

School of Informatics General Meeting

Thursday 10th February 2021

- Please mute your microphone.
- If you wish to ask a question during the meeting or the Q&A session, please use the "Raise Hand" function.
- Please do not use Chat for questions (it is difficult to keep track of these in Chat) but use for informal discussion amongst yourselves.

Please note: The meeting will be recorded through to start of the Q&A session.



Agenda

Introduction

UKRI Open Access Policy

IT Security

Welcome to New Staff

Staff and Student Culture Surveys

Update from Director of Professional Services

Update on New Teaching Support Process

Update on PGR Recruitment

Update on Return to Campus

Q&A

Jane Hillston

Theo Andrew

Alastair Scobie & Victoria Dishon

Jane Hillston

Joy Candlish

Joy Candlish

Björn Franke

Nigel Topham

Joy Candlish



UKRI Open Access Policy

Theo Andrew

Open Access publication School of Informatics

Theo Andrew
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Your options for open access publication

Route One

Route Two

Route Three

Publish in a FULLY OA journal or platform

Publish in a subscription journal

AND

Deposit the Accepted Manuscript in Pure/PMC

Publish in a subscription journal through a

'Read & Publish' deal via the Library

Route One (a.k.a Gold OA)

Publish in a FULLY OA journal or platform

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☐ Apply for funds:

☐ via email

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■ webform

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nature communications

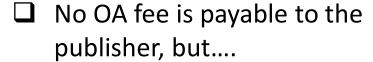


Route Two (a.k.a. Green OA)

Publish in a subscription journal

AND

Deposit the Accepted Manuscript in Pure/PMC



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- ☐ Generally will be the best option for Nature papers (£8,400 fees)





nature

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"This research was funded in whole, or in part, by the Wellcome Trust [Grant number]. For the purpose of open access, the author has applied a Creative Commons Attribution (CC BY) licence to any Author Accepted Manuscript version arising from this submission."

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Acknowledgements

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Research Publications & Copyright Policy (2021) key highlights

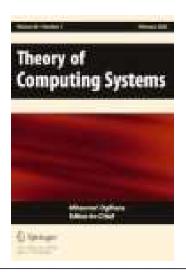


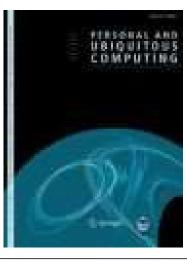
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- Upon acceptance of publication each staff member grants the University of Edinburgh a CC BY licence to their publication
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- Standard address convention (citations)
- Strongly encourages use of ORCID unique identifiers

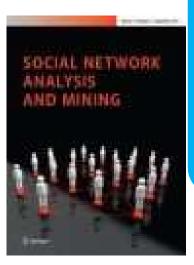
https://www.ed.ac.uk/information-services/about/policies-and-regulations/research-publications

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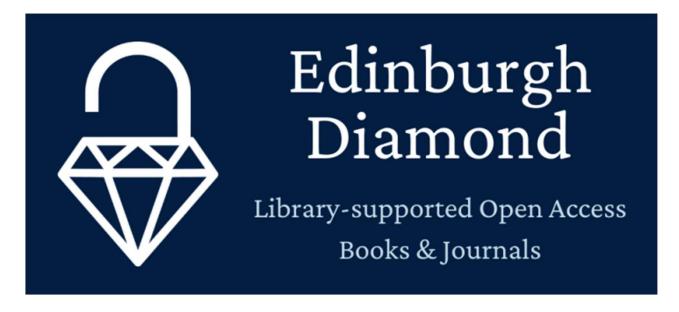
List of publishers

