

Awayday

- Objectives of the awayday
- Ethos & Culture
- Staff Survey
- Post –doc career development
- Organisation
- REF
- Space

Objectives

- Get to know the Department
 - Meet people
 - Learn about research programmes
 - Understand what research facilities are available
 - Learn about future research plans
 - Identify people who might be able to help you

- What would success look like?

- What is missing?

Ethos & Culture



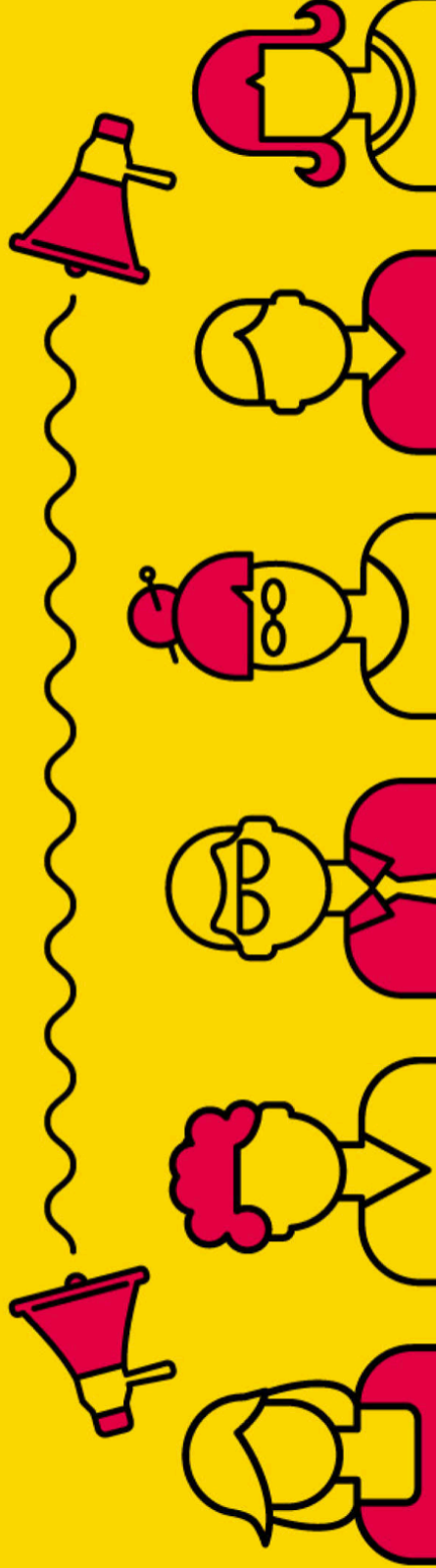


METABOLISM, DIGESTION & REPRODUCTION



Staff Survey

[Confidentiality](#) | [FAQs](#) | [Visual identity](#) | [Response rates](#) | [Results](#) | [Contact us](#) | [Action plans](#) | [2017 survey](#)



**THE STAFF
SURVEY IS NOW
CLOSED**

Thank you for taking
the time to
complete the survey.

Celebrate	Investigate further	Opportunities
<p>92% are proud to work for Imperial.</p>	<p>How to improve our senior leadership metrics and visibility; we are a large and geographically dispersed Department which creates barriers, but we need to find ways to overcome these.</p>	<p>Increase PRDP completion/return rates</p>
<p>86% of staff feel committed to helping the College achieve its strategic aims.</p>	<p>Why less than half of respondents felt their line manager takes the PRDP process seriously or felt the process was useful.</p>	<p>Increase visibility and communication from senior leadership team</p>
<p>When asked about line managers taking an interest in long term career development, MDR saw a 25% increase in positive responses.</p>		<p>Staff career development</p>
<p>97% staff report strong working relationships with their immediate colleagues.</p>		
<p>The perception of health and safety is high in the department.</p>		

