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UNIVERSITY OF
BIRMINGHAM

Vice-Chancellor's *view*



Vice-Chancellor, Professor Sir David Eastwood

It is, now, common and important for employers to have a 'wellbeing strategy'. The pressures of the modern world, the pace of change, and the demands that are made on so many of us by internal and external expectations mean that the world and the workplace are often increasingly challenging environments. A well-conceived wellbeing strategy is a way of recognising and mitigating some of these pressures.

Properly understood, a wellbeing strategy has many facets. At its core, it is about ensuring that all of us that work at the University are appropriately equipped for, and supported in, our roles. This means that expectations are reasonable, roles and responsibilities are clear, and development is supported.

If universities are to attract and retain the best, they must be places where colleagues can make and develop their careers. Career progression is, for many, a crucially important part of job satisfaction, and there is an expectation that we as a good employer should nurture and support.

If you look across the data on promotion and advancement, one of the most encouraging features of the last few years has been the increasing diversity of colleagues in promoted positions in the University. This hasn't arisen by chance but is a consequence of the University's investment in being an employer that recognises, celebrates, and promotes diversity. We still have much to do here, and are committed to doing so, notably through our work on the University's Equality Scheme.

We have invested increasingly in staff development and support over the last decade. Many parts of the University have developed active wellbeing programmes. At a University level, we have now launched our staff volunteering allowance, which entitles all colleagues to take a day off to volunteer for a local organisation or charity. And we have recently invested in LinkedIn Learning, which gives access to a huge range of personal and professional development resources for all staff and students.

Although many colleagues indicate very high levels of job satisfaction at Birmingham, there are also indications that the level of stress experienced by colleagues is increasing. We are not complacent about this, and it is something that the University Executive Board frequently considers. PDRs, properly conducted, are an

important part of ensuring that we are all appropriately supported to develop in our roles, to ensure workloads are manageable, and to identify the support and resources necessary for each of us to contribute effectively to the University. Over and above this support from managers, we are committed to ensuring that specialist support is available to colleagues when they need it, another area of investment in recent years.

Our overall aim here must be to create an environment that enables colleagues to give their best and to relish what they do. We have done much already, and will continue to do more in this area. We have already agreed to bring together and coordinate the various wellbeing initiatives in the institution into a single strategy. 'People and culture' is one of the themes on which we are particularly engaging with the University community as part of the development of our new Strategic Framework over the coming months.

Alongside these more formal support mechanisms, the ways in which we behave and the ways in which we encourage one another are, I think, equally important to wellbeing. We live in a culture that finds criticism easy. From our politics downwards, it is often much easier (and sometimes more comfortable), to blame than it is to build up.

If we are to continue to thrive as a university, if we are to be a truly inclusive community, and if we are to be able to offer our best, the University must be a place of sanctuary where we model different and better values than the wider society we inhabit. That is not to say that we should be uncritical, but we should be critical with a commitment to collegiality. This doesn't mean that we should pretend disagreements don't exist, but it does mean that we should be careful about the language that we use when framing those disagreements and understand that we are disagreeing with people who work in the same institution and have an equal commitment to its values and success.

Above all, we should remember the power of what we say. We all need and value encouragement. A word of reassurance, or noticing and taking the time to thank someone who has helped, can sometimes be the most important things we hear. The interesting thing about encouragement is that it both enhances our sense of wellbeing but also encourages us to do still more and still better. Words matter.

*Vice-Chancellor,
Professor Sir David Eastwood*

YOUR BUZZ

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Contact us
university-buzz@bham.ac.uk

Buzz online
intranet.birmingham.ac.uk/staff/buzz

Follow us on Twitter
twitter.com/buzzunibham



Edited by Matthew Collins
internalcomms@contacts.bham.ac.uk

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Front cover image: Little learners at the Maples Day Nursery

VC FORUM

October's forum offered the opportunity for reflection on the many achievements of the past year:

- **Research:** Another record year of research income: £215.5 million of awards in 2018/19 – £11.1 million above target.
- **Campus developments:** Our £1 billion, ten-year campus investment programme is a significant investment in the student experience.
- **Student experience:** Our NSS results achieved our highest ever response rate of 79%.
- **Digital infrastructure:** June 2019 saw New Core implemented, which has redesigned the Finance, HR, Payroll, and Research Grant Management processes.
- **Regional impact:** the development of the Birmingham Life Sciences park, Tyseley Energy Park and the Exchange, plus many others.
- **Transforming lives:** Birmingham in Action will aim to raise £400 million and secure 1 million volunteering hours.
- **Global partnerships:** in Europe, India, China and Brazil.
- **League tables:** Domestically we are now top ten within the Russell Group. Internationally, and in Shanghai we've seen a big improvement compared to other UK institutions.
- **Recruitment:** a strong recruitment round included our largest ever intake of A2B students.
- **Staff base:** we've seen an 18% growth in academic and professional services staff in last three years.

