Queen Mary
University of London

Senate

Paper Title	Vice-Principals' 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
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Humanities and Social Sciences VP Report to Senate - October 2022

Professor Frances Bowen began her role as Vice-Principal, Humanities and Social Sciences on the 1 September 2022, taking over from Professor Matthew Hilton at the end of his term. Professor Bowen joins QMUL from the University of East Anglia (UEA), where she was Pro Vice-Chancellor for Social Sciences and Humanities. Before joining UEA, Professor Bowen held several key leadership positions at Queen Mary. Initially recruited as Professor of Innovation in 2011, she also worked as Deputy Head and Director of Research in the School of Business and Management, before progressing to Head of School and then becoming its Dean. Professor Bowen is excited to be returning to a Faculty with such a depth of talent, expertise and passion, and is looking forward to working with colleagues to shape the future of humanities and social sciences at Queen Mary.

Professor Matthew Hilton's 6-year tenure has been marked by many successes. During his time as Vice-Principal the Faculty appointed two successive cohorts of IHSS Fellows, supporting the interdisciplinary initiatives of the IHSS and their host Schools. Humanities and Social Sciences achieved an outstanding set of REF2021 results, with eight out of our eleven units placing in the top ten for outputs. The value of our research grant awards has continued to increase, and the Faculty has introduced such new initiatives as the HSS Black and Global Majority PGT Scholarships, demonstrating our commitment to increasing the representation of, and opportunities for, UK Black and Global Majority students.

Student recruitment success

The Faculty of Humanities and Social Sciences has had another successful year of recruitment for incoming undergraduate and postgraduate taught students. In terms of the overall successes the Faculty will meet and likely exceed financial targets, although the profile through which success is measured differs across disciplines. Over-achieving schools are the School of Business and Management and the School of Economics and Finance.

This year saw changes in the entry within the humanities, maintaining a higher entry tariff that is commensurate of our Russell Group London status. This has impacted schools differently and has changed the profile of our undergraduate student profile where we have a significant increase in joint honour students. The School of History has done particularly well, exceeding all targets, and has seen an increase in overseas students. In other disciplines, there is more work to do to ensure we are able to recruit an appropriate proportion of the market; Geography, Languages, Drama and English are disciplines where we will concentrate efforts on portfolio and recruitment strategies.

Postgraduate recruitment continues to attract diversity in overseas students. The large recruiting schools in Law, Economics and Business are recruiting very well and will have more students than expected. Preparations for these students are underway to ensure we can manage the student experience. It is a similar story for the humanities, whereby we expect to meet overall student targets, but success differs across disciplines.

We are hugely proud of our school-based teams that work throughout the year. In many cases this is within the context of a national decline in A-Level specific applicants and increasing competition across the sector. They do a wonderful job and are working with central teams to maximise our potential.

Recruitment of Global Professorial Fellows

Our Institute for Humanities and Social Sciences (IHSS) has seen some exciting developments this September. Professor Kate Malleson has now begun her role as the new

IHSS Director, along with our new cohort of 21 IHSS Fellows and four new Programme Directors, appointed to develop work on interdisciplinary themes over a two-year period.

I am pleased to confirm that we are finalising the appointments of 15 Global Professorial Fellows, a distinct cohort of world-leading scholars. They will be embedded in their Schools and disciplines but will contribute significantly to the Faculty's research environment by becoming Fellows of the IHSS, where they will work to build QMUL's four interdisciplinary networks, conversations and projects; actively promote QMUL's Global Engagement Strategy; and respond to new interdisciplinary funding opportunities that are increasingly available.

Completion of BLOC Facility

I am also pleased to confirm that the BLOC facility, a new RCIF-funded Arts research laboratory at QMUL, has been completed. It provides state-of-the-art facilities for arts and cultural research by its stakeholders: Drama, Film, EECS and People's Palace Projects. It comprises a state-of-the art cinema, gallery equipped for multiscreen, sound-proofed film studio, performance project room/motion capture volume, with interaction and monitoring capability from an adjacent post-production suite, and a sound-proofed recording booth. All spaces are fully accessible, physically connected, and digitally networked. Designed by leading architects McFarland-Latter, it has been constructed to the highest possible standards of accessibility and environmental sustainability, with interconnecting and digitally networked spaces that can support a range of research activities and public facing events. As a dedicated research laboratory, it has been developed specifically to enable project work undertaken with, and in support of creative industries and community cultural partners, in keeping with values expressed in QMUL's Civic University: civic engagement, access to the arts for all, visibility and inclusion, and the recognition of divergent perceptions and perspectives.

BLOC will allow QMUL to capitalise on the excellent results its stakeholders in Film, Drama and Computer Science achieved in REF2021. In supporting and advancing collaboration between these stakeholders and their creative industry and community cultural partners, BLOC will strengthen this research culture, and allow it to continue to develop as we work towards future REF submissions.

PTES 2022 RESULTS

The results for the PTES 2022 show some relevant, and positive, results for the different schools at HSS. Overall, disciplines related to Social Sciences, including Law, are in the upper tier of the rankings. In terms of comparison with other relevant institutions in the sector, such as Russell Group universities or London-based universities, our PGT programmes are within the top half overall, and in the top quartile for engagement. We can report a similar positive result in comparison to other programmes at QMUL.

Some of the main highlights include high scores for Economics, ranking second for Teaching and Engagement, and Geography, ranking 4th for Support. Politics also shows good results in Engagement, Organisation, and Skills Development. Law also ranks at the top half overall and in most of the relevant areas.

FACULTY OF MEDICINE AND DENTISTRY – REPORT TO SENATE OCTOBER 2022

Faculty Budget

The Faculty of Medicine and Dentistry's full year **cash generation for 2021/22 was £47.5m, £11.1m better than budgeted**. The favourable variance was predominantly due to tuition fees, research overheads, pay and non-pay savings. In particular:

- Tuition fees were £70.9m, **£4.1m higher** than budgeted.
- Research overheads were £8.7m, **£2.6m higher** than budgeted.
- QMUL pay was £57.7m, **£4m lower than budgeted**. This favourable variance is due to delays recruiting to vacancies.
- QMUL non-pay costs were £8.9m for the full year, **£0.7m lower than budget.**

Delays to recruitment to appointments is actively being looked at by the Faculty and HR. Discussed further below, this is a contributory factor to delayed research spend.

Student Recruitment (as of 5ᵗʰ October 2022)

Postgraduate

Enrolment is being finalised and we expect final numbers for 2022-23 cycle to be between 100-150 below target. This is exclusively due to under recruitment in certain distance learning programmes, which recruit from a clinical body of largely UK and EU students who have been significantly impacted by COVID working. These include GPs, Paramedics and Emergency Care doctors. It is believed that post-pandemic recruitment to these programmes will improve as working patterns stabilise. Several institutes are predicted to exceed PGT targets, including William Harvey and Wolfson. Masters programmes in Global Health and Biomedical Sciences have recruited particularly well this year.

Pre-Enrolled, Cleared to Enrol, Withdrawn, Temporary Enrolled, Fully Enrolled, Potential Enrolments, Enrolments, Target
BY SCHOOL

School	Pre-Enrolled	Cleared to Enrol	Withdrawn	Temporary Enrolled	Fully Enrolled	Potential Enrolments	Enrolments	Target
Barts Cancer Institute	0	20	0	41	133	194	174	207
Blizard	1	81	11	112	430	624	542	726
Dentistry	1	16	0	51	66	134	117	159
Institute of Health Sciences Educa...	1	26	0	16	69	112	85	111
William Harvey Institute	3	42	0	62	232	339	294	328
Wolfson Institute of Population H...	3	29	0	89	274	395	363	367
Total	**9**	**214**	**11**	**371**	**1,204**	**1,798**	**1,575**	**1,899**

Undergraduate

Undergraduate enrolment has now almost finished, with a number of continuing students pending re-enrolment. A number of academic appeals are ongoing within the MBBS programme. This has resulted in current continuing numbers being slightly below target. Non-clinical undergraduate programmes in Neuroscience and Pharmacology have recruited well this year, and continue to grow in popularity.

Pre-Enrolled, Cleared to Enrol, Withdrawn, Temporary Enrolled, Fully Enrolled, Potential Enrolments, Enrolments, Target
BY SCHOOL

School	Pre-Enrolled	Cleared to Enrol	Withdrawn	Temporary Enrolled	Fully Enrolled	Potential Enrolments	Enrolments	Target
Blizard	0	7	0	1	211	219	212	217
Dentistry	0	8	1	10	475	493	485	493
Institute of Health Sciences Educa...	0	78	2	11	2,214	2,303	2,225	2,349
William Harvey Institute	0	7	2	1	188	196	189	220
Wolfson Institute of Population H...	0	0	0	0	23	23	23	27
Total	**0**	**100**	**5**	**23**	**3,111**	**3,234**	**3,134**	**3,305**

Overall Student Numbers and Growth

Over the past 5 years the faculty has continued to grow across all Institutes, as Illustrated below.

