



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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FACULTY OF MEDICINE AND DENTISTRY – REPORT TO SENATE – Dec. 2023

Faculty Budget

The faculty generated £12.6m in q 1 2023-24. Full year cash generation is forecast to be £44.6m, £2m higher than budget due predominantly to higher tuition fee and research overhead income.

Key factors to note.

- Tuition fees were £20.2m in q 1 2023-24, £0.7m higher than budgeted. Full year expected to be £1.5m higher than budgeted.
- Research overheads in quarter 1 2023/24 are £2.6m, £0.2m higher than budgeted.
- FMD pay in quarter 1 2023/24 was £18.2m, £0.2m higher than budget. The small overspend is due to a small under delivery to date of the 5% vacancy provision.
- FMD non-pay costs in quarter 1 2023/24 were in line with budget.

Education update

Recruitment Position for 2023-24 academic year

The enrolment deadline for FMD PGT students was extended to 31/10/2023 in order to accommodate delays in applications and maximise intake. As of 23/11/2023 the FMD new student recruitment position (UG and PGT) was as follows:

Institute	Enrolments	Target
Barts Cancer Institute	170	176
Blizard	511	594
Dentistry	203	218
IHSE	542	625
William Harvey	402	399
WIPH	382	454
Total	2,210	2,466

Whilst we did not meet the ambitious headcount target of 2,466 students, the higher proportion of overseas students due to direct contact over the year, which minimised impact on tuition income deficit. FMD have also introduced new January intakes this year, potentially adding an additional 50-70 new PGT students to the figures listed above. Overall, the new student intake has grown from 2,096 in 2022-23 to 2,210 in 2023-23, despite adverse market conditions in many areas. This is due to the additional promotional work by the Digital Education Studio, and closer collaboration between faculty and QM Marketing team.

QMICA

QMICA continues to make progress in developing the Clinical Doctorate awards in conjunction with our International partners. Senate have now approved the new award title of Clinical Doctorate (DClin), with council consideration to follow. The programme will involve several potential overseas partners to support with student recruitment including GEMS Middle East Holdings Malaysia, and due diligence is currently being undertaken in respect to these collaborations.

Digital Education Studio Update

The DES continues to make progress with the following key achievements noted:

- Dean for Digital Education, Professor Chie Adachi was awarded the “**Excellence in Digital Health Education**” award, presented at the MedTech conference.
- Newly appointed, FMD-funded **Mixed Mode Education Stewards** now present across Whitechapel, Charterhouse Square and West Smithfield campuses to improve student and staff experience.
- Piloting digital student assessment and feedback systems are underway with (5 modules) from across the Faculty (along with colleagues in HSS) being onboarded to this with the vendor Cadmus, providing students with more authentic assessment and feedback opportunities, and teaching staff with more robust academic integrity measures.

TEF

Within the subject group of Medicine and Dentistry, QMUL achieved a number of KPIs within the indicative ‘Gold’ and ‘Silver’ OfS TEF range. The table below summarises these KPI’s and outlines key initiatives to improve these areas.

Outcome	Current TEF Category	Benchmark	Key Interventions for improvement
Teaching on my Course (NSS)	Gold	3.0	MBBS and BDS Curriculum Reviews. Review of clinical placement opportunities. PBL/Group teaching review.
Assessment and Feedback (NSS)	Gold	4.6	MBBS and BDS Assessment portfolio review. Digital CARE module initiative.
Academic Support (NSS)	Gold	5.1	Review of IHSE/loD and faculty level support systems, inc. student accessibility to academic support. Potential inclusion of PLTL.
Learning Resources (NSS)	Silver	-0.2	DES project work to improve digital resources and accessibility- MBBS mixed mode and online development. Review onsite space suitability and equipment provision.
Student Voice (NSS)	Gold	4.2	Review of staff/student contact points and effectiveness of SSLC feedback systems. Working with BLSA to resolve branding concerns.
Continuation	Silver	-0.1	Introducing measures to support students who are financially struggling, improving flexibility of systems to accommodate working students.
Progression	Silver	-0.3	Revision workshops introduced in MBBS 2022-23. Continued work within loD as part of delivery review. Focus on NETP data analysis and interventions.
Completion	Silver	-0.6	Working with OfS APP risk register to ensure appropriate support measures are in place for disadvantaged student groups.

Industrial Action/Missed Teaching Reporting

The faculty is continuously monitoring the potential impact of strikes of university and NHS Staff on education, with daily reporting (including any impact from ASOS). No impact recorded as of 21-11-2023.

Research Update

Our new Dean for Research Impact, Paul Evans, has begun identifying and evaluating REF impact case studies. FMD are collecting research outputs for evaluation for the Research Excellence Framework 2028 using Elements for capturing the data.

FMD has continued its effort to promote multi-disciplinary and cross cutting events to unlock further research funding opportunities with an increased focus on overhead bearing grants. Please see below for a subset of major research bids (>£1M) that are currently in progress. FMD Executive and Research Strategy Board are currently considering two MRC CoRE (£21M each) expressions of interest for the Round 2 call focusing on the two challenges set by the MRC in “Molecular mechanisms to inform cancer intervention” and “Enhancing Healthspan”. FMD together with S&E have submitted a bid to UKRI for £4M; “Breath of Life: Health Horizons in the Net Zero”. We are working closely with both S&E and H&SS to put forward a new proposal for a new University Research Institute. (the first 1000 days of life”

The Deputy Dean for Research Culture and Integrity, Prof Jonathan Grigg, has organised ‘1-2-1 Drop-In sessions’ for staff or PGR students to discuss potential ideas which might improve our research culture and environment.

FMD are currently trialling LabArchives (electronic laboratory notebook) within research groups prior to launch in December 2023. This platform will record and store all research work to help improve compliance of the University Research Integrity Policies.

Indicative Major Bids currently in progress:

1. [BHF Centre of Excellence in Cardiovascular Inflammation](#) – Lead Panos Deloukas + CoIs, £5M, **Shortlist to be announced December 2023.**
2. [UKRI Mental Health Hub](#) – £3.5M including partner costs. Call led by Jennifer Lau from WIPH. **Outcome to be announced in November 2023.**
3. [ERC Synergy 2024](#) – Francesca Ciccarelli, £2,45M. **Awaiting outcome.**
4. [NIHR Global Health Research](#) – Rohini Mathur, £2.4M. **This bid has been funded subject to satisfactory response to funding panel comments.**
5. [The Rare Disease Translational Challenge](#) – Edel O’Toole, £2.3M LifeArc Translation Research in Ichthyosis and Keratodermas centre. **Outcome December 2023.**
6. [NIHR Health Tech Assessment \(HTA\) Programme](#) – Xavier Griffin, £2.1M. TOPical Glycopeptides vs Usual antibiotics in Neck of femur fracture. **Awaiting outcome.**
7. [BBSRC - Standard research grant: 2024 round 1: responsive mode](#), Ines Sequeira, £1.8M. **Awaiting outcome, May 2024.**
8. [CRUK Grand Challenge](#) – Benjamin Werner, Ozgen Denis, £1.5M. **In preparation.**
9. [NIHR Global Professorship call](#) – Manu Mathur, £1.8M, **Submission December 2023.**
10. [NIHR Research Professorship call](#) – Helen Storr, £2M, Richard Hooper, £1.8M, **Submission Dec 2023.**
11. [Health and Social Care Delivery Research \(HSDR\)](#) – Richard hooper, £1.5M, NIHR Stage II call.

12. [FLF Round 8](#) – Two FMD applications have been submitted. Tanya Soliman (BCI); Garth Funston (WIPH). **Shortlist to be announced in February 2024.**
13. [MRC Clinician Scientist Fellowship](#) – Paul Vulliamy, £1.36M. **Awaiting outcome.**
14. [MRC Career Development Award](#) – Eleri Jones, £1.4M. **Awaiting outcome.**

Indicative Awards Sep/Oct 2023:

The faculty has attracted new funding over September and October 2023 from the NIHR, MRC, CRUK, Barts Charity, BHF, EU Commission etc. A subset of awards (>£200K) from this period are shown below.

Lead PIs	Funders	Price to Funder (£)
Tahera Hussain, Stefan Priebe, Afia Ali, Victoria Bird	NIHR National Institute for Health Research	£1,227,074.99
Jack Cuzick, Adam Brentnall	Breast Cancer Research Foundation (USA)	£742,998.22
Michelangelo Campanella	EU Commission - Horizon 2020	£702,484.60
Josephine Waller	CR-UK Cancer Research UK	£477,194.16
John Marshall, Jane Sosabowski, Julie Foster	MRC Medical Research Council	£475,110.00
Claudia Carless	Alzheimer's Society	£422,745.52
Harriet Allan, Timothy Warner	BHF British Heart Foundation	£374,070.32
Jonathan Griq	OM Pharma SA	£319,755.00
Richard Fitzgerald	Barts and the London Charity	£312,413.00
James Timmons, Peter McCormick, Gregory Slabaugh	MRC Medical Research Council	£310,383.16
Louisa James, Myles Lewis, Paul Pfeffer	GSK GlaxoSmithKline UK Ltd	£303,353.25
Adrian Martineau, Divya Tiwari	Asthma & Lung UK	£299,997.72
Muhammad Yaqoob	WHRL William Harvey Research Limited	£285,000.00
Christoph Thiemermann	WHRL William Harvey Research Limited	£285,000.00
Ranjit Manchanda	NHS England	£251,354.28
John Marshall	Barts and the London Charity	£243,083.92
Marco Gerlinger	F. Hoffmann-La Roche Ltd	£240,427.53
Ruth Bowles, Christos Bourantas	BHF British Heart Foundation	£237,741.63
Rosalind Hannen, Michael Philpott	Dr Wolff Group	£230,828.01
Silvia Marino, Claire Vinel	Brain Tumour Charity, The	£224,999.96
Shakeel Shahdad, Thomas Gill	Institut Straumann AG Straumann Holding AG	£212,924.40

Overall Summary of FMD New Awards

Institute	Aug/23 (£)	Sep/23 (£)	Oct/23 (£)	Nov/23 (£)	Total (£)
BCI	£2,258,659	£278,654	£115,038	£55,197	£2,707,548
Blizard	£3,911,935	£1,034,854	£975,006	£421,585	£6,343,380
IoD	£0	£37,239	£295,377	£312,413	£645,029
WHRI	£4,017,544	£1,281,144	£540,569	£6,329	£5,845,586
WIPH	£775,575	£86,425	£1,009,531	£1,990,759	£3,862,291
FMD	£10,963,713	£2,718,316	£2,935,520	£2,786,284	£19,403,834

Capital Projects Update

Garrod Building

The Garrod building refurbishment of the teaching rooms is complete. Our staff and students are enjoying the new face to face teaching facilities. The old Library and the PC Lab are shown below.



