Hero, Social Entrepreneur –
Cafe Stepping Stone, AIYD 2025 Delegate



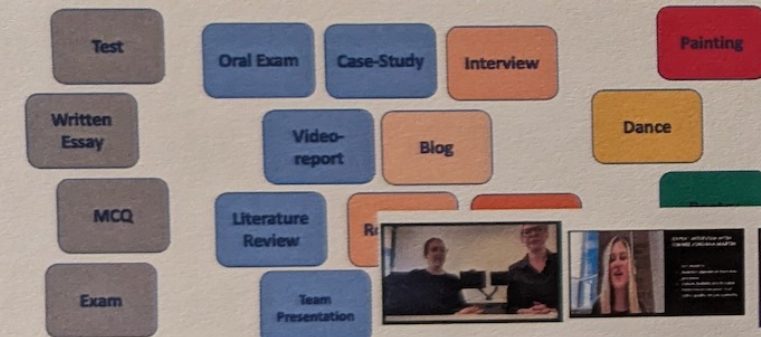
stepping
stone

Stepping Stone | Social
Creating a society where diversity

We are a social enterprise
that provides local
opportunities and support
and refugee women a better
employment

stone.com

How to move from conventional to unconventional assessments



ECON2014/6014 S1, 2026: Team Presentation + Video-Interviews 2026. 131 Business Experts in class!!

ECON2014/6014
Managerial
Economics
S1 2026

132 Students
Convenor + 2 Tutors
2h Lecture (1)
+ 1h Tutorial (6)

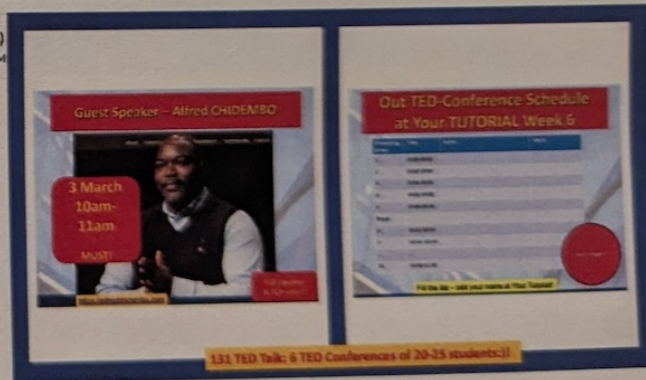
What are unconventional assessments?

- Video
- Music
- Painting
- Dance
- Poetry
- Sculpture
- Observation
- Reflection
- Learning journal
- Hand-making craft
- Hand-made objects (LEGO)
- Interview
- Field work
- Podcast episodes
- Video Channel
- Escape room challenge
- Role-play scenarios
- TED-talk
- Video-diary
- Creating Advertisement
- Service-learning project
- Peer-teaching session
- Panel debate on a topic (for the team)
- Project-based assessment (semester-long)
- Portfolio assessment (essay, project, presentation, reflection)
- Peer assessment
- Ethical dilemmas discussion
- Case study
- Analysis of an event, performance, or work of art
- Debate or Conference
- Legal brief
- Review of a book, play, performance, etc.
- Policy memo or executive summary
- Diagram, table, chart, or visual aid
- Letter to a friend / authority explaining a problem or concept
- Brochure
- Performance
- Team Presentation
- Newspaper article or editorial
- Virtual reality

Something else?

Assignments

- A1 (10%) Participation
ASSESSMENTS - S1, 2026 Module | Available until Jun 1 at 23:59 | Due Jun 1 at 23:59 | 10 pts
- A2 (10%) Video-Submission
ASSESSMENTS - S1, 2026 Module | Available until Jun 1 at 23:59 | Due Mar 20 at 23:59 | 10 pts
- A3 (10%) TED-like-Talk
ASSESSMENTS - S1, 2026 Module | Available until Jun 1 at 23:59 | Due Apr 2 at 23:59 | 10 pts
- A4 (20%) - Company Analysis
ASSESSMENTS - S1, 2026 Module | Available until Jun 1 at 23:59 | Due May 1 at 23:59 | 20 pts
- A5 (20%) Team Presentation
ASSESSMENTS - S1, 2026 Module | Available until Jun 1 at 23:59 | Due May 22 at 23:59 | 20 pts
- A6 (30%) ASSESSMENT



131 TED Talk: 6 TED Conferences of 20-25 students!!

Guest Speaker – Alfred CHIDEMBO

**3 March
10am-
11am**

MUST!

<https://alfredchidembo.com>

**TED-Speaker
& TED-Coach**

Out TED-Conference Schedule at Your TUTORIAL Week 6

Presenting Order	Time	Name	Topics
1	10:00-10:02		
2	10:02-10:04		
3	10:04-10:06		
4	10:06-10:08		
5	10:08-10:10		
Break			
6	10:12-10:14		
7	10:14 -10:16		
...	...		
25	10:58-11:00		

Fill the list – add your name at Your Tutorial!

Ted-carpet!

131 TED Talk: 6 TED Conferences of 20-25 students:~)!

Reciprocity

(mentor, assessor,
community)

EFS Community Contribution

EFS MENTOR

EFS Mentors community of practice

EFS Applications ASSESSOR

EFS developmental workshops

EFS Community

ANU EFS Committee



*To Marina,
I am so grateful that I had you as
my FHEA mentor. Your guidance
and efforts truly made a
difference, and I appreciate
everything you did for me. Thank
you!*

Institutional leadership

Teaching Excellence Panels & Award juries
(ANU Teaching Excellence Panel role)

**Representing College/School on
university-wide L&T committees** (Fellow
voice in broader institutional decisions)

Advocating for T&L innovations

Your Discipline Contribution

**Contributing to best Teaching practice in
your discipline** legitimacy beyond your own
institution

Contributing to HE scholarship - publishing
research on teaching practice

Beyond the Certificate

“A specific, concrete moment where being able to name your teaching practice - through the reflective process, not the certificate itself - changes something real”

(a moment you finally had the vocabulary to **defend your teaching philosophy** the way a **researcher defends a methodology**).

*"It is not difficult to teach,
It is difficult to teach well every day!" (Todd Whitaker)*

