

MANCHESTER
1824

The University of Manchester

Faculty of Biology, Medicine and Health

FBMH Town Hall

Wednesday 31 October 2018



Introduction and welcome



Peter Clayton

Vice-President and Dean

About the Town Hall meetings

- Termly staff engagement events
- Regular updates on topical and/or strategic issues
- Opportunity for staff to meet the FLT and ask questions
- Next events on 28 February and 6 June - please encourage colleagues to attend

Today's agenda

- Update on Annual Performance Review, with Q&A
- Our Future Vision - emerging themes, with Q&A
- Strategy updates - Research and Innovation; Teaching and Learning: Social Responsibility, with Q&A
- Round-up Q&A - your opportunity to raise any other questions, issues or concerns

Annual Performance Review

Preparation

- Data collated on all aspects of performance in R / T / SR
- Data comparisons to the other Faculties and to Russell Group
- SWOT analyses at Faculty and School levels
- Pre-meeting 'Deep Dives' with VPs for R / T / SR
- SLT prepare the agenda: FLT flag up areas for discussion

The APR

- 3-hour meeting between FLT and SLT - Forward looking
- Wide-ranging discussion
- Priorities for the coming year highlighted at the meeting
- Summary notes post-meeting

Annual Performance Review

	Hums	SE	BMH
Income (£m)	257	296	319
Expenditure (pay) (£m)	153 (110)	194 (130)	251 (179)
Contribution (%)	104 (40)	102 (34)	68 (21)
Student load (UG/PGT/PGR)	~16k	~11.5k	~10k
Academic staff FTE	1040	729	841
SSR	16.6:1	17.4:1	12.1:1
PS FTE	584	482	750
PS + Other staff FTE	605	844	1275

Annual Performance Review

	16-17	17-18
Income (£m)	308	319
HEFCE/OfS (£m)	52	53
Tuition fees (£m)	101	109
RGC Income (£m)	122	122
Endowment (£m)	33	35
Expenditure (£m)	245	251
Contribution (£m)	63	68
Contribution (%)	20.5	21.3

Target 23% (£73.4m)

Transparent approach to costing

(based on Time Allocation Survey)

	Total	T: publicly funded	T: non-publicly funded	R: publicly funded	R: non-publicly funded
UoM					
Income	1bn	273m	215m	279m	94m
Cost recovery %	99.9	106.9	153..5	73.5	65.1
FBMH					
Income (£m)	318	108	21.8	100	68
Cost recovery %	84.9	105.3	161.4	75.5	64.6

Annual Performance Review

Summary

- We did very well to achieve an increase in Contribution
- We do need financial sustainability to resource Priorities

- Excellent examples of achievement (group and individual) throughout the Faculty
- Continue to embed metric-driven reviews for performance development / probation

- Embrace the opportunities related to the GM Devolution agenda
- Embed the Teaching Load system evenly across FBMH and address concerns about workload distribution

- Think about responses to Challenges – Augar review / Brexit

Our Future Vision

Emerging themes and Big Ideas

Kay Marshall

Vice-Dean and Head of the School of Health Sciences



The story so far

Faculty engagement events

- 8 events throughout October
- Over 220 participants
- 44 Big Ideas generated and fed back

Emerging themes

- Developing a more agile institution offering more flexible, lifelong learning
- Working more closely with industry to ensure a clearer career path for graduates
- Creating a truly global presence
- Making greater use of technology
- Creating a greener and more inclusive campus



Some of your Big Ideas

Introductory student taster sessions

Give A level students the opportunity to attend no obligation 'taster' sessions to introduce them to university life. This will help them to decide on their study course and/or if university is the right choice for them. This could be offered in partnership with other Northern Powerhouse HE institutions

Focus on educating healthy students

Support students more with their physical and mental wellbeing, as well as their academic education, to create the best possible ambassadors for the University

Cross city collaboration

Greater links with local schools and employers – a partnership of equals offering new ways of modular learning and building widening participation

Abolish tuition fees

Change the political context and don't react to it. This will also help to tackle inequalities and our WP agenda

A sustainable, green University to respond to climate change

Open 24 / 7 with better use of buildings. No smoking, more green spaces and plastic free!