The Garrod building provides a new staff –student hub for teaching and the Barts and the London Student Association. The Institute of Health Studies Education have returned to Garrod.

Events Update

William Harvey Day 19th October 2023 – Barts 900th

Our flagship William Harvey Day conference took place on 19th October. This cornerstone in our event calendar returned in person and was fully attended in person. The conference featured presentations from researchers at all stages of their career in a variety of fields. Our keynote, Professor Tim Spector (Zoe/ Covid Study) Kings college presented the main address. As part of Barts900 celebrations the event was also co-organised with the Barts Hospital and the Worshipful Society of Apothecaries which provided key networking opportunities. The day concluded with the traditional St. Luke's Tide Service in [St Bartholomew the Great](#).

Barts back to Rome – Queen Mary Barts 900 International Symposium 28th October 2023

The Barts back to Rome – Barts 900 International Symposium partner event celebrated 900 years of Barts Hospital took place on 28th October. The event was organised with Campus Bio-Medico, University of Rome and took place in the stunning Basilica San Bartolomeo in Rome on 28th October 2023. Key QM Staff delivered a range of presentations/ talks covering both historical and medical topics. The event was well received by attendees, the guest had a great time and the event spotlighted international connection and shared heritage of both institutions.

Equality diversity and inclusion update

FMD has received feedback from the AdvanceHE panel communication asking for further detail to secure a “gold” award. The updated submission is due on 28th November. Writing has begun on the Institute of Dentistry Athena Swan Silver renewal, which is due for submission in November 2024.

Humanities and Social Sciences VP Report to Senate - December 2023

Research Updates

HSS's research grant award success continues, and we are making excellent progress towards our income target of £10m in 2027/28. In 2022/23, our research income (spend on grants) totaled £7.2m. The faculty has a very promising research grant pipeline. Awards for 2022/23 totaled £12.1m - our highest ever – compared to £4.7m last year and a historic average of £9.4m.

The most notable research grant awarded since the last senate meeting was to Professor Rainbow Murray (SPIR), who was awarded an ERC Consolidator Grant valued at €2m for a project 'Understanding the Political Representation of Men: A Novel Approach to Making Politics More Inclusive'.

Education Updates

A more detailed report on the main educational data releases was provided in the last report to senate. Work continues across the faculty to address challenges in student recruitment, education and experience. All schools have provided NSS Action Plans, have analysed their NETP data to inform actions, and the Home UG Recruitment Task and Finish Group has reported its findings into the university-level Recruitment and Admissions Strategy Board.

HSS Community, Alumni and Partnerships

We hosted our re-launched HSS Awards on November 20th, 2023. At a well-attended ceremony in the Octagon, we recognized 25 individuals and teams in a wide range of categories across education, research and professional services. Illustrative winners included:

Education: Dr Daniel Grover and Professor Phil Cowley (SPIR) receiving the **Supporting and Enhancing Student Employability Prospects Award** for their parliamentary studies modules offered in collaboration with the Houses of Parliament. This scheme, which provides students with hands-on experience of life in Westminster and how to interact with politicians, civil servants and lobbyists, has run since 2013 and has recently been extended for a further 5 years to 2028.

Professional Services: The **Student Experience Award** was presented to the School of English and Drama professional services team for their outstanding communication and support for SED students through the recent industrial action. The team stayed in personal contact with hundreds of students throughout the summer providing updates and reassurance to students' whose marking was delayed.

Research: Dr Sydney Calkin (Geography) was presented with the **Landmark Publication Award** for her recent book 'Abortion Pills Go Global: Reproductive Freedom Across Borders' (University of California Press, 2023). In this up-close look into the global self-managed abortion movement, Dr Calkin takes a geographic approach to follow abortion pills as they are manufactured and transported by feminist activists across national borders, and particularly to places with restrictive abortion laws.



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 within the Faculty of Science & Engineering between September - November 2023
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	S&E VP Operations Group
Sponsor	Professor Wen Wang, Vice Principal Science & Engineering

Preparation for the Planning round

During October and November the Faculty team has met with all schools in two separate meetings to review:

- a) REF readiness and the overall research direction of each school
- b) Education performance with specific discussions regarding KPIs and portfolio review

These meetings were scheduled in advance of the planning round conversations to ensure all key stakeholders were aware of the priorities and direction required across the Faculty in advance of making planning round requests. We are pleased with the positive engagement in these discussions and how they have helped shape planning round discussions and longer term strategic thinking.

Our people

It is with great sadness that I report to the Senate the death of one of our most respected and collegiate colleagues, Dr Theo Kreouzis, a Senior Lecturer in SPCS. Theo had been part of the Queen Mary community for 21 years and embodied the values we hold dear – he will be greatly missed in his school and the wider university.

Since my last report the Faculty has also submitted its staff survey action plan – this has been developed to align with school level actions plans, identifying common themes to work upon together. In order to keep work on this at the top of our agenda, there will be focussed review of progress and actions at the monthly meetings held with each Head of School and School Manager in January. We will also have a section of a Faculty Executive meeting in the spring dedicated to reviewing progress against actions identified.

Since my last report to the Senate, the Faculty has been advertising for professorial strategic hires across our remit in fields which align with our research strengths and growth areas. The advert has now closed, and the faculty has received around 240 applications across all five schools. The applications are currently being long listed by subject areas in schools as the first stage of the recruitment process.

We continue to take steps to engage more closely with our alumni and draw them into our community. Dr Ashitey Trebi-Ollennu, who is Principal Robotics Engineer, Deputy Chief Engineer and Assistant Division Manager at the National Aeronautics and Space Administration (NASA) Jet Propulsion Laboratory, was awarded an Honorary Doctorate at the University's first Founder's Day on 28th November. We are delighted that over 40% of the alumni attendees at this great new event were from Science & Engineering and look forward to working with them more in the future.



Research

The Faculty of Science and Engineering have enjoyed an excellent autumn quarter, winning over £8.2M in new awards over the last three months. This was accompanied by a record high number of submissions worth over £120M across August and September, including 47 early career fellowship applications. We look forward to seeing those grants realised in future periods.

All five schools in the Faculty have benefitted from a flurry in UKRI grant successes across our usual research councils. The School for Physical and Chemical Sciences (SPCS) notably won a large £1.3M STFC grant led by Jonathan Hays. We have also had a very successful run with BBSRC, with the School of Biological and Behavioural Sciences (SBBS) having just recently won four sizeable grants - £617k for Chema Duran's work on Spiralia evolution, £524k for Simon Moore's work on anti-microbial resistance, £438k for Mario Dos Reis Barros's work on use of computational technologies with ancient DNA, and £486k for Stephen Rossiter's work on bats. Several significant grants have also been won via EPSRC's standard scheme including; Lei Su's work on scalable manufacturing (£941k) and Michael Reece's work on ceramic composites (£523k) for the School of Engineering and Materials Science (SEMS); Omer Brobowski's work on Stochastic Geometry (£396k) for School of Mathematical Sciences (SMS); and Ahmed Sayed's input on machine learning (£522k) for the School of Electronic Engineering and computer Science (EECS). A NERC grant in EECS was won for Athen Ma's work on predicting impacts of climate change on ecological networks (£389k) and Ketao Zhang in SEMS was successful with an InnovateUK bid regarding the use of robotics in precision viticulture (£297k). We have also seen several fellowship successes including a new Future Leaders Fellowship in Maths concerning Quantum space for Tarek Anous (£1.4m), and extension to an existing FLF grant in SBBS for Tanai Londono (£593k) and a Newton International Fellowship in SPCS (£414k). Regarding our Centres for Doctoral Training (CDT), one QM-led and 2 QM-partnered bids have progressed to the full proposal stage, with interviews taking place in the week commencing 20th November. The funding outcomes are expected in mid-December 2024.

In terms of European funding, the faculty's excellent track record continues. In particular, we are especially delighted to report that Prof Kaspar Althoefer (SEMS) has won Queen Mary's first ever ERC Synergy grant – a prestigious, highly competitive €10 million grant and one of only 34 awards made across Europe. Over the next 6 years, Kaspar and his three co-investigators will be working jointly on a pioneering approach to improve the screening and treatment for colorectal cancer (CRC).

More broadly, we have seen a good funder spread with engagement across a wide spectrum of organisations including key partners in the National Academies, institutes such as Heilbronn Institute for Mathematical Research, UK Government departments such as DEFRA, charities such as Kidney Research UK and various industry partners in the fields of music and medtech.