List of journals

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o p. II	3 Biotech	2190-5738	Springer	https://www.springer.com/journal/13205	
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Cambridge University Press	A.I.O.N. Annali dell'Istituto Universitario Orientale di Napoli. Sezione filologico- letteraria	1724-6172 Brill		https://brill.com/view/journals/aion/aion-overview.xml	
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European Mathematical Society	Abhandlungen aus dem Mathematischen Seminar der Universität Hamburg	1865-8784	Springer https://www.springer.com/journal/12188		
European Respiratory Journal	Showing 1 to 10 of 6,409 entries		Show 10 v entri	es Previous 1 2 3 4 5 641 Next	
⊕ Geological Society					
• Institute of Physics					

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IT Security

Alastair Scobie and Victoria Dishon

School of Informatics Information Security Briefing

VICTORIA DISHON, HEAD OF IT, CSE

ALASTAIR SCOBIE, HEAD OF COMPUTING, SCHOOL OF INFORMATICS



Threat landscape

High impact ransomware attacks:

- Northumbria, Newcastle, Queen's University Belfast, Northampton, Hertfordshire, University of the Highlands & Islands, Glasgow Caledonian University, University of Sunderland
- Perpetrated by different groups, comparing methods via the dark web

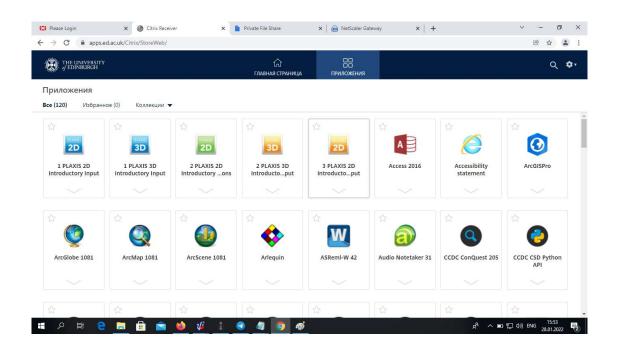
Recent issues and ongoing

- Compromised accounts identified on a weekly basis
- Compromised devices identified regularly across the university
- SQL injection attack against a service in the College
- Spear phishing targeting senior leaders is increasing
- Zero day vulnerably, Log4J December 2021
- Threat actors selling access to University systems



Threat landscape W/C 31/01/2022

 Russian speaking threat actor is currently advertising for sale, access to University Systems via a compromised account



Largest Phishing attack seen to date – emulating LinkedIn emails



Security incidents in Informatics in 2021

- A self-managed 'ssh' server was compromised and the University email servers used to send large quantities of spam.
- A self-managed web server was reported by IS to be vulnerable to the SSL POODLE attack. The server was running a version of Ubuntu which hadn't been supported for several years
- A self-managed web server running Wordpress was compromised and used to attack other external sites
- A request to remove some personal data from a world readable web page revealed a page from 2008 with student names and matric numbers on it
- "Log4Shell" zero-day vulnerability in log4j library



Penetration testing report

Brief: Using a compromised account how far can you go without detection?

- Found less well protected devices on the network
- Gave themselves administrator privileges (lateral escalation)
- Cracked passwords (with a moderate amount of effort)
- Had the capability to disrupt live services
- Were not detected whilst moving across systems



Internal Audit Recommendations



 Information Security Governance (High)



2. Information Security Responsibility and Roles in Schools (High)



3. Information
Security
Standards
(High)



4. Mandatory Information Security Training (High)



5. Staff access controls (Moderate)



Culture o security
 (Moderate)

Risk Grading

Critical - 0

High - 4

Moderate - 2

Low - 0

Total - 6



Audit – Cyber Risk Management

The University of Edinburgh has a complex IT / digital risk profile:

- Core ISG along with devolved School/College structure
- Varying sizes of IT infrastructure and software within Schools
- IT is at the core of <u>all</u> business activities with delivery split over the institution
- Complex mixed-model hardware estate
- Lots of IT change and development ongoing across the University
- Key Question Do we have the right cyber risk controls and risk management arrangements across the breadth of University operations?



What are the University and College doing?

