

Guide to NPC Annual Conference

Welcome to Birmingham!

Welcome to Birmingham, the UKs second city and former powerhouse of the Industrial revolution - the 'workshop of the world' and 'city of a thousand trades'. Today Birmingham is a city renewed and a designated Science City with three universities contributing to the development of knowledge and the local economy.

Aston University, our host, was founded in 1895 as *The Birmingham Municipal Technical School* receiving its Royal Charter and University Status in 1966 and is world-renowned in Business, technology and Science. Birmingham is therefore an ideal choice to host the National Postgraduate Conference being the home of the Lunar Society, the first Department of Commerce in the UK and the oldest Business School in England.

During the next three days there will be a variety of speakers and workshops to inform you of developments in the postgraduate world and to shape your understanding of the changing agenda. There are training sessions which will give you an opportunity to learn more about the reality of postgraduate issues as well as good practice in support and representation and to discuss ideas. Finally there is the excellent opportunity of networking, NPC is such a friendly environment and will give you plenty of opportunity to meet others and learn more about how others in the UK are representing and supporting postgraduates.

We hope that you have an enjoyable time in Birmingham and if you have any questions or worries please don't hesitate to ask and we'll do our best to help you. While you're here there are plenty of attractions from the first Roman Catholic Cathedral to be built in England after the Reformation – St Chads, a thriving shopping environment with the largest inner city centre shopping centre – the Bullring and a thriving nightlife from the gay village and Chinese Quarter, cafes and bars of Brindley Place and Broad Street and the Arcadian.

Following conference it doesn't stop there, you can keep in touch with us via our virtual communications and our ordinary general meetings held at three intervals through the year. To find out more about this please email the General Secretary on npc@npc.org.uk and they will be happy to help you. We hope that conference will be as much of a success for you as we hope it will be for us.

STEPHEN ABBOTS

Simon Felton General Secretary 2005/06 npc@npc.org.uk

Stephen Abbots Conference Secretary 2005/06 conference@npc.org.uk

Essential Information

<u>Venue</u>

The entire conference programme is being held at the University of Aston Business School in the Nelson Building, so once you have had breakfast you need not worry about rushing around for the rest of the day.

The Business School is located near to the Guild of Students and will be home to you for the next three days.

Accommodation check-in is after 1.30 pm but if you arrive earlier you can leave your luggage in the luggage storage room adjacent to the reception area. Check-out time on your day of departure is 9.30 am with the luggage room open for you to leave luggage until your departure.

Accommodation is located in the Business School so there is no need to rush between accommodation and the meeting. Your conference pack includes a map of the location of the conference venue.

<u>Meals</u>

During the conference all meals and refreshments will be served in the Business School (Nelson Building).