S&E colleagues have continued to publish their research in leading journals, whilst simultaneously working with our faculty communications team to share our expertise with wider press and social media audiences. We have continued to see a significant number of articles in Nature. To highlight some key examples, Dr Aravindan Ilangovan (SBBS) co-authored an article explaining how the very first step of the bacterial cell cycle occurs. He was joined by new recruit, Dr Ian McFadden who published in the area of computational ecology, as well as two further SBBS papers regarding climate change and its impact on species patterns and ecosystems. Dr. Xuekun Lu from SEMS also published on faster charging for electric

vehicles. Other key journals included an article in *Advanced Science* about immune mechanisms in osteocyte cells co-authored by Prof Martin Knight and Dr Stefaan Verbruggen, and an article on rod deformations in cylindrical structures co-authored by Dr Rehan Shah and colleagues at UCL, in the *Journal of the Mechanics and Physics of Solids*.

To complement this recruitment effort, the S&E Faculty 2024/25 PhD allocations, and specifically the QMUL and EPSRC DTP funded studentships, have been used to support the bulge in ECR new hires recently recruited through the strategic hiring process and local School hiring rounds. Schools have been allocated a defined number of studentships to be awarded to ECR T&R new hires based on prioritisation by the Director of Research, DGS and senior management team. The distribution among the Schools has been based on the total research income overheads and EPSRC research grants awarded over the last financial year. For CSC studentships, a minimum live grant threshold was applied using a scaling factor, based on the HESA mean income per FTE per year for each specific discipline.

The Faculty, along with the Doctoral College, are also offering 4 fully funded PhDs for UK home applicants from underrepresented groups in research. They will be due to start in 2024/25 and for this round, priority will be given to those identifying as coming from Black British, Black African and Black Caribbean backgrounds.

Research Integrity and Ethical checks are now key requirements for doctoral students to progress beyond the 9-month point from the start of their research studies. As such, planned training will be delivered by the QMUL International Risk and Export Control Manager to all PGRs in early 2024.

In terms of reputation building, several S&E colleagues have been nominated to honorary positions. Prof Sean Gong, Dr Yuanwei Liu and Prof Ginestra Bianconi have been elected as Fellows of the Royal Academy of Engineering, the IEEE and the American Physical Society respectively. Prof Ana Sobrido has also been shortlisted for the 2023 *Journal of Materials Chemistry* Lectureship.

Our external-facing events have included hosting several key conferences such as the 29th Molecular Microbial Ecology Group (MMEG) meeting led by Ozge Eyice in SBBS, the EECS C4DM 20th anniversary celebrations and Dr Evangelia Kyrimi's Causal Explainable AI Workshop in October. SEMS also had a significant presence at the annual BioMedEng23 Conference including 15 keynote presentations, chairing three sessions and Prof Karin Hing receiving the prestigious BioMedEng Innovation Prize for her industry-changing work in synthetic bone graft research. It was also announced that next September 2024, the conference will be hosted at S&E. We look forward to updating you on this event next autumn.

We have also been working with colleagues in External Comms to develop content aligning with COP28 – this has included writing showcase articles about some of our researchers working in the green energy area including [Joe Briscoe](#) and [Xi Jiang](#). We were delighted when Paul Balcombe was quoted in a front-page article on the *Guardian* on routine gas flaring earlier this month as part of this campaign:



Other successful stories covered in the media included Thomas Haworth and Chris Duffy's feature in [Wired](#) about the possibility of extraterrestrial plants and Caroline Roney's research into the use of digital twins to help surgeons plan surgery for patients with irregular and chaotic heartbeats was covered in [the Guardian](#).



In November, Prof. Lars Chittka's and Dr Samadi Galpayage's groups won the 12th international *Pineapple Science Award* in Biology for their work on [bumblebee play](#). The award recognizes imaginative and unconventional research that aims to promote accessibility and inspire public enthusiasm for science. Research leading to the award was published in the journal *Animal Behaviour* and has been featured in numerous popular media outlets.

Students from our Centre for Doctoral Training in Artificial Intelligence and Music (AIM) also won awards at the 40th *MIDI Innovation Awards* for their augmented percussive guitar prototype and mixed



reality software instrument, Netz.

Education

New Programme Level Assessment showcases QMUL's inspiring science students

On Thursday 9th November, a student poster session was held in the Octagon, celebrating the hard work of students from SBBS and SPCS. The session formed part of a new programme-level approach to assessment, where students work in groups to combine ideas from multiple modules, honing their communication skills in an authentic conference-like environment. The posters explained a cornucopia of concepts, ranging from the structure of the entire universe to the chemical composition of caffeine. As well as being assessed, there were also prizes given for the most engaging posters. Students themselves praised the session, and excitedly communicated their appreciation for assessments that allowed them to develop and showcase their own personal skills and vision.



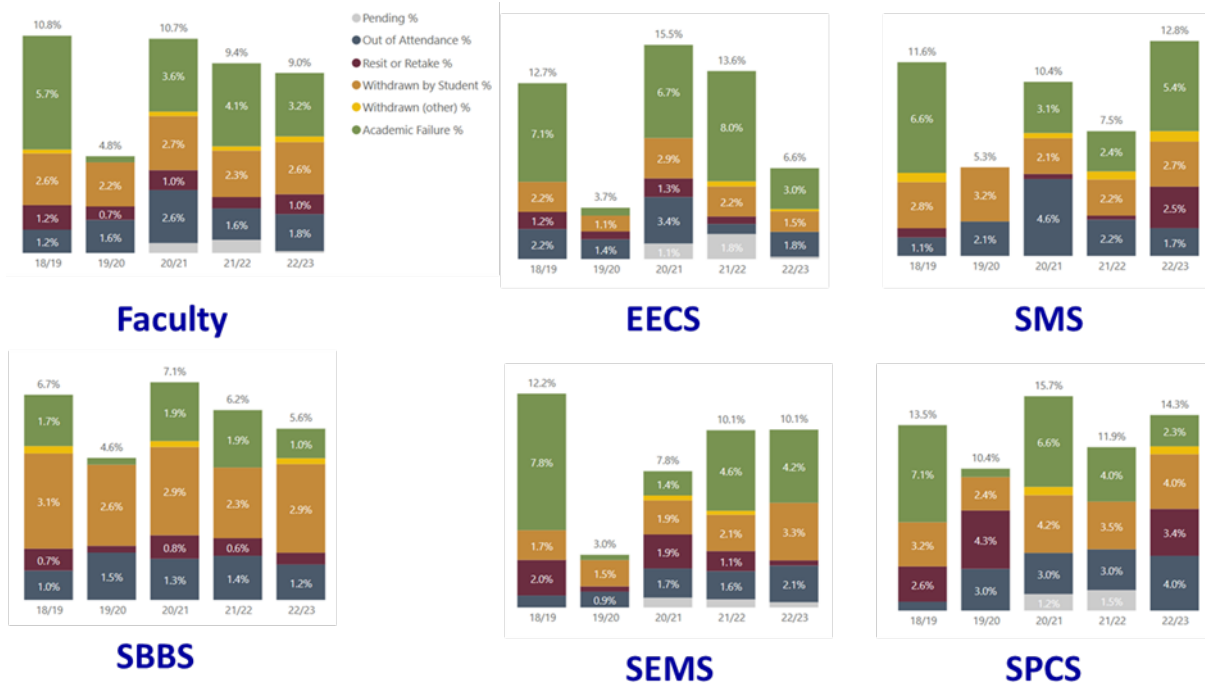
Science & Engineering Foundation Restructuring Plan

The structure of year 0 is currently being reviewed with wholesale changes planned for academic year 2024-25 to update and potentially harmonise progression regulations with the aim to enhance student satisfaction, engagement and improve continuation rate. This proposed change aims to avoid repetition of A level content (unless necessary) or simplified version of Y1 modules and will consider practical applications of each subject as well as introduction of innovative and authentic assessment/delivery such as field trips, labs, PLTL, program level assessment etc.

Students Not Eligible to Progress (NEtP)

The proportion of students who are NEtP in S&E has decreased from across from 9.4% (21/22) to 9% (22/23). EECS has seen a significant decrease from 13.6% (21/22) to 6.6% (22/23). EECS have achieved this by:

- Using specific engagement markers e.g. lab/tutorial activities and the submission of formative/summative tasks for key Year 1 modules to measure student engagement.
- Running revision sessions held by module organisers and weekly drop-in sessions supported by senior students to support students in preparation for the 2022/23 LSR Period.
- EECS liaise with QMA and staff who have yet to complete the Effective Advising and Signposting training. Also, electronic monitoring & recording of advisor sessions and contacting both advisors and advisees who are not engaging.



Open day

The Faculty enjoyed a significant boost to the number of registrations to attend the Open Day on 7th October – increasing from 991 attendees in 2022 to 1,102 in 2023. Academic and PS staff from all our schools actively supported this event, enjoying the festival atmosphere on campus.



International

On 21st November we were delighted to host a visit from President Chen Yeguang from Nanchang University, China. The Faculty enjoys a longstanding partnership with Nanchang University, offering our shared Biomedical Sciences programme since 2013. We were delighted that, as part of this visit, our two universities signed a new contract, continuing our collaborative partnership for a further 10 years.