Population

BY ACADEMIC YEAR, SCHOOL

School	17/18	18/19	19/20	20/21	21/22
Barts Cancer Institute	120	140	155	160	202
Blizard	670	702	749	780	802
Dentistry	472	491	508	569	642
Institute of Health Sciences Education	1662	1745	1892	2193	2463
William Harvey Institute	416	398	400	486	548
Wolfson Institute of Population Health	290	329	452	550	596
Total	**3630**	**3805**	**4156**	**4738**	**5253**

Future Recruitment 2022-23 cycle

In order to continue expected growth in student numbers, we will have a tightly coordinated approach in several areas relating to marketing, PR, conversion, and new programme development. The faculty now has in place a Faculty Education Manager, who will be overseeing these activities.

- **Marketing:** In line with the development of the new Digital Academy (see below), we will be employing new full time centrally based role to assist with targeting student communications. This post will work with the Education Manager, Institutes, faculty marketing officer and communications team to ensure that appropriate social media campaigns are run for specific programmes within Institutes.

- **PR:** The faculty will be focusing on increased promotion of positive research achievements from Individuals and teams, and getting this message out via social media to prospective students.

- **Conversion:** The faculty plan to adopt a more systematic approach to student conversion and post-offer communications, ensuring that students get timely and tailored communications which will help them chose QMUL as their place of study.

- **New programme development:** We will focus upon digital expansion development in CPD and executive education with a new Digital Education Academy (see below). Through this academy, we will aim to increase online expansion of existing PGT programmes and development of new short courses.

NSS plans

The 2022 NSS feedback demonstrated that the faculty needed to improve in several core areas relating to the student experience. These were initially discussed at a large faculty open forum in August, attended by over 100 staff. Following on from this, at set of actions have been put in place to examine the four main areas of student dissatisfaction as identified by the NSS. These are:

1. Student Voice
2. Student Learning Experience (relating to MME)
3. Organisation and Management
4. Assessment and Feedback

Appendix A sets out the Faculty action plan to address these areas and provides the template to be used by institutes in developing their own programme level NSS Action Plans:

Digital Academy

The FMD plan to lauch a new Digital Education Academy (DEA) this year. This will be led by our the new Dean for Digital Education (Professor Chie Adachi). The DEA will be the centre of excellence in digital education, a hub where experts of digital education, namely, the third space professionals (Whitchurch 2008) as a multi-disciplinary team work together with teaching teams and students to co-design and advance digital learning and teaching practices and scholarship within FMD. The enactment of the DEA will be aligned with the QM Education Academy, particularly where conceptual work is produced and T&L professional development programs are facilitated for teaching teams at the university level. The academy will support three core functions:

1. Digital learning design and development
2. Capacity building of teaching teams
3. Scholarship of Teaching and Learning (SoTL)

Queen Mary International Clinical Academy (QMICA)

The FMD plan to establish a first-in-UK world-class International Clinical Academy specialising in clinical postgraduate education for international postgraduate clinical students. The Academy will be unique in offering opportunities to undertake 6-12 month placements in the UK augmented by high-quality digital curricula. The will begin with the establishment of a DClinMed degree award, aimed for delivery in September 2023. Moving forward, the academy will operate with the following aims:

1. To develop a varied education portfolio which capitalises on areas of excellence within the Faculty, informed by market research and "global" need.
2. Promote exposure to diverse health systems and cultures giving an overview of health infrastructure including medical ethics, regulation, inclusive medicine, the management and finance of healthcare, and the role of government in healthcare, health leadership, and medico-legal issues.
3. Provide the opportunity to expand and professionalise the student's medical education experience
4. To create an agile portfolio that is responsive to population health needs in the next century, particularly health impacts of increased global warming and conflict
5. To allow flexible pathways for clinical specialties, including multiple elective modules, introduction to working in the UK NHS and direct clinical experience on 6-12 month placements
6. To promote flexible learning approaches and levels, including availability of Clinical CPD, Clinical MScs, and Professional/Clinical Doctorates
7. To support performance of a significant clinically relevant research project, with introduction to research methodology, statistics and clinical trials

<u>**Research Update**</u>

The Faculty of Medicine and Dentistry (FMD) Research Away day was on the 1st September 2022 which gave an opportunity for us to reflect in detail about REF2021 and start preparing for the next REF with a particular focus on how to enhance the quality of our outputs and impact cases. The faculty continues to invest in research and is actively recruiting to strengthen its research portfolio and will bid for major grants (>£1M) from major funders including NIHR and other UKRI and commercial funders by promoting new ways of working for research management by offering more support to academics (e.g., appointment of a faculty research manager). The faculty will use the multi-disciplinary themes (MDTs) identified in the five-year FMD research strategy to unlock further opportunities to achieve the 2030 Queen Mary strategy. With an ambition to be ranked in the top 25 medical schools globally by 2026, the faculty has modelled and redefined its academic performance standards for research which is also in line with the 2030 targets.

The faculty annual **research pipeline has grown approximately 10% year on year between July 2019 and July 2022** and based on the indicative financial models it is projected to continue this trajectory of growth which will enable the faculty to deliver on the FMD 2030 research target. The annual research income and expenditure has grown approximately 5% per annum between July 2019 and July 2021 with an increase from £69M in July 2021 to £72M in July 2022. The annual research overheads have grown by approximately 16% per annum between 2019 and July 2022 with an increase from £6M in July 2021 to £8.2M in July 2022.

Research Awards
Research awards by value June 2022 to September 2022 (incl. partner costs) are shown below.

FMD Institute	June 2022 - July 2022	August 2022 to September 2022
Blizard Institute	£1,566,748.39	£210,114.72
Wolfson Institute of Population Health	£855,207.51	£5,057,401.11
William Harvey Research Institute	£1,506,662.44	£4,663,714.65
Barts Cancer Institute	£4,243,135.30	£1,180,817.44
Institute of Dentistry	£50,000.00	£129,886.94
Faculty of Medicine and Dentistry	**£8,221,753.64**	**£11,241,934.86**

Indicative major awards since June 2022 – September 2022

FMD Institute	Lead Investigator/s	Funders	Price to Funder (£)
WIPH	Rhian Gabe	Barts and the London Charity	£3,126,699.00
BCI	Fran Balkwill	EPSRC - EU Scheme	£2,154,256.59
BCI	Benjamin Werner	CR-UK Cancer Research UK	£635,065.92
WIPH	Fiona Walter, John Robson, Claude Chelala, Rhian Gabe, Borislava Mihaylova	CR-UK Cancer Research UK	£2,569,519.89
WHRI	Costantino Pitzalis	EU Commission - Horizon Europe	£1,210,784.27
WHRI	Michael Barnes, Megan Clinch, Sarah Finer, Vanessa Apea, Deborah Swinglehurst	NIHR National Institute for Health Research	£995,788.35
WIPH	Yun Fai Lau	MRC Medical Research Council	£883,222.40
BCI	John Marshall	MRC Medical Research Council	£522,264.00
WHRI	Panagiotis Deloukas	BHF British Heart Foundation	£517,130.00

Research Spend

Our data shows that there is lag between research income (new awards) and the grant spend in-year.

Q4 2022 Strategic Priorities

Digital Academy: Since the appointment of the Faculty's Dean for Digital Education in July 2022, under her leadership the Faculty has been undertaking extensive business planning for the development of a Faculty Digital Education Academy. Approved by the Faculty Executive Board in September this will be presented to the University Strategic Fund for consideration. Professor Adachi has been undertaking significant engagement across Queen Mary, and the focus of the next 3 months will be to:
- Hold drop-in and MME sessions for staff and students to introduce the concept and vision of the DEA and to co-design the Faculty's Digital Education Strategy;
- Conducting an online survey for students and staff as part of this strategy development process

Precision Medicine: In accordance with our Enabling Plan 2022-23 we are bringing forward a strategic case around FMD appointments in Precision Healthcare and Health Data Science to support the Precision Healthcare URI, DERI and FMD Institutes. We have worked with the Senior Team to submit a bid to UKRPIF and will continue to assist the new URI Director Claudia Langenberg.

Estates investment: Our Enabling Plan requested £15m per year for 3 years to improve our estate. Proposals to relocate the Students Association and improve the Garrod are in advanced planning. New Ways of Working will be incepted shortly in the Blizard.

Supporting academic at risk.
Working with VP Int and CARA we have relocated 3 of the four Kabul Medical University senior academics. With the International Teams help we have twinned with Odessa Medical Faculty and are planning elective attachments for medical students in the UK.

January Recruitment
Recruitment to the PGT programmes will focus on our January enrolments, and we will be looking at other routes for accommodating this under-recruitment, including through the development of non-credit bearing CPD and executive education.

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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 June 2022 – October 2022, 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	Faculty Deans and Faculty Office Managers
Sponsor	Professor Wen Wang, Vice Principal Science & Engineering

Summary

I am delighted to report that the Faculty had a strong recruitment cycle, with 3,474 new students enrolled on UG and PGT programmes in London and 1,249 new TNE students in 9 UG programmes in Science and Engineering. Since the beginning of the new semester, we have welcomed students to our campuses with more than 100 activities across the Faculty. Since my last report to the Senate, we have continued to strengthen our research base with a number of prestigious research grants and new industry collaborations. As part of our ambitious growth plan, the Faculty has just announced strategic investment in 30 new research-focused academic posts linked to the 2030 strategy.

