



Senate

Paper Title	Vice-Principal's reports
Outcome requested	Senate is asked to note the Vice-Principal's reports.
Points for Senate members to note and further information	N/A
Questions for Senate to consider	N/A
Regulatory/statutory reference points	N/A
Strategy and risk	N/A
Reporting/consideration route for the paper	N/A
Authors	Professor Steve Thornton, Vice-Principal (Health) Professor Matthew Hilton, Vice-Principal (Humanities & Social Sciences) Professor Wen Wang, Vice Principal (Science & Engineering) Professor Stephanie Marshall, Vice-Principal (Education) Dr Philippa Lloyd, Vice-Principal (Policy and Strategic Partnerships) Professor Andrew Livingston (Research and Innovation) Sheila Gupta MBE (People, Culture and Inclusion) Professor Colin Grant, Vice-Principal (International)
Sponsor	N/A



SCHOOL OF MEDICINE AND DENTISTRY – REPORT TO SENATE JUNE 2021

Undergraduate and postgraduate recruitment

As of 21 May, applications to SMD clinical and non-clinical undergraduate programmes remain strong, with increases in applications across clinical programmes. Applications for PGT programmes are also ahead of last year's numbers, with a significant recovery of Home applications in the year to date. Applications to SMD's Distance Learning (DL) Courses are also up compared to last year at this point, again with significant recovery of Home applications.

Applications 2020	Applications 2021
SMD Undergraduate applications	SMD Undergraduate applications
6034	7086 (+17%) Home 5384; O/S 1702
SMD Postgraduate Taught Programmes	SMD Postgraduate Taught Programmes
3642	4101 (+13%) Home 928 (+65%); O/S 3173 (+3%)
SMD DL Courses	SMD DL Courses
830	905 (+9%) Home 291 (+37%); O/S 614 (-1%)

We are also seeing an increase in offers for PGT courses as compared to this time last year (+21%), for acceptances (+49%) and for firm acceptances (+94%). A similar picture is seen for DL offers (+24%), acceptances (+23%) and firm acceptances (+33%).

Research Awards

For the year to date, we have secured £83.4m (£ up from 76.5m) in new awards (incl. partner costs).

£8.9m was won in April 2021 compared to £4.1m in April 2020

Indicative recent successes include:

Manish Saxena (WHRI): £157,593, NIHR

Myles Lewis (WHRI): £349,966, NIHR

Francesco Dell'Accio (WHRI): £295,126, FOREUM

Yongjie Lu (BCI): £749,527, Prostate Cancer UK

Lovorka Stojic (BCI): £990,155, CRUK

Tyson Sharp (BCI): £527,495, BBSRC

Ruth Dobson (Wolfson/IPHS): £284,654, MRC

Xavier Griffin (Blizard): £696,704, NIHR

David van Heel (Blizard): £200k, EU Horizon 2020

Commercial awards:

Mauro Perretti (WHRI): £230,740, Bristol-Myers Squibb Pharmaceuticals

Jo Martin (Blizard): £100k, Department of Health (supply of e-learning services)

Alistair Noyce (Wolfson/IPHS): £73,646, Alchemab Therapeutics Ltd

£288.3m of bids have been submitted year to date compared to £218m by March 2020.

VP Report to Senate

Faculty of Humanities and Social Sciences

June 2021

In March 2021, the University posthumously promoted Catherine Silverstone (School of English and Drama) to Professor, the first promotion of its kind at Queen Mary. The annual Drama lecture has been renamed in Catherine's memory, and the first inaugural Annual Catherine Silverstone Lecture took place on 26 May, presented by Professor Joshua Chambers-Letson.

The School of History and School of Law have both been awarded the prestigious Athena Swan Bronze Award by Advance HE.

Research News

Professor Warren Boutcher (School of English and Drama) has been awarded more than €2million from the European Research Council (ERC). The funding is the first ever awarded from the ERC's Advanced Grant scheme to a researcher in HSS. Warren will lead the research project, *Textuality and Diversity: A Literary History of Europe and its Global Connections, 1545-1659*, also known as TextDiveGlobal, which is set to last five years.

Research awards made to the Faculty so far this year (August-May) total £7.5million. This represents a 35% increase on the corresponding period in 2019/20 (£5.5 million).

PhD student recruitment is holding up well compared to the same time last year. Overseas numbers have not dropped substantially while home numbers have risen.

Three Leverhulme Early Career Fellows join the Faculty later this year, Michael Romyn in the School of History and Gemma Tidman and Jane Middleton in the School of Languages, Linguistics and Film.

Queen Mary Conversations Festival

Queen Mary Conversations Week was held from 9 to 16 April. This HSS initiative, led by the Arts & Culture team connected academics from across the University with artists and cultural partners in a series of online public events celebrating Queen Mary research and knowledge exchange. During the week over 600 people joined the events from across the world.

Undergraduate research project bursary scheme

HSS is running a pilot scheme over the summer to support staff whose research has been disrupted by the Covid-19 pandemic. Undergraduate students will be invited to apply to work with a member of staff in their own School. The support they provide will vary but is likely to include conducting a literature search and producing a bibliography; carrying out quantitative analysis of a specified body of evidence; conducting laboratory experiments; checking, completing, and formatting the references and/or bibliography in a draft text; indexing a book-length typescript. It is hoped that the pilot can be extended for a further two years.

Education news

Level 5 Transition Workshops

Recognising how complex the student experience has been for those starting their university journey this year, we want to provide extra education support for those transitioning into year 2. Working closely with Academic Skills Coordinator Olu Popoola, we have developed a set of workshops looking

at wider reading, impact of assessment and levelling up of studies. We are embedding an e-portfolio for students that allows them to collate and reflect on their feedback from marked assessments. The workshops will run during Welcome Week and will be delivered in a mixed mode method.

Semester C Teaching and In-Person Activities

The new mixed mode technology for teaching was successfully launched in the School of Economics and Finance in late May. We continue to engage with developments and are pleased to be one of the first faculties to use the technology.

Schools in the Faculty have responded positively to the easing of national restrictions on 17 May and have planned many in-person activities for students in the post-exams period. These include social events, advising sessions, Careers sessions, Library sessions, study skills sessions, and guest lectures.

Interdisciplinary Programmes

We are in the process of recruiting to the role of Interdisciplinary Programmes Coordinator which will support our emerging interdisciplinary provision, including Liberal Arts, and Global Development. The role will also coordinate and review our joint honours student experience, aiming to improve NSS scores in this area.

Humans of Queen Mary

This new series, which is a growing collection of reflections on the individual lives that shape who we are as a university, is now live on our social media platforms. It launched in May 2021 with a story from a student in the School of Law. The series is open to all students, staff and alumni, to share snapshots of their lives.

NSS Response

After five Schools within HSS engaged with the NSS Task Force consultancy work, we are collating our response and identifying next steps. All Schools will provide detailed accounts of their work aimed at improving the student experience. Some fantastic work has been happening in Schools, despite the challenges of the pandemic, and we plan to showcase best practice within the Faculty. Working with colleagues in Planning and with ESAT, we will develop a plan for our response to the incoming results and ensure we are agile in our approach to working with Schools and data.

HSS Staff News

Professor Dan Todman (Head of the School of History) has won the Templer Medal prize for his book *Britain's War: A New World 1943-1947*, which was published in 2020.

Head of the School of Geography

Professor Kavita Datta becomes Head of the School of Geography from January 2022.

Dean of the School of Business and Management

Professor Mike Noon has been confirmed as Dean of the School of Business and Management for a further 3-year term.

Faculty Director of Operations

Marie Gallagher was appointed as Faculty Director of Operation in April. Marie was previously School Manager in the School of Business and Management

HSS in the news

Polling led by Dr Karl Pike (School of Politics and International Relations) on post-Covid priorities for rebuilding was covered by BBC Radio 4 as well as opinion pieces in *The Conversation*, *The Times Red Box* podcast and the LSE Blog.

The Mile End Institute's London polling continued to deliver strong coverage for HSS, including the *Evening Standard*, and BBC News.

Professor Michèle Barrett (School of English and Drama) received media coverage for her previous research on the unequal way in which Britain commemorated its war dead.

The release of *Irish Political Prisoners 1960-2000* by Professor Seán McConville (Department of Law) was featured by the Irish broadcaster, RTÉ and *The Irish News*.



Senate

Paper Title	Vice Principal Science & Engineering - update
Outcome requested	Senate is asked to note the report
Points for Senate members to note and further information	This report provides an update on activities relating to key priorities between March 2021 – May 2021, detailing developments in Education, Research and Transnational programmes
Questions for Senate to consider	N/A
Regulatory/statutory reference points	N/A
Strategy and risk	Relates to all aspects of QMUL strategy and all sections of the Risk Register.
Reporting/consideration route for the paper	For Senate only
Authors	Elizabeth Powell, with input from Deans for Education, Research and International
Sponsor	Professor Wen Wang, Vice Principal for Science and Engineering

Summary

Since my last report the Faculty have been working hard to prepare for the Academic Year 2021/22 to develop our blended/ mixed mode delivery, while offering our students as much time to learn on campus as possible.

