



The
University
Of
Sheffield.

Office
Of The
President &
Vice-Chancellor.

The Senate, 18 March 2020

President & Vice-Chancellor's Report to Senate

EXECUTIVE SUMMARY

This Report provides summary information on current and forthcoming developments, both internal and external, for the information of Senate members. The President & Vice-Chancellor will introduce the Report at the meeting and members will have the opportunity to raise questions. This report is structured around each of the themes in the University Strategic Plan, after a section about the external environment. Where information relates to more than one strategic theme it is included under the most relevant theme.

1. EXTERNAL ENVIRONMENT

1.1 Queen's Speech

- The Queen's Speech on 19 December, reiterated many of the commitments made in the Conservative general election manifesto including securing the passing of the EU (Withdrawal Agreement) Bill; introducing a points-based immigration system while increasing the Immigration Health Surcharge to cover "the full cost" of NHS use; creating a National Skills Fund; increasing spending on research and development (R&D) to 2.4% of GDP; and introducing new measures to strengthen academic freedom and ensure that universities are "places where free speech can thrive."
- **TUoS interest:** During the general election campaign, the University undertook extensive analysis to understand the likely policy direction of the future Government. With a large Government majority, the sector can expect a more assertive and ambitious policy environment. The University will continue to engage with Government on important issues that affect our ability to deliver world-leading teaching and research, and to build strong constructive relationships with Government Ministers.

1.2 Brexit

- The UK left the European Union on 31 January 2020, the Withdrawal Agreement is now in force and the UK has entered a transition period which currently runs until 31 December 2020. During that time, the UK will not be an EU member state, but will continue to follow EU rules while further negotiations take place about our future relationship. The UK remains a full member of Erasmus+ and Horizon 2020, and the future of our involvement in these schemes will be part of the negotiations on the future relationship between the UK and EU.
- **TUoS interest:** The Brexit Co-ordination Group, currently chaired by Professor Mike Hounslow, has to date overseen the University's 'no deal' planning and the No Deal Brexit Risk Register. The Group met in mid-January to examine any outstanding issues in advance of the UK's exit from the EU on 31 January. The Group will now change its approach from taking a risk-based worst case scenario approach to planning for the end of the transition period considering the University's medium and long-term vision of its relationship with European

partners once the transition period has ended. It will continue to seek to influence the important issues of Erasmus, Horizon Europe, the status of international students and staff, and future fees arrangements. It will also monitor the potential impact of other Free Trade Agreements negotiated by the Government with non-EU countries that could materially affect our teaching and research practices.

The University will continue to support its EU students and staff during the transition period. We will be holding a legal briefing session, led by immigration specialists Eversheds Sutherland, that will include advice about the EU Settlement Scheme, with a recording of the session made available for those unable to attend. We also continue to offer a legal helpline for immigration advice and drop-in sessions to help staff who wish to apply for the Settlement Scheme. We also regularly update our [Brexit FAQs](#) to take account of new developments and ensure that students and staff are kept informed of information relevant to them. Brexit will not affect our University's global outlook, and we will maintain global partnerships for research, teaching and student exchanges, whilst offering all the support we can to our international students and staff during this ongoing period of uncertainty.

1.3 Contingency plans for managing the impact of COVID19

- The governments Coronavirus action plan was launched on 3 March. This sets out what the UK as a whole is doing to tackle the Coronavirus (COVID-19), and what it plans to do next. The Department of Health and Social Care has launched a public information campaign that focuses on the importance of handwashing and the circumstances in which individuals should self-isolate to prevent and slow the spread of Coronavirus. In February, the UK government released guidance on immigration provisions made by the Home Office for individuals in the UK who are unable to return to China. This is an evolving situation and Universities UK is working with the UK government and local public health authorities to distribute appropriate guidance to universities.

- **TUoS interest:**

The health and welfare of students and staff is a top priority following the Coronavirus outbreak. Staff and students are being kept updated via regular all staff or all student emails. There are also bespoke webpages with FAQs which are updated on an ongoing basis as the situation changes.

We understand that students and staff may be worried about friends and family members living in affected areas. The University of Sheffield has a strong history of welcoming Chinese students and staff to the UK and they are very much part of our international community. The University will not tolerate racism in any form, and we encourage students and staff to report any incident of racial harassment and seek support.

The University is represented on the national higher education coronavirus co-ordinating group, providing a channel to government to raise sector and institutional issues and concerns. The University is working collaboratively with colleagues in the sector to ensure we are sighted on other universities' responses, sharing best practice and intelligence around what remains a developing situation. Internally, the University has established a Major Incident Group to manage its response, with sub-groups covering staff matters, student experience, research, learning and teaching impacts, student recruitment, and longer-term impacts.