Action Plan

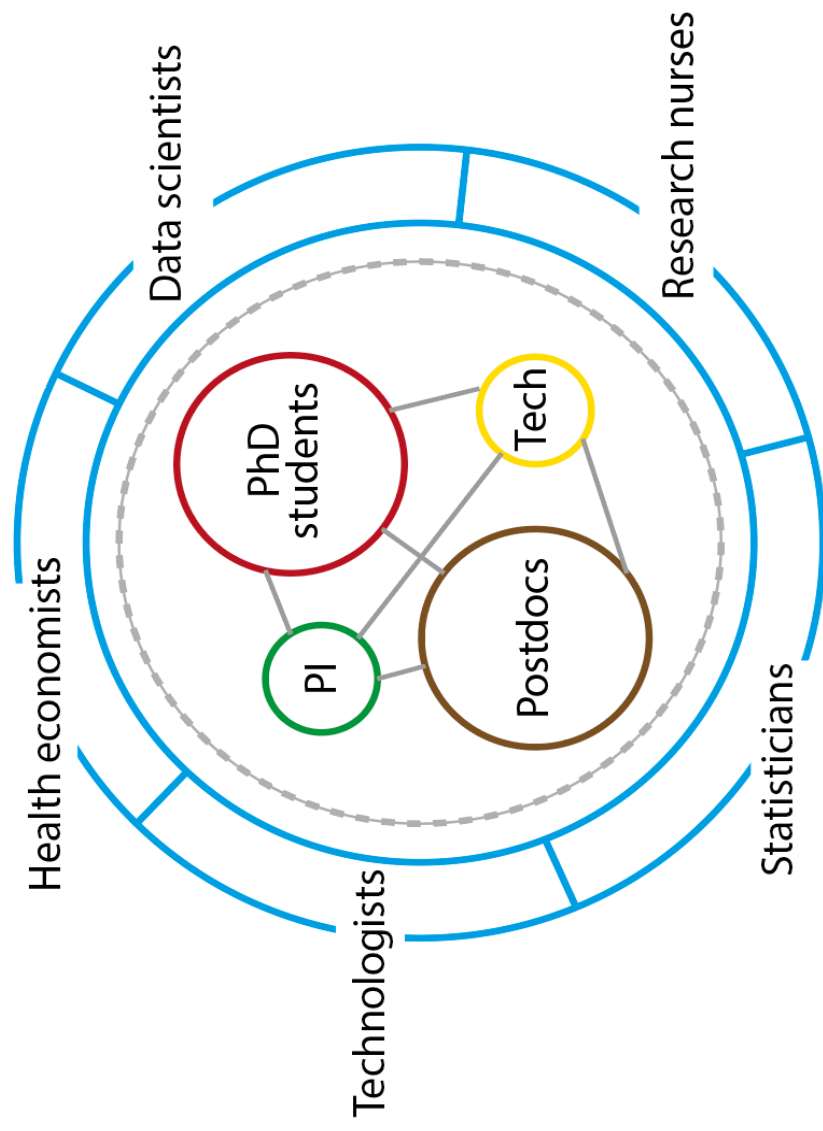
- PRDP
- Senior Leadership Visibility
- Staff Development

