



Keele
UNIVERSITY

Faculty of
Natural Sciences

Vision and Strategy 2025-2030

THIS IS KEELE



Statement

from Professor Anna Meredith,
Executive Dean of the Faculty
of Natural Sciences

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EXECUTIVE DEAN OF THE FACULTY
OF NATURAL SCIENCES

The Faculty of Natural Sciences has an international reputation for excellence in research and a broad, diverse educational portfolio. Our research and teaching span a wide range of disciplines that explore the natural world and the fundamental sciences that underpin it, including technology, computing and the environment.

The Faculty comprises five Schools - Life Sciences, Chemical and Physical Sciences, Computer Sciences and Mathematics, Psychology, the Harper and Keele Veterinary School, and the Foundation Year Centre.

We host two Research Institutes:

- Digital Society Institute
- Institute for Sustainable Futures

and five Centres of Excellence:

- Centre for Applied Entomology, Parasites and Pathogens
- Centre for Glycoscience Research and Training
- Keele Astrophysics Research Centre
- Keele Policing Academic Collaboration
- Centre for Science and Technology in Medicine





Our Vision:

This plan articulates the Faculty's strategic approach for 2025-2030 as we drive forward Keele's fundamental mission: to make a difference in society by providing innovative, high-quality education for students from all backgrounds and by undertaking world-leading research that transforms understanding and brings benefit to society, communities and individuals.

Our Faculty vision is to educate and advance knowledge of the natural world, improve the health and wellbeing of people and animals, and support the sustainability of our environment.

Our vision for a more sustainable world is embedded at all levels throughout the Faculty. With students at the heart of everything we do, we integrate cutting-edge research and exceptional teaching across the natural sciences, through multidisciplinary and interdisciplinary approaches. We work to benefit life, lives and livelihoods, both locally and globally, through people working together in a collegiate, cohesive and diverse community.



Our Strategic Priorities 2025-2030

Our aim is to grow and enhance the Faculty's position and reputation as a beacon of excellence in Natural Sciences. We will achieve this by:

- Focusing on and enhancing our defined academic strengths
- Attracting and inspiring more students to study at Keele
- Equipping our students with the skills and attributes they need to thrive as a citizen and in the workplace
- Providing authentic workplace and international experience opportunities for all students
- Developing talented, ambitious staff and supporting their career progression
- Growing the impact and power of our research
- Growing our international presence and reach through high quality strategic, equitable and impactful partnerships that diversify and grow income streams
- Working with industry, further education providers and the community to make positive contributions to society and the economy
- Showcasing our work to others through our hosting of Keele's Digital Society Institute and the Institute for Sustainable Futures

We focus our work across **FIVE DOMAINS**:



Health and Disease – of humans, animals and plants



Energy, Environment and Sustainability



Behaviour and Society – individuals, groups, and institutions



Engineering and Materials Science



Space, Data, and Digital

These domains are crosscut by **FOUR THEMES**:



Wellbeing



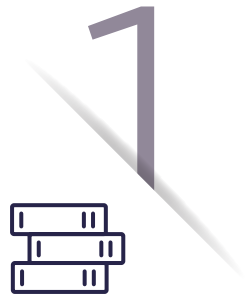
Evidence-based Practice



A Sustainability Ethos



Developing Careers and Global Citizens



Student Learning, Experience *and* Success

We will:

- Identify and remove barriers to the transition to University by proactively engaging with students to develop the skills they need to tackle their new learning environment
- Create a sense of belonging and community through opportunities and activities to interact with staff and other students, and new learning environments that promote shared knowledge and respect
- Improve our continuation, retention and attainment through targeted approaches to engage early and effectively with students at risk of failure
- Make experiential learning and work placement activities available to all taught students
- Enhance student career readiness and graduate outcomes

Specific initiatives:

- Embed Keele's Inclusive Education Framework in all our programmes
- Widen our employer liaison and embed professional/employability skills in all our programmes.
- Develop a new portfolio of programmes across a range of Engineering disciplines



Research *and* Innovation

We will:

- Focus and build on our existing strengths in research and innovation
- Increase external research income
- Develop strong, impactful collaborations and partnerships across and beyond academia
- Build our international reputation
- Maximise our REF 2029 performance and impact through an enabling, supportive research environment and culture
- Support integrity and openness as central principles in our research practice

Specific initiatives:

- Grow our Postgraduate Research student numbers
- Develop a new Centre of Excellence in Materials Science
- Integrate the Digital Society Institute and Institute for Sustainable Futures more closely into the Faculty, as a showcase for our research and knowledge exchange activities



People *and* Culture

We will:

- Build a culture that models and empowers a values-driven, inclusive and accountable community
- Support and value innovation and excellence
- Attract world-class staff talent and support their development, progression and success
- Set clear staff performance expectations and transparent, equitable workload allocation
- Cultivate leadership skills in all our staff and students
- Improve the appointment, retention, promotion and leadership experience of staff from underrepresented cohorts

Specific initiatives:

- Reduce the gender pay gap (GPG) through delivery of our GPG plan, including through faculty-wide promotion workshops and focused mentoring and promotion support for women
- Develop individual 3-5 year research and/ or scholarship plans for all academic staff
- Nurture the capabilities and leadership skills of our PGR and early career researchers through mentoring and support programmes



International Profile

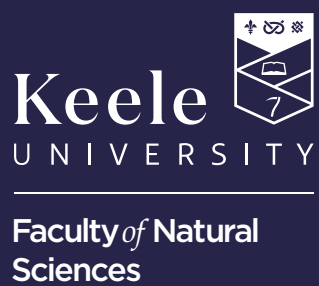
We will:

- Grow and celebrate our community of international staff and students
- Increase internationally co-authored research publications and international research funding
- Develop carefully selected transnational educational (TNE) partnerships that deliver defined and equitable academic, financial and societal benefits

Specific initiatives:

- Develop and deliver a new transnational education (TNE) portfolio through carefully selected international partnerships that align with our academic and strategic priorities.
- Integrate existing flagship partnerships into Faculty activity via structured roadmaps that enable joint teaching, collaborative research, and student/staff mobility.
- Develop a Faculty-led Summer School programme

In upholding our ambitions, we will not support practices that are inconsistent with Keele's values and our strategic priorities.



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