During this period there have been significant developments in support of our International agenda, including receiving final approval for our BUPT Joint Programme, to transfer to a Joint Education Institute, and our initiatives in Mexico continue to make excellent progress.

Once again, the Faculty have been successful in bidding for and securing a number of prestigious grant awards.

In my last report I noted that the Faculty have submitted a proposal to DeepMind for a Black Academic Fellowship in Computer Science/AI. I am delighted to report that this role has now been advertised, with a hope to fill the role by autumn.

Education

During this period the Faculty have been busy preparing for the Academic Year 2021/22 in line with the Education Principles 2021/22. In particular, Directors of Education and Programme Directors have been fully engaged with the development of blended / mixed mode delivery in order to maximise opportunities for students to learn on campus while still accommodating those students who have to study remotely due to international travel restrictions. The Dean and Deputy Deans of Education, working with colleagues in the Faculty Office, continue to support the delivery of this work across all levels of study.

I am pleased to report that the Faculty have supported and approved the following new undergraduate and postgraduate programmes:

- BSc Biomedical Science with a Year in Industry
- MSc Biomedical Science
- MSc Biodiversity and Conservation
- MSc Artificial Intelligence with Machine Learning
- MSc Big Data Science with Machine Learning

For each of the above, Part 2 applications are in development for consideration at the Taught Programmes Board (TPB).

We have recently revised the Faculty structure to better support the delivery of objectives in the university's 2030 strategy and the Faculty enabling plan. Professor Henri Huijberts will now act as Deputy Dean for Education (Programmes and Portfolio) to include development of new transnational education and distance- learning opportunities. We are currently appointing a further two Deputy Deans with specific responsibility for Quality and Standards and for Employer-Led Education, to include Degree Apprenticeships and Continuous Professional Development / Executive Education.

Following on from this, as plans for the London City Institute of Technology LCIoT progress, we have put in place an Education Steering Group, to oversee the development and delivery of the new degree apprenticeship programmes, ensuring that the QMUL offerings at NQF Levels 6 and 7 compliment and dovetail with the NQF Level 3, 4 and 5 programmes offered by Newham FE College. This group, which will be chaired by the new Deputy Dean for Education (Employer-Led Education), includes representation from the Business Development Team as well as from the Schools of EECS, SEMS and SPA.

Research

The Faculty continues to be successful in receiving substantial research grants. This includes two BBSRC grants in SBCS totaling over £1.2M, four EPSRC grants in SEMS and SMS totaling £1.7M and a joint SEMS/EECS Innovate UK grant.

During this period the Faculty have been successful in receiving the prestigious awards and fellowships:

Dr Christophe Eizaguirre, Deputy Dean for Impact, Faculty of Science and Engineering, and his team have won a prestigious design award for innovative sea turtle behaviour simulator. Further details can be found here

<https://www.qmul.ac.uk/media/news/2021/se/queen-mary-researchers-win-prestigious-design-award-for-innovative-sea-turtle-behaviour-simulator.html>

Dr Kirsty Duffy and Dr Michèle Levi have been awarded Ernest Rutherford Fellowships from the Science and Technology Facilities Council (STFC) to establish their own innovative research programmes at Queen Mary University of London. Further details can be found here <https://www.qmul.ac.uk/media/news/2021/se/talented-early-career-researchers-join-queen-mary-on-stfc-funded-fellowships.html>

Finally, the Faculty have recently had a story published in Nature Astronomy, which provides new insights into waves that were first discovered by the Nobel Prize winning scientist Hannes Alfvén in 1947. Further details can be found here <https://www.qmul.ac.uk/media/news/2021/se/scientists-catch-exciting-magnetic-waves-in-action.html>

International

I am delighted to report that the BUPT Joint Programme has received final approval from the Ministry of Education to transfer to a Joint Education Institute. Adopting a JEI structure deepens the relationship with our long-standing partner Beijing University of Posts and Telecommunications and creates opportunities to expand the collaboration with new programmes at undergraduate and postgraduate level. The new Joint Education Institute will enroll its first students in September 2022 on programmes in Electronic Information Engineering, Intelligent Science and Technology and Digital Media Technology.

On 30th of April, the Principal, Vice Principal for International and myself, attended an online gala to celebrate Nanchang University's centenary, and the linked Research Symposium with keynote speaker Professor Sir Mark Caulfield.

Since my last report a number of initiatives in Mexico are making excellent progress. On 17th of March the signing of the landmark agreement for the new Dual Queen Mary University of London – Autonomous University of Baja California (UABC) Master by Research: MRes in Science and Engineering (WISE international) took place during a virtual ceremony in which the Principals of both institutions signed. The ceremony was well attended by staff from both institutions including the HoS and Deans from both QMUL and UABC. This exciting new MRes programme fits well with the university's core values in supporting education and career development for female students from Mexico.

I am pleased to report that the first cohort of students for the Dual Master by Research (MRes) in Materials Science started in the first week of March 2021. The MREs was launched at an event on the 15th of April. The launch event was opened by the President and Principal, Professor Colin Bailey & the General Director of CONACyT. The event was well attended by senior staff from the Faculty of S&E and around 25 UK and Mexican industrial companies.

On the 21st of April the one-day course entitled "How to go about getting industry links" was successfully delivered jointly by the Faculty of S&E and the Business Development Office. This course was attended by more than 100 academics and researchers from across all disciplines at the Autonomous University of Baja California (UABC). The President & Principal from QMUL and UABC opened the course.

Equality Diversity and Inclusion

I reported previously that the School of EECS had been awarded a fully funded Academic Fellowship in Computer Science/AI by DeepMind; a role which is particularly being targeted at early career researchers who can act as positive role models to the Black community. This role has now been advertised and widely shared, and we hope to fill the role by the autumn.

Finally, all colleagues within the Faculty have been asked to complete the EDI training on inclusion and unconscious bias and we will shortly be holding Active Bystander sessions for Schools across the Faculty. SBCS has attended EDISG to present on their EDI action plan, and all schools are preparing updates on progress towards the EDI KPIs for EDISG this summer.



Senate

Paper Title	Vice-Principal (Education) – Update
Outcome requested	Senate is asked to note the report
Points for Senate members to note and further information	This paper provides an update on: <ul style="list-style-type: none">• Education Leadership• Teaching, learning and assessment• The National Student Survey• Student Surveys• The Queen Mary Academy• Office for Students and regulatory matters• Student engagement
Questions for Senate to consider	N/A
Regulatory/statutory reference points	N/A
Strategy and risk	Relates to the Education and Student Experience aspects of Strategy 2030, and associated risks
Reporting/ consideration route for the paper	For Senate only
Authors	Robert Cashman, Executive Officer (Education)
Sponsor	Professor Stephanie Marshall, Vice-Principal (Education)

Vice-Principal (Education) Update – June 2021

Education Leadership

1. Since the last meeting of Senate, the Programme Director and Director of Education fora have considered pedagogy and technology for the 2021/22 academic year, the education principles for 2021/22, the curriculum enhancement strategic initiative, and the role of citizenship in the curriculum. The Directors of Education also received an update from the University Librarian on current negotiations with Elsevier. A mixed mode meeting took place in May, where colleagues joined both online and in-person.
2. The Queen Mary Festival of Education and the annual Drapers' Lecture took place in March. Recordings of the [Festival keynote sessions](#) and the [Drapers' Lecture](#) are available on the Queen Mary Academy website.
3. The four strategic initiatives which sit underneath the Education and Student Success Enabling Plan have all commenced. The latest status reports for each project are being shared at Dean for Education Advisory Group (or equivalent) meetings and at EQSB.
4. A 'Get Ahead' task and finish group has been established, with representatives from the Faculties and Professional Services, in order to develop a package of support and activities to support effective transition into higher education. An initial report has been made to ESAT. This has been followed by a detailed business case which will be presented to SET.
5. A Learner Analytics World Café took place on 22 April, with around 50 colleagues joining to explore the future of Learner Analytics at Queen Mary. A separate item on Learner Analytics is included elsewhere on the agenda.
6. Members of Senate are invited to note that the Vice-Principal (Education) was a member of a panel discussion at the recent [HEPI University Partners' Policy Briefing Day](#), and presented at an [Experience in Digital Learning webinar](#) organised by the Centre for Distance Education, Goldsmiths, and the University of London Institute in Paris. Stefan Krummaker, Deputy Vice-Principal (Education), also recently participated in a panel event on 'The Future University Campus', hosted by Curio.