1.4 Immigration and the Migrant Advisory Committee report

- The Migration Advisory Committee's (MAC)'s review on the implementation of an Australian-style points system and of the salary threshold to be used as part

of the UK's post-Brexit immigration did not agree with replacing the existing immigration framework and published a series of recommendations on the Tier 1 (Exceptional Talent), Tier 2 (General) and the settlement schemes. On Tier 2, the MAC recommended a reduction of the proposed minimum salary threshold from £30,000 to approximately £25,600. This is still higher than the level of £21,000 that many universities and sector representative organisation advocated. The MAC also recommended that salary thresholds should be based on the Annual Survey of Hours and Earnings (ASHE) rather than using sector specific UCEA data; which in some cases would increase salary thresholds. Other Tier 2 recommendations included removing the cap on the number of Tier 2 migrants and abolishing the Resident Labour Market Test (RLMT). The MAC proposed that the definition of a new entrant to the labour market be expanded and that new entrant salary levels be reduced and applied for a five year period.

- The Government published its policy statement on the future points based immigration system on 20 February 2020 and accepted all of the MAC's recommendations as outlined above, apart from the recommendation to retain the current regime. The Government has instead proposed a points-based system with "tradeable" characteristics, putting an emphasis on shortage occupations and applicants with PhDs (particularly STEM) relating to the role. The new system will apply to both EU and non-EU citizens from 1 January 2021 and the Tier 2 visa will be replaced by a skilled worker points-based visa. Applicants will require 70 points to be eligible for a visa including as a mandatory minimum: a job offer from an approved sponsor, a role skilled at A level or above and English language skills at the required level. Applicants will be able to 'trade' other characteristics such as a specific job offer and qualifications against a lower salary.
- The Immigration and Social Security Co-ordination (EU Withdrawal) Bill was introduced in the House of Commons on 5 March 2020. The Bill will end the EU's rules on free movement and repeals section 7 of the Immigration Act 1988, which exempts EU citizens from requiring leave to enter or remain in the UK.
- **TUoS interest:** The University made a submission to the MAC consultation and provided input to the CBI's response. The University continues to believe that the salary thresholds outlined in the Immigration Bill should be reduced further. There is also a concern that the move away from recognised UCEA salary rates for universities' teaching and education professionals would increase the minimum salary threshold for lecturers and hamper our ability to recruit international academics. The University will monitor the progress of the Immigration Bill through parliament to advocate for the University's position and seek to influence developments to ensure that universities can recruit and retain international staff and students.

1.5 Global talent visa

- The Government announced that it will replace the Tier 1 (Exceptional Talent) route with a Global Talent visa, which is designed to help the UK attract the best scientists, researchers and mathematicians with fast tracked entry to the UK. The visa launches on 20 February and has four routes to securing a visa for different roles to enable individuals to be fast-tracked, and provide an exemption from absences rules for researchers and their dependents where they are required overseas for work-related purposes.
- **TUoS interest:** The new visa route is a very welcome announcement and sends positive signals about the future of the UK immigration system. If there are effective communications about the availability of this route and it receives significant profile across the global research community, it has potential to

attract researchers globally to the UK. It will also assist the University in recruiting the range of international staff essential to research.

1.6 Knowledge Exchange Framework

- Research England has published details of the first version of the Knowledge Exchange Framework (KEF). KEF is a largely metrics-based, institutional level framework. The aim is to provide more easily accessible and comparable information about the performance of English universities in knowledge exchange activities. KEF also includes a narrative element consisting of three brief statements covering institutional context, Public and Community Engagement, and Local Growth and Regeneration.
- Research England will publish the first KEF results for all institutions that receive Research England knowledge exchange funding in summer 2020 via an online visualisation platform. Full participation in the KEF is likely to become a condition of Research England funding from the academic year 2020/21.
- **TUoS interest:** The KEF was developed following a consultation and pilot exercise in 21 institutions, including the University. The University is continuing to develop a strategy for KEF, which will focus on our existing areas of strength. The University has also completed a project to maximise its 'Higher Education – Business & Community Interaction' Survey (HE-BCI) return as this data is used in the majority of the KEF metrics. A KEF roadmap will be created, plotting activity between now and 2023/24 which will look at improvements in data capture and better use of these data to inform KE strategy and activity as well as how KE activity can be maximised across the institution. The roadmap will be delivered before the 2023-2024 financial year, at which time it is possible that Research England will start using KEF to inform funding decisions.

