



Minutes

Meeting: UKRI-BBSRC Bioscience for People and Talent STRATEGY ADVISORY PANEL

Date and Time: 23rd of April 2024

Venue: Pentahotel Birmingham

Attendance

Panel Members
Professor Jerry Roberts (University of Plymouth) – Chair Professor Anastasia Callaghan (University of Portsmouth) Dr Karen Clegg (University of York) Ms. Jacqueline Hall (AstraZeneca) – online Professor Jon Lane (University of Bristol) Dr Clare Stevenson (John Innes Centre) Dr James Henstock (Northumbria University) Dr Catherine Jopling (University of Nottingham) Dr Mary Doherty (Industrial Biotechnology Innovation Centre) – online
Invited Experts
Dr Jordan Cuff (Newcastle University) – Researcher Subgroup Dr Emily Breeze (University of Warwick) – Researcher Subgroup Dr Sally Boxall (University of Leeds) – Research Technical Professional Subgroup
BBSRC Office
Dr Ariadna Miquel Clopés- Secretariat Dr Harriet Day Dr David McAllister Dr Robert Hardwick Dr Clare Bhunnoo Dr Aidan Grimsley Miss Emily Finnegan Dr Javier Pardo Diaz
Other Attendees
Apologies
Professor Karen Halliday (University of Edinburgh) Dr Jen Vanderhoven (Frey Consulting)

Agenda

Timing	Item	Item Ref / Lead	Page
	Monday 22nd April 2024		
Arrivals from 17:00	Convene		
18:30	Group dinner at Hotel Pentahotel Birmingham		
	Tuesday 23rd April 2024		
From 8:45	Convene and refreshments		
9:00-9:15	Introduction of new members	Oral Jerry Roberts David McAllister	
9:15-10:00	Director's Update	Oral David McAllister	
10:00-10:30	Update on MRC/BBSRC Skills Priority Review and PIPS (Professional Internships for PhD Students) evaluation	Oral Robert Hardwick	
10:30-11:00	Break		
11:00-12:00	Measuring Impact of EDI activities	PAT 01_01_24 Clare Bhunnoo	5
12:00-13:00	Doctoral training awards	PAT 02_01_24 Harriet Day	11
13:00-14:00	Lunch		
14:00-15:00	Spending review	PAT 03_01_24 Robert Hardwick	13
15:00-15:30	Overview of recent FTMA funding opportunity (Flexible Talent Mobility Account)	Oral Aidan Grimsley Javier Pardo Diaz	
15:30-16:00	AOB	Oral Jerry Roberts	
16:00-16:15	Close of meeting	Oral Jerry Roberts David McAllister	

Summary and actions

Item	Paper ID.	Summary and actions
1	Director's Update and Chair's Introduction.	The Chair invited Panel members and office staff to take part in a brief round of introductions.
2	Update on MRC/BBSRC Skills Priority Review and PIPS (Professional Internships for PhD Students) evaluation.	The panel discussed the MRC/BBSRC Skills Priority Review and PIPS evaluation, focusing on actionable priorities. They emphasized the need for better data representation, promoting transferable skills, and bridging skill gaps across career stages using PIPS. Suggestions included integrating individuals from different career stages in training groups and aligning PIPS with skill gaps. There was a call for increased PIPS funding and a centralised resource for proposals.
3	Measuring Impact of EDI activities PAT 01_01_24	Clare Bhunnoo presented a logic model for BBSRC's EDI. The discussion focused on diversifying participation and enhancing skills, especially for early career researchers (ECRs) and underrepresented groups. Challenges like time constraints for ECRs in peer review were discussed. The conversation also questioned the motivations and productivity gains of diversity initiatives, stressing the need for evidence. Training and support for new panel members are crucial, but monitoring effectiveness poses challenges. Collaboration is suggested to address gaps and justify expenditures, with recognition of the difficulty in measuring diversity's economic impact.
4	Doctoral training awards PAT 02_01_24	Discussions highlighted the importance of identifying best practices, promoting diversity in supervisory teams and industry collaborations. Assessments for PhDs, including portfolios, were considered, alongside concerns regarding the term "collaborative" adequately reflecting awards with an industry focus. Additionally, there were discussions about mandating Professional Internships for PhD Students (PIPS), making focal awards cross-council, and implementing an Expression of Interest (EOI) process.
5	Spending Review PAT 03_01_24	The panel discussed BBSRC's vision and themes for people and culture. The panel also recommended BBSRC'S minimum viable product objectives in different budget scenarios. Some people proposed reallocating funds from studentships to fellowships, citing concerns about post-PhD opportunities. However, most people stressed the importance of maintaining support for studentships. They suggested reducing fellowships in budget cuts and diversifying them with increased funding. Other suggestions included supporting roving researcher roles and cross-institute research culture projects.
6	Overview of recent FTMA funding opportunity (Flexible Talent Mobility Account)	The panel offered positive responses to the awards and thanked the BBSRC team for delivering them.
7	AOB	Jerry Roberts concluded the meeting by thanking everyone for their contributions