Research

During this period, the Faculty has continued to be successful in winning a number of grants amounting to over £14.7M. This includes prestigious fellowships and significant large grants such as an STFC Consolidated Grant for particle physics theory, an ERC Advanced grant to study how dust influences the formation of planets, two Royal Society University Research Fellowship renewals, a Cancer Grand Challenges grant with colleagues in FMD as well as an important contribution to the £23M NIHR Biomedical Research Centre bid.

As part of the QMUL GradFest 2022, the Faculty held a training and social event for our PhD students on 14 June 2022. The event celebrated the recent REF success in S&E and the important contribution of our excellent PhD cohorts, with a focus on employability, life after PhD and impact. There were talks on research impact and careers as well as a discussion panel with 5 alumni members followed by a barbeque and drinks.

S&E research continues to be published in the very top journals and attracts international recognition. Dr Chris Chen has been selected to receive the American Physical Society's 2022 Lev D. Landau and Lyman Spitzer Jr. Award for Outstanding Contributions to Plasma Physics. Work from Professor Andrew Livingston and Dr Zhiwei Jiang on nanomembranes was published in the prestigious Nature and Science journals demonstrating the use of this technology to refine crude oil and cannabidiol (CBD) oil. Further details can be found here: https://www.qmul.ac.uk/media/news/2022/se/queen-mary-chemical-engineers-have-developed-technologies-to-slash-energy-consumption-in-industry.html

Dr Ketao Zhang's research was featured on the cover of Nature. This innovative and exciting work demonstrated the use of drones to build and repair 3D constructions. It contributes to digital manufacturing and paves the way to build homes and cities of the future.

I am delighted to report that the Faculty has just announced strategic investment in 30 new research-focused academic posts as part of our ambitious growth plan linked to Strategy 2030. This, building upon our robust financial performance and excellent results in the REF 2021, will further strengthen our world-leading research and contribute to University Research Institutes.

Education

I am delighted that the Faculty had a very strong recruitment cycle, with 3,474 new students enrolled on UG and PGT programmes in London across our five Schools. Recruitment targets were exceeded by an average of 16.5%. Strategic recruitment of academic staff and of demonstrators is now underway to protect the student experience for learners in those degree programmes that have proven particularly popular during this recruitment cycle. We have staged more than 100 activities to welcome students to our campuses. Additionally, we saw excellent engagement with the Course Representatives Information point, a cross Faculty approach to allow students to ask questions to both Professional Services and Academic colleagues in schools.

This year's NSS results see the Faculty's overall student satisfaction improved by +1.2%. At School level, large increases were achieved in SEMS (+9.6%) and EECS (+8.3%), and at discipline level, we saw improvements in overall student satisfaction of +12.8% in Psychology, +10.9% in Biological Sciences, +9.6% in Engineering, +8.8% in Computer Science, and +6.5% in Chemistry. Over the summer, Directors of Education and Heads of School met with the Dean for Education, Deputy Dean for Education (Quality & Standards) and the Faculty Education Manager to review the latest NSS results. Actions being taken within Schools to further improve the student experience and student satisfaction were discussed. These conversations highlighted the inroads being made across all S&E Schools in advancing our 2030 strategic priorities.

Faculty has been working with Schools to review assessment. Directors of Education audited assessment within their schools and have worked with Programme Directors and/or Module Organisers to ensure that for 2022/23, all assessments are authentic and aligned to programme/module learning outcomes. It is anticipated that the reduction in overassessment, coupled with ensuring all elements of assessment are both authentic and inclusive, should further increase student satisfaction, both overall and specifically satisfaction with Assessment and Feedback, both in the NSS and in the PTES.

The LCIoT opened officially on Tuesday 20th September 2022 with the new campus comprising 8 floors of teaching spaces, computer suites and engineering workshop spaces. The campus houses education offered both by Queen Mary and by Newham College. Our provision at present covers Level 6 and Level 7 degree programmes with Degree Apprentices from Goldman Sachs, KPMG, Morgan Stanley, FDM and PwC. Students attended their induction at this new facility, as well as at our Mile End Campus, with ongoing work in collaboration with students to ensure parity of experience for those enrolled at the new campus.

Building on the successful pilots undertaken in 2021/22, the new academic year sees an expansion of peer-led team learning (PLTL) in Science & Engineering. PLTL continues to make highly valued contributions in Chemistry of SPCS, led by Dr Lesley Howell and colleagues, and is being launched in SBBS. Peer leaders for Biology and Chemistry have been identified and trained, and there is tremendous enthusiasm and optimism for this innovative approach to small group active learning as one of the five components of the QM Education Approach: the Active Curriculum for Excellence.

International

I am pleased to report that our TNE programmes have fully recruited against quotas in 22/23. The total number of students enrolled in our TNE programmes is 4,976, and this year we have recruited our highest number of Freshers to date – 1,249 across all nine UG routes and based in four locations in China. The increase in first year numbers is mainly down to the new Queen Mary School Hainan with BUPT. This new education collaboration with a longstanding partner has enrolled 87 students in its inaugural year onto one programme: BSc Information & Computational Science. Programmes in Intelligent Biomedical Engineering and Digital Media Technology will follow in 23/24. Additionally, the BUPT Beijing partnership has seen two UG programmes commence as part of its transition from a Joint Programme (JP) to become a Joint Education Institute (JEI).

EDI

Faculty EDI team presented our work to the University EDISG in October, highlighting some of our innovative activities to advance gender and race equality. They include ten summer internships for BAME UG students and two Faculty PhD studentships for BAME students. We work closely with industry to secure sponsorships to increase female population in computer sciences. School of Mathematical Sciences has successfully retained its Athena Swan Bronze Award in recognition of its commitment to advancing gender equality and, through a detailed Action Plan, will continue its work on key priorities areas over the next five years. School of Engineering and Materials Science are preparing for the submission of an Athena Swan Bronze renewal application in 2023, meanwhile the School of Biological and Behavioural Sciences and the School of Physical and Chemical Sciences are preparing for the transfer of their existing Silver Athena Swan awards, following their school restructures.

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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: • 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 – October 2022

Education Leadership

1. The Director of Education and Programme Director Fora have resumed this month, with updates from the Vice-Principal (Education) and the Queen Mary Academy, and a discussion of the School/Institute-level priorities for the 2022/23 academic year. An Away Day for School/Institute and Faculty Education teams is in the process of being arranged for November.

2. Members of Senate are invited to note that since the last meeting, the Vice-Principal (Education):

   a. Presented the Queen Mary Education Approach to Council and at the Professional Services Conference.
   b. Presented to participants in Nottingham Trent University's Academic Professional Apprenticeship/Postgraduate Certificate of Learning and Teaching in Higher Education.
   c. Wrote an article on the importance of interdisciplinary research for the student experience, which was published in the *Times Higher Education*.
   d. Presented at Salford University's Learning and Teaching Festival.
   e. Gave an interview with GoodCourse as part of their series with university leaders in education, EDI and the student experience.

3. Senate is invited to congratulate Dr Jennifer Randall (Wolfson Institute of Population Health) and Dr Louise Younie (Institute of Health Sciences Education) on their award of National Teaching Fellowship.

4. Senate is asked to note the recent appointment of Professor Chie Adachi as Dean for Digital Education in the Faculty of Medicine and Dentistry, and of Elizabeth Gillow as Dean for Education in the Faculty of Humanities and Social Sciences from the beginning of 2023.

5. Senate is also invited to note the recent visit of Professor Kylie Readman (Deputy Vice-Chancellpr – Education and Equity at Murdoch University), who spoke on Intersections: Education, Equity and Leadership. Additionally, Professor Tony Michael recently gave his inaugural lecture titled *A Life of Cycles, Syndromes and Serendipity*.

Teaching, learning and assessment

6. The 2022 Welcome Week has recently taken place, which was preceded this year by a new Get Ahead week.

7. Peer-led team learning (PLTL) training sessions have recently taken place for the 2022/23 cohort of peer leaders. This academic year, PLTL is being offered in Schools in both HSS and S&E.

8. A new sub-board of EQSB has been established to consider matters relating to assessment. The sub-board will meet for the first time in November.

National Student Survey

9. A full analysis of the 2022 NSS results has now been presented to SET, and action planning is underway within Faculties and Schools/Institutes.

10. A consultation on the future arrangements for the NSS took place over the summer, which proposed removing the summative question as well as changes to the questionnaire and scoring scale, and a slightly shorter survey window. The consultation proposed that these changes would take effect from the 2023 survey onwards Consultation took place. A response was prepared and submitted. The outcomes of the NSS consultation are expected in the autumn.