College

- Establishing a specialist Information Security Sub group
- Working closely with Chief Information Security Officer and Head of Internal Audit to implement recommendations

ISG

- Multi factor authentication (MFA)
- Ransomware policy and procedure
- Password hardening and management measures
- Roll out of new network security measures as quickly as possible
- Review and provide guidance around user assigned administrative privileges on managed, unmanaged and BYOD machines



What is Informatics doing?

School

- ssh reduced to just one externally visible ssh server
- Tighten up management of firewall holes particularly world visible
- Increase network segmentation
- Produce a School web estate strategy
- Security Programme in School Computing plan for 2022
- Increase uptake of mandatory IT security training



Training completion - School of Informatics

		Not			
School/Unit (1018)	Fail	Started	Pass	Total	%Pass
Data Protection					
Training	3	695	320	1018	31.4%
Information Security					
Essentials Training	3	706	309	1018	30.4%



What do I need to do?

Complete the mandatory training

- Information Security Essentials
- Data Protection Course

Ensure the devices you use for work are encrypted, up to date and backed up

Use the minimum access controls

Standard accounts rather than administrative accounts

Secure passwords

- Different complex passwords for each service
- Consider using a password manager

Think before you click

Lock your devices

Review the support and advice available:

https://www.ed.ac.uk/infosec/how-to-protect



Minimum and further reading

https://www.ed.ac.uk/infosec/informationprotection-policies/information-security-requiredreading

Includes –

- Information Security policy
- Computing regulations

Further reading –

NSCS Blog

NSCS Weekly Threat Report



Welcome to New Staff

Jane Hillston



New Professional Services Staff

Renee DeLancey – Project Coordinator



Kerry Fernie – Teaching organisation administrator



Andrew Castle – Research data officer









New Professional Services Staff

Clare Anstock – Student engagement officer



Gregor McElvogue - Business Development Manager



Fraser

Fraser Yuill - Computing support officer (procurement)

Meredith Corey- Learning technologist (learning design)





Incoming New Academic Starts

- Michael Glienecke University Teacher, starting on 15th February
- Zhanxing Zhu Reader in Machine Learning, starting 1st March
- Daniel Woods Lecturer in Cyber Security (joint with BUiD) starting 1st March
- Amir Vaxman Reader in Graphics, Simulation and Visual Computing, starting 1st August
- Edoardo Ponti Lecturer in Natural Language Processing, starting 1st August
- Pasquale Miniverea Lecturer in Natural Language Processing, starting 15th September



New Research Staff – IPAB

Abhisek Kaushik – started 12th October



Zeeshan Babar – started 18th October

Henrique Ferrolho- started 1st November









New Research Staff – IPAB

- Ignacio Carlucho started 8th November
- Carlos Tiseo- started 11th November
- Florent le Moel- started 22nd November
- Nour Hussein started 30th November
- Aditya Kamireddypita started 10th January







New Research Staff – LFCS

- Debasis Sadhukhan started 1st November
- Danil Kadnikov- started 9th November
- Etienne Toussaint started 5th January
- Danny Vagnozzi started 5th January
- Justus Matthieson started 5th January









New Research Staff – ICSA

- Tobias Kohn started 1st November
- Andreas Goens started 3rd November
- Sukarn Agarwal started 15th November
- Luc Jaulmes started 6th January









New Research Staff – ILCC

- Antonio Miceli Barone started 18th October
- Martin Namukombo started 29th October
- Xinnuo Xu started 1st November
- Rowena Parry started 1st December
- Ratish Pudupply started 1st December
- Mahmoud Fawzi started 20th January
- Davide Moltisanti started 24th January



New Research Staff – IANC

• Guillermo Romero Morena – started 15th November



• Eric Ma – started 21st January





New Research Staff – AIAI

Harris Abdul-Majid – started 12th November 2021

Other information

- Felipe Costa Sperb started University Teacher role on 25th October 2021
- Anila Asif moved to research finance team (from procurement) on 1st November
 2021
- Carol Dow appointed to User Support Manager (Alison replacement) on 1st
 November 2021



