

Academic Board
Meeting date 28 June 2023

Paper reference AB-23-06-28-03.1

Status Confirmed

Minutes
Date 19 April 2023, 14.00

Location Great Hall, Strand Campus and MS Teams

Composition		Members	Attendance 2022-23				
			22.11.22	14.12.22	08.03.23	19.04.23	28.06.23
Ex officio	Chair of Academic Board, President & Principal	Professor Shitij Kapur	P	P	P	P	
	Senior Vice	SVP Academic Professor Rachel Mills	P	P	P	P	
	Presidents & Vice Principals	SVP Health & Life Sciences Professor Richard Trembath	P	P	P	P	
		VP Education & Student Success Professor Adam Fagan	P	P	P	P	
		VP Research & Innovation Professor Reza Razavi (to 31.12.22) Professor Bashir Al-Hashimi (from 1.1.23)	P	P	-	-	-
		VP International, Engagement & Service Professor 'Funmi Olonisakin	P	P	P	A	
	The Reverend the Dean	Rev'd Canon Dr Ellen Clark-King	P	A	P	P	
	The President of the Students' Union	Yasir Khan	A	P	P	A	
	KCLSU Vice Presidents Education	Vice President for Education (Arts & Sciences) Sara Osman Saeed	P	P	P	P	
		Vice President for Education (Health) Julia Kosowska	P	P	P	A	
		Vice President for Postgraduate Shagun Bhandari	P	P	P	P	
	Executive Deans of Faculty	Arts and Humanities Professor Marion Thain	P	P	P	P	
		Dentistry, Oral & Craniofacial Sciences Professor Michael Escudier	P	P	P	A	
		Dickson Poon School of Law Professor Dan Hunter	P	P	A	P	
		King's Business School Professor Stephen Bach	P	P	P	P	
		Life Sciences & Medicine Professor Ajay Shah	P	P	P	A	
		Natural, Mathematical & Engineering Sciences Professor Bashir Al-Hashimi (to 31.12.22) Professor Mark French (Interim)	P	P	-	-	-
		Nursing, Midwifery & Palliative Care Professor Irene Higginson	P	P	P	A	
		Institute of Psychiatry, Psychology & Neuroscience (Interim) Professor Sir Simon Wessely	P	P	P	P	
		Social Science and Public Policy Professor Linda McKie	P	P	P	A*	
Dean for Doctoral Studies	Professor Rebecca Oakey	P	A	P	P		
Executive Director: King's School of Professional & Continuing Education	Nina McDermott (to 31.12.22) Dr Ana de Medeiros (from 08.03.23)	P	A	-	-		
		-	-	P	A		
Elected Students	One student from each faculty, split equally across UG/PGT/PGR	Arts and Humanities Kriti Gupta (from 14.12.22)	V	P	P	A	
		Dentistry, Oral & Craniofacial Sciences <i>Vacancy</i>	V	V	V	V	
		Dickson Poon School of Law <i>Vacancy</i>	V	V	V	V	
		King's Business School <i>Vacancy</i>	V	V	V	V	
		Life Sciences & Medicine <i>Vacancy</i>	V	V	V	V	
		Natural, Mathematical and Engineering Sciences <i>Vacancy</i>	V	V	V	V	
		Nursing, Midwifery & Palliative Care Amelia Martin (from 14.12.22)	V	P	P	A	
		Institute of Psychiatry, Psychology & Neuroscience Bella Zilan Demirci (from 14.12.22)	V	P	P	A	
Social Science and Public Policy Ting Meng (from 14.12.22)	V	P	P	A			
Elected Staff	Four academic staff members from each faculty (and five in the case of larger faculties) elected by and from the staff of	Arts & Humanities (5 members, including HOD equivalent)	Professor Anna Snaith	P	P	P	P
			Professor Matthew Head	A	P	P	P
			Dr Hannah Crawforth	A	P	P	P
			Dr Zeena Feldman	P	P	P	P
	Dentistry, Oral & Craniofacial Sciences (4 members, including HOD equivalent)	Professor Nick Harrison	P	P	P	P	
		Professor Kim Piper	P	P	P	P	
		Dr Ana Angelova	A	P	P	P	
		Professor Jeremy Green	P	P	P	A	
	Dickson Poon School of Law (4 members, including HOD equivalent)	Professor Richard Cook	P	P	P	P	
		Professor Ann Mumford	P	P	P	P	
		Dr Ewan McGaughey	P	P	P	P	
		Professor Satvinder Juss	P	P	P	A	
		Dr Jonathan Gingerich	A	P	P	P	

