



Department of Earth and Environmental Sciences

Department Leadership Team Meeting

Minutes

Date: Wednesday 9th February 2022

Part 1 Attendees;

Mike Burton (Head of Department)
Ann Webb (Deputy Head of Department)
Helena Gittins (Deputy School Operations Manager)
Cathy Walton (Chair of EDIA committee)
Katie Joy (Chair of Widening Participation committee)
Bart Van Dongen (Discipline Head of Education)
Gordon McFiggans (Discipline Head of Research)
David Polya (Line Manager)
David Schultz (Line Manager)
Jon Pittman (PGR Director)
Rhian Jones (Admissions)
Luis Garcia-Carreras (Employability)
Carl Jackson (PS Safety)
Rob Gardham (PS PA)
Rob Sansom (Forum Chair)
Russell Garwood (IT Director)

Apologies;

David Topping (Line Manager), Mads Huuse (Line Manager)

Summary Actions

Rolled over:

ACTION: (URGENT) Advertise and recruit to PDRA mentor role (MB)

ACTION: BVD and MB to include message in introduction to students at the start of the year that F2F and online lectures are not a repeat (BVD)

New:

ACTION: Send longlist of EAB candidates to MB for distribution to RGLS and PGDs (LGC)

ACTION: Send MB projected 2027 PGR capacity that's needed & current PGR numbers in Michael Smith, Simon & Williamson (JP)

Matters Arising

The minutes from the previous meeting were confirmed.

HoD Introduction and report

Mike Burton (MB)

Current activity and Dept. strategy has included an Extended Leadership Team meeting, looking at small bid priorities, academic hires. The hires will be first shortlisted by senior leadership and then disseminated to a further ELT for ranking.

Workshop provision is being discussed with leadership across the Dept.

Interviews have taken place for the Lectureship in Data Science and a candidate selected to join (provisionally) in July 2022. Recruitment is ongoing for further positions in NCAS, Global Ecology, etc.

There is a review being undertaken into office space which is an increasing problem.

Areas of change to focus on are still around MPEC. MB is also due to step down as HoD in April 2023 and a recruitment process will commence to fill this position.

Reports – please refer to grouped report handout

Recruitment & Admissions Update

Rhian Jones (RJ)

Report submitted

Please see report for details.

Employability Update

Luis Garcia-Carreras (LGC)

Terms of reference have been drafted for the External Advisory Board, with feedback received to exclude members of our own Dept.

ACTION: Send longlist of EAB candidates to MB for distribution to RGLS and PGDs (LGC)

Teaching and Learning

Bart Van Dongen (BVD)

Report submitted

Please see report for details.

PGR Report

Jon Pittman (JP)

Report submitted

There was a discussion around the ongoing issues of space.

ACTION: Send MB projected 2027 PGR capacity that's needed & current PGR numbers in Michael Smith, Simon & Williamson (JP)

Further discussion centred around the NERC DTP3 bid.

Director of Research

Gordon McFiggins (GM)

Report submitted

Please see report for further details.

EDIA

Catherine Walton (CW)

Report submitted

Please see report for further details.

It was suggested to pilot the Sustainable Development Goals Talk series (previously discussed at DLT) for the end of May.

IT Report

Russell Garwood (RG)

RG reported that the official policy on computer purchasing has still not been published, but will keep chasing.

PS Update

Carl Jackson (CJ)

Inspections will be taking place shortly, including from the fire service.

Helena Gittins (HG)

The Ops team have a new graduate intern, Esther, who will be helping out with the inbox and taking on enquiries.

AOB

None.

Date of next meeting

2pm, Wednesday 9th March 2022

DLT Grouped Reports February 2022

5. Recruitment and Admissions

2022 Entry, Undergraduate (UG) Recruitment

The main UCAS application deadline has now closed. There was a flurry of applications in the run-up to the deadline. UG application numbers are up from last year: 407 Home and 249 Overseas compared to 365 and 221 last year, a 12% increase overall. Offers are at a comparable level to last year. With the high level of applicants, we will need to use all the planned UCAS interview dates, with 40-50 interviewees each day: Thursday 10 February; Tuesday 15 February; Tuesday 8 March; Thursday 17 March; Thursday 24 March. It is hard to predict how this year's intake will compare with last year because the distribution of A-level grades (percentage of A*, A etc) is going to be set to a distribution that lies between pre-pandemic levels and last year's all-time high.

We are planning two on-campus offer-holder open days, now scheduled for Wednesday 16th March and Wednesday 30th March. We will initially invite applicants who were made offers before Christmas, in order to gauge the response rate to help with planning.

An FSE online parent information session was held on 25th January and there were 12 attendees to the EES break-out room.

