ATTENDANCE

In addition to yourself the following members are expected to attend:

Ms Samantha Aspinall, University of Leeds
Dr Liz Elvidge, Imperial College London
Dr Nick Goldman, EMBL-EBI
Professor Mandy MacLean, University of Glasgow
Professor Jeremy Roberts, University of Nottingham
Professor Selwayan Saini, Inside Biometrics

BBSRC Post-docs

Dr Sian Deller, Syngenta
Dr Prema Vohra, University of Edinburgh

BBSRC Office

Dr James Donald
Dr Rob Hardwick
Dr David McAllister
Mr James Sundquist
Tim Willis

APOLOGIES

1. Apologies were received from Dr Karen Lewis and Nikki Woolford

MAIN BUSINESS

Item 1: Standing Items

i) Minutes of Meeting on 11 November 2015 (BSC01/16)

2. The panel agreed the minutes of the last meeting.

ii) Chair’s Update on Behalf of BSC (Oral)

The Chair

- GCRF opportunity
- Je-S change and opportunity to influence future
- Concern over success rates for women

iii) Opportunities, suggestions and proposals (Oral)
3. The Panel was given the chance to raise concerns or items but nothing was suggested. The panel discussed success rates for women further, including HESA data and Athena Swan (Liz mentioned encouraging and supporting, and inclusive language). Credit on grants (PI v CoI) was discussed (Jerry and Ilaria) as a barrier to giving credit where due and supporting careers. The new grant system may help. Concern that women staff are “in demand” for panels and such and do more work than male colleagues. Try to appoint more junior staff to panels to enable more women to participate. (Is there any evidence that adding more women to panels leads to more success for women? Probably…)

Item 2: Briefing and contextualisation on UKRI

4. David McAllister presented an update on the current evolving situation with the future of skills within the Research Councils including the recent White Paper on UKRI. This included recent changes at BBSRC, the publication of the new BBSRC Delivery Plan, the RCUK Change Programme and its effects, and the likely shape of UKRI as far as it was known at the time.

5. The Panel discussed how BSC might continue to function in the UKRI future, including concern that good elements of BBSRC practice may have to be sacrificed, but that there was also opportunity to lead and influence.

Item 3: Terms of Reference and Panel operations

6. David McAllister lead this discussion of possibilities for new Terms of Reference and models for the operation of the BSC SAP. Though some work had been done in the office, the panel started from a blank sheet.

7. The panel was asked what areas BSC should be advising on. The Panel raised concerns that there had been no consultation of BSC regarding the planned “team approach” to grant applications, and the career implications. The panel concluded that their main role would be to advise on:

   a. Career development, including PhD students and post-docs in particular
   b. Fellowships, noting that it is a large investment in a small cohort
   c. Monitoring the impact of policies and programme decisions
   d. Influencing other professional bodies on standards and expectations
   e. Sharing good practice from industry, focus groups, international angles

8. The Panel was asked how it wished to operate in the future. It responded that, if possible, more frequent meetings and the increased use of ad-hoc groups would be beneficial.

9. The Panel was asked about the ideal skills and expertise for prospective members. It concluded that the membership should reflect the areas of advice. Representation from all career stages and paths was considered beneficial, as well as representation from other bodies, such as BBSRC Council or other RCs or sector bodies.

ACTION: BBSRC to pull together terms of reference and requirements and circulate.

Item 4: Best Practice in Mentoring

10. The Panel was consulted on the forthcoming mentoring literature review, the possibility of a mentoring statement of expectations, and BBSRC’s mentoring programmes. The discussion centred around the proposed statement of expectations, and how the BBSRC mentoring programmes can better follow best practice, particularly with regards the separation of mentoring and progress assessment.
11. The Panel raised a few concerns and questions, including the need to be explicit where the mentors come from (and whether they have to be academics) and what the overall intention was. They stressed the need to ensure utility, avoiding a “tick box” outcome, and advised that BBSRC seek good practice from industrial approaches to coaching and “matrix mentoring”.

