

Academic Board
Meeting date 5 February 2020

Paper reference AB-20-04.29-03.2

Status Confirmed

Access Members and senior executives

FOI release Following approval by Academic Board, subject to redaction

FOI exemption None, subject to redaction for commercial interest or personal data


Minutes - Approved

Date 5 February 2019, 14.00

Location Great Hall, Strand Campus

Composition		Members	Attendance 2019-20						
			09.10.1	11.12.1	05.02.2	29.04.2	17.06.2		
Ex officio	President & Principal (Chair of Academic Board)		Professor Edward Byrne	√	√	√			
	Senior Vice Presidents & Vice Presidents	SVP/Provost (Health)	Professor Sir Robert Lechler	A	A	A			
		SVP/Provost (Arts & Sciences)	Professor Evelyn Welch	√	√	A			
		VP (Education)	Professor Nicola Phillips	A	√	A			
		VP (International)	Dr 'Funmi Olonisakin	A	A	√			
		VP (Research)	Professor Reza Razavi	√	√	√			
		VP (Service)	Professor Jonathan Grant	√	√	A			
		VP (London)	Baroness Bull	√	√	A			
	The Reverend the Dean		Tim Ditchfield (substituting)	√	√	A			
	The President of the Students' Union		Mr Shaswat Jain	√	√	A			
	KCLSU Vice Presidents Education	Vice President for Education (Arts & Sciences)		Mr Gurbaaz Singh Gill	√	A	A		
		Vice President for Education (Health)		Ms Rhiannon Owen	√	√	-		
		Vice President for Postgraduate		Ms Nafiza Mamun	√	√	A		
	Deans of Faculty	Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care		Professor Ian Norman	√	√	√		
		Social Science and Public Policy		Professor Frans Berkhout	A	√	√		
		Dickson Poon School of Law		Professor Gillian Douglas	√	√	A		
		Arts and Humanities		Professor Marion Thain	√	√	√		
		Institute of Psychiatry, Psychology & Neuroscience		Professor Ian Everall	A	A	√		
		King's Business School		Professor Stephen Bach	√	√	A		
		Natural and Mathematical Sciences		Professor Michael Luck	A	√	√		
Life Sciences & Medicine		Professor Richard Trembath	√	√	A				
Dentistry, Oral & Craniofacial Sciences		Professor Mike Curtis	A	√	A				
Dean for Doctoral Studies		Professor Rebecca Oakey	√	A	A				
Elected Students	One student from each faculty, split equally across UG/PGT/PGR	Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care		Ling Wang	-	√	√		
		Social Science and Public Policy		Jacob Nyokabi	-	√	√		
		Dickson Poon School of Law		Felipe Tirado	-	A	√		
		Arts and Humanities		Karen Stewart	-	A	√		
		Institute of Psychiatry, Psychology & Neuroscience		Gurbaani Bhalla	-	A	A		
		King's Business School		Stephen Anurag Prathipati	-	√	√		
		Natural and Mathematical Sciences		Yichen Li	-	A	√		
		Life Sciences & Medicine		Shilpa Lekhraj Peswani Sajnani	-	A	A		
Dentistry, Oral & Craniofacial Sciences		Shiv Bharakhada	-	√	A				
Elected Staff	Four academic staff members from each faculty (and five in the case	Arts & Humanities (5 members)		Professor Abigail Woods	√	√	A		
				Dr Jessica Leech	A	A	√		
				Professor Anna Snaith	√	√	√		
				Dr Simon Sleight	√	√	√		
				Professor Mark Textor	√	A	√		
		Dentistry, Oral & Craniofacial Sciences (4 members)		Dr David Moyes	√	√	√		
				Professor Kim Piper	A	√	√		
		Dr Barry Quinn	√	√	√				