School leadership roles – 2022/2023

- Director of Institute, Adaptive & Neural Computation (ANC):
 - Douglas Armstrong
- Director of Institute, Institute for Computing Systems Architecture (ICSA):
 - Vijay Nagarajan
- Director of Equality, Diversity & Inclusion:
 - Chris Heunen
- Athena Swan Submission:
 - Stuart Anderson

Admin duty allocation for 2022/23 continuing



Staff and Student Culture Surveys

Joy Candlish



EDI / Athena Swan Student and Staff Culture Surveys

			dents Inses – 47%)	Staff (185 responses – 9%)		Priority areas to address in action plan
		Agree / Strongly Agree	Disagree / Strongly disagree	Agree / Strongly agree	Disagree / Strongly disagree	
equality	School actively supports gender equality	65%	7%	76%	3%	
der equ	School encourages appropriately qualified staff to apply for posts in areas where their gender is under-represented.	-	-	47%	6%	Less than 50% satisfied however high % neutral. • Further investigation required – is it people don't know
Gender	The rate people progress is not affected by their gender.	-	-	47%	6%	or it's not applicable?
Diversity slusion	Equality, diversity and inclusion work is recognised when workload is allocated	-	-	34%	7%	
quality, Diversi and Inclusion	Equality, diversity and inclusion work is recognised in applications for promotion and progression	-	-	32%	3%	Low satisfaction however high % neutral. • Further investigation required
Equa	School has taken action to mitigate the adverse gendered impact of the Covid-19 pandemic on students / staff	28%	13%	21%	9%	
ent	My line manager supports my career development	-	-	76%	6%	
mdola	Decisions about appointments are made fairly	-	-	59%	5%	
Career development	Decisions about promotion/progression are made fairly	-	-	44%	6%	Low satisfaction however high % neutral. • Further investigation required
	I receive useful feedback on my career development through performance reviews		-	56%	10%	



EDI / Athena Swan Student and Staff Culture Surveys

Students

Staff

		(201 respo	onses – 47%)	(185 resp	onses – 9%)
		Agree / Strongly Agree	Disagree / Strongly disagree	Agree / Strongly agree	Disagree / Strongly disagree
ent	I have experienced bullying and/or harassment in the School in the past 12 months	7%	88%	8%	77%
Harassment	I have witnessed bullying and/or harassment in the School in the past 12 months	7%	86%	11%	71%
Bullying and Ha	I know how to report bullying and/or harassment	37%	38%	67%	15%
	The School is active in tackling bullying and harassment	-	-	45%	11%
	I am satisfied with how bullying and harassment are addressed in School of Informatics.	6%	26%	38%	14%
Work / Life Balance	My School enables flexible working	-	-	86%	7%
	Workloads in my School are allocated fairly	-	-	49%	16%
	Timing of School events takes into consideration those with caring responsibilities	15%	9%	57%	3%
×	The School provides PGR students / Staff with support around all types of caring leave	15%	4%	48%	4%

Priority areas to address in action plan

Low % of bullying / harassment experiences, but it should be lower.

· Area to continue addressing

Staff - relatively high % neutral, so perhaps don't know how to report. Students - high % don't know.

Area to address.

Low satisfaction but relatively high neutral.

· Area to continue addressing to assure staff/students that reports are dealt with.

Relatively high % neutral, but less than half think allocation of workloads are fair.

· Continue to address.

Low satisfaction for students in particular, but high % neutral/not applicable.