1.7 OfS consultation on harassment and sexual misconduct

- The OfS has launched a consultation on harassment and sexual misconduct in higher education. The detailed proposals set out the regulator's expectations for universities and colleges to follow and how the OfS will regulate harassment and sexual misconduct affecting students. The proposals also seek to provide additional clarity on how OfS would use its regulatory powers of intervention when it sees evidence of a failure of complaint handling processes, specifically by linking these issues with two of its condition of registration relating to quality (B2) and consumer protection law (C1).
- The OfS proposes a "whole provider approach" that involves a visible commitment from the senior leaders and the governing body to preventing and responding to all forms of harassment, clear working with student unions and other student bodies, and setting out behavioural expectations for students and staff. It also expects activities to tackle harassment and sexual misconduct to be embedded within existing leadership and governance structures.
- **TUoS interest:** The University has launched an online platform, Report + Support, for staff and students to report and access support about harassment, abuse, bullying, sexual violence, and discrimination. The Report and Support platform is used at a number of universities nationwide and is designed to make it easy and simple for students or staff to make a report and access support. In November 2019 two workshops run by The Consent Collective were well attended by members of staff. The University is proud to be an inclusive, tolerant and diverse community and will seek to ensure that people who experience harassment or abuse are able to report their concerns and receive appropriate, individualised support. Once the regulator's expectations are clearer proposals will be put to Council.

1.8 Research and the regions

- A CBI report states that UK Research and Development investment is “highly localised”, with just three regions (London, South East, and East of England) accounting for 52% of UK R&D spend with a “tail of underperforming regions.” It calls on the Government to set out a roadmap for raising UK R&D intensity within its first year of office that sets out a long-term trajectory for government spending; to establish a series of new ‘Catapult Quarters’ throughout the country, which would accelerate innovation activity around clusters of industrial strength; and to have a more concerted focus on evaluating impact and monitoring progress, with robust methods for accountability, monitoring, and oversight. This will form part of any national plan to increase R&D spending to 2.4% of GDP.
- **TUoS impact:** The University’s AMRC is highlighted as a case study as having attracted high-value industry to Yorkshire. While the Government has been considering the creation of a separate research institute, the so-called “MIT of the North”, the University has been lobbying that the role of universities in driving increased in research and innovation is essential. Professor Richard Jones, former Vice-President for Research and Innovation, wrote a paper ‘A Resurgence of the Regions’ that provides a number of insights into regional inequality and building innovation capacity across the North of England that have been picked up in government.

1.9 Analysis of OfS registrations

- The OfS published a report of their analysis of the 523 applications made from institutions to join the OfS Register. 387 providers have been registered by the OfS, with eight providers refused registration and 84 assessments still ongoing. For 42 applications, the assessment has either not begun or has been closed due to merger or at the provider’s request. Of those registered, the majority (243) have the ability to charge the higher fee limit.
- Only 12 providers were subject to no regulatory interventions. The remainder had a variable number of regulatory interventions, which took the form of formal communication (615), enhanced monitoring (464), and specific conditions (30).
- The OfS is highly critical of the quality of the applications it has received from the sector, arguing that “many applications demonstrated a deficiency of understanding over and above what might reasonably be attributed to providers’ lack of familiarity with the new requirements.” Two-thirds of applications were incomplete when submitted and follow-up enquiries or additional evidence requests were made for over 90% of providers.
- **TUoS impact:** The University successfully registered with the OfS in the first wave one first submission, and the OfS has accepted our Access and Participation plan. We continue to engage the OfS on how it can more effectively regulate the sector.

1.10 Experience of disabled students

- The Higher Education Commission has sent out a call for evidence as part of an inquiry into the experiences of disabled students. Disabled students continue to be under-represented and suffer persistent attainment gaps with other students. The Commission includes representation from the NUS, The National Association of Disability Practitioners, and Disability Rights UK.
- **TUoS interest:** The Co-Chair of the inquiry is Lord Blunkett, a longstanding associate of the University. The University’s Disability and Dyslexia Support Service has submitted a response to the call for evidence.

2. EDUCATION AND STUDENT EXPERIENCE

2.1 Postgraduate Certificate in Teaching for Learning

- The first two modules of the Postgraduate Certificate in Teaching for Learning in Higher Education have now been accredited. This means that from Easter 2020, probationary teaching staff will automatically meet their requirements for learning and teaching on successful completion of these modules.

2.2 Careers and Employability

- The University has with others with lobbied DfE and OfS for the raw longitudinal education outcomes (LEO) earnings data of graduates to be regionally adjusted and for the adjusted data to be used in the TEF, in the belief that not doing this was disadvantaging universities outside of London and the South East, including Sheffield. We also believed that Sheffield graduates were more likely to stay in our region and that this fact combined with the variance in regional earnings unfairly depressed the outcomes of northern universities. The regionally adjusted data has now been published and shows that while the University performs well in retaining graduates in the Yorkshire and Humber region, our retention rate of 27% five years after graduation is significantly lower than institutions in London, Scotland, and the North West, for example. Regional adjustment produces only a modest improvement in Sheffield's median earnings data, but the impact is not as significant as we had hoped. The University's adjusted data increases the earnings five years after graduation from £29,100 to £30,000, which keeps us in broadly the same position relative to other Russell Group institutions as before.