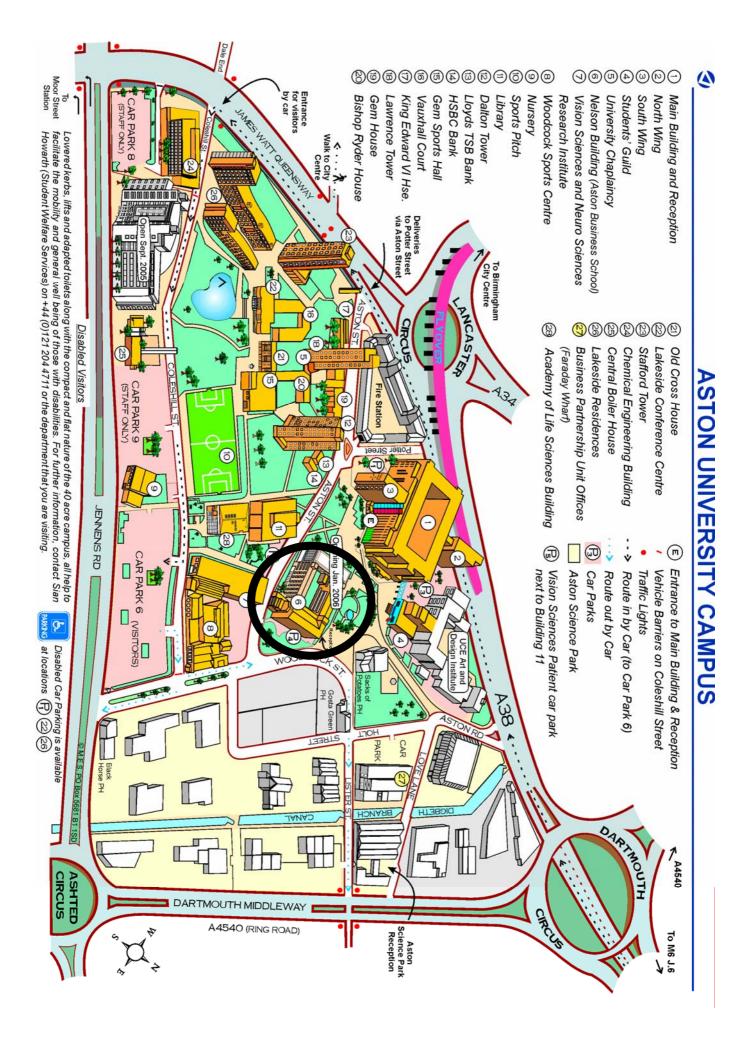
Equal Opportunities

The National Postgraduate Committee aims to promote equality irrespective of age, disability, ethnicity, gender, nationality, political belief, religion or sexual orientation. We will not tolerate any form of unfair or unlawful discrimination.

We are committed to:

- Promoting equal opportunities for all;
- Preventing direct of indirect discrimination, intimidation and harassment;
- Promoting a positive and respectful environment where members and guests are treated with respect and dignity.

If a member or guest of the committee feels that he or she has been discriminated against by another member of guest at a meeting or event organised by the committee then he or she is encouraged to inform either the Chairperson, the Equal Opportunities Officer or the General Secretary who will act on the matter.



We are grateful for the following for their support:

Conference Host:





Aston University.

Aston Students Guild.

Supported by:



Birmingham University Guild of Students.



University and College Union.



UK GRAD.



Prospects.



Marketing Birmingham.

Conference Timetable

Thursday 3rd August

11.00 onwards — Registration and Refreshments.

- 13.00 Conference Opening and Introduction Steven Abbots, Conference Secretary and the Vice Chancellor of Aston University
 13.10 Honorary Presidents Welcome
- Professor Teresa Rees, CBE.
- 13.30 Keynote Speech: Professor Ian Haines, Director of the Graduate School, London Metropolitan University
- 13.50 The Market Failure of Postgraduate Education Survey Launch of Report. Dr Susan Goodlad from Quad Research will present the findings of the NPC / Prospects Survey. The survey found that debt was an impact on the decision to undertake postgraduate study and that those from lower socio-economic groups were less likely to proceed to postgraduate study.
- 14.20 Questions and Discussions. This is your opportunity to quiz the speakers.
- 14.30 Refreshments
- 14.45 Widening Participation. Paul Wakeling from the University of Manchester will discuss the social demographics of those moving into postgraduate study and why we should be concerned about widening participation.
- 15.15 Welfare support for Postgraduate Students (Interactive Session Part 1) led ny John Wakeford. John Wakeford, Director of the Missenden Centre will explore the experience of students with supervisors and the postgraduate experience. With nearly three out of ten students not completing their doctorates seven years after starting their studies and only one third of part time students submitting a thesis, how best can we support the postgraduate experience.
- 16.00 Funding, Completion rates, Postgraduate Financing. Will Naylor from the Higher Education Funding Council for England (HEFCE) will summarise the funding arrangements for postgraduates before answering your questions on postgraduate finance.
- 16.30 Refreshments
- 16.45 Welfare support for postgraduate students (Interactive Session Part 2). John Wakeford will return to the issue of supporting postgraduates and develop conclusions and outcomes.
- 17.00 Academic Freedom and Research Opportunity. John Levy, from the Academic Study Group on Israel and the Middle East will look at the importance of academic freedom and giving researchers the opportunity to conduct research. Considering the boycott of Israeli academics he will argue research is a tool to challenge ideas and its freedom as something to be protected.
- 17.30 Questions and Panel Discussion. This is an opportunity to ask the speakers and discuss how the postgraduate agenda is shaped.

