



UNIVERSITY OF
SURREY

ASSOCIATE DEAN EDUCATION

FACULTY OF HEALTH AND
MEDICAL SCIENCES (FHMS)

JANUARY 2024





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WELCOME FROM THE VICE-CHANCELLOR



Thank you for your interest in this important senior faculty role.

The University of Surrey is a global community of talented students and staff; we work with our stakeholders and partners to produce graduates of outstanding quality and impactful research.

Since the University's founding in 1966, and before that at Battersea College, our community has thrived on a strong ethos of practical learning and connections with the real world. This spirit of collaboration is evident across the University today at every level. It informs our teaching, adds value to our research and increases our impact.

We embrace the transformative power of technologies such as AI and seek to improve everything we do to give our students the head-start for their personal and professional success. We prepare them to be the leaders of the future and change-makers that will help shape the world for the better. We have over 142,000 alumni around the world, and we work with hundreds of institutions for student exchange, mobility and research collaboration. In 2023, Surrey was ranked 46th in the world for contributions to the UN Sustainable Development Goals in the Times Higher Education Impact Ranking, and we have nine subjects ranked in the world top 100 in the global Shanghai Subjects Ranking.

We have a proud record in high-quality education and student experience, and in the 2023 NSS, the University of Surrey was placed 4th position overall in the UK*. In the last three years, the University of Surrey has invested significantly in new study spaces and teaching facilities as well as a new data analytics system for enhancing education and campus life for our students.

The University is united around our vision of making more contributions to society through education and research, and is proud of our excellence-driven, supportive and inclusive culture, building on strong values of Inclusion, Inspiration, Innovation and Integrity.

If your ethos and ambition match the University's, I wish you the very best with your application.

Professor G Q Max Lu AO DL FEng FAA FTSE
President and Vice-Chancellor
University of Surrey

See our [**Key Facts and Figures**](#)

Find out more here about [**Sustainability at Surrey**](#)

*Measured by % positivity based on Q1-24 for all institutions listed in the *Guardian University Guide* league tables.



OUR AMBITION

“To be a leading global university renowned for the outstanding quality and impact of its graduates, research and innovation, together making great contributions to society.”

OUR GOALS

We will have achieved our ambitions when we have become:

- **A global leader in higher education**, a destination of choice for higher learning in the UK and internationally, with outstanding employment outcomes.
- **A leading research and innovation institution** with talented staff, students and postgraduate researchers committed to research excellence and to benefitting the economy, society and the environment.
- **An engaged and connected university** which is the intellectual home for staff, students, alumni, supporters and the local community, and aware of its impact.
- **A preferred partner for government, business, industry and other universities** in creating technological solutions, digital transformation and policy innovation.
- **A financially astute and sustainable institution** with diverse funding support, including philanthropy.

OUR STRATEGY 2041

The current strategy extension Forward thinking. And doing (2021–2024) was developed to see the University through the uncertain period post-pandemic. This strategy identified three high-level priorities to consolidate the University’s position and prepare it to exploit the opportunities that would inevitably arise post-2024 from demographic expansion, and government policies to drive economic growth. There has been a period of significant investment.

The University is now embarking on a strategy-development process that aims to set a vision for 2041 – the University’s 150th anniversary and marking 75 years on our main Stag Hill Campus

in Guildford – and a three-phase strategic plan to realise its ambition. This process has started with the University community engaging in a ‘big conversation’ about how the megatrends in the world today – AI/tech, sustainability, global population growth, urbanisation, and wellbeing pressures – might create both risk and opportunity for the University. Later this year, these ideas from the ground up will be consolidated with the views of the Executive and the Governing body to create a purposeful and ambitious strategy that articulates clear choices about the future direction of the University.

View our [**Strategy 2021–2024**](#) ***Forward thinking. And doing.***



JOIN OUR SUCCESS STORY

Our University is a world-class university, with dual excellence in teaching and research, and we are also proud of our real-world impact through our graduates and innovation.

46 TH in the world THE Impact Ratings	21 ST The Times and The Sunday Times Good University Guide
21 ST Guardian University Guide	4 TH * for overall student satisfaction NSS 2023
19 TH REF2021 for outputs	14 TH Daily Mail University Ranking (2024)
9 subjects in the top 100 in the world 13 subjects in the top 200 in the world Shanghai Rankings	The Times and The Sunday Times University of the Year for Graduate Employment 2022

*Measured by % positivity based on Q1-24 for all institutions listed in the *Guardian University Guide* league table.