Teaching, learning and assessment

7. Further discussions have taken place on adaptations to the Covid mitigating measures where there have been discipline-specific issues to address. Details of the mitigating measures, and any variations have been published on the [ARCS website](#).
8. Letters have been sent to all those who act as External Examiners for Queen Mary programmes to inform them of details of the Covid mitigating measures ahead of Exam Board meetings.
9. The broad principles for education planning for 2021/22 were shared with staff and students on 16 April. These set out plans for a mixed-mode education, combining in-person and online activities. It is necessary to plan for international travel restrictions potentially still being in place in September, and as such it will be possible for students to follow their course online during the first Semester of 2021/22 where they are unable to join on campus.
10. In line with the Government roadmap, all university students were permitted to return to in-person education from Monday 17 May. As this date falls within the examination period for

Queen Mary, Schools/Institutes have found a range of ways of engaging students on campus.

11. A pilot, involving two modules, has been undertaken on the Aula VLE platform. The evaluation has principally considered the potential for increasing student engagement and satisfaction.

National Student Survey

12. The nine Schools/Institutes working with the NSS Taskforce have taken part in a second round of meetings to discuss their results further. The NSS Taskforce is discussing how the overall findings from this work can be disseminated and inform responses to the NSS results in 2021 and beyond.
13. The 2021 NSS closed on 30 April, with an overall response rate of 67.7% (the final response rate in 2020 was 67.9%). All Schools/Institutes reached the 50% threshold. For each response, the University will make a donation of £1 to a charity nominated by QMSU.
14. There has not yet been an announcement of the publication date for the 2021 NSS results. The UK funding and regulatory bodies are taking a similar approach to that for the 2020 results. The OfS will conduct an analysis of the results to assess any possible impact of the Covid-19 pandemic on the survey ahead of a decision about publication.
15. The Office for Students has reported on the first phase of the review of the NSS. This has found a strong preference amongst stakeholders to maintain the existing, annual census-based survey but with changes to the questions asked. The second phase of the review is expected to consider potential changes to the NSS questions, which will be piloted alongside the 2022 NSS.

Student Surveys

16. All undergraduates not eligible to participate in the NSS were invited to complete the UKES. The survey closed on 9 April with a response rate of 5.6%, the same as in 2020. For each response, the University will make a donation of £0.50 to a charity nominated by QMSU.
17. PTES is open for all postgraduate taught students and will close on 11 June. The current PTES response rate is 13.6%.

Queen Mary Academy

18. A review meeting has taken place for the 2021 Festival of Education. Analysis of attendees at the keynote sessions delivered through MS Teams Live Events has shown the range of organisations represented at these events during the week. Nona McDuff's session on Friday attracted attendees from 23 different organisations. A date for the 2022 event will be shared as soon as possible.
19. Appointments have recently been made to the positions of Head of Innovation and Learning and two Innovation and Learning Managers. The roles have been introduced to support staff in delivering sector-leading practice, and to build capacity in learning design and the use of innovative pedagogic approaches as part of the 2030 Strategy.
20. The first meeting of the Queen Mary Academy Advisory Board took place on Friday 30 April. The Advisory Board is chaired by Dr Jon Turner (Director of the Institute for Academic Development at the University of Edinburgh), and external members include representatives from Advance HE, the UK Council for Graduate Education, Vitae, and NOKUT (the Norwegian Agency for Quality

Assurance in Education). The Advisory Board will advise on the Academy's provision to ensure it remains relevant, exciting, engaging and current.

21. An external evaluation of the Westfield Fund grant scheme has been undertaken. A report will be made to ESAT in the first instance. The report's conclusions will then be disseminated more widely and inform the design of the next round of funding.
22. A series of writing sessions for those considering applying for Principal Fellowship of the HEA have been introduced. Around 25 staff have participated so far, and it is hoped that they will be able to join the existing community of Principal Fellows at Queen Mary.
23. The Queen Mary Academy is in the process of applying for reaccreditation of the Teaching Recognition programme by Advance HE. Through this process accreditation will additionally be sought for awarding Fellowship at Principal (D4) level through the internal process.
24. An online training course for staff co-chairs Student-Staff Liaison Committees (SSLCs) has been developed in conjunction with QMSU and others. This has been trialled, and will be launched in time for the start of the 2021/22 academic year. The Academy has also started to develop training for External Examiners. This will include QMplus guidance and a synchronous webinar to set out the institutional context at Queen Mary.
25. A programme of training is now underway to support staff with pedagogy and technology ahead of teaching in Semester C and in 2021/22. This will be supplemented by guidance for students on how to learn effectively in a mixed mode environment.
26. There are now six Queen Mary Academy Fellows working on a range of projects. Applications are welcomed from potential Fellows looking to share knowledge and expertise in developing research skills in data science, curriculum enhancement, and delivering a mix of online and on-campus education. Further details are available on the Academy [website](#).
27. The [Student Enhanced Engagement and Development \(SEED\) Award](#) has been launched. The first panel meeting will take place in early June to consider applications. Students who receive the SEED Award will be eligible to include this on their HEAR.

Office for Students and regulatory matters

28. The Office for Students launched two consultations on the Strategic Priorities Grant (formerly the teaching grant). These followed the annual grant letter to the Office for Students which set out moving to a bidding process in place of formulaic capital grants, the removal of London weightings, and reducing high-cost subject funding for performing arts, creative arts, media studies and archaeology. The consultations related to each of the capital and recurrent grants. A response to the recurrent grant consultation was approved by SET and submitted.
29. The Recruitment and Admissions Strategy Board (RASB) has considered and endorsed a draft response to the Department for Education's consultation on post-qualification admissions. The consultation proposed two possible models: post-qualification applications and post-qualification offers. The Queen Mary response was in support of post-qualification offers and did not support post-qualification applications.
30. The Office for Students has recently published a [statement of expectations](#), detailing steps institutions should take to tackle harassment and sexual misconduct. The statement of

expectations is intended to provide a set of standards for all institutions to follow.

31. A new 'Projected completion and employment from entrant data' (Proceed) measure has been developed by the Office for Students. This supersedes the Start to Success measure which was initially introduced by the OfS in late 2020. As with Start to Success, Proceed brings together two existing measures: the percentage of positive Graduate Outcomes respondents multiplied by the percentage of students projected to successfully complete their degree. Queen Mary has an overall Proceed score of 72.5% and ranks 31st out of 131 institutions.

Student engagement

32. A half-day ESAT and QMSU away day took place on 30 April. This was an opportunity to reflect on the challenges and successes so far during 2020/21, and to discuss planning for the next academic year.
33. Colleagues from ARCS, Marketing & Communications and QMSU have begun discussions around wider promotion of the HEAR. A communications plan will be developed to promote the benefits to students of both the HEAR and QM Extras.

Senate update: VP, Policy and Strategic Partnerships: March – June 2021

COVID-19

I continue to liaise with Tower Hamlets and other local authorities on COVID matters, and I still chair a weekly meeting with the Students' Union on general COVID matters, along with senior representatives from Estates, Communications, Security, Health and Safety, and Student Services.

Institute of Technology (IoT)

The DfE's investment committee approved the scheme in March with progress being made to deliver a base design for fitout of the building at London City Island to allow Queen Mary and Newham College to enter into contract with the DfE for the grant funding in June 21. A change of use application for the London City Island property was submitted to London Borough of Tower Hamlets in late March. The statutory consultation period for this application has now ended with few objections from local residents and we expect a decision on this in the next few weeks. The business case for the IoT has also now been approved by the Finance and Investment Committee on 30 April, and Council on 20 May; it has also been approved by Newham College's equivalent governance. Subject to planning approvals, we are now paying close attention to working with key employers such as Siemens and Alston, and further developing our existing apprenticeship offer and curriculum for delivery from September 2022.

Executive Education/CPD/Enterprise Activities

A suite of enterprise policies and associated HR/Financial framework have now been approved by SET, to support the development of more diverse income streams. and cover short courses, consultancy, summer schools and degree apprenticeships.

- Sharon Ellis and Andy Colley have set up launch meetings with Faculty Executive Groups to showcase the new policies and begin developing local processes for departments that will enable short course growth based on their existing infrastructure
- A short course costing model and tool has been created to assist departments in understanding financial costs, investment and profit margins on proposed short courses which will help build business cases and assess course viability
- Working with Angel Matthews, Queen Mary's new Contracts Manager, we have successfully created a standard set of customer terms and conditions for individuals that book onto open courses which provides a financial and legal framework for customer relationships. A standard supply of services contract for working with clients on bespoke training is being finalised. This will streamline the turnaround of projects and make us more competitive in the bespoke training market

Public engagement and civic responsibility

We recently hosted our second 'site visit' from the National Coordinating Centre for Public Engagement with respect to our Platinum Watermark application. We discussed their findings and recommendations, and the Centre for Public Engagement (CPE) will now coordinate an Action Plan to respond. This means we will be notified of the outcome in August/September.

- The CPE hosted an Engaged Topics Network session around engaged teaching, with examples of students working in partnership with Tower Hamlets Council and London Citizens in the Institute of Population Health Sciences and the School of Politics & International Relations.