Three new Student Ambassadors were recently approved so we now have a better pool. Jez Lloyd is working on recruiting more Student Ambassadors, in consultation with Cecilia Medupin and myself. We need to encourage good students to apply for this, particularly with the planned on-campus events this semester. Also, several long-term ambassadors will be graduating this year.

The dates for University-wide Open Days have now been confirmed: 18th June, 2nd July, 1st October, 15th October (all Saturdays). Planning for these events is being coordinated across FSE by Alison Evans.

Explore Your Planet (EYP): Katherine Harrison is leading on the EYP programme. This is primarily aimed at showing Year 12 students (first year of A levels) how various science A levels are used in Earth and Environmental Sciences. A second virtual event for this academic year will take place on 16th March.

2022 entry, Post-graduate Taught (PGT) Recruitment

Overall, PGT applications and offers have decreased compared to the same period last year.

For MPEC, applications are slightly down on the same time last year, but offers have decreased by 33%. The backlog from the SEP delay is now mostly cleared but we need to wait to see if this drop in offers is going to persist.

The Distance Learning MPEC is moving ahead. The Admissions Office is willing to process applications to this degree when the NPP1 is approved.

For MSc Petroleum Geoscience, applications and offers are very low compared with last year and a significant number of applicants were not qualified. Applications are down 45% from last year, and 60% from 2019. Offers are down 69% from last year, and 76% from 2019: there are currently 17 offers and 6 accepts.

For MSc Geoscience for Sustainable Energy, there are currently 7 Offers and 1 Accept. A large number of Sustainable Energy applications that have been referred have also been rejected as degrees are not in a relevant subject.

An online Open Day for PGT programmes is planned for 16th February and this is being promoted as well as possible.

Rhian Jones, Admissions Tutor

7. T&L Update

Discipline head of education report for DLT meeting Feb 2022

Exams and Start semester 2. On-campus, invigilated examinations went ahead as planned and were generally well attended. We had a number of (small) incidents that we are currently looking at and working through the mitigating circumstances submissions. Staggered submissions of exam results works and means that we are currently slightly ahead of schedule. Semester 2 is started and Tom is working through the last issues with timetabling. All teaching (including fieldtrips) is planned to go ahead as scheduled. Earth support is now checking that all regular units (so not the fieldtrip and project units) have been properly activated on blackboard, if anonymous marking is enabled, if there is a proper unit plan etc. Unfortunately we already had a major incident with access to blackboard and timetables on Monday that disrupted some of our teaching.

Strategic departmental teaching planning document. Thanks for all input during the strategic department teaching planning meetings in early January. I feel that we have some major progress on a number of points. However, as always, more work remains. Below is a summary of the main outcomes and what to do next (items 2 to 15 only).

Major outcomes and what to do next:

- Item 3 First year assessment discussion. Plans to keep the 40 credit units accepted, which implies that students normally cannot carry over any failed credits in to the second year. There is still a need to check if the flowchart developed is completely clear/covers what is needed. What next: Bart to discuss with Julian/Mandy to check the flowchart and Mandy to summarize the outcomes in the document. Final documents need to be checked one more time during the next Teaching and Learning meeting and put on blackboard.