Going forward:

On research: a focus on REF and our impact, and continued focus on grants and interdisciplinary working.
On education: introducing the new academic teaching year (NATY), widening access and participation, and improving NSS.
On recruitment: a focus on the International student recruitment and experience and international academic reputation.
On Dubai: developing the next phase of our strategy and opening our new campus.
On Brexit: continuing to support staff and developing European partnerships.
On Digital infrastructure: ensuring the smooth function of Core systems, our STARS system and enhanced distance learning.
On strategy: working towards our Strategic Framework 2020–25, complementing the ambitions of Birmingham 2026.



University Carol Service

Join the Multi-Faith Chaplaincy at the University of Birmingham for our annual Carol Service to celebrate the joy of the Christmas season. Staff, students, family and friends of any faith or none are warmly invited to the annual celebration which will take place on Monday 9 December 2019, from 6.15pm in the Great Hall.

This traditional service of carols and readings is one of the biggest gatherings of students, staff, family and friends in the academic calendar. The service will include a series of readings and music from the Department of Music. Professor Simon Halsey CBE will be conducting the carols, which will be followed by light refreshments in the Bramall.

The Great Hall doors open at 5.30pm and the service will last for approximately one hour.
We look forward to seeing you there.



GREEN FLEETS

Congratulations to Transport Services who have picked up a prestigious award for Public Sector Fleet of the Year at the Commercial Fleet Awards 2019. One of the team's successes this year has been meeting their 2020 objective of having 40% of the fleet as alternatively-fuelled vehicles a year early.

BIRMINGHAM PROFESSIONAL LEADERSHIP SERIES

CHANGING THINKING FOR CHALLENGING TIMES

Birmingham Professionals are crucial to the University's success as we enter increasingly complex times. As the higher education landscape becomes more volatile, Birmingham will have to continue to be agile and innovative to stay ahead as a leading institution. The Birmingham Professional Leadership Series has been designed to help you to better understand how the University operates, what's changing and how you can navigate and adapt for your own success. Run by colleagues from across the University, the series gives you the opportunity to ask questions, meet new people and understand collective challenges.

There have been several popular events already in the series, with more scheduled over the coming year around four key themes:

- **Me in 3 – my path to career success:** the highs, the lows and everything in between
- **Mentoring:** what's in it for me?
- **Demystifying the University:** everything you wanted to know but didn't know who to ask
- **The secret of happiness:** tips for managing and leading in a complex environment

Sessions are open to all Professional Services staff; if you're keen to develop your career at the University and want to know more about how the University operates then these events are for you.

intranet.birmingham.ac.uk/leadershipseries



A DECADE WITH SIM

When the Singapore Institute of Management (SIM) first opened its doors to University of Birmingham Business Management students, just 69 students signed up. Ten years on, around 300 students graduate each year with a BSc (Honours).

Seeds from this special partnership were planted by Professor Jim Slater from the Business School. He was developing international links back in 2007 and tasked Barbara Armstrong with advising a shortlist of potential partners: Hong Kong, India and Singapore were under consideration.

WHY SINGAPORE?

'Singapore was where we felt immediately welcome; the support we had from the Singapore government was crucial. We were made to feel immediately at home discussing business education provision with SIM.'
Barbara Armstrong, Programme Director, 2009–15.

In 2009, the timing for the partnership was ripe. Singapore was focused on developing a hub for global education, and we shared similar values and the same vision: growing global education to provide quality, capable graduates for the South East Asian jobs market.

Whilst initial recruitment planned to include a substantial percentage of international students, it was young Singaporean students, fresh from 'Poly', who crowded into early Open Houses, keen to convert their diplomas into a BSc (Honours) with two years of study. By 2012, University of Birmingham undergraduate numbers at SIM reached 200.