- The CPE launched a [Community Connections grant scheme](#) to support local engagement and relationship building in lieu of this year's Festival of Communities. 19 grants were awarded, with a high proportion of applications from students. Projects include:
 - Activity packs for Tower Hamlets families, developed by the Student's Union to supplement their successful Summer Sports Camp offer.
 - A series of events to empower local women to play more of an active role in public life and politics.
 - A 50-day social media campaign around drug policy and harm reduction, encouraging people to have compassionate conversations about drug use.
- 77 applications were received for the [Engagement & Impact Awards](#), with 31 shortlisted by two panels including academics from across the university. Our exceptional awardees will be revealed on the evening of Wednesday 30th June.
- We're sharing stories of excellent public engagement across Queen Mary, including projects [developing wheelchairs with people who use them](#), [protecting heritage languages with Bangladeshi families](#), and [developing physics games with school children](#).

With the east London-wide listening programme complete (and insights from over 200 people collated), the CPE is now coordinating the development of Queen Mary's Civic University Agreement with support from the Institute of Community Studies. Students, staff and community leaders have been involved in four co-analysis workshops, where they had the opportunity to respond to the results of the listening programme. Further workshops are being held across June, involving Queen Mary Senior Executive Team members, to prioritise potential commitments.

We continue to work with the Civic University Network and the NHS Confederation on building stronger, more collaborative relationships between universities and the NHS. We hosted a Civic University Network Conference session on the 20th May, in partnership with the NHS Confederation and Newcastle University, which [is available to view](#).

London Higher have established a new Civic Network for their members and have invited Emily Burns, Director of the CPE, to chair this.

Sustainability

We have continued to actively implement initiatives that support the delivery of our environmental objectives and our strategic commitment to embed good environmental practices across all areas of our operations. Below are some of the highlights of our recent environmental sustainability performances:

- We achieved EcoCampus Environmental Management System (EMS) Silver Certification award on 1 April 2021 after an external environmental audit. This certification is aligned to our commitment to attain ISO 14001:2015 EMS certification by July 2022
- Our 2019/20 environmental sustainability annual report (the first in five years) was approved by the Senior Executive Team (SET) on 18 May 2021. The highpoints of this report are:
 - Governance: We expanded the membership of our Sustainability Committee to include additional relevant stakeholders. The governance group is responsible for the delivery of our environmental objectives and commitments

- Sustainability Leadership Scorecard (SLS) and UN Sustainable Development Goals: we are pleased to report that we achieved Silver SLS status based on the self-assessment of our 2019/20 performances
- Carbon reduction and responding to climate change: our carbon footprint (CO₂e) reduced by 28.5% from 26,394 tCO₂e during the 2018/19 academic year to 18,870 tCO₂e at the end of the year under review
- Energy efficiency investment: We secured a £2.46 Million energy efficiency loan from Salix (at 0% interest rate) as part of our commitment to deliver our six-year, 30% carbon reduction target
- Energy procurement and savings: we successfully carried out an energy procurement competition during the year under review and the savings that are likely to be realised from our new energy supply service contracts between 1 October 2020 and 30 September 2021 are £1.04 Million
- Waste management and Resource Efficiency: The total general wastes generated across our UK campuses reduced by 50%, but our recycling performance reduced from 33% to 29% between the 2018/19 and 2019/20 academic. We have also continued to deliver our ReUse scheme and used book collection service.
- Construction and refurbishment: One of the recently completed refurbishment projects have been shortlisted for BREEAM Awards 2021
- Biodiversity: We have continued to maintain our medicinal and sensory gardens and 40 of our staff and 10 students have continued to use the allotments within our Mile End Campus
- Sustainable procurement: As part of our commitment to influence our suppliers and contractor to embed good environmental practices across their operations; we are pleased to report that 9 of our top-12 suppliers and contractors currently have ISO 14001:2015 certificates
- Embedding environmental sustainability: As part of our commitment to embed good environmental practices across all areas of our operations and academic offering to our students, we are currently offering professional development (CPD) courses to our staff and students. During the year under review, 58 professional services and academic staff participated in our environmental sustainability skills for the workforce course and 68 students completed the optional module on sustainable development
- We have continued to use our sustainability (public facing web pages) to promote some of our current world class research in the area of sustainable development. Examples are:
 - Professor Kate Hpell's research titled on "ChessWatch: Observation on a Citizen Science Approach to Catchment Management"
 - Dr Magda Osman publication titled "Sustainable Consumption: What Works Best, Carbon Taxes, Subsidies and/or Nudges?"
 - Dr Ana Jorge Sobrido (UKRI Future Leaders Fellow) research on "Sustainable Electrodes for Advanced Flow Batteries"
 - Dr Joe Briscoe's £2 million research grant to investigate new ways to improve the efficiency of solar technology
 - £7.5 million investment by the Engineering and Physical Sciences Research Council (EPSRC) to support collaborative research across Queen Mary, University of Manchester and the University of Exeter to take a "whole system" approach to address issues with wave energy converters
- We have continued to showcase exemplary approaches across our Academic departments in which the principles of sustainable development and good environmental practices have been integrated into the curriculum. One such examples presented to the Sustainability Committee was from the School of Business Management

- Between May 2020 and May 2021, 430 students registered to participate in our CPD certified course on sustainable development (optional module offered to all Queen Mary Students)
- As part of our commitment to embed good environmental practices across all areas of our operations, we have continued to offer all Professional Services and Academic staff a 7-hour CPD certified course on Environmental Sustainability Skills for the Workforce (ESSW). As at the end of May 2021, 93 colleagues across 26 departments have successfully completed this course.
- We recently commissioned and have continued to support Environmental Sustainability Champion Group (all of which have completed the ESSW). These champions are currently actively promoting the benefits of good environmental practices across their respective departments
- We are currently engaging with all relevant stakeholders as we continue to explore the most effective way to respond to the ever-increasing demand for us to integrate the principles and application of sustainable development into all our academic offerings.
- We are currently one of the signatories and members of the UK COP26 University network as well as continue to actively participate in the Russell Group Sustainability Network
- As part of our involvement in the UN Decade on Ecosystem Restoration (2021-2030), we will be planting 6 Black Poplars (one of Britain's rarest native timber) across our Mile End and Charterhouse Square Campus. These trees will be planted between 3 and 11 June as part of our celebration of the 2021 World Environment Day
- We have within the first six months of our current energy supply service contracts realised 68.7% (£714,903) of the projected savings. We will continue to monitor and report the performance of these contracts throughout the remaining six-months.

Other items

The new Engagement, Impact & Enterprise Strategy Group – co-chaired by me and the VP for Research – is now up and running, as is the cross-university Community of Practice. The Strategy Group has focused initially on the Knowledge Exchange Framework and the Knowledge Exchange Concordat; and the Community of Practice have collectively chosen to focus on the theme of collecting and learning from engagement, impact and enterprise data at Queen Mary.

Our partnership with Donmar Warehouse theatre continues to grow. A second round of consultancies for 10 students (launched via the Consultancy programme in Spring 2020) took place in Spring 2021, augmented by a second round of personal presentation coaching. The Donmar's Head of Corporate has been consistently pleased beyond his expectations with the quality of ideas, energy, motivation and work delivered by Queen Mary students from around the University. We are looking ahead to running similar consultancies again in the A/Y 2021/22, and plan to expand the format from online-only (due to Covid restrictions) to in-person or blended delivery.

During the A/Y 2021/22, in collaboration with Sheila Gupta, Vice Principal People, Culture & Inclusion, Queen Mary will develop a Donmar-led EDI-focused presentation coaching for Professional Services staff. During the UK's third and longest Covid lockdown, the theatre invited students and staff to exclusive events, including discussions with their Director, Artistic Director, and actors. We are progressing in the early stages of discussing three new areas for the partnership and have extended discussions to include Aoife Monks, Queen Mary's lead on Arts & Culture. These include:

- delivery of a module in an existing MA programme in 2021/22;
- creation and delivery of a new Master's degree to include business management of theatre/arts organisations;
- a joint research project to focus on EDI and community engagement;

In May 2021, we concluded a new pilot mentoring programme with the non-profit [remake.org](https://www.remake.org) for 13 students to support ex-offenders who seek to be self-employed or entrepreneurs. The pilot was launched in February 2021 and was conducted exclusively online to adhere to Covid restrictions. Feedback from the students about the value they perceived in participating was overwhelmingly positive. We are in early stages of discussing a follow-up programme. In A/Y 2021/22. The Faculty lead for the first programme was Jeffrey Kennedy in Law, and students come from a range of undergraduate studies, including Accounting, Law, Geography and Business Management. Going forward, we anticipate the lead being taken by a Faculty member of SBM.