18.00 Refreshments and Workshop Sign-up Sheets. Your opportunity to pick topics that interest you for tomorrow's workshops.

19.30 Dinner

Friday 4th August

- 07.00 Breakfast
- 09.15 Introduction to Days Activities. A brief introduction to the topics being covered and to introduce the plenary forums as opportunity to discuss outcomes from workshops.
- 09.30 Supporting Representation Student Activism and Leadership. Dries Neirynck, NPC Project Officer will discuss postgraduate representation and postgraduate issues and how to support postgraduate students.
- 10.00 Discussion. Following Dries presentation there will be an opportunity to discuss student support and postgraduate representation.
- 10.15 Workshop A: Postgraduates that Teach and Union Representation. Paula Reid from UCU will discuss the Postgraduates that Teach Charter and supporting postgraduates that teach as part of their professional development. Paula will also discuss how the new UCU union can support representation and engage postgraduate students.

Workshop B: The Postgraduate Research Experience Survey, Supporting Students and Learning from Results. Professor Chris Park will explain the survey and how it has been created and how it will support universities to engage with postgraduate students and respond to their needs.

- 11.00 Plenary: Discussion of Workshops. A brief opportunity to discuss what the groups have learnt and the outcomes of the workshops.
- 11.15 Refreshments
- 11.30 Workshop A: The UCAS Postgraduate Applications Service. Paul McClure, Special Projects Executive from UCAS will introduce and explain the creation of the Applications Service and its relevance in supporting students and increasing the ease of applications.

Workshop B: Employability and Opportunities for Postgraduate Researchers. Ellen Pearce, Manager of the Centre for Excellence of UK GRAD will discuss employability and supporting students who wish to leave the academic environment. How is it best to support students with opportunities and how to ensure their employability.

- 12.15 Plenary: Discussion of Workshops. A brief opportunity to discuss what the groups have learnt and the outcomes of the workshops
- 12.30 Lunch
- 14.00 Workshop A: Left Behind? Student Activities for Postgraduates. David Bean, NPC Project Officer will present the findings of his research into a successful postgraduate social scene and how institutions, unions and the NPC can support student activities for postgraduates.

Workshop B: The HEA Literature Review on the Doctoral Experience. Viva

Troubles? Diana Leonard will present the findings of the HEA literature review and explore the issues affecting students' experience of the Viva.

- 14.45 Plenary: Discussion of Workshops. A brief opportunity to discuss what the groups have learnt and the outcomes of the workshops.
- 15.00 Refreshments
- 15.15 Workshop A: The Quality Assurance Agency Assuring Quality. Gill Clarke, Assistant Director of the QAA will explain the QAAs role in ensuring quality and standards and the role of students and unions in supporting this process.

Workshop B: Supporting International Postgraduate Students. Beatrick Merrick from UKCOSA will discuss the issues affecting international postgraduates, from practical concerns with visas to academic issues such as writing style and study skills.

16.00 Workshop A: Developments in the European Agenda. Jessica Olley from Universities UK will discuss the developments in Europe and their impact on postgraduate students. Jessica will look at the Bologna process and how it supports students and the engagement of students.

Workshop B: Preparing for Academic Practice, Career Progression for Researchers and the Postgraduate Issues Network SRHE. Martin Gough, Research Fellow from UCL will discuss the issue of career progression for researchers and how to support students who wish to continue in adacademia. Martin will also highlight the SRHE network and using it to meet those supporting postgraduate education.

- 16.45 Plenary: Discussion of Workshops. A brief opportunity to discuss what the groups have learnt and the outcomes of the workshops.
- 19.00 Annual Dinner. Come as formal as you feel comfortable. Nominations for election will close at the end of dinner.