each faculty.	King's Business School (4 members, including HOD equivalent)	Professor Gulcin Ozkan	P	A	P	P		
		Dr Jack Fosten	P	P	P	A		
		Dr Juan Baeza	P	P	P	P		
		Dr Andrew McFaull	P	P	P	P		
	Life Sciences & Medicine (5 members, including HOD equivalent)	Professor Susan Brain	A	P	P	A		
		Dr Manasi Nandi	A	P	P	P		
		Professor Claire Wells	P	P	P	P		
		Dr Baljinder Mankoo	A	P	A	P		
		Dr Anna Battaglia	P	P	P	P		
	Natural, Mathematical and Engineering Sciences (4 members, including HOD equivalent)	Professor Luc Moreau	P	P	P	P		
		Professor Michael Kölling	P	P	P	A		
		Professor Sameer Murthy	A	P	P	P		
		Dr Andre Cobb	P	P	P	A		
	Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care (4 members, including HOD equivalent)	<i>Vacancy (HoD)</i>	V	V	V	V		
		Dr Jocelyn Cornish	P	P	P	P		
		Dr Wladzia Czuber-Dochan	P	P	P	P		
		Irene Zeller	P	P	A	P		
	Institute of Psychiatry, Psychology & Neuroscience (5 members, including HOD equivalent)	Professor Matthew Hotopf	P	A	P	P		
		Dr Eleanor Dommert	P	P	P	A		
		Dr Rina Dutta	P	A	P	P		
		Dr Yannis Paloyelis	P	P	P	P		
		Dr Eamonn Walsh	P	P	P	P		
	Social Science and Public Policy (5 members, including HOD equivalent)	Professor Jelke Boesten	P	P	P	P		
		Dr Tim Benbow	P	P	P	P		
		Dr Hillary Briffa	P	P	P	P		
		Dr Sunil Mitra Kumar	P	P	P	P		
		Dr Kiran Phull	P	P	P	P		
	Three staff members on contracts which include teaching from Professional and Continuing Education elected by and from the staff members on contracts which include teaching in PACE. One of the three seats will be held by a Head of Department or equivalent.	Sarah Shirley	P	P	P	A		
		Suzie Coates	P	P	P	P		
		Dr Michael Elliott	P	P	P	P		
	Three professional staff	Education Support	Syreeta Allen (to 31.12.22)	A	A	-	-	-
		Research Support	Dr Natasha Awais-Dean	P	P	P	P	
		Service Support	Akic Lwaldeng	P	A	P	P	
	Two academic staff on research-only contracts	Arts and Sciences Faculties	Dr Harriet Boulding	A	P	P	A	
Health Faculties		Dr Moritz Herle	P	P	P	A		

v= vacant post

In attendance:

* Professor Peter John attending on behalf of Professor Linda McKie
 Professor Frans Berkhout, Assistant Principal (King's Climate and Sustainability) (for item 5)
 Darren Wallis, Executive Director, SED
 Lynne Barker, Associate Director (Academic Regulations, Quality and Standards)

Secretariat:

Irene Birrell (College Secretary)
 Xan Kite (Director of Governance Services)
 Sheronlyn Balfour (Interim Governance Manager)
 Paul Mould (Deputy College Secretary and Chief Compliance Officer)

1 Welcome, apologies and notices

The Chair welcomed members, in particular new members, and guests in attendance to the meeting.

2 Approval of agenda

It was proposed that item 10.1, the Report of The Dean be moved to the Unanimous Consent Agenda. The agenda was approved with that amendment.

3 Unanimous Consent Agenda (including Minutes of the Previous Meeting) [AB-23-04-19-03]

A member requested that Item 9.2, Annex 1 be removed from the Unanimous Consent Agenda.

Decision

That the remaining reports on the Unanimous Consent Agenda be taken as read and noted or approved.

4 Matters Arising from the Minutes

(i) Minute 5, Research Strategy

The VP (Research and Innovation) reported that UKRI rules for the use of research grant money for research staff entry visas were clear and allowed funds to be used for the visas of all researchers but not family members. The EU funder rules were more complex, particularly as the UK was no longer part of Horizon Europe and King's was engaging with HMRC to find a solution for settlement in a single payment. Staff were advised to contact the Research Help Desk for help. EU funder requests would be dealt with on a case-by-case basis.