The Complete University Guide

13 TH in the UK	Information Technology 1 ST in the UK	Tourism & Transport 1 ST in the UK	Paramedic Science 1 ST in the UK
Food Science 3 RD in the UK	Veterinary Medicine 4 TH in the UK	Iberian Languages 7 TH in the UK	Manufacturing & Prod. Eng. 7 TH in the UK

Five subjects appear in the top five, and seven rank in the top ten in the UK.



School of Biosciences



EDUCATION THAT INSPIRES

WE ARE PROUD OF OUR OUTSTANDING TEACHING. OUR THREE FACULTIES DELIVER TO OVER 17,000 STUDENTS FROM ALL OVER THE WORLD, IN SUBJECTS RANGING FROM MUSIC AND MEDIA TO AEROSPACE ENGINEERING AND ALL THE WAY TO VETERINARY MEDICINE.

Education at the University of Surrey is led strategically by our Pro-Vice-Chancellor Education, supported and led in each Faculty by the Executive Deans, Associate Deans Education, and Directors of Learning and Teaching in each School and Department. Our education and student experience strategies drive our continued enhancement of our pedagogical practices and improvements in the students' experience. Surrey has recently been awarded a silver rating in the 2023 Teaching Excellence Framework (TEF), rated as either 'very high quality' or 'outstanding quality' across all 13 criteria.

Student voice is integral in reviewing and shaping their educational experience and learning environment. The University and Students' Union (SU) work collaboratively to ensure that students contribute to key quality assurance and enhancement processes. We place a strong emphasis on practice-based learning and employability, leading The Times/ The Sunday Times Good University Guide to name us University of the Year for Graduate Employment for 2022. The most recent HESA return figures rank us 12th nationally with the percentage of leavers in work and/or further study six months after graduation at 96%, with 84% in graduate-level employment; and 9th in the UK for graduates in high-skilled jobs.

Our strategies ensure that our courses are embedded with graduate attributes of employability, global and cultural capabilities,

digital capabilities, sustainability, resourcefulness and resilience, distinguishing our graduates in a crowded marketplace. Across all Faculties, curricula are strongly shaped by staff research expertise, providing opportunities for students to develop their critical analytic and evaluative skills through active engagement with or participation in research, with two-thirds of our students studying on professionally accredited courses.

In the last five years the University has made more than £100m capital investment in developing and updating physical learning spaces to meet the needs of our expanding student population, for example, new buildings on our campus; our library has been upgraded to increase study and educational development spaces (now more than 1,700); and installing latest technologies in teaching spaces. Our Library expenditure (85% spent on digital resources) is within the top 30 nationally for the Society of College, National and University Libraries (SCONUL), ensuring that students benefit from learning resources and learning development that support both teaching and research. We have recently launched a digital bookshelf, through BibliU, to provide all students with their own digital copies of key texts needed in each year's study. We have developed the new MySurrey concept to refresh student experience and support. MySurrey Hives provide access to immediate support and advice on student-life-related queries, and provide somewhere to meet friends for informal study and to socialise.





SURREY INSTITUTE OF EDUCATION

Our Surrey Institute of Education (SloE) drives the pedagogical practices of the University and undertakes and draws on pedagogical research to develop our Learning and Teaching (L&T) policies and practices. Integrated in SloE is Digital Learning which promotes and supports the innovative use of educational technology to enhance the student learning experience. Another team known as The Educational Development and Research team within the SloE supports curriculum development, enhancement, pedagogic innovation and evaluative research. We are submitting our impactful collective educational and pedagogic research outputs at the next REF. We have an L&T career pathway with SloE supporting staff to obtain Advance HE fellowships, placing the University above sector average for staff with fellowships (c.50%). SloE has also supported many of our academics to become National Teaching Fellows.

Each year the University celebrates distinction in teaching through annual award schemes including the Vice-Chancellor's Teaching Excellence Award, the SU-led annual Academic Staff Member of the Year Award, and the Lewis Elton Award for innovative teaching.

Academic Hives, based in the Faculties, provide support relating to courses and advice on assessment issues; MySurrey Nest is a modern, homely environment for rest and relaxation on the Stag Hill campus; and MySurrey Voice provides a social-media-style platform to enable open dialogue between academic and support staff and students.





