

To email the Board use: dociab-CO@groups.imperial.ac.uk

Attending

Internal: Michael Huth (Head of Department), Will Knottenbelt (Director of Industrial Liaison), Anandha Gopalan (Deputy Director of Industrial Liaison), Alesandra Russo (Deputy Head of Department), Tony Field (Director of Studies: UG), Fariba Sadri (Director of Studies: PG), Anne O'Neill (Department Operations Manager), Tom Curtin (Industrial Liaison Officer), Yingzhen Li (Lecturer), Jackie Bell (Senior Teaching Fellow), Peter Pietzuch (Director of Research), Robert Chatley (Director of Software Engineering Practice), Francesca Toni (Professor in Computational Logic)

External: Alexandros Papspyridis (Microsoft), Amit Gawali (McLaren Applied), Bryan Lillie (Capgemini), Philip Miller (Solidatus), Claire Vishik (Intel), Jonny Clifford (Entrepreneur First), Nabil Alsabab (Bitkom), Pinar Emirdag (J.P Morgan), Raymond Mulligan (Scotiabank), Sarah Wilkinson (NHS Digital), Claudia Schulz (Argus Data Insights), Maria Vigliotti (Sandblocks Consulting), Dan Olley (RELX), Graham Deacon (Ocado Technology), Andrew Ferrier (IBM)

Apologies: David Sharp (Ocado Technology), Holly Cummins (IBM), Chris Blatchford (Elsevier)

Agenda

Welcome and introduction by Prof Michael Huth (Head of Department)

1. Michael thanked everyone for joining the remote meeting and all attendees made introductions.
-

2. Matters arising from previous minutes
-

3. Departmental update by Prof Michael Huth

Michael is mindful that the 1st year UGs have not been on campus, the Department is making plans for 1st years to meet to get know each other. The Department wants to encourage people to come back to College. Autumn teaching will be hybrid mode with a conservative plan.

The Department has had a successful recruitment cycle. 22 candidates interviewed, 4 were female. However as these females were the best available they would have offers elsewhere. The areas of Hardware and Safe AI & ML recruitment has some opportunities to grow. Perhaps not the outcome Michael wanted in terms of diversity. Maria Grazia Vigliotti suggested that mechanisms to accelerate women's careers in a short period would help with issue of the shortfall of women in computing. Michael said we have fellowships that can be used to link women into permanent positions. Michael said our application process has diversity tags, which helped, but the issue is competition is so high it is difficult to attract the applicants.

Amit Gawali shared a link to an article: *If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired* find [here](#)

Michael highlighted the issue of diversity in our student admissions. Michael talked about the systemic issues facing BAME students before they have even completed a UCAS form. Michael suggested we could aggressively target a few select schools for outreach activities. Jackie Bell agreed that this should be on the agenda, and the outreach programme is now targeting schools our own students have experience with.

Philip Miller highlighted the Kick Start programme in the City of London and shared a link to information, find [here](#). Philip also suggested a hybrid industrial placement / apprenticeship with industry and the Department to find talented students who have not had successful schooling.

Sarah Wilkinson said in the chat: *We have been working with programs which seek to identify talented individuals who haven't had good educational opportunities. Once they come into our organisation, one of the challenges we have is that there aren't many part-time degree opportunities in the cities where we have most of our workforce – London and Leeds (other than Birkbeck). It would be valuable if top tier universities such as IC would offer part-time mature degrees in Comp Sci.* <https://www.innovatefinance.com/womeninfintech/>

Action: explore ways we improve diversity in admissions and recruitment. Including outreach, Kickstart type programmes, acceleration of female careers.

Michael illustrated some of the Department research success, including early careers.

4. Imperial X – Research – Peter

Peter gave an update on the I-X initiative regarding research. There is more commitment from the College to make I-X happen. The overall scope at the core is interdisciplinary collaboration to address major scientific challenges in the digital space. Peter says I-X is planning to find new ways of corporate engagement, and welcomes suggestions from the Board. Raymond suggested cyber threat is an area of research the banking industry is concentrating on. Peter says security is an area I-X is interested in, with the centre having a footprint in White City.

5. Imperial X - Teaching – Fariba

Fariba gave a presentation of the teaching at I-X. It's clear that Computing is expected to lead the way for the foreseeable future. The Department's MSc in AI and MRes will be moved to I-X. There is an interest for industry collaboration and input into the modification of these Degrees. Also an internship is planned to be added, so industry input welcome again.

Amit asked if I-X had any plans to collaborate with other Universities. He previously worked with <https://wasp-sweden.org/> which was very effective in collaboration. Fariba said there are no current plans but cannot see why not in the future. Peter said there are opportunities on the horizon with Turing Institute.

Amit said he would like to see Introduction to Design Thinking being taught to our students, teaching them how to build things. Many students he meets lack this way of thinking, DoC students think they will be left alone in a room to just code.

Action: Explore ways we can imbedded product thinking or design into the curriculum.

6. Dept. Research Presentation – Dr Yingzhen Li

Yingzhen Li who joined the Dept. for Microsoft Research, gave a presentation on her research.

7. Entrepreneurship - Dr Maria Grazia Vigliotti

Gave a presentation on her company helping women to become more entrepreneurial. Maria did a survey to gather the opinions of women in the Department and their position on entrepreneurship.

The survey asked: would you welcome support from the College in starting a business? Majority would like support, but do not know where to find it.

Action: Signpost resources to DoC students on how to get advice from the Enterprise Lab. Include information in the induction week for MSc.

Will Knottenbelt suggested exploring ways to integrate the Enterprise Lab into the curriculum, possibly an 'innovation' course.

8. AOB: None

9. Actions:

- Explore ways we improve diversity in admissions and recruitment. Including outreach, Kickstart type programmes, acceleration of female careers.
 - Consider imbedded product thinking or design into the curriculum.
 - Signpost resources to DoC students on how to get advice from the Enterprise Lab. Include information in the induction week for MSc.
-