Barbara added: *'SIM is a bit like a Chamber of Commerce – it drives and supports business, except SIM is driving business schools and business education for South East Asia. Together we have been able to identify opportunities.'*

A GLOBAL EXPERIENCE

Students who enrol at SIM for our BSc International Business embark on a programme of study and cultural exchange, swapping their warm campus for Birmingham's cooler redbrick campus for one semester. They later study at one of our partner universities in Canada, Japan, China, or at a European university. Our current strategy for Student Mobility will see more opportunities for study abroad in the near future.



10 years of partnership
SINCE 2009
SIM - UNIVERSITY OF BIRMINGHAM



Mr Seah Chin Siong & Professor Richard Black

EVOLVING WITH SINGAPORE'S BUSINESS LANDSCAPE

The launch of Business Management with Communications in 2012 was strategically timed to meet growing demands of Singapore's new digital economy, resonating with the government's drive to become a 'Smart Nation.' Further opportunities for students were provided in response to Singapore's growing business needs, including Business Management with Industrial Placement and the availability of 'Year in Industry' pathways. Studying in Singapore, students are able to graduate from a top UK university having gained real hands-on experience of working across a range of businesses, from start-ups to global companies.

Programme Director for the BSc Business Management suite of Programmes, Hazel Westwood, said: *'Our students at SIM are graduating from a triple-crown accredited global business school and have a set of contemporary skills, making them industry ready.'* Additions to the curriculum – Business Analytics, Digital Marketing and Strategic Stakeholder Communications – develop the skills and knowledge to meet the changing needs of business.

Hazel added: *'We are in the privileged position of educating a fantastic group of Singaporeans and international students by flying faculty, often world experts in their fields, to deliver TEF Gold standard research-led teaching.'*

RENOWNED REPUTATION

From small yet ambitious beginnings a decade ago, the programmes today need no introduction to major graduate employers. As a fresh alumna smilingly put it, *'I just got my first grad job. In the interview, I started to explain about the University of Birmingham, but HR just smiled and said "we know all about the University of Birmingham at SIM Global, that's why you were invited for interview".'*

PROFESSIONAL SERVICES SUPPORT

The programme is administered by staff from the Edgbaston campus, led by Andy Buck, who has worked on the Singapore programme for ten years in a variety of roles. He is currently the Learning and Teaching Officer for the Transnational Education Programmes and leads a team of four staff – Karen Hayre (Senior Administrator), Katrina Jan, Clare Harris and Leanne Scott (Administrators). They provide expert support to the Academic Programme Leads including Derek Condon (Director of Internationalisation), Brian McGarrie, Hazel Westwood and Cristina Sambrook (BSc Business Management Programme Directors), Steve Keepax (BSc Accounting and Finance Programme Director), Nick Potter and Marco Barassi (MSc Programme Directors).



Can we win the race to net-zero?

From pigeons wearing backpacks to monitor air quality to training the legal professionals to tackle Earth's most pressing issues, alongside the energy systems of tomorrow; our experts are as innovative as ever and leading the charge in the race to tackle the environmental challenges of our time.

We are not in this race alone. We are working alongside businesses and Government to address the impact of climate change and ambitious decarbonisation targets.

At a Confederation of British Industry (CBI) event on November 11, some of the biggest names in British industry came together to discuss and question how embarking on a 'decade of delivery' could ensure the UK meets the target for a net-zero economy by 2030. The University was delighted to be the sole academic sponsor for this important event. Working alongside our partners at the Energy Research Accelerator (ERA), the Business Engagement (BE) team, ensured a high-profile presence for the University, highlighting just some of our world-changing research in the areas of climate change and sustainability.

Professor Martin Freer, Director of the Birmingham Energy Institute and ERA, spoke as part of a panel discussion on *'The pathway to net-zero – achieving our 2030 decarbonisation goals'* alongside industry experts from the CBI, EDF Energy and the Committee on Climate Change. Many questions from the room were concerned with how renewable heat in homes (a key component of achieving net-zero) will affect consumers. *'You can have all the policy you like, but without consumers buying in with enthusiasm, it won't happen'* advised Professor Freer. The city of Birmingham could already be considered the energy capital of the UK, and as leaders in the region, the University



BE at the CBI

has an important role to play in raising the profile of this work to enthuse people about the opportunities for new ways to heat their homes. Overall, the panel were in agreement; we need organisations to work together on this issue, without competition, to deliver the change that is needed.

Our research-led perspective has a lot to offer businesses who want adopt strategies and learn how to put sustainability first. With the many distractions of the current political agenda, it feels timely for this collaborative approach to push for change and a single goal for both industry and academia; that of a net-zero carbon future.

