News from Head of School

Research Profiling

The report and school-level profiles for the university Research Profiling Exercise (RPE) were recently announced through eUpdate here.

For those who haven’t followed the link, scores for the schools in EPS and for the other faculties are as follows, where the classification is:
   a. Internationally leading;
   b. Internationally recognised;
   c. Nationally recognised;
   d. Not achieving the standards of national or international recognition.

<table>
<thead>
<tr>
<th>School/Faculty Assessment Panel:</th>
<th>Graded</th>
<th>%D</th>
<th>%C</th>
<th>%B</th>
<th>%A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physics &amp; Astronomy</td>
<td>84</td>
<td>3.6%</td>
<td>19.1%</td>
<td>48.8%</td>
<td>28.6%</td>
</tr>
<tr>
<td>Earth, Atmospheric &amp; Environmental Sciences</td>
<td>49</td>
<td>11.2%</td>
<td>19.4%</td>
<td>32.7%</td>
<td>36.7%</td>
</tr>
<tr>
<td>Chemistry</td>
<td>66</td>
<td>7.6%</td>
<td>22.7%</td>
<td>37.9%</td>
<td>31.8%</td>
</tr>
<tr>
<td>Computer Science</td>
<td>71</td>
<td>20.4%</td>
<td>12.7%</td>
<td>38.7%</td>
<td>28.2%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>70</td>
<td>21.4%</td>
<td>15.0%</td>
<td>34.3%</td>
<td>29.3%</td>
</tr>
<tr>
<td>Materials</td>
<td>63</td>
<td>19.1%</td>
<td>23.0%</td>
<td>29.4%</td>
<td>28.6%</td>
</tr>
<tr>
<td>Chem. Engineering &amp; Analytical Sciences</td>
<td>44</td>
<td>15.9%</td>
<td>33.0%</td>
<td>21.6%</td>
<td>29.6%</td>
</tr>
<tr>
<td>Electrical &amp; Electronic Engineering</td>
<td>59</td>
<td>17.0%</td>
<td>33.9%</td>
<td>30.5%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Mechanical, Aerospace &amp; Civil Engineering</td>
<td>77</td>
<td>31.8%</td>
<td>30.5%</td>
<td>20.8%</td>
<td>16.9%</td>
</tr>
<tr>
<td>FEPS Assessment Panel TOTAL</td>
<td>583</td>
<td>16.6%</td>
<td>22.7%</td>
<td>33.5%</td>
<td>27.2%</td>
</tr>
<tr>
<td>FLS Assessment Panel TOTAL</td>
<td>232</td>
<td>12.1%</td>
<td>26.7%</td>
<td>33.6%</td>
<td>27.6%</td>
</tr>
<tr>
<td>FMHS Assessment Panel TOTAL</td>
<td>526</td>
<td>27.0%</td>
<td>32.7%</td>
<td>26.0%</td>
<td>14.3%</td>
</tr>
<tr>
<td>HUMANITIES Assessment Panel TOTAL</td>
<td>832</td>
<td>7.9%</td>
<td>26.6%</td>
<td>40.7%</td>
<td>24.8%</td>
</tr>
<tr>
<td>UNIVERSITY TOTAL</td>
<td>2172</td>
<td>15.3%</td>
<td>27.0%</td>
<td>34.4%</td>
<td>23.2%</td>
</tr>
</tbody>
</table>

To relate this to the profile from the last RAE, there we have the following for Computer Science:

<table>
<thead>
<tr>
<th>Score</th>
<th>1*</th>
<th>2*</th>
<th>3*</th>
<th>4*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>0%</td>
<td>15%</td>
<td>55%</td>
<td>30%</td>
</tr>
</tbody>
</table>

Thus the key difference is that the university research profile makes explicit the size of our “tail”, which in the RPE consists of around 14 people classified at “D”. These largely fall into three groups: teaching only staff, research active staff who were not returned in the previous RAE, and research active staff returned in the previous RAE whose assessed outputs in the period covered by the RPE has not been at an especially high rate or level (the principal focus has been on outputs). It was clear at the last RAE that several people included in our return only just made it, and thus it is perhaps not surprising that the shorter sampling period for the RPE has classed some research active (but not prolific) staff as D. The Computer Science data in the profile also doesn’t include staff from Imaging Sciences.

It is possible for staff to obtain their profiles, on request, by way of their line managers. If you want to see your profile, please let me know, and the relevant
information will be passed to your line manager. If you are a line manager and
do not want to participate in this activity, please also let me know.

Revised arrangements for Advertising and Recruitment

Please find below details of the revised arrangements that we have agreed for
advertising and recruitment which have been put in place as a response to the
UK Border Agency requirements c.f the resident labour market test - which
requires us to show that a position has been advertised externally for at least
four weeks before considering the appointment of a non-EEA (European
Economic Area) national.

With immediate effect:

**Advertising**

1. All academic/research posts will be advertised in accordance with existing
   internal arrangements, then, will be advertised for four weeks externally as a
default.
2. In exceptional circumstances, there may be the possibility of reducing the four
   week external advertising requirement - but this course of action will run the risk
   of there being significant delay in the appointment process should a non-EEA
   applicant be the eventual preferred candidate.
3. Support and PSS staff advertisements will continue to be advertised in
   accordance with current practice.

**Selection**

4. All applications must be shortlisted against published criteria
5. Only EEA and ‘settled***’ applicants should be invited to interview in the first
   instance (n.b. Post Study Work Visa does not count for inclusion in this category)
6. If no applicant is successful following interview then the remaining shortlisted
   applicants can be considered.

***UKBA’s definition of a ‘settled worker’ is as follows:
   “You are normally resident in the United Kingdom with no immigration restriction on the length of
   your stay. To be free of immigration restriction you must have the right of abode or indefinite
   leave to enter or remain in the United Kingdom.”

Therefore, only applicants from the EEA, EEA family members (who have the
same rights as EEA nationals) or outside of the EEA with indefinite leave to
remain or citizenship can be shortlisted.

If you would like any further information or clarification please contact Lynn
Howarth in the first instance.

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**Events**

**Faculty of EPS Open Meeting**

Faculty Open Meeting with Professor Colin Bailey, Vice-President & Dean
1400-1500, Room D7, Renold Building

**Orthogonal Least Squares Regression: An Efficient Approach for**
**Parsimonious Modelling from Large Data**

Prof Sheng Chen. University of Southampton
1415, Lecture Theatre 1.4, Kilburn Building

[More Information]