(ii) Minute 5, AEPs

The SVP Academic reported that a working group to review ways to support and showcase education pedagogic research and to find pathways for AEPs to contribute and be recognised and rewarded for this research had been established as agreed at the previous meeting. The Working Group would report to the June 2023 meeting of the Academic Board. Initial consideration of data collected had revealed that AEPs were managing to get promoted from 6 to 7 to 8. The data would be presented at the next meeting together with a recommendation that a more in-depth review be conducted of the way in which the AEP pathway was working involving AEP colleagues.

5 Climate and Sustainability [AB-23-04-19-05]

Academic Board held a strategic discussion into actions being taken at King's concerning climate and sustainability. It had received the new Climate and Sustainability Action Plan ahead of the discussion and noted the recent launch of the King's Climate & Sustainability initiative as a key aspect of Strategy 2026. The initiative envisaged climate and sustainability being embedded into everything that King's does, including its research, education and impacts missions. The focus of the Action Plan is on King's becoming a net-zero organisation, contributing to a more circular economy while sustaining the natural world. A Working Group on Climate and Sustainability had been established which would meet for the first time next week.

The Strategy has three broad principles: advocating for solutions rather than for the problem; the whole King's system having a role, not only an academic task; embed in King's values ensuring a fair process of transition, both cultural and economic. It has five pillars: quadrupling research income in this space; incorporating some aspect of this across the curriculum; making King's a place to convene the needed great debates; looking for major gifts into the area; becoming a net zero organisation ourselves.

A seed fund had been launched and research in the area was well underway, but embedding into education presented more challenges. The intention was to ensure climate and sustainability was embedded into all curricula and all academic colleagues were being asked whether there was a way elegantly to embed it in all areas. Objectives were being set and a small delivery team had been created in the VP (Academic)'s office with a budget and programme director Rosie Smith.

Points raised in discussion included the following:

- Opportunities for flexibility and proposals for networking were welcomed.
 - Clinical waste initiatives were critical. All King's controlled energy was green, but that which was controlled by hospital trusts was subject to different policies and work was required in this area.
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- King's had begun its work on operational sustainability early and had made significant progress, but was a later starter in its whole institutional strategy for climate and sustainability in terms of research profile, the perception of students and embedding in education.
 - When asked for a strap line for King's current position on climate and sustainability, the Assistant Principal (King's Climate and Sustainability) stated that it should be a question: "how do we get there [to net zero]?". This test was much more demanding than any other target and should be applied for every aspect of King's work and operation.
 - Work was needed to get the basic structures and resource in place to make this possible – including supervisors for interdisciplinary research dissertations across departments and teams, coordination of knowledge about existing good practice in different faculties and departments, and the realistic implications of the measures needed to meet the targets.
 - Implementation should be by persuasion rather than imposition on colleagues including issues such as meat-free catering and travel restrictions which would adversely affect early career researchers. Attention should be given to ensuring King's resilience.
 - King's has direct control over 40% of the energy that it consumes and it purchases this from the Consortium and specifies that this energy is all renewable. The remaining 60% is purchased with other organisations (the majority with the NHS) and those organisations do not have the same policies and that energy is not all renewable.
 - Most of King's buildings use gas for heating at 9,500 tons of carbon per year which equates to one ton of emissions per member of staff. It was estimated that it would take ten to twenty years and cost between £150-180m to decarbonise. This estimate would be subject to changing conditions including heating and time required and could be more. This was a high priority for King's and speed of progress would depend on governance decision-making in balancing expenditure priorities. It was suggested that more funding and more autonomy needed to be given to the staff charged with making these objectives a reality. The Board was assured that the net zero test would be increasingly applied in all decision-making processes.
 - Annual progress reports on the implementation of the Action Plan would be brought to Academic Board and dialogue with all members of the College would continue.
 - King's did not knowingly invest in anything that was not fossil-free. A member asked that King's investigate the ability to obtain shareholder voting rights with endowment funds and the Principal undertook to raise this with the Council Investment Subcommittee that oversaw investment decisions.
 - The Working Party was considering encouragement to be given to researchers to consider their carbon footprint when making applications that included travel and work in international locations that could require systems and materials (such as air conditioning laboratories, refrigeration, plastic use, and the removal of equipment from other countries at the end of a programme) that would add to the carbon footprint.
 - 70-80% of scope three emissions were totally outside of any institution's control. Even if net zero is achieved for things within King's control, it will still have a very high carbon footprint and so the education decisions to be taken were critical in terms of King's moral obligation.
 - Members were invited to input and challenge the Plan and to ask questions at any time.
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6 **Generative AI** [AB-23-04-19-06]