More and better use of technology

Use of technology to bring about a change in working culture, encouraging more flexible working, not restricted to 9 to 5



What happens next?

- The FBMH Big Ideas generated have been collated and forwarded to Strategic Planning
- Outputs will be reviewed by the SLT
- Identified themes from across the University will be communicated early 2019
- The new strategic vision will be approved by the Senate and Board of Governors towards the end of 2019

REMEMBER

You can continue to submit your Big Ideas on-line via the StaffNet home page until Friday 16 November



Research and Innovation

Research Excellence Framework

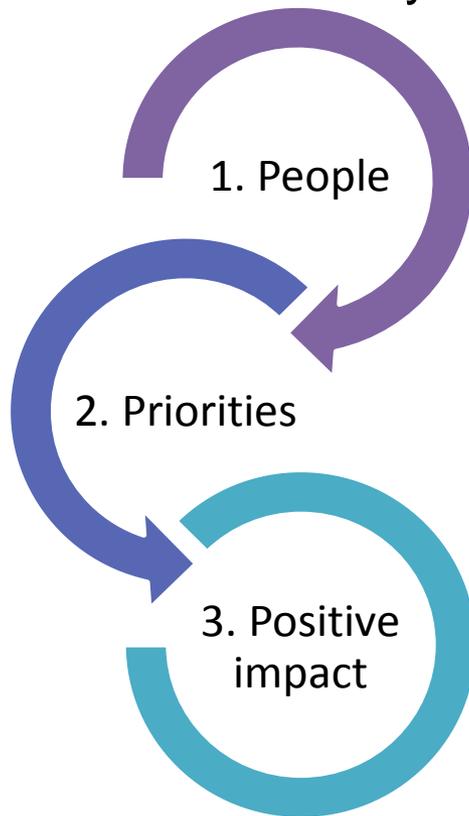


Nigel Hooper

Vice-Dean for Research and Innovation

Our Research & Innovation strategy

Our vision: to undertake world-class discovery science, develop effective clinical translation, and facilitate implementation of advances in healthcare for the benefit of society in Manchester, the UK and across the globe



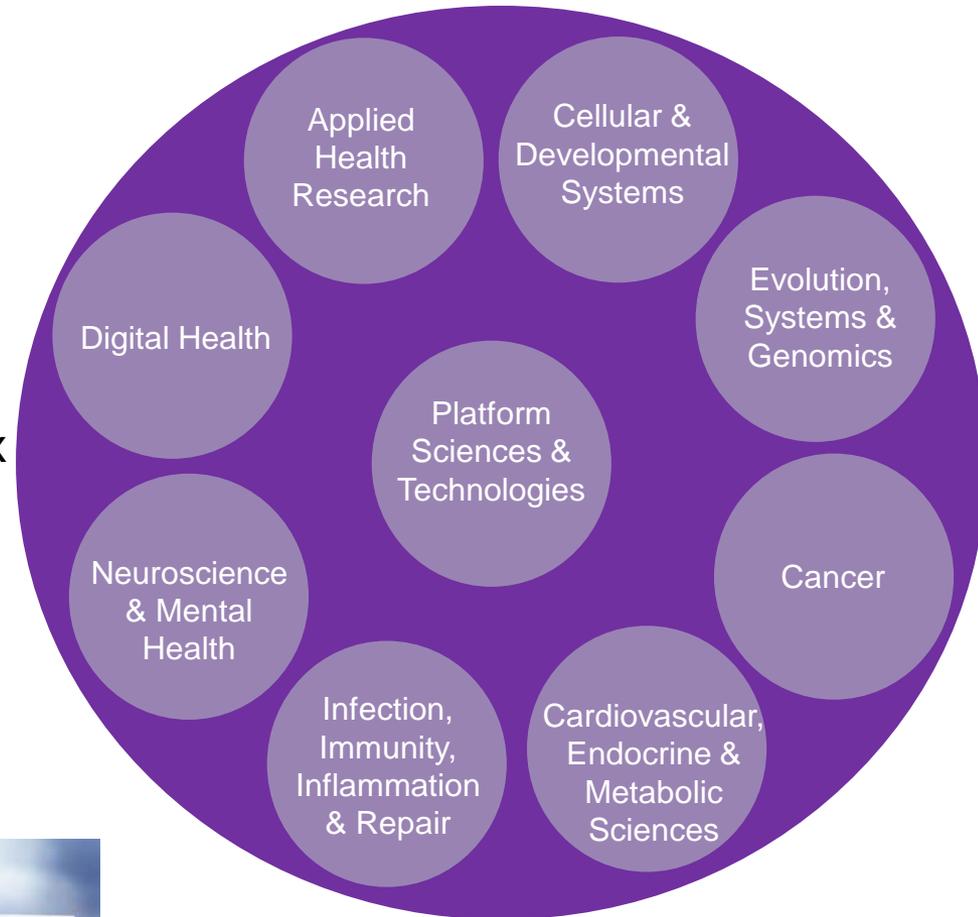
We will support & develop our researchers to achieve their ambitions & our vision