of larger faculties) elected by and from the staff of each faculty.		Dr Anitha Bartlett	√	√	√		
	Dickson Poon School of Law (4 members)	Professor John Tasioulas	A	A	A		
		Dr Megan Bowman	√	A	√		
		Dr Leslie Turano-Taylor	A	A	A		
		Dr Federico Ortino	√	√	√		
	King's Business School (4 members)	Mr Crawford Spence	A	A	√		
		Dr Chiara Benassi	A	√	√		
		Professor Riccardo Peccei	√	A	√		
		Dr Susan Trenholm	√	√	√		
	Life Sciences & Medicine (5 members)	Dr Samantha Terry	A	A	A		
		Dr Alison Snape	√	√	√		
		Professor Maddy Parsons	A	A	√		
		Dr Baljinder Mankoo	√	√	√		
		Dr Susan Cox	√	√	√		
	Natural and Mathematical Sciences (4 members)	Dr Chris Lorenz	A	A	A		
		Dr Andrew Coles	A	A	A		
		Professor David Burns	A	A	A		
		Professor Paula Booth	A	√	√		
	Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care (4 members)	Dr Janet Anderson	√	A	√		
		Professor Jackie Sturt	A	A	A		
		Dr Julia Philippou	√	√	√		
		Dr Tommy Dickinson	A	√	√		
	Institute of Psychiatry, Psychology & Neuroscience (5 members)	Professor Guy Tear	√	√	√		
		Dr Marija Petrinovic	√	√	A		
		Dr Yannis Paloyelis	√	√	√		
		Dr Eamonn Walsh	√	√	√		
		Professor Robert Hindges	√	√	√		
	Social Science and Public Policy (5 members)	Professor Kerry Brown	√	√	√		
Dr Rebekka Friedman		A	A	A			
Dr Clare Herrick		A	√	√			
Dr Ye Liu		A	A	A			
Dr Jane Catford		A	√	A			
Three professional staff	Education Support	Ms Michelle Robinson	√	√	√		
	Research Support	Mr James Gagen	√	√	√		
	Service Support	Ms Kat Thorne	√	√	A		
Two post doctoral researchers	Arts and Sciences Faculties	Dr Hannah Murphy	√	√	√		
	Health Faculties	Dr Matthew Liston	√	√	√		
Independent member of Council		tbc	-	-	-		

In attendance:

Mr Chris Mottershead, SVP (Quality, Strategy & Innovation) and Interim SVP (Operations)
Ms Lynne Barker, Associate Director, Quality Standards & Enhancement
Ms Niamh Godley, Bush House Project Manager (for item 9)
Ms Marice Lunny, Director of Research Governance, Ethics and Integrity (for item 5)
Dr Tim Newton, Academic Dean of Research Governance, Ethics and Integrity (for item 5)
Ms Sarah Guerra, Director of Equality, Diversity & Inclusion (for item 6)
Dr Jill Lockett, Director of Performance & Delivery King's Health Partners (for item 7)
Dr Marat Shterin, Head of Department of Theology and Religious Studies (for item 11)

Secretariat:

Ms Irene Birrell (College Secretary)
Ms Xan Kite (Director of Governance Services)
Ms Joanna Brown (Governance Manager)

The meeting was preceded by a consultation for members other than the Principal, Senior Vice-Principals and Vice-Principals on the search for the next Principal.

1 Welcome, apologies and notices

The Chair welcomed members to the meeting.

2 Approval of agenda

The agenda was approved.

3 Unanimous Consent Agenda (including Minutes of the Previous Meeting) [AB-19-12-11-03]

A request had been received to remove one item from the Unanimous Consent Agenda for discussion (Item 10.1(3) Report of the College Education Committee – Guidance on using module evaluations in PDRs). A further item required removal in order to consider recommendations (Item 10.1(2) Report of the College Education Committee – Undergraduate External Examiner Reports. It was also proposed that the report of the Acting Dean (13.1) be added to the Unanimous Consent Agenda given that the Acting Dean had had to give apologies for the meeting.

Decision

That the reports on the Unanimous Consent Agenda, including item 13.1 and with the exception of items 10.1(2) and 10.1(3), be taken as read and noted or approved.

4 Matters Arising from the Minutes

4.1 Ethical issues concerning business with China and the SUSTech Joint Framework

Academic Board had noted that ethical issues and the role of the General Medical Council (GMC) would need to be covered in the joint quality assurance and academic regulatory framework with the Southern University of Science and Technology SUSTech when considering the framework in December 2019. The Board had also agreed that a comprehensive statement around the ethical issues of doing business with China should be developed to be led by Professor 'Funmi Olonisakin, Vice-Principal & Vice-President (International) with assistance from Professor Kerry Brown of the Lau China Institute.

Professors Olonisakin and Brown reported that they were drafting a comprehensive statement around the ethical issues of doing business with China. The draft would be discussed by the Senior Management Team on 12th March and the College International Committee on 22nd April before being presented to Academic Board on 29th April. The statement would take the form of a risk framework around the following set of principles: (i) maintaining a consistent line on freedom of speech and the autonomy of UK universities; (ii) avoiding any form of over-dependence on the People's Republic of China but seeking balance; (iii) conducting risk assessments for any King's students or staff travelling to and/or working or studying in China and clarifying protocols for dealing with any problems with staff or students while in China; (iv) recognition of the wider geopolitical context, especially US/China relations and acknowledging that finding a balance between working with the US and China may not always be possible; and (v) explicit statements of the ethical principles underpinning research and education and recognising the risks related to assuming that these are shared and agreed. The following issues were raised in discussion:

