

# IMPERIAL

## **University Management Board Summary of Items for Discussion/Decision 9 July 2024**

### **Imperial Talent<sup>1</sup>**

- The Director of HR, Harbhajan Brar, presented an overview of the Imperial Talent Strategy initiative which detailed the academic management and leadership development programmes, including the Early Career Researcher Institute, which would be prioritised within the Imperial Future Leaders Academy to provide support for all job families and levels.
- The Board raised the benefits of secondment opportunities for learning and development, in particular the value in moving between academic and central roles, and suggested the Academy should encourage new ways of using secondments and capture the availability of internal and external opportunities.
- The Board were supportive of bringing together the range of career development opportunities and endorsed the submission to the September Council meeting and the establishment of the Working Group to develop the Academy.

### **Early Career Researcher Institute<sup>2</sup>**

- The Board received the Early Career Researcher Institute (ECRI) paper led by the Vice-Provost (Research and Enterprise), Mary Ryan, which was presented by the Professor of Digital Computation and Chair of the ECRI Steering Group, George Constantinides.
- The Board discussed the request for space at South Kensington to collocate office space with dedicated meeting rooms, facilities for learning activities and event space and suggested that a presence in White City should also be considered in the future planning.
- The Board commended the project for early consultation and for bringing together the Graduate School and the Postdocs and Fellows Development Centre as part of the Steering Group to develop the proposal.
- The Board approved the proposal to establish the ECRI by October 2024, resourcing for communications and branding during the establishment and the proposal for physical space on the South Kensington campus initially, followed by a presence in White City in the future.

### **Outline Campaign Plan<sup>3</sup>**

- The Board received the Outline Campaign Plan paper led by the Vice-Provost (Education and Student Experience) and Interim Vice President (Advancement), Peter Haynes. The Director of Advancement Operations, Zoe Punaks, delivered a presentation on the campaign which aims to deliver the necessary step change in donations to achieve Imperial's ambitions set out in the new Strategy.
- The Board discussed that the new Strategy provides a fundraising structure at an institutional level and it was agreed that a fundraising priorities grid would be developed to integrate opportunities at all levels, in broad consultation with Faculties and Departments.
- The Board discussed the length of the quiet phase of the campaign, and it was clarified that it would involve intensive activity building on the excitement around the new Strategy to consult with potential donors and ensure confidence in the goal before the public launch.
- The Board approved the Outline Campaign Plan and it was confirmed the plan would be presented at the September Council meeting.

### **Imperial WestTech Corridor<sup>4</sup>**

- The Chief of Staff to the President and Director of Public Affairs, Amanda Wolthuizen, and the Chief Investment Officer, John Anderson, presented an overview on the plans for the Imperial WestTech Corridor Strategy Initiative, which was an economic growth plan that would be

supported by a campaign to engage key stakeholders across the public and private sectors.

- An update was provided on the development of, and investment in, the WestTech Corridor and it was noted that the number of interested partners was expanding and would allow Imperial to deliver returns without placing demands on internal investment.
- The Chief of Staff and Director of Public Affairs shared the next steps for the initiative, where now that the elections were complete, engagement would start with the Mayor's London Growth plan and that the Advisory Board would be established by the Autumn.
- The Board endorsed the Imperial WestTech Corridor progress for submission to the September Council meeting for the Strategy initiative deep dive.

### **Annual Report on Staffing and Organisation**

- The Board received the Annual Report of Staffing and Organisation paper led by the Director of HR, Harbhajan Brar, which included the full Staffing and Organisation Report for 2024.
- The Board approved the Annual Report on Staffing and Organisation for submission to the September Council meeting and the Director of HR requested any detailed comments on the report to be sent via email to be amended ahead of submission.

### **Childcare Support Provisions**

- The Board received the Childcare Support Provisions paper led by the Director of HR, Harbhajan Brar, which detailed the review undertaken of Imperial's free Childcare Voucher scheme and the implications of closing the scheme from 1 August 2024 following the introduction of the Government's tax-free childcare support.
- The Board queried whether amendments to the Childcare Voucher scheme would affect the provision available to the community and it was confirmed that the scheme was already closed to new entrants.
- The Board approved the recommendation to continue the Childcare Voucher scheme for currently enrolled parents until their current youngest child in the scheme turns five, but with the stipulation that any additional children born to the currently enrolled parents within this time period will not be eligible for the voucher scheme.

### **Papers approved below the line:**

- UMB Committee Reports
  - Risk and Compliance Committee
  - Operations and Infrastructure Committee
  - Sustainability Strategy Committee
- Health and Safety Report
- Imperial's Response to the Higher Education (Freedom of Speech) Act 2023
- IC Trust General Fund Committee Report
- Governance Update

**Next Meeting:** The next meeting of the University Management Board will be held on Monday 16 September 2024.

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<sup>1-4</sup> Anna Shierson, Director of Strategic Planning, in attendance.

<sup>1-2</sup> George Constantinides, Professor of Digital Computation and Chair of the Early Career Researcher Institute Steering Group, in attendance.

<sup>3</sup> Zoe Punaks, Director of Advancement Operations, in attendance.

<sup>4</sup> John Anderson, Chief Investment Officer, in attendance.

<sup>4</sup> Alice Sewell, Investment Director, in attendance.