Student Surveys

11. EQSB recently received a report on the 2022 PTES results, and approved an updated Student Surveys Policy. A summary of recent years' PTES results is included below:

	2017	**2018**	**2019**	**2020**	**2021**	**2022**
Overall, I am satisfied with the quality of the course	83%	73%	75%	73%	72%	78%
Response rate	*37.3%*	*29.1%*	*27.4%*	*17.0%*	*19.5%*	*21.4%*

12. Semester A module evaluation is now underway. A new guidance document has been prepared to support staff in Schools and Institutes, with guidance on the use of the module evaluation QMplus block to follow. Additionally, a new app has been developed which streamlines the administration involved in setting up the surveys. Having been piloted in Semester C of 2021/22, it is now being fully rolled out.

Queen Mary Academy

13. The call for applications for funding from The Westfield Fund for Enhancing the Student Experience has recently closed, and applications have now been reviewed by the panel.

14. Guidance on the new dialogic route for the award of Advance HE Fellowship has now been published, alongside details on applying for Principal Fellowship. The dialogic route and the direct application for Principal Fellowship have both been introduced further to the successful reaccreditation of the Teaching Recognition Programme earlier this year.

15. A series of Learner Engagement Analytics support sessions are taking place with Schools and Institutes, led by Dr Usman Naeem, academic lead for LEA. The LEA Governance Documents have been reviewed and were presented to EQSB in October.

16. Dr Xue Zhou and Professor Jo Brown have recently commenced as Queen Mary Academy Fellows, working on Digital Ready Future Business Leaders and the introduction of a professional doctorate in education respectively.

17. The Vice-Principal (Education)'s Student Research Interns have recently published their reflections in an [interactive report](#).

18. The next deadline for SEED Award applications will be Friday 28 October. Senate members are asked to share information about the [SEED Award](#) with their students.

19. Full details of the Academy's courses are available on its [website](#).

Office for Students and regulatory matters

20. The OfS announced earlier in the summer that it would be conducting investigations into three institutions where there had been significant increases in the proportion of students achieving good honours.

21. The arrangements for the 2022/23 TEF exercise have now been published, and an announcement on the composition of the TEF panel is expected in November. A summary of the key dates in the upcoming TEF cycle is included below:

Date	Stage
30 September 2022	TEF indicators published
7 October 2022	TEF guidance published
November 2022	TEF panel appointed
24 January 2023	Deadline for provider and student submissions
February to June 2023	TEF panel carries out assessments
July to August 2023	Provisional ratings communicated to institutions
From September 2023	Outcomes and submissions published

22. The OfS has also published the new B3 (minimum student outcomes) indicators. These are currently being analysed.

23. A consultation on the future approach to access and participation has also been launched, with a deadline for responses of 10 November. Institutions will be required to prepare new Access and Participation Plans in 2023.

Vice-Principal (International) Report to Senate

External Risk

The new Home Secretary, Suella Braverman, has been quoted around the Conservative Party conference as saying that there may be cuts to student visas as a way to tackle the overall number of people coming to the UK. Whilst this goes against the policy of the previous government who re-introduced the Graduate visa route and may also be in contradiction to soundings PM Liz Truss has made about increasing immigration to help tackle labour shortages, it should be noted in the context of our ambition to significantly grow international students in line with 2030 targets.

It is hoped that the resumption of direct flights between China and the UK and an anticipated easing around the restrictions the Chinese government has in place for Covid-19, following the Autumn congress, will enable travel to and from China in 2023. Once enrolment data is finalised we are expecting to see a drop in the number of enrolments from China and so it is important for our longer-term growth ambitions in London, and the success of our TNE and partnership operations in China, that easy access to the country can resume again in the 2022/23 academic year.

International Student Recruitment

Overseas Undergraduate enrolments
With enrolment for most Schools concluding on the 7th of October we have a reasonably accurate picture of Overseas numbers for 2022/23. At UG level, it appears that we will finish ca. 60 below target with around 1,422 enrolments against a target of 1,482. The shortfall is mainly in HSS where the three largest Schools, SBM, SEF and Law, are below target. All Schools in S&E are likely to exceed target apart from SPCS. FMD are on course to exceed their overall UG target.

The UG numbers are disappointing when we consider how strong our recruitment position had appeared, both in terms of applications received during the main cycle (+18%) and students who had accepted offers during confirmation and clearing (+30 against target). There are lessons to be learnt regarding the closure of popular programmes and the nuance around the number of UFs needed to meet target. It should be noted that a number of EU students who were originally classified as Overseas have had their fee status changed to home fees after clearing and confirmation concluded, negatively impacting the overall position. It also appears that the re-emergence of Australia as a study destination has led to a higher attrition rate among our UF offer holders in comparison to 2021 when Australian boarders were closed.

Faculty	Target	Enrolments*
HSS	931	850
S&E	470	493
FMD	81	83
Total	**1,482**	**1,422**

*Fully, temporary and pre-enrolled students

Overseas Postgraduate Taught enrolments
PGT enrolment data is positive overall: we are set to exceed our Overseas target by around **300 students**. In HSS, SBM and Law have recruited particularly well. SBM are set to finish 250 students over target and have closed applications for their PGT January intake. Law is on course to surpass target by over 70 students and SED, SOG, SLLF are all in strong recruitment positions. SEF are currently just below their target of 880 enrolments but have extended their enrolment deadline to

the 17th October to give students more time to obtain a visa. It should also be noted that SEF have a January intake for MSc Banking and Finance which will help top-up their Overseas numbers.

The current recruitment position for S&E is generally encouraging. EECS, SEMS and SPCS should all finish above their PGT Overseas targets. SBBS and SMS will not meet target but are Schools that performed well at UG level.

The picture in FMD is more varied. Blizard, WHI and Wolfson have all exceeded target whereas BCI and IoD are noticeably below. Overall, the Faculty is on course to finish around 10-15 students below their Overseas target.

Faculty	Target	Enrolments*
HSS	2,429	2,741
S&E	649	647
FMD	369	356
Total	**3,447**	**3,744**

Fully and temporary enrolled students

Application data for 2023/24
Early PGT application data (not yet published on Power BI) is extremely encouraging with 1,107 new applications for September 2023/24 received and around 300 offers already processed. This early flurry of applications can be partly attributed to the decision to open applications for several popular programmes in SBM and SEF in July to capitalise on the early China market - students from China account for 55% of the Overseas PGT applications received to date.

International Partnerships
TNE
Queen Mary's newest TNE partnership in China through the BUPT Hainan collaboration admitted its first intake for the new Computational Sciences programme last month with **87 students**. Due to lockdown restrictions in Hainan, the first cohort will be taught in Beijing on BUPT's campus. Two further programmes will commence on the QM-BUPT Hainan campus in September 2023. More generally, TNE enrolments with our China partners remains strong with the **highest ever number of students (4,898)** enrolled on Queen Mary programmes.

In August, FMD colleagues visited Ain Shams University in Egypt to explore TNE collaboration. Financial modelling is required to consider the feasibility.

Recruitment from Partnerships
83 students enrolled on Queen Mary programmes in September 2022; the majority on Postgraduate programmes. Recruitment from China partners dropped by 33% (55% decrease from BUPT students); while recruitment from Indian partners increased from 9 to 29 students.
Recruitment for 2023-24 has commenced with increased interest from Indian partners expected to continue.

New partnerships signed
- Harbin Institute of Technology, China – 4+1 (SMS)
- Wenzhou-Kean University, China – 4+1 (HSS)
- Ain Shams University, Egypt – 4+1 (CCLS)
- Université Paris Dauphine, France – 1+1 and 4+1 (CCLS)

- Bahria University, Pakistan – 2+2 and 4+1 (SBM)

Student Mobility

Incoming Student Mobility

The Global Opportunities team welcomed **558 autumn 22 and FY 22/23 Associate Students**, 343 fee paying study abroad students and 215 exchange.

It is expected that similar numbers of fee-paying associates will enrol for the spring 2023 intake. The application deadline is the end of October and the final number of firm accepts will be provided in the next update.

Queen Mary Summer School

Planning is currently underway for the 2023 Queen Mary Summer School with 16 courses confirmed to run with several others in the pipeline.

Outgoing mobility

The Global Opportunities team are currently supporting 345 students who hold offers to study/work abroad in 2022/23. This includes 71 students that from the Department of Modern Languages & Cultures. *(No change to previous update).*

The application for 2023/23 exchanges opens in late October.

Turing Scheme Funding

In July, the Global Opportunities team were awarded £490,266.95 to support students studying and working abroad in 2022/23. The funding supports 96 learners doing study/work placements and 80% of recipients are from a WP (Widening Participation) background.

Mobility Partnerships

New UG exchanges have been finalised with the following institutions in 2022/23:

University of Antioquia, Colombia for students studying in Spanish from the Department of Modern Languages & Cultures.

University of Adelaide, Australia for Global Law students.

Pace University, USA, university wide exchange and Study Abroad students

Queen Mary Global Policy Institute

Annual Meeting

On 14 September the Queen Mary Global Policy Institute held its inaugural Annual Meeting for the QMGPI community and invited wider Queen Mary stakeholders. The event was held as a hybrid meeting and was well attended with 35 colleagues in the room and 11 joining online.