- Item 4 Geology with physical geography. Plans related to running of this pathway with Geography, as presented by Neil were discussed. A vote was held with 23 in favour of recommending ending the current pathway (0 against). After discussions with the Head of the School of Environment, Education and Development, it was agreed to stop the pathway. The school/faculty has been updated and the required paperwork has been signed and submitted. What next: waiting for confirmation from faculties after which we can stop advertising the pathway. Will not affect cohort that start in September 2022. What next: Brian/Neil to lead the discussion of a potential new pathway based mainly around DEES modules to replace the pathway. Brian to bring forward new plans during the next weekly discipline teaching meeting for feedback.
- Item 5 4th year. Plans presented. Parts for External examiner and 4th year cohort tutor were accepted. Topics unit, highlighted during the meeting as being a potential problem, has been discussed and resolved in a follow up meeting afterwards. Now unit specs has been constructed except for the fieldtrip since we are waiting for confirmation of the unit leader for this new unit. What next: Bart to make sure that 4th year cohort tutor post is advertised asap.
- Item 6 Petroleum Geoscience MSc's. Item closed.
- Item 7 MPEC remote. Andrew informed all that the application for NPP1 is with faculty. However, progressing this since the meeting is delayed by slow responses of those involved. Mike is dealing with this and together with Andrew is trying to make sure that we are still on track for a first intake to start in September.
- Item 8 Data science. David T presented the plans and these were discussed. Suggestion to change the existing pathway on the MSc to include 'earth sciences' and include options from the MSc Geoscience programmes was widely supported. The suggestions of incorporation of 'Data science' more widely in to the under graduate programmes seems to be something for the (near) future and will likely need the input from the still-to-be-appointed new lecturer. What next: Bart to discuss with David to make sure that the changes on the MSc are properly implemented.
- Item 9 MPEC projects. Andrew presented the plans related MPEC group projects and Associated GTA requirements. Healthy discussion with a broad support to go ahead with the plans. What next: James to make sure the needed programmes/unit amendments are in place. Recruitment of Academics to lead to projects.
- Item 10 Moderation process. We received updated moderation guidelines from faculty that will be used going forward. However this does not include guidelines for internal unit moderation review. We will keep doing what we have been doing so far for this year. What next: Julian to present updated plans for internal unit moderation review at the next Teaching and Learning meeting.
- Item 11 units with a single academic coverage. Vicky presented plans and these discussed. It has been acknowledged that single cover could potentially be risky and can cause challenges, particularly in emergent circumstances. It has been decided that if an academic responsible for a single thought unit want to split the delivering of the teaching on that unit with another academic that should be supported. However, it was also recognised by many that often this is not a problem that should be resolved by splitting the delivery of the teaching on a unit. It has been agreed that for all units there need to be a clear plan that informs all of (i) how the teaching can be delivered in case of absence and by whom, particularly in short term, and (ii) who would take on the unit coordination responsibilities in case of absence. What next: Vicky to propose a structure of how to capture the plans related to absence etc for every unit. To be discussed during the available opportunity (next weekly discipline teaching meeting?) for feedback.
- Item 12 Teaching out of term time. Plans accepted (23 in favour 0 against). Only sticking point remains the September Earth and Planetary science fieldtrip. As it is now this fieldtrip needs

to be back before Wednesday of the first teaching week to allow participation in on campus teaching that day. What next: document need to be changed to reflect this change and put on the T&L part of the blackboard.

- Item 13 Accreditation. Accreditation for the Environmental Science programmes submitted and we are waiting for the feedback. In addition, we are waiting for the new guidelines from the Geological Society (GeoSoc) related to the accreditation of some of the other programmes/pathways. What next: tucker to monitor progress of the Environmental Science applications. Brian to lead the submission of the application to GeoSoc as soon as this is possible.
- Item 14 sustainable development goals (SDGs) in teaching. Vicky presented latest developments related to this and the visibility on the blackboard site. What next: Moblackboard Bb so that Vicky can move that forward with eLearning. Vicky to speak to Rhian about how the SDGs could be included in our marketing material.
- Item 15 fieldwork inclusivity. Rhodri gave final update. Mental health issues and it is recognised that potential training around this subject (what to do and not to do etc.) would be very helpful. What next: Rhodri to find out what the possibilities related to this type of training are.

In addition, unit specs have now been amended and final pathway changes have been proposed. Grant, Brian and myself are now going through all the changes proposed, will be updating the programme specs were needed and submit programme amendment forms to faculty by the end of February.

Teaching budgets. All teaching budgets for 22-23 have been completed and submitted to the school (including a late request for one of the MPEC scalable projects for next year). Overall, there is an increase in the budget requested (22-23 budget app £504k vs 21-22 budget approximately £393k) mainly due to (i) increase in student numbers, (ii) new 4th year as part of the rollout of the new UG programmes and (III) the new scalable projects on MPEC. This particularly has an impact on the fieldtrip costs.

Timetabling. There were some (major) issues with time tabling this year as reported last month. We have had a meeting to discuss plans of how to avoid (most of) these in the future. The cycle for the next academics year has now started and as soon as the teaching allocation has been finished all units coordinators will be asked to submit the data required. We are planning to use an online system for this rather than a single spreadsheet. We are currently testing this and will hopefully roll this out soon. Current deadlines:

- 25th of February. Deadline for all academic staff to record/submit their flexible working/restricted teaching agreements via the Faculty Collaborative Timetabling website (email from faculty has been send to all academics recently)
- 4th of March. Deadline for Departments to submit 2022-23 timetable data, scheduling precis and students sets).

An important aspect is that we will need to make sure that we have all the information in the timetable by the end of May latest since after that date the information will be handed over to the central team and making changes will be more complicated.

Projects related workloads for 2022. All undergraduate projects information has been collected and the information will be rolled out to the student's this/next week. The plan is to make sure that all students have signed up for a project for next academic year before the Easter break.