**Item 5: Postdoc Engagement and Future Directions**

12. The panel noted the minutes of the last postdoc meeting and the activities to date, and discussed the future activities for this group. The Panel concluded that the group was still useful but that engagement levels had to be maintained and other data drawn upon to inform on future postdoc strategy.

**ACTION:** Office to look at destinations data in Researchfish.

**ACTION:** BBSRC to market the LinkedIn Postdoc group a bit more.

**Item 6: GCRF & capacity building – discovery brainstorm**

13. Tim Willis, BBSRC’s Associate Director, International, joined the meeting and introduced the item. David McAllister followed with a presentation regarding the UK Aid Strategy, Official Development Assistance (ODA), how the Global Challenges Research Fund fits into this, and the emerging themes regarding how BBSRC and the Research Councils are planning to take advantage of this fund.

14. The group then took part in a structured brainstorm to address questions raised during the presentation. The Panel recommended that BBSRC examine the possibility of international studentships (ensuring that they meet the needs of all parties, including the students); of Senior Fellowships for Grand Challenges; and of international networks along the lines of those already established in the UK.

**Item 7: Any Other Business**

15. The meeting wrapped with round-table summary of the key ideas to emerge from the meeting. These included the desire for the PI to be accountable for post-doc career development; the need for flexibility of large and small pots of money for ODA; the hope to keep the Post-doc working group going; the need for engaging supervisor training and the incentivisation of mentors; and the need to revisit the advice and rationale behind the “team science” idea.

16. The Chair thanked the panel for their time and contributions to the meeting, and said farewell to departing members Liz Elvidge, Mark Berry and Rachel Hackett. (David Richardson is also departing the panel but was not in attendance.)

Close
# ANNEX 1: BSC STRATEGY ADVISORY PANEL MEETING AGENDA

## 24 May 2016

### AGENDA

<table>
<thead>
<tr>
<th>No.</th>
<th>Item</th>
<th>Format</th>
<th>Time</th>
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<tbody>
<tr>
<td></td>
<td><strong>Coffee on arrival</strong></td>
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<td><strong>10:00</strong></td>
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<td></td>
<td><em>Chair’s Brief (Chair and Office)</em></td>
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<td><strong>10:00</strong></td>
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<td>1</td>
<td><strong>Standing Items</strong></td>
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<td><strong>10:30</strong></td>
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<tr>
<td></td>
<td>i. Welcome &amp; Introduction to BBSRC SAP</td>
<td>Oral</td>
<td><strong>BSC01/16</strong></td>
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<tr>
<td></td>
<td>ii. Minutes of Meeting on 13 November 2015</td>
<td>Oral</td>
<td><strong>Oral</strong></td>
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<td>iii. Chair’s update</td>
<td>Oral</td>
<td><strong>Oral</strong></td>
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<td>iv. Opportunities, suggestions and proposals</td>
<td>Oral</td>
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<td><strong>Items for Discussion:</strong></td>
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<tr>
<td>2</td>
<td>Terms of Reference and Panel operations</td>
<td><strong>02/16</strong></td>
<td><strong>11:00</strong></td>
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<td>3</td>
<td>Best Practice in Mentoring</td>
<td><strong>03/16</strong></td>
<td><strong>12:00</strong></td>
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<td></td>
<td><strong>Lunch</strong></td>
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<td><strong>13:00</strong></td>
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<td>4</td>
<td>Postdoc Engagement and Future Directions</td>
<td><strong>04/16</strong></td>
<td><strong>13:45</strong></td>
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<td>5</td>
<td>GCRF &amp; capacity building – discovery brainstorm</td>
<td><strong>05/16</strong></td>
<td><strong>14:45</strong></td>
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<td>6</td>
<td>Briefing and contextualisation on UKRI</td>
<td>Oral</td>
<td><strong>15:45</strong></td>
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<td><strong>Close</strong></td>
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