EDI / Athena Swan Student and Staff Culture Surveys

Agree / Strongly Agree Disagree / Strongly agree Strongly agree Strongly agree The strongly agree Strongly agree Strongly agree The strongly a	
I feel like I belong in the School 73% 12% 13%	
I feel like I belong in the School 1 feel that people really care about me in the School 50% 18% 18% 18% Actions needed to ensure students know we care.	
My contributions are valued 66% 14%	
I feel comfortable speaking up and expressing my opinions 63% 14% 68% 14% Area to explore for staff	
School communications are clear and relevant to me 59% 19% 21% 14% Area to explore for staff	
My current workload is manageable 51% 25% Quarter of staff disagree workload is manageable – area to continue addressing.	– an
My mental health / wellbeing are supported in the School I know where to seek support for mental health / wellbeing 44% 22% 50% 21% Half feel supported; many neutral. Less than half feel confident asking for support.	
I feel confident asking for mental health / wellbeing support 47% 27% Needs addressing	



Update from Director of Professional Services

Joy Candlish



HR and Finance Transformation – Key Dates and impacts

- Finance Business Partnering: 14 March
- People & Money system implementation Phase 2: April (payroll, guaranteed hours and further HR functionality)

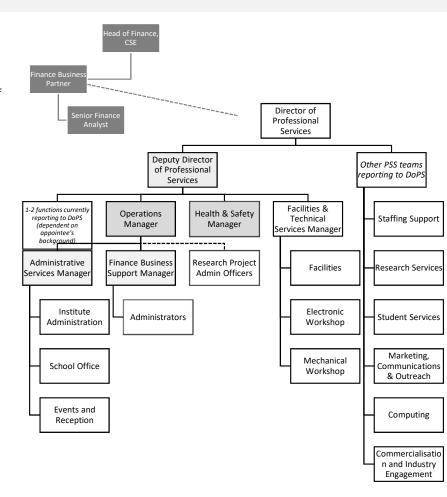
	All staff (academic, research, professional services)	Professional Services Staff
Temporary impacts	 P&M unavailable from 5pm Thursday 17 March to 9am Monday 4 April No processing of contract extensions, timesheets, recruitment, leave in this time All posts that need to be advertised to InfHR by 11am on 4 March (closing date no earlier than 11 April to ensure time for applicants to apply after system back online) New starts during this period – InfHR will liaise with line managers and new starts Payslips and P60: Payslips and P60s unavailable during downtime (17 March to 4 April) 	 InfHR will not have access to P&M during system downtime 17 March to 4 April. Between Phase 2 (April) and Phase 3 (August): Various interim (manual) processes that require double entry of data and have workload implications: Stipends Research grant salary charging)
Ongoing impacts	 Payslips and P60: Payslips and P60s (to March 2022 and 21/22 P60) in old system for limited period of time (don't know how long). Download and save what you think you'll need before 17 March or after 4 April. We will prompt when we know final date system will be available. New system will not store previous payslips and P60s, only from April 2022 pay. Guaranteed hours claimed via Times Recording module and paid through payroll (eTime no longer used). No multipliers for teaching support duties within new module; guidance being developed. 	 Unknown waiting for detail of processes; time will be needed to review our existing processes and adapt them. Requirement for timesheets to be completed by academic staff where salaries charged to grants – confident this work can be undertaken by PSS but waiting for details.

- P&M system implementation Phase 3: August (Finance and Procurement modules)
 - Assessing impacts and how we adapt our processes as information is available.



Professional services team changes

- Institute Administration new office (1.33) this week
 - Consolidation to one office. Ensure physical presence for in-person queries while team take advantage of hybrid working opportunity, and free up space to accommodate growth in staff. Electronic contact and individual's assigned to Institutes unchanged.
- New structure to be implemented as a result of Finance Business Partnering:
 - Finance Business Partnering team (physically in School; line managed by College)
 - Head of Finance & Administration (Evgenia) moving to Finance Business Partner role.
 - · Finance Officer (Dy) moving to Senior Finance Analyst
 - Deputy Director of Professional Services (interviews held)
 - Operations Manager (role advertised)
 - Health & Safety Manager (role advertised)
 - Finance Business Support team (from 14 March)
 - · Donna and Vicky K transition to this new team within School
 - New manager and administrator roles advertised
 - Administration Services team (Manager role advertised)
 - Combine Institute Administration, Events, Reception and School Office to one team. No change to individual roles/responsibilities - integration to increase resilience.
 - Research Project PS staff employed on grants dotted reporting line into Operations team to ensure inclusion within PSS structure; support induction/training. Line management by academic staff to remain.