Saturday 5th August

07.00	Breakfast
09.00	Annual General Meeting The election of the 2006/07 executive will take place at this meeting
13.30	Lunch and Networking
14.30	The National Union of Students, developments in student union movement. Gemma Tumelty, NUS President, will discuss changes in the student union movement and supporting and representing students.
14.50	Theses to eTheses: Catching up with the digital world? Martin Wolf, from the EThOS project will explain the development of electronic Theses and
15.10	Supporting Representation — student activism and leadership: Where do we go from here?Conference Conclusions. Dries Neirynck will discuss in an open forum the outcomes of the conference and where we take issues and how we work as unions and individuals in supporting postgraduate students.
15.30	Conference Close

Speaker Biographies

Ian Haines, Director of the Graduate School, London Metropolitan University

Graduated (Chemistry) from Imperial College where he also completed a PhD. Currently Director of the Graduate School at London Metropolitan University (ca 6000 PGT and PGR students). Previously PVC and Dean of the Faculty of Science, Computing and Engineering at the University of North London. Elected Chair of the UK Deans of Science (1999 to 2005) and now its President. Secretary of the European Association of Deans of Science.

Member of Education Strategy Group of the Science Council. In Royal Society of Chemistry involved in parliamentary affairs, international strategy and training for industry and immediate past Chair of its Education and Qualifications Board; chaired the Society's Accreditation Panel for 5 years. Coordinated QCA report on the comparability of standards of GCSE and A levels over time and a member of the groups developing and revising the QAA CoP on External Examining. Member of the Executive Committee of the UK Council for Graduate Education.

Honorary Visiting Professor of the Shanghai University of Traditional Chinese Medicine.

Professor Chris Park, Higher Education Academy and Directory of the Graduate School at Lancaster University.

Professor Chris Park is Director of the Graduate School at Lancaster University, Senior Associate of the Higher Education Academy, and chair of the national Rugby Team (set up in Rugby!) which is working to develop ways of evaluating research skills' development of early stage researchers. He also has extensive experience as a QAA auditor, including being a Review Co-ordinator for the recent Special Review of Research Degree Programmes, and is a member of the UK GRAD Steering Group. Previously, Chris was a geographer, and in recent years he has published on academic strategy and practice.

Gill Clarke, Assistant Director, Quality Assurance Agency (QAA).

As well as working at the University of Bristol, Gill works part time for the Quality Assurance Agency (QAA), the board that ensures academic quality of programmes in higher education. During the past year QAA has been running a working group to rewrite its code or practice for research degrees, where Gill has been chair of the working group and overseeing the whole operation of the production of the new code.

Dr Martin Gough, Research Fellow, UCL

Martin is a Research Fellow specialising in postgraduate education and related areas at the University College London Department of Education & Professional Development, where he delivers components of the programmes Personal & Professional Skills in Research Practice and Masters in Adult Learning & Professional Development. Martin maintained a connection with the NPC during (and after) studying for a PhD in Philosophy on *Self-Consciousness and Subjecthood*. He has studied at or worked for other universities: The Open University, Cambridge, Birmingham, Lancaster, Leeds, Leeds Metropolitan, Nottingham, UMIST, Birkbeck College London, Institute of Education London, Warwick.

Beatrice Merrick, Director of Services and Research, UKCOSA.

Beatrice Merrick is Director of Services and Research at UKCOSA: The Council for International Education, responsible for promoting good practice among staff at UK colleges and universities who work with international students. Current projects include a major survey of international students in the UK at both undergraduate and postgraduate level. Previously she worked at the University of Sussex in a range of roles, including Postgraduate Admissions.

Ellen Pearce, Director, UK GRAD.

Ellen manages the Centre for Excellence for the UK GRAD Programme which is based at CRAC (the Careers Research and Advisory Centre), a Cambridge-based educational charity. The UK GRAD Programme is funded by all the UK Research Councils to work with the sector to support our postgraduate researchers complete their studies on time and move successfully into their future careers.

The Centre for Excellence works on a national basis with government agencies, Higher Education Institutions, academics, researchers, and other stakeholders to integrate and embed personal and professional development in research degree programmes, and with employers to raise awareness of the employability and value of researchers.

Ellen is responsible for delivering the UK GRAD Annual Conference and the UK Presidency Conference 'The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers' both taking place in September 2005. In 2004 she also managed two key national reviews, 'a national review of emerging practice on the use of personal development planning for postgraduate researchers' and 'What do PhDs do?' the first ever look at the destinations of our postgraduate researchers immediately after graduation.

Prof John Wakeford, Manager, The Missenden Centre for Staff and University Development.