- Some staff had asked a member to find out whether the university would cover legal costs in the event that a King's academic was arrested in China for what King's would consider acceptable research. The Principal stated that King's would provide the legal support if the arrest was for an academic matter, but this would not be open-ended to extend, for example, to activity that would be criminal in the UK.
- Members found the paper very helpful and a good step forward.
- Wide consultation was required in drafting the risk framework in order that there was a clear understanding of the way in which King's engages globally. The regional networks would be helpful and had been established in order that every staff member had the opportunity to be engaged. King's was engaging in parts of the

world that presented challenge and did not share our values and views in some respects and this work would provide a good basis for success.

- The SUSTech project was well advanced having been through the representative panel that reviews all international projects from an ethical/safety perspective. This framework would provide a mechanism for other new projects to be assessed, but would also be used for regular reviewing of existing projects.

4.2 Update on Bush House (to note)

The College Secretary reported that the university had received a decision from the Information Commissioner's Office (ICO) concerning the privacy breach in March 2019. In view of the review, actions and training undertaken within King's subsequent to the breach, the ICO had decided not to take any formal regulatory action.

The Bush House Implementation Steering Group would continue to work on the recommendations of the Gibbs report into the incident and would bring forward an update on progress to the Academic Board in due course.

5 **Research Integrity** [AB-20-02-05-05]

Academic Board considered proposals to improve and support research integrity: (i) developing engagement for research integrity; (ii) developing training in research integrity; and (iii) Increasing resources to support research integrity. There was increased scrutiny of the conduct of research in the sector and there were increased instances of failures of good practice/research misconduct within King's which suggested that understanding of current research governance and good research practice was not consistent.

College Research Committee had considered the proposals earlier that day and endorsed the recommendations which enhanced the screening currently undertaken to scrutinise more areas and to ensure that researchers and students are fully aware of good practice in research.

In discussion the following points were raised:

- Research training would require different content in different areas of the university. There would be research integrity champions within the faculties, usually the vice deans research, who would ensure that the training was appropriate to the discipline.
- Where an issue was upheld, it would be forwarded on to the appropriate disciplinary panel for a decision to be made on a case by case basis. It would be helpful to have a list of potential consequences for this misconduct in the same way that there is a list for student misconduct.
- Two models had been considered for the additional resource – embedded within faculties or centrally-located - and the clear preference had been for faculty champions to be created.

Decision

Academic Board endorsed the approach outlined to improve and support research integrity.

6 **Equality, Diversity and Inclusion** [AB-20-02-05-06]

The Director of Equality, Diversity & Inclusion presented an update report on milestones reached and current and future work. Major milestones included the publication of the ED&I Annual Report and the inaugural meeting of the innovative Race Equality Board. King's must continue to focus on digital accessibility so that disability or specific impairments do not present barriers to learning. Our

efforts university-wide on gender equality through Athena SWAN consultation channels have been insightful and build a compelling case to improve gender inclusion.

The function worked across six themes: (i) Legal compliance and supporting the HR transformation; (ii) Governance, executive management and leadership, including data driven insight and functional alignment; (iii) Inclusive culture – promoting benefits of inclusive behaviour and tackling bullying harassment and discrimination; (iv) Disability inclusion; (v) Education, awareness and development; and (vi) Recognition, through Athena SWAN, Race Equality Charter Mark and Stonewall. These themes were intersectional - no person identified with a single characteristic and discrimination often happened at the intersections.

King's had significant gender and ethnicity pay gaps, as outlined in the annual report, and race equality had been a focus in the last year with the establishment of the Race Equality Board including external members for challenge. A review of the policy framework was underway which would include a bullying/harassment policy. In addition, five networks were now in place to develop community and enable voices to come through.

The overall university Athena Swan application would be submitted at the end of April with the aim of achieving a silver award having held bronze for some time. Progress had been made towards the silver award, but there remained significant work to be done.

In discussion the following points were raised:

- Members asked whether the outcome of the overall university submission to Athena Swan would affect the awards received in constituent departments and faculties. The Director reported that a failure to receive any award at institutional level would affect those individual awards, but that an award of bronze or above would mean that they remained unaffected.
- Understanding bias tendencies when considering module evaluations would be assisted by the data now available through the new HR system. Cultural competency and bias training for students would be addressed through the Education Strategy.

The Chair congratulated the Director of Equality, Diversity & Inclusion on the progress made to date. Academic Board would receive regular reports in future on progress made.