Senate

Paper Title	Vice-Principal (Education) – December 2023 Update
Outcome requested	Senate is asked to note the report
Points for Senate members to note and further information	This paper provides an update on: <ul style="list-style-type: none">• Education Leadership• Teaching, learning and assessment• The National Student Survey• Student Surveys• The Queen Mary Academy• Office for Students and regulatory matters
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	Redwan Shahid, Executive Officer (Education)
Sponsor	Professor Stephanie Marshall, Vice-Principal (Education)

Education Leadership

1. The Education Strategy Steering Group (ESSG) has been recast as the Education and Student Experience Leadership Team (ESELT), in recognition of the key role leaders from both the academic and professional services side play in collectively delivering the 2030 Strategy. The group now includes DGLS, Director of the Queen Mary Academy, Director of Student Experience, all three faculty Deans for Education, DVP (Education) and is chaired by the VP Education. The group is now more focused on closer monitoring of strategic of both the education and student experience enabling plan, as well as having collective responsibility and oversight for delivery of key metrics/KPIs.
2. A Directors of Education away day is being held on the 20th of November, and will include FEMs and SU Sabbatical officers. The day will focus on learning from our TEF 2023 ratings, NSS 2023 results and reflections on the recent TEF exercise being mindful of our ambition to achieve a gold rating in 2027. The Education team will explore key priorities for 2023/24 and beyond, and determine key accountabilities.
3. Queen Mary is hosting the next Russell Group DVC Network on the 8th and 9th of November.
4. The Drapers Lecture 2023 with Mary Curnock Cook CBE is taking place on the 22nd of November 17:30 – 18:30. A recording of the lecture will be made available for colleagues who are unable to attend.
5. Professor Stephanie Marshall spoke at a Cadmus Webinar on the topic of how universities can adapt teaching and assessment to incorporate the ethical use of generative AI and support equal access amongst diverse student cohorts, highlighting three projects funded by the President and Principal's Fund for Educational Excellence. A recording will be made available in the future.
6. Colleagues from Queen Mary Academy recently presented at the Evasys Student Engagement Conference on *Co-creation Through Scholarship* (Danielle Thibodeau, Graeme Hathaway and Elise Omfalos) and *Using creative enquiry to empower student voice* (Louise Younie, Ana Cabral, Stephanie Fuller).

Teaching, learning and assessment

7. EQSB Assessment Sub-Board has developed a QMUL Assessment Strategy to underpin the ongoing review of the Assessment and Feedback policies.
8. ESELT has formed a sub-group to develop a QMUL Student Engagement Strategy and review the Student Engagement Policy in the context of using Learner Engagement Analytics.
9. Students are now able to access Studiosity, an online tutoring service, via a course that they can self-enrol in. Studiosity offers writing feedback – students who submit drafts receive formative feedback on structure, language, argument and referencing. No editing, proofreading or advice on content is offered. Students are also able to access study skills

advice through real-time audio or text discussion. This service is predominantly meant to help students outside of core business hours (9-5).

10. Free certified AI Literacy Training Workshops for Queen Mary students are being offered by Dr Xue Zhou as part of her Queen Mary Academy Fellowship Project. The workshops include various guest speakers and include topics ranging from Introduction to AI and AI for Research. You can find out more about these sessions [here](#).

National Student Survey

11. In preparation for the TEF 2027 submission, the NSS Task Force continues to receive quarterly updates on the NSS School Action Plans via the Faculties. Part of this exercise includes seeking evaluation and impact data for completed actions from schools. The Deputy VP Education (Programmes & Standards) is also reworking the previous set of NSS targets in context of the change in methodology to help schools project the change in student opinion needed to realise our ambitions for a TEF Gold in 2027.

12. A PowerBI dashboard with NSS 2023 data is now live for colleagues to access.

13. The VP (Education) has commenced meetings with Heads of Schools and Institutes to discuss the TEF 2023 and NSS 2023 results in more detail, along with our approach to driving up both NSS scores and focusing on improvements to succeed in TEF 2027 to avoid potential financial penalties from the OfS. In preparation of this exercise, detailed reports of the NSS and TEF results have been shared with faculties and schools.

Student Surveys

14. A more detailed PTES report is currently being produced and will be shared as soon as possible. This will cover the institutional and sector data in more detail, as well as Faculty and School/Institute level data. There will be PTES Power BI dashboards being developed, which will make the data much more accessible. It will also make it much easier to analyse the data at a more granular level (e.g., programme level). These are expected to be completed by the end of the first semester 2023/24. For any additional queries about the PTES, colleagues may contact Johnny Dixon (johnny.dixon@qmul.ac.uk).

15. A module evaluation pilot project is underway with the aim of increasing response rates and student engagement, and seeking to drive up module performance. The project is being led by the Student Voice and Feedback Coordinator, supported by the Executive Officer (Education) and Student Surveys Manager. In the current academic year, we have included all UG modules from SBM, SBBS (Psychology), SPIR, Law, SMS and IoD. The surveys will be opened and closed at the same time in these schools centrally (week 8 and week 11 respectively).

16. The Welcome Week survey opened on Monday 18 September and closed Friday 20 October. 1426 student responded to the survey, giving an overall response rate of 14% - this is 1% higher than in 2022. Below are some key highlights from the survey:

- 80% of respondents said they had the practical information needed before arriving at Queen Mary.

- 677 (47%) respondents said they would have liked more information before arriving at Queen Mary. 74% of these students said they would have liked more course specific information and 44% said they would have liked more information about enrolment.
 - 80% of respondents said they found online enrolment either very easy, or quite easy.
 - 59% of respondents said they felt either very confident or quite confident about university life before arriving at Queen Mary. 81% of respondents said that welcome week helped them feel more confident about university life.
 - 81% of respondents attended events during welcome week. Of the 269 respondents that did not attend, 118 (43.9%) reported that this was due to travel reasons.

The Student Life Team will be doing a full analysis of the results.

Queen Mary Academy

17. Unit Three of our Educational Leadership Development programme is now underway for both cohorts of Programme Directors and Directors of Education. Each participant has now completed a project proposal on the leadership project they will undertake throughout the rest of the programme. These projects are aligned with the strategic KPIs and are designed to progress leadership skills whilst also having strategic impact through addressing a key area of focus for improvement identified in the School NSS Action plan. This year's Heads of School Leadership Programme has now launched with very positive feedback so far. Unit One of the programme took place on 2 November, with discussion of the role of a HoS and translating strategy into action. The new Module Leaders programme has now been scoped and we will shortly move further into the planning and recruitment phases.

18. A new workshop 'Getting started with Educational Impact' has launched to support staff with planning for and articulating the impact of educational initiatives. Workshops draw on Programme Theory evaluation tools and are designed to help educators evidence their project's impact by identifying long-term goals, mid-term outcomes and short-term benefits for enhancing education and the student experience at Queen Mary. Six workshops have been scheduled for November-December 2023.

19. A new [Educational Scholarship profiles webpage](#) has been developed profiling Queen Mary educators and their experiences of educational scholarship. This forms part of our suite of resources designed to support educators to develop their educational scholarship.

20. 'Teach Your First Session' is a half day interactive workshop designed to help prepare PGRs who are new to teaching. It introduces participants to the basics of active learning, lesson planning and reflective practice. During September 2023, eight sessions were offered both at Faculty-level and at School/Institute-level as bespoke sessions and 124 PGRs attended. Additional sessions will be available in January 2024. Two follow-up sessions, 'Giving Effective Feedback' and the Associate Fellowship Accelerator (which supports GTAs in their applications to gain Associate Fellowship of the Higher Education Academy) are also scheduled. A new workshop on 'How Students Learn', is in development and will be offered in Semester B.

21. A Senior Tutor update and discussion session took place on 11 October. The event was hosted by the Academy with presentations from DGLS and Advice & Counselling.

22. The Effective Advising and Signposting e-learning course has been migrated from QMplus and will now be available through the new [CPD Training platform](#). To complement this training, the workshop 'Bold and challenging conversations when working one-to-one with students' is scheduled to run in November and January. This session is particularly relevant to colleagues who are Advisors, Senior Tutors or in other roles advising students.

23. Our workshop programme for this semester is available [through the new CPD Training platform](#) and includes sessions, which will assist staff with remaining in good standing, on:

- Assessment Design for Academic Integrity
- Developing Inclusive Education for Neurodivergent Learners
- Embedding Queen Mary Graduate Attributes
- Embedding Sustainability in the Curriculum
- Intercultural teaching and learning strategies: improving communication and inclusivity
- Providing effective feedback
- Student-paced learning: Enhancing asynchronous education

24. Professor Graham Easton from the Institute of Health Sciences Education has taken up a new Queen Mary Academy Fellowship. His project will support the co-creation of the medical undergraduate curriculum, working with students and patients, and will develop training and resources for wider use in co-creation projects across Queen Mary University of London.

25. Dr Sally Faulkner from the School of Biological and Behavioural Sciences has taken up a new Queen Mary Academy Fellowship. Her project will investigate the implementation of Team Based Learning in programmes and measuring its impact in terms of grade outcomes, self-efficacy and confidence development.

26. Dr Heather Ford from the School of Geography has taken up a new Queen Mary Academy Fellowship. Her project will develop a set of self-paced learning activities to develop students' data analysis and coding skills using AI, to be initially deployed in the module Climate Change in Practice. This work aims to develop student engagement, student employability and evaluate efficacy.

27. Dr Anne Ropiquet from the School of Biological and Behavioural Sciences has taken up a new Queen Mary Academy Fellowship. Her project will explore opportunities and challenges for integrating interdisciplinary approaches into our programmes.

28. Dr Lilian Schofield from the School of Business and Management has taken up a new Queen Mary Academy fellowship. Her project will focus on 'learning by doing' across disciplines and Faculties.

29. Dr Xue Zhou from the School of Business and Management will continue as a Queen Mary Academy Fellow. Her new project will focus on developing students' fundamental knowledge of AI and practical training on AI usage in learning.