RESEARCH AND INNOVATION

THE UNIVERSITY OF SURREY HAS A PROUD HISTORY OF COLLABORATION. THE CONNECTIONS WE MAKE ACROSS DISCIPLINES AND DEPARTMENTS, AND WITH OTHER INSTITUTIONS AND INDUSTRY, ENABLE US TO ACHIEVE RESEARCH BREAKTHROUGHS THAT MAKE A DIFFERENCE TO SOCIETY.

There are many examples of this across the University. We host the UK's largest research centre in 5G/6G – which is developing the communications infrastructure that will underpin the way we communicate, work and live in the future – and are also home to the GCHQ-accredited Surrey Centre for Cyber Security. In the last two years, we have launched two pan-University Institutes – in Artificial Intelligence and Sustainability – which have given greater prominence to areas of world-leading research strength at Surrey. The Institutes are at the forefront of innovative new taught postgraduate offerings.



Technological innovations will transform the way we diagnose, treat and manage disease. Delivering care closer to people's homes will be the norm and hospital-based care will be for the seriously ill. This research excellence is also at the heart of what we offer at Surrey in terms of teaching, adding real-world relevance and unique content to our undergraduate and masters courses, and enabling our PhD students to benefit from a world-class research environment.

We are proud to welcome high-calibre young researchers to our community as they begin their academic careers, and even prouder to see them developing.

Read more here [Research and Innovation Strategy](#)



EQUALITY, DIVERSITY AND INCLUSION

We strive for Surrey to be a place where everyone feels welcomed, valued and safe and we seek to embed our values in everything we do:

- **Inclusion:** to value everyone in our community
- **Inspiration:** to find it in ourselves and each other
- **Innovation:** to work together to make tomorrow better than yesterday
- **Integrity:** to do the right thing, individually and collectively.

Our vision to be a leading global university relies on our proven ability to attract the best people from the UK and internationally to work and study here; this can only be achieved when we work together to create a truly inclusive culture. Our Equality, Diversity and Inclusion (EDI) Plan 2020–2025 lays out our aims to develop our inclusive and supportive culture, eliminate discrimination, harassment and victimisation, and advance equality of opportunities.

Across the University of Surrey, we are working actively towards fulfilling our EDI Plan targets and encourage everyone to engage with and participate in its progress. To achieve culture change, we are working to embed EDI in all teaching and learning, research and partnerships, as well as supporting our professional services colleagues.

This will enable a self-sustaining process that will support EDI in becoming ‘second nature’ for our community. See the Equality, Diversity and Inclusion Plan 2020–2025 [here](#).

We are proud members of the Race Equality Charter and the Athena SWAN Charter for gender equality (holding University Silver Award and the Schools and Department Gold, Silver and Bronze awards). We are also committed to LGBTQIA+ equality via our Surrey Rainbow framework and are a committed Disability Confident employer. Our AccessAble app provides accessibility support to people who need it around our campus and we have thriving staff networks and equality groups that support our work in all our areas of equality (gender, race/ethnicity, LGBTQIA+, disability, neurodivergence and faith).

[Watch our Inclusion Video](#)





OUR FACULTIES

WE ARE PROUD OF THE OUTSTANDING TEACHING OUR THREE FACULTIES DELIVER TO OVER 17,000 STUDENTS FROM ALL OVER THE WORLD.

FACULTY OF HEALTH AND MEDICAL SCIENCES (FHMS)

The Faculty of Health and Medical Sciences comprises five schools, all working together under a 'One Health, One Medicine' vision, to provide interdisciplinary research and teaching in human and animal health, and the life sciences.

FACULTY OF ARTS AND SOCIAL SCIENCES (FASS)

The Faculty of Arts and Social Sciences brings together scholars and students from across an extraordinary range of academic disciplines in a learning community that is dedicated to the discovery and enrichment of the arts, humanities and social sciences.

FACULTY OF ENGINEERING AND PHYSICAL SCIENCES (FEPS)

The Faculty of Engineering and Physical Sciences covers the core engineering disciplines of aeronautical, civil, chemical, electronic and mechanical engineering, alongside the specific disciplines of chemistry, computing, mathematics and physics.





WELCOME FROM THE PRO-VICE-CHANCELLOR AND EXECUTIVE DEAN OF THE FACULTY OF HEALTH AND MEDICAL SCIENCES



I have been here at Surrey for nearly three years now and was attracted by the ambition and aspirations of our people. There is a 'can do' ethos and desire to move the bar higher to achieve better, not just for our students but also for our

local community and wider society. This fits with my own aspirations and experience as an academic who is focused on real-world innovation, invention and entrepreneurialism.