8. PGR Update

Admissions and recruitment:

2022 January entry data: we have received 87 applications (18 H, 69 OS), which have so far converted into 14 offers (4 H, 10 OS), and 6 accepts (2 H, 4 OS). These numbers are down slightly from this time last year, also seen in other departments, and in part due to delays with the new admissions system going live and in processing applications and offers due to technical issues. Many of the significant defects affecting admissions processing have been resolved and the focus has moved towards reporting and process improvements. These include suggested changes to reference submission, changes to the wording in the evaluation screens, increased size of comments box, change to the naming of the attached documents, and revision to the PGR offer proforma.

More PGR admissions staff changes have happened this month. James Lister who has been covering EES admissions with Claire Erskine has moved to a different role and a new person (Haley Bradley) starts this week (from 7th February) who will support Claire with EES admissions.

There will be a PGR Open day on 23rd February. EES will have a stand and will give a presentation on PGR opportunities in the department.

We have completed internal (department) assessment applications for the Chinese Scholarship Council students and were able to put forward our full quota of six nominations to be considered by the Faculty panel. We are now currently assessing President's Doctoral Scholarship applications to identify to best three nominations to put forward later this week. Selection of DTP applications is currently on-going.

IT audit:

Faculty are undertaking an audit of IT equipment for PGRs to ensure that all have an appropriate level of functional IT equipment. For each PGR this should include access to a functioning standard desktop OR a functioning standard laptop, plus appropriate peripherals such as external monitor, mouse, keyboard where needed. PGRs and supervisors have been contacted for details needed before the end of February at the latest.

There is still a concern with some supervisors and PGRs that they are getting conflicting advice regarding IT hardware requests and sometimes poor service from IT when contacting them directly. I have advised that Claire Erskine is willing to act as an intermediate contact to feed PGR related IT queries and requests to IT or via Faculty when issues arise that are not being resolved directly.

PGR Committee:

PGR Committee met last week and discussed a number of issues and concerns that some of the PGRs have identified. These included delays in stipend payments, locations of allocated desk space in Williamson building (with a desire for PGRs in the same labs/research groups to be co-located where possible), and the continuing disquiet over delayed facility access for some PGRs. On-going solutions and proposed actions for all of these issues were discussed.

NERC DTP3 bid update:

Following a recent meeting between selected representatives from different Schools/Departments across the university with an interest in NERC science and PGR training, an evaluation of scenarios and recommendations for the DTP3 bid were made, for circulation and discussion. A draft of the document, which has not yet been circulated to anyone, is provided below.

Jon Pittman

(PGR continues ^{vvv})

The University of Manchester NERC DTP3 discussion

January 2022

Authors

Dr Gareth Clay (SEED)

Dr Tim Foster (MACE)

Prof David Johnson (DEES/MERI)

Prof Sarah Lindley (SEED)

Dr Jon Pittman (DEES)

Dr Ruth Wood (MACE/Tyndall)

Focus and scope of discussion

It was agreed that a focused group of people from across the University with expertise in NERC science and PGR training should convene to consider options for the forthcoming NERC Doctoral Training Programme 3 (DTP3) call. The document was informed by (confidential) discussion with external staff familiar with the DTP2 bids, as well as our own thoughts. We emphasise the document is intended to initiate a wider discussion with colleagues across UoM, and so the recommendations are in no way set in stone. We also note that some decisions (notably around partnership) need to be acted on soon.

We focused on the choice of HEI partners for the Manchester bid, the leadership of a bid, the opportunities for enhancing training, the structuring of research themes within a bid, and some of the key considerations for the further development of a bid.

Background

- NERC are currently looking at the next steps for funding their DTP and have commissioned a piece of work to inform the shape of the call. Currently the call is scheduled for January 2023 with an Expression of Interest and full proposal submission deadline later that year
- There has been a general shift of greater emphasis on enhancing equality, diversity and inclusivity in training programmes provided by UKRI, as well as career development pathways towards non-academic careers
- Until either we gain further intelligence or the call is announced, our recommendation is to proceed with discussion on our DTP bid using the previous call documents as a guide, and the current strategic priority training and research needs advertised by NERC. We need to ensure we can modify at short notice the focus of our plans in light of any changes, for example NERC-specific priorities or moves towards greater cross-council integration for DTPs/CDTs

1. Should University of Manchester be the sole HEI in a bid?

Key discussion points

- Solo bids not excluded from the 2018 scheme
- Most DTPs had partnerships with other HEIs: the ethos of the scheme is partnerships so this must come through strongly in whatever guise it takes
- Single HEI bids were not inherently seen as being weaker – the key is to highlight how within HEI collaboration enhances DTP student experience
- Generally multi-HEI bids were better written and better able to express the benefits of the partnership and the mechanisms of how the DTPs worked compared to solo bids.