Office for Students and Regulatory Matters

30. The TEF 2023 ratings have now been [published](#) on the OfS website. The OfS are now publishing separate ratings for Student Experience and Outcomes along with an overall rating. Queen Mary has received Bronze for Student Experience, Silver for Student Outcomes and an overall rating of Silver. Colleagues can read the message to all staff and students from the VP Education and the QMSU President on [Connected](#), which also has links to our institutional and student submissions for TEF 2023.

31. Queen Mary has recently responded to a consultation on HTQs and a call for evidence on modular study via the London Higher group.

- a. While Queen Mary does not currently offer HTQs, there is scope for future development in this area through LCIoT. The proposal is to have HTQs be reported as either a separate mode of study from Level 4 and 5 qualifications or have them reported as a split metric.
- b. The modular study call for evidence was in the context of the policy aims under the proposed LLE scheme. The ambitions will have significant changes to the approach HEIs take in their delivery of education. Our responses reflected the need for greater clarity about the extent to which universities are expected to adapt their current offerings into 'standalone' modules with certification. We further stressed the importance of maintaining consistency between the policy aims and the current OfS B and C conditions.

32. Queen Mary has ranked 6th in the UK in HEPI's [Social Mobility Index 2023](#), compiled by London South Bank University. This represents a change in rank of down 3 places, however, the publishers have cautioned year-on-year comparisons. Last year, the Index used data from 2019/20 but this year's Index uses data from 2021/22, including the most recent Student Outcome and Experience indicators from the Office for Students, which were published in July. Apprentices have also been removed from the index.

33. The OfS has [published a statement](#) about the prioritised categories for the 2023-24 assessment cycle. The prioritisation criteria will assess select providers in relation to their compliance with ongoing condition B3 (student outcomes). The decision to select providers to assess will be based on:

- The number of students affected by performance below a numerical threshold
- Distance from the relevant threshold
- Statistical uncertainty of the provider's underlying performance being below the threshold
- Number of indicators or split indicators not in the prioritised category that are below the threshold
- Other regulatory intelligence

The table below summarises the split indicators where we are below the threshold in the last TEF return.

Metric	Split indicator type	Level of study	Split indicator	Indicator value	Threshold
Continuation	Age on entry	First degree	31 years and over	74.4%	80%
Continuation	Age on entry	Other postgraduate	31 years and over	69.0%	80%
Continuation	Domicile	Other postgraduate	UK	78.7%	80%
Continuation	Subject: Engineering, technology and computing	Postgraduate taught masters	Materials and technology	77.8%	80%
Completion	Age on entry	First degree	31 years and over	74.5%	75%
Progression	Subject: Law and social sciences	Postgraduate taught masters	Politics	63.1%	70%
Progression	Subject: Humanities and languages	Postgraduate taught masters	History and archaeology	68.0%	70%
Progression	Subject: Natural and mathematical sciences	Undergraduate with PG components	Physics and astronomy	63.8%	75%

Senate update: VP, Policy and Strategic Partnerships: October – December 2023

London City Institute of Technology (IoT)

September 2023 enrolment numbers are now confirmed as 444 students of which QM apprentices make up 15% (68 learners). These are on our undergraduate and postgraduate software and data analyst degree apprenticeships with Goldman Sachs, PwC and Morgan Stanley.

Work continues to ascertain employer interest in our proposed Systems Engineering and Post Graduate Engineering Degree Apprenticeships with discussions with the likes of BT, Hitachi Rail, Unilever and NATS.

The Advanced Robotics Engineer Trailblazer is reaching its conclusion and encouraging discussions have been had with Ocado, Airbus, Jacobs, DeepMind and the Manufacturing Technology Centre about enrolments for September 2024.

Degree apprenticeships

Extensive work continues on the implementation of the SMART assessor system and the soft launch has taken place on the Investment Operations level 4 apprenticeship run by the School of Economics and Finance programme with 19 apprentices.

Civic Impact

- Sarah Gifford (previous Community Engagement Manager in the Centre for Public Engagement) started as Civic Engagement Lead at the beginning of November.
- The Civic Agreement Delivery Group are meeting on Tuesday 28th November. The QM Economic Impact report sets out many examples of QM's civic impact and we are keen to build on and extend our impact and profile. We will bring together civic stakeholders internally and locally through a purposeful Civic Champions network to identify more opportunities for impact and positive change, develop and deliver a comms and engagement plan internally and externally, review space on campus to enable civic activities with partner organisations, and finalise a framework for monitoring and evaluation.
- As an example, the East London Research Network met on 14th November brought together 45 researchers across Queen Mary focussing on researching with children, young people, families and schools. The Centre for Childhood Cultures, Language Acquisition Lab, Youth Resilience Unit, Centre for Arts, Culture and Creative Collaboration, and the Student Recruitment and Widening Participation team presented on their areas of work, with discussion and breakout rooms for researchers to meet new colleagues and identify areas of join-up and collaboration.
- As part of the NIHR funded Tower Hamlets Health Determinants Research Collaborative, the Health Inequalities Research & Partnerships Managers (HDRC) at Queen Mary, London Metropolitan, and UEL are currently planning a "Researchers' Roadshow" to engage with academics within the partner universities as well as community researchers in Tower Hamlets that have a focus on Health Inequalities. The first roadshow will take place at Queen Mary. The HDRC is developing a network of organisations working with community researchers in Tower Hamlets and is also developing its collaborative approach to the identification of research priorities.
- We hosted an OECD/ECCOLE (Organisation for Economic Co-operation and Development) visit on 19 October to review civic work in universities in England and Wales as part of the National Civic Impact Accelerator programme. This focused on a cluster of universities in North and South East London - QM, UCL

East, UEL, London Met and Goldsmiths. OECD will be publishing its review - also drawing on written submissions, including from QM - next year. Alison Blunt presented on QM's collaborative work, and QM was also involved in a joint presentation with the HDRC partners (LBTH, UEL, London Met, THCVS).

Centre for Arts, Culture and Creative Collaboration

On 22 November, the team formerly known as Arts and Culture announced their rebrand as the Centre for Arts Culture and Creative Collaboration (AC&C).

Arts and Culture was a five-year strategy based in HSS, which came to an end last year. The new centre ensures the continuity of this work and makes it a central university team to recognise how much creative collaboration takes place across our three faculties. To celebrate the relaunch, we invited over 80 QM researchers, PS staff and partners from the arts, culture and heritage sectors to an event at the Heritage Arts Centre (HAC) in Bow, just 5 minutes from Mile End campus. It was wonderful to see new collaborations sparked as conversations took place during the evening. The relaunch also coincided with the launch of our new webpages, which have been redesigned to make the expanding portfolio of projects and partners we support more visible, engaging and accessible. You can view them here: <https://www.qmul.ac.uk/centre-creative-collaboration/>

The new website is a key milestone in developing a new comms plan for AC&C. We are looking over the next 6 months to continue to develop our webpages and revamp our social media strategy. Other projects include:

- Launching a 3yr Participatory Research project, developing toolkits and training for academics working with young peer researchers, youth workers and teachers.
- Working on a long-term evaluation project for the local cultural sector, in collaboration with People's Palace Projects
- Recruiting a new cohort of Assistant Producers, a knowledge exchange programme building creative producing skills with 15 QM students/recent graduates then sharing expertise and support with local cultural organisations
- Taking forward a new partnership with the GLA to map skills and training for the cultural sector, to help QM to develop responsive new courses and develop new partnerships with the creative industries
- Starting a 3 year partnership with Mile End Community Project, a local film and media empowerment charity, to run workshops and events for the local community in BLOC, the new cinema space in Arts One.

We are also working closely with Sarah Gifford to map out our strategy for delivering the 'Cultural Hub for East London' pillar of the Civic University Agreement.

Public Engagement

The Centre for Public Engagement (CPE) Large Grants funding panel met on 15th November, and agreed to award £55,905.56 to 6 projects, which will run until July 2024:

- Cultivating Land Justice: Developing an Anti-Racist Knowledge Exchange Programme.
- Designing Tower Hamlets' Green Grid: how gender inclusive design can reshape urban green spaces.

- Where Plants and People Meet.
- Curatorial project: “Dancing with Water – Women’s cinema from contemporary People’s Republic of China”
- Child Migrant Voices in Modern Britain.
- Meaningful participation in action-oriented research: The Black Men’s Health North London group project.

Briana Applewhite joined the CPE as Health Inequalities Research and Partnerships Manager working on the Tower Hamlets HDRC project. The HDRC is a partnership between Tower Hamlets Council, local voluntary and community organisations and London Metropolitan University and the University of East London. Briana will be working alongside equivalent roles at London Metropolitan University and University of East London to connect local communities and Queen Mary research to the HDRC.

The CPE’s Participatory Research funding scheme (funded by Research England) which provides up to £10,000 per project is currently open. The deadline for applications is 5th December, with a panel meeting scheduled for January 2024.

In light of the ongoing cost-of-living crisis and difficult funding landscape for community partner organisations, the CPE has increased the maximum award amount for its community engagement and PPI (Patient and Public Involvement) small grants schemes to £1000 (from £600).

Public Affairs

We have engaged with the Russell Group over the Autumn Statement, amid concerns that HMT were considering imposing cost-saving conditions on degree apprenticeship provision, specifically:

1. Scrapping the level 7 leadership apprenticeship
2. Increasing employer contributions for level 7 (and maybe 6) apprenticeships
3. Decreasing age limit on govt sponsored apprenticeships (particularly at level 6/7)
4. Decreasing salary limit on govt sponsored apprenticeships (particularly at level 6/7)

These proposals were not ultimately included in the Autumn Statement, which while a success does signal the need to further engage in discussions on the future of alternative forms of provision.