Learn More:

For more information on Business Engagement at the University of Birmingham email businessteam@contacts.bham.ac.uk

Follow Business with Birmingham on Twitter @UoBBWB and check the hashtag #racetonetzero for highlights from this event.



BRAND TOOLKIT LAUNCHES

Ever needed a University logo? Or wished for a University branded slide deck complete with facts?

Whether you're representing the University overseas, welcoming visitors to our campus or producing communications for your stakeholders; our new Brand Toolkit, just launched, has everything you will need to represent the University's visual identity correctly and build your own professional reputation.

The University of Birmingham logo, consisting of the crest and the word *marque*, is widely recognised and evokes associations of trust, confidence and integrity.

Our brand reflects our values and differentiates us from our competitors. Through our visual identity and tone of voice, we demonstrate that we are the University of Birmingham and together we can continue to build a strong identity.

If you think something is missing or have any suggestions of what we should add to the Brand Toolkit then please email Claire Doggett, External Relations c.j.doggett@bham.ac.uk

Find the brand toolkit at: www.intranet.bham/brand



#TRANSFORMINGLIVES

Almost 30,000 postgraduates began their initial teacher education (ITE) in England this September, and over 350 of these are in our School of Education. What do we know about the students who train here? What brings them to our programmes? Where do they take up jobs?

By Frances Child

SUPPORTING OUR STUDENTS

Over 25 per cent of our student teachers join us from our undergraduate and postgraduate programmes: our students are more likely than the national average to have a PhD, Masters, first or 2:1 and come from a black and minority ethnic (BAME) background – 20–30 per cent.

Students benefit from established partnerships with primary and secondary schools across Birmingham and the West Midlands. Local schools are integral; teachers and headteachers join us on selection days, sit on our advisory and steering groups and contribute professional expertise. As well as working with over 60 primary and 100 secondary schools in any term, our teaching is enhanced by strong links with Birmingham City Council, local and national charities, subject associations and alumni of our programmes.

Images below:

(Top) Damien Kearns, Principal at Nishkam High School, Hockley. (Bottom) Farida Chand, Faculty Coordinator for Religious Education and Citizenship, Saltley Academy

WHY BIRMINGHAM?

Undergraduate and postgraduate students who are thinking of teaching face a wide range of choices in an increasingly complex landscape.

Our ITE programmes offer distinctive research-informed approaches and high expectations of specialist pedagogical subject knowledge and include assignments that build the skills of professional enquiry. Most students in the primary and secondary phases qualify with PGDipEd (QTS) and return in years two or three of their careers to complete a part-time Masters dissertation for the award of MA Teaching Studies.

University of Birmingham teacher educators have strong links with colleagues in departments across the campus. These relationships are important in terms of recruitment but also in ensuring that there are strong subject communities who work together to build a rich future for the discipline.

THE RESEARCH-INFORMED APPROACH

Aligning teacher training with research brings multiple benefits and ensures ITE is enriched by, and enriches the wider specialisms of the University. Here are a few examples:

- Collaborations with the BiFOR project and GEES research in LES
- Development of new 'working in schools' undergraduate modules in languages and biosciences
- CPD for established teachers of Physics in partnership with EPS
- A regular summer Modern Languages conference and the CLiC Dickens project in CAL

THE SCHOOL ON OUR DOORSTEP

Our programmes benefit from our own University of Birmingham School in Selly Oak. This term, more than 70 secondary biology, English, history, mathematics and physics students have undertaken mini-placements at the School. During September and October, students learned about practical work and taught groups of pupils in school laboratories and classrooms, learning from their University tutors and University of Birmingham School teachers, many of whom are former University ITE students. In the Spring Term, our primary mathematics specialists will spend time in the School to learn more about their subject in the secondary phase.

ADDRESSING THE TEACHING SHORTAGE

National data on teacher shortages is concerning – only 47 per cent of physics vacancies will be filled by specialists next September. Specialists are also less likely to work in our most deprived communities. The University of Birmingham can make a significant contribution to widening access by continuing to place specialist teachers in the schools that are most in need.

At a time of challenging recruitment, we have to work very hard to ensure sufficient numbers of graduates consider teacher training with us. We are delighted when academic colleagues recommend teaching as a career in general and training at the University in particular!