- Recent developments in the Careers Service have included:

A strengthening of Faculty and Departmental relationships to advance adoption of the Programme Level Approach (PLA) to employability and support widening participation, and work to enhance inclusivity, and partnerships with the Students' Union.

Implementation of new systems to manage UKVI compliance and payroll claims for part-time student employment in the University.

Increased employer engagement capacity to enhance alumni and employer relationship management, optimising events, mentoring, opportunities, and employer involvement in programmes

In late 2019 the Careers Service worked with colleagues in academic faculties and professional services to develop priorities for 2020 that focus on areas such as student opportunity, equality of outcomes, work experience, and enhancing data.

2.3 University Health Service (UHS)

- A practice-based Psychiatrist is now based at UHS one day per week, increasing access to specialist intervention for patients with significant mental health disorders. The practice has also recruited a Physiotherapist to improve pathways to care for students and reduce pressure on GP appointments.
- Alongside Sheffield Mind, the University has successfully bid for funding from the Mentally Healthy Universities programme; to deliver training and develop peer support for students and staff from September 2020.
- Two members of Student Support Services staff have qualified as internal instructors who can deliver a Mental Health First Aid course. 32 staff attended two courses in December and January. In response to demand, there are now

two weekly autism social groups for students running, coordinated by the Disability and Dyslexia Support Service.

2.4 Student Recruitment

- The current applications position for 2020 entry as at 01 February is as follows:
Undergraduate application numbers for 2020 entry are higher than in 2019, with a modest increase for Home applications boosted by a significant further increase in Overseas applications, though with a drop in those received from the EU. On the basis of predicted applicant quality, we expect to maintain the improvements seen in the quality of the intake last year.

Postgraduate taught course Overseas applications for 2020 entry have again seen a significant increase. The use of a range of offer approaches (for example Staged Admissions) targeted at oversubscribed courses and further development of the joint approach to recruitment via the University of Sheffield International College, allows us to focus on recruiting a more diverse cohort of high quality students. The approach also ensures that courses remain available for applications later in the cycle.

It is relatively early in the cycle for Postgraduate Research applications; however, both Home and Overseas applications are down on 2019 numbers. It is hoped that continued work to provide additional clarity and guidance to support transition to research degrees will encourage further applications through the remainder of the cycle.

2.5 Annual Planning Round

- Faculties are in the process of setting intake targets for all student categories as part of the integrated planning, budget and resource allocation process. Departments will also provide projections for research activity to inform financial forecasting activities during Spring.
- Faculties will submit their planning narratives in early March. The DVC, supported by the VPs for Research, Innovation, and Education, will also lead in-depth meetings with Professional Services to discuss future service provision and challenges to delivery. UEB to identify points of commonality and aspiration before agreeing actions and priorities for the year ahead.

2.6 Library Services

- To further involve students in decision making, the Library will use insights from the Library Life Pulse Survey of students, other feedback and user experience initiatives to drive changes to increase their impact on student learning.
- 4248 students completed the Library Life Pulse Survey. 92% of students are satisfied that 'The Library resources have supported my learning well'. Overall satisfaction has increased by 3% compared to 2018/19. Although the Library's commitment to providing spaces to students throughout the year is valued only 59% of PGR students agreed that suitable spaces are available. The Library will engage with students about the full results and work on actions to inform its future offer.

3. RESEARCH AND ITS IMPACT

3.1 Research Awards

- See Finance (section 7.2, below).

3.2 Flagship University Research Institutes

- Recruitment is underway to our four flagship institutes. Each institute has a Professorial and a Senior Research Fellowship who will focus on the Flagship's research for an initial five-year term.

3.3 Commercialisation of intellectual property

- The University has recently incorporated the following Research-IP spinout companies. Companies are spun out on the basis of a clear market opportunity and business plan. We also anticipate them forming the basis of future REF impact case studies:
 - Pyroptik Instruments Limited - A manufacturer of thermal imaging cameras.
 - Aegiq Limited - A company aiming to develop technology to underpin quantum computers.
 - EpiPix Limited- A company developing micro-light emitting diodes (LEDs) for high-resolution small screens.
- The CFO and VP for Innovation have also granted permission for the incorporation of Opteran Limited, a company that will develop an "optical flow" technology with potential application in autonomous vehicles.

3.4 Research Excellence Framework

- The final 10 months' of preparation for our REF submission are focused on finalising output selections, refining impact cases studies and drafting narrative documents to describe the excellence of our research environment.