John Wakeford was Director of the School of Independent Studies at Lancaster for many years and now runs The Missenden Centre for staff and university development. Links on the website <u>www.missendencentre.co.uk</u> provide accounts by students of studying part-time for a PhD and a helpful bibliography for all research students. He has specialised in the training of postgraduate supervisors and provides advice to postgraduates experiencing problems with their course. His recent articles, based on first hand accounts by research students, can be accessed through his website: <u>www.johnwakeford.com</u>. Over the years John has had a long standing relationship with NPC and has provided many of his services especially in the area of postgraduate complaints and appeals.

Will Naylor, Policy Officer, Higher Education Funding Council for England.

Will graduated from the University of Newcastle-upon-Tyne in 1998 with a Masters degree in History. He joined HEFCE in 2001 and has since held various posts, including

in strategic projects and the new leadership, governance and management team. Will is now a Policy officer in the research policy team, which is responsible for almost all aspects of the Council's research funding. His responsibilities include postgraduate research students.

Dries Neirynck, Project Officer, National Postgraduate Committee.

Besides studying as a PhD student in the Department of Electrical and Electronic Engineering at the University of Bristol, Dries has extensive experience as a postgraduate representative. He has been President and Chairman of the local Postgraduate Society and helped to transform it into a Postgraduate Union. He has been a Project Officer for the National Postgraduate Committee for two years and is the NPC's e-mail list administrator.

Jessica Olley, Europe Advisor, Universities UK.

The UK Higher Education sector Europe Unit is based at Universities UK. Supported by the UK higher education funding councils and SCOP, as well as UUK, the Europe Unit's brief is to inform HEIs and stakeholders of the relevant issues. The Europe Unit is headed by Tish Bourke, assisted by Jessica Olley and Richard Ellis.

So far the Unit has worked tirelessly to engage across a variety of issues. Examples include: position papers on the Bologna Process (e.g. recognition) in advance of the Bergen Summit, a briefing paper for UK participants at the Liege Conference on "The Europe of Knowledge", and the compilation of a UK HE manifesto for UK candidates for the European Parliament. Key to their work is ensuring a co-ordinated approach to the parallel processes, which are "Bologna", "Copenhagen" and "Lisbon", and the overlapping aims of creating a European HE Area and a European Research Area. A very handy booklet on the Bologna Process can be found on their website, as can monthly newsletters. If you are interested in the work of the Europe Unit then visit their website at http://www.europeunit.ac.uk.

Prof. Teresa Rees CBE, Honorary President, National Postgraduate Committee.

Professor Teresa Rees has a distinguished record of research and consultancy on gender inequality in fields such as education, training and the labour market.

A former member of Cardiff University's School of Social Sciences and a former Equal Opportunities Commissioner for Wales, Professor Rees's work on equal pay and managing the diversity policies of large corporations has had a major impact on the lives of many women in Wales.

She has also worked as a long-term consultant to the European Commission and various European governments on gender mainstreaming in relation to various policy fields such as higher education, training, labour markets, regional economic development, and most recently science policies.

Currently, she is involved with the work of the Welsh Assembly Government in its commitment to pay 'due regard' to equality of opportunity for all. In 2000 she was invited by the Assembly to chair an independent investigation into student hardship and funding in Wales.

In 2003 Professor Rees received the CBE for services to higher education and to equal opportunities. In 2002 she received the inaugural Val Feld Award at the Welsh Woman of the Year Awards, which recognises those who have made an outstanding contribution to promoting the role of women in Welsh life.

Paul McClure, Project Executive, UCAS.

Paul was, until recently, Director of the Applications Services Department (ASD) at UCAS. ASD handles all aspects of applications from initial application processing through to final placement of students. The department also handles applications teacher training through GTTR, for Nursing and Midwifery through NMAS and for music 'conservatoire' education through CUKAS.

Paul has been heavily involved in the design and development of the UCAS move towards fully on-line operations through the provision of web-based application and applicant enquiry services.

Paul now handles a specialised portfolio of projects which include the planned provision of an application and information service for the postgraduate market. In this capacity Paul acts as the Project Executive for the UCAS Postgraduate Project. The UK Postgraduate Application and Statistical Service (UKPASS) that is being developed includes:

An on-line application service;

An offer notification and acceptance service;

Provision of management information through the establishment of a national database of postgraduate applications.