Teaching Update

Björn Franke



Overview

- New Student Support Scheme
- Teaching Planning for AY 22/23
- Student Numbers

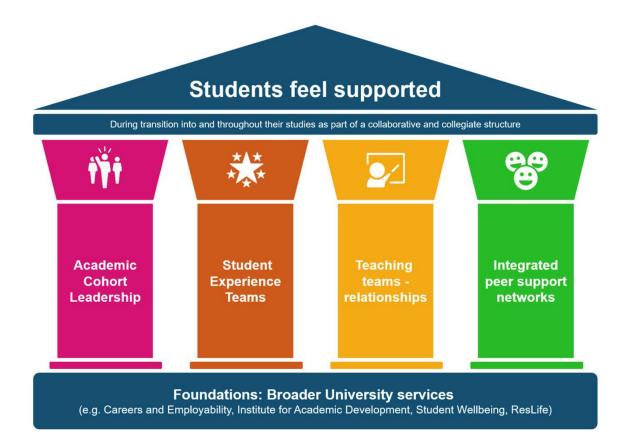


New Student Support Scheme

- Will eventually replace the Personal Tutor system
 - New professional services and academic roles
- Phased introduction
 - Phase 1, AY 22/23: UG1, MSc
 - Phase 2, AY 23/24: UG2-UG5



New Student Support Scheme





New Student Support Scheme

- Academic Cohort Leadership
 - Programme Directors
 - Cohort Leads approx. 1:50 staff:student ratio
- Student Experience Teams Professional Services
 - Well-Being Advisor
 - Student Support Officers
- Teaching Teams
 - Lecturers, Course Organisers, TAs & Teaching Support Staff
- Peer Assisted Learning and Support schemes (PALS)





New Teaching Support Scheme

- Not everyone will be Personal Tutor any more
 - Some current Personal Tutors will become Cohort Leads or Prog. Dir.
- Eventually Personal Tutors will be replaced by Cohort Leads, Programme Directors and Student Support Officers and Well-Being Advisors
- Whoever is neither Personal Tutor, Cohort Lead or Programme Director, is expected to take on other tasks at about the same level
- Local implementation group role descriptions and task lists to follow



AY 22/23 Planning

- Teaching Duty Allocation √
- Initial Teaching Support Budget allocation ✓
 - Estimated class sizes
 - Opportunity for discussion
- Timetabling to be started anytime soon
 - Waiting for University planning assumptions
 - Full-year timetabling
- Ambition: Teaching support and initial timetable complete by mid-April
 - Recruitment of teaching support staff before and during summer
 - Earlier course enrolment for students



Student Numbers

UG

2022 UG intake target 286.

Current UG school population:

1	312
2	295
3	282
4	271
5	48
	1208

PGT

	2022	2021
Programme	Target	Intake
MSc Advanced Design Informatics	25	7
MSc Advanced Technology for		
Financial Computing	30	52
MSc Artificial Intelligence	90	98
MSc Cognitive Science	21	18
MSc Computer Science	85	97
MSc Cyber Security, Privacy and Trust	30	34
MSc Data Science	40	35
MSc Design Informatics	25	30
	346	371

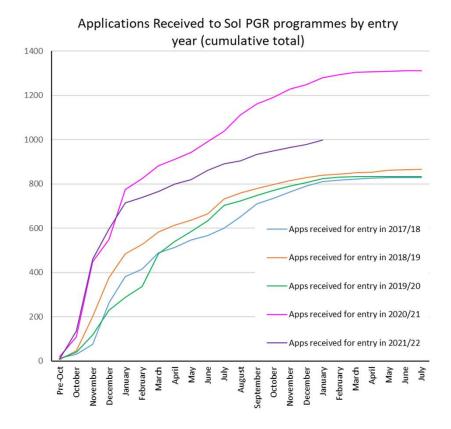


Update on PGR Recruitment

Nigel Topham

Admissions summary – AY 2021/22

- Solid application numbers for 2021/22
- No change in applicant gender balance (70:M, 29F, 1:N)
- Reduced proportion of applications from EU (6%←12%)