3.5 Policy-related QR funding

- Universities have been offered additional QR funding at short notice to accelerate policy-related research. Sheffield received £1M which must be spent by the end of March 2020. We believe it is likely that this approach of hypothecating QR to deliver Government priorities will become more common in future.

3.6 Impact

- University Research continues to attract varied and widespread coverage. Notably, research from the Department of Computer Science, which investigated the amount of the abuse politicians receive on Twitter, featured on BBC News and in the election night coverage.

4. STRATEGIC PARTNERS

4.1 AMRC

- The University has appointed Steve Foxley (the former Managing Director of Siemens) as the Executive Director of AMRC, who started his role in January 2020. Steve has joined the UEB-AMRC Group Executive Board, chaired by the President and Vice-Chancellor, which continues to meet regularly to provide oversight of financial and operational performance, consider new and developing opportunities and manage risks. The AMRC Group's senior leadership team are meeting monthly, in a manner analogous to a Faculty Executive Board, and in liaison with the VP for Innovation, as UEB lead, will be reviewing strategy at Centre and Group level, together with the structures and processes needed to facilitate effective delivery of objectives. Additional priorities include a period of stakeholder engagement to inform this strategic prioritisation, which has been positively received by staff and partners.

- Recent visits by Gavin Williamson MP, Secretary of State for Education, and Chris Skidmore MP, the Minister for Universities, Science, Research and Innovation, have led to productive discussions and attracted positive coverage. AMRC will also be contributing to the development of the High Value Manufacturing Catapult strategy and supporting narrative, which will seek to leverage HVMC's strength as the most successful of the Catapult networks. Collaboration with Partnerships and Regional Engagement will develop short and longer-term strategic proposals and inform submissions to Government.
- In November, the University of Sheffield Advanced Manufacturing Research Centre Cymru officially opened.

4.2 Alumni Volunteering

- In November 2019, 40 students from WP backgrounds visited alumni businesses in Sheffield as part of the Northern City Connections programme (a widening participation employability programme based on the success of London City Connections and networked with over 30 alumni who have built successful careers in a range of sectors in Sheffield and the wider region. Alumni have also volunteered to support the related Sheffield Connections programme, and the Global Engineering Challenge.
- Alumna Ann Cairns, Vice Chair of Mastercard, delivered a lecture on behalf of the Women in Business Society about her career path to date and how women in STEM can advance within the sector.

	2019/20 to date*	2019/20 Target	2018/19	2017/8
Alumni volunteers	412	1000	999	979
Volunteer hours	8,068	11,500	10,752	10,277
Volunteer instances	692	1,200	1,194	1,195
Philanthropic prospects engaged in volunteering	54 (14%)	10%	144 (14%)	141
Student beneficiaries	2,030	5,000	5,307	4,667

*As of 31.01.20

5. OUR PLACE: LOCALLY AND GLOBALLY

5.1 Achievements and updates

- Global Engagement secured £51k from the UK India Education and Research Initiative to support outgoing student mobility to India during summer 2020, in collaboration with our priority partners Manipal Academy of Higher Education and Amity University. The University is working to target and identify underrepresented individuals to apply.
- For the fifth year running, the University's Erasmus+ student and staff mobility programme has been rated 'very good' (the highest possible rating) by the National Agency, the British Council.
- Nanjing Technical University have confirmed their acceptance that the relationship with the University has formally ended.

5.2 Inbound visits:

- The President & Vice-Chancellor has invited the Chairman of Tongji University Council, Professor FANG Shouen, to visit the University on 30 March building on a recent visit and positive discussions with academics in several academic departments.
- In December 2019, the University hosted representatives from the Institute of Nuclear Science and Engineering Management and Tsinghua University who met with colleagues and gave a presentation to students interested in the Tsinghua University International Master's Program in Nuclear Engineering and Management. Two University of Sheffield students completed this programme in 2017.
- In January 2020, the University hosted the first presidential visit from the Federal University of Minas Gerais, an important university partner through our membership of the Worldwide Universities Network. President & Vice-Chancellor discussed collaborations in areas of common research, which could lead to the development of funding bids.

5.3 Outbound visits:

- Nanjing University Global Vision Week:
In November 2019, a senior University delegation attended the second annual Nanjing University Global Vision Week. The President & Vice-Chancellor delivered a keynote speech at the event, which focused on the theme of Innovation and Sustainable Development of Universities in a Changing World. The University is planning a return visit to Sheffield from the senior management team at Nanjing University.

