



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
Authors	Professor Sir Mark Caulfield, Vice-Principal (Health) Professor Frances Bowen, Vice-Principal (Humanities & Social Sciences) Professor Wen Wang, Vice Principal (Science & Engineering) Professor Stephanie Marshall, Vice-Principal (Education) Professor Colin Grant, Vice-Principal (International) Dr Philippa Lloyd, Vice-Principal (Policy and Strategic Partnerships) Professor Andrew Livingston (Research and Innovation)

FACULTY OF MEDICINE AND DENTISTRY – REPORT TO SENATE, December 2022

Faculty Budget

The Faculty generated £2.7m in period 3, £0.9m lower than budgeted. Year to date cash generation is £11.1m, £0.1m worse than budgeted. The unfavourable year to date variance is due predominantly to the tuition fee shortfall which is being partially offset by non-pay savings.

Cash generation is forecast to be £39.3m for the full year, in line with budget. Tuition fees are expected to be circa £2.5m lower than planned but is expected to be offset by additional funding body grants.

Key factors to note

- Tuition fees are £18.1m year to date, £0.6m lower than budgeted. Full year they are forecast to be £72.6m, £2.5m lower than budget.
- Research overheads year to date are £2m, £0.1m lower than budgeted. Full year they are forecast to be in line with budget.
- QMUL pay year to date is £15.4m, in line with budget.
- QMUL non-pay costs were £1.6m at period 3, £0.8m lower than budgeted. Non pay is forecast to be in line with budget.

Education update

Student Recruitment - Postgraduate

As set out in the October report, we have seen lower than target recruitment in our PGT courses, largely due to under recruitment to some distance learning courses and Masters level programmes.

In the October report, we projected a shortfall in PGT recruitment; the current position across FMD shows a shortfall of 219 students. This decreased tuition income has resulted in the financial position given above. This places even greater emphasis on ensuring we maximise opportunities for the recruitment in the next cycle and that targets are regarded as minimum. We will be looking to January entries to make good some of this shortfall.

A detailed breakdown is set out in the table below:

PGT New Students 2022-23			
	Headcount	Target	
Blizard	316	468	-152
BCI	132	170	-38
Wolfson	344	339	5
WHRI	251	267	-16
IHSE	70	71	-1
Dentistry	82	99	-17
Overall	1195	1414	-219

Undergraduate

As set out in the last report, we were close to target for Undergraduate recruitment this year – see table below for breakdown. It was especially important this year not to overshoot on MB BS and BDS recruitment. Overall the Faculty was 15 students short of target.

UG New Students 2022-23 (excluding Intercalating students)			
	Headcount	Target	Over/Under
Blizard	77	70	7
WHRI	49	50	-1
IHSE	404	423	-19
Dentistry	114	116	-2
Overall	644	659	-15

[nb a combined target of 120 was set for BSc Neurosciences and BSc Pharm/IT within Blizard and WHRI]

NSS Plans

The 2022NSS feedback highlighted a number of areas for improvement in core areas for the Faculty. The NSS Action plan as set out in the last report to Senate has now been submitted to the University and progress against this plan will be closely monitored by the Faculty Executive Board as we move through this academic year. There are four areas of primary focus:

- Student voice;
- Student learning experience (especially MME);
- Organisation and management;
- Assessment and Feedback

Digital Education Studio

Plans are maturing for digital education innovation under the leadership of the Faculty's Dean for Digital Education, Professor Chie Adachi. A business case for investment is being prepared and discussions are progressing with the University regarding how best to embed this within the broader University developments in digital education as part of a 'hub and spoke' model.

Research Update

Themes

The Faculty of Medicine and Dentistry (FMD) identified key multi-disciplinary and cross cutting themes in its five-year research strategy to unlock further opportunities to deliver the 2030 Queen Mary strategy. The faculty has been working towards realising this strategy through a concerted effort of bringing together academics through various focused events specifically organised to facilitate scientific collaboration and increase cooperation across our institutes and the wider University.

REF

The faculty is focused on improving its overall REF ranking and with research activity spread across three units of assessments (UoA 1- 3), recruitment of high calibre academics is an important strategic

objective. In the past few months, the Faculty has made some significant appointments including Professor Mary Collins as Director of Blizard Institute who joined the faculty as of the 1st October.

Links with Malta

The faculty organised and hosted a two-day research symposium in November 2022 with academics from QMUL Malta campus. The academics visited FMD research facilities, the Centre of the Cell and the Digital Environment Research Institute (DERI). The academics had an opportunity to interact with the staff in DERI and develop new potential collaborations. There was also a day of short research seminars where academics from both Queen Mary London and Malta presented their work with an aim of setting up further research collaborations and opening the opportunities to attract further research funding.

Grant income

The faculty has had a successful start to the year in terms of new awards won from various funding bodies including the MRC, EU commission and Cancer Research UK. New awards are set out in Table 1. A subset of some of the major awards are shown below in Table 2. The faculty has also had a string of very high impact publications over the same period in journals including Nature Genetics, Nature Cell Biology, Nature Communications with some receiving widespread national press coverage like the spread of monkey pox (mpox) infection in cisgender (cis) and transgender (trans) women and non-binary individuals assigned as female at birth published in The Lancet on the 17th November 2022. Over the last few months, the faculty has also been in the process of developing numerous multi-centre large collaborative bids (>£1M+) including the newly announced MRC Centre of Research Excellence (CoRE) and a CRUK Grand Challenge bid to be led by QMUL.

Table 1: Summary of research awards by value September to November 2022 (incl. partner costs) are shown below.

Institute	Sep/22 (£)	Oct/22 (£)	Nov/22 (£)	Total (£)
Barts Cancer Institute	£1,116,578.29	£946,541.60	£14,552,435.66	£17,009,259.64
William Harvery Research Institute	£1,904,750.31	£684,391.37	£2,926,372.44	£8,023,200.02
Wolfson Institute of Population Health	£2,961,322.71	£1,208,733.65	£3,255,752.28	£7,425,808.64
Blizard Institute	£209,397.47	£259,397.11	£3,416,206.87	£3,885,001.45
Institute of Dentistry	£79,889.00	£32,005.00	£0.00	£161,891.94
Faculty of Medicine and Dentistry	£6,271,937.78	£3,131,068.73	£24,150,767.25	£36,505,161.69

Table 2: Indicative major awards since September 2022 – November 2022

FMD Institute	Lead Investigator/s	Funders	Price to Funder
BCI	Nick Lemoine	CR-UK Cancer Research UK	£6,971,716.67
BCI	Thomas Powles	Merck	£3,717,957.39
WIPH	David Van Heel, Sarah Finer, Stamatina Iliodromiti	MRC Medical Research Council	£1,987,006.19
BCI	Marco Gerlinger	CR-UK Cancer Research UK	£1,518,425.58
BCI	Ozgen Deniz	CR-UK Cancer Research UK	£1,501,049.93
WHRI	Constantino Pitzalis	EU Commission - Horizon Europe	£1,210,784.27
WHRI	Shafaq Sikandar, Myles Lewis	CR-UK Cancer Research UK	£1,163,033.47
Blizard	Miguel Branco	MRC Medical Research Council	£887,982.47
WIPH	Seif Shaheen, Chris Griffiths	MRC Medical Research Council	£848,144.82
BCI	Pedro Cutillas, Faraz Mardakheh	MRC Medical Research Council	£780,011.50
Blizard	Pradeepa Madapura	MRC Medical Research Council	£747,155.69
WIPH	Thomas Hamborg, Chris Griffiths	Health Effects Institute	£571,428.57
	Vanessa Apea	MCSBHT Medical College of St Bartholomew's Hospital Trust	£501,263.34

Other areas of activity

Capital Projects

We were very pleased to be able to announce in November the full £11.1m refurbishment programme for the Garrod Building in Whitechapel which will become the new home for the Barts and the London Student Association and the Institute for Health Sciences Education. This programme will also include a new computer learning suite and an upgrade of teaching rooms to meet the needs of the new curricula. The project also complements the £935k development of a floor of Lynton House in Ilford as a new clinical skills teaching hub.