Professor Colin Grant and Professor Paola Subacchi, Chair of the QMGPI's Advisory Board, provided an overview of the QMGPI highlighting our key achievements and growth, before a series of lightning talks providing a spotlight on our Fellowship, Policy Projects and Executive Education activities.

This was followed by an exhibition of QMGPI research projects with project stalls and poster displays. Academic leads and collaborators were on hand to provide further information on our Research England-funded projects to Meeting attendees who were encouraged to circulate, view the posters and discuss the research projects with the project teams.

The final session on the Institute's Policy Impact and 2022-23 Strategy was opened by Professor Colin Bailey, Queen Mary's President and Principal, before Professor Colin Grant discussed the QMGPI's Strategic Approach for 2022-23.

Positive feedback was received from attendees and the project posters were also displayed as an exhibition in the foyer of the Graduate Centre from 18 to 30 September.

Global Alumni Engagement

We have been cultivating a relationship with School of Law alumnus and donor, Abdullah Alharoun (Law 2014). Abdullah is a Managing Partner in Kuwaiti Law firm, ICB. He came to us in 2020 and donated £10,000 towards the Annual Fund and has since donated a further £5,000 and is a Mentor for the CCLS 'Postgraduate Law Professional Mentoring Programme'.

We are meeting him regularly as Abdullah has agreed to collaborate with us to pilot a scheme to provide Internships for our Law students in Kuwait, which would be an exciting breakthrough for Queen Mary, and to further donate a potential larger philanthropic gift. Abdullah is keen to meet offer-holders and network with fellow alumni in Kuwait, and introduce us to his university contacts, starting with the Gulf University for Science and Technology (GUST).

International Research

UK Horizon Europe contingency 'Plan B'

Given the ongoing delays to formal association to 'Horizon Europe' and increasing uncertainty, the UK government recently published further contingency measures, or 'Plan B', including 1) an extension to the Horizon Europe Guarantee funding; 2) funding for successful 'in-flight' applications; 3) uplifts to existing domestic talent programmes; 4) Talent and Research Stabilisation Fund.

QMUL has had major success in our last endeavour in applying for Horizon Europe, receiving awards valued EUR 11million including 11 Postdoctoral Fellowships, 8 Collaborative R&I awards and 2 prestigious ERC grants this April. Further 38 international fellowship applications and 7 Collaborative R&I proposals valued at EUR12million have also been submitted this September.

Changes to the international research and innovation funding landscape

BEIS has also outlined 'the UK's long-term Horizon Europe alternative', promoting **a New Global R&D Programme for the UK**. This will include 1) A new flagship high-value, long-term talent program; 2) Funds for bottom-up global collaborations, multilateral and bilateral collaborations, and

Third Country Participation in Horizon Europe; 3) Increased investment in end-to-end innovation by investing in industrial research and innovation; 4) Investments in wider R&D systems accelerating the development of world class infrastructure and digital research capability.

Whilst expecting major funding calls through the UK global R&D programme, QMUL International R&I team continues to support research partnerships outside EU with FMD successfully building partnerships with ODA countries funded NIHR this year. Prof. Rupert Pearse (WHRI) has been awarded £2.8m NIHR Global Health Group to develop centres of research excellence in four African nations and to improve the safety and quality of perioperative and critical care across Africa. Prof Victoria Birds (WIPH) was awarded £7.5m NIHR Global Health Research Centre on the Community Management of Long-term Conditions, addressing community mental health capacity building in three Latin America countries.

Senate update: VP, Policy and Strategic Partnerships: July – September 2022

London City Institute of Technology (IoT)
There has been a significant flooding event and this has caused significant damage to the lower floors of the building. The incident was caused by a sub-contractor to the developer and we are currently working with insurers to agree a reinstatement programme. To mitigate the impact of this, fit-out activities were re-prioritised on the undamaged floors; these were completed on schedule with teaching starting for both partners (Queen Mary and Newham College) in September. These activities have been supported by an integrated IT environment which is a first for both partners and is providing a seamless experience for Staff and Students from both organisations.

We are also:
- continuing work with our IoT partner, Newham College, to raise the profile of the IoT and a new website went live in late September; this will be further developed as the IoT progresses.
- Organising a launch event for early 2023 and liaising with the Department for Education regarding a proposed ministerial visit.
- Working with Schools and the Students' Union to develop and enhance the student experience at London City Island.

Executive Education/CPD/Enterprise Activities
These include:
- Design, Development and Delivery of Open Recruitment Courses
    - Andy Colley, the short course lead in Business Development, is supporting School teams who wish to create open recruitment courses with best practice advice, policies and market research.
- Design, Development and Delivery of Bespoke Training Courses
    - August 2022 saw the first Global Public Health course delivered for the Punjab Resource Management and Policy Unit, Government of the Punjab. Client and Learner feedback was very positive and the course has led to a wider visit and MoU signing Sept-Oct 2022. From a logistics perspective, the course highlighted the need for more capacity in a central team along with the need for significant service improvements from Finance, Security and Residences to meet customer expectation.
    - Confirmed projects for 22/23 are:
        - Legal aspects of Cyber Security – Malaysian Ministries – London Nov22 (Global Policy Institute/ CCLS)
        - Anatomy Skills – ICOM – Malta throughout 22/23 (SMD)
        - 2x International Maritime Law academies – Online throughout 22/23 (CCLS)
- Quality Assurance and Branding of Third-Party Products and Services
    - Working with Dentistry to pilot what this offering will look like and understand the direct and indirect costs associated with it.
- Internal Service Development and Improvement
    - We are undertaking end-to-end process mapping to help School teams create and manage courses and to feed into organisational projects (short courses as a strategic project, planning service improvement, Learner Management System launch)
    - Corporate Eventbrite account has been launched and is in use
    - Short course agents commission agreement finalised and approved
    - Discounts and rates policy at final draft stages

Degree Apprenticeships
Recent activities and achievements include:
- Successful reapplication to be on the Register of Apprenticeship Training Providers (ROATP);
- Award of the NHS Physician Associate tender and the first cohort will begin in Jan 2023
- Submission of a revised bid to BEIS for the Economic Masters Apprenticeship Programme (EMAP), and we are now waiting to hear.
- Setting up a cross-institution Degree Apprenticeship Project Board to review the IT requirements for apprenticeship provision.
- A task and finish forum to discuss the specific learning and development needs of both academic and professional services staff has been set up, and the Queen Mary Academy is developing a whole suite of supporting materials for the teaching staff involved in apprenticeship provision.
- Enrolment of 153 new apprentices for the September start, with around 80 starting in the London City Island Institute of Technology.
- Preparations and risk management for an audit by the Education and Skills Funding Agency and an expected Ofsted inspection continue, and include development and circulation of the Self Assessment Report (SAR) and Quality Improvement Plan (QIP) templates to the relevant apprenticeship delivery teams for completion.
- Establishment of an Apprenticeship Oversight Board, jointly chaired by Stephanie Marshall and Philippa Lloyd – first meeting 10 October.
- Completion of the readiness check for our three integrated apprenticeship applications to the Designated Quality Body in England (DQB) regulator who undertakes the new External Quality Assurance of End Point Assessment Organisations using the EQA Framework published by the Institute for Apprenticeships and Technical Education (IFATE). The applications were for the following apprenticeship programmes
  - Senior Professional Economist Level 7
  - Digital and Technology Solutions Specialist Level 7
  - Digital and Technology Solutions Professional Level 6

Public Engagement and Civic Responsibility
Queen Mary is a partner in the new National Civic Impact Accelerator (NCIA), an ambitious three-year programme to gather evidence and intelligence of what works, to catalyse and share civic innovations and provide universities with the tools and framework to deliver meaningful, measurable civic strategies and activities.

The NCIA will be led by Sheffield Hallam University in close partnership with Queen Mary University of London, the National Coordinating Centre for Public Engagement (NCCPE), The Institute for Community Studies (ICS), WMREDI at the University of Birmingham and the OECD.

The NCIA advisory board will be chaired by Philippa Lloyd, with the Centre for Public Engagement leading work on equitable partnerships.

We are also a key partner on a new £5m grant from the National Institute for Health and Care Research (NIHR) for a Health Determinants Research Collaboration (HDRC) awarded to the London Borough of Tower Hamlets, which will significantly increase the Council's capacity to work with local communities to address the social, economic and environmental factors that impact people's physical and mental health.   The award supports collaboration between the council, Queen Mary University of London, Tower Hamlets Council for Voluntary Service (THCVS), University of East London, London Metropolitan University and others, with partners taking a lead in delivering innovative research on the wider causes of health inequalities.

Work embedding our Civic University Agreement has continued over the summer months, with the Civic Advisory Board and Civic Working Group meetings scheduled for the new academic year. Work to begin mapping Queen Mary's existing civic activity is planned to take place during the Autumn term.

Closely aligned with our Civic University Agreement, Queen Mary's new East London Research Network held its first meeting on 12 October. The Network brings together more than 100 colleagues (including postgraduate and postdoctoral researchers) working on East London from all three faculties. It aims to develop research collaborations, new partnerships and impact on East London in the past and present. The Network is also closely aligned with the Mile End Institute's strategic focus on East London.

