




Welcome to this month's *in partnership*. In this edition we showcase best practices from around the sector, look forward to all the exciting member benefits in the coming months and get to know a little bit more about some of the fantastic people working at Advance HE.

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As always we welcome your feedback.

Please contact your membership contact or email memberships@advance-he.ac.uk with any ideas or content you would like featured.

Member Benefits

This month we launch our latest member project, Creating a culture for Strategic EDI Change.

Creating a culture for Strategic EDI Change

This member benefit theme explores Strategic EDI as an approach that focuses on integrating fairness, justice and equality into all aspects of an organisation's operations and decision-making processes.

The theme comprises three projects, with the aim of cultivating an inclusive and equitable environment that recognises and honours the diversity of all individuals within the organisation.

Advance HE's Lead Consultant EDI Lindy-Ann Blaize Alfred shares her thoughts on Strategic EDI in her [vlog](#).

Open Doors, Narrow Corridors?

This project explores current efforts to ensure post-entry inclusion of students from widening participation and underrepresented backgrounds, with a focus on fostering community connections, engagement and belonging. Outputs include a report and webinar on **13 June 12:00 – 14:00 BST**. [Find out more](#).



Inclusive Leadership InSights

Inclusive Leadership InSights refers to the skills, knowledge, and behaviours that leaders need to effectively lead diverse teams and foster inclusive cultures which will be shared via a vlog series and paper. [Find out more](#).

Inclusive Recruitment

The objective of this project is to enhance diversity in candidate selection by eliminating barriers and biases within the recruitment process. It is informed by insights, feedback, and overarching themes from the Inclusive Recruitment colloquium we held in July 2023, which will be shared via a paper and online event on 5 June. [Find out more](#). More information on the theme can be found [here](#).

EDI Advice Service

The EDI Advice Service is an Advance HE member benefit for staff working within Advance HE member institutions in England, Scotland, Wales and Northern Ireland who have equality, diversity and inclusion within their remit, and those with leadership responsibility for EDI who require advice.

Help and support is provided via our in-house team of EDI specialists, covering the following areas.

- + Policy and practice around a particular EDI issue
- + Help thinking through EDI issues/concerns in their early stages
- + Signposting to further sources of information
Find out more and access the service [here](#).

What's coming up...

EnvisionED Open Forum 2

Belonging, Mattering and Becoming: Empowering Education through Connection

Tuesday 7 May – 11:30 - 12:45 BST.
Book your place [here](#).

Generative AI: Beyond Assessment: The Perspective from Accrediting, Public, Regulatory and Statutory Bodies, and Employers

Wednesday 8 May – 10:00 - 11:30 BST.
Register to attend [here](#).

Get Involved

HE is nothing without its people. Below are all the ways you can get involved and share your outstanding work with us and the wider sector.

Festival of Scholarly Activity and Research returns in summer 2024

The Festival of Scholarly Activity and Research, run by the College-Based HE Network, is back for a second summer to celebrate higher education in college-based settings.

[Learn here.](#)

We're inviting colleagues within any roles across CBHE to get involved, whatever stage in scholarly activity and research they are at and welcome a wide range of formats.

Deadline: Monday 22nd April 2024.

[Find out more.](#)



Change Impact Programme: Prioritising Staff Wellbeing in Higher Education

Advance HE's Change Impact Programme (ChIP) "Prioritising Staff Wellbeing in Higher Education" is designed to empower institutions to proactively address the wellbeing needs of their staff, fostering a healthy and thriving work environment that supports both personal and professional growth. [Find out more and register your interest here.](#)

Calls for papers...

Equality Diversity and Inclusion Colloquium

We invite potential participants to share their pedagogies of liberation and submit work that addresses the following themes:

Cultivating Engaged pedagogy(ies?) for holistic wellbeing; The promise of change; Building resilient teaching; Ecstasy; and Beyond Classroom Walls.

Deadline for submissions is 5 pm BST, 15 April 2024.

[Find out more here.](#)

Research Symposia 2024

We're inviting submissions for our two Research Symposia 2024, which focus on developing a thriving research culture and leveraging AI to potentially revolutionise research culture across disciplines.

Deadline for submissions to both Symposia is midnight on 22 April 2024.

[Find out more here.](#)

Artificial Intelligence Symposium 2024

We're inviting contributions for AI Symposium 2024. We're especially encouraging submissions co-authored with students.

The deadline for submissions is 22 April 2024.

Find out more about the Symposium themes and submit your paper [here](#).

Member Showcase



MEMBER
BENEFIT

Fostering the success of direct entry Chinese students through cross-cultural awareness, creativity, enterprise, scholarship and autonomy

Authors: Dr Lianfeng Quan and Dr Xiaowen Gao,
University of Greenwich

Introduction

The Greenwich Business School has experienced a significant increase in the number of Chinese Direct Entry (CDE) students. Pursuing higher education in the UK can be a transformative journey for CDE students, however, CDE students may face academic culture shock due to their distinct educational backgrounds compared to those already within the UK education system (Bai and Wang, 2022). This challenge becomes more pronounced for CDE students at the University of Greenwich (UoG), especially since their programme lasts only one year. They find themselves entering the final year alongside peers who are already accustomed to the University's environment.

