**Terms of Reference for Review**

Amended by Medical Sciences Divisional Office July 2024.

1. The purpose of the departmental review is to consider and make an assessment of the following aspects of departmental organisation and activities by reference to:
* planning statements at faculty/department and divisional level, and in the context of the University’s Mission Statement and Strategic Plan and available data;
* international standards of excellence and funder expectations/requirements;
* action taken since the last review of the faculty/department.

In particular:

a) the organisation of the faculty/department, its management structures and the relationship between the faculty/department and the Division and the University’s services, including such matters as:

* the structure of the department and the efficacy of the structure, including the relationship (structural and operational) between units within the department, and externally to the department and the functioning of the department as a single cohesive entity;
* departmental leadership;
* departmental governance;
* strategic planning (including relationship to the divisional five-year plans and the University’s Strategic Plan);
* internal collaboration;
* external collaboration;
* staffing level, staff planning and recruitment (academic and professional services staff);
* staff experience and culture including Equality, Diversity and Inclusion activities and their effectiveness);
* accommodation and space needs.

b) the quality of the research of the faculty/department, including its participation in inter-department/faculty, inter-divisional and inter-disciplinary activities, its research profile and strategy, and future challenges and opportunities, including:

* research strategy;
* research environment and culture;
* research income;
* commercialisation and impact of research activities;

c) the quality of undergraduate and graduate programmes (Post-graduate Taught and Post-graduate Research) and their delivery and related issues, including:

* access, admissions and outcomes;
* teaching, learning and assessment;
* the relationship between teaching and research;
* academic and pastoral support and guidance;
* the provision and use of learning resources (including staff resources);
* student number planning.
1. To consider the current and long-term financial position of, and funding arrangements for, the faculty/department, and its financial strategy.