Looking ahead to the A/Y 2021/22 starting without the distancing restrictions of this past year, we have plans with QMentoring to offer in-person mentoring from Sept 2021 for students interested in careers in the commercial art world, in partnership with the Gagosian Gallery – a global network of art galleries in modern and contemporary art. The partners at the gallery requested in Spring 2021 to launch the mentoring in person to coincide with the gallery's own return-to-office policy.

In April 2021, I supported the promotion of Queen Mary's inaugural Festival of Conversations (April 12-17). The Festival was based on an Arts & Culture and Centre for Public Engagement project enabling cross-disciplinary conversations, and subsequent commissioned artwork, between 27 members of Queen Mary faculty and 27 artists or arts community groups. I sponsored the creation of a promotional video that was embedded in the Festival website and sent to key guests and stakeholders. The video exemplified Strategy 2030's key missions: cross disciplinary thinking and achievement.

I continue to support the development of use of the Great Hall in the People's Palace as an asset to grow the reputation and revenue for the University. We used the Great Hall for Paul Edlin, QM's Music Director, to host the National Youth Jazz Orchestra and other performers for a Festival of Chinese Music in May 2021 after several postponements due to Covid lockdowns. These events provide an opportunity to showcase Queen Mary's success in holding live performances during Covid-19 with safety protocols, even while national cultural institutions were closed.

I also continue to work with Professor Teresa Alonso and Sharon Ellis to raise the profile of Queen Mary in Mexico, and support the development of partnerships with higher education institutions there to create dedicated pathways for students funded by the Mexican government to come and study here at Queen Mary, working with Mexican and UK industry partners. The latest partnership announced in April is a women only MRes with the Autonomous University of Baja California to tackle gender inequality in STEM, with the first students arriving at Queen Mary this September.

VP Report to Senate – Research and Innovation June 2021

This report covers:

- Research Excellence Framework (REF) 2021 submission
- Inaugural Knowledge Exchange Framework (KEF) results
- Research Capital Investment Funding update

Research Excellence Framework

As Senate will be aware, we submitted our evidence for the Research Excellence Framework (REF) in March. We would like to thank Senate for all their work in completing this, and for the support and efforts of their colleagues, who have helped us showcase the vibrancy of the research we have carried out over this REF period. Particular recognition is due to the team that led our work on the REF submission: Adrian Smith, Kavita Datta and Emma Pole. This was a real and considerable team effort, particularly in the exceptionally challenging context of the pandemic.

Our submission was the result of several years of preparations to select the strongest research for assessment. We submitted:

- 20 Units of Assessment across Queen Mary's three Faculties
- All teaching and research staff
- 2,500 research outputs
- 86 impact case studies accounting for 25% of our total score (18 from SMD, 28 from S&E and 40 from HSS)
- Data on ca £697M research grants and ca 2,160 PhD awards
- 208,000 words of text in research environment statements

These numbers indicate how Queen Mary's research volume has grown over the past cycle:

	Staff submitted (FTE)*	PhD awards	Research income (£m)
REF2014	670.8	1,253.0	377.0
REF2021	1,039.9	2,157.5	697.4
% change	+55%	+72%	+85%

* Note: ca 74% of eligible staff submitted in 2014 (selection was possible in REF2014); 100% eligible staff submitted (required under revised rules for REF2021)

We will know our results in April 2022. We hope – and expect – that they will demonstrate how our research has developed and strengthened, how we support staff to conduct world leading research, and that we are achieving significant and sustained 'real-world' impact. Until then, thank you again to all colleagues who played a part in this.

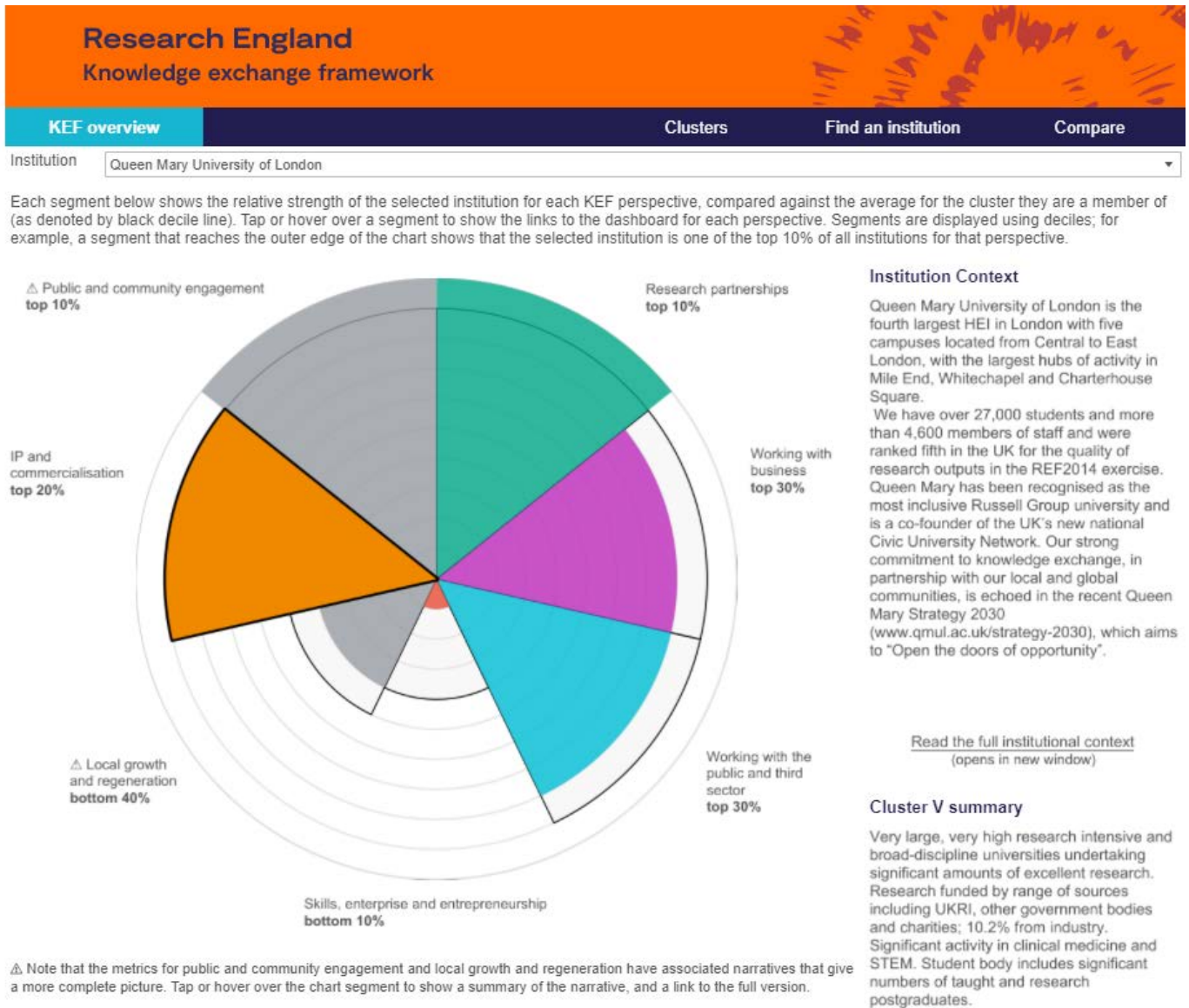
Knowledge Exchange Framework

Results of the first KEF were published at the end of March. KEF is designed to ensure that the knowledge created by universities can be used to benefit the economy and society. It is a metrics-based assessment, based on 3 years of data from HE-BCI.

HEIs are placed into clusters with similar universities, against which they are ranked. Queen Mary is in cluster V: very large, very high research-intensive universities, undertaking significant amounts of

excellent research. In future years, we anticipate that KEF will inform the levels of HEIF funding we receive (currently c£4m p.a.).

Our results are shown in the dashboard below:



A more detailed analysis of these results, showing how Queen Mary preformed against others in the cluster, is given in the appendix to this paper.

As part of our participation in the [Knowledge Exchange Concordat](#), Queen Mary will now complete the KE Concordat self-assessment which is designed to help us reflect on the infrastructure we have to enable knowledge exchange across the university, so that we can build an action plan for improvements. This work is being led by David Lee, Deputy Vice Principal for Enterprise, and our self-assessment will be submitted for evaluation by the national panel this July.

Queen Mary is represented on the national assessment panel by David Lee, Dr Aoife Monks (HSS), Dr John Riches (SMD) and Dr Emiliano Biliotti (S&E). The panel draws together researchers, PS staff

working in knowledge exchange and representatives of partner organisations. We look forward to sharing the results of this exercise with Senate in due course.

Research Capital Investment Funding (RCIF)

This year's RCIF call is open. In response to feedback, we have amended the timelines to allow colleagues additional time to complete applications, particularly to secure costings for projects. However, we do not yet know our institutional allocation and so this means we are launching this call at risk.