Our Faculty is ambitious and innovative, and learning across Schools and sharing our successes are very much at our core. We have recently appointed a Faculty lead for Interprofessional Education and Collaborative Practice so we can learn and work together by sharing best practices. In my time as Pro-Vice-Chancellor and Executive Dean, we have already achieved some major successes. Our new graduate-entry Medical School has launched and will be accepting its first cohort of students in September this year, training the next generation of technologically-enabled doctors. Students are at the centre of everything that we do, and we are privileged to be educating the future leaders in health and science. By bringing together the existing wealth of skills and knowledge within our Schools we seek to identify and build synergies which enable students to learn from and with their fellow student health professionals and scientific scholars.

Our focus is on growing a portfolio of innovative and sustainable programmes across all of our Schools and delivering ever more real-life impactful health, medical, scientific and veterinary expertise. I know we can do this and the FHMS community and culture is here to deliver.

We are delivering excellent, impactful research in core areas including nutrition, animal health, infection and immunology, chronobiology and sleep, digital health and intervention, brain and behaviours, healthy ageing, and workforce wellbeing. Working synergistically with our pan-University Institutes, our wonderful partners in the NHS, together with the Surrey County Council, the Point of Care Foundation, the National Physical Laboratory (NPL), the Pirbright Institute, the Animal and Plant Health Agency (APHA) and the Defence Science and Technology Laboratory (DSTL), these research areas form the Faculty research beacons. They are increasingly attracting a wider community of research funders and policy leaders in the UK and globally. Together we are inspiring innovation and transformation.

We welcome your application.

Professor Paul A. Townsend

Pro-Vice-Chancellor and Executive Dean
of the Faculty of Health and Medical Sciences





THE FACULTY OF HEALTH AND MEDICAL SCIENCES

THE FACULTY OF HEALTH AND MEDICAL SCIENCES IS ORGANISED INTO FIVE SCHOOLS OF BIOSCIENCES, HEALTH SCIENCES, PSYCHOLOGY, MEDICINE AND VETERINARY MEDICINE.

Together we aim to advance our understanding and improve the quality and sustainability of health, wellbeing and care in both humans and animals, addressing local, national and global challenges. Through our forward-thinking approaches to research, partner collaborations, and inspirational teaching we ensure that our graduates are equipped with the knowledge, skills and capabilities to not only deliver but to develop as tomorrow's leaders.

Recognising that human health is closely linked to that of animals, plants and the shared environment, through our 'One Health, One Medicine' vision we seek to inform and improve the treatment, disease detection, management and care of both humans and animals and their environments. Our Schools work collaboratively across the Faculty and the wider University to build upon and foster strong, productive and mutually beneficial partnerships that generate positive outcomes, working together to adapt, evolve and address complex challenges.

One Health, One Medicine



Interdisciplinary collaborations in teaching, research and healthcare for humans and animals





ASSOCIATE DEAN EDUCATION

BACKGROUND

The Faculty of Health and Medical Sciences aims to develop and utilise new and innovative approaches in teaching and learning, that incorporate the latest advances in science and healthcare. Our forward-thinking approach equips students with the skills and knowledge needed for the future, helping us to deliver an innovative and outstanding student experience. We are developing and deploying digital technologies that enhance learning outcomes and student experience while also nurturing the careers of our academic teaching staff.

The educational approach we adopt to facilitate the learning journey of our students is underpinned by the faculty One Health, One Medicine vision and our aspiration to present our students with a fantastic learning experience, where they are supported to become self-directed learners.

We enable this through:

- **Blended learning** to ensure our programmes are effectively delivered using a mixed approach of face-to-face and digital delivery, to match the needs of the students and programmes and ensuring an inclusive and well-structured approach to education is available for all while delivering a personalised experience.
- **Reviewing our portfolio of programmes** to ensure they are contemporary, subject-relevant, attractive to applicants, with high demand and good employment prospects and that they align with the University curriculum frameworks, global and cultural capabilities, and sustainability.
- **Creating effective student communities** by working with the student bodies and creating a strong sense of engagement with our Schools.
- **Teaching quality** and how we value teaching excellence, being transparent about measuring outcomes.
- **Academic delivery** ensuring our staff are appropriately supported to deliver high-quality technology-enhanced education.