The annual Festival of Communities took place on the 11th and 12th June following a two-year break due to the pandemic. The Festival explores living and learning together in Tower Hamlets and is co-produced with local residents and community organisations to showcase the breadth of QM research, teaching and opportunities for engagement, as well as local projects and initiatives. Over 8000 visitors joined across the two days, making this the largest Festival yet.

Key highlights from the Festival of Communities include:
- An increase in visitors from approximately 3500 in 2019 to over 8000 in in 2022.
- 155 activities delivered over the two days (vs 99 in 2019):
  - 122 by Queen Mary staff and students (17 from HSS, 32 from S&E, 29 from FMD and 6 from Professional Services)
  - 25 activities were led by Queen Mary students (23 PG, 2 UG)
  - 33 were delivered by local community organisations, including a performance stage hosted by local youth service Spotlight.
- £40,000 of funding was provided to Queen Mary staff and students to design and deliver engaging activities over the weekend.
- Visits from prominent local councillors, including the Speaker of Council Cllr Shafi Ahmed.

The Centre for Public Engagement's grant schemes concluded for the 21-22 academic year, distributing £97,000 of funding to 62 projects via small and large grants. These schemes enable Queen Mary staff and students to develop public engagement projects linked to their work, with a focus on impactful two-way, mutually beneficial engagement.

September saw the relaunch of these schemes for 22-23 with a monthly rolling deadline for the Small Grants and a deadline of Monday 7th November for Large Grant applications.

Arts and Culture
Arts and Culture has moved from HSS to become a central university team, led by Aoife Monks (Director) and Molly McPhee (Manager), working across all three faculties on impact, knowledge exchange and our civic commitment to Queen Mary as a cultural hub for East London. Recent and ongoing activities include:

- Cultural Advocacy Fellows: 12 fellows (from arts unions, GLA Culture Team, Tower Hamlets Council and Arts Council England) have been appointed to work on areas of advocacy and policy change for the arts and culture sector, and a further 10 will be appointed shortly. The scheme will be launched on 27 October at a conference on 'Unexpected Solutions' in the Octagon. Funding applications are planned on education, economic value and city planning.
- ACE Creative Youth Work research programme: a postdoctoral researcher is working on a project designed with Spotlight Youth Arts, funded by Arts Council England, to develop a

methodology for creative youth work in collaboration with Camden Roundhouse, The Yard Theatre, The Albany and Richmix. There are plans to expand its remit to include further national youth organisations with the HEAL project at the Wolfson Institute.

- Arts and Culture evaluation training pilot: Arts and Culture delivered pilot training in arts evaluation with People's Palace Projects and seven East London arts organisations. A funding application is in development to extend this work.
- New interdisciplinary research networks on Arts and Health (convened by Megan Clinch and Maria Turri, Wolfson Institute) and Prisons Projects (convened by Jeffrey Kennedy, Law).
- Assistant Producers scheme: last year 15 students (from all faculties) were trained and recruited to work on professional arts and culture events in collaboration with Careers, Venues and the Students' Union. An application to extend this work with professional producers at Queen Mary's on-campus arts organisations (Wasafiri, Project Phakama and People's Palace Projects) is pending.
- Online venue: the virtual People's Palace – an interactive online space modelled on Queen Mary's Octagon and other spaces - opened last year for events and workshops. Plans are in place to expand it to include new hybrid spaces based on the new Bloc cinema, enabling research on hybridity and liveness with colleagues in EECS.
- Events programmed and supported by Arts and Culture in 2021-2 include: Tower Hamlets Council – Liberation War 50th Anniversary event (filming of performances); Bow Arts – Explosion of Words; Stacy Makishi residency; Bollyflex Dance Masterclass weekend; workshops and a walking tour at the Festival of Communities; Season of Bangla Drama; Mad Hearts Conference; Peopling the Palaces; Hoxton Hall Class season; and Chisenhale Art Studies Open Studio weekend.

Sustainability
We have continued to take forward initiatives that support the delivery of our environmental objectives and our strategic commitment to continue to improve our environmental sustainability performance.

Over the last three months:
- QMUL is completing the documentation for the De-Carb Funding Competition Phase three. (Government still has not finalised submission date)
- Utilities transferred to Direct Debit Payments.
- Power BI Report on high energy Buildings is being completed so end users and student can be made aware of their impact. (Digital Information)
- Estates and Facilities will be supporting World Energy day on the 22nd October 2022.
- Sustainability Week will run again this year 17– 21 October. Events range from:
  a. Guest Stu Meades will give a talk about Decarbonising the NHS estate.
  b. Biodiversity walks on Mile End
  c. Presentation on Biodegradable Plastics as emerging Environmental Pollutants with School of Physical and Chemical Sciences
  d. Alumni talks
  e. Food measure & tasting competition with the Zero Waste Shop
  f. Environmental Society: London Universities Conference
  g. What is the point of COP 27, hosted by the Centre for Climate Crime and Climate Justice
  h. Canal clean up, litter picks and Bywaters returning for a whole day of activities

- We are also preparing for COP27 in Egypt, with QM academic representation throughout the two-week period.

Mexico initiatives
Over 30 (in total) Phd and Res M students from IPN, UABC and CIMAV are joining us from this
October.

Vice Principal People, Culture & Inclusion Report
Senate, October 2022

Sheila Gupta retired from Queen Mary at the end of July following her tenure as Vice Principal
People, Culture & Inclusion. In Sheila's time at Queen Mary, she was able to create our People,
Culture & Inclusion Enabling Plan and establish the foundations for our continued delivery and
success – with a vision to 'be the most inclusive university of our kind, anywhere, by 2030'.

In the interim period before the appointment and arrival of a new Vice Principal People, Culture &
Inclusion, the brief has been temporarily split and allocated across senior colleagues. Philippa Lloyd,
Vice Principal Policy and Strategic Partnerships, is chairing Equality, Diversity & Inclusion Steering
Group (EDISG). EDISG is a subcommittee of Senior Executive Team; through EDISG the university
deliver our inclusion work. The minutes of EDISG's latest meeting, and first of the academic year
2022-2023 (on 30th September) are included as Appendix One to provide Senate with assurance
that our important work in this space continues.

Should Senate wish for further detail, clarity or assurance around the progress of this important
portfolio, please contact Alex Prestage, Head of Equality, Diversity & Inclusion and Executive Officer
to the Vice Principal People, Culture & Inclusion (a.prestage@qmul.ac.uk).

Appendix One

Minutes:

Meeting title:	Equality Diversity and Inclusion Steering Group		
Date:	30.09.2022	**Time:**	10:00-12:00
Location:	Hybrid: Microsoft Teams and Dept W 1.05		

In attendance: Philippa Lloyd (PL), Alex Prestage (AOP), Eleanor McDavis (EM), Louisa Abu Saada (LAS), Afua Acheampong (AA), Helen Thompson (HT), Liz Grand (LG), Michael Jannetta (MJ), Sophie Harris (SH), Panny Martin (PM), Jojo Croft (JC), Alvin Ramsamy (AR), David Reid (DR), Richard Pickersgill (RP), Simon Jarvis (SJ).

By invitation: Darren Hunwicks (DH), Robert Bennett (RB).

Apologies: Zi Parker, Catherine Murray, Chloe Orkin.

ACTION	RESPONSIBILITY
EM to take the points raised regarding using the Power BI data dashboards back to the PCI Data and Analytics Working Group.	EM
To take the discussion points regarding support around parental leave to GEAG and explore via our Gender Impact Plan work.	LG
AOP to follow up with RB outside of this meeting regarding Report + Support data.	AOP

	DISCUSSION	ACTION
1	**Introductions and apologies** PL welcomed members as interim chair of EDISG and thanked members for attending this first meeting of the new academic year.	
2	**Minutes from last meeting (21st July 2022) and Matters Arising.** AOP confirmed that committee dates for EDISG for 2022/23 have been confirmed and circulated. AOP asked members to please make their best efforts to attend these meetings. **AGREED: The minutes were agreed as an accurate record of the meeting**	
	Papers	
3	**Disability Inclusion Governance (EM & AOP)** AOP explained that there has been significant investment into the EDI Team to support us to deliver on a number of different portfolios,	

including addressing gaps, such as introducing a dual portfolio on disability and LGBTQA+ inclusion led by EM.

A disability interim strategy has been developed to outline the work proposed over the year ahead.

EM provided an overview of the interim disability strategy:
- Much of this paper builds upon the paper circulated to EDISG previously and the discussions that took place.
- EM outlined key areas of the interim strategy:
  o Governance: A specific Disability Inclusion Action Group is proposed which would sit alongside our EDI governance groups to provide the strategic oversight of this area of work and would report to EDISG. Suggested terms of reference, suggested membership and key objectives for the group are provided in the appendix of this document.
  o Timeline for activities: A Gantt chart is provided on page 10 of the document to provide an overview of the planned activity across the year.
  o Launching the strategy and action group: A suggestion came from Sheila Gupta, before she retired, to launch this work alongside International Day for People with Disabilities (3 December) to encourage wider engagement with this work.
  o EM will be leaving this paper open for comments until Friday 7 October and welcomed feedback before this date.