I would like to meet you

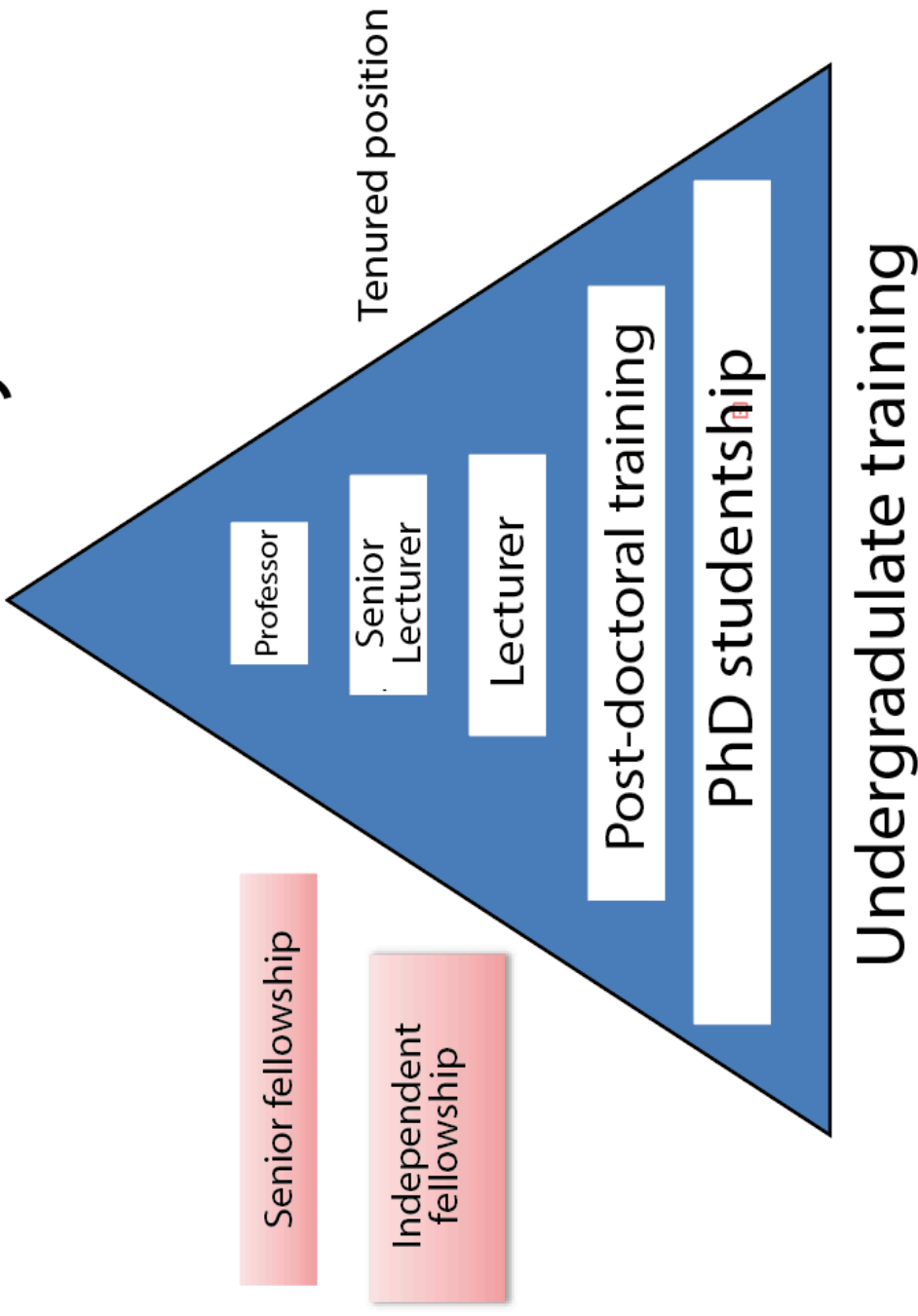


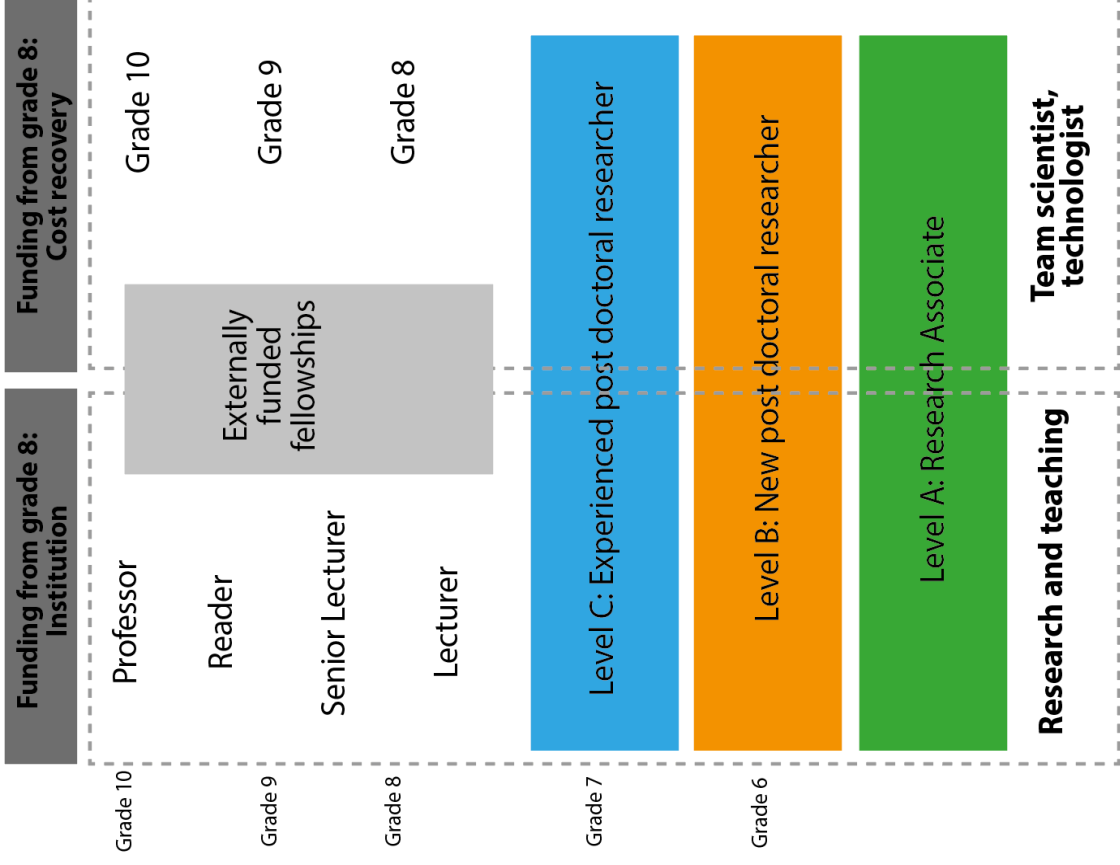
Post-Doc Career Development

Team Science



The Academic Pyramid





Metabolism, Digestion and Reproduction

Senior Executive Committee
Membership: Head of Department
Heads of Division
Director of Innovation
Department Manager

Management Board

Membership: Head of Department
Heads of Division and Section
Health and Safety Lead
Research Lead
Education Lead
People and Culture Lead
Department Manager

Health & Safety Committee

Membership:
Health and Safety Academic Lead
Senior Laboratory Manager
Section Health and Safety Reps
Department Manager

People and Culture

Membership:
People and Culture Lead
Head of Department
Academic Representatives from
each Section
Department Manager
Staffing Development Co-
ordinator

Education Committee

Membership:
Education Lead
Education Manager
Director of PG Studies
(Research)
Representatives from UG
and PG Taught Courses

