



University of the  
West of England

RKEC16.10M

## ACADEMIC BOARD

## RESEARCH AND KNOWLEDGE EXCHANGE COMMITTEE

CONFIRMED

Wednesday 19 October 2016

14.00 – 16.30

The Dartington Suite, Frenchay

**Present:** Professor Martin Boddy (Chair), Professor Jenny Ames, Richard Bond, Liz Broadbent, Amanda Conway, Professor Myra Conway, Professor Olena Doran, Hazel Edwards, Professor Tony Ghaye, Keith Hicks, Tracey John, Professor Julie Kent, Professor Glenn Lyons, Paul Manners, Jane Newton, Professor Nicholas O'Regan, Mandy Rose, Professor Neil Willey, Dr Heidi Williamson.

**Apologies:** Rachel Cowie, Professor Mel Smith

**In attendance:** Alison Vaughton (Officer), Clare Rowson for item 6, Professor Phil Rumney and Professor Richard Bolden for item 9, Professor Jon Dovey for item 10.

### WELCOME AND APOLOGIES FOR ABSENCE

RKEC16.10.01 The Chair welcomed Professor Tony Ghaye from Hartpury College and Hazel Edwards, Associate Dean (RKE) for ACE. Apologies were received from Rachel Cowie and Professor Mel Smith.

### TERMS OF REFERENCE, MEMBERSHIP AND BUSINESS PLAN

RKEC16.10.02 The Committee noted the Terms of Reference (RKEC16/10/01).

RKEC16.10.03 The Chair reported that Professor Tucker had left the Committee as the representative of the FBL Professoriate, and a replacement representative was still to be named. The Chair noted that the Committee continued to have no student representative. This had been flagged up with the Graduate School Manager, Vicky Nash, who is liaising with the Students Union on representatives for a number of committees.

RKEC16.10.04 A skeleton business plan for the Committee (RKEC16/10/02) was presented, and it was noted that this would require further work. The Chair had recently met Professor Harrington and discussed feeding work through to Academic Board on a more structured basis, and raising the visibility of the University's research activity on Academic Board. Business will be scheduled into the plan over the course of the year.

## **MINUTES OF THE PREVIOUS MEETING AND MATTERS ARISING**

RKEC16.10.05 The minutes of the previous meeting (8 June 2016) were confirmed as an accurate record.

RKEC16.10.06 All actions had been completed or were discussed as agenda items at the meeting.

### **CHAIR'S REPORT**

RKEC16.10.07 *Professorial Performance and Merit pay scheme*

The Chair reported that the scheme had been reviewed and the definition of the professorial role and the criteria behind it, and the associated pay scheme, had been revised. Professor Boddy had worked with Andrea Barnes (HR) and Professor Lyons and a new role definition, with metrics-based criteria, was now in operation. Professors could choose whether or not to opt in, and the pay scheme (with salaries up to £80k) was now comparable with competitors. A report on the process and its outcomes had been sent to all in the professoriate, and this would now be circulated to members of this Committee. Professor Boddy reported that of 29 applications for merit pay advance, 22 had been successful. There remained a wide gap in the numbers of male and female professors, however in terms of pay equivalence both male and female professors' salaries were very evenly balanced.

**Action:** AV

RKEC16.10.08 Professor Ames welcomed the new scheme, but noted that the discussion of the scheme between the Associate Deans (RKE), which formed part of the development plan, had still to take place. Professor Boddy agreed to schedule this discussion, possibly at a future RSIG meeting.

**Action:** MB

RKEC16.10.09 Professor Boddy alerted members to papers RKEC16/10/03a and b, South West England and South East Wales Science and Innovation audit, Executive Summary and Main Report which had recently been published. The study had been led by the GW4 universities together with UWE and the University of Plymouth, and the report represented a very large body of work. The purpose of the work was to inform government of strengths and opportunities within the region. Professor Boddy anticipated that the work would provide opportunities and links to bids for resourcing, and should prove to be a useful document. He urged members to read the reports.

RKEC16.10.10 The Committee received a copy of a recent presentation (RKEC16/10/04) by Neil Phillips (RBI) and Larry Rawlinson (Contracts Manager) on the impacts of Brexit on research funding. The Chair noted that, like much thinking around Brexit, there remained a great deal that was still unconfirmed. He reported that UWE has around 1000 EU students and about 200 staff who are non-British EU citizens, and recognised that while numbers may be small, all are individuals with personal circumstances.