Given the strong influence of teachers on the decisions of their pupils, we see great potential in our University of Birmingham teachers taking positive messages about our University to their new schools. Of the 2017–18 newly qualified teacher cohort, 70 per cent took up posts in University of Birmingham schools within 25km of our Edgbaston campus, the highest numbers going to Birmingham, Sandwell, Solihull, Dudley and Walsall – that, I believe, is a fantastic example of our ever-growing influence in the region and of the strong pathways to teaching created by the University of Birmingham.

A curious year at The Maples Day Nursery

With two thriving day nurseries in The Elms and The Oaks, it was a natural step for the University to add a third. For the staff team, it was so much more. This was an opportunity to bring in a whole new approach to childcare: child-led, using natural resources, and resolutely sustainable in its practice.

The Maples Day Nursery opened in December 2018. To mark their first birthday, Nursery Manager Heather Bench looks back on an exciting year of learning and change.

'Our vision for The Maples comes from the "Curiosity Approach". Making curiosity central to learning sounds simple: children are naturally curious. However, nurseries often make it secondary to a pre-planned timetable of routines and activities that are created for the children, not with them.

'This week's adventures are a perfect example of how it works. We visit Winterbourne House and Garden (just next door!) every day, and we've made a Forest School in the wilderness there. Children bringing back sticks led us to Julia Donaldson's book *Stick Man*. After chatting about the story, they each created their own unique stick man. Out in the garden they looked at how the wind affected the stick; weighed down the sticks with bags of stones, and tested changes in weight; shared how the stick man might be feeling, what his family might look like, what their own family looks like...

'The Curiosity Approach doesn't mean our children aren't learning key skills and acquiring knowledge. We follow the Early Years framework, and we're Ofsted-registered. But our planning takes place "in the moment", by creative, mindful, playful practitioners who use every child's interests and needs to direct their day.

'It's a practice that expects continuous reflection – so I suppose it's no surprise that The Maples has evolved from the original vision. They say when you buy a house, you think about how it will look. When you live in it, you think about how it feels. At the start, we were very focused on a Reggio-style setting: a calm, neutral space with natural colours, plain wood, living plants.

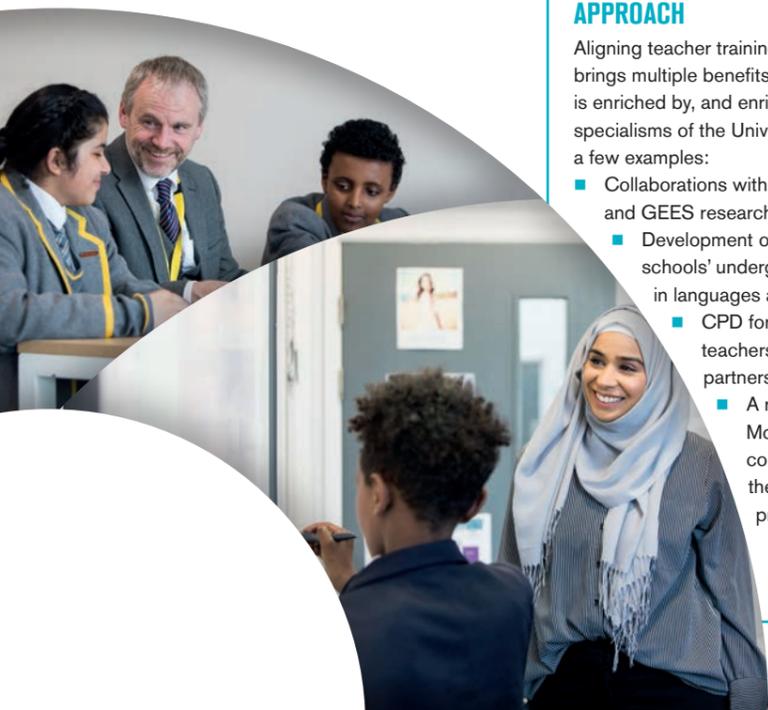
'We still have that, and love it. But what parents tell us and show us matters most is the sense of belonging and inclusion they feel. Inspired by New Zealand's Te Whariki curriculum, we embrace a whole-family approach, building trust and ensuring we understand their family, their beliefs and their culture. That bond is key to children developing emotional security and strength: the foundations of future attainment, true, but also the building blocks for a happy life.

'One thing that hasn't changed: our commitment to sustainability. We don't have any single-use plastics at nursery, including baby wipes. Our "toys" are repurposed objects from everyday life.'

Paula Hunt is Childcare Services Manager for all three University nurseries. 'It's been such a pleasure to see The Maples grow, and all our settings have benefited. We now use natural resources, calm colours and a more child-led approach at The Elms and The Oaks as well.'