Last month we were also able to announce a £438k upgrade to the Centre of the Cell's main pod (STEMPod) located in the Blizzard building. Since its opening in September 2009 Centre of the Cell has inspired more than 228,000 young people from East London and beyond through an immersive experience about cells and biomedical science in STEMPod and science shows and workshops in Neuron Pod. The revamp will provide the space with state-of-the-art computer and film technology and a refresh of activities and film to reflect the latest in biomedical research at our University.

All of the above projects were supported financially by the University.

We are also in discussion with the university regarding the potential acquisition of commercial office space in the proximity of Charterhouse Square to enable expansion of our Faculty in line with our enabling plan that underpins the University's Strategy2030.

Celebrating our staff success

Last month we celebrated the success of all our recently promoted academic staff - we extend our congratulations again to all academic staff whose work, passion and dedication was recognised, whether working in teaching, research or other capacity.

In November we also held the first FMD Awards ceremony and celebrated the dedication and success of many of our academic staff and our Professional Services staff. The evening was very well received and the Faculty intends to have this as an annual event as a way of recognising its staff. A portfolio of the evening's celebrations is at the following link:

https://www.flickr.com/photos/qmul_image_library/albums/72177720302954071

Visit of King Charles to St Bartholomew's Hospital

On Wednesday 23rd November 2022 the King visited St Bartholomew's Hospital to celebrate the success of the heritage appeal for the Great Hall and met staff including the Vice Principal for Health who when we shared that in Medicine and Dentistry our primary mission is to train, doctors, dentists and Life Scientists for the future of healthcare. The King asked how both our staff and students were as a result of the pandemic. I indicated that this had a substantial impact on both our staff and students' ability to create the student experience we aim for that also we were encountering more challenges in health and well-being. He also spoke about the lasting impact of Long Covid. The King then met our breast cancer team from the Barts Cancer Institute at QM led by Peter Schmid. together with a patient the team briefed the King on fundraising for a new Breast Cancer Centre and their pioneering work on triple negative breast cancer which has transformed opportunities for women.

Humanities and Social Sciences VP Report to Senate - December 2022

Research and Innovation

New European Research Council (ERC) Starter Grants

Three HSS colleagues were awarded ERC Starter Grants in October 2022: Sydney Calkin (Geography), Carlo Inverardi Ferri (Geography), and Cristina Moreno Almeida (SLLF). All of the grants awarded were in excess of £1 million, and we believe that this is the first time that a single School (Geography) has been awarded two ERC grants in the same round. Significantly, Calkin (2019) and Moreno Almeida (2022) were both appointed as part QM's Strategic Investment Fund investment in IHSS Fellows; their success shows the potential of this scheme to drive uplifts in research grant income.

Sydney Calkin will be working on a project exploring the phenomenon of self-managed health in which people obtain treatments and medicines outside of the medical system. She is collaborating with Roberta Buccafusca, a colleague in the School of Physical and Chemical Sciences. Carlo Inverardi Ferri is exploring climate change mitigation and illicit economies and the resulting implications for ecological governance, focusing on global photovoltaic industry production networks in three geographical sites - China, Ghana, and India. This exceptional success further illustrates the research strengths of the School of Geography. The school's research income thus far for this year is £2.5 million, and in the last academic year, the school submitted applications for £16.45 million in research funding on topics ranging from AI to glacial geomicrobiology. Geography currently leads the IHSS 'Digital Lives' and 'Re-thinking Work' themes and has recently established two new research Centres together with colleagues in SPIR and History: the Latin American and Caribbean Research Centre (QMLAC) and the Centre for the Study of the Nineteenth Century and its Legacies.

In SLLF, Cristina Moreno Almeida's ERC Starter Grant of £1.8 million is for her 5-year research project "Digital Al-Andalus: Radical Perspectives Of and Through Al-Andalus". Looking beyond the dominant Anglo-centric datasphere, the project will enable us to better understand the role of digital media in shaping historical events among different, but related, reactionary groups. This new perspective responds to the urgency of fighting online hate, radicalism, and misinformation in the digital age.

HSS Student Research Project Bursary Scheme

The autumn 2022 round of the HSS Student Research Project Bursary Scheme has successfully been launched, with 36 projects approved and in the process of recruiting students. This scheme gives students on HSS taught programmes the opportunity to gain research experience by assisting academic staff on research, scholarship or innovation projects. Over 130 students have benefitted from the scheme since its launch in 2021.

Arts Council England NPO funding for People's Palace Projects and Wasafiri

Wasafiri and People's Palace Projects have both had their NPO status renewed until 2026. People's Palace Projects, an arts research centre bringing together artists, activists, academics and audiences to challenge social injustices through the power of the arts, will receive £400k over the next three years. Wasafiri, the UK's leading magazine for international contemporary writing, has been awarded £180k. Whilst funding uplifts are modest, they are still very good news given the swathe of cuts to London-based arts institutions.

Education

KPI: Not Eligible to Progress (NETP)

HSS is focused on addressing the recent changes to our Not Eligible to Progress (NETP) data at both a Faculty and School level. Discussion of NETP was incorporated into each School planning meeting in November. Focus of discussion was on underlying reasons for lack of progression (relative balance between academic failure, student withdrawal etc., which is different in each School); Whether we would expect non-progression / continuation issues to continue at 2021/22 rate in future years, and what we could do to influence this; and how progression connects with other strategic issues in each School (e.g. entry tariff, student satisfaction, proportion of students from clearing etc.). A deep dive is being undertaken in Schools with the lowest NETP, within the overall faculty approach to focus on detailed action planning in the areas most affected.

Student engagement

We are reviewing our policies and practices on monitoring engagement. We have an incoming post at Faculty level that will manage Student engagement across the Faculty with the aim to standardise the approach and the platforms used to monitor engagement and interventions for those students who are at risk of not progressing. In addition, several schools have developed initiatives to address student engagement. For example:

- SLLF is sending incentivised questionnaires to all students who withdrew or failed academically to understand their experience. They will then offer an incentive/voucher to those who agree to be interviewed to maximise the data available. They are also looking to create an LEA policy and work on QEngage
- Law is working with student researchers to understand assessment and the student experience
- SPIR h bid for Faculty funding to run a student research project on learning community and are holding focus groups.
- History is about to recruit a Student Engagement Manager to monitor engagement.
- Geography has been supported by the Faculty in writing a communications strategy and will be holding focus groups with students to discuss issues around disengagement
- SEF has a Westfield funded project 'Conversations with Students' to help understand why students attend university and their motivations for engagement with their studies. There is active engagement monitoring in place and the Senior Tutor meets with all students considering withdrawal to discuss their circumstances, what support they can provide, and the most appropriate course of action.

Senate: 15.12.2022
Paper Code: SE2022.21c



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 October 2022 – December 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

During this period, the Faculty have hosted several successful and prestigious events including the launch for CAISE, Professor Richard Buggs Inaugural Lecture and a talk from NASA engineer Alumnus Dr Ashitey Trebi-Ollennu. 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. The Faculty has also made a number of staff appointments; Jen Morgan has started with us as Faculty Strategic Research Manager, Michelle Tuohy as School Manager SEMS and Karen Harvey as School Manager SBBS.