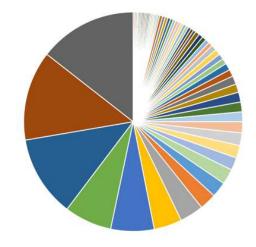
- 117 PGR offers accepted to date (down 6% on 2020/21)
- 142 PGR offers made, of which 25 declined (0 pending)
- Improved gender balance in offers vs 2020/21, but %offers to female candidates was lower than %applications

Institute / CDT	Total Offers	Accepted	Declined
AIAI	11	9	2
ANC	10	8	2
ICSA	24	21	3
ILCC	11	8	3
IPAB	19	17	2
LFCS	12	9	3
CDT BIOMEDAI	16	12	4
CDT NLP	20	14	6
CDT RAS2 HWU	8	8	0
CDT RAS2 UoE	7	7	0
CSPT	2	2	0
EPCC	2	2	0
	142	117	25

Offer status by Institute or CDT for entry in AY 2021/22

Summary of PGR Recruitment for AY 2021-22 Entry

- 580* research students currently registered in Informatics
 - From 70 countries: 23% UK, 34% EU, 40% International
 - Spread among 6 Institutes and 5 CDTs
 - 97% full time, 3% part time
- 117 new PGRs this year, selected from over 1,300 applicants
 - 22% female, 76% male, 2% undisclosed
 - 19% UK, 36% EU, 44% International
- 103 new PhD/CDT students, 1 new MPhil and 13 new MScR students
 - Starting Sem1 (90), Sem2 (27)
- 40 new students in Centres for Doctoral Training
 - 14 in NLP
 - 15 in Robotics & Autonomous Systems (incl. those at HWU)
 - 12 in BioMedAl

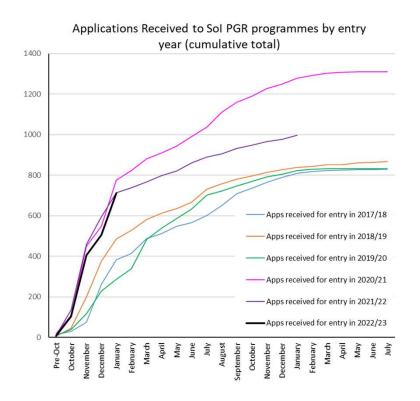


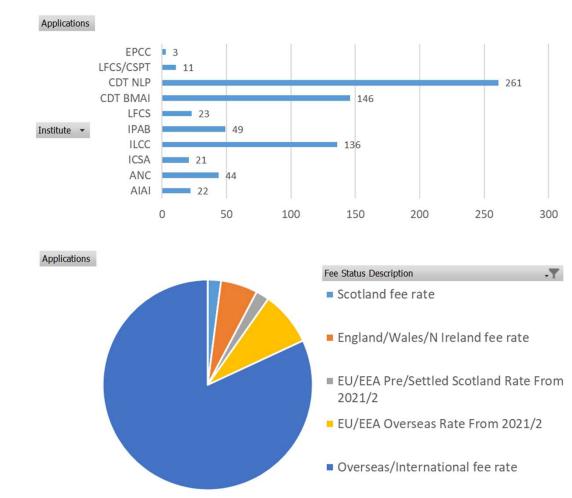
Diversity of research students' nationality

^{*} IGS statistics compiled 08 Feb 2022 (source: BI – STUDMI universe) (470 fully matriculated, 70 interrupted; 40 new/continuing not yet matriculated)

Applications status – AY 2022/23 ongoing

- Strong application numbers for 2022/23 (similar to 2021/22)
- 3 popular programmes: NLP, BMAI, ILCC = 76% of applications
- Slightly better gender profile vs. 2021/22 (68:M, 31F, 1:N)
- Slightly higher application rate from EU vs. 2021/22