We ask Senate to ensure the RCIF call is well publicised within their Schools and Institutes, and to support the development of these bids through providing appropriate local scrutiny and support.

A detailed guidance document has been prepared and is available with the application form by email from Ricardo Saroyan James (r.saroyan-james@qmul.ac.uk). The deadline for the submission of completed bids is 8 September 2021, for consideration at VPRAG on 16 September 2021.

Appendix 1: Queen Mary's performance against other cluster V HEI by KEF perspective

For each KEF indicator, who did better, worse or the same as Queen Mary?

Perspective	Metric	Better	Same	Worse
IP & Commercialisation	Average external investment per formal spinout	Imperial, Kings, Leeds Southampton, Bristol Birmingham Nottingham, Sheffield Oxford, UCL	Cambridge Manchester Warwick	LBS Newcastle Liverpool
	Estimated current turnover of all active firms per active spinout	None	Leeds Oxford Southampton	Imperial, King's, LBS Cambridge, UCL Birmingham, Liverpool Bristol, Warwick Manchester, Nottingham Sheffield, Newcastle
	Licensing and other IP income as a proportion of research income	Newcastle, UCL, Oxford Cambridge, Nottingham Sheffield, Leeds Imperial, Liverpool LBS, Manchester, Kings Bristol, Southampton	QMUL Birmingham Warwick	None
Working with business	HE-BCI consultancy and facilities income with non-SME business normalised by HEI income	Southampton Warwick	Imperial, Cambridge UCL, Nottingham	King's, Newcastle LBS, Birmingham Oxford, Sheffield Bristol, Liverpool Leeds, Manchester
	HE-BCI consultancy and facilities income with SME business normalised by HEI income	Liverpool, King's, Sheffield, Birmingham Southampton, Nottingham Bristol, Oxford, Newcastle	Leeds Manchester UCL	LBS

		Warwick, Imperial, Cambridge		
	HE-BCI contract research income with non-SME business normalised by HEI income	Imperial, Kings, Nottingham Bristol, Cambridge Manchester, Warwick Oxford, Sheffield	Newcastle, Liverpool Birmingham Leeds, UCL Southampton	LBS
	HE-BCI contract research income with SME business normalised by HEI income	Liverpool, Sheffield Manchester Oxford, Southampton	King's Birmingham Leeds, Nottingham	Imperial, Cambridge Newcastle, LBS Bristol, UCL, Warwick
	Innovate UK income as a proportion of research income	LBS, Nottingham, Oxford Newcastle, Warwick Birmingham, Bristol Cambridge, Leeds Liverpool, Southampton Manchester, Sheffield	King's UCL	None
Public and community engagement	Self-assessment based metric - optional in year 1	None	Imperial, Oxford, Sheffield Bristol, Warwick, Leeds, Southampton Manchester, Oxford	King's, Nottingham LBS, Liverpool Newcastle, Cambridge Birmingham
Skills, enterprise and entrepreneurship	HE-BCI CPD/CE income normalised by HEI income	LBS, Nottingham, Liverpool King's, Birmingham, UCL Cambridge, Oxford Manchester, Leeds Southampton, Warwick	Imperial Newcastle Sheffield	Bristol
	HE-BCI CPD-CE learner days delivered normalised by HEI income	LBS, Manchester, UCL King's, Imperial, Liverpool Oxford, Cambridge, Leeds Southampton, Newcastle, Sheffield	None	Bristol, Warwick Birmingham Nottingham
	HE-BCI graduate start-ups by student FTE	LBS, Warwick, Newcastle	Bristol	Liverpool

		Imperial, Sheffield, UCL Leeds, Southampton Nottingham, King's Birmingham, Oxford Cambridge, Manchester		
Working with the public and third sector	HE-BCI consultancy and facilities income with the public and third sector normalised by HEI income	None	Leeds Southampton	Cambridge, King's, LBS Newcastle, Birmingham Sheffield, Nottingham UCL, Liverpool, Warwick Bristol, Manchester Imperial, Oxford
	HE-BCI contract research income with the public and third sector normalised by HEI income	Imperial, UCL, Leeds, Manchester Newcastle, King's, Bristol, Liverpool Birmingham, Nottingham, Warwick Oxford, Sheffield, Southampton	None	Cambridge LBS
Local growth and regeneration	Regeneration and development income from all sources normalised by HEI income	Birmingham, Nottingham Liverpool, Warwick, Southampton Manchester, Sheffield	Newcastle Leeds UCL	Imperial, King's LBS, Cambridge Bristol, Oxford
Research partnerships	Co-authorship with non-academic partners as a proportion of total outputs	None	Imperial, King's Birmingham, Southampton Manchester Oxford, UCL	Newcastle, Bristol Leeds, Warwick, LBS Cambridge, Liverpool Sheffield, Nottingham
	Contribution to collaborative research (cash) as a proportion of public funding	None	Imperial Liverpool	Cambridge, Southampton Leeds, King's, Bristol Oxford, Sheffield, UCL Newcastle, Warwick Manchester, LBS Birmingham, Nottingham

Vice-Principal (People, Culture and Inclusion) – Senate Update June 2021

Introduction

There have been several promising developments with the People, Culture & Inclusion (PCI) agenda since my last Senate Report. Most notable was the Deep Dive conducted by Council at its May meeting to assess progress made against the goals set out in the PCI Enabling Plan. I am pleased to report the outcome of the meeting was endorsement of the progress made to date and approval of the priorities identified for the next twelve to eighteen months. This is not to be complacent and it is recognised that there is still much to do if the University is to meet and deliver its strategic EDI goals as defined in Strategy 2030.

People, Culture & Inclusion Plan

New Starters and changes

We were sorry that Professor Sandra Eldridge decided to stand down as the EDI Academic Lead for the School of Medicine and Dentistry (SMD). Sandra has been an exceptional colleague and contributed to the significant enhancement of EDI practice both within SMD and across the University more widely. I should like to record my very grateful thanks to Sandra for her outstanding contribution to advancing EDI during her time in office and, on a personal note, for her tremendous support to me in my role since joining Queen Mary.

I am also delighted to report that Professor Chloe Orkin has been appointed to the role of Academic Lead for EDI, as Sandra's successor; and Dr Vanessa Apea has been appointed as Deputy Academic Lead for EDI in SMD, and I very much welcome the opportunity to work with them both in building on the work of Sandra and the School EDI Team, as we enter the next phase of our work.

In late March, Alex Prestage joined Queen Mary as Head of Equality, Diversity & Inclusion and Executive Officer to the Vice-Principal for People, Culture & Inclusion; I have been working closely with Alex over his first months in role and welcome the additional capacity and expertise he brings to the PCI team.

In May, Lousia Abu Saada joined Queen Mary, she joins The Office of the Principal and strengthens the executive support provided to PCI.

Governance Updates

Equality, Diversity & Inclusion Steering Group

EDISG has instituted a rolling programme of presentations for Schools, Institutes and Professional Services (PS) Directorates to present their Staff Survey Action Plans and data to EDISG to show how they support the realisation of the University's EDI KPIs and address bullying and harassment. At our March meeting we hosted presentations from: The School of Biological and Chemical Sciences; The Office of the Principal; The School of Business & Management. Feedback of the process thus far has been positive, indicating that EDISG has provided an excellent forum for sharing good practice, offering constructive feedback, and providing a welcome sense of collegiality and support.

As Chair of EDISG I would like to thank all presenters for their hard work progressing EDI in their respective areas.

Preventing and Addressing Harassment and Sexual Misconduct Working Group

In April the Office for Students (OfS) published their new [Statement of Expectations](#) for English Providers regarding harassment and sexual misconduct. I welcome this additional clarity from the regulator and have been working within Queen Mary's Governance to embed and advance these expectations in the context of our existing work. The Statement sets clear expectations and parameters for the University to progress this work, particularly for students. Whilst staff, alumni and visitors are beyond the regulatory remit of OfS, Queen Mary's approach will establish parity in the principles we apply across these parties.

A new Working Group to Prevent and Address Harassment and Sexual Misconduct, chaired by me, has been established, bringing together expertise from the Students' Union, Student Academic Services, Human Resources, Academic Registry and Council Secretariat. The Working Group has a remit to ensure the University's governance; policies, processes and systems; training; data collection and evaluation of the impact of these interventions are effective. The Working Group will conduct regular reviews and implement improvements on an ongoing basis. The group met for the first time on 10th May and undertook a mapping exercise to establish the extent to which the University has implemented recommendations from the range of sector level reports directed at preventing and addressing gender-based violence at Universities. It also agreed priority areas for the Group to address. The outcome of the mapping exercise established that the University has in place good arrangements in relation to governance oversight and scrutiny; engaging with students and policy development; training; and partnerships with local specialised services.