We will achieve international research excellence in key areas by building on current strengths and by identifying & developing emerging areas

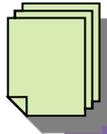
We will deliver positive societal impact from our research by maximising its translation & implementation

Strategic research domain review

- Broad, strategic enterprises bringing people together across disciplines around flexible themes or specific initiatives
- Strong emphasis on multi-disciplinarity to assemble an array of expertise & tackle large complex questions, e.g. single cell biology, cellular complexity, multi-morbidity, healthy ageing, precision health...
- Staff to review their affiliation to domains

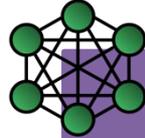


REF2021: same game, different rules



Staff and outputs (60%)

- All R staff submitted
- Min=1, Max=5 outputs
- Avg number of outputs= 2.5
- Can submit outputs of leavers and starters



Impact (25%)

- Case studies only
- = big increase in relative weight
- Min 2 cases per UoA
- 1 additional case per 15 FTE, until 110FTE
- Can resubmit 2014 cases

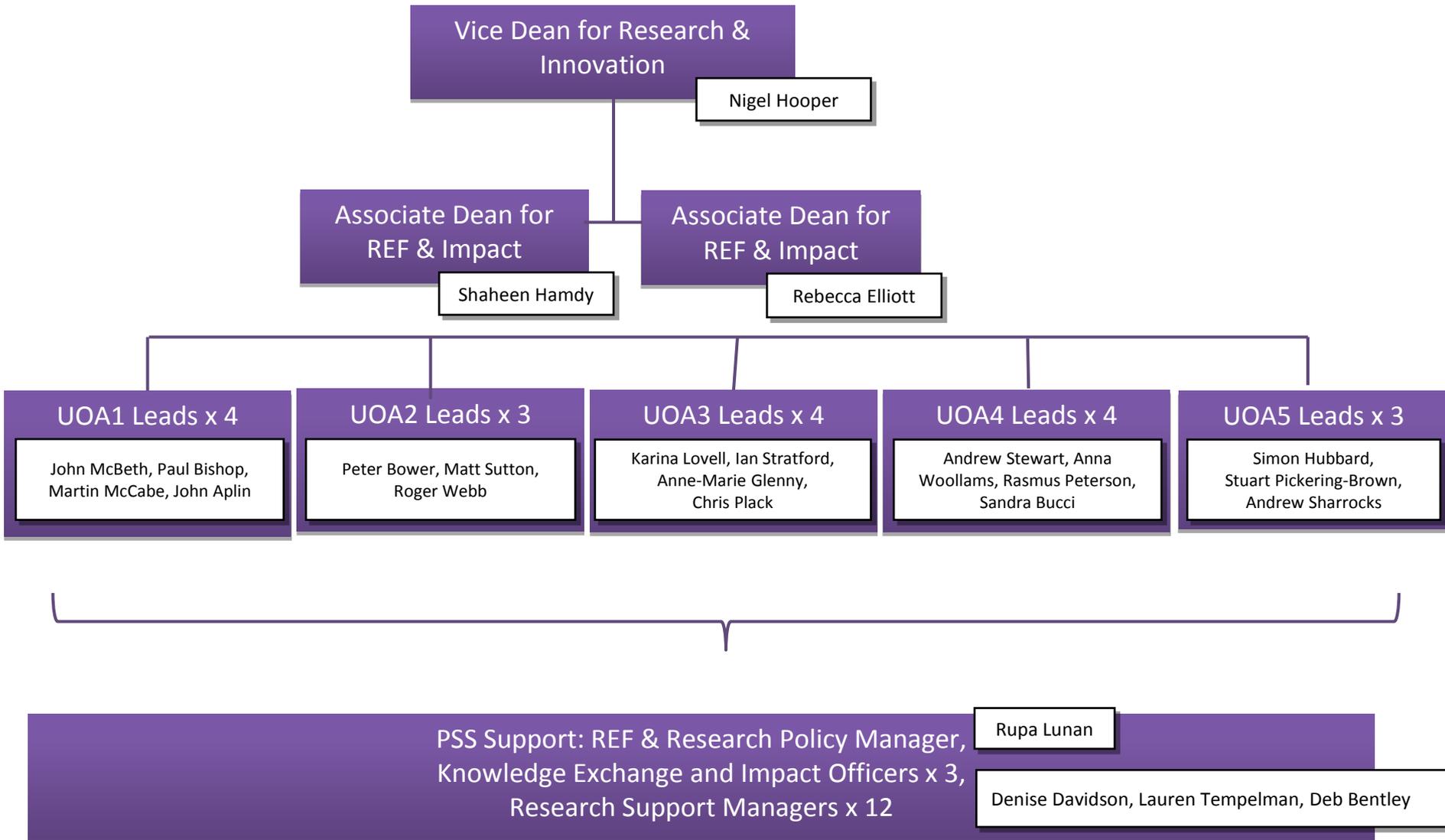


Environment (15%)

- Includes impact
- Structured
- More metrics
- Open research / IDR / Equality & Diversity / supporting collaboration

- Maximising 4* is key