- Questions from members:
  o RB asked whether there will be focus on non-visible disabilities. EM confirmed that this is included as part of the approach. Included in the proposed ToR is a process for disabled staff and students to contribute to the group.
  o RB also shared that sometimes those with hidden disabilities are hesitant to share that they have a disability. EM confirmed this would be considered in this approach. AOP also mentioned that this speaks to a wider conversation happening across EDI around increasing confidence and understanding around disclosing.
  o NC shared that she is delighted with this document but also raised concerns around the need for awareness and training, specifically around the difference between sickness and disability and reasonable adjustments. NC shared examples of experiences relating to this. NC would welcome a strategy which includes awareness raising within HR.
  o LL responded to NC's points and discussed the importance of boundaries and clarification around who

is responsible for what within the HR Service. LL agreed that there could be some reflection on guidance and information sharing as well as ensuring clarity around who to speak to about what.

- o LL also shared it was great to see the direction of travel within the interim strategy, such as with Disability Confident. LL also shared the importance of role models and visibilities and acknowledged how this is currently limited with regards to particular characteristics and asked if we could also use the 3 December to increase visibility of people with disabilities at Queen Mary alongside launching this work.
- o MJ signposted the National Association of Disabled Staff Networks as a place that may be useful to link in with
- o RT asked what happens if someone doesn't want to go through the process of officially disclosing a disability. How can they still get the specific support that they need?
- o NC raised that the challenges facing disabled people are not the same, it is important to make clear what the process are and the benefits of these is important, we also need to be clear on the nature of the disability and we need a policy that is nuanced depending on where you are within the community e.g. students, part-time staff, fixed-term staff.

- AOP, SJ and EM responded to the above questions and comments:
  - o AOP stated that the barrier to disclosure shouldn't be the disclosure process itself, this is where work is happening to create improvements. This process should become as smooth and straightforward as possible.
  - o AOP responded regarding that policies and practices are broad and are not owned by the EDI Team themselves, therefore developments in this work will require wide consultation and engagement across different groups and service leads to develop the support that is needed, including working collaboratively within HR.
  - o SJ responded regarding disclosure for students, sharing that there are multiple ways for students to do this. If students don't want to disclose at application via UCAS, they can also do so at enrolment, and this includes an explainer as to the reason for asking this information. There are also ways students can disclose information directly in relation to accommodation via Housing Services, this is a detailed and separate process. This process is very medically focused, relating to health and safety.

	○ SJ shared his support for this paper, particularly with regards to the Disability Action Group being chaired by a senior member of staff and embedded within EDI governance. PL confirmed that EDISG approved this paper.	
	Presentation	
4	**Science & Engineering Faculty Executive** RP presented on the EDI work happening within the Faculty of Science and Engineering (S&E); RP thanked DH for his work in helping to prepare this presentation. S&E have been involved in Athena Swan for a number of years, and have used this as a gateway for wider EDI work. RP shared data on representation by gender and ethnicity across S&E in relation to how this compares to Queen Mary's KPIs. Summary: - Professional Services staff in S&E are predominately female across all levels. There is increased representation of BAME staff at the senior level in most recent years. - For academic staff, there is an underrepresentation of women at the senior level. The data shows a continual increase in BAME academics at the middle level over the last 5 years however an underrepresentation at the senior level remains. Emphasis moving forward is to increase the proportion of underrepresented groups across all academic levels (emphasis on middle and higher). DH shared an outline of the EDI Leads at Faculty and School Level. RP outlined specific initiatives within S&E: - BAME summer internship scheme; - BAME PhD studentships; - BAME academic fellowship; - Increasing use of apprenticeships to support non-traditional pathways into; - Deep Mind Scholarships; - Support for colleagues returning from maternity leave; - Julie Jamgotchian (Faculty Strategic Business Partner) has been doing work utilising the Equal Merit framework in recruitment within S&E. DH shared that the School of Maths recently successfully renewed their Bronze Athena Swan Award, the first application at Queen Mary to be made under the transformed charter. DH also provided a summary of	

	all Athena Swan awards within S&E. All schools within S&E hold awards, 3 at Bronze level, 2 at Silver level. RP summarised the emerging themes from the S&E EDI strategy which is being developed. RP also reflected that data has improved significantly; however, it would be great to see additional improvements to make it easier to have longitudinal graphs and to benchmark. RP shared that it was useful previously when data packs were provided from HR to schools on an annual basis. EM responded that the Power BI dashboards are the one source of information. However, recognised that the communication of dates where data is realised/updated could be shared more effectively. This is something the PCI Data and Analytics working group can consider. This group also recognised the need for more guidance and support for staff to know how to use the dashboards and to get the most from the dashboards and find the data needed.	**EM to take these points back to the PCI Data and Analytics Working Group**
5	**Question & Answer Session** NC asked RP what he felt his priorities are particularly around race and where he sees the work needing to happen most. RP responded that it is a complicated picture and there is a range of work needed. RP pointed to the improvements happening at middle level for BAME academic staff which brings hope that this will support a pipeline to progress into the higher grades. However, what is important is the role models, the right environment and a sense of belonging. NC responded asking what the role is of School heads in facilitating that progression to senior level and shared that it is great to see EDI co-leads throughout the Faculty. AA asked how the Faculty plans to progress race equality more broadly, particularly in relation to students. RP shared that most of the challenges in terms of diversity are in terms of staff, the student body within S&E is very diverse in this sense. NC shared that it is important to look beyond the demographics within the school to understand where disparities may exist elsewhere, for example in degree and employment outcomes. AOP thanked RP and DH for the presentation and congratulated S&E on their work, progress and approach. This is exactly how he had envisaged the EDI model working with an embedded EDI practitioner paired with the school. LG asked if RP could say more about support given to staff returning from parental leave. RP shared that there are some schools within S&E with less resourcing/staff members. In these schools, previously when a	

	T&R member of staff went on parental leave, there is cover provided for this role. This benefits both in terms of keeping research going during a period of absence and in providing important work experience and development opportunities for other staff within the school. RP is keen to reinstate this policy but no longer has control of the budget that provided this previously.	
	LL responded to the above confirming that this feeds into wider work happening in relation to the Gender Equality Action Group and Gender Impact Plan. LL and LG agreed this should be picked via this scheme of work.	**LG – to take this point to GEAG and explore via our Gender Impact Plan work**
	Papers continued	
6	**Report + Support Annual Report 2021 – (CG & SJ)**	
	SJ provided an overview of the Report + Support Annual Report 2021 and summarised key points.	
	SJ then outlined priorities moving forwards: - More awareness raising of Report + Support is needed to ensure students and staff are aware of this platform - QM has appointed a full time Sexual Assault and Harassment Advisor who will support students directly and will be working with schools and PS directorates to deliver training to staff - QM has also bought in a module for Consent Matters to replace the previous in house version. This is mandatory, there is a wider conversation about how to ensure everyone does this. Feedback so far in Welcome Week has been really positive. - SJ will be putting in a bid in the next planning round for the Gold level of Report + Support which would provide enhanced provisions with regards to data reporting, campaign assets and strategy, risk assessment - SJ and AOP will be chairing Preventing and Addressing HArassment and SExual misconduct (PHASE) Working Group working group in the interim until the new VP PCI joined	
	AOP shared a question on behalf of Rob Bennett regarding the provision of more granular data to understand the picture in more detail, for example within schools. AOP confirmed this the data in this report is the information that is published externally but there may be options to provide further granularity internally. This must be balanced with preserving confidentiality as appropriate. AOP agreed to pick up with RB outside of this meeting.	**AOP will follow up with RB outside of this meeting**
	LL commented that the suggestion to share a summary of this annual report that could be shared more widely online for transparency is a good idea. LL asked whether EDISG is being asked to approve this suggestion to be taken forward.	
	SJ confirmed EDISG is being asked to approve this suggestion.	

	AOP shared that we do include a summary of this data within the EDI annual report. SJ and AOP will consider whether this is sufficient or whether we could expand on this with the provision of a wider summary. EM raised it would be important to consider how we are embedding links to signpost of Report + Support in relevant communications and how this impacts use of the platform. For example, communications on Trans Awareness Day significantly impacted on traffic to Report + Support site. SJ encouraged members of EDISG to explore the platform and its benefits. PL confirmed that EDISG approved this paper, including the suggestion to share a summary of this report to aid transparency.	

7	**Any other business**
	
	   1) **VP PCI Recruitment update**
	LL confirmed that the formal application process will close in 2 weeks. Gatenby Sanderson are managing the recruitment campaign and have shared that there is a really good level of interest in the role, with a high calibre of applicants. This indicates the great work and reputation that Queen Mary has in the area of EDI and social mobility.
	
	There is representation from student and staff representatives in the recruitment process moving forwards. The work is track with the recruitment timeline which aims to have someone in post in early Spring.
	
	   2) **Black History Month**
	AA shared that there is a variety of activities planned this year for Black History Month and she will share the programme when published.	