However, there is always further work to do to continuously review and enhance our policies, practices and services. Based on the mapping exercise and current good practice, the Working Group has prioritised the following actions:

- i) the importance of adopting a person-centred approach to build trust in our processes and encourage people to come forward for support;
- ii) establish baseline data so that we can measure change and the impact of our policies and processes;
- iii) ensure consistent language and terminology across all our policies, aligning existing and new policies, to avoid conflicting language across our processes that cause confusion or that could undermine the integrity of our policies and processes;
- iv) building on the importance of student consultation to inform future actions. Consult PhD students through surveys being run by the Researcher Concordat Implementation Group;
- v) Focus on campus safety and incident hotspots, and in surrounding areas, and to explore how we can work with local Police and Tower Hamlets Council on these issues.

QMOut Meet & Greet

QMOut is Queen Mary's LGBTQA+ Staff Network, representing our staff who identify under this umbrella. In May the EDI Team coordinated a successful Meet & Greet session for me to meet the network. It was a fantastic opportunity to get to know members and to discuss our mutual priorities for LGBTQA+ inclusion. I am excited to foster a strong relationship with QMOut and our staff networks as they grow and develop.

Significant work is also progressing towards the submission of our Stonewall Equality Index application for September 2021. Of particular note is our recent work under the LGBTQA+ Action Group to revise Human Resources policies to use gender neutral language throughout including the Flexible Working Policy and Shared Parental Leave Policy. The University has also made significant changes to the way we collect and monitor data on gender identity, trans status and sexual orientation to be more inclusive. We have developed university-wide communications to encourage colleagues to update their personal details on

MyHR, as part of our ongoing commitment to enhance the quality of data. We have published a suite of inclusion and allyship booklets that aid learning and development on how to be an ally to marginalised groups including:

[Non-binary Inclusion and Allyship Booklet \[PDF 182KB\]](#)

[Bi Inclusion and allyship booklet \[PDF 238KB\]](#)

[Ace Inclusion and Allyship Booklet \[PDF 177KB\]](#)

Embedding our Values

Dignity & Respect Champions Launched

The EDI Team have worked to strengthen our support for staff who may have experienced bullying, harassment or sexual misconduct; the Staff Survey 2019 established this as a priority for our community. In recognition of our need to more effectively respond to complaints of bullying and harassment, we have now successfully launched our Dignity and Respect Champions network [Dignity & Respect Champions](#). Volunteer Champions have been trained extensively in a range of skills, including EDI awareness and an understanding of the Report and Support system. There has been, and continues to be, action to ensure diversity in the Champions, to support staff to feel confident in making a disclosure. Complementing the work of the Champions, we have also rolled out Active bystander training focused on providing staff with practical skills and confidence to challenge inappropriate behaviour such as bullying and harassment.

External Presentations and Panels

The interest in EDI across the sector and appetite to share good practice has resulted in an increase in invitations to speak at internal and external events. These are summarised below:

1. Queen Mary Student Union organised a panel for Asian History Month to discuss '*Asian Women in Leadership*'. I was privileged to share a platform with Bushra Nasir, Independent Member of Council at Queen Mary, Sarah Owen, Member of Parliament for Luton North and Afsana Salik, Queen Mary Alumni and Community Organiser at Citizens UK. I should like to thank Shamima and Tiana for organising this uplifting and inspiring event.
2. WISE @QMUL International Women's Day National Conference: where I presented the work that we are doing at Queen Mary on '*Promoting Inclusivity in STEMM*'.
3. Promoting our '*Future Leaders Fellowships Programme*' launch event to build a strong research culture and support the careers of our future research leaders.
4. Queen Mary Academy and UK Council for Graduate Education Conference on '*Promoting Positive Research Cultures*'.
5. Chiring the Inaugural Symposium launch event of the: '*The Sexual Health and HIV All East Research (SHARE) Collaborative: Ensuring no-one is left behind*', which is a collaboration between Queen Mary and the Barts Health NHS Trust. The aim of the project is to deliver transformative health benefits for our communities in East London and beyond.
6. Advance-HE Panel on '*Transforming Organisations: From student to board*'.

Vice-Principal (International) Report to Senate

International Strategy and Policy

2030 Roadmap for India-UK future relations

The UK and India have agreed a 2030 Roadmap, which will provide a framework for UK-India relations. The agreement will see much closer alignment on education, enhance short-term bilateral mobility and see mutual recognition of qualifications – this is a great development for the sector and Queen Mary as we look to expand our footprint in India and develop meaningful long-lasting partnerships with leading institutions. Key takeaways:

- Achieve mutual recognition of professional qualifications at the earliest possible date.
- Enhance development of direct linkages and partnerships between UK-India institutions.
- Support two-way mobility of a greater number of students, teachers, and researchers.
- Continue to support high-quality, high-impact collaborative UK-India research/innovation

The Policy paper can be found in full on the following [link](#).

External Risk

Previous reports to Senate have noted changes in the policy environment. Work continues to ensure that we respond appropriately to such changes (e.g. researcher training, updated ATAS policy).

The recent creation of a new, dedicated team at BEIS focused on protecting UK research¹ and the Jisc announcement detailing the rising threat of cyber-attacks against UK academic institutions² reflect the heightened level of attention being paid to this area nationally. In May, the Home Office launched a consultation – *Legislation to Counter State Threats (Hostile State Activity): Government consultation* – which will be of interest to the HE sector.

Immigration policy

Sector agencies remain in discussion with the government over their decision not to extend certain [temporary Covid-19 immigration concessions](#).

Following advice from the Immigration Minister, the Home Office have now confirmed that several concessions will be withdrawn over the coming weeks and months. This includes:

- the concession on applying for further permission in the UK for a course that commences outside the usual 28-day period, which has now been removed following its expiry on 31 March 2021,
- the concession permitting new students who are applying to switch into the Student or Child Student routes in the UK to commence study ahead of their application, which will end on 30 June.

¹ <https://www.gov.uk/government/news/dedicated-government-team-to-protect-researchers-work-from-hostile-activity>

² <https://www.jisc.ac.uk/news/new-global-partnership-helps-education-sector-defend-against-cyber-attacks-25-may-2021#>

- the concession facilitating distance learning, which will end on 27 September,

These decisions could have an impact on international student recruitment for the next academic year. UUK and Russell Group colleagues will be working with stakeholders across the sector to escalate sector concerns.

Regarding managed quarantine facilities for international students arriving in the UK, at this time, it is understood that the Secretary of State is not minded to allow universities to use their accommodation for this purpose in England.

Virtual Roundtable: Bangladesh

We were delighted to join a roundtable on collaboration with Bangladesh in higher education. The event was opened by Robert Chatterton Dickson, British High Commissioner to Bangladesh, with remarks from Rushanara Ali MP and the British Council to support the UK's trade and cross-border higher education agenda. Queen Mary conveyed the institution's strong links with Bangladesh, being at the heart of the Bangladeshi community in the UK, and a commitment to developing long-lasting and meaningful partnership.

Qatar Foundation

A new partnership with the Qatar Foundation will create a Genomic Medicine Academy, which will generate income of almost £5 million (over five years) and will deliver programmes for both PhD and PGT students as well as CPD (~50 students in total). While it is anticipated that the majority of students will come for the UK for their studies, some programmes may be delivered via distance learning (MSc Genomic Medicine). Following approval by university's Partnerships Board, the proposal was endorsed by SET on 27th April.

Queen Mary – US Office

A proposal to establish a presence in the US has been approved and two roles have now been advertised via Sannam S4, which has significant reach across North America and is a long-established partner of Queen Mary for our India office and recruitment activity. The US office will have two core priorities: full-time recruitment from the US and Canada, and enhancing our sector-leading reputation for Study Abroad programmes for US students. The ambition is to grow Associate student income from c.6m to c.11m by 2030. The office will also contribute to the relaunch and future growth of the QM Summer School from 2022.

Nanchang University Centenary

Nanchang University celebrated their centenary on 2nd May and as part of the celebrations organised a joint symposium and Principals' forum with Queen Mary. The event was opened by President Zhou, with speeches from the Principal, Vice Principals and other senior colleagues at Queen Mary, and NCU counterparts. The event featured a keynote speech from Sir Mark Caulfield and other distinguished QM and NCU academics.

Queen Mary Paris

Work continues via KPMG to ensure that QM has the optimal configuration for its France operations, and is well placed to pursue future commercial opportunities via executive education. New

governance aims to build awareness of the advantages of QM's Paris base and explore new opportunities (for example, the role of Paris as a potential 'home from home' for QM UG students undertaking study or work placements in Paris; as a base for future executive education; options for diversification of the existing degree portfolio)

Student Recruitment

Overview

Our current overseas student recruitment outlook is one of cautious optimism. QM has received over 2,000 more applications this cycle across UG and PGT programmes and has over 2400 more students who have accepted their offer to study with us, including deferred students from the 2020 intake.