Wes Streeting MP spoke at an MEI event in November and met informally with Dr Philippa Lloyd before the event. Queen Mary’s first dedicated Public Affairs staff member joins in late November and will be developing a programme of activity to better leverage what we do and promote Queen Mary to policy and political audiences.

Sustainability

QMSU and the university sustainability team ran a busy Sustainability week of events for staff and students in November. Offering a chance for staff and students to find out more and engage in opportunities on campus and in local projects, events ranged from volunteering at the allotment or canal clean, a clothing give-away, a

talk from a Climate Doctor to a Sustainability in the Curriculum network event and Sustainability Climate Action Network launch.

The QM Sustainability and Climate Network (SCAN) has now been created which is open to all staff and students who want to engage in sustainability and climate issues to help Queen Mary shape and deliver sustainability initiatives across the organisation and feed into the development of the sustainability strategy. It will act as a hub for staff and student engagement in sustainability and brings together existing sustainability working groups and networks that staff and students are already involved in. At this stage subgroups of the network include sustainability in the curriculum, biodiversity and green spaces, food, sustainability in labs- LEAF, student voice, waste management and more will be developed as required for instance energy, travel, procurement, investments.

The Sustainability in the curriculum network event heard from staff and students who have been part of embedding sustainability into the curriculum. Students fed back the benefits that they had experienced by receiving this as part of their medical education and staff shared projects from across the faculties and how their sustainability related modules are linked with employers, local organisations and the QM sustainability team. Contact QM Academy or Sustainability team to find out more about the network or find out about opportunities to link students with sustainability on campus or in the local area.

Queen Mary has significantly improved its ranking position in the QS Sustainability ranking with a position of (*embargoed until 5th Dec*) 54th out of 1403 global institutions and 20th in UK. There are three categories to the ranking- environmental impact, social impact and governance.

The team continue to engage with and identify opportunities for students relating to sustainability. One forthcoming opportunity is that Queen Mary is one of the organising universities for the [London Student Sustainability Conference 2024](#) which is an opportunity for students to hear about and share the climate and sustainability work and research being undertaken by students.

The sustainability team continues to engage with local organisations and partners with the growing sustainability agenda. This includes conversations and engagement with local community groups, Tower Hamlets and funders related to QM as an organisation with a physical estate footprint as well as supporting civic engagement opportunities. QM is part of the renewed Tower Hamlets Climate Partnership.

Work to minimise negative environmental impacts and maximise opportunities related to our estates activities continues to be an important part of delivering sustainability at QMUL with a particular focus on waste reduction and energy and carbon reduction. There is ongoing identification of and investment in carbon and energy reduction projects such as lighting upgrades, insulation, heat pumps and how sustainability is embedded into capital and refurbishment projects.

PCI Update

The People, Culture & Inclusion Enabling Plan continues to be delivered via the Embedding Our Values project and the work of the Equality, Diversity & Inclusion Steering Group. In line with the wider Strategy 2030 refresh,

work is underway to reflect on the People, Culture and Enabling Plan and develop a roadmap to take us up to 2030 and reaching our aspiration to be 'the most inclusive of our kind, anywhere'.

Queen Mary's Race Equality Charter journey continues with our self-assessment process nearing completion (due for submission March 2024) with staff and student surveys engaging thousands of our community members. I am pleased to share the launch of the [University's Carers' Career Development Fund](#) (launched on Carers' Rights Day 2023) in partnership between the People, Culture and Inclusion and Research and Innovation Plans; this new scheme and funding will help offset the cost of caring for our community attending career enhancing opportunities.

I attach for Senate the minutes of the previous meeting of the Equality, Diversity & Inclusion Steering Group (Appendix One).

Equality, Diversity, and Inclusion Steering Group (EDISG)

MINUTES

Meeting title: Equality, Diversity, and Inclusion Steering Group (EDISG)

Date: 27 September 2023

Time: 09:30-11:30

Location: Hybrid: Microsoft Teams and Dept W

In attendance: Philippa Lloyd (PL) (Chair), Afua Acheampong (AA), Alex Prestage (AOP), Eleanor McDavis (EM), Liz Grand (LG), Michael Jannetta (MJ), Ruth Truscott (RT), Tracy Connelly (TC), Tahmid Khan (TK), Matthew James Beach (MJB), Shakira Moise (SM), Daniel Todman (DT), Nelarine Cornelius (NC), Christina Govier (CG), Laura Simpson (LS), Ana Flores Reis (AFR), Bhagirathi Shah (BS), Alvin Ramsamy (AR), Darren Hunwicks (DH), Katharina Smith-Muller (KSM).

ACTIONS FROM PREVIOUS MEETINGS	RESPONSIBILITY
PL to highlight matters arising from EDISG, relation to safety concerns and accessibility, at meetings with EAF and SU.	PL
EM to highlight to EAF concerns raised about parking for disabled people including blue badge holders for action.	EM
AOP to update on timelines for Pay Gap Reporting Dashboards	AOP
AR to share the Students' Union Code of Conduct and Complaints and disciplinary procedure to enable cross referencing of content.	AR
AOP to support AFR in taking this paper to PHASE and in taking legal advice to provide assurances that the guidance is legal sound.	AOP
ACTIONS FROM BELOW MEETING	RESPONSIBILITY
Members to provide AOP with any comments regarding the EDI Leads Role Description by COP Friday 29 September.	All
LG to present new Equality Analysis approach to Faculty Leads and Executive Officers.	LG
EDISG members to raise awareness regarding the 2023/24 Awareness & Inclusion Calendar.	All

	DISCUSSION	ACTION
1	<p>Introductions and Apologies</p> <p>Members were welcomed to the first EDISG meeting of the 2023/24 academic year and introductions were made.</p> <p>PL welcomed the newly elected SU Officers and Co-Chairs of the Gender Equality Staff Network and Race Equality Staff Network. EDISG congratulated these newly elected colleagues on their appointment.</p>	
2	<p>Minutes from last meeting (Paper 1) and matters arising</p> <p>PL invited members to review the minutes from the last EDISG Meeting.</p> <p>The minutes were approved.</p>	
3	<p>Recognising Citizenship in EDI- EDI Leads and EDISG Reporting</p> <p>AOP delivered a presentation to members titled <i>EDISG Reporting 2023- Supporting our ambition to be the most inclusive University of our kind</i>. Within the presentation, AOP provided an overview of;</p> <ul style="list-style-type: none"> - The purpose of EDISG and its reporting structure - Our progress to date regarding KPI3 Staff Equality & Inclusion - The establishment of EDI Action Plans across Schools, Institutes and Directorates - The approval from SET to provide consistent recognition to EDI Leads - The role expectation for 4 x EDI Leads <p>PL and AOP welcomed comments on the Role Description for the 4 x EDI Leads. There was general approval from members who noted that the introduction of consistent expectations was a positive step forward.</p>	<p>Members to provide AOP with any comments regarding the EDI Leads Role Description by COP Friday 29 September.</p>
4	<p>Equality Analysis at Queen Mary</p> <p>LG provided a briefing on Queen Mary's newly developed approach to Equality Analysis. LG provided background context and explained why we are taking this new approach. The below points were included within the presentation;</p> <ul style="list-style-type: none"> - Our day-to-day decisions all have an impact on our community. On closer inspection we may realise there is adverse impact for groups of staff. We have to take the time to consider the impact our decision will have. 	<p>LG to present new Equality Analysis approach to Faculty Leads and Executive Officers.</p>

	<ul style="list-style-type: none"> - Equality Analysis provides a framework to support our decision making, guiding us to assess the potential impact of a policy. process or decision to identify any negative impact and identify actions to eliminate or mitigate this before implementation. - Our new approach is aligned to our values in action, PCI aims and embedding our values. It is flexible and adaptable so it can be used in a way that works for the individual. - We will be providing an updated resource, new equality analysis template, guidance, e-learning resource and a repository of examples. - The website will be updated on 2 October and include the new process and guidance. The e-learning resource will be launched in November. <p>EDISG members were encouraged to familiarise themselves with the guidance.</p> <p>LG advised that EDISG will be asked to review a sample of completed equality analysis going forward. This is to provide assurance that the guidance and process are working in practice and to consider any challenges that arise or areas of concern.</p> <p>PL explained that Faculty leads should be consulted and advised. The newly designed approach will also be presented to SET for information.</p> <p>PL also suggested the approach is also presented to the Executive Officers for information.</p>	
5	<p>Disability Inclusion Strategy</p> <p>EM provided a presentation outlining milestones regarding Disability Inclusion at Queen Mary and future direction of travel. A key milestone noted was the formation of a Disability Inclusion Action Group, chaired by Jonathan Morgan. EM advised that the group met four times in the 2022/23 academic year and are reviewing key areas that affect both staff and students.</p> <p>EM explained the upcoming priorities include the development of an ambitious Institutional Disability Impact Plan and progressing the creation of accessible environments (both physical and digital).</p> <p>EM reported that Queen Mary recently became members of the Business Disability Forum and work is ongoing to support the formalisation of the Staff Disability Network.</p> <p>Members thanked EM for the update and for progress made so far.</p>	