- Multi-site proposals also tended to show more evidence of having done hard work on selection and training processes, probably because they had to get on the same page.
- Solo bids that were funded in 2018 typically had other institutional strengths that outweighed negative aspects of being a sole HEI
- Multisite proposals were able to demonstrate wider benefits of partnerships such as broadening or deepening research expertise, increasing reach to a wider pool of applicants, creating a distinct sense of place

Recommendation:

The University of Manchester should not be the sole HEI partner on a bid as this is likely to be riskier in terms of being able to demonstrate a strong student training experience

2. Should Manchester lead a bid?

Key discussion points

- NERC want to support the institutions that have a strong track-record of funding in their remit. They also want to ensure DTP funding is spread equitably (all other things being equal) and so the fact Manchester missed out in 2018 puts it in a strong position for 2023
- Manchester is one of the most successful institutions in terms of NERC funding and this makes it a strong contender to lead a bid
- Manchester also has considerable depth in areas of science complementary to NERC training and research remits which also supports us leading a bid
- The mechanisms of being involved in an outstanding bid but not leading it are difficult to envisage given that many institutions with the qualities needed to lead a bid are already tied into bids, and in past rounds previous partnerships have often focused on continuing or consolidating
- Since 2018, we have seen a suite of initiatives (such as Manchester Environmental Research Institute, Sustainable Futures Platform, Digital Futures Platform, Researcher Development and others) that play to NERC DTP requirements and so we are in a stronger position than before to lead a bid

Recommendation:

The University of Manchester should lead the 2023 bid

3. Which partner HEIs should we link with?

Key discussion points

- Partner HEIs should bring clear benefits to the bid that are complementary to UoM's strengths and not simply duplicating
- Geographically co-located partner HEIs can also help develop a sense of place (e.g., working with Manchester and NW area institutions such as MMU, Salford,

- etc), plug gaps in remit and strengthen key areas
- They can also bring specific skills training needs: UoB CENTA bid uses partners primarily to develop a broad set of training opportunities rather than for research
 - Adding “weaker” NERC partner HEIs (i.e. those with smaller volume and value of existing NERC funding) can be highly positive: for example, empowering PIs to engage with NERC science; broadening inclusivity of students (this is seen as critically important)
 - We need to engage with HEIs that can achieveably partner with us given existing DTP groups/centres; need to set realistic goals for who to team with

Recommendation:

A number of ideas were discussed including international partners following UoM’s recent BBSRC DTP model. This particular idea was deemed risky due to i) the likely higher environmental cost and damage of such an arrangement which NERC in particular may be highly critical of, ii) the limited track-record of partnerships with international HEIs in the NERC remit (i.e. the BBSRC bid could provide evidence that a range of BBSRC-relevant projects were already established with our partners), iii) the logistical challenges of establishing a workable training programme, and iv) the lack of an arching set of positives sufficient to over-come negative aspects, and v) the risk of doing something very different from past NERC DTPs.

We have an existing relationship with the University of Liverpool who are the main HEI partner in the current UoM-led NERC DTP1 and were the proposed partner in the unsuccessful NERC DTP2 bid. UoL do have some complementary research strengths within the NERC remit, including areas such as oceanography that is lacking at UoM, and provide the benefit of close geographical location within the north-west region. However, it is also a complicated partnership since other components of UoL’s NERC-related science (particularly within ecology and other environmental science areas) are already linked into another successful partnership with University of Sheffield and University of York (ACCE partnership). Furthermore, it could be viewed that we are simply reviving a failed bid if we continue a partnership with UoL.

Our over-riding view was that a Greater Manchester centred bid (opening up the possibility to link with Manchester Metropolitan University, Salford University and University of Bolton) would capitalise on the benefits outlined above, notably i) developing a strong sense of place, ii) ability to build on UoM’s unique strategic priority of social responsibility, for example by reaching out to a pool of doctoral student applicants with more diverse backgrounds, iii) providing additional depth in research and training that UoM does not have, iv) strengthening the Civic University Agreement (<https://www.manchester.ac.uk/discover/social-responsibility/civic/civic-agreement/>) signed by HEIs across Greater Manchester, and v) building on our very well-established links with non-academic partners in the region (e.g. GMCA, but also many others). This arrangement would also remove obvious logistical and financial challenges of forming partnerships with geographically-distant universities, and would foster stronger

community building within and between student cohorts.