6. PUBLIC RESPONSIBILITY

6.1 Festivals and Public Engagement

- As part of the Economic and Social Research Council's Festival of Social Science, University academics worked with artists and communities to share their research at venues across Sheffield. More than 42 academics were involved and 7,500 visitors attended over eight days. The University and Sheffield Hallam used the event to showcase the city as a hub for world-leading social science.
- The University was selected as a national hub for a series of events for the Being Human Festival - the UK's only national festival for the humanities. The University secured additional funding for a free programme of immersive events, projections, theatre, food, music and talks. The festival attracted more than 730 visitors to six events, two of which are linked to REF impact case studies.

6.2 Communications

- The University received more than 2,000 pieces of coverage in the media between 6 November 2019 and 4 February 2020. This includes international coverage in countries such as the US, Canada, India, Australia and China.

6.3 Success and Achievement

- The University of Sheffield placed joint first for outstanding voter registration practices in new rankings by Vote for Your Future and Times Higher Education.
- Lord Jim O'Neill officially opened the University of Sheffield Quantum Centre, bringing together more than 70 leading University scientists and engineers to develop new technologies.
- The University hosted an exhibition of rare and unseen materials from the life and work of author Barry Hines.

- Engineers at the University of Sheffield have developed materials that could help the clean-up of the Chernobyl and Fukushima nuclear power stations.

6.4 The following alumni were honoured in the Queen's New Year Honours List, 2020:

- GCB (Dame Grand Cross of the Order of the Bath)
Professor Dame Sally Claire Davies, DBE (Honorary DSc, 2008, Chief Medical Officer for England, Department of Health and Social Care) Services to Public Health and Research.
- CBE (Commander of the Order of the British Empire)
 - Professor Colin Gareth Bailey, FREng, FICE, MStructE, MIFireE (Civil & Structural Engineering BEng, 1992; Civil & Structural Engineering PhD, 1995)- Services to Engineering.
- OBE (Officer of the Order of the British Empire)
 - Sir Thomas Collingwood Hughes Bt (MBChB, 1991) - Services to Healthcare Technology and Information.
 - Dr Andrew Jonathan Leach, FRCGP (MBChB, 1983) - Services to General Practice.
 - Dr Elizabeth Towns-Andrews (Chemistry BSc, 1981; Chemistry PhD, 1987) - Services to Business, Enterprise and Public and Private Sector Collaboration.
 - Dr Bikramjit Singh Bhangu (Control Systems MSc, 2000; Electronic and Electrical Engineering PhD, 2004) - Services to trade and British commercial interests.
 - Professor Susan Hartley, FRES (Biochemistry BA, 1980; Ecology DPhil, 1987) – Services to Ecological Research and Public Engagement.
- MBE (Member of the Order of the British Empire)
 - Dr Olanike Adefemi Folayan (Electronic and Electrical Engineering PhD, 2007) - Services to Diversity in Engineering.
 - James Grieve (English Literature BA, 2001) - Services to Theatre.
 - Dr Angela Margaret Knowles (Honorary LittD, 2008) - Services to Blood Cancer Research.
 - George Robert Marsh, TD, DL (Civil & Structural Engineering BEng, 1971) - Services to the community in the West Midlands.
 - Claire Caroline Pashley (Psychology for Musicians MA, 2002) - Services to Children and Young People with Special Educational Needs and Disabilities.
 - George Perrin (English Literature BA, 2002) - Services to Theatre.
 - Andrew Donald Tapley (Economics & Business Studies BA, 1973) - Services to Hockey.

6.5 Forthcoming Events

- 26 February 2020 - Annual Krebs Lecture, Sir Greg Winter, Nobel Prize Winner will deliver the lecture.
- 4 March 2020 - House of Lords event hosted by Lord Blunkett and the President and Vice-Chancellor for Alumni and friends.
- 16 March 2020 - Launch of the Institute for Sustainable Food, Royal Society, London.
- 19 March 2020 - Thank you event for donors and alumni volunteers.
- 29 March 2020 - Legal Service, Sheffield Cathedral.

7. CHALLENGE OF RESOURCE

7.1 Financial Results to 31 January 2020

- The financial results for the quarter ending 31 January 2020 are included as item 18 on the Senate agenda.

7.2 Research

- New awards for the last 12 months to the end of December 2019 stand at £166.3m (£139.4m excluding AMRC). This is a decrease of £12.0m (6.7%) on December 2018 (£143.9m excluding AMRC). The main reason for this fall is that there are £9.3m less Catapult funds in the December 2019 figures compared to 2018.
- There have been 8 new awards over £1m in the 3 months since September 2019, the largest of which are £3.2m and £2.4m from UKRI and £2.5m from the European Commission.
- The value of new awards for the 12 months to December 2019 has risen in the Overseas sponsor category by £1m, whilst there have been falls in the Charities, Industry and RCUK sponsor categories by £5m, £2.3m and £1.9m respectively
- There has been a fall in the number of new awards opened. For the 12 months to December 2019, the number of new awards stood at 690 compared to 798 for the 12 months to December 2018. The number of new awards has risen in the UK Government sponsor category, but fallen in all other sponsor categories, with the biggest fall being 48 in the number of Charity awards.
- As at December 2019, research grants work in progress (research order book) which excludes capital projects, stands at £300.6m (£277.4m excluding AMRC), an increase of £30.0m on December 2018. This is the highest work in progress figure recorded to date.