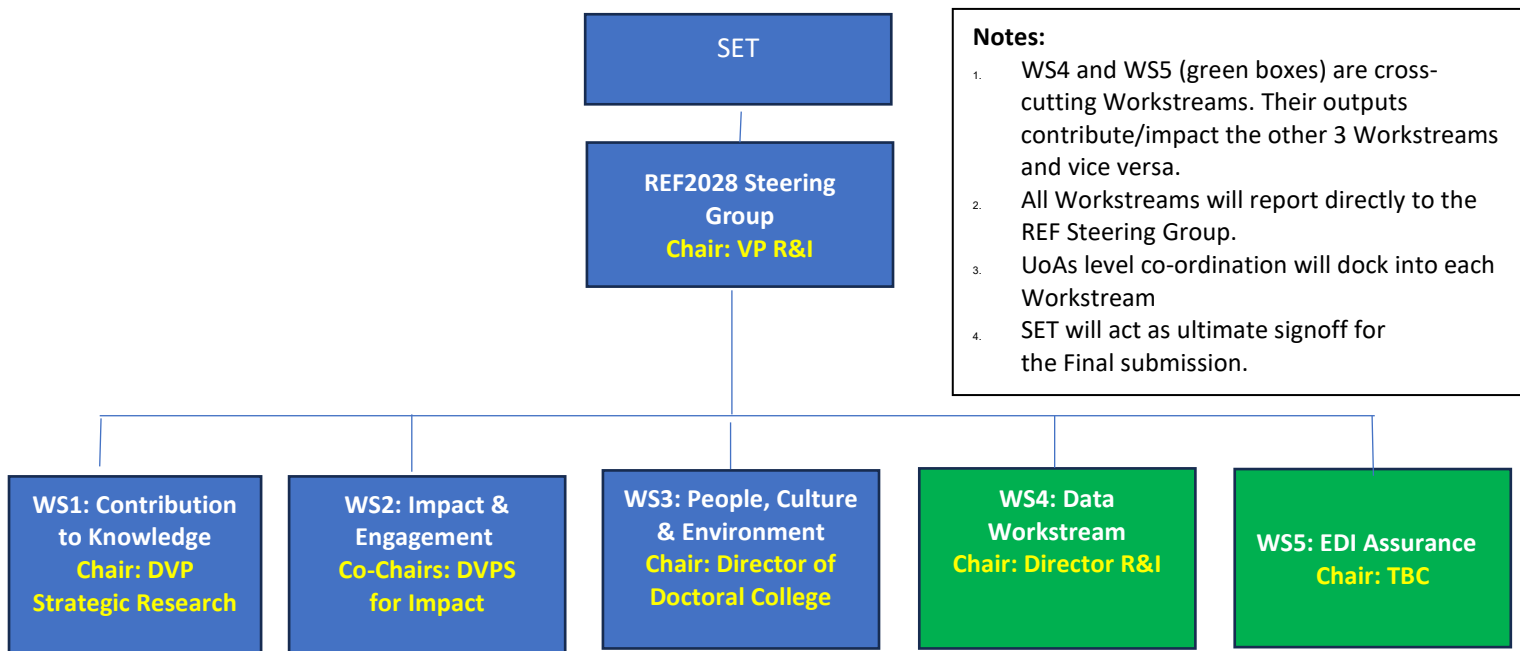
<p>6</p>	<p>Awareness & Inclusion Calendar</p> <p>LG shared the new Awareness & Inclusion Calendar for the 2023/24 academic year. Members were advised that the calendar is an important tool for showcasing many cultural occasions and awareness raising days. The benefits of the calendar include helping to promote Queen Mary’s commitment to EDI and to encourage self-learning and personal development. LG reported that the calendar was distributed to students as part of Welcome Week.</p> <p>Members provided positive feedback, noting that there had been high demand from both students and staff to receive the new edition of the calendar.</p> <p>EDISG members were encouraged to raise awareness in their local areas.</p>	<p>EDISG members to raise awareness regarding the 2023/24 Awareness & Inclusion Calendar.</p>
<p>7</p>	<p>Updates from EDI Team</p> <p>Race Equality Charter AA provided an overview of the REC Charter, stating the self-assessment team are meeting on a monthly basis to develop the application. AA advised a first draft of the application will be submitted to AdvanceHE who will review and provide feedback for the self-assessment team to act upon.</p> <p>AA reported that a G3 member of staff has been recruited to analyse our survey data and identify key themes and trends for exploration.</p> <p>AA explained the Race Equality Pulse Survey is currently live and will close on 9 October. Members were asked to promote the survey and encourage colleagues in their local areas to complete. The survey is open to all colleagues, regardless of their ethnicity.</p> <p>Aurora Recruitment KSM provided an overview of the 2023/24 Aurora programme cohort, which included the following updates; - Over 70 applications were received for the 2023/24 cohort, evidencing it is a desirable programme with a reputable reputation amongst Queen Mary staff -In 2023/24, Queen Mary will have a record cohort of 33 women who were selected by a panel of internal colleagues</p>	<p>EDISG members to encourage their colleagues to complete the Race Equality Pulse Survey</p>
<p>8</p>	<p>AOB</p> <p>PL thanked colleagues for their contributions.</p> <p>Next EDISG meeting will take place on 22 November 2023.</p>	

VP R&I Report to Senate

Research Excellence Framework 2028: update on preparations

Following discussions at RIB and SET, we have begun to stand up the governance and project management structures needed for REF 2028. As a crucial part of this, I am delighted that Emma Pole has rejoined Queen Mary as our Research and Innovation Analysis and Planning Manager. Emma’s role will go beyond the REF to providing the analytical and planning capacity to support our wider R&I ambitions under Strategy 2030, but she will undoubtedly play a key part in supporting our preparations.

The governance plan for REF 2028 is set out below.



We are standing up each group, with first meetings due to take place between now and Spring 2023 (the P, C, E group will meet last, given the lack of concrete information on this area of the submission). All faculties are represented on each group, as follows:

REF Steering Group	HSS: Adrian Armstrong (to end Dec 2023), Galin Tihanov (from Jan 2024 onwards) FMD: Amrita Ahluwalia S&E: Martin Knight
Contribution to Knowledge	HSS: Adrian Armstrong (to end Dec 2023), Galin Tihanov (from Jan 2024 onwards), Alexandra Nowosiad FMD: Amrita Ahluwalia, Sabari Vallath S&E: Akram Alomainy, Frances Healy
Impact and Engagement	HSS: Kate Spencer S&E: Peter Thorpe FMD: Paul Evans and Fran Balkwill
People, Culture and Environment	HSS: Holly Ryan, Miriam Goldby, Miri Rubin S&E: Caroline Brennan FMD: Jonathan Grigg
Data	HSS: Alexandra Nowosiad

	S&E: Jennifer Morgan FMD: Sabari Vallath
EDI	HSS: Daniel Todman S&E: Richard Pickersgill FMD: TBA

The role of the faculty representatives on each group is to represent the faculty in the discussion, but also to feedback to Head of School/ Institute Directors and Directors of Research and Impact on the discussion and action required from each area. We will also be developing a communications programme, supported by the communications team, which will kick in after our first Steering Group meeting in early December. We appreciate that many areas of the university are keen to start work on their preparations, and these are already underway in some places. We ask that these align with work being done centrally, to avoid duplicating effort and to avoid creating confusion. If members of Senate would like an earlier update on work being done in each area, you are welcome to contact either Bryony Butland (Director of Research and Innovation) or Hannah Bentley (EO for Research and Innovation), or any of your faculty representatives.

We are also in the process of finalising our submission to an additional Research England-led consultation on the People, Culture and Environment metrics. Our submission makes three key points:

- We are cautious of any approach which takes a “one size fits all” approach to research culture. There is tremendous variety across HEIs in the UK – ranging from very large research intensive to much smaller specialist institutions. This diversity will naturally be accompanied by differences in research culture, which any submission should allow space to recognise and celebrate. Because of this, we express support for a “basket of indicators” which allows HEIs to tell their own research culture story, in line with their institutional needs and perspectives.
- Given all HEIs will start from a different place, we ask for clarity on how this data will be assessed. We suggest that Research England should consider 1) evidence-based analysis of institutional needs, 2) clarity of focus, and 3) ability to show change supported by data within a REF period in this area of the submission.
- We state indicators that we would not wish to see in REF. These include career destination data, the compilation of which would pose significant administrative burden, and staff survey data, where we feel that inclusion in REF would diminish the utility of the data for the institution by creating a perverse incentive for respondents to be less candid.

A final version of our submission is available on request from Hannah Bentley.

Business Development

The BD activity in FMD since October has largely been focused on the BioJapan conference, Pharma Integrates, and the Cardiovascular Devices (CVD) Industry Connect Day (i.e., engagement). However, ongoing collaboration discussions have been progressing, as well. Awarded projects include an Investigator Initiated Project with GSK (£300k), two contract research projects of the total value of £560K with Vir Biotechnology (£490k) and Hemanext (£75k). Several collaborative projects of > £1.5M are currently under negotiation with companies such as Unilever, Roche, Takeda, Enhance3D, and Laverock Therapeutics.

Engagement efforts have yielded many new connections. At the BioJapan conference in early October, 31 companies were engaged and have resulted in 11 collaborative research discussion

initiations, with one progressing to project budgeting and the second to project scoping. Pharma Integrates was less productive with SMEs, but the UK leads for Bayer, Novartis, Takeda, and Pfizer were in attendance. All have been contacted for introductions to Queen Mary. The CVD Industry Connect Day had 105 registrations, with more than two thirds in attendance. Representatives from Afferent Medical, SynAct, and Bristol Myers Squibb (BMS) were present. The Associate Director, Strategic Partnerships and Early Assets, gave a presentation about how to collaborate with BMS.