- Requires engagement from everyone in the faculty
- Requires collegiate approach: close collaboration between UoA leads and HoDs

FBMH REF and impact support



Teaching, Learning and Students

Teaching Excellence Framework



Gillian Wallis

Vice-Dean for Teaching, Learning and Students

Teaching Excellence Framework

What is TEF?

- Office for Students initiative to inform student choice and drive excellence in the sector
- Assessing teaching quality and excellence
- Ensuring institutions provide positive outcomes - graduate level employment or further study

What are the outcomes?

- Published rankings for all English HE and FE institutions at **PROVIDER** and **SUBJECT** levels
- Potential to impact future recruitment
- Not linked to tuition fees currently



Subject Level TEF 18/19 Pilot

Core metrics

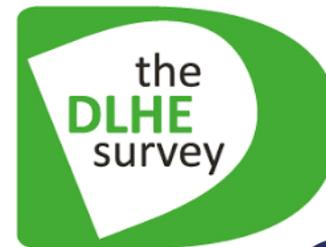
- NSS - Teaching Quality
- NSS - Assessment & Feedback
- NSS - Academic Support
- NSS - Student Voice (*new for 18-19 pilot*)
- NSS - Learning Resources (*new for 18-19 pilot*)
- Continuation (HESA data)
- Destination of leavers in Higher Education (DLHE)
- Longitudinal Employment Outcomes (LEO)

Supplementary metrics

- Grade inflation (*new for 18-19 pilot*)
- Differential degree attainment



HM Revenue
& Customs



HESA



Subject Level TEF submissions from 2020

How do we prepare?