Academic Board considered the evolving generative artificial intelligence tools and their impact on King's activities. The College Education Committee had begun discussions about the implications for student assessment and a Working Group had now been established to consider the more general issues associated with generative AI, now framed as ChatGPT, for the whole College. Professor Dan Hunter (Executive Dean of Law) was leading the Working Group with Professor Adam Fagan VP (Education and Student Success). Professor Hunter reported that AI tools had been available since 2014, but Chat GPT had caught the public's attention because it looks like human intelligence, even though it is a language-based technology. It was trained using internet resources which was expensive, but once trained it was cheap to use. It works by predicting each word on the basis of the last word and context, operating solely by mathematical prediction. Its existence required education institutions to review their student assessment methods and process for admissions, for example, admissions essays were no longer viable. Other HE institutions had reacted by banning the use of ChatGPT by students, but discussions at King's suggested that it would be better to take a pragmatic approach and learn to live with the tool and adapt to use it effectively.

This was 'day 140' of the availability of ChatGPT to the public, and its capabilities had already gone beyond what had originally been conceived. The Working Party would return to Academic Board with a more full report and proposals at its next meeting which would be 'day 196' and we could expect the technology to have become even more enhanced by then.

In discussion the following matters were raised:

- Examples of the use of ChatGPT by academic staff included one professor asking what was clear and unclear about his examination question; another was its use to summarise academic papers.
- A new approach to the literature review section of a PhD thesis would now be required and that might be a good thing as it would bring more focus to the goal of that section which was to help the student assimilate the current state of knowledge.
- Misconduct rules could still apply unchanged – plagiarism using ChatGPT was analogous to plagiarism using any other source of work that was not the student's and could be subject to the same process of questioning and sanction. Students and staff had been informed of this, but this would be reiterated. The Regulations would be updated for subsequent cycles.
- It might be necessary to revert to written examinations in the interim before new assessment approaches are developed. The tool can be blocked in invigilated examinations, even those conducted online.
- National guidance had recently been issued in a case where Chat GPT had been cited as a joint author for a research paper – this had been disallowed.
- ChatGPT might provide a useful tool to mark standard assessments.
- ChatGPT provided a powerful tool for students to undertake due diligence reference searches and could complement what we teach.
- The next generation of Microsoft Word would have ChatGPT embedded in it and we should embrace it.

7 Report of the President & Principal [AB-23-04-19-07]

The Principal presented his report. The following questions and issues were highlighted in discussion:

- Admission numbers were good overall with careful management to avoid unintentional consequences with offers made. Offers were diversifying away from the heavy reliance on China, but remained quite dependent on one or two countries.
- The new Freedom of Speech Bill was making its way through Parliament. It would give a route for complaints to be heard in court to determine damages. Academic Board will discuss the implications for King's once the Bill is approved.
- King's had received £10million from Nigerian Philanthropist and Lawyer, Aare Afe Babalola, to establish the Afe Babalola African Centre for Transnational Education. The new Centre will enable young Africans to access education and opportunities which they would otherwise not be able to have. This was the first philanthropic gift of this significance from Africa.
- King's had agreed the removal of the exclusivity clause in its contract with Pearson, the publisher for support services in support of online services. King's Global was now being revisited in the light of this change and a broader plan for education delivery including online provision would be brought back to Academic Board in due course.

8 Report of the KCLSU President [AB-23-04-19-08]

The KCLSU VP for Education (Arts & Sciences), Sara Osman Saeed, presented the KCLSU President's report. She highlighted the results of the cost-of-living survey which revealed that students were able to commit less time to their studies now and that the impact on vulnerable students had been greatest. Students undertaking precarious work required protection for their mental health and wellbeing. The following points were addressed in discussion:

- The Principal asked the Students and Education Director for information on the impact of the £2.5m provided in the Budget to help mitigate the cost-of-living crisis. The Director for SED reported that there had been three elements to the mitigations: targeted students who were already hard pressed giving them an automatic 10 percent uplift at a total cost of around £1m; hardship funding that could be claimed by a category of students who fell into hardship at a total cost of around £1.1m; and some specific allocation for PhD students at a cost of around £200k. In addition, subsidised food and drink were available to all at a cost currently running at around £400k and there was also some contingency funding. Additional steps would be taken to ensure that students are aware of the offers were being sought and KCLSU's assistance in reaching students would be helpful.
- The Principal noted that the data presented by CLSU had been collected about a month ago and that it was humbling to see the results in spite of the measures put in place.
- KCLSU agreed to report back on comparisons with other London universities.