### **KTPs and RESEARCH WITH IMPACT**

RKEC16.10.11 Clare Rowson presented her report RKEC16/10/05 on Knowledge Transfer Partnerships (KTPs) and Research with Impact. She reported changes to the scheme over the past year following the Comprehensive Spending Review and

change of government. Traditionally the focus of KTPs was the application of knowledge rather than direct linkage to research. There had been a noted shift in awarding projects, and several which the KTP team would have expected to be successful had been turned down.

RKEC16.10.12 Mrs Rowson explained that KTPs are administered through Innovate UK, with some funding for projects from the Research Councils. Accordingly, this provides a potential route into Research Council support for PIs who have not previously received Research Council funding. Once a PI has been a recipient of Research Council funding it generally leads to more funding opportunities. Mrs Rowson stated that KTP proposals generally have a high success rate as they are developed with support from Innovate UK. In September 2016, the success rate for proposals had been 95%.

RKEC16.10.13 Mrs Rowson reported that since presenting her report to RSIG in June she had had discussions with staff in various faculties and several KTPs had been identified which may feature in impact case studies. She was looking into closer working with specific academics and Research Centres. She noted particularly successful work with both the Centre for Fine Print Research (CFPR) and the Centre for Machine Vision (CMV) to date. KTP funds are still available to bid for in the current financial year, however there was no indication at this stage of funding levels after April 2017.

RKEC16.10.14 Professor Doran asked about Intellectual Property support. Mrs Rowson confirmed that all concerns and issues relating to IP in KTPs should be channelled through her.

RKEC16.10.15 Professor Boddy thanked Mrs Rowson for her very clear and useful report, and noted UWE's impressive track record for these projects.

#### **LIBRARY SERVICES**

RKEC16.10.16 Amanda Conway presented her Library Services report (RKEC16.10.06). The Library was providing reports of compliance (with REF criteria open access) to faculties on a monthly basis. Generally compliance was good, but there remained pockets of activity where engagement could be better.

RKEC16.10.17 Mrs Conway reported that the RCUK Open Access Publishing grant would be ending in 2018, at which time HEIs will be required to return any underspend. Further consideration would need to be given to how UWE will respond to this, and Mrs Conway noted the current FET pilot APC scheme. The Library had already begun to look at other options, including how other HEIs were resourcing this issue. It was suggested that it may be useful to monitor downloads from the Research Repository of open access outputs, and academics may need to re-think which journals they publish in. It was agreed that open access leads to greater impact, and pathways to impact might be included in the criteria of any University scheme which might be put in place.

RKEC16.10.18 Professor Ames took the chair of the meeting for the following two items while Professor Boddy attended a ministerial visit in Future Space.

#### **FBL RESEARCH CENTRE PROPOSALS**

RKEC16.10.19 Professor O'Regan explained the background to the three proposals before the Committee. His Faculty had carried out a full review of its research and

determined that there should be three larger and stronger centres covering much of the remit of the previous seven centres.

RKEC16.10.20 *Bristol Centre for Economics and Finance (BCEF)*

Professor O'Regan presented the proposal for the Bristol Centre for Economics and Finance (BCEF) (RKEC16/10/08) noting that the Centre had three broad aspects: Data and Statistics, Corporate Finance and Practical Impact.

RKEC16.10.21 The Committee raised questions about the membership of the Centre and the differentiation between core and associate membership. It was agreed that the definitions of membership should be consistent across all of the Faculty's proposed centres of excellence.

RKEC16.10.22 The Committee noted that no director had yet been appointed to lead this Centre, and queried whether the appointee would expect to be able to make any changes to the proposed Centre. The post was currently being advertised with the hope that the new director would be in post by early in the New Year. Professor O'Regan asked the Committee to focus on the rationale for the new centre, and noted that the proposed centre encompassed three previously approved centres and did not overlap with the other centres which were now being proposed.

RKEC16.10.23 Professor O'Regan was reminded that the recommendation from this Committee to Academic Board would need to be clear on the directorship of the Centre. The Committee agreed to accept the proposal, subject to the appointment of the Research Centre Director, and further requested that Faculty give some further consideration to the strategic ambition of the Centre.