- Focus on NSS 2019 for individual programmes
- Roll out harmonised academic advising structures and training
- Develop our evidence base for all individual programmes
- Explore student voice and involvement
- Implement FBMH Strategy for TL&S

Subject Areas

Medicine and Dentistry

Pharmacology, Toxicology and Pharmacy

Medical Sciences

Psychology

Nursing and Midwifery

Allied Health

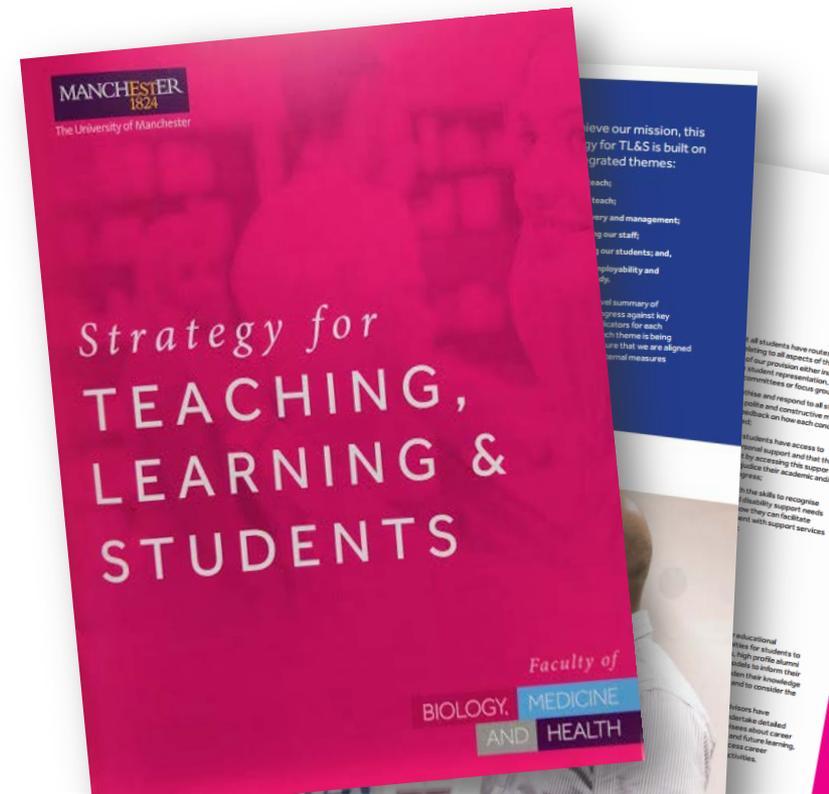
Biosciences

Implementing our TL&S Strategy

Discussion sessions

- 27 November Who we teach
- 12 December What we teach
- 16 January Teaching and learning delivery and management
- 22 January Supporting our staff
- 31 January Supporting our students
- 4 February Student employability and further study

***All Academic and PS staff
invited to attend!***



Social Responsibility

Athena SWAN update

Hema Radhakrishnan
Associate Dean for Social Responsibility



Athena SWAN

Athena SWAN Charter

- Recognising advancement of gender equality: representation, progression and success for all
- Established in 2005 as part of Equality and Challenge Unit
- Now a part of Advance HE

Athena SWAN Awards

- Athena SWAN interim Silver awarded to all three Schools in the Faculty in 2018
- Interim awards introduced for restructuring departments in 2017
- Valid for 3 years



Athena SWAN - Key actions

- Meetings / seminars in core hours (10am-4pm)
- Increasing quality and uptake of P&DRs
- Support for PGR students
- Wellbeing initiatives and strategies for dealing with stress
- Social Responsibility considered as a criteria for promotion
- Career development opportunities for all staff
- Mentoring opportunities
- Intersectionality
- Coaching for career development



Questions