4. What science focus should the bid have?

Key discussion points

- Clearly the bid needs to play to both the NERC remit and the strengths of the HEIs involved.
- Bids should be realistic in terms of the science areas covered and do not have to cover the entire NERC remit
- NERC is pushing for science that i) provides 'solutions' to environmental challenges, ii) draws on other disciplines to provide new perspectives, and iii) generates broad academic and societal impact
- Shaping a bid around traditional HEI subject boundaries (usually defined from departments/schools, etc but also research centred around specific systems or organisms) should be avoided
- Science themes should be challenge-oriented with accompanying training to enable students to translate research into policy and practice. However, outstanding training and research in 'fundamental' areas of science should not be ignored but placed into a broader context to expand opportunities available to doctoral students
- The research themes of a DTP bid should always be aligned to the training needs of students, and the requirements of future employers (in particular beyond academic research)
- The general training needs should be identified and prioritised first and then science themes organised subsequently

Recommendation:

A broader discussion is needed to shape the science focus of a bid, and this will also need to consider other HEI and non-HEI partner expertise, and training needs and opportunities. UoM has invested in implementing new ways of working across disciplines and has a network of more focused, but still multidisciplinary, institutes and centres. For example, the Sustainable Consumption Institute, Manchester Institute for Biotechnology, Tyndall Centre, Manchester Environmental Research Institute, Sustainable Futures Platform, Digital Futures Platform and Policy@Manchester all provide exciting training and research opportunities for DTP students.

However, we envisage multi-disciplinary solution focused science themes to lead to the strongest bid.

5. What training opportunities should be developed?

Key discussion points

- Training is central to the DTP and should be driving the shape of the bid
- Training opportunities in core NERC areas are clearly needed
- Training also needs to draw on other disciplines, especially showing how they connect to NERC science challenges. Data Science is a clear strength in UoM

(noting Richard Kingston's recent large NERC grant in this exact area)

- Need to engage with non-HEIs to identify their requirements for doctoral student skillsets and shape our training programme around these
- Link to existing DTPs
- Potential for short-term placements, internships, activities with business/industry, etc. that build multi/interdisciplinary skills and encourage consideration of alternative career pathways

6. What are the key challenges facing development of a UoM led bid?

Key discussion points

- Need to articulate how partnerships take NERC science training forward
- Support choice of partnerships with examples of working together: MERI is helping with this in terms of collating existing PhD projects in create an environmental-focused cohort. Also MERI is collating information on non-HEI partners relevant to environmental challenges.
- Ensure mechanics of multi-department/school/faculty/partner bids are worked through and fair (e.g. trade-offs in where students may be based/quality profile of students/dilution of cohort)
- Need to make sure all students can engage across the DTP
- The NERC DTP should link to other UoM DTPs and CDTs
- Avoid siloed DTP leadership (e.g. within a department, or single institution) and ensure leadership is broad and diverse
- Make sure mechanisms (including politics) of multi partner bids are sorted out up front (e.g. how DTPs distributed; financial contribution to DTPs)
- The 2018 Panel was a mix of staff: 1/3 PS; 1/3 teaching and training focused academic staff or external people, 1/3 research academics: need to ensure our bid is reviewed by a similar mix
- Ensure our bid enables skills can be disseminated to the NERC community
- Ensure the bid has 'buy-in' across UoM

Notes on past UoM bid

Mid-term review had highlighted several important issues (against a background of positive points) that were not explicitly addressed in the previous DTP2 application. Notably: narrowly focused academic leadership, lack of inclusivity of partners in decision making process; inconsistent student experience between partners; limited engagement with non-HEIs

Recommended next steps

1. Need to make a rapid decision on the HEI partnership and leadership. We recommend a follow-up discussion specifically focused on this issue with key decision makers in UoM, namely: Associate Deans for PGR from each Faculty, relevant Heads of School/Department where appropriate. The aim would be to provide further evaluation of the training and research opportunities provided by other HEIs in the GM area (for completion over next month).
2. Continue to use MERI to collate key information on existing PhDs relevant to NERC to

create a virtual cohort, develop interim training and cohort development activities, and compile a list of key non-HEI partners that we can draw on to help develop the bid, and provide support further down the line (next 3 – 6 months)

3. Create a formal writing group (with appropriate time allocation) that can engage with more staff in UoM to start to shape an outline bid (once Step 1 has been actioned)

9. Research Update

DHoR Report Dec 2021; 8/12/21 Gordon McFiggans

NERC visit: tomorrow at 1:30, now with Departmental representation, formerly without

Technical Review

EMPA: Further discussions taken place with Chris Muryn and Kevin Jackson aiming to resolve the short- and medium-term capacity problems:

- i) 0.4 FTE allocated to assist to free up time for Lewis to help Jon Fellowes – probably not rapid enough to sort out short-term problems which may get worse with JF paternity leave;
- ii) External expenditure on analysis recognised and can be used to help business case;
- iii) Routes for large capital bid for additional EMPA (with institutional support), identified

Workshops: Sam Ryder agreed meeting to discuss workshop provision. All RGLs consulted for feedback.