Research

From October to December 2022, the Faculty has continued to be successful in winning a number of grants amounting to over £12M. This includes prestigious fellowships and significant large grants such as a Wellcome Trust Discovery Award in Molecular Mechanisms, STFC consolidated grant: Astronomy Research, a joint collaboration with SPCS and a Defence Science and Technology Lab.- GOV UK award for DSTL EME hub partner costs in EECS. We are also delighted to have been awarded an EPSRC core equipment award, for sustainable energy equipment related to batteries (SEMS) and equipment for analysis of human interaction (EECS and SBBS).

On the evening of 16th November, Professor Richard Buggs delivered his Inaugural Lecture entitled Trees of Life. During the lecture, Richard reflected on life as a Biologist and a Christian and on religious and ethnic inclusion in the Biological Sciences. We were delighted to be joined by Paul Ramsbottom, Chief Executive of the Wolfson Foundation, and colleagues from Royal Botanic Kew, where Richard is also a Senior Research leader.

On Wednesday 16th November, NASA engineer Alumnus Dr Ashitey Trebi-Ollennu (Avionics BEng, 1991) returned to SEMS to explain how to drive a robot on Mars and shared insights into the famous Mars Rover launches. Further details can be found here:

<https://www.sems.qmul.ac.uk/news/6159/homecoming-nasa-engineer-alumnus-dr-ashitey-trebi-ollennu-avionics-beng-1991-explains-how-to-drive-a-robot-on-mars-and-shares-insights-into-the-famous-mars-rover-launches>

Education

On Monday 31 October, a well-supported and successful launch for CAISE was held in the Octagon. We welcomed guests from Imperial, UCL, the British Science Association, as well as from across the university and the sector. Dr Mark Richards from Imperial College London spoke on his “Strengthening Learning Communities” project. Some of the excellent work already taking place on academic inclusion across the Faculty was showcased in poster presentations, delivered by the CAISE leads from each of the S&E Schools. This launch event has raised the profile of the Centre, which will now embed its work in our Schools in support of the 2030 strategy and Faculty enabling plan.

An integral feature of the QM Education Approach, the Active Curriculum for Excellence (ACE), are the “small active learning groups”. Working as a QM Academy Fellow, last year, Dr Lesley Howell piloted the use of PLTL for active learning in small groups in chemistry modules, facilitated by Peer Leaders: students who had studied those modules in the preceding academic year. In Semester A of the current academic year, building on last year’s success, Lesley is developing PLTL in SPCS, and Dr Sally Faulkner is piloting PLTL across related first and second year biology modules in SBBS. Lesley and Sally have won a grant from the Westfield Fund to address training needs for our Peer Leaders and are publishing on their initial experience of PLTL. The first paper has just been accepted for publication in “Advances in Peer-Led Learning”: the open access journal of the PLTL International Society. We are now in the process of training Peer Leaders for Semester B and working with colleagues across the university to identify potential new PLTL modules for the next academic year.

The Faculty is working with S&E Schools to devise and support actions that further enhance the student experience. We anticipate that this will be reflected by NSS results that build on the significant improvements recorded across several S&E Schools and disciplines in NSS 2022. Building on work initiated with our Directors of Education at the spring Education Away Day (08 March 2022), and as members of the university’s NSS Taskforce, our Dean for Education, Deputy Dean for Education (Quality & Standards) and Faculty Education Manager are working to refine and support the Schools’ NSS Action Plans. As part of this initiative, we are identifying and sharing good practice, as well as helping to identify priorities ahead of NSS 2023 and NSS 2024.

In order to improve data-driven decision making at School level, the Dean for Education is currently running training sessions for Heads of Schools, Directors of Education and key colleagues in accessing and interpreting student experience metrics from the Teaching Excellence Framework (TEF), NSS and NEtP dashboards. It is envisaged that this will support School leadership teams in prioritising and developing interventions that address those aspects of the student experience requiring the greatest improvements, as well as strengthening the identification and evaluation of the great work already in progress across the Faculty.

EDI

In EDI, SEMS have requested an extension of their existing award to the new five-year awarding period. Meanwhile, the SBBS and SPCS have both submitted requests to transfer their existing Silver Athena Swan awards, following their School restructures, with SPCS also seeking an extension of their existing award to the new five year awarding period, to align with SBBS. I am pleased to see that staff from all Schools within the Faculty have participated in Black History Month activities during the month of October, including Lunch and Learn talks from Dr Tippu Sheriff from SPCS, on inclusive curriculums in Chemistry, and Dr Folashade Akinmolayan Taiwo from SEMS, on intersectionality in Engineering.



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	<p>This paper provides an update on:</p> <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
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 – December 2022

Education Leadership

1. The Director of Education and Programme Director Fora took place in October, and included discussion of the National Student Survey and the 2023 Teaching Excellence Framework (TEF).
2. An Education Away Day took place on 24 November, with a particular focus on the TEF. Heads of School, Institute Directors and Directors of Education from across the University were invited to attend, in addition to Faculty Education teams. Further work is now being undertaken to collate additional evidence for the University's TEF provider submission.
3. Members of Senate are invited to note that since the last meeting, the Vice-Principal (Education) has recently been appointed as Chair of AccessHE's Evaluation Working Group.
4. Senate is asked to note that the 2022/23 round of Education Excellence Awards and President and Principal's Prizes will open shortly, with a presentation event expected to take place in early 2023.
5. Senate is also asked to note that Professor Christina Perry will complete her term as Dean for Education in the Faculty of Humanities and Social Sciences at the end of 2022.

Teaching, learning and assessment

6. The Assessment Sub-Board of EQSB recently held its first meeting, and a discussion of the work of the Sub-Board took place at the last EQSB meeting.
7. Work is currently underway to update the University's Degree Outcomes Statement.

National Student Survey

8. The Office for Students recently published the outcome of its consultation on the future of the NSS. With effect from the 2023 survey, there will be a number of changes in the survey questionnaire and to the response scales. The 'overall satisfaction' question is being removed for institutions in England, and new questions on mental wellbeing and freedom of expression will be added (the latter for English institutions only). The answer scale will be reduced from five to four options.
9. The NSS Taskforce has recently been reconvened, and is discussing action planning in response to the 2022 NSS results.
10. The 2023 NSS will open in the week commencing 23 January. A promotional plan for the 2023 survey is in the process of being developed.

Student Surveys

11. A survey on campus spaces and facilities is currently open for responses. All students on London based campuses have been invited to participate. Over 2,200 students have

completed the survey, which is a significant increase compared to the 2021 survey.

12. Queen Mary will be participating in the Postgraduate Taught Experience Survey (PTES) and the Postgraduate Research Experience Survey (PRES) during 2022/23.

Queen Mary Academy

13. The next Queen Mary Festival of Education will take place from 18-20 April 2023. The Festival of Education brings together educators to celebrate and share their practice, and will explore the theme of Inclusive Education, addressing the visible and hidden barriers to success and exploring pedagogical approaches that open the doors of opportunity for all. Further details and the call for contributions will be announced shortly.
14. The Queen Mary Academy's Annual Impact Report for 2021/22, which sets out the wide range of work undertaken by the team during the last academic year, was recently presented to EQSB.