8. POWER OF PEOPLE

8.1 Industrial action

- The UCU disputes over USS and the national pay negotiations and related matters remain live.
- During eight days of strike action in late 2019 approximately 830 members of staff took part (c12% of our total staff numbers) with around 600 people taking action on any one day. Varying degrees of disruption were experienced. Proactive and frequent communications and updates were provided to students and staff and regular discussions were maintained with members of the local UCU branch executive and the Students' Union Officers.
- Following the strike action in early December UCU members undertook a continuous period of action short of a strike (ASOS). In agreement with UCU and Student's Union Officers, the University has made available to academic departments the monies deducted from striking staff to support actions to remedy missed learning opportunities. Monies deducted from professional services staff has been pooled to ensure wider student support, including addressing mental health concerns.
- Following the strike action in November/December 2019 the USS Joint Expert Panel has published its report (JEP2). The report makes a series of interlocking recommendations covering the governance of the Scheme, the valuation methodology and the way forward. The University is broadly supportive of the proposals and has responded to a UUK consultation, as the employer representative.

- The Universities & Colleges Employers' Association (UCEA), which represents 147 HE employers in national pay bargaining has also been engaging in constructive talks with UCU and has made a series of [offers of national frameworks and action](#) on the issues of: working conditions, which form part of UCU's dispute with employers over the national pay negotiations outcome; workloads, casual working and gender/ethnicity pay gaps.

There appears to be no collective appetite to increase the base pay increase of 1.8% which was made during the negotiations in 2019 and implemented by employers, including Sheffield in August 2019.

UCU re-balloted a number of institutions that were close to having achieved the requisite statutory turnout in 2019 and a total of 74 universities now have a live mandate for action. These Universities have faced further strike action from 20 February to 13 March 2020. At the time of writing national level talks are continuing to seek a negotiated resolution.

The President & Vice-Chancellor met with representatives of our local UCU branch and SU officers again during this latest period of strike action to seek to address issues arising locally and to explore what could be done nationally to resolve the disputes.

- The current mandate for action at the University of Sheffield runs until 29 April 2020. UCU have also indicated that they may ballot members again to seek another mandate for action to run for six months from May 2020 onwards.
- The University industrial action planning group, chaired by the Vice-President for Education, continues to prepare for and put measures in place to minimise the impact of any industrial action. We are working with Heads of Academic Departments to provide support and guidance to ensure that disruption to student learning is minimised (and ideally mitigated where it is disrupted) and that students are supported in terms of their wellbeing. (see also Section 10, in relation to a reportable event connected with previous strike action)
- We continue to [work with local trade unions](#) on a range of matters to find ways to address issues such as workload pressures, stress and mental health concerns, casual working and gender and ethnicity pay gaps. The University continues to [participate in national negotiations](#) between UCEA and the recognised higher education trade unions, a process supported by our trade unions locally.

8.2 UEB People Sub-Group

- UEB have now agreed the Terms of Reference for the UEB People Sub-Group. The sub-group will act as a consultative forum, providing an opportunity for members to share thoughts and ideas on future people focused work ahead of UEB decision-making and implementation. This will be important given the current consultative work around the Vision Green paper, for example, and the anticipated people-related strategic actions. Regular reporting through UEB to Council including in this report on the People agenda, including recommendations or decisions, will ensure the appropriate profile of this important area of responsibility at the level of the governing body.

8.3 Stonewall

- The University continues to progress LGBT+ inclusion and have received recognition for the seventh year running in Stonewall's Workplace Equality Index. This featured in national news, including Sky News, The Independent and The Guardian.

- We are number 11 on this year's list, our highest ranking ever, having moved up 12 places since 2019, and have been named as a Top Trans Inclusive Employer for the second year running.
- The University has also won Regional Employer of the Year in the Stonewall Regional Awards (Yorkshire & Humber) and Professor Gill Valentine has been named Senior Champion of the Year.