RKEC16.10.24 *Centre for Applied Legal Research in the School of Law*

Professor Rumney presented the business case for the creation of a Centre for Applied Legal Research in the School of Law (RKEC16/10/09). He explained that the Centre now being proposed constituted an evolution of the previous Centre (Centre for Legal Research) and that the addition of 'Applied' to the title gave a clearer indication of the Centre's activity. The proposal reflected the evolution of activity in evaluation and collaborative work with colleagues in business and criminology. It was noted that the Centre should be clear on cross-faculty 'membership' in the context of KPIs. Professor Rumney stressed that the intention was to work collaboratively with colleagues from other Centres, not to poach from them. Professor Rumney envisaged that the new structure of the Centre should help to address some of the issues reflected in the Department's REF results.

RKEC16.10.25 The Committee thanked Professor Rumney for the presentation of his proposal and confirmed that it was happy to approve the Centre.

RKEC16.10.26 *Bristol Leadership and Change Centre*

Professor Bolden presented the strategy and business plan for the Bristol Leadership and Change Centre (RKEC16/10/10). He explained that the new Centre would build on the activity of the Bristol Leadership Centre and the Centre for the Study of Behaviour Change and Influence and lead to a greater sense of inclusivity for members of the new Centre. Members of the Centre were already involved in collaborative work with, for example, the NHS on the integration of services and change management. The work of the Centre would be distinctively different from other change centres in the country. Professor Bolden envisaged that the new

Centre would be strongly positioned to collaborate with other UWE faculties and facilitate joint working.

RKEC16.10.27 Ms Edwards noted the opportunities for joint working with ACE, observing that Bristol's digital and cultural focus may be an opportunity for the Centre to have a USP for change in that sector. She hoped to discuss with Professor Bolden opportunities for closer working between ACE and BLCC.

RKEC16.10.28 Professor Ames confirmed the Committee's approval for this Centre. The Officer would report the Committee's recommendations on the three proposals to the Officer for Academic Board.

**Action: AV**

### **REACT FINAL REPORT**

RKEC16.10.29 Professor Jon Dovey gave a presentation on the REACT hub, one of four UK knowledge exchange hubs for the creative economy funded by the AHRC, led by UWE, following the project's completion and submission of its final report earlier in the year. Some of the key messages from the project included: the need for equal partnerships with organisations in the creative sector; the key role of creative producers, as critical brokers in HEI/commercial partnerships; HEIs need to change, adopt a more commercial attitude to financial transparency, timeframes, intellectual property etc, and to think about how they can change to meet the challenges of small businesses.

RKEC16.10.30 Ms Edwards noted that the Faculty was still, to some extent, basking in the reflected glory of this project, while other regional HEIs involved in the project were making concrete steps to take forward the experience garnered from the scheme. UWE needed to consider how the experience from the project could be taken forward. It was proposed that cross-disciplinary activity should be discussed at a future meeting of the Committee.

**Action: AV**

RKEC16.10.31 Professor Boddy resumed chairing the meeting after this item.

### **REF UPDATE**

RKEC16.10.32 Richard Bond presented paper RKEC16/10/07 and updated members on current preparations for the next REF, noting that a consultation was due to be launched by HEFCE in November following Lord Stern's report in July. Efforts were being made and would continue to encourage as many staff as possible to complete the REF CV. Impact was being looked at across the University, with the intention of putting resources into impact development where appropriate.

RKEC16.10.33 Professor Boddy summarised the main points made in Lord Stern's report, noting that some were potentially controversial, particularly for 'new' universities. The three key proposals were that all research-active staff would be entered (although it was not clear what the definition of 'research-active' would be); the number of outputs submitted per member of staff would be variable; and outputs would no longer be portable when an academic moves to a different HEI.

RKEC16.10.34 Professor Boddy stated that once published the University would look to respond to the consultation, although it was likely that the response would be via the University Alliance. For the time being, all researchers should be encouraged to

continue aiming to produce high quality outputs, supporting doctoral completions and bringing in research funds.

