



**July 2016** 

# In Brief Strategic Update

#### Our vision:

"By pioneering exceptional industry partnerships we will lead the way in real world experiences preparing students for life."

#### Our mission:

Transforming lives. Stimulating discovery. Realising potential.

#### Our values:

- We act with HONESTY, INTEGRITY and RESPECT
- We are PROUD of who we are and we ENJOY what we do
- We are committed to QUALITY and where we fall short we work hard to make things right
- We embrace DIFFERENCE and dare to be different
- We are FRIENDLY and WELCOMING, creating an environment where people feel safe to work, study and grow together
- We are individually ACCOUNTABLE for what we do and collectively RESPONSIBLE for our University's success.



# In Brief Strategic Update





- British College of Bahrain (BCB) launched
- First anniversary of Quality & Enhancement Office celebrated in COO Networking Session
- EU Referendum Vice-Chancellor message issued with link to key FAQs from Universities UK
- New Dean of Nursing, Midwifery, Social Work & Social Sciences appointed – Margaret Rowe
- ICZ Development Leads appointed



**In Brief** is the University's core brief and replaces the Leadership Update and Talk Time. It provides you with a summary of high-level, key messages and news to support you with your face to face communication.

In Brief is issued by the Internal Communications (IC) team to all University Management Team (UMT) members following the monthly UMT meetings for onward cascade.

Please summarise where appropriate and deliver in a way you are most comfortable with. In Brief should not be presented verbatim. Please use the briefing session as an opportunity to invite questions and feedback as well as an opportunity to network.

There is a section on page 6 that enables you to add your own content if you wish and a section to capture feedback.

Would briefers please include information relating specifically to their individual Schools and Professional Services directorates where relevant.

In Brief is issued by the IC team who welcome any feedback: <a href="mailto:lnternalcomms-uos@salford.ac.uk">lnternalcomms-uos@salford.ac.uk</a>



# **Key highlights from University Management Team meeting July 2016**

Best Companies workshop led by the Organisational Development Team — the Leadership Team heard from Lynne Leader in The Library, who shared best practice colleague engagement in The Library. Their new monthly Staff Forums provided opportunities for management to listen to what was important and allowed two-way feedback. UMT then worked in small groups and fed back to HR on actions for enhanced engagement that they would like to take forward. All staff are encourage to look at ways feedback and colleague engagement can be improve. For advice and assistance, contact colleague-engagement@salford.ac.uk or call Robert Ritchie on 55110.

Best Companies survey would be carried out again in Autumn.

**Campus Masterplan Workshop** – UMT looked at the working assumptions for the development of our physical and virtual campus which relied on essential management data. Groups looked at areas which fell under five themes: Connected, Creative, Engaging, Enjoyment and Coherent. Feedback would contribute to the developing plan. The final plan will be approved by Council in October.

**Car parking:** A proposal around a new externally-managed flexible "pay on entry" car parking system was agreed, to be supported by clear communications to colleagues and students. Most students and colleagues using the pass system would be unaffected; for those who used tokens, a new mobile phone method of payment would come in for all campus car parks. This is planned to start from the beginning of the new academic year in September.

#### Benefits:

- cost savings in Security time and repairs to barriers/ token machines
- reduction in fraud
- short-term stay options to users, freeing up more spaces.
- cashless payments with top-up time options

**Academic promotion:** The new round of promotions to Reader and Professor will begin soon and following consultation with all the Deans, a revised process for promotion and recruitment to Senior Lecturer will be introduced. This will afford Schools greater financial management, the option to recruit to Senior Lecture and better workforce planning. It moves away from the previous practice of merit promotions.

**Industry Collaboration Zones**– Four Development Leads now appointed to be announced next month. Maker Mondays beginning soon for all colleagues to have a go. Council approved the programme development to date and the team will be receiving business cases for each of the ICZs for their October meeting.

