

**Imperial College Union
Board of Trustees / 13 July 2022**

[My Final] ICU Managing Director Update

Author(s): Dr Tom Flynn (Managing Director)

Purpose: To report on the work of the Managing Director since the last Board meeting and provide an update on upcoming projects. I have kept this to two pages for brevity.

1. Key Projects / Work Delivered

Some key projects and work that I want to highlight includes:

- i. Human resources / staff changes: Tom Newman has taken four weeks paternity leave with the birth of his first child (I'll let him update on this!), and we are moving into a period of partial flux with vacancies in both my roles and the permanent Director of Marketing & Communications. There is a recruitment plan for both roles now in place.
- ii. Annual Planning & Budgeting Round: the budget has been developed by the wider line management and officer trustee team, and is a standalone item on the agenda. The annual planning round as commenced as per the paper approved at the last Board meeting in May.
- iii. EDI strategy: the discovery phase of the project has now concluded and Koreo have presented these findings to the Task & Finish Group. The next stage is a staff development day in August to develop the draft strategy and action plan, which will also be an item at the September Board Away Day.
- iv. Imperial Athletes: the challenges around our relationship with sport have taken up a significant amount of my time – with numerous meetings with senior College staff to ensure relationships are maintained. India can provide more information on this in her update.
- v. Officer induction and handover: Tom Newman and Cat Turhan have largely led the planning for this, which has involved a significant amount of diary management given the complexities of different start dates for different officers.
- vi. Elections: the summer election period was a success and Ashley Cory did an exceptional job as Returning Officer – and required very little support in the end!
- vii. Handover planning: I have undertaken my final Managing Director Personal Development Review (PDR) with the Union President and Chair of Trustees. I have also started planning for my handover – my final day at Imperial College Union will be Friday 9 September.

2. Key (Short Term) Future Projects

Some of my specific priorities over the next month(s) include:

- i. Annual measuring round: the final two surveys for our KPI data are currently live. Once they are complete, I will compile the annual report ready for the September Board meeting (although I will have finished by this point), as per the proposed annual calendar of business.

- ii. Annual planning round: Line Managers are now busy discussing plans with their teams. Once new officers are in place, this process will then widen – and I will ensure plans are complete ready for the September Board meeting.
- iii. Handover planning: I will be producing a formal handover document for the individual(s) taking over my role and will be providing support to Graham Atkinson in terms of the search phase for the permanent replacement.
- iv. Sabbatical Officer and External Trustee induction: I will be delivering a significant number of induction / training sessions for the new officer team over the July / August period.
- v. EDI Strategy: I will be coordinating the all staff development day with Nathalie, and working with Koreo on subsequent task and finish group meetings and document drafting.
- vi. Constituent Unions support: I will be drafting a document alongside Tom Newman that sets out the challenges facing our work around CU support, and potential options for the Union to consider.

3. College, Sector and other Updates

3.1 College & Sector

The NSS results were published on 6 July, with the College seeing a dip in its scores across all areas. The question specifically on the Union (academic interests) bucked this trend, going up 0.5% points, and we significantly improved in terms of comparative ranking.

College Rank in Sector

Sector is defined as HEIs that submit Student Returns to HESA

Key

1 st Quartile	2 nd Quartile	3 rd Quartile	4 th Quartile
improved in rank		worsened in rank	

College Rank in Sector

NSS Year	Total HEIs	Teaching	Learning opportunities	Assessment and feedback	Academic support	Organisation and management	Learning resources	Learning community	Student Voice	Student Union	Overall satisfaction
2022	160	19	24	147	73	47	2	22	57	40	27
2021	165	14	28	130	38	21	2	23	17	61	15
2020	151	83	118	146	113	62	17	76	66	100	95

Changes to College Rank in Sector

NSS Year	Total HEIs	Teaching	Learning opportunities	Assessment and feedback	Academic support	Organisation and management	Learning resources	Learning community	Student Voice	Student Union	Overall satisfaction
2022 vs 2021	5	-5	4	-17	-35	-26	0	1	-40	21	-12
2022 vs 2020	-9	64	94	-1	40	15	15	54	9	60	68

A summary report on this can be provided by Daniel and Cat Turhan to Board members if you are interested in more detail.

4. Thank you

I will save more detailed comments for a later date, but I wanted to formally thank all the Trustees who I have worked with over the past two years. The change we have achieved within the organisation would not have been possible without your support and constructive challenge.