ROLE AND RESPONSIBILITIES

The Associate Dean Education (ADE) shapes and drives the successful implementation of our ambitious University and Faculty-level education strategies which are designed to deliver a world-class education.

The University Education Strategy [2021–24] has four sub-strategies which together equip our students for current and future success: Student Experience, Research and Innovation, Creating the Conditions for Success, and International Engagement.

The Faculty Associate Dean Education will oversee the review, development and implementation of the Faculty education strategy which will align with that of the University, liaising closely with the Faculty Pro-Vice-Chancellor and Executive Dean and Faculty Executive Board. The Associate Dean Education plays a key role in developing, leading and implementing broader University plans, liaising closely with their counterparts in the other Faculties and working with the Pro-Vice-Chancellor, Education (PVC-E) to ensure that institutional practices are coherent and responsive to both sector-level and local factors.

Line management

The Associate Dean Education is a member of the Faculty Executive Board, and working with the Pro-Vice-Chancellor and Executive Dean, the Heads of Schools and Directors of Learning and Teaching will ensure the delivery of innovative and inspiring educational programmes across the Faculty. The post reports directly to the Pro-Vice-Chancellor and Executive Dean and has a dotted reporting line to the Pro-Vice-Chancellor, Education.





ROLE AND RESPONSIBILITIES continued

- To develop, lead and oversee the implementation of the Faculty's education strategy including review of the programme portfolio, curricular and assessment practices, progression and completion data and supporting accrediting body requirements.
- To lead the Faculty Education Committee and represent the Faculty on all University education bodies (e.g. sub-committees, working groups, appeal panels).
- To ensure our academic staff are appropriately supported and encouraged to deliver high-quality technology-enhanced education through innovative pedagogical research which can impact teaching, by applying for pedagogical grant funding.
- To monitor the design, delivery and quality assurance of the Faculty's education programme and support high-quality submissions to national evaluation exercises such as the Teaching Excellence Framework.
- To advise the Pro-Vice-Chancellor and Executive Dean, Heads of School, and the Pro-Vice-Chancellor, Education regarding staff training and development requirements, and to contribute to the evaluation of teaching performance.
- To support the Faculty's recruitment and educational liaison activities, engaging as appropriate with other University teams/services involved in supporting recruitment and widening participation.
- To oversee and advise on effective support for the wellbeing of our students.





PERSON SPECIFICATION

To be successful in this role:

- You will need to lead, innovate, influence, facilitate and mentor as well as develop strategy and implement and manage change.
- You will demonstrate experience in providing leadership and expertise that has contributed to improved student outcomes.
- You will have strong leadership skills and experience in initiating, leading and managing academic teams and projects in a collegiate environment to deliver strategic objectives.
- You will have a substantial record of academic, pedagogic research and professional achievements in a discipline area relevant to the Faculty and the capacity to exercise academic leadership to enhance the standing of the Faculty.
- You will demonstrate strong commitment to learning and teaching quality, research development and external stakeholder engagement and will be cognisant of the relevant regulatory policies and frameworks, e.g. Office for Students, Department for Education, Quality Assurance Agency.
- You will have an understanding of the requirements of Professional, Statutory and Regulatory Bodies (PSRBs), and other bodies regulating the provision of programmes offered within the Faculty.

This academic appointment is a permanent post. The Associate Dean Education role is for a fixed five-year tenure, with the potential to extend subject to discussion and mutual agreement with the Pro-Vice-Chancellor and Executive Dean.





HOW TO APPLY

This role will be appointed at Professorial or Associate Professorial level.

You can find the job profile addenda in the links in the advertisement.

Please state on your application which level and track you are applying for.

Enquiries and applications

Informal enquiries regarding the post should be directed to the Pro-Vice-Chancellor and Executive Dean of the Faculty of Health and Medical Sciences, Professor Paul Townsend by email (via e.frost-bridges@surrey.ac.uk).

When completing the online application form, please ensure that you tailor your answers to provide specific evidence against the criteria requested and attach:

- A cover letter
- Your CV
- A brief supporting statement outlining your previous leadership accomplishments and detailing your intended educational vision.

The University of Surrey is committed to providing an inclusive environment that offers equal opportunities for all, placing great value on diversity and seeking to increase diversity in its community. Therefore, we particularly encourage applications from under-represented groups such as people from Black, Asian and minority ethnic backgrounds, women and people with disabilities. Find out more [here](#).

Should you require any reasonable adjustments, please contact us at resourcingteam@surrey.ac.uk to ensure that we support you effectively.





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