John Levy, Director, The Academic Study Group on Israel and the Middle East.

John Levy BA is Director of two Anglo Israel Educational Foundations - The Academic Study Group on Israel and the Middle East, and the Friends of Israel Educational Foundation.

Educated in London, a graduate of Bedford College, he spent nearly a year as a social worker in South London, before joining the Zionist Federation, in 1970.

Friends of Israel Educational Foundation was established in 1976; THE academic Study Group in '78.

His twin concerns are the promotion of an informed and analytic understanding of Israel and the Middle East; and the forging of collaborative ties between academics and other experts in the UK and their professional counterparts in Israel.

John also co-ordinates the UK branch of the Society for the Protection of Nature in Israel.

Martin Wolf, Social Sciences Librarian, University of Warwick.

Martin joined the University of Warwick in 2004 after working as an Information Specialist at Cardiff University. In addition to his role as subject librarian he has responsibility for devising research support strategies for the University of Warwick Library.

Martin has published on the topic of e-journals and spoken at international conferences about developments in e-theses and online library catalogues. He is involved in the advocacy work of the JISC/CURL project EThOS (Electronic Theses Online Service).

Paul Wakeling, University of Manchester.

Paul Wakeling is an ESRC-funded PhD student in the School of Social Sciences, University of Manchester. His research is concerned with access to postgraduate study, with a particular focus on social class, but he has also investigated ethnic and gender differences in postgraduate education.

He spent a decade as a university administrator, briefly at York St. John College and then at the University of York as Assistant Registrar, working in a variety of roles including admissions, academic planning, student records and statistics, and IT and construction project management. He is a graduate of the Universities of Liverpool, York and Manchester.

Diana Leonard, Professor of Sociology of Education and Gender, Institute of Education, University of London.

Diana Leonard is Professor of Sociology of Education and Gender at the Institute of Education, University of London. She has conducted several research projects in schools and is also interested is in the diversity of experience of doctoral students (see her A Woman's Guide to Doctoral Studies, Open University Press, 2001 and Experiences of International Students in UK Higher Education, UKCOSA: The Council for International Education, 2003). The work on the viva to be discussed is part of a literature review which she and her colleagues have just completed for the Higher Education Academy. Her current project is study of men and women who have done postgraduate studies in the UK and returned to Pakistan.

Gemma Tumelty, NUS President

Gemma Tumelty graduated from Liverpool John Moores University in 2005. While working towards her psychology degree Gemma got involved in her students' union and was elected as Women's Officer in 2001. In 2002 she successfully stood in the election to be the sabbatical welfare officer for her union, taking a year out from her studies. During this year Gemma got more involved in the national union, representing her region as observer to the NEC. For the last two years of her degree Gemma was also elected as a part-time National Executive Committee member, leading on student housing and volunteering projects. While studying for her finals Gemma was elected as National Secretary 2005-06 and has this year lead on the reform of NUS and the Participate priority campaign. Gemma is the first NUS President from a post 1992 university to be elected and the 7th woman to be elected in NUS' 83 year history.

Paula Reid — Organising officer UCU

Paula has worked in the trade union movement for over 16 years both in the UK and in Australia. Paula's work in Australia was predominantly in local government and with white collar workers, and specifically with casual or hourly-paid workers in a variety of industries. Having moved to the UK in 2005 Paula secured a position with the Association of University Teachers as a national organising officer, assisting the regions and local branches in building a sustainable and inclusive membership base.

The AUT represented members in higher education, including fixed term and hourlypaid staff and a campaign directed at hourly-paid staff was launched in 2005, Paula was given the lead on this campaign.

On 1st June 2006 the AUT merged with Natfhe and became UCU — University and College Union. Paula's work with hourly-paid staff will be combined with campaigns in FE and we hope to further the cause of hourly-paid staff, wherever they work.

David Bean, Project Officer, NPC.

David Bean attended the University of St Andrews to study International Relations and Philosophy, and threw himself into student politics. In his last year successfully stood for a new position entitled "Director of Student Development and Activities". Soon afterwards he became a Project Officer with the National Postgraduate Committee, with the remit of investigating how postgraduates might best be provided for in the field of activities. Outside of work, David enjoys keeping up with current affairs, spending time with his friends, supporting the English cricket team and expanding his knowledge of films and literature.