Faculty Research IT structure proposed: Sent around all RGLs for consultation and feedback.

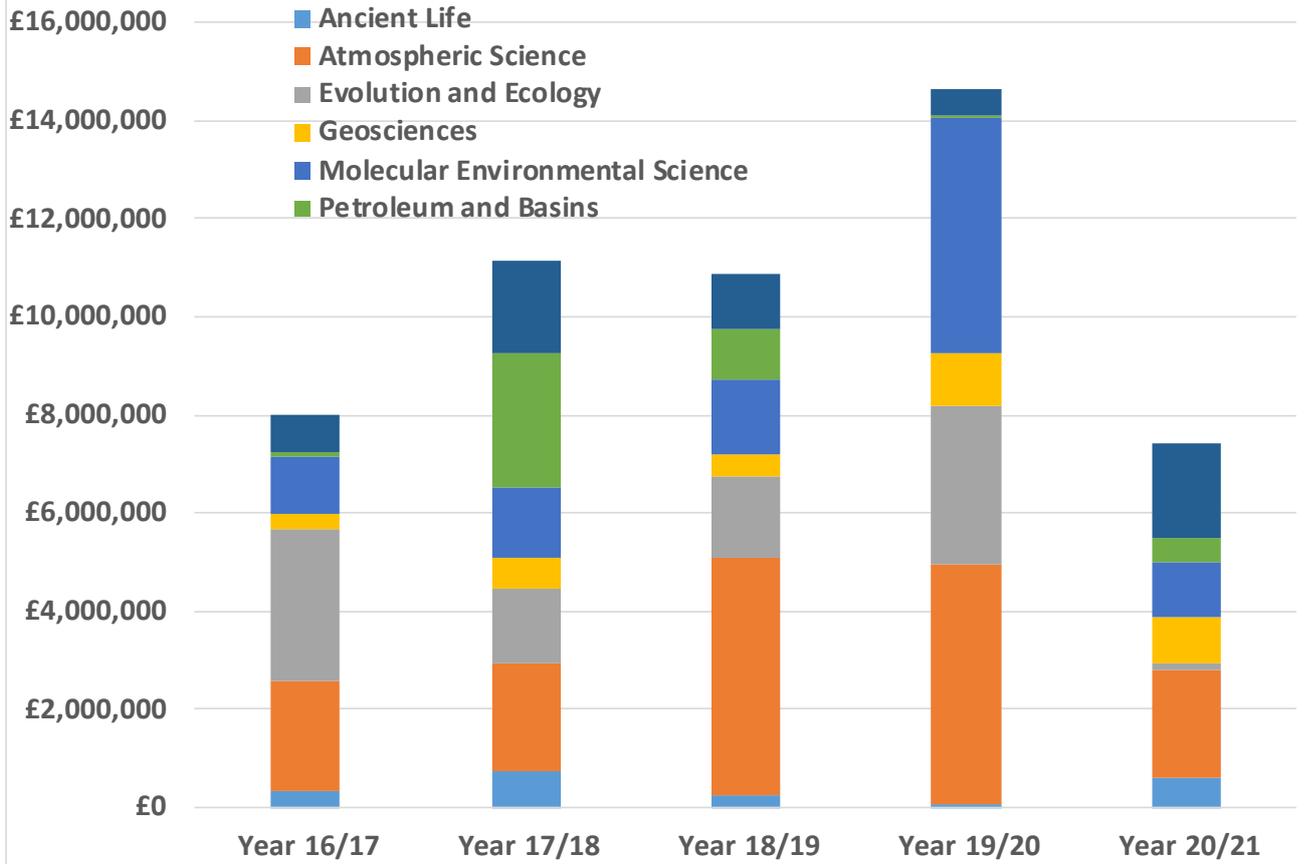
Small capital: all items from last round funded. Unactioned items chased. Refreshed list under ranking following ELT.

Large capital items: list solicited from all RGLs (and Prog Dirs)