What can we expect from the second year at The Maples? 'Full Curiosity Approach accreditation, working towards level 4 of the RHS Gardening for Schools award and an Eco Schools Green Flag,' says Heather. 'More than anything I'm looking forward to seeing where the children take us next! We still have places, and would love to welcome some new families: we're open to everyone in the local community, as well as staff and students.'

To enquire about a place, or find out more about the three University's day nurseries, visit daynurseries.bham.ac.uk.



Eve Pollard on *happiness*



On November 4, Eve Pollard delivered the 41st annual Baggs Memorial Lecture on the theme of 'Happiness – what it is and how it may be achieved by individuals as well as nations.'

Eve is a journalist, presenter and broadcaster. Often referred to as 'The First Lady of Fleet Street', Eve was one of the first female editors of a national newspaper in the UK, editing the *Sunday Mirror* from 1987–91 and the *Sunday Express* from 1991–94.

Matt Collins spoke to her before her lecture for the *Friday Afternoon at the Bratby* podcast. A summary of that conversation follows.

ON HAPPINESS...

Happiness is more important than we ever think it is, but the challenges of life can make it quite difficult to be happy, particularly as you get older. I think when you're young you are naturally happy and less frightened by things, because of course when you get older you suffer setbacks and disappointments.

THE KEY TO A SUCCESSFUL WORK-LIFE BALANCE...

Making deals. For me, there would have been no way that I could have worked inside the home and achieved the happiness that I have. I've enjoyed working and being an editor and I found a joy in writing. But of course in life there are always deals to be made, and for us the weekends were totally for the children, and we'd stick to the promises we made to them.

WHAT MORE COULD WE DO TO HELP WORKING PARENTS?

If I were Prime Minister, just for a day, I would say that every possible school should be open every day of the year, but not with the teachers, from 7.00am–7.00pm. Very few women can get a decent job that allows them to go home and collect their kids, and the cost of childcare is astronomically high.

WHO'VE YOU MET WHO HAS MADE YOU HAPPIEST?

I think it's mostly the teams I've worked in and working on campaigns. Very early on in my career I remember working on a campaign against a contraceptive device for women, known as the Dalkon Shield, which damaged women. They'd stopped selling it in America, but it was still on sale in Europe and we led a very successful campaign to get it removed from the shelves – that was a great day and I remember lots of cheering in the office.

In terms of who's influenced me, it's the people I've met who wrote brilliantly, and great photographers. My sister-in-law, who worked on the *Sunday Times*, Sally Soames, was a great photographer and taught me all about that magic moment that you have to catch. Alastair Campbell was my political editor and often stopped me putting my foot in it with politicians... we'd laugh about it afterwards.

ONE OF THE STRANDS OF THE LECTURE IS HOW HAPPINESS CAN BE ACHIEVED BY NATIONS. WHAT ROLE DO YOU THINK THE NATIONAL MEDIA HAS TO PLAY IN THIS?

I don't tend to think about happiness in terms of nations, because in my view nations who do not treat their women right cannot make their people happy. I agree that the national media are no angels. However, whilst they can set a tone – hearing about girls harming themselves, people feeling ugly and all of those things – I believe it is more social media, the individual messaging and trolling that has enormous influence. People ask why we don't tell more good news. I think it's important that somewhere in the media, there is good news and reward and respect for people doing good things, people you've never heard of. The other problem with journalism is a lack of diversity, we need to do more to encourage diversity.

WEARING YOUR HAPPINESS HAT, IS THERE ANYTHING FROM YOUR HISTORY IN THE INDUSTRY THAT YOU'D DO DIFFERENTLY TODAY TO INCREASE THE OVERALL SUM OF HAPPINESS?

Well, the happiness hat is a sort of schizophrenic outfit. People like gossiping, and we did do a lot of gossipy front pages. I guess I would have held back on some of that – the breakup of marriages and things like that, which are unfortunate for those involved, but thrilling to 3.5 million readers, so it becomes a very hard thing to judge. As a country we put ourselves down a lot, we are so cynical and like to bring down those who are successful. I think we should all be a bit gentler... but not totally.

I don't tend to think about happiness in terms of nations, because in my view nations who do not treat their women right cannot make their people happy.

Goodbye to bad rubbish



As part of the University's mission to create a greener and more environmentally friendly campus, students and staff have launched a campaign to drastically reduce the use of single-use plastics.