Upon entering UK higher education (HE), Chinese students commonly experience an adjustment period as they adapt to a new teaching and learning approach. The Chinese education system typically places a strong emphasis on conformity, memorisation and hierarchical relationships between students and teachers. In contrast, the UK education system places a higher value on personal expression, critical thinking and individual initiative. In the UK, students are expected to take responsibility for their own education, actively participate in class discussions and independently engage with the material.



In this blog, we explore the benefits of incorporating the Greenwich Graduate Attributes (GGA), encompassing 'Cross-Cultural Awareness, Creativity and Enterprise, and Scholarship and Autonomy', to support class activities. This integration aims to assist CDE students in adapting to the UK learning environment, thereby enhancing their overall learning experience and future prospects. The GGA represent explicit behaviours, values, skills and dispositions that students are expected to develop to prepare them for their future careers.

Cross-cultural awareness: bridging the gap

Understanding and appreciating cultural differences is crucial in a globalised world. Cross-cultural awareness is a graduate attribute that goes beyond merely understanding cultural differences. It involves actively engaging with diverse perspectives and appreciating the richness that cultural diversity brings. For CDE students, exposure to diverse cultural perspectives fosters a deeper understanding of global issues and prepares them for success in an international context. However, adapting to the UK academic and social environment can be daunting for CDE students. Hence, incorporating cross-cultural awareness in classroom activities would help break down barriers, create a harmonious learning

[Read more here.](#)

Advance HE Spotlight

Each month we share a little more information about the different people across the Advance HE team, that support our members. This month we put the spotlight on our Insights Research team.

Amanda Aldercotte, Head of Knowledge and Research

Team members with job titles:

Florence Reedy, Quantitative Researcher;
Anne Rowan, Mixed Methods Researcher;
Panagiota (Peny) Sotiropoulou,
Mixed Methods Researcher.

What the team does:

We are a team of skilled higher education researchers with expertise in conducting multi-method mixed methods projects. Our bespoke research consultancy covers a wide range of topics – but across all of these is a common theme: we use research and insights to make the case for change.

In other words, we collect and analyse primary and secondary data to build evidence bases that institutions can rely on to guide their strategic decision-making and instigate change.



We are also active collaborators and contributors to higher education research at the sector level, deliver a number of high-impact research projects for sector bodies. Our work is underpinned by sector-wide datasets from Advance HE's suite of national student surveys and our annual Equality in Higher Education Statistical Reports.

In terms of bespoke research projects, we can support our membership institutions in a number of areas, including:

- + Reviews and audits help institutions identify where challenges lie and what works best within their own context.
- + Understanding stakeholder perceptions, including staff, students, prospective applicants, parents or teachers, to support development of sustainable and effective strategies and solutions, such as a fresh approach to student recruitment or staff wellbeing.
- + Programme evaluations that explore impact on individual participants and their surroundings by developing comprehensive Theories of Change and evaluation frameworks.

A little bit about the team:

1. With the help of our research associates, in the past year this small team of researchers has delivered 24 projects, across 65 UK institutions and engaging with over 1,500 participants.
2. We are a multi-cultural team of globetrotters, heralding from Canada, Greece, Northern Ireland and Yorkshire and visiting four continents in the last year!
3. Our shared team vision is to expand the pool of associates and organisations that we collaborate with – we are passionate about what we do, and the more we collaborate with others, the more help we can provide!

Ways to contact the team:

You can see more of what the research team delivers on our website or email us directly at insights@advance-he.ac.uk. To engage with us and higher education research from across the sector, connect with us on LinkedIn:

Amanda Aldercotte
Florence Reedy
Anne Rowan
Panagiota (Peny) Sotiropoulou

Other News from Advance HE

We share news from Advance HE and around the sector.

Navigating freedom of speech, academic freedom and good relations for the short and long term

Ahead of our new Strategic Preparation Programme - free speech and academic freedom, we explore some of the challenges facing institutions as they prepare for the new HE Freedom of Speech Act. [Read more.](#)

'True allyship is essential if we are to make change in HE'

Multiple award-winning academic leader and researcher, Professor Marcia Wilson from London Metropolitan University, delivered the keynote speech at the Advance HE EDI Conference 2024. [Read more.](#)



Unlock your senior strategic leadership potential with PSSL

Ahead of the next residential Preparing for Senior Strategic Leadership (PSSL) Programme, Sarah Hubbard, Senior Consultant, Leadership, Organisational Development and Research, explains how it equips aspiring senior leaders in higher education to thrive in a dynamic and complex sector landscape. [Read more.](#)



Supporting inclusive Boards – what have we learned?

Kim Ansell reflects on the learning and insights from two Supporting Inclusive Boards programmes led by Tesse Akpeki as part of the 2022 and 2023 Member Benefits programme. [Read more.](#)



Transformation of women's careers in universities with Athena Swan

Anne Ridley, former Head of the School of Cellular and Molecular Medicine (University of Bristol), shares her experience of four Athena Swan applications in two different universities and discusses the improvements to women's careers made by the Athena Swan Charter. [Read more.](#)



Shape In Partnership

This publication is created by Advance HE to support our members, and we want to hear from you. Complete this **2 minute survey** to share your feedback or to tell us what you do and don't want to see in the InPartnership newsletter. [Share your thoughts.](#)