Higher Degrees Research Committee

Membership:
Director of PG Studies (Research)
Deputy DPS
Research Degrees Manager
Research Degrees Administrator
Senior Tutor for Pastoral Care
Section Representatives

The Education Committees are covering the four new Departments.

Divisional and Section Manager structure

HoD: Mark Thursz
Department Manager: Joanna Thompson

Lynn Maslen
Centre Manager
Phenome Centre

Charmaine Porter

Tammy Barrett

Charmaine Porter

Divisional Administrative
Assistant: Elizabeth Barnes

Katia Nery

Kim Cyrus

Pat Murphy

Lynn Maslen

Kenny Oniti

Kenny Oniti

Tammy Barrett

Sara Hamza/Tammy Barrett

Kenny Oniti

Sara Hamza

Metabolism, Digestion & Reproduction

Academic Leadership

Metabolism, Digestion and Reproduction – Central Posts

REF

Facult

UoA	1* (%)	2* (%)	3* (%)	4* (%)
1 – Clinical Medicine	0.4	6.6	75.9	17.1
UoA 1 2014	1.3 (U = 0.7)	19.4	51.7	26.9

Department

Dept	1* (%)	2* (%)	3* (%)	4* (%)
Metabolism, Digestion and Reproduction	0.6	11.1	72.2	16.0