Office for Students and regulatory matters

15. EQSB considered at its last meeting an analysis of the B3 (minimum student outcomes) indicators. These show that there are nine split indicators out of a total of approximately 650 where the University is below the relevant threshold.
16. The OfS has also now published its prioritisation criteria for assessing compliance with Condition B3 in the 2022/23 academic year. Up to 20 institutions will be selected for compliance, with investigations to cover continuation, completion and progression amongst full-time first degree and postgraduate taught masters' students in the following subject areas:
 - Business and management
 - Computing
 - Law
 - Psychology
 - Sociology, anthropology and social policy
 - Sport and exercise sciences
 - History and archaeology
17. The OfS will decide which institutions to assess by considering: the number of students affected by performance below the numerical threshold in the prioritised category; the distance from the relevant threshold; the statistical certainty; the number of other indicators/split indicators below the threshold; and any other regulatory intelligence.
18. Of the nine split indicators where Queen Mary is below the relevant threshold, one of these falls within this scope (History PGT – progression). The History PGT progression split indicator has a denominator of 40 students, and the indicator value is 68% against a threshold of 70%. However, the OfS guidance also states that they expect to undertake assessments of compliance where there is strong statistical evidence (which is around 90% or higher). The History PGT progression indicator shows that 61.4% of the statistical uncertainty distribution is below the numerical threshold.
19. The TEF indicators and guidance were published in October. Work is underway on the TEF provider submission, which can be up to 25 pages long and needs to be submitted no later

than 24 January 2023. The development of the TEF submission was a major area of discussion at the Education Away Day on 24 November.

20. Subject-level TEF data has been shared via the Faculties, showing where Schools/Institutes are above, below, or in line with the relevant benchmarks. As a number of the TEF indicators are below benchmark, work will commence to improve NSS performance ahead of the next TEF (which is expected to be in 2027). This is being taken forward through the individual School/Institute NSS action plans. In addition, a series of four 'world café' style away afternoons are to be run by the Queen Mary Academy in 2023 for Heads of School/Institute, Directors of Education, and Faculty Education Managers. This will be focussed on assessment and feedback, advising, student voice, and teaching.
21. The OfS recently consulted on the approach to the next cycle of Access and Participation Plans. An institutional response was submitted. It is anticipated that the next APP will need to be prepared during early-mid 2023.
22. The University was recently informed that its variation request submitted in the summer, in response to the OfS' new guidance, has been approved.
23. The Office for Students has recently [published](#) updated guidance on mitigating the impact of industrial action. The updated version of this document sets out further details of the OfS' expectations on institutions, including the expectation that 'providers...make up for any teaching time or learning that students lose'.

Vice-Principal (International) Report to Senate

External Risk

Geopolitical tensions between UK and China have been high in the past year with the China Research Group in Westminster urging the Prime Minister to take stronger action against what they perceive to be a growing Chinese influence within the UK. One step which has been referenced by the PM during his leadership bid was to close down Confucius Institutes across UKHE and this has been discussed at sector level over the past month. Whilst this might still happen, Rishi Sunak and in a wider western context, Joe Biden, have sought to calm some of these tensions with China during the recent G20 summit.

Whilst many universities are significantly exposed to any politically influenced disruption to student recruitment from China, Queen Mary's reliance is at the lower end of the Russell Group¹, with just 25% of our new UG and PGT overseas student enrolments coming from China.

There has also been a media focus in the past week on the growing number of International Students and their dependents who have entered the UK in the past year as part of record immigration figures. There is a growing feeling in the sector that the government may take steps to limit the number of dependents who are able to travel to the UK with students. Any action along these lines is unlikely to impact recruitment to Queen Mary significantly.

International Student Recruitment

January 2023

Applications for postgraduate programmes starting in January have now closed. IFY applications will remain open until the beginning of January. Application and deposit data is very encouraging and indicates that we enrol around 300+ overseas students at masters, pre-masters and foundation level. 64% of deposit payers are from India and 18% from China.

Deposits paid (24/11/22):

- MSc Management x157
- MSc Banking and Finance x136
- MSc Management with Integrated pre-masters x26
- Standalone pre-masters x26
- MSc Genomic Medicine x17
- HSS IFY x21

Overseas & EU UG (September 2023)

Application data at UG level is broadly positive with applications up by 18% yoy. Applications have increased from all of our major overseas markets with the exception of China and the US. There has been notable growth from India, Kuwait, Saudi Arabia, and overseas students based in the UK.

Foundation applications are also up (12% yoy) across our stand alone and integrated programmes. The ISEFP is currently the foundation programme with the most applications (33% increase yoy) with the majority coming from our major Middle Eastern markets.

We are treating the UG application data with a degree of caution and await a more detailed breakdown from UCAS on our performance against competitors and the sector. We will have a better idea of our position after the main UCAS application deadline passes at the end of January.

¹ In 2020/21 two-thirds of the Russell Group had more than 67% of their student enrolments from China.

Overseas & EU PGT (September 2023)

The recruitment picture at PGT level is also encouraging with applications increasing yoy by 15% and almost 1k deposits already paid. Application growth is once again being driven by India (up by 61% yoy) but it is also encouraging to see new PGT applications from China increase by 1% despite the recruitment challenges for universities that are ranked outside the QS top 100. China remains Queen Mary's biggest application market by some distance despite the growth from India. We have also seen significant application increases from West Africa (Nigeria +86% & Ghana +124% yoy) but conversion rates from this region tend to be low in comparison to equivalent size application markets (e.g. Thailand or Taiwan).

International Partnerships

TNE

Ain Shams University, Egypt and FMD have submitted a bid together for the [British Council's Going Global partnerships Scheme](#), to develop a CPD course in Digital Health. If successful, the application will provide funding (£30k) to develop the project which aligning to the British Council's aim to support greater internationalisation of HE institutions and TNE.

Queen Mary (FMD) was recently successful in a bid for Commonwealth Shared Scholarship funding. Working together with [Windle Trust International](#), the scholarship scheme will provide funding to applicants from Kenya and Uganda. Two scholarships per year will be available, enabling opportunities to students when funding is limited.

New Partnerships signed

Nanjing Normal University, China – MoU (HSS)
University of Business and Economics – 4+1 (SEF)
OP Jindal Global University – 4+1 (expansion to SOG)

Student Mobility

Incoming Student Mobility

Final enrolments for autumn 22 and full year 22/23 Associate Students were confirmed as 550: 335 fee paying study abroad students and 215 exchange.

The Global Opportunities team predicts to host a total of 480 Associate students for the spring 23 semester, based on firm accepts:

319 full time study abroad fee paying
17 part time study abroad fee paying
144 exchange

Queen Mary Summer School

19 summer courses have now been confirmed to run as part of the 2023 Queen Mary Summer School.

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).*

Queen Mary Global Policy Institute and International Communications

Queen Mary partners with Cornell as part of new 'Global Hub' initiative



On 4 November Queen Mary announced a cooperation agreement with Cornell in a collaboration focused on research and exchange opportunities.

The announcement, timed to coincide with Cornell's "Innovation. Resilience. Change." event in London, featured on the front page of Queen Mary's website and [LinkedIn](#) and also generated coverage in [The PIE](#) and [India Education Diary](#).

Academic Policy Pathway Leads

Following a competitive process, we are delighted to confirm we have offered positions to three colleagues to join us as Policy Pathway leads:

[Dr Jonathan Filippou](#): Health, Recovery and Reform

[Dr Matthieu Burnay](#): Rights, Inclusion and Diversity

[Professor Christophe Eizaguirre](#): Resilience and Sustainability

They will be defining an inclusive scheme of work to engage internal and external experts by creating communities of practise and translating our research to meet our mission: to be a leader in global research and policy solutions, upholding Queen Mary's commitment to positive social change, community participation and diversity of views.

Publications

Opinion pieces, articles, news items and policy briefs (Oct-Nov)



[The role of experts and evidence informed policies in the management of the Covid-19 pandemic and vaccine rollout: Evidence from sixteen countries](#)

Project Report co-authored by Dr Stella Ladi, Dr Dimitra Angiotatou, Dr Kirsty Gardiner and Angelos Angelou.