7 National Institution for Health Research Competition Submission [AB-20-02-05-07] (Private & Confidential)

Academic Board received the submission made in December 2019 by King's Health Partners (KHP) Academic Health Sciences Centre for the 2020 NIHR AHSC competition. KHP had 43,000 staff, 31,000 students, 4.2million patients per annum and a combined turnover of £3.3billion. It had been launched in 2009 and re-accredited in 2014 along with five other AHSCs in England. It was now obliged to submit for the 2020 competition and interviews for shortlisted partnerships were anticipated for 25 & 26 February 2020. Due to the competitive nature of the process, the submission was commercial and confidential at this stage and members were advised to keep it confidential.

The submission set out the achievements and excellence of the Centre and the major themes and goals for the next five years. Success in the competition would be a significant mark of achievement and would attract attention and likely eligibility to bid for funding.

Decision

Academic Board endorsed the submission made by KHP for the National Institution for Health Research Competition.

8 Report of the President & Principal [AB-20-02-05-08]

The Principal reported on the following key current matters:

█ [REDACTED]

- Detailed checks on fire risk initiated by King’s in the light of Sector focus had revealed that there were flaws in the student residences at Champion Hill that made the fire risk higher than was anticipated or acceptable. Students had been relocated and remedial work was being undertaken on the building. A comprehensive, independent review of the circumstances that led to the buildings’ shortcomings would be conducted later this year. King’s had received praise from government for the exemplary way in which the matter had been addressed.
- The Principal had signed the King’s and KCLSU Relationship Agreement in December 2019. It outlined the way in which the two institutions would work together and set out four shared key priorities for the 2019-20 academic year: to increase mental health support; to improve support and opportunities from King's Careers & Employability Service; to campaign to decolonise the curriculum and liberate education at King's; and to improve student voice and representation.
- Academic Board considered the meaning of decolonising the curriculum which was currently being explored across the staff and students of King’s. The VP (International) reported that the literature around decolonisation was rich and contested and included: issues of worldview; power dynamics in the classroom between faculty and students and among the students themselves; and issues of content. Internationalisation at King’s must go beyond the presence of international students to involve all staff and students being able to see the world through the eyes of others. Academic staff would need to develop pedagogy that meets students’ needs inside and outside of the classroom addressing intersectional views beyond race to include class, gender and world views of all sorts.
- Work was underway on plans to remedy the Surrey Street buildings.
- The Science Gallery London had been named best refurbishment project at the 2019 Architecture Journal Architecture Awards.
- King’s commitment to gender equality and reducing inequalities had been celebrated by the Times Higher Education (THE) Awards 2019. Winner of the THE DataPoints Merit Award for success in meeting specific United Nation’s Sustainable Development Goals (SDGs), King’s commitment to supporting women at work and tackling discrimination had been recognised.
- King’s had been ranked 11th in world on internationalised university rankings and 4th in UK.
- The King’s Awards 2019 took place on the evening of Thursday 21 November and 18 awards had been made for wonderful achievements. The Principal reported that King’s could take great pride in the type of institution it is.

Decision

A full discussion on decolonising the curriculum would be scheduled for Academic Board.

9 Portfolio Simplification [AB-20-02-05-09]

Academic Board was asked to approve the next tranche of recommendations for changes to in-scope programmes and modules made by the Curriculum Commission in connection with the Portfolio Simplification process, the majority of which were module recommendations from the Faculty of Arts and Humanities. The remaining recommendations from Arts & Humanities and all other outstanding recommendations will be brought to the April meeting of Academic Board. Academic Board members raised the following issues in discussion:

- Responses had been received from some members of the Arts and Humanities Faculty expressing concern about the modules proposed for decommissioning. These members felt that the process was threatening areas that were central to research and removed specialisation that might be required for professional qualification. They believed that specialists, and sometimes heads of departments, had not been included fully in the decision-making.
- The Dean of the Faculty of Arts and Humanities reported that a conversation around the issues of concern expressed had begun and would be taken forward within the Faculty by the Vice Dean Education. The process had been more consultative than she had seen in any other institution, but inevitably with this kind of large-scale exercise not everyone would feel adequately consulted nor agree with every outcome from the Commission.
- The discussions had been intense and the majority of the proposals made by the departments, though one Head of Department reported that this had not been so in his case.

Decision:

That, by a majority show of hands with six votes against, the recommendations made by the Curriculum Commission on the submission from the Faculty of Arts & Humanities were approved.

The Chair encouraged those who voted against to engage with the VP (Education) on their concerns.

10 Reports of Committees

10.1 Report of College Education Committee (CEC) [AB-20-02-05-10.1]

(i) Lecture Capture

Academic Board was asked to approve the amended Lecture Capture Policy for a further year. It noted that the amendments were editorial and added greater clarity.