Decision:

KCLSU would report back on the comparison with other London universities concerning student experience with the cost-of-living crisis.

9 Reports of Committees

9.1 Report of the Academic Board Operations Committee [AB-23-04-19-09.1]

9.1.1 Academic Board Student Representative Elections

The Committee recommended approval of a new approach to recruiting and sustaining high quality engagement from students fulfilling the role of Student Academic Board Member. The proposal had come from KCLSU and had been reviewed by ABOC which included the CLSU

President and one other student Academic Board Member, Ting Meng. It utilised the KCLSU Student Voice Design Framework to improve participation rates and effectiveness of student members' engagement by bringing on to the Board students who already have some understanding of the university's governance structure and the challenges facing faculties with respect to student experience and policy issues affecting students.

It was intended that the new process would be used for student membership in 2023/24.

In discussion it was noted that students registered within PACE did not currently have a route to election for the Board and ABOC would review this.

Decision:

- (i) That the following changes be made to the election of student Academic Board members as a pilot for three years, with a review and recommendations to come forward at the end of this period:
 - (a) For UG and PGR students:
 - Elections to be conducted after the election of student representatives in faculties in the Spring Term;
 - Nomination and voting pool to be reduced to include only faculty student representatives who have been directly elected by students in their faculties to serve on the Senior Academic Association Committees or as Faculty Student Representatives as appropriate within each faculty structure (See Appendix 1);
 - Any seats that are not filled through the above process will be subject to a by-election from the same nomination and voting pool in the following Autumn Term.
 - (b) For PGT students:
 - Elections to be conducted in September once all PGT courses have started;
 - Nomination and voting pool to be the whole PGT cohort for the Faculty;
 - Any seats that are not filled will be subject to a by-election from the same nomination and voting pool later in the Autumn Term.
- (ii) That ABOC would review the position for student members of PACE to be eligible for voting and election to the Board.

9.1.2 Motion on change of contract mid-term

Decision:

That the following ruling be approved in instances where an elected staff member of Academic Board changes employment contract mid-term to one which does not fulfil the profile of the position to which they were elected:

- (a) If the change in status occurs in the Autumn Term, the member must step down immediately and a by-election held to fill the seat.
- (b) If the change in status occurs post-December, the member will be permitted to continue to serve until the vacant seat is filled in the Spring Term elections provided they remain an employee of King's, with the newly-elected individual taking on the seat early for the balance of the year.
- (c) If an individual resigns from the Board, the same timings will apply: a by-election to be held for a vacancy that occurs before 31 December; holding the seat vacant until the

Spring Term election is held with early take-up of the seat by the new incumbent for vacancies that occur post 31 December.

*All other Items **approved** or noted on the Consent Agenda:*

9.2 Report of the College Education Committee (CEC) [AB-23-04-19-09.2]

9.2.1 King's Foundation Teaching Weeks

A member welcomed the amendment of the Foundations programme timetable to accommodate a coordination of reading week with school half term holidays to support colleagues with parental responsibilities and asked whether there were any plans to make the same considerations for the scheduling of the King's academic calendar as this has been a recurring topic raised by academic colleagues over many years and recently highlighted by NEST, the parent and carers network.

It was noted that there was a working group looking at a number of issues related to the academic calendar, including this issue. Any change could not, however, be in place for the coming academic cycle. Changes would be brought to Academic Board for consideration for future years in due course.

*All other Items **approved** or noted on the Consent Agenda:*

10 Report of The Dean

10.1 Report of The Dean [AB-23-04-19-10.1]

The report of The Dean had been dealt with in the Unanimous Consent Agenda

10.2 Election of Associates of King's College (AKC) [AB-23-04-19-10.2]

*Item **approved** on Consent.*

Decision:

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

11 Report from Council [AB-23-04-19-11]

The report from Council was presented by staff Council Member Natasha Awais-Dean. Issues considered at the most recent meeting had included the terms of reference for the Governance Review to be concluded by January 2024; the Annual Health and Safety Report; external audit tender; and the first meeting of the Staff and Culture Strategy Committee (SCSC).

The Principal added his personal thanks to the staff members who had joined SCSC and Professor Stephen Bach for his vital role during the interim period before a permanent appointment to the role of VP (People and Talent) was made.

12 Any Other Business

None.

The meeting adjourned at 16:18.

Irene Birrell

College Secretary

April 2023