In S&E, the focus since October has largely been on IUK grants. BD successfully supported bids of the total value of £923K from IUK over the last quarter including an IUK-Eureka Stars award with Authentise (£120k) and an IUK Energy Catalyst award with Aquatera (£216k). Collaboration agreements for the successful bids are under review. Projects worth £2.7M from a combination of UKRI, IUK, NERC, and DSIT Research Catalyst working with company partners such as Ranplan, Wootzano, Garphene Innovations, Earswitch and Infini8AI to name a few, were supported and submitted in November and are currently awaiting outcome.

The outcome of UKRI CDT bids (all unsuccessful) was disappointing. It is important to understand the reasons our submissions were unsuccessful, to help support future successful bids and repeat work. Business Development Managers will liaise with PIs to arrange feedback review sessions in the new year. S&E Business Development Managers participated and provided support to SEMS ILF earlier this month (8th November) and are supporting the Induction and S&E Faculty celebration on 13th December.

In H&SS, the team has been supporting partner engagement for large multi-disciplinary UKRI grant applications:

- Supporting UKRI/DEFRA Resilient UK coastal communities and seas bid – inputting to partner engagement to build in knowledge exchange to the project, obtaining letters of support
- Supporting the AHRC Centre for Law and Social Justice bid – inputting to partner ideas and engagement.
- Offering partner engagement perspectives and value to the proposition for the new URI in creative sectors
- Building on the Thames Estuary university partnership to create tangible projects

The team is also developing the potential for a KTP workstream with the School of Business and Management. The Consultancy across Queen Mary has started off strongly, signing eight contracts with an income of £950k for Q1. There is a robust pipeline of academics who have consultancy as part of their portfolio with new academics expressing interest and being supported to establish themselves as consultants. Consultancy is now an established service at Queen Mary, in its fourth year of being a dedicated service. We will be strengthening the service to de risk being established predominantly around one person.

Doctoral College

The Doctoral College team have instigated a working group looking at PGR fee levels and Degree types (Working group PGR Fees and Degrees). The outcomes of this group for interim reporting to RIB in February 2024 are:

- Understand the base cost of study of a PGR by faculty using TRAC data.
- Understanding of how bench fee/consumable levels are costed.
- Complete audit of QMUL PGR fee waivers and understand the true cost implications of these.

- Complete audit of sector wide types of PGR offering e.g. PhD by distance learning, PhD by publication to understand the wider market with the aim of understanding if expanded PGR provision will support QMUL strategic aims around research numbers
- Create a comprehensive data dashboard of PGR lifecycle.

The Doctoral College team have also completed a full audit of PGR training and development offered at QMUL through schools, institutes and Doctoral Training Entities. This will lead into forthcoming work looking at researcher development opportunities for PGRs and how we can deliver and support an agile and creative training programme for our PGR community.

Impact

Work in the impact team has been focussing around supporting early REF preparations, developing a centrally held Impact Case Study Pipeline for the university, with input from Faculty and other teams (e.g. QMI, Business Development, Centre for Creative Collaboration). This project will continue into the new year, providing a central list of all case studies and allowing us to track the quality and depth of our likely submission. Once compiled, it will be available for viewing by Heads of School/Institute Directors, and colleagues with a role in coordinating our REF submission.

The call for the Autumn Impact Fund has now closed, with 25 bids proceeding to peer review. Early feedback indicates that our revised process, which I advised Senate of in my previous report, has led to an increase in the quality of bids received, with some less ready bids being supported over the winter to apply for the Spring round. Improving the value of making an application through earlier provision of specialist feedback was one of the primary aims of conducting the review, and it is pleasing to see early indications that it has been successful. I will provide a further update on this in my next report, when we will be able to share more detailed analysis with Senate.

Alongside preparations for REF, the Impact Team is also focussing on how we foster an impact culture at Queen Mary and nurture our impact activity over the longer term. Part of how the team does this is through providing training. Previously, the Impact Team delivered all training through live sessions, which were often over subscribed. To enable them to reach more people, the Team has developed three online modules, which are available now on QMPlus. The modules are:

- Foundations and Principles for Impactful Research
- Planning and Designing Research for Impact
- Measuring Impact Success and Evidencing Impact

The training is complemented by an open discussion forum and has been designed so that people can apply their learning as they go to reflect on their own research impact through a journal function. The courses can be viewed here <https://qmplus.qmul.ac.uk/course/info.php?id=22938> (note you will have to sign in with your QM Plus credentials).

Alongside the online courses, the Impact Team will focus on developing a further in-person training programme which will focus on more specialist and advanced training (where this is not already provided by other teams) and on providing more 1:1 advice sessions.

Research Culture

The Research & Innovation Board discussed the research culture team's strategy in early November, and I am delighted to report that the research culture team have now launched [two funding schemes](#) as part of their work to support and enrich Queen Mary's research culture, The [Enhancing Research & Innovation Culture Fund](#) is open to all researchers (including PGRs) and research-enabling staff

who want to enrich or support research culture across Queen Mary. The deadline for [applications](#) is 8th December with decisions expected in late January. The [Carers' Career Development Fund](#) operates with a rolling monthly deadline and aims to help parents/guardians and carers with the additional care costs incurred as a result of attending conferences or other important development and networking events.

We hope that both schemes attract applications. If you have any questions or would like more information, you can now visit the research culture team's dedicated [webpages](#) and contact the research culture team using their new shared email inbox: researchculture@qmul.ac.uk

Both these schemes are part of a broader research culture strategy that will support Queen Mary's strategic aim to nurture a world-class research culture. The research culture team are also leading on a consultation with colleagues across the university around the 'research culture' data priorities and indicators that Queen Mary should collect, both to allow a better understanding of our researcher community and those who support them, and in readiness for REF 2028. The research culture strategy also includes working with colleagues and partners in the faculties to support local research cultures and to strengthen our researcher community, which involves revising and refreshing the Researchers' Forum and embedding research culture governance and representation more firmly within the faculties. If you are interested in learning more then please contact Mark Whelan, our research culture manager.

Impact Engagement

Following a hugely successful inaugural year, the Queen Mary Research and Innovation Awards will return in 2024. An awareness raising soft launch will take place during December, ready for applications to open on the 8 January 2024. The awards categories remain unchanged, and I encourage Senate to begin to consider who their Schools/Institutes might nominate in each. The prizes also remain unchanged: £2,000 for an individual winner and £6,000 for a winning team, to be spent on research activities (as with FRF) or training or development activities.

- Excellent Research Support (individual or team)
- Research Impact – culture civic and community (individual or team)
- Research Impact – enterprise and commercial innovation (individual or team)
- Outstanding early career researcher (individual)
- Excellent interdisciplinary research project (team)
- Outstanding research supervisor (individual)
- Outstanding technician (individual or team)
- Vice principal's award for Research Excellence (individual)

In response to staff and stakeholder feedback we have made several innovations this year, including a standardised online application form, structured guidance and a shared evaluation framework across all eight award categories. There will now be a separate shortlisting stage by a college of Queen Mary peer reviewers. Small panels, chaired by an external invited guest, will then choose a winner and two Highly Commended applicants from a shortlist of six.

The Awards ceremony will be held at the Barbican Centre on 2 May 2024, followed by an after party in the Barbican Conservatory and Garden Room.

Queen Mary Innovation

Queen Mary Innovation Limited (QMI) uses commercial tools to maximise the impact of Queen Mary research. We have made progress in ensuring broader and deeper coverage across the University and a stronger communications activity, both internally and externally. Relationships with external investors and funders have been built up to support an increase in pipeline, aiming to accelerate activity and bring projects to fruition more quickly. QMI supports the innovation ecosystem, supporting Queen Mary entrepreneurs and building connections with a range of London partners.

QMI have won a £1.5m Research England Grant with UCL to lead a London consortium to raise a Social Venture Fund, and we have also entered into an agreement with Evotec and Bristol Myers to join their beLAB 1407 partnership. This will give Queen Mary investigators working in early stage translational therapy research the opportunity to access up to \$20million and in house drug discovery support from Evotec to help promote the development of new spin outs.

In November, the arrival of David Miller to lead our support for the Humanities and Social Sciences completed our whole University coverage.

The Biopharma team is now at full strength having appointed our Senior Commercialisation Manager and two Associate Managers earlier this year. Their presence is already having a positive impact in uncovering and supporting new innovations with over 30 new invention disclosures since August and several translational funding applications submitted. The team have identified over 6 potential commercial spin out opportunities which are being explored further and we are already working with David Miller to develop a potential social start up based on work from the Wolfson.

Will Hanford-Spira, our Innovation Communications Manager, arrived this summer and they have started added value by making more use of social media such as LinkedIn, where our followers have increased by 70%. If members of Senate aren't yet following QMI on LinkedIn, we would encourage you to do so. We have already increased trade media coverage and obtaining new media contacts following the announcement of the London Social Venture Fund project. Improved working relations with Queen Mary's central comms team has increased QMI stories featuring on Queen Mary's social media and website, and in the recent London Economics impact report.

The Technology and Engineering team continues to have a healthy pipeline of opportunities and a programme to encourage innovation. Highlights include three spinout companies close to formation: Nilocas Ltd – a chest patch for diagnosing coronary artery disease; WaveshaperAI Inc – AI sound effects; and a Synthetic Heart Valve project (company name to be announced) – a novel material mimicking the complex mechanical properties of heart valves. Technology and Engineering have also supported three Innovate UK funding proposals for existing spinout companies, a UKRI iCURE bid and 10 Impact Fund proposals.

We are increasing our training programmes. Under the brand of the Entrepreneurs Club, we will be providing a programme of training for founders and would-be founders, starting with Directors Duties training in January and an investor pitch-event for Queen Mary AI opportunities in April/May. We are also collaborating with Barts Life Sciences on a range of events aimed at clinical commercialisation.