Susan Goodlad

Susan Goodlad, BA (Hons), MPhil, AMRS, has full responsibility for the direction and overall management of **QUAD** *research*. She is fully qualified and a member of the Market Research Society. As such her work and that of the business is guided by nationally agreed standards and principles of quality and best practice.

As an expert in research and analysis techniques with over ten years experience in market research, and a previous background in social and policy study research she has worked on a diverse range of strategic projects across an array of not for profit, consumer and B2B markets. Research expertise encompasses quantitative and qualitative techniques. With extensive professional experience from which to draw Susan is truly multi-disciplined in research methodologies and recognises the value of flexibility and the need to listen to client needs as integral to the service.

Jenna Allen

Jenna Allen, BSc (Hons), MSc, has five years experience in a senior researcher, project manager capacity. Previously from an academic research background specialising in public sector social research she has developed a wealth of experience on both qualitative and quantitative methodologies. Having worked in a senior capacity on several Home Office funded projects, Jenna is widely published within government and academic literature and has carried with her a distinct appreciation of the rigorousness of research.

Attendance List

John Levy

Matthew Daley Joe Al-Khayat Ed Jones Diana Leonard Will Naylor

Louise McLaren Shama Rahman Martin Gough David Thurkettle Chris Parks Ben Soffa Cat Smith Ian Haines Jimmy Tam John Wakeford Wes Streeting Gemma Tumeltv Ama Azowuru Marilyn Shanks Stephen Abbots James Groves Peter Campbell Simon Felton Teresa Rees

Harpreet Singh Erich Kofmel

Dries Neircynk David Bean Alex Higgins

Jim Ewing Tim Roll-Pickering Leon March Gill Clarke Susan Goodlad Jenna Allen Daniel Bedingfield Chandan Singh Mark Rodgers

Paul McClure

Academic Study Group on Israel and the Middle East Aston University Cardiff University Cardiff University HEA and Institute of Education. **HEFCE** (Higher Education Funding Council for England). Heriot-Watt University Imperial College London Journal of Graduate Education **Keele University** Lancaster University Lancaster University Lancaster University London Metropolitan University **LSE** Missenden Centre National Union of Students National Union of Students National Union of Students NPC Chairperson NPC Conference Secretary NPC Constitutional Sub Committee NPC Constitutional Subcommittee NPC General Secretary NPC Honorary President and Cardiff University NPC Ordinary Officer NPC Ordinary Officer Sussex and University **NPC Project Officer NPC Project Officer** NPC Project Officer and University of Sussex NPC Scotland Chair NPC Treasurer and ULU Prospects QAA (Quality Assurance Agency) **Ouad Research Ouad Research** Southampton University Staffordshire University Times Higher Education Supplement (THES) UCAS

Paula Reid Ronnie Frazer Malcom McCrae **Beatrice Merrick** Ellen Pearce Jessica Olley Eleanor Fletcher John McWilliams Peter Mason Anu Ganapathy **Duncan Connors** Kate Desforges S Thomas Armineh Sooreni Sam Huang Elizabeth Newall Daniel Snowdon Annie Mitchell Usman Wajid Paul Wakeling **Benedict Pringle Chris Norris** Rhys Kearney Claire Price Mark Ansell Pranav Somaiya **Chris Whittaker** Nigel Dexter Lee Kane Lade Odeyumi Martin Wolf Trisna Wardhani Jennifer Winter

UCU (University and College Union) UCU (University and College Union) UKCGE (UK Council for Graduate Education) UKCOSA **UKGRAD** Universities UK University College London University of Bath University of Birmingham University of Bristol University of Glasgow University of Hull University of Hull University of Leeds University of Leeds University of Leicester University of London Union (ULU) University of London Union (ULU) University of Manchester University of Manchester University of Nottingham University of Nottingham University of Salford University of Sheffield University of Sheffield University of Sheffield University of Southampton University of Southampton University of St Andrews University of Strathclyde University of Warwick and eThOS. University of York University of York