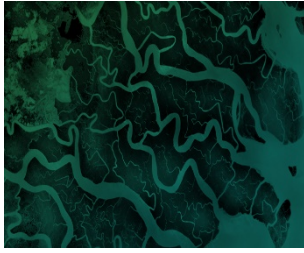
[Shift: Universities in Transformation - How Covid-19 Shaped the Universities of the Future](#)

GFCC report with contributions from Professor Colin Grant and Professor Ioannis Kokkoris.



[Interactive map on Covid-19 vaccination policies](#)

Launch of interactive map by Dr Stella Ladi, Dr Dimitra Angiotatou, Dr Kirsty Gardiner and Angelos Angelou with information on how countries employed expertise and evidence-based policies to the management of the Covid-19 pandemic and vaccine rollout.



[Nigeria's Climate Change Response: Analysis of the 2021 Nigeria Climate Change Act](#)

Policy Brief co-authored by Dr Fernando Barrio, Angela Mutsotso and Atayi Babs analysing the 2021 Nigeria Climate Change Act, discussing key features of the Act while providing an overview of the institutional and legislative climate framework.



[QMGPI works with Government of the Punjab to provide CPD training and sponsorship for Masters students](#)

News story on Queen Mary providing CPD training programmes for public sector professionals in the Punjab and sponsorship for Masters students as part of a new agreement with the Government of the Punjab, Pakistan, brokered by the QMGPI.



[In conversation with Professor Rodrigo Correa-Oliveira and Dr Belinda Nedjai](#)

The first in a series of 'In conversation with...' interviews from the QMGPI featuring Professor Rodrigo Correa-Oliveira, Vice-president for Research and Biological Collections at Fiocruz, a key partner in Latin America and participant in the Brazil Accelerator Fund II funding call.

Resilient Futures Pakistan Initiative (RFPI)

Co-convened by Queen Mary University of London and the English-Speaking Union of Pakistan, the pre-launch for the **Resilient Futures Pakistan Initiative** took place on Wednesday, 26th October 2022 at the Pearl Continental Hotel, Karachi.

The initiative is focusing on building resilience for communities and the environment in Karachi, enabling lasting knowledge amongst partners and promoting mobility between Pakistan and the UK.

Executive Programme on Cyber Security for Policy Makers

In November, the QMGPI coordinated the delivery of a successful executive training programmes to Malaysian Ministries. The programme covered the *Legal aspects of cyber security* and *Cyber-security policy frameworks*.

Mentorship Scheme

We have collaborated with [QMentoring](#) to connect our [Fellows](#) with Queen Mary students who have an interest in developing relevant skills and/or considering a career in policy, government and related industries.

We are delighted to report that Dr Simon Tiberi, Dr Roberto Alvarez and Dr Manu Mathur have volunteered for the November intake, and we will look to produce some case-studies at the end of the programme (April 2023).

Global Alumni Engagement

Dr Ashitey Trebi-Ollennu

As part of DDAE's 'Alumni Angles' lecture series the alumni team hosted Queen Mary alumnus and NASA Jet Propulsion Laboratory engineer Dr Ashitey Trebi-Ollennu to talk about NASA's mars robotics missions, his work building the mars rovers and how his time at Queen Mary prepared him for this. The event was chaired by Professor Hazel Screen our Head of QMUL School of Engineering and Materials Science and with more than 100 students, staff and alumni crammed into the People's Palace auditorium. For photos please [click here](#) or to read more/watch the live recording [click here](#).

As part of his visit to Queen Mary Dr Trebi-Ollennu was taken on a tour of the Robotics lab and the Aero lab in the Engineering building.

Queen Mary France Alumni – Paris chapter launch

On Monday 28th, the alumni team launched the 'Queen Mary France alumni chapter – Paris' at the University of London in Paris. Over 70 guests attended including alumni, students, prospective students, staff and University Partners including a representative from Sorbonne University, ULIP, British Council and Dauphine. Hosted by Professor Ioannis Kokkoris, and featuring a keynote speech by Thomas Barry, Counsellor for Europe and Global Issues at the British Embassy. Thomas spoke to guests about transnational education mobility, Franco-British relations and the importance of alumni networks.

Alongside this, the DDAE team, supported by academic colleagues, met with QMUL alumni across Paris this week. Our conversations with these graduates, who occupy senior positions in the legal, banking and consulting sectors, amongst others, focused on building long-term relationships. Already these conversations are opening up new partnership opportunities, identifying mentors and student career pathways, unlocking new ideas and paving the way for long term support and engagement.



International Research and Innovation

QMUL had two major international commercial successes for its spin-out companies this year.

VacV Biotherapeutics (“VacV”) has spun out of Barts Cancer Institute following 20 years of pioneering research by immunotherapy experts Professor Yaohe Wang, Professor Nicholas Lemoine, and their team of internationally renowned cell and gene therapy researchers. The Company has attracted a \$3 million investment from Proxima Ventures, which is used to complete preclinical studies and build the team.

VacV’s technology platform addresses many of the historic challenges faced by oncolytic viruses and enables patient’s immune system to recognise and target cancer cells and have made a significant difference to cancer treatment. The company has developed a promising pipeline of therapeutic candidates and is initially focusing on a range of refractory solid tumours including pancreatic ductal adenocarcinoma, glioblastoma and metastatic colorectal cancer amongst others.

Veritone, Inc., a US-based AI company has acquired the video recognition technology and related intellectual property developed by Vision Semantics Ltd (VSL), a spin-out company founded by Sean Gong, QMUL Professor of Visual Computation. VSL is internationally renowned for its technology for Person Re-Identification (RE-ID), a privacy preserving computer vision technology for public safety and security applications.

Senate update: VP, Policy and Strategic Partnerships: October 2022 – December 2022

London City Institute of Technology (IoT)

The IoT is now open with 208 students enrolled across Queen Mary and Newham College (for us: 59 at L6 and 21 at L7). A further 60 students are due to enrol mid-year at levels 3-5. Plans are underway with our partner Newham College and anchor employers to develop our curriculum offering for future years - areas being investigated include robotics and the hydrogen economy.

A bid for an additional grant funding of £1.26m has been made to the GLA. If successful, this funding will be used to procure additional specialist teaching equipment that was descope from the project in order to remain within the original grant funding envelope of £28m.

Progress to reinstate the damage to the lower floors of the building has been slow, however the insurers have now accepted policy liability and we are hopeful of reaching a point where works can begin to reinstate the damaged floors. Further meetings with the insurers are scheduled to take place in early December.

We are also:

- Continuing work with our IoT partner, Newham College, to raise the profile of the IoT
- Organising a launch event for Spring 2023 and liaising with the Department for Education regarding a proposed ministerial visit.
- Working with our anchor employers to establish links with their substantial supply chains and organisations that they have commercial relationships with as part of developing our offer.

Executive Education/CPD/Enterprise Activities

Overall

- 2022 annual business plan to be extended to July 2023, to bring future business plans in line with QM academic/ financial years.
- New Business Development Manager (Malta) is now in position. Part of Naomi McDonald's remit will be to develop short course activity at Malta campus.
- Design, Development and Delivery of Open Recruitment Courses
 - Impacts of Disease on Environment and Health (WIPH) scheduled for March 2023
- Design, Development and Delivery of Bespoke Training Courses
 - Legal Aspects of Cyber Security, Universiti Sains Malaysia (CCLS) successfully delivered November 2022
 - 4 x Medical skills courses, iEdge Agency (Blizard) proposed for Summer 2023
 - Quality Assurance and Branding of Third-Party Products and Services
 - Governance structure being designed to formalise this area of work.
- 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)

Degree Apprenticeships

Recent activities and achievements include:

- Successfully passed the Designated Quality Body in England (DQB) process quality assuring our end point assessment process for all three relevant apprenticeship standards.