**Marketing and Student Recruitment** 



- 2015/16 Recruitment has exceeded its target for both Home/EU undergraduates (UG) and postgraduate taught (PGT) students and the overall total UG and PGT numbers
- Clearing lines opened on 11 July

Campus investment: Investment in campus development such as the Counselling Suite in Mary Seacole, the Student Store and other developments in train in The Library and Newton Postgraduate Research space are increasing our attractiveness to students. The £6.2m "Library in the Park" works to refurbish The Library have begun, taking place overnight to minimise disruption. The project will completely transform The Library providing increased capacity, flexible space and bring it up to the standard of other local universities.

**Student progression** remains concerning at 5.8%, but mitigating actions are in place such as work by the Student Progression Assistants (SPAs) to ensure students are aware and make the most of the full range of pastoral and support services provided by AskUS. All colleagues are encouraged to speak to their SPA to see how they can help you.

Investment in **Further education (FE) Partnerships** is going well with an increased number of applications to franchise provision this year – up by 175 compared to the same point last year. Salford is a key contributor to discussions around FE Mergers such as Stockport and Oldham Colleges into Tameside College, Trafford College operating under the umbrella of the Manchester College Group and Bury and Bolton Colleges becoming part of the University of Bolton Group.

**Salford Curriculum+ engagement sessions** underway in June and July – with high staff turnout. Two further sessions are on 22 and 26 July in The Council Chamber and these can be booked on Eventbrite or by contacting Internal Comms.

**Student Voice Team –** Discussions are taking place around having a dedicated team to better understand the student journey by capturing feedback.

#### **International Update**

- New British College of Bahrain launched 5 July in partnership with Bahraini Royal Family to provide a world-class education for the Middle East and beyond
- **India:** Launch events, headed up by the DVC, took place in July raising our profile and paving the way for a recruitment office set up at a later stage.
- Overseas agencies: Performance reporting has been carried out on with plans in place for consolidation where performance is under par and further MSR support to improve output where necessary. An intensive week of training took place for all overseas colleagues.
- Trips to China by Vanessa Bryan (IBDO) and Jayne Langlands (QEO) show
  positive opportunities for collaboration in the future, including development
  discussions with potential new franchise partners with our Nursing and Built
  Environment Schools the Asian Institute of the Built Environment/Ecohealth Management Centre.



#### **Research and Enterprise**

- Enterprise Income Schools are being asked to suggest projects for spend in this financial year as soon as possible, so that we minimise our forecast underspend. Requests should be made via your Dean of School.
- Research income remains forecast to fall short of its £6.25m target due to
  delayed starts of some awards. Around £550k of this will be spent in the next
  financial year primarily on the Engineering Showcase. A projected £5.7m
  research income will be reported this year.
- Postgraduate Research (PGR) completion is on target to achieve 53% completion rate – an increase from 41% previous year. Proposals are at an early stage for a virtual Doctoral School in consultation with the PGR forum.
- Training: exciting plans being developed to deliver professional training with Greater Manchester Chamber, Salford Professional Development and the Business School
- REF Strategy –Professor Karl Dayson has been appointed as Academic
  Director of REF (this is a 0.3FTE post in addition to his substantive academic
  role) this will drive this forward and provide important leadership for our
  REF Strategy.
- Investment in Early Career Researchers (ECRs) £112,000 has been allocated to support ECRs and newly- appointed academics to enable them to kick start their research. To find out more, contact the Research & Enterprise Team

**Space Utilisation –** thanks to Estates, Timetabling and School Leads working well together we're on track to meet the 21% utilisation target by the end of this academic year.

**Leading for a High Performance Culture** progressing well with 188 colleagues attending "Salford Dialogue" sessions - 350 participants set to go through this training by the end of the financial year. Providing valuable leadership training, colleagues will be empowered to help the University deliver its Vision. If you have colleagues who you think would benefit from attending, let the Organisational Development Team in HR know.

The new centralised **Travel Office** is working well and cost-savings are already being seen.





## Local brief

### **Main Header**

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## Questions and feedback

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