Overseas UG

Given the strategic importance of growing our OS UG intake, it is encouraging that the number of students who have accepted our offer to date is 45% up on 2020. We also have over 3,500 conditional and unconditional offers still pending a decision from applicants, 650 more than at this stage in 2020 which provides further cause for optimism around achieving a strong UG OS recruitment position following the impending 10th June deadline.

Overseas PGT

Our overseas PGT recruitment position is strongly influenced by the performance of the China market which was as much as 20% down earlier in the cycle, recovering now to -12%. Whilst down in applications we have made a comparable number of offers as 2020 (-1%) and currently have a 1% increase in the number of accepts (CF) and firms (UF) combined. Importantly, our Regional Office staff in Beijing have been able to travel to most parts of China over recent months and have held offer holder events across most of the major cities.

Another important market for our PGT intake is India (Queen Mary has the largest PGT intake from India within the Russell Group), which is in the midst of a second wave of Covid-19 infections. There is an expectation that university exams may now follow High School exams and be cancelled and there is pressure within India for the Government to provide clarity for graduating classes. Despite this uncertainty in the market, students continue to accept their offer with us with a 46% increase in accepts (CF) and firms (UF) combined.

Overall our OS PGT position is encouraging, with a 19% increase in accepts (CF) and firms (UF) combined, though this includes a far higher number of deferred applicants than we would expect to see in a typical year. Deposits are coming in steadily and whilst Pre-Sessional English applications are down on 2020, which were heavily influenced by a lack of English Language testing availability in China, they are consistent with 2019.

Whilst the OS recruitment position is positive there are still a number of unknowns that may impact on student's decision making, such as:

- The requirement (or not) of vaccination passports for students travelling to UK in autumn.
- Key markets remaining on the red travel list late into the summer
- A potential third wave in the UK leading to weaker than anticipated conversion
- Increased applications to local universities across East/SE Asia driving down conversion

- Weak conversion rates from markets which have spiked in terms of applications in 20/21 (i.e. Saudi and USA).
- Online study fatigue leading to a high number of deferral requests.

We are optimistic that we will see a return of inbound Associate students in the autumn, with over 300 applications received to date. These students are particularly important for some of our Humanities Schools who typically receive less fee income from full-time OS intake.

Alumni

Queen Mary Network

The Queen Mary Network is being relaunched this month, and is now an all-encompassing community, stakeholder platform with students, staff, alumni and prospective students invited to join. The platform includes many more functions and enables greater networking functionality since its inception in March 2019. Prospective students can now speak to alumni about their experiences at Queen Mary, students can be 'eMentored' by alumni and alumni can network and be 'eMentored' by one other. The platform promotes Queen Mary's various social media channels and stakeholders can browse University-wide digital content and RSVP to events. For more information: <https://qmul.network>

International Alumni Chapters

QM will be launching its first 5 alumni chapters in the coming weeks in Kuala Lumpur (22 June), Paris (24 June), Lahore (12 July) and Beijing and Shanghai (13 July). Each will launch with an online virtual event that will be hosted by DDAE, GEO and a local Alumni Chapter Leader who has been recruited into the voluntary role. The chapters immediate priorities will be to work with the Global Alumni Engagement Manager to build alumni engagement in the regions, improve local alumni data, help with student recruitment and profile raising of the University. The chapters will have their own networking group which will be hosted on the Queen Mary Network.

Chevening Scholars Networking group for past and current scholars

On 5 July we will be launching our Chevening Scholars networking group on the Queen Mary Network and we will be hosting a bi-monthly events series to further engage with these scholars. The first event will be hosted by Professor Colin Grant, Vice Principal (International) and will feature a panel discussion with two Queen Mary academics, a current scholar and a past scholar on the topic 'What can we learn from the global handling of Covid-19?' This event will be opened up to offer-holders for entry via the Chevening Scholarship in September to aid conversion.

Recruitment focused alumni testimonials

We recently took part in the SBM consultancy scheme to work with a group of current students. They were tasked to provide a paper on how to improve our engagement with stakeholders that live in China, and collect alumni testimonials for recruitment purposes. We received lots of great testimonials and videos of alumni recommending Queen Mary as a place to study and have since been shared at recruitment events and via digital campaigns.

Student Mobility

Inbound mobility

304 Associate students have firmly accepted their offers for the autumn 2021 semester (182 fee paying Associates & 122 no-fee exchange). Numbers are lower than we would typically expect due to many partners extending travel bans into the autumn 2021 semester. An update with final numbers will be circulated after the June 15th application deadline.

Outbound mobility

301 Queen Mary students hold offers to go abroad on study exchanges during 2021/22: 58 Europe, 160 International Exchange, Modern languages & Cultures students: 17 International Exchange & 66 Europe.

Queen Mary Turing Scheme Application

In April 2021 the Queen Mary Global Opportunities team submitted a bid of £913,912 for funding through the UK Government's new Turing Scheme. The Turing application will support the 2030 Strategy in the area of inclusivity and meet Global Opportunities team objectives around increasing outgoing student mobility. Funding will support students from widening participation backgrounds (as defined by the Turing Programme) who hold offers to go abroad during the 2021/22 academic year. If our application is approved in full, this would provide funding for 177 students.

Queen Mary Global Policy Institute

The Queen Mary Global Policy Institute (QM GPI) serves to support research translation, impact and engagement with international policymakers, and contributes to institution-wide efforts to effect a step change in the visibility, profile and reputation of Queen Mary globally.

QMGPI Projects

A range of new QMGPI projects launched in 2021, supported with funding from the Research England QR Strategic Priorities Fund (with a particular focus on policy relevance). The projects bring outstanding Queen Mary research to the attention of global policymakers and civil society organisations, and most have now completed their work. The projects are:

- Good Practices in Sovereign Debt Borrowing (Law; SEF)
- Crisis Prevention and Management during Covid-19 (Blizard)
- A Living Means Index for Malaysia and wider ASEAN (SBM)
- Global Public Investment: predictable public finance for global public goods (Geography)
- Digital Justice and the Rule of Law in the Age of Covid-19 (Law)
- Global government approaches to the use of evidence in combatting Covid-19 (SBM)
- Migration, Pandemic and Responses from the Third Sector: Brazil & India (SLLF)

QMGPI Events

Examples of recent QMGPI events include:

- 2nd February 2021: [Socially-distanced Diplomacy – the Ambassador in the age of Covid](#) Exploring the particular challenges, which have arisen for senior diplomats during the Covid-19 pandemic, and the opportunities which have opened up for new forms of diplomacy. 360 registrations.
- 22nd February 2021: [Good practices in sovereign debt borrowing](#)
A panel event incorporating contributions from former IMF and World Bank senior officials, exploring good practices on managing and mitigating risks in sovereign debt borrowing. 315 registrations.
- 29th March 2021 *The Debt Burden: How to Create a Better Debt Management Framework* (with discussants from the OECD)
- 21st April 2021 *Migration, Pandemic, and Responses from the Third Sector: Lessons from Brazil and India*. 80 registrations
- 14th May 2021 *A Global Mapping of the Use of Expertise in Managing the Covid 19 Pandemic*. 50 registrations
- 17th May 2021 *Mobility: the Social, Global and Policy Imperative*. 180 registrations

QMGPI Associates

Between January-April 2021, QMGPI hosted five current Queen Mary postgraduate students for an internship as Policy Associates. The programme was an overwhelming success, bringing substantial benefit to both the individual participants and the QMGPI. The Associates' achievements are numerous, with particular highlights including:

- Co-authorship of responses to consultations including calls from BEIS and Runnymede.
- Research assistants to several QMGPI Research England funded projects.
- Support for our global events including Socially-distanced Diplomacy – the Ambassador in the age of Covid and Good practices in sovereign debt borrowing.
- Mapping Queen Mary expertise in connection with QMGPI priority themes - helping the Institute to reach a wider internal network, support reputation-building globally, and enable QMGPI to respond to new, time-limited opportunities with greater agility.

Video testimonials in which the Associates' describe the experience of participating in the policy internship can be viewed at the following link: <https://www.qmul.ac.uk/gpi/news-and-events/news/our-policy-associates-discuss-their-time-with-the-institute.html>

Engagement with FCDO Ambassadors

Queen Mary's ongoing programme of engagement with newly appointed FCDO Ambassadors continues as part of institution-wide efforts to boost the university's profile and global reputation. Recent engagements include:

- Laure Beaufile, British Ambassador-designate to Manila
- Matthew Lodge, British Ambassador-designate to Athens
- Menna Rawlings CMG, British Ambassador-designate to Paris
- Mark Gooding OBE, British Ambassador-designate to Bangkok

A forthcoming meeting is scheduled with Jon Benjamin, British Ambassador to Mexico.

Staffing

Sean O'Connor, Head of Global Projects and Policy, will leave Queen Mary in August. Mark Coddington, Global Projects and Policy Manager will take Shared Parental Leave from September 2021 to February 2022. We wish Sean every success in his new role and look forward to welcoming Mark back in due course.