- Undertaking internal audit and compliance checks. External Consultants have been recruited to conduct readiness checks for Ofsted inspection and ESFA audit, and the first of these checks began on 28th November.
- A tactical solution for key risks around our apprenticeship provision is being undertaken and includes provision for IT and process improvement to streamline and reduce the administrative workload.
- The institutional Self-Assessment Report (SAR) and Quality Improvement Plan (QIP) are starting to be prepared and will draw on each programme's own SAR and QIP.
- Employers survey and apprentices survey are now closed, and the results are being analysed
- A destination survey has been sent out to apprentices who studied at QMUL for the last two years: closing date is 9th Dec 22.

Public Engagement and Civic Responsibility

Highlights and ongoing work related to public, community and civic engagement at Queen Mary include:

- The annual Public Engagement Large Grants round received 18 applications (compared with 13 in 21-22) and has awarded 7 grants of up to £10,000 for public engagement projects. The monthly Small Grants scheme will continue to operate through to May 2023.
- Planning has begun for the next [Festival of Communities](#) which will be taking place on the 10th and 11th June 2023. Staff, students and local community organisations will be invited to pitch activities to be delivered at the Festival as part of the participation call opening in January. The Call will be supported by funding, advice sessions and training delivered by the Centre for Public Engagement.
- Work is underway to map Queen Mary's existing civic work, and is expected to be completed in early 2023.
- The second East London Research Network meeting is scheduled to take place on the 8th December, which brings together over 100 colleagues working on projects related to East London. The membership spans all three faculties and includes researchers at all career stages, including PhD students.
- Philippa Lloyd was an invited speaker at an event hosted by the Royal Society and the NCCPE on "public and societal engagement in universities" which brought together over 100 senior leaders in UK universities to discuss public engagement in the 2021 Research Excellence Framework and the wider culture of public engagement in Universities.
- Queen Mary will host the first conference bringing together Citizens UK community organisers and universities who are Citizens UK members. Exploring the role of community organising in forming relationships with local communities and universities, this conference will provide practical case-studies of how this works in different universities for the mutual benefit of research, teaching, the community and knowledge exchange. This will be taking place in the Graduate Centre on Wednesday 18th January.
- Queen Mary was ranked in the top 20% (highest quintile) of English universities for Public and Community Engagement in the second iteration of the Knowledge Exchange Framework, retaining our position as a leader in knowledge exchange activities.

Arts and Culture

Recent and ongoing activities include:

- Cultural Advocacy Fellows: the scheme was launched on the 27th October with a conference on 'Unexpected Solutions' in the Octagon, which was a great success. 10 new fellows have been appointed, including Simon Mundy a writer and advisor to Labour and the Lib Dems on cultural policy; Thorsten Dreyer, a local authority cultural policy consultant; Niamph

Dowling, Principal of RADA; Deborah Williams, Executive Director for the Creative Diversity Network; and Munsur Ali, Deputy Chair of the City of London's Culture committee. Future projects include: an advocacy training programme; evidence sharing between organisations; and a consultation with the GLA on their future creative industries institute.

- The first stage of Arts Council England's funded Spotlight Youth Arts - developing a methodology for creative youth work in collaboration with Camden Roundhouse, The Yard Theatre, The Albany and Richmix - came to an end, with a roundtable for the wider sector in November. New funding bids to extend the project in collaboration with QM researchers in Wolfson's HEAL project are in progress.
- The Arts and Culture team is supporting the planning stages for the 900th anniversary of the founding of Barts Hospital in 2023 with a potential arts and health celebration.
- Arts and Culture has been consulting with and supporting our partners who were not renewed as Arts Council National Portfolio Organisations, including Donmar Warehouse and Project Phakama, with the ambition to collaborate on funding bids and projects to enable their long-term planning.

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. Our second sustainability week ran successfully with good engagement from students. We are also in the process of seeking to recruit a new Head of Sustainability.

With thanks to Dr Fernando Barrio for his leadership, our delegation to COP27 included members of all three faculties, and it covered a mix of medical, engineering, and social sciences to showcase the University's interest and strengths in climate change and sustainability with an inclusion angle (see photo below).



Latin American initiatives

We now have over 130 Masters and PhD students from Mexico, Chile and Colombia registered with us this academic year.

Appendix 1

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

Sheila Gupta retired from Queen Mary at the end of July following her tenure as Vice Principal People, Culture & Inclusion. In the absence of a Vice Principal People, Culture & Inclusion, and in the interim period whilst a successor is appointed, the brief has been temporarily split and allocated across senior colleagues. The minutes of EDISG's latest meeting (9th November 2022, currently chaired by Philippa Lloyd, Vice Principal Policy & Strategic Partnerships) are included as Appendix One to provide Senate with assurance that our work in this space continues.

Since the last Senate Report:

The University has marked [Black History Month](#) with an impressive and collaborative programme of activity drawn from disciplines and services across the organisation. This celebration included the inaugural meeting of Queen Mary's new Race Equality Staff Network.

The Equality, Diversity & Inclusion Team have organised and delivered a workshop to enhance family friendly practices for staff; this is a stream of work identified and progressed as part of our Gender Impact Plan and institutional Athena Swan accreditation.

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



**Equality, Diversity, and Inclusion Steering Group (EDISG)
MINUTES**

Meeting title:	Equality, Diversity, and Inclusion Steering Group (EDISG)	
Date:	9 th November 2022	Time: 10:00-12:00
Location:	Hybrid: Microsoft Teams and Dept W	

In attendance: Philippa Lloyd (PL) (Chair), Afua Acheampong (AA), Alex Prestage (AOP), Alvin Ramsamy (AR), Chloe Orkin (CO), Richard Pickersgill (RP), Zi Parker (ZP), Radhika Thiagarajan (RT), Ruth Truscott (RT), Laura Simpson (LS), Louisa Abu Saada (LAS), Liz Grand (LG), Louise Lester (LL), Michael Jannetta (MJ), Nelarine Cornelius (NC), Panny Martin (PM), Helen Thompson (HT), Simon Jarvis (SJ), Sophie Harris (SH), Joanna Croft (JC), Catherine Murray (CM), Eleanor McDavis (EM)

By invitation: Angela Kamara (AK), Anastasia Malama (AM), Scott McCracken (SM), Rob Butler (RB), Chris Moffat (CM) and Ruth Dobson (RD)

Apologies: Carol Malcolm, Adi Sawalha, Suezanne Awotwi, SR Moore, Gulnur Muradoglu, David Reid, Nadine Lewycky

ACTION	RESPONSIBILITY
AOP to provide an update on Staff Survey at the next meeting. Paper with early analysis will be shared in advance of the meeting.	AOP
Questions for SED should be sent directly to Scott McCracken or Nadia Atia.	All
LL take forward immediate safety concerns raised in relation to estates via Health & Safety Directorate.	LL

	DISCUSSION	ACTION
1	<p>Introductions and Apologies</p> <p>The Chair extended a warm welcome to all members and welcomed new and returning members.</p> <p>This welcome was extended to presenters: Scott, Chris, and Ruth.</p>	
2	<p>Minutes from last meeting (30th September 2022) and Matters Arising AGREED: The minutes were agreed as an accurate record.</p> <p><u>Action updates from the last meeting</u></p>	