At a recent event, volunteers were recruited to support the move, which will have an impact on many walks of campus life: catering, accommodation, building developments and more, which together serve more than 30,000 students and 8,000 staff.

Director of Estates Trevor Payne said:

We are passionate about our role in caring for the environment and I am very proud of the work we have done to date to reduce single-use plastic on campus. We still have lots of work to do here, which is why we are asking students to give us their ideas on how we can make more progress.

Economics student Harriet Noy said:

I'm excited to see the changes the University is making to achieve a more sustainable campus. I think the more students we get on board, the easier it will be to achieve our plastic reduction goal.

Moves have already been made to reduce plastic waste in areas across campus.

Nurseries:

- The newest University day nursery, the Maples, does not use wet wipes (a typical wet wipe contains 84% plastic). That means 24,000 fewer wipes disposed of every year.
- The Maples also opts not to use single-use plastic aprons for serving food, using alternatives and preventing the disposal of 16,500 aprons each year.

Catering:

- The catering team are encouraging students and staff to use reusable cups, rather than paper ones, putting 15,000 eco cups into circulation. There are discounts for those buying their coffee in their own cup.
- Catering is distributing 5,000 reusable water bottles made from sugar cane to new students to mark the beginning of term.
- Where disposable cutlery is used, it is biodegradable.
- All plastic straws have been replaced with paper ones in campus outlets.
- Plastic glasses have been withdrawn from all campus bars.

Laboratories:

- A mixed plastic recycling scheme is being rolled out across laboratories.
- The University is trialling an innovative process for laboratory single-use plastic gloves, aimed at diverting these from landfill to either be recycled into park benches and fence panels, or to create energy from incineration.

Sport & Fitness:

- Encouraging members to use reusable pool shoes, like flip flops, rather than using single-use plastic shoe covers.
- Encouraging members to use reusable water bottles, rather than disposable ones.

This is just the beginning, with a major audit of all major building developments on campus taking place, to see where plastic can be reduced in the construction process.

In addition, students in University halls of residence have pitted themselves against other UK universities in a recycling competition run by the NUS and Coca-Cola.

Reduce. Reuse. Rethink.

Reduce.

ALL DISPOSABLE CUTLERY IS BIODEGRADABLE

Reuse.

5,500 FREE CITY WATER BOTTLES MADE FROM SUGAR CANE

Rethink.

GROUNDBREAKING PLASTICS RESEARCH



transforming our campus

Campus developments: forthcoming milestones

As 2019 draws to a close, there are two major development projects marking milestones.

Later this month, the School of Engineering will celebrate 'topping out', a little over a year since the groundbreaking ceremony. This new building will provide a dedicated home to a host of engineering disciplines, currently in various buildings across campus. Staff and student groups have had opportunities to look around the site and input their views on how the building will operate when completed in the latter part of 2020.

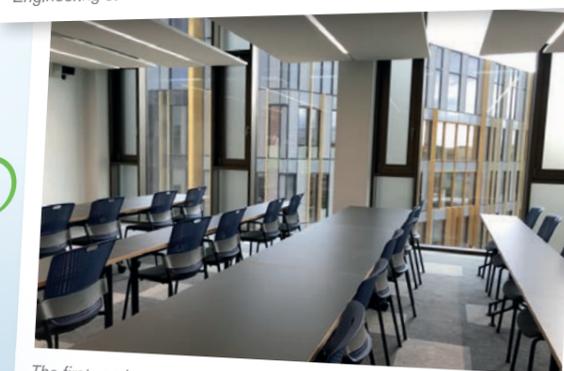
Moving to the other end of campus, the Teaching and Learning Building is now in its final stages of being fitted out and prepared for opening in January 2020. Students and staff will benefit from a 500-seater lecture theatre, a 250-seater interactive lecture theatre, ten seminar rooms and hundreds of spaces for individual study. Operated by Library Services, the building will provide significantly enhanced teaching and learning facilities on campus. Look out for a celebratory event for staff and students later on in January 2020 to mark its opening.

Meanwhile, you may have seen the Exchange Roadshow in a variety of locations across campus during October and November. Opening in the first half of 2021, this will be the University's home in the city centre, with facilities available to the public as well as a series of high-profile initiatives involving academic colleagues and students. More information on this project will be shared in 2020.