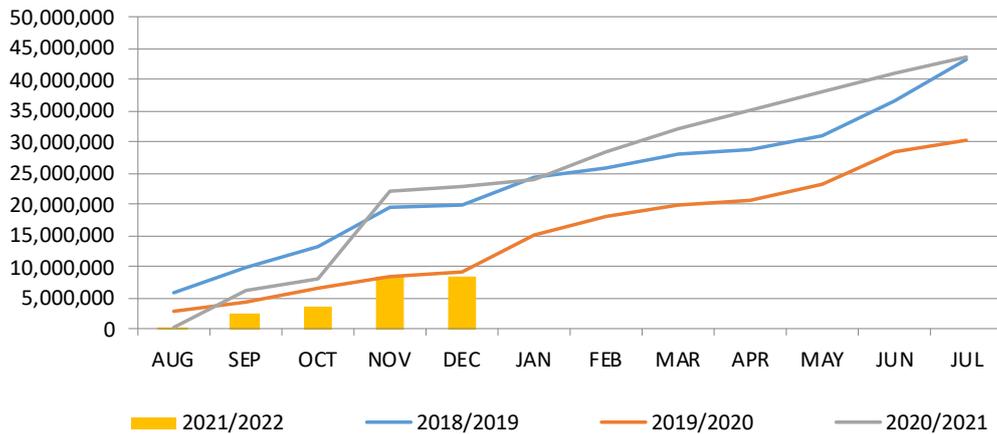
Research Finance challenges: request made for discussion with Faculty finance after highlighting several well-acknowledged problems

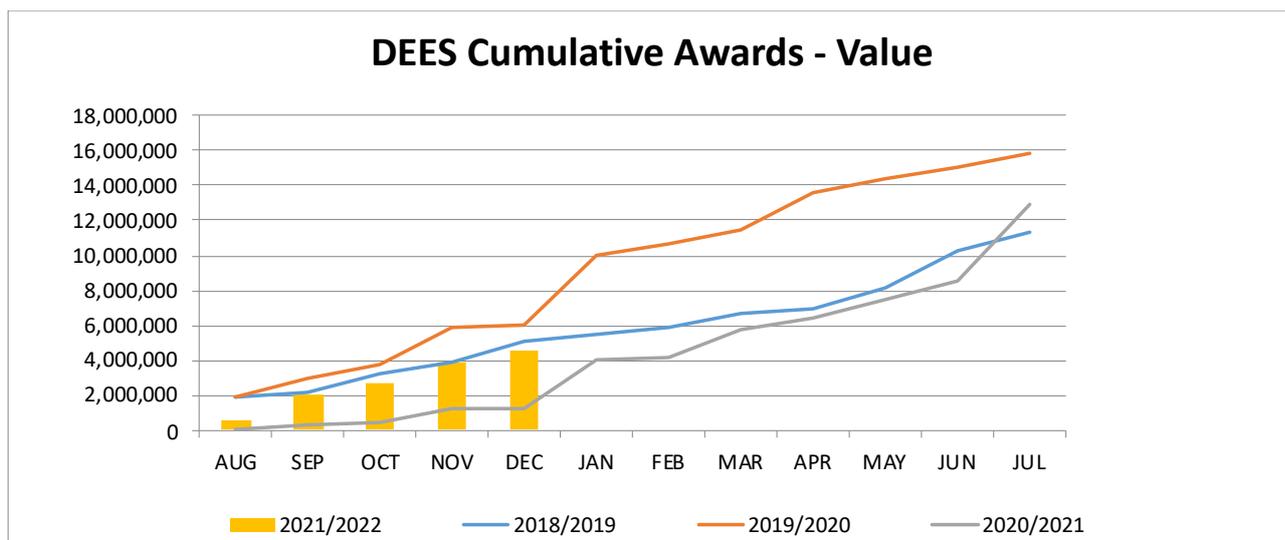
Awards and Applications: Breakdown by group, year and funder complete to Jul 21, applications and awards complete to Dec 21 (see below). To be viewed in the context of the contribution target of 4% pa annual growth

Income by Year & Group Across All Funders, 2016 - Jul 2021



DEES Cumulative Appl - Value





10. EDIA

1. All UG students informed of the need to undertake EDIA online training and that this is mandatory. Mike Turner recently sent email to this effect to all students. PGT students will be informed similarly.
2. There are plans at the School level to use some of the EDIA/Sustainability budget to trial some external EDIA training from a variety of providers (primarily those used before who have been highly rated). The consensus of the EDIA committee was that such training is only effective when done face to face, interactive and does not involve large groups. Current understanding is that we will trial different courses and providers this year with a view to rolling out similar mandatory training for staff in the future. This includes active bystander training since, although the University trialled a new course last year (online), there are currently no plans to roll this out.
3. The suggestion from the Departmental forum for mental health first aid training for staff, particularly those taking part in field courses, was put forward at the School EDIA meeting. Building a network of such trained people was considered to be a good idea and training is likely to be formally piloted.
4. Plans for the previously agreed departmental Sustainable Development Goals Talk series were put on hold due to COVID (especially Omicron). It seems timely to know reawaken these given the ongoing decline in COVID cases and that COVID restrictions have been lifted. We have three speakers and talks in place (Susanne Shultz, Dave Polya and Hugh Coe) but need to confirm dates/location in accordance with any University guidelines on holding social meetings.