	<ul style="list-style-type: none"> EM to take the points raised regarding using the Power BI data dashboards back to the PCI Data and Analytics Working Group. <p>EM and RB have been invited to present at this meeting.</p> <ul style="list-style-type: none"> To take the discussion points regarding support around parental leave to GEAG and explore via our Gender Impact Plan work. <p>LG has taken forward action on Gender Impact Plan and Family Friendly suite of work.</p> <ul style="list-style-type: none"> AOP to follow up with RB outside of this meeting regarding Report + Support data. <p>AOP has followed up with RB separately.</p>	
3	<p>Update on Staff Survey</p>	
	<p>AOP shared headline EDI findings at Staff Survey Steering Group. Using Culture Amp, the five most impactful questions were analysed using the following characteristics:</p> <ul style="list-style-type: none"> Gender Ethnicity Disability Sexual Orientation Bullying and Harassment. <p>Mixed findings but progress is being made and working with the steering group local areas to support EDI action planning.</p>	<p>Action: AOP to provide an update on Staff Survey at the next meeting. Paper with early analysis will be shared in advance of the meeting.</p>
<p>Presentations</p>		
4	<p>PCI Data and Analytics Working Group (EM and RB)</p> <p>EM and RB presented an update on the PCI Data and Analytics Working Group. An overview was provided on its vision, activities and achievements to date, outcomes of a recent review and how they can support the university strategy.</p> <p>The purpose of the group aims to:</p> <ul style="list-style-type: none"> Bring together suppliers and consumers Provide governance and oversight of EDI data needs Identify EDI data leads at institutional and local levels. Ensure confidence and accuracy in transparency of EDI data. <p>Key challenges are:</p> <ul style="list-style-type: none"> Skill and experience of dashboard users Developing trust for 'single source of truth' or data The challenge of 'one university approach' External benchmarking. <p>Upon reflection, the working group are aiming to support the delivery of excellence and promote long term best practice.</p> <p>ZP encouraged colleagues to remember PGR students in data collection and analysis.</p> <p>Members praised the work of the working group. Next steps include consultation with academic staff.</p>	

<p>5</p>	<p>School of English and Drama</p> <p>Scott McCracken is Head of the School for English and Drama and is an EDI Co-chair with Nadia Atia.</p> <p>The school has collectively produced an EDI statement for all staff, students, and externals.</p> <p>The EDI committee is available to all research, staff, education, TATF representatives and student stakeholders.</p> <p><u>Staff and Student Profile</u></p> <p>The body of students is more diverse than the body of staff within the school. The school recognises there is a huge amount of work to be done to meet the 2030 target for Black, Asian, and Minority Ethnic academic staff.</p> <p><u>Good Practice</u></p> <ul style="list-style-type: none"> • 100% of academic staff have undertaken anti-racist training. • Mentoring of Early Career Researchers through probation, appraisal, mentors, and research away days. • All school/department meetings are held during core hours. • New school workload model effective from 2022-23 to ensure teaching allocation is standardized and transparent. <p><u>Areas for improvement</u></p> <p>Strategies are being developed to reach a wider pool of applicants from diverse backgrounds and the school are keen to explore more positive action initiatives.</p> <p>The school is also supporting the promotion of institution-wide strategies against bullying and harassment.</p> <p>Accessibility issues were raised for buildings used by the school. LL confirmed that AOP and the EDI had been jointly commissioned by Sharon Ellis and Philippa Lloyd to investigate our approach to equality impact assessments in relation to our existing and new estates and facilities.</p>	
<p>6</p>	<p>School of History</p> <p>Chris Moffat is school EDI Lead and presented on behalf of the School of History.</p> <p>EDI principles are embedded into all aspects and structures of the school. The school has an EDI committee with subcommittees focusing on accessibility and AthenaSWAN and guest speakers are often invited to share good practice.</p> <p>The school have identified they are moving in the right direction in relation to addressing diverse staff representation within the school. Over the past year, eight appointments have been made with successful applicants contributing positively to ethnic and gender diversity of staff.</p> <p>Recent staff survey findings highlight colleagues are more confident in reporting bullying and harassment.</p> <p>The school currently had three action plans:</p> <ul style="list-style-type: none"> • Three-year Action Plan on Race, Ethnicity and Equality (2020-23) which is builds on the recommendations of the <i>2018 Royal Historical Society Report on Race, Ethnicity and Equality in UK History</i> 	<p>Action: Questions for SED should be sent directly to Scott.</p> <p>Action: AOP take forward immediate safety concerns raised in relation to estates.</p>

	<ul style="list-style-type: none"> • Five-year Action Plan on Gender Equality (2020-25) based on the school's submission for the AthenaSWAN Bronze Award 2021 • One-year Action Plan on Accessibility (2021-21) which emerges from <i>conversations with staff and students on disability, neurodiversity and the design of teaching, research, and administration prompted by the experience of covid.</i> <p>Challenges include:</p> <ul style="list-style-type: none"> • Sector-wide issue with ethnic representation, History is 5th least diverse discipline. • Issues with student pipeline into PGT +PGR studies • Working with Royal History Society and Global Professorial Fellow Herman Bennett (CUNY) 	
7	<p>Wolfson Institute of Population Health (WIPH)</p> <p>Ruth Dobson acted as EDI Lead for the Wolfson until Summer 2022. The institute was created in August 2021, following a merger. Wolfson has five centres and have all been created in the past year. New appointments have visibility diversified leadership with work still be done, with a clear action plan moving forward.</p> <p>EDI Priorities include:</p> <ul style="list-style-type: none"> • Understanding current representation within WIPH • Improve listening to minoritized groups beyond time-limited focus, developing safe spaces • Interventions to improve representation at junior levels to complement strategic appointments at senior level • Progressing mentoring, career, and development provisions in an inclusive manner. <p>Staff data:</p> <p>All data from PowerBI is outdated and from before the merger. Since 2018, there has been an increase in Black, Asian and Minority Ethnic Staff. Similar across the institute, representation decreases as you look at more senior levels. There has been an increase of the appointment of women across the institute meaning an underrepresentation of male colleagues and this is being addressed in strategic developments.</p> <p>Challenges include:</p> <ul style="list-style-type: none"> • Institute sits across 2 sites (CHSQ and Whitechapel) and visibility can be limited. • Huge flux and change over past two years mean it is difficult to measure success. • Institute vs FMD level change occurring simultaneously and in tandem. • Estates- non accessible buildings. <p>The institute has several ongoing initiatives around Black, Asian and Minority inclusion, especially focusing on anti-racism. There is also a focus on improving representation at more junior levels and career and mentorship opportunities.</p>	

	<p>PL encouraged CM to engage with the Doctoral College. ZP noted the doctoral college is currently looking at BAME engagement with PGR to identify what the barriers are and how better these students can be supported.</p> <p>PL thanked SM, CM and RD for providing insightful and thought-provoking presentations of behalf of their respective areas.</p>	
Papers		
8	<p>Queen Mary Awareness and Inclusion Calendar</p> <p>AOP presented on behalf of Carol Malcolm and offered her, MarComms and QMSU credit for this piece of work. This is Queen Mary's first Awareness and Inclusion Calendar. Copies are distributed across Dept W, orders can be taken, and digital copies are also available.</p> <p>In order to create an inclusive workplace, it is essential to be aware of all religious holidays, cultural occasions, awareness days, weeks, and months. The calendar is an important tool for showcasing many of these events and can help ensure that meetings/gatherings are not planned on dates when key sections of the workforce or student population cannot participate. Benefits to the calendar were noted and include the promotion of QMs commitment to EDI.</p>	
Updates from Committees		
9	<p>Gender Equality Action Group (GEAG)</p> <ul style="list-style-type: none"> • Previously oversaw the AthenaSWAN silver submission. The group has been repurposed for impact plan implementation and scrutiny against its aim and ambitions. • New members have been introduced to the group to ensure direct impact on actions. • Annual reporting will be brought to GEAG on the Gender Equality Impact Plan. • Next steps include enhancing family friendly practice, period poverty campaign, menopause awareness activities, updates on the Gender Equality Staff Network. 	
10	<p>Race Equality Action Group (REAG)</p> <ul style="list-style-type: none"> • This year, a variety of speakers have presented at the committee to share learnings and best practice to inform our work around Race Equality. • Recently, REAG has reflected on QM's Black History Month celebration and key milestones in the portfolio including the inaugural launch of the Race Equality Staff Network. • REAG is being restructured to ensure it is fit for the purpose of being a Race Equality Charter Self-Assessment Team. Membership will be refreshed with leaders from across the institution and ethnically diverse colleagues. 	