In discussion some members questioned the evidence for the benefits of lecture capture and voiced concerns about Intellectual Property Rights and also about students giving module evaluation when they had chosen not to attend lectures in person. It was noted that these issues had been considered in detail at the time that the policy had been introduced and that the student body was strongly in favour of having lecture capture as an option. However, a more in-depth review and discussion was warranted.

Decision

That, by a majority show of hands with two votes against, Academic Board approved the amended Lecture Capture Policy for a further year.

That Academic Board would discuss the benefits and issues of the Lecture Capture Policy at a future meeting.

(ii) Undergraduate External Examiner Report

Lynne Barker, Associate Director, Quality Standards & Enhancement, presented the Undergraduate External Examiner Report which summarised the views of the external examiners and presented recommendations arising from those reports proposed by College Education Committee.

Academic Board could assure Council that the academic standards were being appropriately upheld.

Decisions

Academic Board approved the following recommendations:

- 1 The College continues to keep under review the awarding of 1st and 2:1 degrees to ensure grade inflation is not being experienced. Assessment Boards should discuss any concerns raised by external examiners in relation to grade inflation to affirm that their concerns will be investigated, raising any matters of concern to the Academic Standards Sub-Committee if required.
- 2 Standardisation of faculty marking schemes with generic College marking schemes to be considered. While these are being reviewed, consideration should also be had on the recent publication from the QAA on classification descriptors for level 6 in the Framework of Higher Education Qualifications.
- 3 The Academic Standards Sub-Committee reviews faculty late submission policies to ensure they are fit-for-practice.

(iii) Module Evaluations Policy Implementation Update

Academic Board noted the update report.

(iv) Using Module Evaluations in PDRs

In the absence of the Chair of College Education Committee, the VP (Education), the Principal reported that the VP (Education), had had extremely positive meetings with UCU about this issue and will be going back for further discussions within Faculties and would make a full report to the next meeting of the Board.

Decision:

Guidance on the use of the data in performance development reviews would be brought back to Academic Board for consideration before implementation and the Board would receive updates on the implementation of the policy.

Members who had comments were invited to direct these to the College Secretary, Irene Birrell.

Items on Consent (all noted)

- (v) Chair's Report
- (vi) Executive Director's Report
- (vii) Matters Arising from FECs
- (viii) Digital Design
- (ix) Examinations Processes and Resourcing
- (x) King's First Year
- (xi) Debiasing Module Evaluations
- (xii) Peer Observation Scheme
- (xiii) Policy Approval Process
- (xiv) Unanimous Consent Agenda

10.2 Report of College International Committee (CIC) [AB-20-02-05-10.2]

Items on Consent (all noted)

- (i) Partnership Agreements
- (ii) Website Development Plans
- (iii) Student Engagement
- (iv) Global Business Development

10.3 Report of the College Service Committee (CIC) [AB-20-02-05-10.3]

Items on Consent (all noted)

- (i) The Sustainability of Service Activity
- (ii) Service Children's Progression Alliance (SCiP) London
- (iii) Homeless London
- (iv) Diversity and Inclusion – Equality Impact Assessments

11 **Quinquennial Review - Theology and Religious Studies** [AB-20-02-05-11]

A light touch review is undertaken for Departments that have approached five-years since the previous quinquennial review and such a review had been undertaken for the Department of Theology and Religious Studies. The light touch review considers any structural changes since the last review, progress made against the outcomes of the previous review, and plans for the next five years. Academic Board considered the Report of the Review and the Response made by the Department which was presented by the Head of the Department, Dr Marat Shterin.

The Review outcomes reflected the incredible trajectory of the Department and showed that it was moving in the right direction to define what this discipline can be in the modern world.

Dr Shterin thanked the Panel for its work and for the conversations held. He noted that there was nothing wrong with TRS that could not be cured by what is right with TRS. He remarked that religion was high in the concern of the public but low in public understanding.

The Chair congratulated the Department on its work and the positive review.

12 **Report of the KCLSU President** [AB-20-02-05-12]

Item on the Unanimous Consent Agenda.

13 **Report of The Acting Dean** [AB-20-02-05-13]

Items of the Unanimous Consent Agenda

- a) Report of the Acting Dean [AB-20-02-05-13.1]
- b) Election of Associates of King's College [AB-20-02-05-13.2]

Decision:

Academic Board elected as Associates of King's College those students and staff listed in the report.

14 **Any Other Business**

There being no other business, the Principal declared the meeting adjourned.

Irene Birrell

College Secretary

February 2020