Next meeting: Wednesday 9 November 2022

**VP Report to Senate – Research and Innovation
October 2022**

This report covers the following updates:
- Knowledge Exchange Framework Results
- Queen Mary Impact Fund
- Research Culture
- Appointments of CEO of QMI and Director of Precision Healthcare University Research Institute

Knowledge Exchange Framework (KEF) Results

The results of the second iteration of the KEF were published at the start of October. KEF aims to explore data and explanations of the different ways universities work with their external partners, from businesses to community groups, for the benefit of society. The framework, drawn from our HEB-CI return, aims to allow universities to better understand and improve their own performance in knowledge exchange, and to provide external partners with other information to help them assess knowledge and expertise within English HEIs.

The image below shows Queen Mary's results against the seven KEF perspectives. You will see that our results are compared against the average for our 'cluster' (denoted by the black quintile line). Queen Mary is in cluster V, made up of very large, research-intensive universities. (Weblink: https://kef.ac.uk/dashboard)
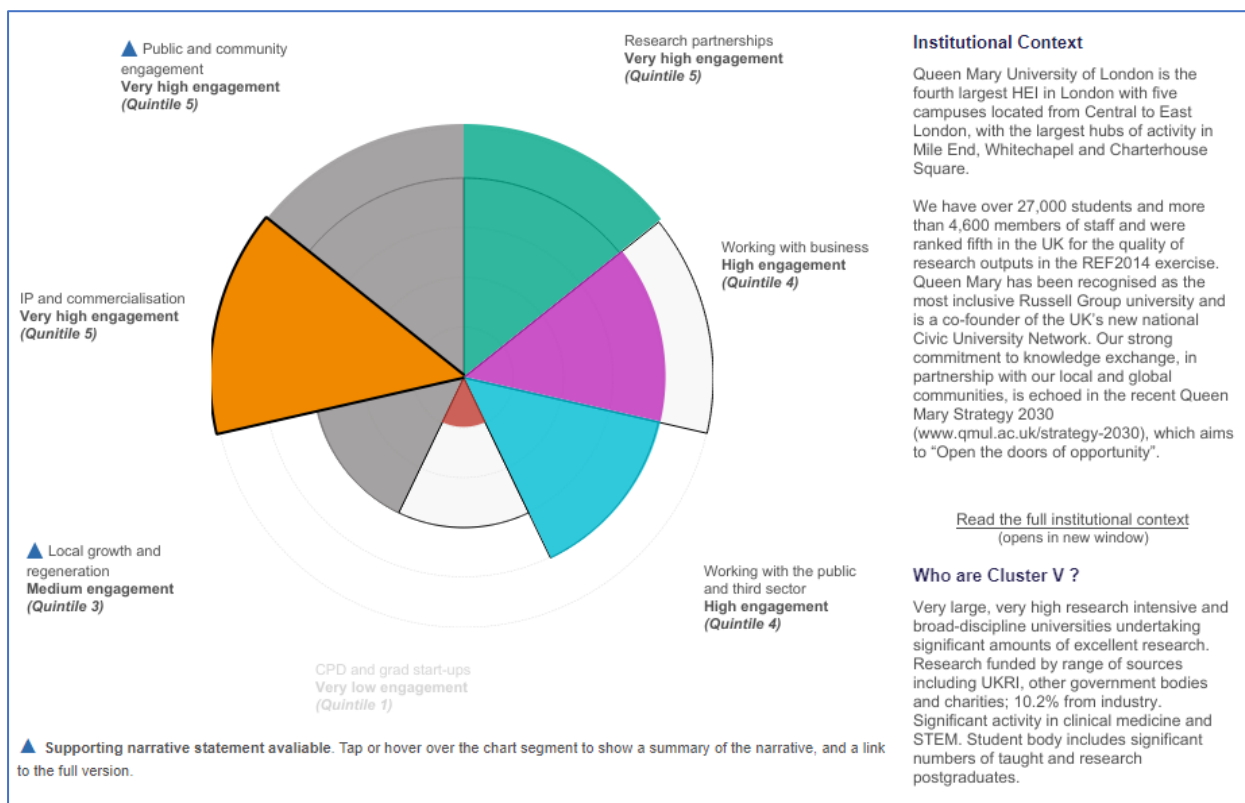
Our results confirm, once again, that Queen Mary is a leading institution in knowledge exchange. We perform particularly strongly against our cluster for IP and Commercialisation, Public and Community Engagement, and Research Partnerships. We also do very well in the perspectives for Working with Business and Working with the Public and Third Sector. This illustrates our commitment to and success in collaboration with external partners for the benefit of the economy and society, fulfilling

the ambitions of Strategy 2030 that we will "engage locally, nationally and internationally to create a better world." I congratulate all the researchers whose hard work is represented here.

Impact Acceleration Account Funding and the Queen Mary Impact Fund

Since we last reported to Senate, the embargo has lifted on the formal announcement of the most recent round of awards of Impact Acceleration Account (IAA) funding from UKRI. I am therefore pleased to report that Queen Mary now holds three IAA accounts over the period of 2022-2025. These are from the EPSRC (£446,573), MRC (£300k) and BBSRC (£300k). We also hold a one-year allocation from STFC (£70k). This funding is intended to support knowledge exchange, the acceleration of impact, and to bridge the funding gap between UKRI and other sources of funding to facilitate impact for the benefit of society

In the most recent round of IAA funding, UKRI harmonized the application process. Queen Mary was invited to apply for funding from EPSRC, MRC, BBSRC, STFC, AHRC and STFC in one round, enabling us to demonstrate how we would use this money flexibly and across research council boundaries to support a broad range of impact. ESRC did not take part in this harmonized process, and we await the outcome of our application to ESRC in December this year.

Senate will have noted that we were unsuccessful in two applications. We also received less money than we applied for in one successful application. One of the reasons for this was that the Councils in question did not consider that Queen Mary had a sufficient volume of research funded by that Council to justify the awards requested. This reiterates a point we have previously discussed at Senate, namely the importance of growing our research income from UKRI and of encouraging our researchers to be ambitious in applying for this funding.

IAA funding is available through the Queen Mary Impact Fund (QMIF), which operates two rounds per academic year (one opening in September, one in January). QMIF offers small grants (<£10k) and large grants (<£50k). The fund is topped up with an allocation of HEIF funding, which means that every researcher at Queen Mary is able to apply to QMIF for support. A review of applications to the fund over the past year showed that the majority came from S&E (59%), with fewer from FMD (29%) and HSS (8%). (4% of applications were joint between one or more faculties). I would be particularly grateful if Senate members from FMD and HSS could promote this fund within their Schools /Institutes and encourage colleagues to apply.

Research Culture

One of my aims for Queen Mary is to create a research culture which enables <u>everyone</u> to thrive and excel. This aligns strongly with our unique identity as a university which is both research-intensive and highly inclusive, and our ambitions to do more on both fronts. This autumn, we are beginning a programme of work to understand how we can further strengthen our research culture, building on the excellent work already underway within the Faculties and Schools/Institutes.

Our work has two main elements. The first is the development of a research culture strategy which reflects the views and concerns of our research community. To this end, we have invited all researchers to take part in a survey, followed by a series of focus groups, to enable us to hear their voices on where the opportunities and challenges are. We have split both the survey and focus groups by School/Institute, and will also be able to segment survey data by career stage (PGR to Prof), and separate out the views of our technicians and PS staff.

There are a large number of areas that could fall under a research culture strategy. Through engaging with our researchers, we will be able to identify which are the priorities for our community, and to build our strategy around them. Our aim is to pinpoint a short list of areas where we see the most opportunity to deliver real change over the next year. These will be shared with Research and Innovation Board in early 2022, with our strategy published shortly thereafter.

The second strand of this work will focus on celebrating our research successes. In January 2022, we will launch our first Research and Innovation Awards. The ceremony in April 2022 will recognise the astonishing scope and impact of the research and innovation we do here at Queen Mary, and the fantastic people and teams that make up our research community. We will also develop a more strategic approach to nominating Queen Mary researchers for external awards, working with the faculties, to ensure our colleagues are receiving the external recognition they deserve.

Key appointments

I am delighted that we are welcoming two new colleagues to our research leadership team this term. Some of you may have already met **Professor Claudia Langenberg**, who joined us in September as the inaugural **Director of our Precision Healthcare University Research Institute**. Claudia was previously Professor of Computational Medicine at the Berlin Institute of Health at Charité and Medical Research Council Investigator and Programme Leader at the MRC Epidemiology Unit at the University of Cambridge. PHURI will build on our powerful partnership with Barts NHS Trust to create a step-change in precision healthcare from East London, changing lives locally and globally through ambitious and innovative patient-focused research in diverse communities.

Earlier this month, we welcomed **Dr Phil Clare** as **CEO of Queen Mary Innovations**. Phil joins us from the University of Oxford, where he was Director of Innovation & Engagement. He has an enviable record of working researchers to translate technology and innovation to make a real difference to our global economy and society, and I am sure that his expertise will enable us to grow even more new businesses and start-ups from our research.