	<ul style="list-style-type: none"> • A timeline for the REC has been drafted and will be presented to AdvanceHE, with current intentions for a submission in Spring 2024. 	
11	<p>Prevention and Addressing Harassment and Sexual Misconduct Steering Group (PHASE)</p> <ul style="list-style-type: none"> • Simon Jarvis and Alex Prestage are co-chairing this group. • The last meeting saw approval of an overarching strategic approach to tackling negative behaviours and keep QM within changes across the sector. This includes following advice and guidance from UUK. • AOP is happy to share a slide deck for more insight. 	
12	<p>Wellbeing and Mental Health Steering Group</p> <ul style="list-style-type: none"> • Last academic year, it was agreed that QM would work towards the University Mental Health Charter with a whole university approach for both staff and students. • Measures will be including a range of provisions. • Gap analysis has been conducted to look at existing provisions against requirements from the charter. Analysis identified examples of excellence and areas for improvement. • A wide range of stakeholders will be consulted to create an action plan. 	
Any other business		
13	<p>Update on Vice Principal People Culture and Inclusion</p> <p>PL provided an update that because of a challenging recruitment environment, following a review with Gatenby Sanderson, the process has been paused, and the recruitment will be revisited in the new year.</p> <p>In response to NC's input at previous meetings, LL had suggested for NC to be involved in future strategic work around lived experience and disability. This conversation will be picked up offline.</p> <p>PL thanked colleagues for their contributions in the meeting.</p>	

Next meeting: 25th January 2023 (14:00-16:00).

R&I Report to Senate December 2022

This report covers:

- Additional QR and RCIF allocations
- Research Highways phase 2
- Recruitment to the University Research Institutes
- Preparations for REF 2028

Additional QR and RCIF allocations

Senate may be aware that Queen Mary has received additional allocations of QR and RCIF recently. This includes a QR uplift (£8.1m, recurrent annual payment), a QR one off payment (~£2.4m, to be spent by end March 2023), and an RCIF one off payment (~£2m, to be spent by end March 2023).

We are working with SET, and closely with the Faculty Vice Principals and Research Deans, on how we can best use these funds. Our aim is to identify an allocation model which enables us to “gear for growth,” giving us capacity to take advantage of the changing funding landscape to support a step-change in our research income in line with Strategy 2030. Specifically, this will enable us to respond to the increase in interdisciplinary strategic opportunities, the rise in funding allocated directly by government departments, and the enhanced focus on industrial collaboration and impact.

Proposals under consideration include bringing in additional capacity to QMI to support the exploitation of innovation opportunities from FMD (in biopharma) and from HSS, the recruitment of bid writers to provide additional capacity for large proposals (>£3M), and additional resources to support matched funding for large industrial and government opportunities and to support bold research challenges. We are also working with the Faculty Deans to identify “shovel ready” infrastructure and equipment projects which will enable us to use our additional RCIF funding within the limited timeframe we have.

I welcome the views of Senate of how we can use this funding to best impact and would be interested in hearing about projects or opportunities that would support the objectives above.

Research Highways

The role out of the first phase of our Research Highways in the summer has already proven successful. Year on year comparison shows that more people are visiting the research pages on our website, and that these people are spending longer on the pages and engaging with our research. This project is a key part of our work to raise the profile of the research we do here at Queen Mary, ensuring that our external reputation aligns with the quality of the work we do. I would like to thank all the researchers who have allowed us to feature their work so far, and the professional services colleagues who have brought this project to life.

The success of the Highways so far means we are now planning a second phase of this work. This gives us an opportunity to broaden our focus to better showcase the range, diversity and global reach of the research we do here, while retaining our focus on projecting our excellent research to an external audience. The criteria for stories that will be developed over phase two are:

- Examples where we have used different funds to develop capability and impact over time. i.e. something that might have started small (a grant or fellowship, some QR) but has built through the ambition of key researchers and has since leveraged other opportunities
- Awards > £2M (inc partner costs)
- Publications in top tier journals

- Research that has demonstrably changed/significantly influenced policy or public service delivery
- Strong Impact study 2028 candidates

In addition to the videos, written case studies and heat maps we developed in phase one, we will also develop shorter format videos to be tested on social media channels and in direct mail campaigns. As we go, we will capture and evaluate the data from these campaigns, and use this information to help us develop assets which enable increasingly effective engagement with external audiences.

Recruitment to our University Research Institutes

We are currently recruiting for Professors to join our two URIs and I ask for Senate's help in bringing these opportunities to the attention of excellent candidates from within your networks.

The **Precision Healthcare University Research Institute** (PHURI) is recruiting for four inaugural Chairs to lead Centres in its thematic areas of Health Informatics / Healthcare Data Analytics; Integrated Diagnostics, Genomics, Multiomics and Single Cell Analyses; MedTech and Devices; and Therapeutic Innovation. These roles are [advertised here](#), with applications open until the end of February 2023. PHURI is also recruiting for four 0.2FTE Professors to provide specialist expertise in fields aligned with its Centres ([adverts here](#)).

The **Digital Environment Research Institute** (DERI) is recruiting for a Professor and Head of AI for the Environment and Sustainability ([advert here](#)).

These research-focussed roles are fantastic opportunities to bring established and leading researchers to Queen Mary. The successful candidates will have a clear brief to work collaboratively across the university, providing additional capacity and expertise to help us advance our research in areas of significant opportunity. I, and the URI Directors, Greg Slabaugh (DERI) and Claudia Langenberg (PHURI), would be happy to speak with any prospective candidates.

Preparations for REF 2028

I am looking forward to meeting with Heads of School/Directors of Institutes and their teams over the next few weeks to discuss how we can work together to prepare for REF 2028. I know that many colleagues will already be thinking about their approach for REF: the aim of these meetings is for me to build up a picture of how we can support this work at a university level, sharing best practice, identifying opportunities, and considering the support and resources colleagues will need.

These meetings will be joined by the relevant Deans for Research, Prof Yang Hao (DVP for Strategic Research), Prof Tim Warner (Dean for PGR) and Profs David Lee and Alison Blunt (DVPs for Impact, supporting S&E/FMD and HSS respectively). These meetings will discuss all elements of the REF, but will have a particular focus on Impact, where there are significant opportunities for us to improve our results. Part of the meeting will include a review of the impact case studies in development from that School/Institute, with a focussed discussion on how we can better support the specific cases studies and on impact more generally in each UoA.

The outputs from the meetings will inform our strategy towards REF 2028, enabling us to begin to identify what our ambitions for the exercise should be and how we will deliver them. Senate will be aware that we are already a third of the way through the REF cycle, and so this is the right time for

us to do this work: drawing on the feedback and results we received in the last REF to inform the steps and changes we put in place to the next one.