8.4 New Key Appointments

- Professor Susan Hartley has been appointed as Vice-President for Research. Professor Hartley was previously the Director of the Environmental Sustainability Institute at the University of York.
- Ms Joanne Jones has been appointed as Chief Financial Officer within Finance. Ms Jones was previously Finance Director at Queen Mary University of London (QMUL).
- Mr Daniel Barcroft has been appointed as Director of Student Recruitment and Admissions. Mr Barcroft was previously Head of the Global Student Recruitment Office at the University of Lancaster.
- Professor Vania Sena has been appointed as Chair in Entrepreneurship and Enterprise within the Management School Professor Sena was previously a Professor at the University of Essex.
- Professor Sanja Dogramadzi has been appointed as Professor of Intelligent Healthcare Technologies within Automatic Control & Systems Engineering. Professor Dogramadzi was previously a Professor of Medical Robotics at the University of the West of England.
- Professor Joan Cordiner has been appointed as a Chair in Process Engineering and External Engagement within Chemical & Biological Engineering. Professor Cordiner was previously Technical Manager and Global Risk Lead at PeroxyChem Ltd.
- Mrs Anna Clements has been appointed as Associate Director in the University Library. Mrs Clements was previously Assistant Director of Library Services at University of St Andrews.
- Dr Hector Basoalto-Ibarr has been appointed as Chair of Materials Engineering within Materials Science & Engineering. Dr Basoalto-Ibarr was previously a Reader in Multiscale Materials Modelling at the University of Birmingham.

9. LEGAL AND REGULATORY MATTERS

9.1 Reportable Events

- In its role as principal regulator of HEIs, the OfS requires that serious incidents have been appropriately notified under registration condition F3(i). Reports are made on behalf of Council, and it is therefore appropriate that Council should be informed on a regular basis about incidents reported to the OfS. The OfS defines a reportable event as 'any event or circumstance that, in the judgement of the OfS, materially affects or could materially affect the provider's legal form or business model, and/or its willingness or ability to comply with its conditions of registration'.
- In the period since the last meeting of Council, the University has notified the OfS of the following reportable events:
 - Condition B1 (well designed courses and high quality student experience): A student has issued proceedings in the County Court for repayment of fees related to the industrial action in November and

December 2019. The student has not exhausted the University complaints procedure and the University is taking legal advice. The claim was notified to the OfS as a reportable event on 3 February.

- Condition C3(iii) (events requiring implementation of the Student Protection Plan): Hong Kong Baptist University (HKBU), a partner, has temporarily closed its campus and cannot deliver with the University a joint programme causing the operation of the Student Protection Plan, due to the situation in Hong Kong. Students registered on the MSc Global Marketing Management (GMM) were offered options under the SPP, and the majority (53 out of 57) will now have the first part of Semester 2 delivered at the University of Sheffield, not HKBU as originally intended. This was reported to the OfS in December 2019.
- Condition E2 (iv) (compliance with registration conditions): Suspected or actual fraud or financial irregularity - the European Anti-Fraud Office ('OLAF') investigated an FP7 project OTOSTEM and as a result the Commission has concluded in a pre-information letter that part of the EU contribution was misused by the University to purchase general laboratory consumables not destined to be used in the project, and seeks EUR 71K to be returned. The University is taking advice on whether to pay without admission of fault or to contest the findings. The Chair of Audit Committee has been notified and colleagues in Finance and Research Services are looking at our control procedures in light of the findings.

9.2 Submission of statutory returns

- The University's annual Higher Education Students Early Statistics (HESES) return was submitted to the Office for Students (OfS) in December 2019. The Office for Students will use this data to update the teaching funding allocation for 2019-20 and provide the initial teaching funding allocation for 2020-21 which will be confirmed in the Grant Letter which has previously been issued in March. The OfS has undertaken a review of the data and asked further questions of institutions shortly after submission to which the University has provided a satisfactory response. The questions on HESES 2019 were high level and, as previously, mainly related to courses which differ from a standard teaching model and known changes in levels of student recruitment. A more general question was asked this year about our methods for modelling non-completions, and our response was judged satisfactory.
- The Office for Students (OfS) has recently issued a consultation in response to the Secretary of State for Education letter to the Office for Students setting out the teaching grant budget for 2020/21 financial year. The OfS is required to make savings in teaching grant funding for the academic years 2019/20 and 2020/21 (August to July) and has consulted in proposals in implementing savings in academic years 2019/20 and 2020/21. The required savings by academic year for the sector are £26m in 2019/20 and £70m in 2020/21. This is equivalent to an underlying gross reduction of 5% compared to 2019/20.

The following returns have also been submitted by the University:

- Annual Finance Return (submitted to the OfS in January 2020).
- Higher Education - Business and Community Interactions (HEBCI) survey (submitted to HESA in December 2019).
- Annual monitoring return to the Office of Fair Access (OFFA) (submitted in January 2020).
- Transparent approach to costing (TRAC) (submitted in January 2020).
- The Careers Service is supporting preparations for the first Graduate Outcomes survey, fulfilling the University's obligation to HESA.