PGR Student Funding Sources – AY 2022/23

- 10 x PhD studentships funded by School, allocated by IGS competitions
 - All studentships open to all candidates, regardless of fees status (as fees are waived)
- 10 x PhD studentships from our EPSRC Doctoral Training Grant
 - Up to 30% of students with EPSRC funding may be international
 - EPSRC studentships pay home fees, regardless of student's fees status
- 1 x Edinburgh Doctoral College Studentship (all PhD candidates can apply)
- 1 x DeepMind PhD Scholarship
- CDT programme studentships, numbers similar to last year (NLP, BioMedAI, RAS2)
- CASE conversions College competition, currently open (bids to IGS please, deadline 16-Feb)
- Ad hoc grant and industry studentships
- Pump Priming studentships (allocated to new academic staff)

Reminder of the changes to PGR admissions and intake sessions AY 2022/23

The IGS is moving to offering a fixed no. of intake sessions each year; Sept (CDTs) and Oct/Jan/May for non-CDT PGRs.

A recommendation of the Internal Programme Review (IPR) from March 2020; now being adopted/implemented.

Adopting these changes will positively contribute to:

- Better applicant experience, especially where immigration processes are required to start studies; and
- Enhanced student experience, as students commencing studies at the same time benefit from entering as a group/cohort; and
- Improved staff experience / reduced stress through improved compartmentalisation of the large admissions and on-boarding workload; and
- Easier forward resource planning; PGR offices/desks and computing equipment; and
- More accurate and manageable budget forecasting.

Earlier planning with respect to advertising projects and scholarship opportunities is advised.

New deadlines for requesting offers of admission for each intake session are published on the IGS webpages:

https://restricted.web.inf.ed.ac.uk/infweb/student-services/igs/staff/recruitment-admissions/recruitment-advice-and-guidance

PGR Personal Tutors and Pastoral Support

Students and supervisors are reminded of the presence and remit of the PGR Personal Tutors:

- Jane Hillston, John Longley and Murray Cole.
- Senior members of academic staff with significant experience in PhD supervision.
- Advisors independent of supervision teams; advice and support relating to both academic and pastoral / wellbeing issues.

PGR Student Mental Health Ambassadors

- Student peer support network;
- Activities to raise awareness and meet with them being planned for the coming weeks/months as restrictions ease
- Email: infpgrmentalhealthfa@mlist.is.ed.ac.uk

IGS Administrative team

- Drop into the office or ask for an appointment with a member of the team
- Teams calls or in person meetings
- Advice and guidance related to administrative management of PGR programmes; help in identifying support services / networks.



Update on Return to Campus

Joy Candlish



Return to Campus / Covid Measures

- Hybrid working re-commenced; TestEd still in place
- Covid measures remain in place, including:
 - Heightened level of cleaning
 - Face coverings:
 - **Mandatory in work places**, unless have an exemption (refer Scottish Government guidance)
 - Further University (only) exemption:
 - Staff and PGRs may remove masks in offices/meetings if they can maintain 1m distancing from other staff/PGRs in attendance.
 - Where there are also attendees not in this category (e.g. students/visitors) then all must wear masks.
 - Meeting/event contact details:
 - We **must collect and retain attendee contact details** for 21 days to assist any University or NHS contact tracing enquiries includes internal meetings.
 - It is the responsibility of the person instigating these meetings to do this.
 - In person meetings/events:
 - Okay to hold in-person events/meetings (but if they can be held online then continue to do so to reduce risks)
 - Risk assessments required in many cases guidance on when a meeting becomes an event and when a risk assessment is required here: Covid 19 meeting room and events guidance | InfWeb (ed.ac.uk)



Q&A

Recording will stop now

If you wish to ask a question use the Raise Hand function

Please do not use the Chat function for questions (it is difficult to keep track of these in chat)