#### **FACULTY RESEARCH UPDATES FROM ASSOCIATE DEANS (RKE)**

- RKEC16.10.35 **ACE**  
Ms Edwards tabled her report (RKEC16.10.12) and highlighted the increase in research bidding success; the London launch of the Bristol and Bath by Design Final Report; and significant activity across the faculty related to REF.
- RKEC16.10.36 **FBL**  
Professor O'Regan presented his update (RKEC16.10.13) and noted the restructure which would now follow from the Research Centre approvals. In addition to the three Research Centres there would be four research groups. The Faculty was looking forward to moving to its new home, and there was to be an opening launch on 25 January.
- RKEC16.10.37 **FET**  
Professor Lyons presented his report (RKEC16.10.14). In addition he reported three notable successes by women in his Faculty:  
Dr Sanja Dogramadzi – named in 4<sup>th</sup> annual '25 Women in Robotics You Need to Know About' list (2016)  
Dr Praminda Caleb-Solly - RED STEM Woman of the year 2016  
Dr Catherine Hobbs – for her close involvement in the LMS Women in Mathematics Committee which won the inaugural Royal Society Athena Prize for supporting the advancement of mathematics and improve the gender balance within the mathematics community.
- RKEC16.10.38 **HAS**  
Professor Ames, in her report (RKEC16.10.15), noted in particular: significant investment in equipment; key research events including the international conference Appearance Matters 7, organised by CAR and held for the first time in London; shortlisting of Dove's collaborative work with CAR for a THE award. She reported on key staff appointments and changes and progress with new blood appointments.

#### **ANNUAL REPORTS FROM THE COMMITTEE'S SUB-COMMITTEES**

- RKEC16.10.39 Professor Boddy noted that the meeting was nearing its proposed end time and stated that there was insufficient time to discuss the annual reports from the University Research Ethics Committee (UREC), Graduate School Committee (GSC) and Human Tissue Sub-Committee (HTSC). Professor Kent, Chair of UREC, protested that receiving and discussing the Committee's sub-committee reports should be a primary function of its activity and that this business of the meeting should be accorded appropriate time.
- RKEC16.10.40 The Chair acknowledged that there should be proper discussion of the reports and suggested that they be taken at the start of the next URKE Committee meeting in February.
- RKEC16.10.41 Professor Kent left the meeting.

- RKEC16.10.42 Professor Conway drew the attention of the meeting to changes to the Terms of Reference for the Human Tissue Sub-Committee (RKEC16/10/17), including a reduction in the number of meetings per year from five to four, and asked the Committee to approve these. The Committee agreed to approve the changes.
- RKEC16.10.43 It was noted that the UREC Annual Report included a reference to a complaint that had been made to the Chair of URKEC, and this should be drawn to the attention of the Committee.
- RKEC16.10.44 Professor Willey (Chair of GSC) reported that there was nothing that he specifically needed to advise the Committee on from his Graduate School Committee annual report (RKEC16/10/18) but stated that he supported Professor Kent's view on this.
- RKEC16.10.45 Professor Boddy apologised for not having taken the annual reports earlier in the meeting and acknowledged that they should have proper discussion.

#### **EXTERNAL BIDDING DETAILS**

- RKEC16.10.46 The Committee received a paper detailing all successful external bidding recorded on PASS for 2015-16 (RKEC16/10/19). Jane Newton tabled paper RKEC16/10/20 on research income data for 2015-16.

#### **HEALTH AND SAFETY**

- RKEC16.10.47 No health and safety issues were raised.

#### **ANY OTHER BUSINESS**

- RKEC16.10.48 There was no other business.

#### **MEETING DATES FOR 2016-17**

Wednesday 8<sup>th</sup> February 2017, 14:00-16:30  
 Wednesday 5<sup>th</sup> April 2017, 14:00-16:30  
 Wednesday 14<sup>th</sup> June 2017, 14:00-16:30

#### **Actions:**

RKEC16.10.07	AV to circulate the Professorial Performance and Merit Pay Scheme report – to be treated as not for general circulation, but not confidential.	<b>AV</b>
RKEC16.10.08	MB to organise a discussion of the Professorial Performance and Merit Pay Scheme between the Associate Deans (RKE).	<b>MB</b>
RKEC16.10.28	The Officer would report the Committee's recommendations on the three FBL Centres of Excellence proposals to the Officer for Academic Board.	<b>AV</b>
RKEC16.10.30	Cross-disciplinary activity to be discussed at a future meeting of the Committee.	<b>AV</b>