Accessibility continues to be a key priority for colleagues in Estates. The team now has a dedicated Accessibility Officer, who helps inform the design of new developments, in partnership with students and staff with disabilities. The newest facility on campus, as a direct result of student requests, is a Changing Places room. This is a dedicated space for assisted changing and personal care, which includes a hoist, a wet/dry toilet, a height adjustable hand basin and a height adjustable couch. It is one of just 1,396 publicly available facilities of its kind in the UK and the second on campus. The other is in Sport & Fitness.



Engineering students and staff took part in a tour of the site in October



The first seminar room in the Teaching and Learning Building is complete



The new Changing Places facility in the Main Library



CAMPUS CURIOSITIES

What is it?

Cardiac pacemaker, metal and resin,
Research and Cultural Collections

Where is it?

Research and Cultural Collections Study
Centre (viewable by appointment)

The first patient-controlled variable-rate heart pacemaker was developed in Birmingham by cardiothoracic surgeon Leon Abrams and medical engineer Ray Lightwood. Its development started in response to high mortality associated with slow heart rates after open-heart surgery. Electrodes were attached to the heart and then linked to an external pacemaker. It produced short pulses at adjustable intervals and intensities. It was subsequently developed as a commercial pacemaker with the support of the electronic engineering company Joseph Lucas Ltd., and became known as the 'Lucas-Abrams' model.

The first implant took place in March 1960, with two further implants the following month. These three patients made good recoveries and returned to a high quality of life. By 1966, 56 patients had undergone implantation with one surviving for over five-and-a-half years. In 2002, there were still three surviving pacemaker patients in Birmingham whose first pacemaker had been a Lucas-Abrams model. Lucas and Abrams' pioneering work was celebrated with the unveiling of a Blue Plaque in 2010.

This pacemaker is from the research collection of Professor Michael Gammage. He used his collection to further develop his own work and teach students. The collection was gifted to the University in 2014.

Find out more

The latest recipient of a Blue Plaque is actor and humanitarian, Madeleine Carroll, who graduated from the University of Birmingham in 1926 with a BA with Honours in French. You can find out more about the previous Blue Plaque recipients here: www.birmingham.ac.uk/Documents/culture/BookletfinalPDF.pdf

Chancellor's column



In October, I had the privilege of delivering the Provost's Lecture at the University of Birmingham Dubai. The theme of my lecture was 'The power of universities to power the world'.

The lecture was at our temporary Dubai campus (work has already started on our state-of-the-art campus for 4,500 students which will be ready in 2021) and was attended by Mohammad Abdullah, Director of Dubai Knowledge Park and Dubai Academic City, as well as our faculty, staff and students. Being in Dubai it was, of course, a completely global audience!

To summarise, universities make a phenomenal impact in three ways:

Firstly, they make our students better people – not only through the education they receive, but through everything they experience being at university, including the lifelong and generation-long friendships they develop.

Secondly, universities also make an impact on their local communities, their region and their country. For example, the University of Birmingham alone contributes £3.5 billion to our economy every year.

Thirdly, universities make an impact globally through international students and staff, and through the global impact of their research. In fact, universities are one of the strongest sources of soft power for Britain with lifelong ambassadors being created; there are more world leaders educated at British and American universities than any other countries globally, by far.

In my lecture, I was able to illustrate these three areas using the University of Birmingham as a sterling example.

In October, we also had the Birmingham Business School Annual Lecture, '21st Century Luddites – to what extent do entrepreneurs have a responsibility to think about the impact of their innovations on society?' delivered by our alumnus, Nick Jenkins, the founder of Moonpig and one of the country's most successful tech entrepreneurs and investors as well as being a former dragon on *Dragons' Den*.

In November, the India Institute Annual Lecture was delivered by Hardeep Singh Puri, a Minister in the Indian Government. His lecture was about Guru Nanak, the founder of Sikhism, on the occasion of his 550th birth anniversary. The Minister announced that the University of Birmingham has been awarded the Guru Nanak Chair sponsored by the Government of India and match-funded by the University of Birmingham. This Chair will have a huge impact locally, including with the Indian and Sikh community in the West Midlands, nationally as well as globally to the 27 million Sikhs around the world, the 30 million-strong Indian diaspora globally and of course in India – another example of Birmingham's amazing and wide-ranging impact.

Lord Bilimoria is the founder and chairman of Cobra Beer, Chancellor of the University of Birmingham and the founding Chairman of the UK-India Business Council.

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UNIVERSITY OF
BIRMINGHAM

Edgbaston, Birmingham,
B15 2TT, United Kingdom
www.birmingham.ac.uk



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